Zalando SE

CDP Corporate Questionnaire 2026

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
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11/04/2026, 12:54 pm

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ EUR

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Founded in 2008, Zalando SE is a publicly traded leading European technology platform based in Berlin, specializing in fashion and lifestyle. Its business is built on a unique AI-powered data and infrastructure platform. In July 2025 Zalando completed a strategic combination with Hamburg-based ABOUT YOU, strengthening its ability to serve more customers and partners across Europe through complementary capabilities. Zalando continues its strategy to build a pan-European ecosystem for fashion and lifestyle e-commerce, focusing on two growth vectors: business-to-consumer (B2C) and business-to-business (B2B). B2C Operations: Zalando offers a multi-brand shopping experience to 62 million active customers in 29 markets, offering clothing, footwear, accessories, and beauty. The company's multi-app ecosystem, comprising Zalando, ABOUT YOU, and Lounge by Zalando, delivers a highly personalized shopping experience across diverse customer segments. Zalando serves as a significant meeting point for people and lifestyle brands in Europe, connecting over 7,000 brands, from global to local stars. Customers are also embracing the opportunity to try on and purchase pre-owned items online and across the majority of the 16 Zalando outlets. B2B Operations: Zalando is expanding its logistics infrastructure as well as its software and service capabilities to support brands' and retailers' e-commerce operations, both on and off the Zalando platform. Zalando's B2B brand ZEOS is a multi-channel solution serving over 600 partners. ZEOS helps reduce the complexity of cross-border e-commerce and is currently available in 24 markets, supporting 18 sales channels, including marketplaces and brands' own webshops. Strategic partnerships, along with the integration of SCAYLE as an enterprise shop system, further strengthen Zalando's B2B capabilities and enable brands to scale their direct-to-consumer operations. The inclusion of ABOUT YOU's subsidiary SCAYLE in the ZEOS software stack provides Zalando with a leading enterprise shop system to support brands in managing their own

e-commerce channels. Sustainability and Diversity & Inclusion: Sustainability and D&I are core elements of Zalando's fully embedded strategy designed to enhance the resilience of both the company and its supply chain. Zalando aims to transition to a more sustainable, equitable, and accessible future, underpinned by two sustainability ambitions: Net Zero and Decent Work. Furthermore, Zalando strives to be inclusive by design. This transition requires a collective effort of the company and its supply chain. In this context, Zalando aspires to enable its partners in working towards their sustainability ambitions and to empower its customers with a more sustainable and inclusive assortment to buy better, wear better and feel better. Following the conclusion of Zalando's first-generation targets (2020–2025), two key long-term climate-related ambitions have been set: net-zero emissions by 2040 in its own operations and private labels, and by 2050 for the remaining company value chain emissions, which include fashion brand partners, packaging, and transportation. As a key milestone in its net-zero strategy, Zalando's near-term and long-term net-zero targets were validated and published in May 2025 by the Science Based Targets Initiative (SBTi). As the updated targets were validated prior to the ABOUT YOU transaction in July 2025, ABOUT YOU is not yet included. Integration into the group-wide sustainability targets is planned for 2026/2027. Emissions and Progress: Following the acquisition, Zalando's reported emissions, including ABOUT YOU from the transaction date onwards, primarily originate from the following sources: Scope 1: Company-owned logistics and fulfillment operations; heating and cooling systems at owned warehouses, offices, and fulfillment centers; company-owned fleet vehicles. Scope 2: Electricity purchased for warehouses, fulfillment centers, offices, and data centers Scope 3: The assessment covers all relevant Scope 3 categories, including Categories 1–7, 9, 11, 12, and 15. Categories 8, 10, 13, and 14 are accounted for and the values reported are zero as they are not relevant to Zalando's operations. By the end of 2025, Zalando was on track to achieve its first-generation Scope 1 and 2 targets, having reduced emissions by 80.8% compared to the 2017 base year. Scope 3 GHG emissions from private-label products decreased by 36.8% per € million gross profit relative to 2018. In addition, 74.1% of Zalando's in-scope suppliers have set Science Based Targets. Zalando also maintains its commitment to sourcing 100% renewable electricity for Scope 2 emissions since 2020. In 2025, Zalando made further progress towards its second-generation long-term targets to reduce GHG emissions across all scopes by 90% by 2040 (Scopes 1 and 2) and by 2050 (Scope 3). During the year, a reduction of 17% for Scopes 1 and 2 and by 10.6% for Scope 3 was achieved.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2025	*Select from:* ☑ Yes	*Select from:* ☑ No

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

12346100000.0

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

DE000A3E4589 (bond 1) DE000A3E4597 (bond 2)

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

DE000ZAL1111

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

ZAL

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

529900YRFFGH5AXU4S86

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ China
☑ Italy
☑ Spain
☑ France
☑ Greece
☑ Belgium
☑ Croatia
☑ Czechia
☑ Denmark
☑ Estonia
☑ Portugal
☑ Slovakia
☑ Latvia
☑ Norway
☑ Poland
☑ Sweden
☑ Austria
☑ Finland
☑ Germany
☑ Hungary
☑ Ireland
☑ Romania
☑ Netherlands
☑ Switzerland

☑ Slovenia
☑ Lithuania
☑ Luxembourg
☑ United Kingdom
☑ United States of America

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:
☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply
☑ Upstream value chain
☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:
☑ Tier 2 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:
☑ Tier 3 suppliers

(1.24.7) Description of mapping process and coverage

Zalando follows the Greenhouse Gas Protocol to map and quantify its upstream and downstream value chain, covering key actors such as brand partners, suppliers, logistics providers and customers. The company collaborates with brand partners and suppliers on product sourcing and development, with logistics providers for distribution, and directly serves customers through its e-commerce platform. In 2025, Zalando updated its double materiality assessment in line with ESRS requirements, incorporating ABOUT YOU's impacts, risks and opportunities (IROs), as well as those arising from the transaction, with no significant changes identified. The assessment covers own operations and the entire value chain, evaluating impacts, dependencies, risks and opportunities related to sustainability topics. The value chain mapping, based on existing contractual relationships with brands, partners, suppliers and service providers, is led by the Zalando Compliance

department with support from all business units. Information collected includes supplier data, production sites, materials, sustainability performance and supply chain traceability. The mapping relies on contractual information, supplier assessments, audits, Life Cycle Assessments (LCA) and dedicated tools, such as the WRI Aqueduct tool for water-risk assessments. The mapping covers all relevant value chain elements, with full coverage of Tier 1 suppliers: all private-label final-assembly factories are publicly disclosed and regularly audited, with 189 audit reports reviewed in 2025. ABOUT YOU was integrated into these audits for the second half of 2025 for consolidated reporting purposes. Tier 2 mapping has been initiated, covering key material manufacturers and leather tanneries, including material production, dyeing and finishing processes for main components at SKU level. In 2025, Zalando's private labels continued supplier improvement programmes involving 25 Tier 1 and Tier 2 suppliers across textile, polyurethane, leather and footwear production in China, Bangladesh, India and Turkey. ABOUT YOU does not currently have a formal Tier 2 mapping process, although factory names are publicly disclosed. Traceability of Tier 3 suppliers, particularly for core materials, remains partial due to limited industry-wide transparency. Zalando is expanding the use of Life Cycle Assessments to improve visibility on material sourcing and processing, while ABOUT YOU currently has no Tier 3 traceability.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ Yes, we have mapped or are currently in the process of mapping plastics in our value chain

(1.24.1.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

☑ End-of-life management

(1.24.1.4) End-of-life management pathways mapped

Select all that apply

☑ Preparation for reuse

☑ Recycling

☑ Incineration

☑ Landfill

☑ Other, please specify :Other recovery operation
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

In the short term, Zalando integrates climate-related risks into its RMS (Risk Management System) by assessing immediate impacts through its enterprise risk management assessment cycles. These risks are reflected in annual financial planning, including revenue and EBIT forecasts. Physical climate risks - such as extreme weather events - are monitored for their potential to disrupt logistics operations or supply chain continuity. The ability to address these risks within a one-year horizon supports operational resilience and ensures business continuity in the face of near-term environmental volatility.

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Over the medium term, Zalando incorporates climate-related risks (particularly transition risks) into its strategic and financial planning cycles, which typically span five years. This includes preparing for evolving regulatory frameworks, increased decarbonization costs, and shifting stakeholder expectations. Climate risks are assessed through a three-year IRO (Impacts, Risks, Opportunities) evaluation process, which helps prioritise actions and allocate resources accordingly.

Long-term

(2.1.1) From (years)

4

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Although Zalando's core strategic planning typically operates on short-term four-year cycles, the company evaluates long-term climate risks and opportunities to test the overall resilience of its business model. These analyses directly inform strategic planning by highlighting the necessary investments required to achieve Zalando's science-based net-zero ambitions, strengthen supply chain resilience, and scale circular business models. Furthermore, the expected developments of physical and transition climate risks, along with their potential impacts on future cash flows, are explicitly integrated into the financial planning assumptions used to prepare the annual financial statements.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from:	*Select from:*

	Process in place	Dependencies and/or impacts evaluated in this process
	☑ Yes	☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

☑ Tier 3 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ COSO Enterprise Risk Management Framework

☑ Enterprise Risk Management

☑ Risk models

International methodologies and standards

☑ Other international methodologies and standards, please specify :Institute of Public Auditors in Germany (IDW) Assurance Standard 981, ISAE 3000

Other

☑ Scenario analysis

☑ Jurisdictional/landscape assessment

☑ Desk-based research
☑ External consultants
☑ Materiality assessment
☑ Internal company methods
☑ Partner and stakeholder consultation/analysis

(2.2.2.15) Risk types and criteria considered

Acute physical
☑ Drought
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Heat wave
☑ Heavy precipitation (rain, hail, snow/ice)

Chronic physical
☑ Change in land/freshwater/ocean use
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Heat stress

Policy
☑ Carbon pricing mechanisms
☑ Changes to international law and bilateral agreements
☑ Changes to national legislation

Market
☑ Changing customer behavior
☑ Lack of availability and/or increased cost of certified sustainable material
☑ Lack of availability and/or increased cost of raw materials

Reputation
☑ Impact on human health
☑ Increased concern and/or negative feedback from partners and stakeholders

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g., GHG emissions, deforestation & conversion, water stress, excessive bycatch)

☑ Stigmatization of sector

Technology

☑ Transition to lower emissions technology and products

Liability

☑ Exposure to sanctions and litigation

☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

☑ Other, please specify **:commodity users/producers at a local level**

(2.2.2.17) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.18) Further details of process

Zalando has conducted a Double Materiality Assessment (DMA) in 2024 that identifies and evaluates ESG-related risks and opportunities across outward/inward-looking as well as upstream/downstream impacts. The DMA was updated in 2025, with the same process being used. A detailed analysis of our entire value chain and our own operations was conducted. End-of-life management is not a significant climate impact area and was therefore excluded from this analysis. We specifically analysed the key materials sourced, the production of raw materials, the manufacturing processes and the primary regions from which we source. No biodiversity and ecosystem risks and opportunities were identified as material impacts. Also we have assessed the impacts of our own office locations, fulfilment and return centres — operated by us, on our behalf or by a third party — as well as those sites within our value chain linked to the production (Tier 1) of our private labels. Water resources related risks and opportunities under the DMA are also assessed. While within our own operations, we do not engage in water-intensive activities we

recognize that our more significant water impacts lie upstream in raw material extraction, manufacturing, and downstream in product use. Evaluations conducted under the DMA align with recognized scientific standards. Climate change targets for Scope 1 and 2 (2033/2040) adhere to SBTi 1.5°C pathways, whereas Scope 3 targets align with well-below 2°C by 2033 and 1.5°C by 2050. Water stewardship calculations conform to Alliance for Water Stewardship (AWS) and CEO Water Mandate standards. Currently, broader planetary boundaries and tipping points are excluded from quantitative risk scoring. Risks and opportunities are rated 1 (very low) to 5 (very high) on impact and probability, yielding total scores from 1 to 25. Financial effects rely on quantitative data where available, supplemented qualitatively if necessary. An ESG topic is financially material if it affects Zalando's financial position, performance, cash flows, access to capital, or enterprise value over short-, medium-, or long-term horizons. Impact materiality is set at 11.5 and financial materiality at 11. Furthermore, the DMA is partially integrated into our RMS. The Governance and Risk team reviewed the financial material risks stemming from the DMA, ensuring that risks above the materiality threshold are considered in the RMS and assessed in the bi-annual risk assessment cycles. By integrating this process into the overall risk management framework, we align efforts to mitigate risks and leverage opportunities influencing our operations and financial performance. Zalando's Risk Management team assesses and reports risks to Zalando's management board on a top-risk basis. It also presents the status of strategic objectives and other potential risks in the Horizon Scanning section of the Risks & Opportunities Report over a 0-3 year horizon. Consequently, the RMS makes no distinction between different types of risk in its reporting. To enable risk reporting between the regular bi-annual risk cycles, Zalando has implemented an ad hoc reporting process informing the Risk Management team of material current risk events and changes.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain
☑ Downstream value chain

(2.2.2.4) Coverage

Select from:
☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply
☑ Tier 1 suppliers
☑ Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:
☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:
☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply
☑ Short-term
☑ Medium-term
☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Sub-national

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ WRI Aqueduct

Enterprise Risk Management

☑ COSO Enterprise Risk Management Framework

☑ Enterprise Risk Management

☑ Risk models

International methodologies and standards

☑ Other international methodologies and standards, please specify :Institute of Public Auditors in Germany (IDW) Assurance Standard 981, ISAE 3000

Other

☑ Scenario analysis

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Internal company methods

☑ Jurisdictional/landscape assessment

☑ Partner and stakeholder consultation/analysis

(2.2.2.15) Risk types and criteria considered

Acute physical

☑ Drought

☑ Heat wave
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Pollution incident

Chronic physical
☑ Heat stress
☑ Water stress
☑ Groundwater depletion
☑ Declining water quality
☑ Precipitation or hydrological variability
☑ Increased severity of extreme weather events
☑ Water availability at a basin/catchment level
☑ Changing precipitation patterns and types (rain, hail, snow/ice)

Policy
☑ Changes to international law and bilateral agreements
☑ Changes to national legislation

Market
☑ Lack of availability and/or increased cost of raw materials

Reputation
☑ Impact on human health
☑ Increased concern and/or negative feedback from partners and stakeholders

Technology
☑ Transition to water efficient and low water intensity technologies and products

Liability
☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply
☑ NGOs
☑ Regulators

☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Local communities
☑ Other water users at the basin/catchment level

(2.2.2.17) Has this process changed since the previous reporting year?

Select from:
☑ No

(2.2.2.18) Further details of process

Zalando has conducted a Double Materiality Assessment (DMA) in 2024 that identifies and evaluates ESG-related risks and opportunities across outward/inward-looking as well as upstream/downstream impacts. The DMA was updated in 2025, with the same process being used. A detailed analysis of our entire value chain and our own operations was conducted. End-of-life management is not a significant climate impact area and was therefore excluded from this analysis. We specifically analysed the key materials sourced, the production of raw materials, the manufacturing processes and the primary regions from which we source. No biodiversity and ecosystem risks and opportunities were identified as material impacts. Also we have assessed the impacts of our own office locations, fulfilment and return centres — operated by us, on our behalf or by a third party — as well as those sites within our value chain linked to the production (Tier 1) of our private labels. Water resources related risks and opportunities under the DMA are also assessed. While within our own operations, we do not engage in water-intensive activities we recognize that our more significant water impacts lie upstream in raw material extraction, manufacturing, and downstream in product use. Evaluations conducted under the DMA align with recognized scientific standards. Climate change targets for Scope 1 and 2 (2033/2040) adhere to SBTi 1.5°C pathways, whereas Scope 3 targets align with well-below 2°C by 2033 and 1.5°C by 2050. Water stewardship calculations conform to Alliance for Water Stewardship (AWS) and CEO Water Mandate standards. Currently, broader planetary boundaries and tipping points are excluded from quantitative risk scoring. Risks and opportunities are rated 1 (very low) to 5 (very high) on impact and probability, yielding total scores from 1 to 25. Financial effects rely on quantitative data where available, supplemented qualitatively if necessary. An ESG topic is financially material if it affects Zalando's financial position, performance, cash flows, access to capital, or enterprise value over short-, medium-, or long-term horizons. Impact materiality is set at 11.5 and financial materiality at 11. Furthermore, the DMA is partially integrated into our RMS. The Governance and Risk team reviewed the financial material risks stemming from the DMA, ensuring that risks above the materiality threshold are considered in the RMS and assessed in the bi-annual risk assessment cycles. By integrating this process into the overall risk management framework, we align efforts to mitigate risks and leverage opportunities influencing our operations and financial performance. Zalando's Risk Management team assesses and reports risks to Zalando's management board on a top-risk basis. It also presents the status of strategic objectives and other potential risks in the Horizon Scanning section of the Risks & Opportunities Report over a 0-3 year horizon. Consequently, the RMS makes no distinction between different types of risk in its reporting. To enable risk reporting between the regular bi-annual risk cycles, Zalando has implemented an ad hoc reporting process informing the Risk Management team of material current risk events and changes.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

As part of the DMA (Double Materiality Assessment), Zalando assessed its ESG-related impacts, risks, and opportunities (IROs). The DMA, originally performed in 2024, was updated in 2025 to incorporate ABOUT YOU's impacts, risks and opportunities, as well as the IROs arising from the acquisition transaction itself; this update did not result in significant changes to the materiality outcomes. We evaluated whether Zalando's business activities lead to risks or opportunities, particularly those arising from dependencies on key resources such as natural, human or financial capital. Additionally, the assessment considers not only risks and opportunities directly linked to identified impacts but also those that stem from resource dependencies where no direct impact may be observed. This ensures that risks and opportunities that arise independently of specific impacts - such as broader market or resource dynamics - are also captured in our analysis. For example, the assessments might identify the dependency on key raw materials. While there might not be a direct, immediate environmental impact from price fluctuation, this dependency on these materials presents a financial risk to the business. This comprehensive approach helps us identify potential risks and opportunities, both impact-related and non-impact-related, ensuring a thorough understanding of our sustainability landscape. ESRS 1 also requires companies to consider financial effects related to sustainability matters that are not (yet) reflected in the financial statements but could have significant effects on the company's financial position, earnings, cash flows, access to finance or cost of capital over the short-, medium- or long-term, such as human capital and natural capital. Risks and opportunities were assessed and scored considering the likelihood of occurrence and the magnitude of potential financial effects. We considered the connections between impacts and dependencies with the associated risks and opportunities by mapping these elements, ensuring a comprehensive understanding of their interdependencies. This process involved identifying each impact's dependencies and systematically analysing how these could trigger specific risks or opportunities.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.3.3) Types of priority locations identified

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

Direct Operations A Water Risk Assessment was conducted to gain an understanding of Zalando's water-related hotspots and risks relevant to its role as a retailer. To identify areas of high-water risk, we employ a composite index approach that aggregates multiple water-related risks, i.e. physical risk quantity, physical risk quality, and regulatory and reputational risks, allowing for a comprehensive risk assessment. The calculation is performed via the World Resources Institute Aqueduct tool, which returns values for the total water risk on a scale from "0" (low risk) to "5" (extremely high risk). Water Stress reflects the ratio of total water demand to available renewable water resources in a region. It indicates how intensely water is being used compared to what is naturally available. The risk is categorized on a scale from 0 to 5, where higher scores represent greater competition for water. The thresholds are as follows: less than 10% use is considered low risk (score 0-1), 10-20% is low–medium risk (1-2), 20-40% is medium–high risk (2-3), 40-80% is high risk (3-4), and over 80% is extremely high risk (4-5). The assessment covered 72 logistics and non-logistics sites (prev. year: 63). Among all Zalando sites, only our fulfilment center in Lodz, Poland is classified as in an area at high overall water risk (same as prior year). We enriched our understanding of physical risks by conducting a site-specific logistics climate risk assessment in 2025. As an outcome of this assessment, we have started implementing prioritised mitigation measures such as making adjustments to the drainage system at our site in Verona and automating the night cooling process in Mönchengladbach. We plan to expand the implementation of measures to three additional sites in 2026. Upstream By using Higg FEM data, which covers over 70% of our Tier 1 and Tier 2 procurement spend covered, we can identify the sites with the highest carbon emissions and water consumption.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Other, please specify :Profit (EBIT)

(2.4.3) Change to indicator

Select from:

☑ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

10000000

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Risks and opportunities are defined as Risk Events that lead to a negative (risk) or positive (opportunity) deviation from the company's Expected Plan. Risk Events are classified into five distinct risk levels (Minor, Moderate, Significant, Material and Critical) based on their expected values, which are calculated by multiplying the expected impact and the probability of occurrence. A risk is categorised as a top risk if it has a net expected value greater than EUR 10 million (placing it as a Significant or higher risk level), which ensures a consistent threshold for reporting and focused mitigation efforts. Net top risks are monitored closely and reported biannually to the Management Board and Audit Committee. Zalando applies the following quantifiable indicators for its risk assessments: Probability Scales: Very Low [>0%-10%]; Low [>10%-25%]; Medium [>25%-50%]; High [>50%-75%]; Very High [>75%]. Quantitative Financial Impact Ranges (EBIT/Liquidity deviation in Euro): Very Low [0.5m - 1m]; Low [>1m - 10m]; Medium [>10m - 25m]; High [>25m - 75m]; Very High [>75m - 225m]; Critical [>225m]. If risks cannot be assessed quantitatively, a qualitative alternative based on the impact on Zalando's reputation is applied. Depending on the severity of the criteria, the assessment yields a qualitative score from Very Low (1) to Very High (5). To incorporate these alternative findings into group-wide aggregations like the Total Risk Exposure (TRE), each qualitative impact score is then translated into the median EUR value of its corresponding quantitative impact category (e.g., Score 1 translates to 0.75m, while Score 5 translates to 150m). The aforementioned Impact categories and risk levels are reviewed on an annual basis based on the planned EBIT of the FY and are potentially updated if the planned EBIT changes significantly.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Other, please specify :Profit (EBIT)

(2.4.3) Change to indicator

Select from:

☑ Absolute increase

(2.4.5) Absolute increase/ decrease figure

10000000

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Risks and opportunities are defined as Risk Events that lead to a negative (risk) or positive (opportunity) deviation from the company's Expected Plan. Risk Events are classified into five distinct risk levels (Minor, Moderate, Significant, Material and Critical) based on their expected values, which are calculated by multiplying the expected impact and the probability of occurrence. A risk is categorised as a top risk if it has a net expected value greater than EUR 10 million (placing it as a Significant or higher risk level), which ensures a consistent threshold for reporting and focused mitigation efforts. Net top risks are monitored closely and reported biannually to the Management Board and Audit Committee. Zalando applies the following quantifiable indicators for its risk assessments: Probability Scales: Very Low

[>0%-10%]; Low [>10%-25%]; Medium [>25%-50%]; High [>50%-75%]; Very High [>75%]. Quantitative Financial Impact Ranges (EBIT/Liquidity deviation in Euro): Very Low [0.5m - 1m]; Low [>1m - 10m]; Medium [>10m - 25m]; High [>25m - 75m]; Very High [>75m - 225m]; Critical [>225m]. If risks cannot be assessed quantitatively, a qualitative alternative based on the impact on Zalando's reputation is applied. Depending on the severity of the criteria, the assessment yields a qualitative score from Very Low (1) to Very High (5). To incorporate these alternative findings into group-wide aggregations like the Total Risk Exposure (TRE), each qualitative impact score is then translated into the median EUR value of its corresponding quantitative impact category (e.g., Score 1 translates to 0.75m, while Score 5 translates to 150m). The aforementioned Impact categories and risk levels are reviewed on an annual basis based on the planned EBIT of the FY and are potentially updated if the planned EBIT changes significantly.
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:
☑ Yes, we identify and classify our potential water pollutants

(2.5.2) Details of policies and processes in place to identify and classify potential water pollutants

In connection to the Higg FEM data collection the wastewater of suppliers is assessed for potential pollutants. Wastewater testing covers the parameters defined in the ZDHC Wastewater Guidelines, which provide thresholds for assessing pollutant levels and identifying potential non-compliances. Results are used to monitor supplier performance over time and define corrective actions where exceedances are identified.
[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:

☑ Inorganic pollutants

(2.5.1.2) Description of water pollutant and potential impacts

Inorganic pollutants, in the fashion industry particularly from textile dyeing and leather processing, can influence water quality and aquatic ecosystems. These substances may persist in the environment and, depending on concentration and exposure, can affect aquatic organisms and potentially human health through contact with contaminated water.

(2.5.1.3) Value chain stage

Select all that apply

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Requirement for suppliers to comply with regulatory requirements

☑ Discharge treatment using sector-specific processes

☑ Procedure(s) under development/ R&D

☑ Other, please specify :Supplier-level wastewater testing

(2.5.1.5) Indicators for measuring and evaluating the success of the procedure

Select all that apply

☑ Compliance with discharge permits / regulatory limits

(2.5.1.6) Please explain

Zalando takes steps to better understand and manage water pollution risks across its supply chain. While there is currently no centralised system for analysing wastewater data, suppliers share Higg Facility Environmental Module (FEM) results, which include potential pollutants. Since becoming an official Friend Signatory of ZDHC in 2025, Zalando Private Labels have strengthened the management of chemical and wastewater-related risks. Wet processing Tier 1 factories are monitored through recognized tracking tools, aiming to achieving full MSRL compliance. All wet processing factories operating an on-site Effluent Treatment Plant are required to conduct annual wastewater testing in line with ZDHC standards. From 2025 onward, Tier 1 suppliers generating industrial wastewater are expected to conduct wastewater testing in line with ZDHC standards. If any pollutants exceed limits, suppliers must investigate and develop an action plan. These requirements are supported by Zalando's chemical management system, including a Restricted Substances List (RSL) for products and a Manufacturing Restricted Substances List (MRSL) for private labels, both aligned with ZDHC standards. ABOUT YOU applies a comparable approach for its private-label business. Although not a ZDHC

signatory, its RSL, MRSL and testing protocols are aligned with ZDHC requirements and support the identification, restriction and monitoring of potentially harmful substances in products and manufacturing processes.

Row 2

(2.5.1.1) Water pollutant category

Select from:

☑ Other nutrients and oxygen demanding pollutants

(2.5.1.2) Description of water pollutant and potential impacts

Nutrients and oxygen-demanding pollutants are commonly introduced through detergents, dyes, and organic residues in textile production. When present in excess, they can alter the balance of aquatic ecosystems by promoting algal growth and reducing oxygen levels, which may impact biodiversity and the stability of aquatic habitats.

(2.5.1.3) Value chain stage

Select all that apply

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Requirement for suppliers to comply with regulatory requirements

☑ Discharge treatment using sector-specific processes

☑ Procedure(s) under development/ R&D

☑ Other, please specify :Supplier-level wastewater testing

(2.5.1.5) Indicators for measuring and evaluating the success of the procedure

Select all that apply

☑ Compliance with discharge permits / regulatory limits

(2.5.1.6) Please explain

Zalando takes steps to better understand and manage water pollution risks across its supply chain. While there is currently no centralised system for analysing wastewater data, suppliers share Higg Facility Environmental Module (FEM) results, which include potential pollutants. Since becoming an official Friend Signatory of ZDHC in 2025, Zalando Private Labels have strengthened the management of chemical and wastewater-related risks. Wet processing Tier 1 factories are monitored through recognized tracking tools, aiming to achieving full MSRL compliance. All wet processing factories operating an on-site Effluent Treatment Plant are required to conduct annual wastewater testing in line with ZDHC standards. From 2025 onward, Tier 1 suppliers generating industrial wastewater are expected to conduct wastewater testing in line with ZDHC standards. If any pollutants exceed limits, suppliers must investigate and develop an action plan. These requirements are supported by Zalando's chemical management system, including a Restricted Substances List (RSL) for products and a Manufacturing Restricted Substances List (MRSL) for private labels, both aligned with ZDHC standards. ABOUT YOU applies a comparable approach for its private-label business. Although not a ZDHC signatory, its RSL, MRSL and testing protocols are aligned with ZDHC requirements and support the identification, restriction and monitoring of potentially harmful substances in products and manufacturing processes.

Row 3

(2.5.1.1) Water pollutant category

Select from:

☑ Other synthetic organic compounds

(2.5.1.2) Description of water pollutant and potential impacts

Synthetic organic compounds used in various textile treatments, dyes, and finishes can remain in water bodies for extended periods. These substances may interact with aquatic life and, in some cases, accumulate in organisms, potentially leading to ecological changes and health concerns for populations exposed to affected water sources.

(2.5.1.3) Value chain stage

Select all that apply

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Requirement for suppliers to comply with regulatory requirements

☑ Discharge treatment using sector-specific processes

☑ Procedure(s) under development/ R&D

☑ Other, please specify :Supplier-level wastewater testing

(2.5.1.5) Indicators for measuring and evaluating the success of the procedure

Select all that apply

☑ Compliance with discharge permits / regulatory limits

(2.5.1.6) Please explain

Zalando takes steps to better understand and manage water pollution risks across its supply chain. While there is currently no centralised system for analysing wastewater data, suppliers share Higg Facility Environmental Module (FEM) results, which include potential pollutants. Since becoming an official Friend Signatory of ZDHC in 2025, Zalando Private Labels have strengthened the management of chemical and wastewater-related risks. Wet processing Tier 1 factories are monitored through recognized tracking tools, aiming to achieving full MSRL compliance. All wet processing factories operating an on-site Effluent Treatment Plant are required to conduct annual wastewater testing in line with ZDHC standards. From 2025 onward, Tier 1 suppliers generating industrial wastewater are expected to conduct wastewater testing in line with ZDHC standards. If any pollutants exceed limits, suppliers must investigate and develop an action plan. These requirements are supported by Zalando's chemical management system, including a Restricted Substances List (RSL) for products and a Manufacturing Restricted Substances List (MRSL) for private labels, both aligned with ZDHC standards. ABOUT YOU applies a comparable approach for its private-label business. Although not a ZDHC signatory, its RSL, MRSL and testing protocols are aligned with ZDHC requirements and support the identification, restriction and monitoring of potentially harmful substances in products and manufacturing processes.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Water

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Our organisation has conducted a DMA and identified several pollution-related environmental impacts, such as microplastic release and non-carbon emissions. However, these impacts primarily occur outside our direct operation mainly during raw material extraction, textile production, and transportation. Within our own operations, emissions are comparatively insignificant. For instance, emissions from our fulfilment centres are minimal and do not require reporting under the European Pollutant Release and Transfer Register. Furthermore, we have not identified any pollution-related sources at our operational sites that would necessitate further screening or stakeholder consultation. As a result, we have concluded that while environmental risks exist, they do not have the potential to substantively affect our organisation. Consequently, pollution-related disclosures focus on chemical management policies rather than quantitative metrics, which are currently not considered material to our operations.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:
☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical
☑ Changing precipitation patterns and types (rain, hail, snow/ice)

(3.1.1.4) Value chain stage where the risk occurs

Select from:
☑ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Italy
☑ Spain
☑ France
☑ Latvia
☑ Norway
☑ Czechia
☑ Denmark
☑ Estonia
☑ Finland
☑ Germany
☑ Lithuania
☑ Luxembourg
☑ Netherlands
☑ Switzerland
☑ United Kingdom
☑ Poland
☑ Sweden
☑ Austria
☑ Belgium
☑ Croatia
☑ Hungary
☑ Ireland
☑ Romania
☑ Slovakia
☑ Slovenia

(3.1.1.9) Organization-specific description of risk

Climate change disrupts weather patterns, leading to decreased seasonal demand patterns, with potential effects on overstock. On the supply side, reduced availability of key materials due to extreme weather increases production costs and price volatility and causes operational and logistics disruptions.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ High

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: decrease in revenue from products in stock that cannot be sold due to unexpected weather patterns and conditions.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

25000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

75000000

(3.1.1.25) Explanation of financial effect figure

The identified opportunities and risks were assessed based on their probability of occurrence and potential financial impact, each rated on a scale from 1 (very low) to 5 (very high), in line with Zalando's Risk Management Manual. The financial impact is evaluated quantitatively using three scenarios - best case, likeliest case, and worst case - to estimate the potential effect on EBIT, which is then categorised into defined monetary thresholds (e.g., "High" >€25m–€75m). The probability is translated into percentage ranges (e.g., "Medium" >25%–50%),. The overall risk level is determined by calculating the expected value, obtained by multiplying the probability percentage by the financial impact. This expected value is then classified into one of the five risk levels (Minor, Moderate, Significant or Critical), which determines whether a risk qualifies as a top risk (Significant or higher). For 2026, this specific risk, a Medium (>25%-50%) probability and a High (>€25m-€75m) impact were assigned, resulting in a risk level of Significant with an expected value between €10m - €75m. The assessment of financial materiality considers both the

likelihood of occurrence and the potential magnitude of financial effects on Zalando's financial position, earnings (EBIT), cash flows, access to financing, or cost of capital over the short, medium, or long term. No additional assumptions beyond the standard methodology were applied in this evaluation.

(3.1.1.26) Primary response to risk

Diversification

☑ Develop new products, services and/or markets

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

All of the activities described are core elements of the Zalando strategy, and therefore an individual economic value cannot be assigned. Hence, 0 to avoid double counting or misleading values.

(3.1.1.29) Description of response

Dependency on weather effects, as one inherent risk of the business, cannot be completely eliminated, requiring the acceptance of a a residual risk. To mitigate this within our Wholesale business, we approach weather-induced uncertainty through flexible procurement, and planning processes, such as utilizing pre-orders and re-orders. We also expand our product range into non-seasonal categories such as basic assortment, and leverage technology to optimize inventory management, mitigating overstock and adapting to shifting demand patterns. While our Wholesale business provides limited short-term flexibility to adapt assortment to changing weather conditions, we also manage inventory through higher-agility channels - specifically our Partner Program (PP) and Connected Retail program. These models enable brands and retailers to sell their merchandise via Zalando, while maintaining full control over their offer, content and pricing.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Changing precipitation patterns and types (rain, hail, snow/ice)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China

☑ India

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Unknown

(3.1.1.9) Organization-specific description of risk

As an e-commerce player delivering to customers in 25 countries, Zalando sells thousands of brands and owns six labels. For these six labels, we source products from 68 suppliers in 10 countries and 126 Tier 1 factories. Zalando may face the risk of limited availability of raw materials (including cotton and cellulose fibers) for production by business partners and suppliers (for private labels) and the resulting increase in product prices. Cotton is the main raw material used by most clothing brands. Water stress caused by acute (e.g., heavy rainfall) and chronic (e.g., prolonged drought) risks can negatively affect cotton cultivation in key sourcing regions. This may result in the unavailability of the raw material, and thus an increase in prices. Additionally, increasing demand for organic cotton and limited supply make a further price increase likely. While price increases are considered in regular cost planning, the impacts of climate change make it hard to predict materials prices (e.g., climate events in 2022 in China, US and India resulted in 30% increase in cotton prices; 2010 flooding in Pakistan caused prices to more than triple). Apart from deviations from planned price increases, which are assessed in this risk, also budgeted increases reduce the margin and need to be compensated. This climate-related risk applies to our brand partners; for us as an e-retailer this could translate into reduced stock from partners and an increase in product prices.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Unlikely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: increase in products costs due to increase in raw materials prices driven by extreme weather events (e.g., droughts) or increase in demand (e.g., organic cotton).

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

The identified opportunities and risks were assessed based on their probability of occurrence and potential financial impact, each rated on a scale from 1 (very low) to 5 (very high), in line with Zalando's Risk Management Manual. The financial impact is evaluated quantitatively using three scenarios - best case, likeliest case, and worst case - to estimate the potential effect on EBIT, which is then categorised into defined monetary thresholds (e.g., "Low" €>1m–€10m). The probability is translated into percentage ranges (e.g., "Low" >10%–25%),. The overall risk level is determined by calculating the expected value, obtained by multiplying the probability percentage by the financial impact. This expected value is then classified into one of the five risk levels (Minor, Moderate, Significant or Critical), which determines whether a risk qualifies as a top risk (Significant or higher). For this specific risk, a Low (>10%-25%) probability and a Low (>€1m-€10m) impact were assigned, resulting in a risk level of Minor with an expected value between >€0m - €1m. The assessment of financial materiality considers both the likelihood of occurrence and the potential magnitude of financial effects on Zalando's financial position, earnings (EBIT), cash flows, access to financing, or cost of capital over the short, medium, or long term. No additional assumptions beyond the standard methodology were applied in this evaluation.

(3.1.1.26) Primary response to risk

Diversification

☑ Increase supplier diversification

(3.1.1.27) Cost of response to risk

390000

(3.1.1.28) Explanation of cost calculation

390k EUR refers to the budget allocated in FY25 for our materials & circularity strategy plus support to brand partners to set science-based targets in alignment with our scope 3 engagement target. This figure does not include investments in textile-to-textile recycling innovators.

(3.1.1.29) Description of response

Our efforts to maintain and build a resilient textile value chain focus on: a) Maintenance of a widespread supplier network with reduced dependency on single suppliers/ areas b) Zalando commitment to positively impact the entire value chain having 90% of its brand partners (based on GHGs emissions) set science-based targets by 2025 c) Our target to reduce our private label emissions by 40% per M EUR gross profit. In 2024, the private labels business unit defined a set of preferred materials, which include organic, recycled or regenerative materials, and responsibly sourced materials, including trademarked MMCFs and Leather Working Group-certified leather. The private labels' preferred materials initiative is set until 2033. d) Our circularity strategy which includes investments in textile recycling regeneration technologies which help us with maximizing resources value by keeping them in use for longer and diversifying materials sourcing.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Changing precipitation patterns and types (rain, hail, snow/ice)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China

☑ India

(3.1.1.9) Organization-specific description of risk

As an e-commerce player delivering to customers in 25 countries, Zalando sells thousands of brands and owns six labels. For these six labels, we source products from 68 suppliers in 10 countries and 126 Tier 1 factories. Zalando may face the risk of limited availability of raw materials (including cotton and cellulose fibers) for production by business partners and suppliers (for private labels) and the resulting increase in product prices. Cotton is the main raw material used by most clothing brands. Water stress caused by acute (e.g., heavy rainfall) and chronic (e.g., prolonged drought) risks can negatively affect cotton cultivation in key sourcing regions. This may result in the unavailability of the raw material, and thus an increase in prices. Additionally, increasing demand for organic cotton and limited supply make a further price increase likely. While price increases are considered in regular cost planning, the impacts of climate change make it hard to predict materials prices (e.g., climate events in 2022 in China, US and India resulted in 30% increase in cotton prices; 2010 flooding in Pakistan caused prices to more than triple). Apart from deviations from planned price increases, which are assessed in this risk, also budgeted increases reduce the margin and need to be compensated. This climate-related risk applies to our brand partners; for us as an e-retailer this could translate into reduced stock from partners and an increase in product prices.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Unlikely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: increase in products costs due to increase in raw materials prices driven by extreme weather events (e.g., droughts) or increase in demand (e.g., organic cotton).

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

The identified opportunities and risks were assessed based on their probability of occurrence and potential financial impact, each rated on a scale from 1 (very low) to 5 (very high), in line with Zalando's Risk Management Manual. The financial impact is evaluated quantitatively using three scenarios - best case, likeliest case, and worst case - to estimate the potential effect on EBIT, which is then categorised into defined monetary thresholds (e.g., "Low" €>1m–€10m). The probability is translated into percentage ranges (e.g., "Low" >10%–25%),. The overall risk level is determined by calculating the expected value, obtained by multiplying the probability percentage by the financial impact. This expected value is then classified into one of the five risk levels (Minor, Moderate, Significant or Critical), which determines whether a risk qualifies as a top risk (Significant or higher). For this specific risk, a Low (>10%-25%) probability and a Low (>€1m-€10m) impact were assigned, resulting in a risk level of Minor with an expected value between >€0m - €1m. The assessment of financial materiality considers both the likelihood of occurrence and the potential magnitude of financial effects on Zalando's financial position, earnings (EBIT), cash flows, access to financing, or cost of capital over the short, medium, or long term. No additional assumptions beyond the standard methodology were applied in this evaluation.

(3.1.1.26) Primary response to risk

Diversification

☑ Increase supplier diversification

(3.1.1.27) Cost of response to risk

390000

(3.1.1.28) Explanation of cost calculation

390k EUR refers to the budget allocated in FY25 for our materials & circularity strategy plus support to brand partners to set science-based targets in alignment with our scope 3 engagement target. This figure does not include investments in textile-to-textile recycling innovators.

(3.1.1.29) Description of response

Our efforts to maintain and build a resilient textile value chain focus on: a) Maintenance of a widespread supplier network with reduced dependency on single suppliers/ areas b) Zalando commitment to positively impact the entire value chain having 90% of its brand partners (based on GHGs emissions) set science-based targets by 2025 c) Our target to reduce our private label emissions by 40% per M EUR gross profit. In 2024, the private labels business unit defined a set of preferred materials, which include organic, recycled or regenerative materials, and responsibly sourced materials, including trademarked MMCFs and Leather Working Group-certified leather. The private labels' preferred materials initiative is set until 2033. d) Our circularity strategy which includes investments in textile recycling regeneration technologies which help us with maximizing resources value by keeping them in use for longer and diversifying materials sourcing.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Changes to regulation of existing products and services

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Italy
☑ Spain
☑ France
☑ Poland
☑ Sweden
☑ Netherlands
☑ Switzerland
☑ United Kingdom
☑ Germany
☑ Slovakia
☑ Slovenia
☑ Lithuania
☑ Luxembourg

(3.1.1.9) Organization-specific description of risk

Zalando faces a risk of increased costs and severe market access barriers due to the enforcement of the EU's Eco-design for Sustainable Products Regulation (ESPR). This regulation mandates that all products sold on the EU market must meet strict physical sustainability criteria—such as minimum recycled content and durability standards—while simultaneously carrying a compliant Digital Product Passport (DPP). Failure to meet either the physical eco-design standards or the digital data requirements will result in products being legally barred from the market. Furthermore, the accompanying Right to Repair and Ban on Destruction of unsold goods will necessitate significant operational adjustments to inventory management to ensure compliance.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: increased operational costs associated with data acquisition systems, increased personnel and external consulting services.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

10000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

25000000

(3.1.1.25) Explanation of financial effect figure

The identified opportunities and risks were assessed based on their probability of occurrence and potential financial impact, each rated on a scale from 1 (very low) to 5 (very high), in line with Zalando's Risk Management Manual. The financial impact is evaluated quantitatively using three scenarios - best case, likeliest case, and worst case - to estimate the potential effect on EBIT, which is then categorised into defined monetary thresholds (e.g., "Medium" €>10m–€25m). The probability is translated into percentage ranges (e.g., "Medium" >25%–50%),. The overall risk level is determined by calculating the expected value, obtained by multiplying the probability percentage by the financial impact. This expected value is then classified into one of the five risk levels (Minor, Moderate, Significant or Critical), which determines whether a risk qualifies as a top risk (Significant or higher). For this specific risk, a Medium (>25%-50%) probability and a Medium (>€10m-€25m) impact were assigned, resulting in a risk level of Moderate with an expected value between >€1m - €10m. The assessment of financial materiality considers both the likelihood of occurrence and the potential magnitude of financial effects on Zalando's financial position, earnings (EBIT), cash flows, access to financing, or cost of capital over the short, medium, or long term. No additional assumptions beyond the standard methodology were applied in this evaluation.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Greater compliance with regulatory requirements

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

All of the activities described are core elements of the Zalando core team responsibilities, and therefore an individual economic value cannot be assigned. Hence, 0 to avoid double counting or misleading values.

(3.1.1.29) Description of response

The response to the identified risk of additional operational burdens linked to adapting to the many EU regulations refers to the operational costs of personnel and projects aimed at aligning with the regulatory expectations. Zalando strives to be a lean and efficient organisation, and some of these costs are expected to be set-up costs.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Changes to regulation of existing products and services

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Italy
☑ Spain
☑ France
☑ Poland
☑ Sweden
☑ Netherlands
☑ Switzerland
☑ United Kingdom
☑ Germany
☑ Slovakia
☑ Slovenia
☑ Lithuania
☑ Luxembourg

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Unknown

(3.1.1.9) Organization-specific description of risk

Zalando faces a risk of increased costs and severe market access barriers due to the enforcement of the EU's Eco-design for Sustainable Products Regulation (ESPR). This regulation mandates that all products sold on the EU market must meet strict physical sustainability criteria—such as minimum recycled content and durability standards—while simultaneously carrying a compliant Digital Product Passport (DPP). Failure to meet either the physical eco-design standards or the digital data requirements will result in products being legally barred from the market. Furthermore, the accompanying Right to Repair and Ban on Destruction of unsold goods will necessitate significant operational adjustments to inventory management to ensure compliance.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: increased operational costs associated with data acquisition systems, increased personnel and external consulting services.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

10000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

25000000

(3.1.1.25) Explanation of financial effect figure

The identified opportunities and risks were assessed based on their probability of occurrence and potential financial impact, each rated on a scale from 1 (very low) to 5 (very high), in line with Zalando's Risk Management Manual. The financial impact is evaluated quantitatively using three scenarios - best case, likeliest case, and worst case - to estimate the potential effect on EBIT, which is then categorised into defined monetary thresholds (e.g., "Medium" €>10m–€25m). The probability is translated into percentage ranges (e.g., "Medium" >25%–50%),. The overall risk level is determined by calculating the expected value, obtained by multiplying the probability percentage by the financial impact. This expected value is then classified into one of the five risk levels (Minor, Moderate, Significant or Critical), which determines whether a risk qualifies as a top risk (Significant or higher). For this specific risk, a Medium (>25%-50%) probability and a Medium (>€10m-€25m) impact were assigned, resulting in a risk level of Moderate with an expected value between >€1m - €10m. The assessment of financial materiality considers both the likelihood of occurrence and the potential magnitude of financial effects on Zalando's financial position, earnings (EBIT), cash flows, access to financing, or cost of capital over the short, medium, or long term. No additional assumptions beyond the standard methodology were applied in this evaluation.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Greater compliance with regulatory requirements

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

All of the activities described are core elements of the Zalando core team responsibilities, and therefore an individual economic value cannot be assigned. Hence, 0 to avoid double counting or misleading values.

(3.1.1.29) Description of response

The response to the identified risk of additional operational burdens linked to adapting to the many EU regulations refers to the operational costs of personnel and projects aimed at aligning with the regulatory expectations. Zalando strives to be a lean and efficient organisation, and some of these costs are expected to be set-up costs.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:
☑ Other, please specify :EBIT

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

800000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

10000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ 11-20%

(3.1.2.7) Explanation of financial figures

Our climate-related risks evaluation assesses the impact of risks events on EBIT. We assume that they typically result in decreased revenue or increased costs, directly affecting EBIT. While we use adjusted EBIT—which excludes non-recurring items like share-based compensation and extraordinary depreciation—to gauge performance, reconciling these adjustments with the risk team's GMV-to-EBIT conversion models is complex. The identified climate-related risks were assessed regarding the probability (scale: 1-5) and financial or image impact (scale: 1-5). The scale of the assessment is in accordance with Zalando's Risk Management Manual. The financial metric disclosed is within that range and corresponds to the calculated net-impact anticipated (rounded). The highest end of the range was divided by Zalando 2025 EBIT.

Water

(3.1.2.1) Financial metric

Select from:

☑ Other, please specify :EBIT

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.7) Explanation of financial figures

Our climate-related risks evaluation assesses the impact of risks events on EBIT. We assume that they typically result in decreased revenue or increased costs, directly affecting EBIT. The identified climate-related risks were assessed regarding the probability (scale: 1-5) and financial or image impact (scale: 1-5). The assessment scales and calculations are in accordance with Zalando's Risk Management Manual. The financial metric disclosed is within that range and corresponds to the calculated net-impact anticipated (rounded).
[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

Poland

☑ Oder River

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ Unknown

(3.2.11) Please explain

To identify areas of high-water risk, we employ a composite index approach that aggregates multiple water-related risks, i.e. physical risk quantity, physical risk quality, regulatory and reputational risks, allowing for a comprehensive risk assessment. The calculation is performed via the World Resources Institute Aqueduct tool, which returns values for the total water risk on a scale from "0" (low risk) to "5" (extremely high risk). The assessment covered 72 logistics and non-logistics sites (previous year 63). Among all Zalando sites, only our fulfilment center in Lodz, Poland is classified as in an area at high overall water risk. The Oder River in Poland is considered a water risk area due to recent ecological disasters, industrial pollution, and increasing climate-related impacts such as droughts and low water levels. [Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations
	Select from: ☑ No

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized
Water	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

☑ Use of low-carbon energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Italy
☑ Spain
☑ France
☑ Latvia
☑ Norway
☑ Czechia
☑ Denmark
☑ Estonia
☑ Finland
☑ Germany
☑ Lithuania
☑ Luxembourg
☑ Netherlands
☑ Switzerland
☑ United Kingdom
☑ Poland
☑ Sweden
☑ Austria
☑ Belgium
☑ Croatia
☑ Hungary
☑ Ireland
☑ Romania
☑ Slovakia
☑ Slovenia

(3.6.1.8) Organization specific description

Zalando is improving energy efficiency and transitioning to low-carbon energy sources to reduce operational costs and GHG emissions. These initiatives, including green energy contracts and higher automation, mitigate risks from potential carbon pricing and enhance our corporate reputation. We have achieved our Scope 1 and 2 emissions reduction target of 80% cut by 2025 from the 2017 baseline. Ultimately, these efforts support our ambition to achieve 55% emissions reductions in scope 1+2 by 2033.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Unlikely (0–33%)

(3.6.1.12) Magnitude

Select from:

☑ Low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: reduced costs from lower energy consumption

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

1000000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

10000000

(3.6.1.23) Explanation of financial effect figures

The identified opportunities and risks were assessed regarding the probability (scale: 1-5) and financial or image impact (scale: 1-5). The scale of the assessment is in accordance with Zalando's Risk Management Manual. We estimated the potential financial impact of this opportunity to be EUR 1m to 10m.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Zalando has not conducted an aggregate assessment of how our current RE sourcing strategy costs compares to previous electricity sourcing costs. The figure is reported as 0 because all activities described are considered part of Zalando's core operations and are embedded in business-as-usual processes. As such, no separate economic value can be reasonably isolated or attributed without risking double counting or providing a misleading estimate.

(3.6.1.26) Strategy to realize opportunity

Numerous activities have been implemented by Zalando over the past years to reduce its operational footprint; these include the procurement of renewable electricity and the annual identification of improvements to the efficient use of energy. In 2024, we implemented a significant construction project in the Polish warehouses offices to reduce the use of natural gas in the heating of working spaces.

Water

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Development of new products or services through R&D and innovation

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Italy
☑ Spain
☑ France
☑ Latvia
☑ Norway
☑ Czechia
☑ Denmark
☑ Estonia
☑ Finland
☑ Germany
☑ Lithuania
☑ Luxembourg
☑ Netherlands
☑ Switzerland
☑ United Kingdom
☑ Poland
☑ Sweden
☑ Austria
☑ Belgium
☑ Croatia
☑ Hungary
☑ Ireland
☑ Romania
☑ Slovakia
☑ Slovenia

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

☑ Unknown

(3.6.1.8) Organization specific description

The net-zero transition offers the opportunity to build new revenue streams from the development of new services and products fit for a net-zero economy. For Zalando, this translates to the focus on innovative packaging and materials. Scaling circularity remains a challenge for the industry and will require an ecosystem of partners, infrastructure, supportive legislation (such as the Ecodesign for Sustainable Products Regulation (ESPR), Waste Framework Directive (WFD), and the Packaging and Packaging Waste Regulation (PPWR)) and increasing investments. We believe that we should act together. On our pathway to net zero, we will build on our experience implementing circularity initiatives to further empower our customers, our partners, and our industry.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ About as likely as not (33–66%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: increased revenue due to higher demand for circular products

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

10000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

25000000

(3.6.1.23) Explanation of financial effect figures

The identified opportunities and risks were assessed regarding the probability (scale: 1-5) and financial or image impact (scale: 1-5). The scale of the assessment is in accordance with Zalando's Risk Management Manual. We estimated the potential financial impact of this opportunity to be EUR 10 m to 25m.

(3.6.1.24) Cost to realize opportunity

320000

(3.6.1.25) Explanation of cost calculation

The cost of response to the opportunities related to circular business models scaling, which includes recycled materials, as well as other innovative materials or materials and manufacturing practices that have a lower environmental impact are calculated by adding the budgets allocated to annual memberships and initiatives from the central sustainability function that support these opportunities.

(3.6.1.26) Strategy to realize opportunity

To address the growing demand for circular business models, we are actively scaling our Recommerce offerings to drive financially viable growth. Our Pre-owned service is now available to customers across 14 markets, while our Trade-in service has expanded to 10 markets, recently adding kids' apparel to the accepted categories. Pre-owned is also available at ABOUT YOU. We are also shaping a long-term concept to better integrate Pre-owned assortments into our physical outlet stores. To extend garment lifespans, we expanded our internal refurbishment processes in 2025, lightly cleaning and repairing traded-in items to ensure they meet 'like-new' resale standards. In our private labels, we have implemented strict repairability guidelines focused on modularity and adjustable features, and committed to fully phasing out virgin polyester and conventional cotton by 2033. To support the broader industry's circular transition, we are piloting textile-to-textile recycling and actively participating in innovation initiatives like Fashion for Good's 'Sorting for Circularity' and the Ellen MacArthur Foundation's 'Fashion ReModel' project. In all contractual negotiations with our key suppliers for paper packaging, we have established a set of mandatory actions they must adhere to, which we are also selectively applying to the ABOUT YOU supplier base. Alongside requirements for LCAs, FSC certification, and mechanical recyclability documentation, we now also require self-declarations of material breakdown and a commitment to emission reduction targets in line with the Paris Agreement. Within our operations, we continue to expand our reusable systems for intralogistics boxes, resulting in 1,417.2 metric tonnes of packaging material avoided in 2025 (prior year: 1,614.0 metric tonnes), excluding ABOUT YOU. We are currently investigating the expansion of this reusable system into our inbound distribution centres, while also adapting packaging sizes to improve truck loading efficiency. Furthermore, following our transition to a 100% paper shipping bag portfolio, our continued material reduction efforts lowered our average packaging waste per item sold to 64.0 grams in 2025, a 12.3% decrease compared to the previous year.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Shift in consumer preferences

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Italy
☑ Spain
☑ France
☑ Latvia
☑ Norway
☑ Czechia
☑ Denmark
☑ Estonia
☑ Finland
☑ Germany
☑ Lithuania
☑ Luxembourg
☑ Netherlands
☑ Switzerland
☑ United Kingdom
☑ Poland
☑ Sweden
☑ Austria
☑ Belgium
☑ Croatia
☑ Hungary
☑ Ireland
☑ Romania
☑ Slovakia
☑ Slovenia

(3.6.1.8) Organization specific description

Our customers are at the core of everything we do, and we are acting on their interest to make more informed and potentially less environmentally harmful choices. To help customers close the gap between their sustainability values and their purchasing behaviors we highlight products that have sustainability-related information (i.e. Product Standards) regarding their materials and processes. In our web shop, we make this information available through the 'Product Standards' filter and information in the Product Detail Page, regarding the third-party certifications or trademarked & licensed materials being used (such as Organic Materials, Recycled Materials). We are working both with our private labels and with our brand partners to expand the offering of products with sustainability-related information. We are committed to ensuring the information is engaging, credible, and substantiated. We are continuing to learn how we can improve our offering to be relevant, accurate and transparent, while supporting the industry to share the required data.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ About as likely as not (33–66%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: increased revenue due to higher demand for more sustainable products

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

10000000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

25000000

(3.6.1.23) Explanation of financial effect figures

The identified opportunities and risks were assessed regarding the probability (scale: 1-5) and financial or image impact (scale: 1-5). The scale of the assessment is in accordance with Zalando's Risk Management Manual. We estimated the potential financial impact of this opportunity to be EUR 10 m to 25m.

(3.6.1.24) Cost to realize opportunity

320000

(3.6.1.25) Explanation of cost calculation

The cost of response to the opportunities related to circular business models scaling, which includes recycled materials, as well as other innovative materials or materials and manufacturing practices that have a lower environmental impact are calculated by adding the budgets allocated to annual memberships and initiatives from the central sustainability function that support these opportunities.

(3.6.1.26) Strategy to realize opportunity

Zalando is providing our customers with product sustainability information that is simple, credible, comparable, and substantiated and we want to close the gap between our customers' sustainability values and their purchasing behaviors. That's why we continue to highlight products that have sustainability-related attributes, including preferred materials and third-party certifications. The full list of accepted preferred materials and third-party certifications can be found in our Fashion Store. We now require more data from brand partners which allows for better substantiation and validation of sustainability information. Zalando continues to follow the legislative landscape with regards to "green claims" and aims to ensure that our sustainability customer experience is engaging, compliant and trustworthy. As we look ahead, we will continue to explore how to further improve traceability and transparency for our customers.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Development of new products or services through R&D and innovation

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Italy
☑ Spain
☑ France
☑ Latvia
☑ Norway
☑ Czechia
☑ Denmark
☑ Estonia
☑ Finland
☑ Germany
☑ Lithuania
☑ Luxembourg
☑ Poland
☑ Sweden
☑ Austria
☑ Belgium
☑ Croatia
☑ Hungary
☑ Ireland
☑ Romania
☑ Slovakia
☑ Slovenia

☑ Netherlands
☑ Switzerland
☑ United Kingdom

(3.6.1.8) Organization specific description

The net-zero transition offers the opportunity to build new revenue streams from the development of new services and products fit for a lower carbon economy. For Zalando, this translates to the focus on innovative packaging and materials. Scaling circularity remains a challenge for the industry and will require an ecosystem of partners, infrastructure, supportive legislation (such as the Ecodesign for Sustainable Products Regulation (ESPR), Waste Framework Directive (WFD), and the Packaging and Packaging Waste Regulation (PPWR)) and increasing investments. We believe that we should act together.

(3.6.1.9) Primary financial effect of the opportunity

Select from:
☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply
☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:
☑ About as likely as not (33–66%)

(3.6.1.12) Magnitude

Select from:
☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Anticipated effect on financial performance and cash flows: increased revenue due to higher demand for circular products

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

10000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

25000000

(3.6.1.23) Explanation of financial effect figures

The identified opportunities and risks were assessed regarding the probability (scale: 1-5) and financial or image impact (scale: 1-5). The scale of the assessment is in accordance with Zalando's Risk Management Manual. We estimated the potential financial impact of this opportunity to be EUR 10m to 25m.

(3.6.1.24) Cost to realize opportunity

320000

(3.6.1.25) Explanation of cost calculation

The cost of response to the opportunities related to circular business models scaling, which includes recycled materials, as well as other innovative materials or materials and manufacturing practices that have a lower environmental impact are calculated by adding the budgets allocated to annual memberships and initiatives from the central sustainability function that support these opportunities.

(3.6.1.26) Strategy to realize opportunity

To address the growing demand for circular business models, we are actively scaling our Recommerce offerings to drive financially viable growth. Our Pre-owned service is now available to customers across 14 markets, while our Trade-in service has expanded to 10 markets, recently adding kids' apparel to the accepted categories. Pre-owned is also available at ABOUT YOU. We are also shaping a long-term concept to better integrate Pre-owned assortments into our physical outlet stores. To extend garment lifespans, we expanded our internal refurbishment processes in 2025, lightly cleaning and repairing traded-in items to ensure they meet 'like-new' resale standards. In our private labels, we have implemented strict repairability guidelines focused on modularity and adjustable features, and committed to fully phasing out virgin polyester and conventional cotton by 2033. To support the broader industry's circular transition, we are piloting textile-to-textile recycling and actively participating in innovation initiatives like Fashion for Good's 'Sorting for Circularity' and the Ellen MacArthur Foundation's 'Fashion ReModel' project. In all

contractual negotiations with our key suppliers for paper packaging, we have established a set of mandatory actions they must adhere to, which we are also selectively applying to the ABOUT YOU supplier base. Alongside requirements for LCAs, FSC certification, and mechanical recyclability documentation, we now also require self-declarations of material breakdown and a commitment to emission reduction targets in line with the Paris Agreement. Within our operations, we continue to expand our reusable systems for intralogistics boxes, resulting in 1,417.2 metric tonnes of packaging material avoided in 2025 (prior year: 1,614.0 metric tonnes), excluding ABOUT YOU. We are currently investigating the expansion of this reusable system into our inbound distribution centres, while also adapting packaging sizes to improve truck loading efficiency. Furthermore, following our transition to a 100% paper shipping bag portfolio, our continued material reduction efforts lowered our average packaging waste per item sold to 64.0 grams in 2025, a 12.3% decrease compared to the previous year.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:
☑ Other, please specify :EBIT

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

10000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:
☑ 1-10%

(3.6.2.4) Explanation of financial figures

Our climate-related opportunities evaluation assesses the impact of opportunities events on EBIT. We assume that they typically result in increased revenue or decreased costs, directly affecting EBIT. While we use adjusted EBIT—which excludes non-recurring items like share-based compensation and extraordinary depreciation—to gauge performance, reconciling these adjustments with the risk team's GMV-to-EBIT conversion models is complex. The identified climate-related

opportunities were assessed regarding the probability (scale: 1-5) and financial or image impact (scale: 1-5). The scale of the assessment is in accordance with Zalando's Risk Management Manual. The highest end of the range was divided by Zalando 2025 EBIT.

Water

(3.6.2.1) Financial metric

Select from:

☑ Other, please specify :EBIT

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

10000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ 11-20%

(3.6.2.4) Explanation of financial figures

Our climate-related opportunities evaluation assesses the impact of opportunities events on EBIT. We assume that they typically result in increased revenue or decreased costs, directly affecting EBIT. While we use adjusted EBIT—which excludes non-recurring items like share-based compensation and extraordinary depreciation—to gauge performance, reconciling these adjustments with the risk team's GMV-to-EBIT conversion models is complex. The identified climate-related opportunities were assessed regarding the probability (scale: 1-5) and financial or image impact (scale: 1-5). The scale of the assessment is in accordance with Zalando's Risk Management Manual. The highest end of the range was divided by Zalando 2025 EBIT.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Zalando places strong emphasis on diversity and inclusion, viewing them as essential both for attracting talent and for serving its broad customer base. The company has set clear targets for balanced gender representation at leadership levels, defined as a 40%-60 % range for each gender. The Supervisory Board reaffirmed its commitment to achieving and maintaining this 40-60% balance on both the Supervisory Board and Management Board by 31 December 2027. For the four leadership levels below the Management Board, the target is to reach the same balance by 31 December 2025. Following the integration of ABOUT YOU, an updated consolidated Group target will be developed and introduced in 2026. As of 31 December 2025, excluding ABOUT YOU, women represented 55.6% of the Supervisory Board, 25% of the Management Board, and 37.4% across the top five leadership levels. During 2025, female representation at C-level temporarily declined to 25% due to a vacant CFO position. With the appointment of a new CFO in January 2026, female representation at C-level rose again to 40%, bringing leadership composition closer to stated objectives. While professional qualifications remain the primary criterion for appointments, Zalando also seeks to reflect the international

nature of its business within governance bodies, aiming to include at least two international members on the Supervisory Board at all times. In 2025, the Supervisory Board showed strong international diversity, representing six natio

(4.1.6) Attach the policy (optional)

Zalando-SE_Rules-of-Procedure_Supervisory_Board-2021.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)
☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:
☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply
☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:
☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply
☑ Reviewing and guiding annual budgets
☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Overseeing and guiding public policy engagement
☑ Approving and/or overseeing employee incentives
☑ Monitoring the implementation of the business strategy
☑ Overseeing reporting, audit, and verification processes
☑ Overseeing and guiding the development of a business strategy
☑ Overseeing and guiding acquisitions, mergers, and divestitures
☑ Monitoring compliance with corporate policies and/or commitments
☑ Other, please specify **:Monitoring the implementation of climate-related initiatives**

(4.1.2.7) Please explain

Zalando has a Management Board (MB) and a Supervisory Board (SB), with interconnected responsibilities for environmental oversight. Overseeing reporting, audit, and verification processes: The SB oversees Zalando's reporting processes, incl. sustainability-related disclosures. It monitors the audit processes, reviews and approves the Annual Report, receives regular updates on audit activities and supports the integrity of reporting. Monitoring compliance with corporate policies and/or commitments: The SB oversees compliance with internal policies. Zalando's compliance team monitors breaches and reports key compliance topics quarterly to both

the MB and the SB. Overseeing the setting of corporate targets: The MB oversees the definition of corporate targets, incl. sustainability goals. The SB, supported by the D&I and Sustainability Committee, reviews these targets and provides strategic oversight. Monitoring progress towards corporate targets: The MB monitors progress against corporate and sustainability targets, incl. climate objectives. The SB receives regular updates and monitors performance. Overseeing and guiding public policy engagement The MB considers relevant regulatory and policy developments, incl. ESG requirements, as part of its strategic oversight. The SB is informed of material developments. Overseeing and guiding the development of a business strategy: The MB oversees Zalando's group strategy. In 2024, it approved the updated strategy reflecting the company's long-term ambitions. In 2025, it guided a sustainability strategy refresh, while the SB provided strategic guidance and oversight. Monitoring the implementation of the business strategy: The MB monitors implementation of the group strategy, incl. sustainability-related components and climate targets. The SB receives regular updates and oversees progress. Overseeing and guiding acquisitions, mergers, and divestitures: The MB oversees and evaluates strategic transactions, ensuring alignment with Zalando's strategy and long-term value creation. The SB reviews and approves significant transactions and oversees their strategic implications. Reviewing and guiding annual budgets: The MB reviews and guides annual budgets, considering sustainability priorities and net-zero ambitions. The SB oversees this process as part of its broader responsibility for monitoring the management. Approving and/or overseeing employee incentives: The SB, supported by the Remuneration Committee, oversees all incentive structures. ESG-related targets are incorporated into remuneration where applicable, with support from the D&I and Sustainability Committee. Monitoring the implementation of climate-related initiatives: The MB monitors implementation of climate-related initiatives and Zalando's net-zero transition pathway. The SB, supported by the D&I and Sustainability Committee, receives regular updates on progress.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

(4.1.2.7) Please explain

Zalando has a Management Board (MB) and a Supervisory Board (SB), with interconnected responsibilities for environmental oversight. Overseeing reporting, audit, and verification processes: The SB oversees Zalando's reporting processes, incl. sustainability and climate-related disclosures, ensuring regulatory compliance. It monitors the audit processes, reviews and approves the Annual Report, receives regular updates on audit activities, and supports the integrity of reporting through its committees. Monitoring compliance with corporate policies and/or commitments: The SB oversees compliance with internal policies. Zalando's compliance team monitors breaches and reports key compliance topics quarterly to both the MB and the SB. Monitoring supplier compliance with organisational requirements: Zalando requires social audits from its private labels suppliers. While compliance with the COC is not audited, these audits include criteria such as WASH. Zalando's compliance team monitors breaches and reports key compliance topics quarterly to both the MB and the SB. Overseeing and guiding the development of a business strategy: The MB oversees Zalando's group strategy. In 2024, it approved the updated strategy reflecting the company's long-term ambitions. In 2025, it guided a sustainability strategy refresh, while the SB provided strategic guidance and oversight. Monitoring the implementation of the business strategy: The MB monitors implementation of the group strategy, incl. sustainability-related components and climate targets. The SB receives regular updates and oversees progress. Reviewing and guiding annual budgets: The MB reviews and guides annual budgets, considering sustainability priorities and net-zero ambitions. The SB oversees this process as part of its broader responsibility for monitoring the management.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing reporting, audit, and verification processes

☑ Reviewing and guiding annual budgets

(4.1.2.7) Please explain

Zalando has a Management Board (MB) and a Supervisory Board (SB), with interconnected responsibilities for environmental oversight. Overseeing reporting, audit, and verification processes The SB oversees Zalando's reporting processes, incl. sustainability and climate-related disclosures, ensuring regulatory compliance. It monitors the audit processes, reviews and approves the Annual Report, receives regular updates on audit activities, and supports the integrity of reporting through its committees. Reviewing and guiding annual budgets The MB reviews and guides annual budgets, considering sustainability priorities and net-zero ambitions. The SB oversees this process as part of its broader responsibility for monitoring the management.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Integrating knowledge of environmental issues into board nominating process

☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Academic

☑ Postgraduate education (e.g., MSc/MA/PhD in environment and sustainability, climate science, environmental science, water resources management, forestry, etc.), please specify :Master of Science, Environmental Governance

Experience

☑ Executive-level experience in a role focused on environmental issues

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Academic

☑ Postgraduate education (e.g., MSc/MA/PhD in environment and sustainability, climate science, environmental science, water resources management, forestry, etc.), please specify :Master of Science, Environmental Governance

Experience

☑ Executive-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

Strategy and financial planning

☑ Implementing the business strategy related to environmental issues

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) Please explain

The highest level of responsibility with respect to climate-related issues lies with our Co-CEO who is responsible for approving climate-related strategic decisions. The Sustainability and D&I (SDI) team establishes the overarching direction, and together with embedded teams located across the business, from sustainability in logistics to product sustainability, drives progress towards the strategic goals. These efforts are particularly supported by three governance bodies: Zalando Senior Executive team (consisting of SVPs), the management board and the D&I and sustainability committee of the supervisory board. 1. The Senior Vice Presidents (SVPs) of the organisation: This body holds monthly meetings with the co-CEO to strategise on advancing sustainability objectives including environmental and water-related topics. It translates strategic ambitions into annual goals under SVPs ownership, overseeing impacts, risks, and opportunities. This body monitors the progress against Zalando's climate goals and targets for addressing climate-related issues, providing guidance on overall direction of the climate and carbon strategy, management, and the evaluation of main projects and plans of action on climate protection, including water management. 2. The management board: It is headed by our Co-CEOS and responsible for the overall Zalando Group strategy, including Sustainability and D&I, including environmental topics such as our science-based Net-Zero emission reduction targets. The management board receives quarterly reports from the central Finance team, attends monthly SVP goal reviews quarterly, and conducts biannual progress reviews with detailed evaluations of achievements and future plans. 3. D&I and Sustainability Committee. It supports the management board and supervisory board in planning the strategic framework for all group-wide D&I and sustainability measures. It conducts biannual steering reviews to contribute to the development of these strategies.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Within our Management Board, ultimate responsibility for the oversight of environment-related topics, including water, lies with our Co-CEO, responsible for approving sustainability-related strategic decisions. The Sustainability and D&I (SDI) team establishes the overarching direction and, together with embedded teams located across the business, from sustainability in logistics to product sustainability, drives progress toward our strategic goals. These efforts are particularly supported by three governance bodies: the Senior Executive Team (SET, consisting of SVPs), the Management Board, and the D&I and Sustainability Committee of the Supervisory Board. Senior Vice Presidents (SVPs): This body holds monthly meetings with the Co-CEO to strategise on advancing sustainability objectives, including environmental and water-related topics. It translates strategic ambitions into annual goals under SVP ownership, overseeing impacts, risks, and opportunities. This body monitors progress against Zalando's climate goals and targets for addressing climate-related issues, providing guidance on the overall direction of the climate and carbon strategy and management, and evaluating key projects and plans on climate protection, including water management issues. Management Board: Headed by our Co-CEOs, it is responsible for overall Zalando Group strategy, including Sustainability and D&I and environmental topics such as our science-based Net-Zero emission reduction targets. The Management Board receives quarterly reports from the central Finance team, attends monthly SVP goal reviews on quarterly basis, and conducts biannual progress reviews with detailed evaluations of achievements and plans. D&I and Sustainability Committee: This body supports the Management Board and Supervisory Board in planning the strategic framework for all Group-wide D&I and sustainability measures, conducting biannual steering reviews to contribute to the development of these strategies.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Managing annual budgets related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Within our management board, the highest level of responsibility with respect to the oversight of environment-related topics, including biodiversity, lies with our co-CEO. The Sustainability and D&I (SDI) team establishes the overarching direction, and together with embedded teams located across the business, from sustainability in logistics to product sustainability, drives progress towards the strategic goals. These efforts are particularly supported by three governance bodies: Zalando Senior Executive team (consisting of SVPs), the management board and the D&I and sustainability committee of the supervisory board. 1. The Senior Vice Presidents (SVPs) of the organisation: This body holds monthly meetings with the co-CEO to strategise on advancing sustainability objectives including environmental and water-related topics. It translates strategic ambitions into annual goals under SVPs ownership, overseeing impacts, risks, and opportunities. This body monitors the progress against Zalando's climate goals and targets for addressing climate-related issues, providing guidance on overall direction of the climate and carbon strategy, management, and the evaluation of main projects and plans of action on climate protection, including water management. 2. The management board: It is headed by our Co-CEOS and responsible for the overall Zalando Group strategy, including Sustainability and D&I, including environmental topics such as our science-based Net-Zero emission reduction targets. The management board receives quarterly reports from the central Finance team, attends monthly SVP goal reviews quarterly, and conducts biannual progress reviews with detailed evaluations of achievements and future plans. 3. D&I and Sustainability Committee. It supports the management board and supervisory board in planning the strategic framework for all group-wide D&I and sustainability measures. It conducts biannual steering reviews to contribute to the development of these strategies.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

The climate targets connected to the ESG modifier have been updated in line with the new remuneration system, which came into effect on 18 May 2024. The following targets were connected to the ESG modifier: (i) Scope 1 and 2 GHG emissions, (ii) Scope 3 GHG emissions – both equally weighted. From May 2024 onwards, the modifier can lead to a reduction of up to 20% and an increase of up to 20% of the LTI part of the remuneration. Due to the integration of ABOUT YOU, ESG target measurement for outstanding incentives in 2025 was conducted on a Zalando stand-alone basis to ensure consistency during the transition period.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

Zalando's current board remuneration system applies an ESG modifier which is focused on climate-change related impacts in the environmental dimension. In the area of water we are currently in the exploratory phase and have not yet set specific water targets in line with the ESRS, therefore no incentives linked to their achievement. We however consider water quality, quantity, and risk and stress levers. Our ambition is to progressively integrate water management into our net-zero climate strategy to ensure a holistic sustainability strategy, recognising the critical interplay and trade-offs between water and carbon.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Board/Executive board

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

☑ Shares

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Reduction in absolute emissions in line with net-zero target

Emission reduction

☑ Reduction in emissions intensity

☑ Increased share of renewable energy in total energy consumption

☑ Reduction in absolute emissions

Engagement

☑ Increased engagement with suppliers on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

Depending on the achievement of performance targets during a performance period of three years, the number of LTI 2024 Shares and LTI 2024 Options may range between 0% and 125% of the initially granted number of an annual tranche. The degree of achievement of the ESG performance targets may result in an increase or a decrease of the financial target achievement by a factor of 0.8 to 1.2. ESG-related performance metrics are considered in the form of ESG modifiers that adjust the number of exercisable options under the LTI by a factor of 0.8 to 1.2 and hence have a direct impact on the total variable remuneration outcomes. On the basis of 60% of the target total remuneration being in the form of LTI, the total target remuneration would increase by a total of 12% if all ESG criteria were fully met. Given that not achieving the ESG targets could also result in a malus, up to 24% of the target total remuneration could be impacted by outcomes of the ESG targets (assuming 100 % financial target achievement). Sustainability: 1) Reduction of scope 1 and 2 GHG emissions by 5 % annually until the end of the performance period (against a baseline of the financial year 2022) (25 % weighting) and 2) Reduction of scope 3 GHG emissions by 3% annually until the end of the performance period (against a baseline of the financial year 2022) (weighting 25%). Taking the structural divergences, inter alia, between Zalando's and ABOUT YOU's methodology, baselines and targets into account, our supervisory board decided to shorten the relevant performance periods and to measure the non-financial target achievement as of 31 December 2025 on a Zalando group stand-alone basis. We shortened the assessment period to one year and established a new target period covering 2026–2028, which includes both Zalando and ABOUT YOU. This was done to facilitate the timely integration of ABOUT YOU into the Group's sustainability governance, target-setting and performance management processes.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

These targets are in line with our net-zero ambition. The ESG targets include goals such as reducing carbon emissions and increasing D&I at Zalando. Specific ESG-related targets are defined by the supervisory board for each performance period under the LTI. The ESG targets need to be ambitious, measurable and transparent, and based on Zalando's ESG strategies that are applicable at the time. The terms of the incentive schemes, including the sustainability-related targets, are approved by the supervisory board. These disclosures reflect our comprehensive approach to integrating sustainability into its executive compensation frameworks, ensuring that leadership is incentivised to meet both financial and ESG goals.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Water

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Zalando's Code of Conduct establishes guidelines to ensure responsible and ethical business practices throughout its organisation and value chain. It is approved by Zalando's Management Board and applies to all business partners, including suppliers, service providers, platform partners, distributors, consultants, and agents of Zalando SE and its subsidiaries. Zalando requires partners to integrate these standards within their own operations and extend compliance throughout their value chain. The policy emphasises human rights, labour standards, environmental protection, anti-corruption, and ethical practices, mandating active improvement beyond regulatory obligations. There are no geographic or commodity exclusions. Similarly, the ABOUT YOU Business Code of Conduct sets minimum ethical, social, and environmental standards for business partners producing goods, or providing services for ABOUT YOU, based on the amfori BSCI Code of Conduct, ensuring sourcing aligned with recognised international sustainability and human rights principles. The ABOUT YOU Human Rights and Environmental Policy sets out overarching principles for human rights and environmental due diligence, covering ESG risk assessment, preventive and remedial measures, effectiveness controls, and grievance reporting processes. Approved by ABOUT YOU's Co-CEOs, it applies across all operations and subsidiaries, requiring partners to uphold human and environmental rights, with violations investigated and addressed.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to Net Positive Gain

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Water-specific commitments

☑ Commitment to control/reduce/eliminate water pollution

☑ Commitment to reduce water consumption volumes

☑ Commitment to reduce water withdrawal volumes

☑ Commitment to safely managed WASH in local communities

Social commitments

☑ Adoption of the UN International Labour Organization principles

☑ Commitment to promote gender equality and women's empowerment

☑ Commitment to respect internationally recognized human rights

Additional references/Descriptions

☑ Acknowledgement of the human right to water and sanitation

☑ Reference to timebound environmental milestones and targets

☑ Other additional reference/description, please specify :Description of commodities covered by the policy

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

☑ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Zalando-SE_Code-of-conduct_2021_signature-line.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Water

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Zalando's Restricted Substances List sets stringent standards to control chemical substances across its supply chain, covering fabrics, components, finished products, and packaging. This policy applies organisation-wide to all Zalando brands and business partners (excluding ABOUT YOU), including suppliers and manufacturing partners. It ensures compliance with international regulatory requirements and limits hazardous chemicals to protect consumers, the environment, and supply chain workers. Zalando mandates due diligence and chemical management systems, requiring testing and transparency through periodic independent verification. The policy covers every product category and material entering platform, with penalties (recalls, financial deductions, terminations of partnership) for non-conformity. For private labels, Zalando has a Manufacturing Restricted Substance List (MRSL) of chemicals restricted or prohibited in manufacturing, developed

under ZDHC standards and regularly updated. The latest MRSL is shared with suppliers to ensure safe chemicals are used. At ABOUT YOU, Business Partners must comply with EU REACH and applicable national regulations, and demonstrate progress toward sustainable sourcing of precious metals and stones. Partners must have a chemical management system to track, control, and steer use and discharge of hazardous chemicals, and exercise due diligence testing. ABOUT YOU's MRSL aligns with the ZDHC framework, though ABOUT YOU is not a ZDHC signatory.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

Water-specific commitments

☑ Commitment to reduce or phase out hazardous substances

Additional references/Descriptions

☑ Description of environmental requirements for procurement

☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

☑ Recognition of environmental linkages and trade-offs

☑ Other additional reference/description, please specify :Description of environmental requirements for procurement Recognition of environmental linkages and trade-offs

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Kunming-Montreal Global Biodiversity Framework

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Zalando-SE_restricted-Substances-List_v08-00_EN_0.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Zalando's Forest Protection Policy comprehensively addresses environmental impacts associated with sourcing man-made cellulosic fibres and paper-based packaging. The coverage explicitly applies across Zalando's entire organisation, particularly focusing on private labels and group-wide packaging initiatives. Zalando's policy emphasises eliminating the sourcing of materials from ancient and endangered forests, such as the Canadian and Russian Boreal Forests, Coastal Temperate Rainforests, tropical forests, and Indonesian peatlands, as well as the Amazon and West Africa, by specific timelines. Zalando collaborates closely with the NGO Canopy and sourcing partners to adopt innovative, lower-impact fibres such as those derived from agricultural residues and recycled materials. The policy also includes strict criteria to avoid sourcing from illegal logging, areas converted from natural forests post-1994, and operations infringing indigenous rights. The policy applies group-wide to all wood components used in products and man-made cellulosic fibres. ABOUT YOU was already within the scope of the policy in 2025. As part of the integration into the Zalando Group, relevant areas were reviewed against the policy requirements, with further alignment activities continuing in 2026.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to a circular economy strategy

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to respect legally designated protected areas

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Social commitments

☑ Commitment to secure Free, Prior, and Informed Consent (FPIC) of indigenous people and local communities

Additional references/Descriptions

☑ Description of dependencies on natural resources and ecosystems

☑ Description of environmental requirements for procurement

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Kunming-Montreal Global Biodiversity Framework

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

zalando-se_forest-protection-policy-for-packaging.pdf

Row 4

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change
☑ Water
☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:
☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply
☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain

(4.6.1.4) Explain the coverage

Zalando's Sustainable Sourcing Policy outlines standards for ethical, environmentally responsible, and socially conscious sourcing across its product portfolio. It applies to all business partners, including suppliers, agents, and trading companies (excluding ABOUT YOU). Zalando requires partners to meet minimum sourcing requirements and show continuous improvement, covering cotton, synthetic and forest fibres, animal-derived materials, plastics, metals, electronics, and beauty products. Partners must progress toward eliminating high-risk MMCF suppliers linked to ancient and endangered forests, e.g. by sourcing from "Green Shirt" Canopy-ranked suppliers and providing evidence upon request. The policy prohibits materials linked to forced labour and endangered species, emphasising traceability and certification, and enforces compliance through checks with removal of noncompliant products or termination of partnership. It applies globally with no exclusions. At ABOUT YOU, Business Partners must comply with EU REACH and applicable national regulations, and progress toward sustainable sourcing of precious metals and stones. ABOUT YOU's policy requires partners to improve transparency, conduct risk assessments every two years, and reduce emissions. By 2025, partners should achieve full Tier 1-2 transparency and set SBTi-validated climate targets. The Sustainable Sourcing and Animal Welfare Policies were consolidated in May 2025, but are presented separately here for readability.

(4.6.1.5) Environmental policy content

Environmental commitments
☑ Commitment to a circular economy strategy
☑ Commitment to avoidance of negative impacts on threatened and protected species

☑ Commitment to no trade of CITES listed species
☑ Commitment to stakeholder engagement and capacity building on environmental issues
☑ Commitment to respect legally designated protected areas
☑ Commitment to comply with regulations and mandatory standards
☑ Commitment to take environmental action beyond regulatory compliance

Water-specific commitments
☑ Commitment to control/reduce/eliminate water pollution
☑ Commitment to reduce water consumption volumes

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply
☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

Select from:
☑ Publicly available

(4.6.1.8) Attach the policy

Zalando-SE_Sustainable-Sourcing-Animal-Welfare-Policy_May-2025.pdf

Row 5

(4.6.1.1) Environmental issues covered

Select all that apply
☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Zalando's Animal Welfare Policy sets principles for ethical treatment of animals across its organisation and value chain. It applies to all business partners, including suppliers, agents, trading companies, and service providers of Zalando SE and subsidiaries. Zalando requires partners to uphold standards within their own operations and ensure compliance throughout supply chains. Partners must comply with EU REACH. The policy prohibits fur, slaughter of animals solely for fashion, and materials from wild, marine, or endangered species, and bans animal testing and live animals in marketing. Zalando promotes the Five Domains Model and expects traceability systems with detailed sourcing information, supporting certified sustainable animal-derived materials and plant-based alternatives, with continuous improvement and no exclusions. Until group-wide policy alignment (2027), ABOUT YOU's Animal Welfare Policy remains in place for partners supplying ABOUT YOU, outlining principles for responsible sourcing of animal-derived materials. Zalando's principles: no killing animals solely for fashion; no sale of wild-animal products; against animal testing; partners must promote good welfare across supply chains; no live animals in photoshoots; committed to traceability, transparency, and increasing sustainably-sourced materials, including animal-derived ones. The Sustainable Sourcing and Animal Welfare Policies were consolidated in May 2025, but presented separately here for readability.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to no trade of CITES listed species

☑ Commitment to stakeholder engagement and capacity building on environmental issues

☑ Commitment to respect legally designated protected areas

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to avoidance of negative impacts on threatened and protected species

Additional references/Descriptions

☑ Description of environmental requirements for procurement

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Zalando-SE_Sustainable-Sourcing-Animal-Welfare-Policy_May-2025.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ RE100
☑ Textile Exchange
☑ Leather Working Group
☑ Science-Based Targets Initiative (SBTi)
☑ Zero Discharge of Hazardous Chemicals (ZDHC)
☑ Other, please specify **:amfori, Business for Social Responsibility, Copenhagen Fashion Week, Ellen MacArthur Foundation, Fair Wear Foundation, Fashion for Good, FASHION LEAP FOR CLIMATE, FSC, German Fashion Verband, Global Fashion Agenda, Industry Summit, etc.**
☑ Better Cotton Initiative (BCI)
☑ Sustainable Apparel Coalition (SAC)

(4.10.3) Describe your organization’s role within each framework or initiative

Zalando is a member of the following organisations (excluding ABOUT YOU, unless specified). Memberships are extended to ABOUT YOU using a step-by-step approach wherever appropriate. Listed Collaborative Frameworks/Initiatives: Better Cotton Initiative (BCI): Global non-profit training farmers in efficient water use, reduced pesticide use, and improved working conditions, covering over 20% of global cotton production via a "mass balance" model, with a new opt-in traceability module. Zalando sources BCI cotton to phase out conventional cotton for private labels and collaborates on traceability standards. Leather Working Group (LWG): Zalando and ABOUT YOU are brand members sourcing private-label leather from certified tanneries, encouraging partners to adopt LWG standards on chemical management, ecology, and traceability, including deforestation-free leather targets. Both flag LWG-certified leather on product pages. RE100: Zalando is a member; 100% of electricity was sourced renewably in 2025, including on-site photovoltaic generation at Lahr, Rotterdam, and Verona fulfilment centres, supporting its Scope 1/2 decarbonisation strategy. Science Based Targets initiative (SBTi): Zalando's climate targets are SBTi-validated, aligned with the Paris Agreement and supporting net-zero across operations and value chain. Cascale (formerly SAC): Joint membership with ABOUT YOU; both are strategic partners in Fashion Leap for Climate, participate in EU policy/data-harmonisation working groups, and launched a supplier compliance self-assessment tool in 2025. Both use Cascale's Higg FEM to monitor Tier-1/2 factory water, chemicals, waste, and emissions. Textile Exchange: Zalando and ABOUT YOU are members; Zalando promotes standards like GRS and OCS and collaborates on industry-wide challenges to cut fibre/raw material GHG emissions. Zero Discharge of Hazardous Chemicals (ZDHC): Zalando became a signatory in 2025, advancing safer chemical management in its private label business. ABOUT YOU references the ZDHC MRSL framework in its ESG guidelines. Other: Amfori (formerly BSCI): ABOUT YOU is an active member, using the BSCI framework and Sustainability Platform to audit factories, map supplier risks, monitor labour standards, and access training/remediation tools. Zalando accepts amfori BSCI as an audit standard for private label suppliers. Business for Social Responsibility (BSR): Supported Zalando on CSRD data gaps and sustainability strategy feedback. Copenhagen Fashion Week (CPHFW): Enforces minimum sustainability standards for participants, revised every three years; Zalando created the Visionary Award for the fashion industry. Ellen MacArthur Foundation (EMF): Zalando accesses the EMF Network and participates in projects like Jeans Redesign and Fashion ReModel. Fair Wear Foundation (FWF): Improves garment worker conditions via its HREDD framework; Zalando joined in 2024 and undergoes annual social assessments. Fashion for Good: Zalando participates in projects like Sorting for Circularity and Future of Footwear. Fashion Leap for Climate: Zalando, ABOUT YOU, and YOOX NET-A-PORTER built an online platform helping brands and logistics/packaging providers set science-based targets. FSC: Zalando and ABOUT YOU use FSC certification for paper packaging and wood-derived textiles; Zalando mandates FSC for virgin paper packaging and prioritises FSC-certified pulp; ABOUT YOU uses 100% FSC-recycled shipping boxes and FSC product filters. German Fashion Verband: Zalando is an official sponsor, backing programs mentoring emerging local designers. Global Fashion Agenda: Zalando joined to accelerate eco-friendly impact and scale circular fashion. Industry Summit: Collaborative platform on best practices, circularity, and decarbonisation across the value chain. DST/PST/Green Button/BMZ: German government-backed initiatives promoting sustainable textile supply chains and improved standards. TCFD: Zalando aligns climate disclosures with TCFD recommendations across governance, risk, and metrics. International Accord for Health and Safety: Zalando is a signatory, participating in Bangladesh and Pakistan safety programs, including the Bangladesh Accord. Reset Carbon: Supports Zalando in decarbonising manufacturing in its private label value chain. Smart Freight Center: Works with businesses to measure and reduce freight/logistics GHG emissions. Value Chain Initiative: Zalando joined the Apparel & Footwear Working Group IV, addressing Scope 3 supply chain emissions.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Yes

☑ Yes, we engaged directly with policy makers

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

Zalando SE - Net-Zero Approval Letter - Tuesday_ 12 November 2024.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Yes, my organization is registered

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ Mandatory government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

Zalando is registered on the European Union Transparency Register under number: 877966419254-70 Zalando is registered on the DE Bundestag Register under registration number: R003005 https://www.lobbyregister.bundestag.de/suche/R003005 Zalando is also registered on the French Transparency Register: https://www.hatvp.fr/fiche-organisation/?organisationH929699051## The French register does not assign registration numbers. ABOUT YOU is not yet integrated.

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Zalando's Public Affairs Team leads engagement with the Product Safety, Legal, Product Sustainability and Central Sustainability Teams all of which are embedded teams partially responsible for driving progress towards strategic Sustainability and climate related goals, as well as the Corporate Affairs Team to align policy work and communication. The central Sustainability Team is responsible for company-wide coordination and ensures alignment on external sustainability engagements in order to have a consistent approach in regard to our climate protection efforts. In monthly to quarterly meetings take place a common approach that is aligned with our overall sustainability strategy and focus is being developed. In addition, ad-hoc meetings are held whenever needed and whenever possible to leverage the diverse perspectives across the different business functions and divisions. Regulatory developments are continuously monitored with support from external advisors and assessed for their relevance to Zalando's sustainability objectives and policy engagement activities. This helps inform discussions between the Public Affairs, Legal, Product Sustainability, Central Sustainability and Corporate Affairs teams and supports alignment with Zalando's overall sustainability strategy.
[Fixed row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Revision of the EU Waste Framework Directive – Proposal to amend Directive 2008/98/EC on waste, with a new chapter on Extended Producer Responsibility (EPR) for textiles and related eco-modulation of EPR fees

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply
☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Transparency and due diligence

☑ Other transparency and due diligence, please specify :Extended Producer Responsibility (EPR) obligation

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ EU27

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☑ Support with minor exceptions

(4.11.1.7) Details of any exceptions and your organization's proposed alternative approach to the policy, law, or regulation

Zalando opposes adding undefined producer-level criteria such as "over-production" and "extrinsic durability", arguing they lack scientific backing and would fragment the single market; instead it proposes limiting modulation criteria to parameters set under the Ecodesign for Sustainable Products Regulation and clarifying the marketplace role in fee collection.

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☑ Ad-hoc meetings

☑ Discussion in public forums

☑ Participation in working groups organized by policy makers

☑ Responding to consultations

☑ Submitting written proposals/inquiries

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Zalando states that a well-designed, harmonised EPR "is a key instrument designed for improving the environmental performance of textiles and their end-of-life management" and will prevent market distortions, directly supporting its circular-economy ambitions and packaging- and waste-reduction targets. Success is sought through adoption of the company's recommended amendments (e.g., Commission implementing act, harmonised criteria, marketplace role).

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 2

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

EU enforcement action against misleading environmental claims, carried out under the Unfair Commercial Practices Directive and the Consumer Rights Directive through a dialogue with the European Commission and the Consumer Protection Co-operation (CPC) Network

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☑ Climate change

☑ Water

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Transparency and due diligence

☑ Transparency requirements

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ EU27

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☑ Support with no exceptions

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☑ Ad-hoc meetings

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Supplying accurate, product-specific data (e.g., percentage of recycled material) is expected to curb greenwashing and steer customers toward more sustainable choices, thereby supporting Zalando's goals on sustainable consumption. Success will be measured by: (i) complete removal of the icons/"sustainability" terminology by 15 April 2024 and (ii) a positive evaluation of Zalando's implementation report by the CPC authorities. Success was measured and achieved through (i) the complete removal of the icons and sustainability-related terminology by 15 April 2024 and (ii) a positive evaluation of Zalando's implementation report by the CPC authorities. In 2025, Zalando continues to maintain the measures implemented following the CPC dialogue, and fulfills the requirements established by the authorities. As of Q2 2025, Zalando further updated its voluntary Sustainability Product Standards criteria to support its sustainability ambitions, respond to evolving regulatory expectations, and promote a more equitable and circular fashion value chain.

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

☑ Kunming-Montreal Global Biodiversity Framework

☑ Sustainable Development Goal 6 on Clean Water and Sanitation

[Add row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify :Policy Hub

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization’s position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual’s position in the reporting year

Select from:

☑ Yes, and they have changed their position

(4.11.2.8) Describe how your organization’s position is consistent with or differs from the organization or individual’s position, and any actions taken to influence their position

The Policy Hub - Circularity for Apparel & Footwear unites 700+ brands, retailers, manufacturers, service providers, and stakeholders in the textile value chain, collectively representing a significant portion, surpassing 50% of the apparel and footwear sector. Zalando’s sustainability advocacy goals align with the Policy Hub’s mission to support harmonized policies and responsible practices in the apparel and footwear sector. Actions Taken to Influence Positions: To ensure these industry policies align with our operational realities, Zalando has actively driven the Policy Hub's agenda. Over the past year, we successfully positioned key business priorities, such as digitalization, as core focus areas for the association. This active engagement directly shaped the Policy Hub's positions on the Digital Product

Passport (DPP) and the Textile Labelling Regulation. Additionally, Zalando ensured that the implementation of the Waste Framework Directive (WFD) and related Extended Producer Responsibility (EPR) schemes were placed on the membership's priority agenda for regular discussion.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

8000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Zalando participates in the Policy Hub to represent a strong voice in the fashion industry, actively advocating for greater policy harmonization while addressing key social and environmental challenges across the textile, apparel, and footwear sectors. Through our active membership, we monitor policy developments and contribute to technical papers and joint positions on crucial EU legislation, helping shape policies that drive meaningful progress. Specifically, we have successfully leveraged the Policy Hub to position our business priorities across key legislative files, including the WFD, EPR, CS3D, CSRD, ESPR, DPP, and CEA.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify :Ecommerce Europe

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, and they have changed their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Ecommerce Europe is an association representing 150,000 companies selling goods and/or services online to consumers in Europe. ECE acts at European level to help legislators create a better framework for online merchants, so that their sales can grow further. The association is made up of Working Committees, issue-based bodies that determine the overall public affairs strategy on legislative issues at European level. One of these committees is the Sustainability Working Committee that aims at bringing forward the expertise and experience of the e-commerce sector to help shape the right regulatory framework for a twin digital and green transition/recovery. The Committee covers policy workstreams ranging from packaging, product policy, consumer policy to sustainable mobility and "green" taxation. The Committee also leads the work on Ecommerce Europe's Collaborative Report on Sustainability and e-Commerce, where members, including Zalando, share a variety of information, studies, best practices, also related climate change topics, that can be a useful source of information for businesses and policymakers across the EU. Zalando's positions are highly consistent with those of ECE, particularly regarding platform-specific regulatory angles. Participating in ECE allows us to align on and monitor policies directly impacting online platforms, ensuring that our corporate sustainability goals match broader industry standards. Zalando actively engages within ECE's Working Committees to help shape the association's official stances and ensure they reflect the operational realities of large-scale digital retailers. Specifically, we have actively contributed to and influenced ECE's positioning on the One-Stop-Shop proposal within the Circular Economy Act, as well as

refining the association's stance on the technical intricacies of the Digital Product Passport (DPP) from an online retailer perspective. Our interactions with ECE are based on continuous feedback loops and active contributions to their position papers.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

14500

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

We are participating in ECE to monitor regulatory developments on sustainability and logistics (e.g. in respect to WFD, EPR, CS3D, CSRD, ESPR, DPP, CEA) and collectively represent the e-commerce sector in Brussels to ensure legislators have access to that industry expertise when drafting environmental policies. Ultimately, this funding ensures that future EU environmental regulations prevent market fragmentation, encourage sustainable corporate investments, and foster a genuine digital and green transition.

(4.11.2.11) Indicate if you have evaluated whether your organization’s engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization’s engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify :EBCA (European Branded Clothing Alliance)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Mixed

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, and they have changed their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The European Branded Clothing Association (EBCA) is a coalition of European and global retail clothing brands. Established in 2007, the Association provides the first collective and exclusive voice for retail clothing brands in Europe. Drawing upon a balanced and representative membership present in a range of EU Member States, EBCA seeks to serve as a sounding-board for EU policy-makers as they develop trade policy that seeks to balance the interests of all Europeans in an increasingly global environment.The Association showcases the contribution of clothing retailers to European competitiveness and employment, and seeks to ensure a more predictable business environment, a positive trade agenda, and a better deal for European consumers and businesses. Zalando successfully established key business priorities, such as digitalization, as core focus areas for the EBCA, directly influencing the association's positions on the Digital Product Passport (DPP) and the Textile Labelling Regulation. Additionally, Zalando ensured that the implementation of the Waste Framework Directive (WFD) and national EPR schemes—specifically in France, Spain, Italy, and Germany—were placed on the membership's priority agenda, leading the development of these positions on behalf of the association.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

40000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Zalando participates in EBCA to monitor regulatory developments impacting the industry—specifically our brand partners, given the association's membership base. Moreover, over the past year, we have actively provided technical input on critical business files, including the WFD, EPR, CS3D, ESPR, DPP, CEA, and MSR.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In mainstream reports

(4.12.1.2) Is your publication in line with a standard or framework?

Select from:

☑ Yes

(4.12.1.3) Standard or framework the publication is in line with

Select all that apply

☑ ESRS

(4.12.1.4) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Water

☑ Biodiversity

(4.12.1.5) Status of the publication

Select from:

☑ Complete

(4.12.1.6) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Public policy engagement

☑ Water accounting figures

☑ Content of environmental policies

☑ Other, please specify **:Emission figures, Emissions targets**

(4.12.1.7) Page/section reference

The Sustainability statement in the annual report is from page 126 to 232. The Content elements are on the following pages of the annual report: Content of environmental policies: pages 203-204, 215, 219-220 Emissions figures: pages 171-172 Emission targets: pages 71, 75, 135 Water accounting figures: page 176 Governance: pages 10, 13-17, 66, 101-116, 128 -131. 217 -225 Strategy: pages 5, 65, 67-72, 114, 121, 134-138, 219 Public policy engagement: page 221 Value chain engagement: pages 71, 20

(4.12.1.8) Attach the relevant publication

ZalandoSE_AR2025_eng.pdf

(4.12.1.9) Comment

No further remarks.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Every three years or less frequently

Water

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Every three years or less frequently
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :RCP 2.6

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Chronic physical

☑ Policy

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

☑ Global regulation

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Zalando's climate scenario analysis employs two counterbalancing IPCC global pathways—RCP 2.6/SSP1 (1.5°C) and RCP 8.5/SSP5 (4.0°C)—adjusted for local conditions and retail-specific impacts across three time horizons: 2025 (short-term), 2030 (medium-term), and 2050 (long-term) 1.5°C Scenario (RCP 2.6): Assumes globally coordinated decarbonisation aligned with a Paris-consistent pathway. It anticipates strict regulatory frameworks, rapid technological change, and full compliance with EU Green Deal and circularity guidelines.4.0°C Scenario (RCP 8.5): Assumes a high-emissions, "current-policy" world built using IPCC scenarios and Nationally Determined Contributions (NDCs), where global climate policies remain restricted to existing regulations 1.5°C Scenario: Anticipates a decline in costs for low-emission logistics technologies (such as electric vehicles) and transition to renewable electricity. 4.0°C Scenario: Assumes continued reliance on fossil fuels, with operations vulnerable to high energy price volatility and scarcity of renewable energy sources across logistics sites and offices. Negligible Near-Term Variance: Per IPCC and World Bank findings, temperature variance between RCP scenarios is negligible until 2035, meaning long-term physical projections rely heavily on qualitative multi-decade assessments. Strategic outcomes remain sensitive to the actual pace of technological innovation, supply chain visibility (mapping up to Tier 4), and evolving legal frameworks.

(5.1.1.11) Rationale for choice of scenario

Zalando uses the RCP 2.6 as its climate transition scenario. It resembles a pathway where transition risks dominate. It assumes: · a globally coordinated effort to decarbonise in line with the Paris Agreement · strict emerging regulations that limit fossil fuels · a shift towards sustainable, less resource-intensive lifestyles, and · a rapid decline in the cost of key green technologies. This scenario is based on IPCC RCP 2.6 and SSP1 scenarios, as well as the NDCs submitted by the European Union. This approach stress-tests our strategy against both strict low-carbon transition dynamics and severe physical climate hazards. As IPCC findings indicate negligible temperature variance before 2035, long-term assessments emphasize qualitative, multi-decade modelling. Our asset-light, retail-focused model provides

high inherent resilience, further strengthened through: Climate Adaptation: Science-based targets (SBTs) across Scopes 1, 2, and 3. Value Chain Security: Collaborative initiatives (e.g., Factory Improvement Programme) to mitigate water and carbon impacts. Circular Decoupling: Scaling circular models (Pre-owned, trade-in, material innovation) to reduce virgin raw material dependency. Agile Assortment: Transitioning from wholesale to flexible platform-based inventory to manage weather-induced demand volatility. Climate risks and opportunities are systematically integrated into our financial forecasts: Revenues & Cash Flows: We integrate physical risks (e.g., floods, water stress) into cash flow projections, mitigating revenue volatility through flexible procurement. CapEx: Investment prioritizes low-carbon assets, such as energy efficiency, on-site solar, and heat pump installations. OpEx: We account for transition costs, including system upgrades and specialized staffing required for regulatory compliance (e.g., CSRD). Our assessments address several structural and environmental variables: Physical Impacts: Seasonality shifts hinder inventory predictability, while water stress in cotton-producing regions (e.g., China, India, Pakistan) increases material price volatility. Transition Impacts: Rising energy costs and regulatory burdens under emerging frameworks (CSDDD, ESPR, CSRD). Primary Uncertainties: Key challenges include achieving full transparency across deep supply chain tiers (Tier 2–4) and the inherent limitations of long-term qualitative modelling.

Water

(5.1.1.1) Scenario used

Water scenarios

☑ WRI Aqueduct

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Reputation

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer attention to impact

Regulators, legal and policy regimes
☑ Global regulation
☑ Global targets
☑ Methodologies and expectations for science-based targets

Direct interaction with climate
☑ Perception of efficacy of climate regime

Macro and microeconomy
☑ Domestic growth

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The "optimistic" scenario (SSP1 RCP2.6) is defined as a future in which the rise in average global surface temperatures by 2100 is limited to between 1.3°C and 2.4°C compared to pre-industrial levels (1850-1900). SSP1 is distinguished by the following characteristics: sustainable socioeconomic growth, stringent environmental regulations, effective institutions, rapid technological change and improved water use efficiencies, and low population growth.

(5.1.1.11) Rationale for choice of scenario

Aligns with Paris-consistent pathway; tests viability of strategy under successful global transition and stricter water-use norms.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☑ SSP5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Chronic physical

☑ Policy

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0ºC and above

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

☑ Global regulation

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Zalando used two counterbalancing global paths of greenhouse gas emissions for the scenario analysis, one of which was: - AR5 IPCC RCP 8.5, assuming an increase to 4°C, which was built using publicly available datasets (inter alia the Intergovernmental Panel on Climate Change (IPCC) scenarios and Nationally

Determined Contributions). We have superimposed the local context on the principles contained in the global emission paths. The assumptions included: - availability of new technologies, - applied and expected regulations, - macroeconomic factors and - maturity of markets, Further assumptions related to the specificity of our business and sector, including: - Zalando business model, - strategic, financial and investment plans, - market trends, including customer and stakeholders' expectations, - business environment, including activities of competitors.

(5.1.1.11) Rationale for choice of scenario

Zalando used two counterbalancing global paths of greenhouse gas emissions for the scenario analysis, one of which was: - AR5 IPCC RCP 8.5, assuming an increase to 4°C, which were built using publicly available datasets (inter alia the Intergovernmental Panel on Climate Change (IPCC) scenarios and Nationally Determined Contributions). This scenario was adjusted to local conditions and potential impact on the retail sector was assessed along three time horizons, in accordance with the TCFD guidelines: by 2025 (short term), by 2030 (medium term) and by 2050 (long term). In line with the IPCC's findings on the impact of climate change in the short term, the differences in temperature rise up to the year 2035 for this RCP scenario is negligible. These findings were confirmed in the context of Germany, using the World Bank's modelling tool, based on the scenarios used by the IPCC. For this scenario, the following parameters were analyzed: increase in average monthly temperatures, amount of precipitation and the number of hot days in a year (35 °C).

Water

(5.1.1.1) Scenario used

Water scenarios

☑ WRI Aqueduct

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical
☑ Chronic physical
☑ Policy
☑ Reputation

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer sentiment

Regulators, legal and policy regimes
☑ Political impact of science (from galvanizing to paralyzing)

Macro and microeconomy
☑ Domestic growth

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The "business as usual" scenario (SSP3 RCP7.0) represents a middle-of-the-road future where temperatures increase by 2.8°C to 4.6°C by 2100. SSP3 is a socioeconomic scenario characterised by regional competition and inequality, including slow economic growth, weak governance and institutions, low investment in the environment and technology, and high population growth, especially in developing countries.

(5.1.1.11) Rationale for choice of scenario

Represents “current-policy” world matching recent government pledges gap; stress-tests resilience of assets to high-warming water risk
[Add row]

(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

Zalando assesses the climate resilience of its business by analysing climate-related transition and physical risks and opportunities in line with the ESRS framework. The analysis considers key drivers such as regulatory developments, macroeconomic trends, customer expectations, technological developments, and competitive dynamics. The company applies multiple climate scenarios based on the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways, including a 1.5°C-aligned scenario (RCP 2.6) and a high-emissions scenario (RCP 8.5). These scenarios are adapted to local conditions and assessed across short- (to 2025), medium- (to 2030) and long-term (to 2050) time horizons, incorporating parameters such as temperature increases, precipitation changes, and extreme weather events. The analysis identifies key physical risks, including disruptions to demand patterns due to changing weather conditions, supply chain vulnerabilities from raw material shortages, operational risks at logistics facilities, and delays caused by extreme weather events. It also highlights transition risks, such as increasing energy costs, renewable energy market constraints, evolving regulatory requirements, and potential reputational risks linked to changing customer expectations and climate performance. These insights inform Zalando’s strategic planning by guiding investments in decarbonisation and resilience measures,

including the implementation of science-based targets (SBTi-aligned) and the increased use of renewable energy in operations and logistics. While uncertainties remain due to the qualitative nature of certain assumptions and impact estimations, the scenario analysis supports informed decision-making and enhances the company's ability to adapt its business model under different climate pathways. Zalando continues to monitor climate-related developments and periodically updates its scenario analysis to reflect evolving data, regulatory changes, and market conditions. In addition, Zalando conducted a site-specific logistics climate resilience assessment across its logistics network in 2025 to further evaluate physical climate-related risks and resilience needs. While separate from ESRS aligned climate resilience assessment, this analysis complements Zalando's understanding of environmental risks by identifying site-level vulnerabilities and site-specific adaptation opportunities based on insights from site visits and facility-specific data assessment. As an outcome of the logistics climate resilience assessment, Zalando has started implementing prioritised resilience measures, including adjustments to the drainage system at its site in Verona and automation of the night cooling process in Mönchengladbach. We complement routine climate resilience assessments with continuous event-driven impact monitoring. Upon the materialization of a climate-related incident or high risk events, we execute a post-event impact assessment to determine operational exposure, re-evaluate existing controls, and deploy specific adaptation strategies (if needed).

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Resilience of business model and strategy

(5.1.2.2) Coverage of analysis

Select from:

☑ Facility

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

Zalando conducted a water risk assessment covering 63 logistics and non-logistics sites to evaluate exposure to water-related risks across its operations. The assessment used the World Resources Institute (WRI) Aqueduct Tool, applying a composite risk index that integrates multiple water-related indicators to provide a comprehensive, location-specific analysis of water risk. The methodology incorporates 13 indicators grouped into three key risk categories: physical water quantity risk, physical water quality risk, and regulatory and reputational risk. This approach enables the identification of water risk hotspots and supports the prioritisation of sites based on their exposure to current and future water-related challenges. The analysis identified that the majority of Zalando's sites are located in areas of low to medium water risk, with one fulfilment center in Łódź, Poland classified as being located in a high water risk area. The outcomes of the assessment enhance Zalando's understanding of water-related risks within its operational footprint and inform risk and opportunity identification. The scenario analysis contributes to Zalando's broader environmental risk management by identifying material water-related dependencies and enabling more informed decision-making. The assessment considered both current and future water-related risks and provided location-specific insights into potential physical, regulatory and reputational water challenges. These insights support the prioritisation of risk monitoring activities and strengthen Zalando's understanding of how water-related trends and uncertainties could affect

operational resilience across its site network. In addition, Zalando conducted a site-specific logistics climate resilience assessment across its logistics network in 2025 to further evaluate physical climate-related risks and resilience needs. While separate from the Aqueduct water risk assessment, this analysis complements Zalando's understanding of environmental risks (including flood and drought risk) by identifying site-level vulnerabilities and adaptation opportunities. As an outcome of the logistics climate resilience assessment, Zalando has started implementing prioritised resilience measures, including adjustments to the drainage system at its site in Verona and automation of the night cooling process in Mönchengladbach.We complement routine climate resilience assessments with continuous event-driven impact monitoring. Upon the materialization of a climate-related incident or high risk events, we execute a post-event impact assessment to determine operational exposure, re-evaluate existing controls, and deploy specific adaptation strategies (if needed).
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ No and we do not plan to develop a climate transition plan within the next two years

(5.2.20) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☑ Other, please specify :In the process of creating one

(5.2.21) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

Zalando does not have a transition plan, but it's taking significant measures towards transition planning, alongside its net zero commitment. At Zalando, we are committed to taking climate action and transparently reporting on our target achievement plans and progress. Climate targets have been a core component of our sustainability strategy since 2019; and we are applying our learnings to raise our ambition and accelerate progress towards a net zero economy. In 2024, we are increasing our climate ambition by committing to net zero by 2040 for Own Operation and Private Labels; and by 2050 for the entire company, which includes brand, packaging and logistics partner emissions. Our net zero targets will be validated by the Science Based Targets initiative and align with our objective to limit global warming to 1.5°C. In alignment with our commitment to setting net zero targets via the SBTi, we will ensure our objectives and priorities for responding and contributing to the transition towards a low GHG-emissions and a climate-resilient economy are clearly articulated and transparently communicated. While we are not disclosing our full transition plan this year, as part of our net zero commitment and targets setting process we have clarity on the key short-term interventions required to mitigate our climate change impacts: ● Deploy energy efficiency and renewable energy and enable our partners to do the same. ● Substitute materials with lower environmental impacts, for example reducing demand for virgin materials in our product assortment. ● Reduce raw materials extraction, for example by keeping products in use for longer.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Environmental risks and opportunities have significantly influenced Zalando's and ABOUT YOU's strategy, particularly in relation to product assortment, sourcing, circular business models, and operational planning. Climate-related risks, including changing weather patterns such as milder winters and prolonged seasons, affect the predictability of demand for seasonal products. In response, Zalando and ABOUT YOU have adapted procurement and assortment strategies by increasing flexibility in planning processes and expanding non-seasonal categories to better manage weather-related volatility and evolving customer demand. Concurrently, changing customer preferences towards more sustainable products represent a key strategic opportunity. Zalando has integrated this trend by promoting products meeting recognized third-party sustainability standards (e.g. GOTS, TENCEL™, Infinna™) and implementing strict criteria for sustainability claims, supported by automated validation processes to ensure data accuracy and credibility. Similarly, ABOUT YOU supports customers in identifying products meeting defined sustainability criteria through dedicated labels and filtering functionalities. To enable our customers to wear better, we also offer inspiration for redesign, care and repair and how to build a stylish, timeless and functional wardrobe, helping them to extend the life of their wardrobe. Environmental opportunities also drive Zalando's and ABOUT YOU's circularity strategies, including the expansion of Pre-owned fashion offerings, the ABOUT YOU Resale Model, and partnerships supporting circular business models. These initiatives respond to evolving customer preferences, extend product lifetimes, and contribute to the transition towards a more circular and resource-efficient fashion system. Environmental impacts have further influenced Zalando's sourcing and materials strategy, particularly for its private label business. Based on lifecycle assessments and material impact analyses, cotton and polyester were identified as key contributors to environmental impacts. As a result, Zalando has committed to phasing out virgin polyester and conventional cotton by 2033, increasing the use of preferred materials such as organic, recycled, regenerative, and responsibly sourced fibres. Similarly, ABOUT YOU has integrated environmental considerations into its product and sourcing strategy through targets to increase the share of more sustainable products and materials within its private-label portfolio. To support these objectives, Zalando and ABOUT YOU have implemented actions including increasing the use of lower-impact materials, certified fibres, circular solutions like recycled and textile-to textile, as well as strengthening collaboration with suppliers and brand partners. These measures demonstrate how environmental risks and opportunities influence strategic decisions related to product development, sourcing, circularity, and long-term sustainability transformation

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Environmental risks and opportunities have significantly influenced Zalando's strategy across its upstream and downstream value chain, including private label production, brand partners, logistics providers, and packaging suppliers. As an e-commerce platform operating in 29 countries and collaborating with over 7,000 brands, Zalando's value chain is extensive and complex, with a significant share of emissions arising from Scope 3 categories. This creates climate-related risks, including supply chain disruptions, regulatory pressures, and rising decarbonisation costs, while also creating opportunities to support industry transformation. ABOUT YOU similarly seeks to strengthen value chain resilience by reducing dependency on individual suppliers and sourcing regions. To address these risks, Zalando has integrated emissions reduction into its value chain strategy, particularly through its private label business, setting science-based targets including a 40% reduction in Scope 3 emissions intensity for private label products by 2025 (vs. 2018 baseline), with net-zero ambitions for own operations and private labels by 2040 and the full value chain by 2050. Environmental considerations have also driven supplier engagement and capacity-building, including a factory improvement programme with the Apparel Impact Institute and RESET Carbon, supporting emissions and water reductions at Tier 1 and Tier 2 suppliers in energy- and water-intensive processes. ABOUT YOU has similarly embedded environmental considerations into collaboration with logistics providers, packaging suppliers, private-label suppliers, and brand partners through initiatives on renewable energy, recycled packaging, sustainable materials, and more sustainable product offerings. Zalando has embedded climate-related requirements into procurement by requiring key suppliers and partners to set science-based targets, integrating sustainability criteria into contractual negotiations (e.g. FSC certification, recyclability, lifecycle assessment support), and strengthening monitoring and data collection across logistics and last-mile partners. These actions show how climate-related risks and opportunities shape supplier selection, contractual frameworks, and operational collaboration — including materials transformation and packaging innovation, such as increased preferred materials and reusable packaging. Overall, Scope 3 emissions and supply chain dependencies have led Zalando to prioritise value chain engagement, supplier decarbonisation, and sustainable sourcing, supporting the transition to a lower-carbon, resource-efficient fashion ecosystem.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Environmental risks and opportunities have influenced Zalando's R&D investment, particularly in sustainable packaging and circular product systems. Climate-related risks such as tightening regulation, resource constraints, and waste pressures have driven investment in packaging innovation. Zalando set targets to increase recycled and responsibly sourced materials in shipping packaging, achieving strong progress in 2025: 99.4% of paper packaging (by weight) was recycled or FSC-certified, and 97% of product packaging was mechanically recyclable. ABOUT YOU requires polymailers to contain at least 80% recycled content and hold a certification such as Blauer Engel. Zalando also completed its transition from plastic to paper mailing bags and expanded its reusable intra-logistics box system, avoiding over 1,417.2 tonnes of packaging material in 2025 (excl. ABOUT YOU). Zalando is also improving truck loading efficiency via adapted packaging sizes, supporting a closed-loop intralogistics packaging system. In 2025, Zalando conducted a supply chain risk assessment on supplier readiness for upcoming regulation, including the EU Deforestation Regulation, helping identify compliance gaps and strengthen sourcing transparency. Circularity opportunities have also shaped R&D strategy. Zalando's private label has a preferred materials roadmap targeting phase-out of virgin polyester and conventional cotton by 2033, increasing organic, regenerative, and recycled fibres and certified materials such as responsibly sourced leather. ABOUT YOU has explored recycling pathways with return warehouses, recyclers, and packaging manufacturers, including reusing post-consumer plastic waste in new poly mailers, and expanded its sustainable materials criteria (recycled/organic cotton, recycled polyester, cellulosics, LWG/chrome-free leather) to lower climate, water, and pollution impacts. Zalando has invested in lifecycle innovation, including repairability guidelines (excl. ABOUT YOU) supporting the EU "Right to Repair," and expanded resale/circular models, scaling Pre-owned across 14 markets and a "Trade-in" service. Further R&D collaborations include Fashion for Good (materials/processing innovation) and fibre-to-fibre recycling initiatives such as "Sorting for Circularity – Rewear" and the "Future of Footwear" consortium. Water-related risk in Zalando's own operations is limited (one logistics site in a high water risk area per WRI Aqueduct); upstream, risk is more significant in water-intensive textile processes, managed via supplier engagement. Overall, environmental and water risks and opportunities have led Zalando to prioritise R&D in resource efficiency, circularity, and low-carbon product systems, supporting its ambition to decouple growth from virgin resource use.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Environmental risks and opportunities have significantly influenced Zalando's operations strategy, particularly energy use, emissions reduction, and infrastructure across its logistics network and facilities. Climate-related risks, including rising energy costs, regulatory requirements, and alignment with global climate targets, have led Zalando to prioritise operational decarbonisation. The company embedded emissions reduction into its strategy via science-based targets (SBTi-validated) set in 2020, and in 2025 transitioned to newly validated near-term and long-term Net Zero Targets, which continue to guide decisions on renewable energy sourcing, infrastructure electrification, energy efficiency, and broader decarbonisation. As part of these targets, Zalando aimed to reduce Scope 1 and 2 emissions by 80% by 2025 vs. a 2017 baseline and increase renewable electricity share from 34% (2017) to 100% by 2025. These have largely been achieved: 100% renewable electricity across operations (excl. ABOUT YOU) and a substantial reduction in operational emissions by 2024/2025. ABOUT YOU has similarly embedded climate considerations via science-based targets, renewable electricity procurement, and energy efficiency measures; in FY2023/2024, 99.6% of electricity consumed was renewable. ABOUT YOU's emissions will be integrated into Group-wide targets during 2026. A central element is the transition to renewable energy: Zalando is an RE100 member and procures 100% of its electricity from renewable sources, including onsite photovoltaic generation and green electricity procurement (excl. ABOUT YOU), a key pillar of its Scope 1 and 2 decarbonisation strategy. Environmental risks have also shaped infrastructure and logistics decisions, particularly heating and energy systems, a key source of operational emissions. Zalando has invested in electrification, replacing fossil fuel-based heating with heat pumps and transitioning parts of its logistics fleet to electric vehicles. Environmental opportunities, such as cost savings from energy efficiency and resilience to energy price volatility, have driven efficiency investments supported by an ISO 50001-certified energy management system and site-level measures (e.g. LED retrofits, air-handling improvements) (excl. ABOUT YOU). ABOUT YOU has similarly worked with warehousing partners on heat pump installations, on-site solar generation, and energy-efficiency improvements. While Scope 1 and 2 emissions are a relatively small share of Zalando's total footprint (Scope 3 being dominant), operational decarbonisation remains a strategic priority, focused on direct emissions reductions rather than offsetting. Overall, environmental risks and opportunities have led Zalando to embed renewable energy sourcing, infrastructure electrification, and energy efficiency into its operations strategy, supporting long-term decarbonisation and alignment with its net-zero ambitions.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Revenues

☑ Direct costs

☑ Indirect costs

(5.3.2.2) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Impact on revenues (risks and opportunities) Shifting consumer preferences towards sustainable products are a key revenue opportunity. Zalando reflects this in financial planning via material innovation, partnerships, and expanded offerings such as Pre-owned, supporting revenue growth by aligning assortment with evolving demand. Climate-related risks, particularly changing precipitation patterns and extreme weather, affect revenue predictability: milder winters, prolonged seasons, and events like heatwaves or heavy rainfall can disrupt seasonal demand, causing reduced or delayed sales and short-term revenue volatility. These risks feed into demand forecasting and inventory management. Impact on direct and indirect costs (risks) Climate risks also affect Zalando's cost structure via supply chain disruption and resource dependency. Extreme weather in manufacturing countries, ports, and transport routes can cause delays and higher logistics/procurement costs. A key chronic risk is dependency on raw materials such as cotton: water stress and drought in sourcing regions drive shortages and price volatility, as seen in recent cotton price swings, affecting private label input costs. EU regulatory developments are also expected to raise compliance and operational costs (sustainability reporting, product standards, supply chain transparency), factored into financial planning. Financial planning responses and mitigation measures Zalando has integrated climate considerations into financial planning through: · Flexible procurement/assortment planning to reduce seasonal volatility · Diversifying product ranges toward non-seasonal categories · Investing in circular materials and design to cut virgin resource dependency · Supplier engagement, encouraging science-based targets for supply chain resilience · Continued investment in sustainable product innovation to support revenue These measures bring short- to medium-term impacts (higher upfront investment and operating costs) while building long-term resilience, cost stability, and revenue alignment with market trends. These impacts are assessed across short-, medium-, and long-term horizons and integrated into budgeting, forecasting, and investment/capital allocation decisions, supporting financial resilience and Zalando's net-zero ambitions.

Row 2

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Revenues

☑ Direct costs

☑ Indirect costs

(5.3.2.2) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Environmental risks related to water have influenced Zalando's financial planning, particularly through impacts on revenues and direct and indirect costs, primarily via climate-driven changes in precipitation patterns and water availability. Impact on revenues (risk) Changes in precipitation patterns and increasing extreme weather (as reported in 3.1.1 risk 2), such as flooding, can disrupt logistics operations and infrastructure, affecting Zalando's ability to generate expected revenues. Flood events in Europe show the potential for temporary site inaccessibility and transport disruption, delaying deliveries and reducing short-term sales. Climate-related weather variability (e.g. prolonged seasons or unseasonal rainfall) also reduces demand predictability, causing short-term revenue volatility. These risks feed into demand forecasting and inventory management assumptions. Impact on direct and indirect costs (risk) Water scarcity and related climate impacts, particularly droughts in key sourcing regions, pose a significant risk to raw material availability and pricing, especially cotton. Increased water stress can reduce agricultural yields, raising procurement costs and input price volatility—illustrated by cotton price swings of roughly 300% between 2020 and 2022. Water-related disruptions in manufacturing regions, ports, or logistics networks can also delay production and transport, increasing operational costs and reducing value chain efficiency. Financial planning responses and mitigation measures Zalando has integrated water-related considerations into financial planning by: · Flexible procurement and assortment planning, reducing exposure to weather-related demand volatility · Diversifying offerings, including non-seasonal categories, to stabilise revenues · Investing in circular materials and design, reducing dependency on water-intensive virgin materials such as conventional cotton · Strengthening supplier engagement to improve resource efficiency and resilience in water-intensive production These measures are expected to bring short- to medium-term financial implications, including higher upfront costs and investment, while supporting long-term resilience by stabilising cost structures and reducing exposure to resource scarcity risks. [Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	Select from: ☑ Yes	*Select all that apply* ☑ A sustainable finance taxonomy	*Select from:* ☑ At both the organization and activity level

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☑ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

☑ EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

Select from:

☑ Climate change mitigation

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

☑ Yes

(5.4.1.5) Financial metric

Select from:

☑ Revenue/Turnover

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

0

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0

(5.4.1.8) Percentage share of selected financial metric planned to align in 2030 (%)

0

(5.4.1.9) Percentage share of selected financial metric planned to align in 2035 (%)

0

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

0

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

100

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization’s climate transition

Zalando assesses the alignment of its financial activities with its climate transition using the EU Taxonomy Regulation as the primary framework. The EU Taxonomy provides a standardised classification system to evaluate whether economic activities contribute substantially to climate change mitigation and comply with defined technical screening criteria and “Do No Significant Harm” (DNSH) principles. In the 2025 financial year, we reassessed our economic activities under all six

environmental objectives of the EU Taxonomy Regulation. This review did not lead to any changes in our previously identified material Taxonomy-eligible economic activities. As a result, we continue to report only on CapEx and OpEx related to the acquisition and ownership of buildings (economic activity 7.7 in Annex I of Delegated Regulation (EU) 2021/2139). As a result, the company reports Taxonomy-eligible CapEx and OpEx, while no Taxonomy-aligned turnover has been identified. In 2025, we expanded the number of leased buildings, which led to additional right-of-use assets of 145.0m EUR (prior year: 62.6m EUR), which we report as Taxonomy-eligible CapEx. The additions relate to the right-of-use assets acquired through the business combination with ABOUT YOU. Total CapEx for 2025 amounted to 1,008.2m EUR (prior year: 258.8m EUR), of which 14.4% (prior year: 24.2%) was Taxonomy-eligible. The significant increase in CapEx is related to the additions to property, plant and equipment, to intangible assets as well as to right-of-use assets acquired through the business combination with ABOUT YOU. Related OpEx for leased buildings was 13.7m EUR (prior year: 12.5m EUR) and total OpEx was 220.5m EUR (prior year: 199.4m EUR). Zalando applies a materiality threshold of 1% across CapEx, OpEx, and turnover to determine reportable activities and ensure focus on financially relevant items. All identified Taxonomy-eligible expenditures are allocated to the environmental objective of climate change mitigation, with no double counting of activities. The methodology also includes a review of compliance with the EU Taxonomy's technical screening criteria and DNSH requirements. Due to limited availability of required data, particularly from third-party building owners, Zalando was not able to confirm alignment with these criteria. Consequently, no Taxonomy-eligible activities were classified as Taxonomy-aligned, and therefore no revenue or turnover is currently considered aligned with the organisation's climate transition under this framework. This approach ensures a conservative and transparent assessment, while highlighting data gaps and dependencies that need to be addressed to improve future alignment reporting.

Row 2

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☑ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

☑ EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

Select from:

☑ Climate change mitigation

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

☑ Yes

(5.4.1.5) Financial metric

Select from:

☑ CAPEX

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

0

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0

(5.4.1.8) Percentage share of selected financial metric planned to align in 2030 (%)

0

(5.4.1.9) Percentage share of selected financial metric planned to align in 2035 (%)

0

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

14.4

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

85.6

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

Zalando assesses the alignment of its capital expenditure (CapEx) with its climate transition using the EU Taxonomy Regulation as the primary framework. The EU Taxonomy provides a standardised methodology to evaluate whether economic activities contribute substantially to climate change mitigation and meet defined technical screening criteria, including compliance with "Do No Significant Harm" (DNSH) principles and minimum social safeguards. The methodology includes an assessment of alignment against the EU Taxonomy's technical screening criteria and DNSH requirements. However, due to limited availability of required data from third-party building owners, particularly regarding building-level performance and compliance with DNSH criteria, Zalando is currently unable to determine whether its

Taxonomy-eligible CapEx meets the full alignment requirements. In 2025, we expanded the number of leased buildings, which led to additional right-of-use assets of 145.0m EUR (prior year: 62.6m EUR), which we report as Taxonomy-eligible CapEx. The additions relate to the right-of-use assets acquired through the business combination with ABOUT YOU. Total CapEx for 2025 amounted to 1,008.2m EUR (prior year: 258.8m EUR), of which 14.4% (prior year: 24.2%) was Taxonomy-eligible. The significant increase in CapEx is related to the additions to property, plant and equipment, to intangible assets as well as to right-of-use assets acquired through the business combination with ABOUT YOU. Consequently, while 14.4% of total CapEx in 2024 (258.8m EUR) was classified as Taxonomy-eligible, 0% is currently considered Taxonomy-aligned, and therefore no capital expenditure is formally classified as aligned with the company's climate transition under this framework. This approach reflects a conservative and transparent methodology, with alignment dependent on improved data availability and verification. Zalando continues to enhance its data collection and assessment processes to increase the share of CapEx that can be evaluated and classified as aligned over time.

Row 3

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☑ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

☑ EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

Select from:

☑ Climate change mitigation

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

☑ Yes

(5.4.1.5) Financial metric

Select from:

☑ OPEX

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

0

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0

(5.4.1.8) Percentage share of selected financial metric planned to align in 2030 (%)

0

(5.4.1.9) Percentage share of selected financial metric planned to align in 2035 (%)

0

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

6.2

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

93.8

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization’s climate transition

Zalando assesses the alignment of its capital expenditure (CapEx) with its climate transition using the EU Taxonomy Regulation as the primary framework. The EU Taxonomy provides a standardised methodology to evaluate whether economic activities contribute substantially to climate change mitigation and meet defined technical screening criteria, including compliance with “Do No Significant Harm” (DNSH) principles and minimum social safeguards In the reporting year, Zalando reassessed its economic activities against all six environmental objectives of the EU Taxonomy. This assessment confirmed that the only material Taxonomy-eligible activity within the scope of OpEx remains the acquisition and ownership of buildings (economic activity 7.7 under Annex I of Delegated Regulation (EU) 2021/2139). As a result, the company identifies Taxonomy-eligible OpEx primarily related to leasing costs associated with buildings, while other operating expenses are considered non-eligible Zalando applies a materiality threshold of 1% across CapEx, OpEx, and turnover to ensure that only financially significant activities are reported. All Taxonomy-eligible OpEx is allocated to the environmental objective of climate change mitigation, and no double counting occurs as only one relevant economic activity has been identified. The methodology includes an assessment of Taxonomy alignment based on compliance with the EU Taxonomy’s technical screening criteria and DNSH requirements. However, due to limited availability of relevant data from third-party building owners, particularly regarding building performance and compliance with DNSH criteria, Zalando is currently unable to confirm alignment. As a result, while 6.2% of total OpEx in the reporting year (13.7m

EUR) is classified as Taxonomy-eligible, 0% is currently considered Taxonomy-aligned, and therefore no operating expenditure is formally aligned with the company's climate transition under this framework. This methodology reflects a conservative and transparent approach, ensuring regulatory compliance while avoiding overstatement of alignment. Zalando continues to enhance data availability and assessment capabilities to improve alignment classification and expand the scope of eligible and aligned OpEx over time. These assessments also support the integration of climate considerations into operational cost planning and resource allocation decisions.
[Add row]

(5.4.2) Quantify the percentage share of your spending/revenue that was associated with eligible and aligned activities under the sustainable finance taxonomy in the reporting year.

Row 1

(5.4.2.1) Economic activity

Select from:

☑ Acquisition and ownership of buildings

(5.4.2.2) Taxonomy under which information is being reported

Select from:

☑ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

Select from:

☑ Taxonomy-eligible but not aligned

(5.4.2.4) Financial metrics

Select all that apply

☑ Turnover

☑ CAPEX

☑ OPEX

(5.4.2.10) Taxonomy-eligible but not aligned turnover from this activity in the reporting year (currency)

0

(5.4.2.11) Taxonomy-eligible but not aligned turnover from this activity as % of total turnover in the reporting year

0

(5.4.2.16) Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (currency)

145000000

(5.4.2.17) Taxonomy-eligible but not aligned CAPEX associated with this activity as % of total CAPEX in the reporting year

14.4

(5.4.2.22) Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (currency)

13700000

(5.4.2.23) Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

6.2

(5.4.2.24) Calculation methodology and supporting information

Zalando assesses and quantifies the share of its turnover, CapEx, and OpEx that is associated with Taxonomy-eligible and Taxonomy-aligned activities in accordance with the EU Taxonomy Regulation.in the reporting year, Zalando reassessed its economic activities across all six environmental objectives defined by the EU Taxonomy. This assessment confirmed that the only material Taxonomy-eligible economic activity is the leasing and use of buildings (economic activity 7.7 under Annex I of Delegated Regulation (EU) 2021/2139). As a result, we continue to report only on CapEx and OpEx related to the leasing of buildings The calculation of Taxonomy-eligible and aligned shares is based on the following methodology: 1. Identification of eligible activities 2. Allocation of financial metrics 3. Calculation of shares 4. Assessment of alignment against requirements 5. Avoidance of double counting In 2025, we expanded the number of leased buildings, which led to additional right-of-use assets of 145.0m EUR (prior year: 62.6m EUR), which we report as Taxonomy-eligible CapEx. The additions relate to the right-of-use assets acquired through the business combination with ABOUT YOU. Total CapEx for 2025 amounted to 1,008.2m EUR (prior year: 258.8m EUR), of which 14.4% (prior year: 24.2%) was Taxonomy-eligible. The significant increase in CapEx is related to the additions to property, plant and equipment, to intangible assets as well as to right-of-use assets acquired through the business combination with ABOUT YOU. Related OpEx for leased buildings was 13.7m EUR (prior year: 12.5m EUR) and

total OpEx was 220.5m EUR (prior year: 199.4m EUR). Zalando applies a materiality threshold of 1% across CapEx, OpEx, and turnover to determine reportable activities and ensure focus on financially relevant items.

(5.4.2.25) Substantial contribution criteria met

Select from:

☑ No

(5.4.2.26) Details of substantial contribution criteria analysis

/

(5.4.2.27) Do no significant harm requirements met

Select from:

☑ No

(5.4.2.28) Details of do no significant harm analysis

/

(5.4.2.29) Minimum safeguards compliance requirements met

Select from:

☑ No

[Add row]

(5.4.3) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.

(5.4.3.1) Details of minimum safeguards analysis

According to Article 8 of the EU Taxonomy regulation, reporting companies shall disclose the proportion of the company's turnover, capital expenditure (CapEx) and operating expenditure (OpEx) for both Taxonomy-eligible and Taxonomy-aligned economic activities. In order to be deemed Taxonomy-aligned, a Taxonomy-eligible economic activity shall fulfil the following criteria as defined in Article 3 of the EU Taxonomy regulation. The economic activity is carried out in compliance with

minimum safeguards laid down in Article 18 which requires economic activities to be carried out in alignment with internationally recognised standards, including the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and relevant labour and human rights conventions; and complies with technical screening criteria, as defined by a substantial contribution to environmental objectives and adherence to the Do No Significant Harm (DNSH) principle, in accordance with Article 10(3), 11(3), 12(2), 13(2), 14(2) or 15(2). In the reporting year, Zalando identified leasing of buildings (economic activity 7.7 under Annex I of Delegated Regulation (EU) 2021/2139) as its only material Taxonomy-eligible activity. However, Zalando was unable to confirm full alignment with EU Taxonomy requirements, particularly regarding the technical screening criteria and DNSH compliance. While Zalando maintains company-wide policies and processes to support compliance with minimum safeguards, such as human rights due diligence, supplier standards, and governance frameworks aligned with international guidelines, the assessment of minimum safeguards for this specific economic activity is dependent on information provided by third-party building owners. Due to insufficient data availability on building-level compliance, particularly with respect to environmental performance criteria and DNSH requirements, it was not possible to verify that the activity fully meets all EU Taxonomy alignment requirements. As a result, no portion of Taxonomy-eligible CapEx or OpEx has been classified as Taxonomy-aligned, and therefore the activity does not meet the combined criteria (including minimum safeguards, TSC, and DNSH) required for alignment. This approach reflects a conservative and transparent assessment, ensuring that alignment is only reported where full compliance with EU Taxonomy criteria can be verified.

(5.4.3.2) Additional contextual information relevant to your taxonomy accounting

n/a

(5.4.3.3) Indicate whether you will be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

Select from:
☑ Yes
[Fixed row]

(5.9) What is the trend in your organization’s water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

Zalando's water assessment focuses on gaining a comprehensive understanding of our water consumption and associated risks. As water-related expenditures are not within the scope of this assessment, we do not anticipate any significant changes in expenditure trends. OPEX and CAPEX related to water are currently not separately tracked and monitored. Due to the unavailability of sufficient data, a value of zero has been used.
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

Carbon

(5.10.1) Use of internal pricing for this environmental externality

Select from:
☑ No, and we do not plan to in the next two years

(5.10.2) Primary reason for not pricing this environmental externality

Select from:
☑ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

This has not been deemed to be an immediate strategic priority by Zalando at this time. Zalando is keeping updated with best-practices around corporate adoption of internal carbon pricing mechanisms, uses it ad-hoc for internal business cases and will continue assessing it within the context of its sustainability strategy delivery.

Water

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☑ No, and we do not plan to in the next two years

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☑ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

This has not been deemed to be an immediate strategic priority by Zalando at this time. Zalando is keeping updated with best-practices around corporate adoption of internal carbon pricing mechanisms, uses it ad-hoc for internal business cases and will continue assessing it within the context of its sustainability strategy delivery.

Other

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☑ No, and we do not plan to in the next two years

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water ☑ Plastics
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water ☑ Plastics
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water ☑ Plastics

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Suppliers include Private Label Tier 1, third-party brands, packaging suppliers and transport providers. Their contribution to Scope 3 emissions is assessed via an engagement target covering over 85% of emissions, applied to third-party brands, packaging and last-mile delivery, aiming for 90% of suppliers by emissions to have SBTs by 2025. Water dependence, material per the DMA, mainly arises upstream at Tier 3/4; no thresholds apply, except Private Label Tier 1/2, via factory water-saving plans

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

400

Water

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Dependence on water

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Suppliers cover Private Label Tier 1, third-party brands, packaging and transport providers, together over 85% of emissions. Water is material per the DMA, but impacts sit mainly at Tier 3/4 (raw materials), so no threshold applies. Risk is managed via RSL/MRSL aligned with REACH and ZDHC, plus Tier 1-2 water recycling in factory plans. ABOUT YOU applies similar chemical management, with an RSL and ZDHC-aligned MRSL being rolled out starting with Tier 1 suppliers.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ Less than 1%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

25
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

☑ Strategic status of suppliers

(5.11.2.4) Please explain

We prioritise suppliers based on their contribution to our corporate carbon footprint and their relevance for achieving our engagement targets. In line with our target to have 90% of suppliers by emissions set their own targets by the end of 2025, we focus on key brand, packaging and last-mile delivery partners representing the majority of our Scope 3 emissions. Similarly, ABOUT YOU prioritises logistics, mid-mile delivery, third-party brand and drop-shipping partners due to their estimated contribution to GHG emissions and their relevance for supplier engagement targets. For our private labels SBT and the implementation of the private labels facility improvement programme, we focus on strategic Tier 1 and Tier 2 facilities with the highest emissions contribution, considering the relevance of Tier 2 wet processing emissions within the value chain. Both Zalando and ABOUT YOU also prioritise private-label suppliers linked to key materials, such as recycled polyester, organic cotton, more sustainable viscose and other preferred materials, supporting progress towards climate and sustainable materials targets. Supplier engagement is further supported through collaborative initiatives such as Fashion Leap for Climate, co-founded by ABOUT YOU, Zalando and YOOX NET-A-PORTER, which aims to strengthen supplier collaboration and accelerate progress towards science-based engagement targets.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to water

☑ Strategic status of suppliers

(5.11.2.4) Please explain

Through our Zalando private label factory Improvement programme, we have proof points in suppliers' implementation plans regarding water saving actions. This involves engaging with our top Tier 1 and Tier 2 facilities, paying particular attention to Tier 2 operations where wet processes are especially energy- and water-intensive. Furthermore, engagement on water-related topics is supported indirectly through chemical management requirements for all suppliers including a Restricted Substances List (RSL) and a ZDHC aligned Manufacturing Restricted Substances List (MRSL) applying to Zalando's Private Label suppliers. ABOUT YOU does not operate a comparable factory improvement programme. Instead, supplier engagement on water-related topics is also supported through chemical management requirements for suppliers, including a Restricted Substances List (RSL) and a Manufacturing Restricted Substances List (MRSL). In addition, ABOUT YOU is working on supplier compliance with ZDHC-aligned MRSL requirements, starting with Tier 1 suppliers.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:
☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:
☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Business partners must comply with all environmental laws, including obtaining required permits, at Zalando and ABOUT YOU. SBTs are mandatory in negotiations with packaging suppliers; at Zalando, SBT-setting also applies to last-mile partners, backed by more frequent monitoring for tailored actions. Zalando's Sustainable Sourcing Policy supplements its Code of Conduct, setting social, environmental and chemical benchmarks for all partners, including private labels; ABOUT YOU has a comparable Policy and Code. General instructions are signed at supplier selection and form part of every contract. Both companies have zero tolerance for violations of human/labour rights or other misconduct: on becoming aware, they assess the relationship and may require corrective actions, remediation plans, audits, or termination. Both maintained non-compliance escalation processes in 2025. For new/renewed packaging contracts from 2024: LCA support under the EU PEF method; FSC certification for virgin fibres; and, on request, mechanical recyclability documentation (e.g. ISO 14021) — excluded for ABOUT YOU where not

applicable. The Policy asks third-party brands to analyze and reduce Scope 1–3 GHG emissions, disclosing progress annually, and set SBTi-approved targets. ABOUT YOU also encourages circular models to extend product lifetimes. Non-compliance requires prompt remedial action, given sufficient time and support; the right of extraordinary termination remains unaffected.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Business partners must comply with all applicable environmental laws and maintain the necessary permits. Through our Code of Conduct and Sustainable Sourcing Policy, business partners are expected to implement strategies and action plans to reduce the environmental impact of their operations and supply chains, including reducing water consumption, wastewater, solid waste and greenhouse gas emissions. Our Code of Conduct also requires business partners to ensure safe working conditions, including access to drinking water, clean eating and resting areas, appropriate occupational health and safety measures and effective personal protective equipment provided free of charge. Women must have access to adequate sanitary facilities and appropriate workplace protections during pregnancy. The Sustainable Sourcing Policy complements these requirements by establishing social, environmental and chemical compliance standards applicable to all business partners, including private-label suppliers. These requirements are integrated into supplier selection processes and contractual agreements. Zalando does not tolerate violations of human rights, labour rights, environmental requirements or other misconduct. Where non-compliance is identified, business partners must implement corrective actions within agreed timelines. Compliance may be assessed through audits and risk mitigation plans, and relationships may be terminated where suppliers are unwilling or unable to meet the required standards.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Off-site third-party audit

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Zalando is committed to having 90.0% of suppliers (by emissions, covering goods/services sold on our platform, packaging, and last-mile delivery) set SBTs by 2025. In 2025 74.1% of in-scope suppliers had set SBTs, up from 70.5% in 2024: Brand partners with SBTs accounted for 72.9% of brand supplier-related emissions (vs 70.0% in 2024). Packaging partners with SBTs rose to 92.5% (from 74.5%). Last-mile delivery partners with SBTs rose to 90.1% (from 76.9%). Prior to the merger, ABOUT YOU held a comparable target: 90% of suppliers by emissions (purchased goods/services, transport/distribution) with SBTs by FY 2025/2026. As of February 2025, 70.9% of in-scope suppliers had set SBTs. SBTs are already a hard criterion in all packaging supplier negotiations, which is the group required to set targets. At ABOUT YOU, the Sourcing Policy encourages partners to analyze Scope 1–3 emissions, reduce them continuously, and set SBTi-approved targets. SBT-setting is a criterion for last-mile partners, with more frequent, granular monitoring for tailored actions. In 2025 Zalando also published an absolute reduction SBT for 2033. As it was validated before the ABOUT YOU transaction (July 2025), ABOUT YOU is not yet included. The target replaces Zalando's 2020–2025 SBTs and underpins 2025 progress reporting, expressed as absolute GHG reductions (tCO2eq) vs. the 2022 baseline.

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Adoption of the UN International Labour Organization Principles

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Off-site third-party audit
☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:
☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:
☑ 100%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:
☑ 100%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:
☑ 100%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:
☑ Exclude

(5.11.6.12) Comment

Suppliers must fulfil the following criteria of Zalando's Code of Conduct: Workers must also have access to free and clean drinking water, clean and safe eating and resting areas, and clean toilets. Business partners are also required to provide appropriate occupational health and safety measures, including effective personal

protective equipment free of charge. Women must be provided with adequate sanitary facilities and appropriate protection during pregnancy. Suppliers/factories are assessed yearly to ensure their performance is in line with our goals and business strategy. Similarly, ABOUT YOU requires suppliers to comply with its Business Code of Conduct, which is aligned with the principles of the amfori Business Social Compliance Initiative Code of Conduct. This includes ensuring access to drinking water and adequate sanitary facilities, safeguarding occupational health and safety, and providing additional protective measures during pregnancy. In 2025, we evaluated 198 social audit reports from private labels' Tier 1 suppliers rejecting the onboarding of any factories or suppliers that did not meet the audit requirements (incl. ABOUT YOU private label suppliers). Where non-compliance is identified, suppliers are expected to take appropriate remediation measures within agreed timelines. Compliance may be assessed through audits and follow-up monitoring, and business relationships may be reassessed where suppliers are unwilling or unable to meet the required standards.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Implementation of emissions reduction initiatives

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Off-site third-party audit

☑ Supplier self-assessment

☑ Other, please specify :Supplier monitoring and documentation requirements

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ None

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Zalando's Code of Conduct sets minimum standards for partners, including minimizing environmental impacts like energy use. Its Sourcing Policy requires partners to implement strategies reducing GHG emissions, energy use and other impacts, maintaining monitoring systems to ensure compliance. The Code is in all contracts and must be acknowledged by each partner. Zalando runs annual supplier due diligence, assessing human rights risks by industry/country; some industries get added third-party screening, flagging risks including environmental issues from media coverage. Violations can lead to termination. Zalando introduced SpeakUp (excl. ABOUT YOU), a grievance tool in 42 languages via web, app or hotline. ABOUT YOU kept its own whistleblowing mechanisms, enabling anonymous multilingual reporting by employees, partners and third parties, fostering a "speak-up" culture with protection from retaliation. Private label Tier 1 suppliers must provide annual

audits, rated minor to zero tolerance. In 2025, 198 reports were evaluated, rejecting onboarding of non-compliant factories/suppliers. ABOUT YOU requires partners to meet environmental requirements in its Code and Sourcing Policy: analysing Scope 1–3 emissions, reducing them continuously, working toward SBTs, maintaining compliance processes. Zalando tolerates no rights violations or misconduct; upon awareness, it assesses relationships, audits compliance, co-defines mitigation plans, and may terminate partnerships.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building
☑ Support suppliers to develop public time-bound action plans with clear milestones

(5.11.7.4) Upstream value chain coverage

Select all that apply
☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:
☑ 1-25%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

In 2025, in collaboration with the Apparel Impact Institute (Aii) and RESET Carbon, our private labels (excluding ABOUT YOU) continued the factory improvement programme with a cumulative total of 25 Tier 1 and Tier 2 suppliers across China, Bangladesh, India and Turkey (prior year: 18). This programme is specific to Zalando's private-label supply chain and does not include ABOUT YOU suppliers. The programme focuses on developing and implementing site-specific action plans to reduce GHG emissions and water consumption. Our particular emphasis is on wet processing facilities, which are highly water- and energy-intensive. In addition to ensuring factories have robust environmental management systems, these plans also include measures to enhance energy efficiency, transition to cleaner fuels, increase renewable energy use and improve water recycling, thereby reducing wastewater discharge. Among these 25 suppliers, Zalando has started providing action plan implementation support targeting some of the strategic suppliers. This support includes more frequent on-site visits, identification of key projects and dedicated engineering support. Looking ahead to 2026, Zalando will apply key learnings regarding factory maturity and our role in enabling decarbonisation. The priority remains to set clear expectations for factories to decarbonise and to continue working with those that are showing progress. Zalando will also continue to explore opportunities for collective action with other brands where our supply chains overlap. The firm's decarbonisation efforts and expectations support our net-zero ambition while building resilience into our supply chain. They help mitigate physical risks, like operational disruptions from extreme heat which can be reduced by replacing heat-intensive coal boilers, and addresses transition risks such as carbon pricing and shifting energy markets. The programme also includes leather tanneries and polyurethane manufacturers, which are significant GHG emissions contributors at the industry level.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Developing and signing off on action plans to reduce their GHG emissions by investing in energy efficiency and renewable energy

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Total water withdrawal volumes reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Support suppliers to develop public time-bound action plans with clear milestones

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 1-25%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

In 2025, in collaboration with the Apparel Impact Institute (Aii) and RESET Carbon, our private labels (excluding ABOUT YOU) continued the factory improvement programme with a cumulative total of 25 Tier 1 and Tier 2 suppliers across China, Bangladesh, India and Turkey (prior year: 18). This programme is specific to Zalando's private-label supply chain and does not include ABOUT YOU suppliers. The programme focuses on developing and implementing site-specific action plans to reduce GHG emissions and water consumption. Our particular emphasis is on wet processing facilities, which are highly water- and energy-intensive. In addition to ensuring factories have robust environmental management systems, these plans also include measures to enhance energy efficiency, transition to cleaner fuels, increase renewable energy use and improve water recycling, thereby reducing wastewater discharge. Among these 25 suppliers, Zalando has started providing action plan implementation support targeting some of the strategic suppliers. This support includes more frequent on-site visits, identification of key projects and dedicated engineering support. Looking ahead to 2026, Zalando will apply key learnings regarding factory maturity and our role in enabling decarbonisation. The priority remains to set clear expectations for factories to decarbonise and to continue working with those that are showing progress. Zalando will also continue to explore opportunities for collective action with other brands where our supply chains overlap. The firm's decarbonisation efforts and expectations support our net-zero ambition while building resilience into our supply chain. They help mitigate physical risks, like operational disruptions from extreme heat which can be reduced by

replacing heat-intensive coal boilers, and addresses transition risks such as carbon pricing and shifting energy markets. The factory improvement program also includes leather tanneries and polyurethane manufacturers, which are significant GHG emissions contributors at the industry level.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Developing and signing off on action plans to reduce their water consumption, particularly in factories with wet processing which are both highly water and energy intensive.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Provide training, support and best practices on how to set science-based targets

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 76-99%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 76-99%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We are committed to having 90.0 % of our suppliers (by emissions, including goods and services sold through our platform, packaging, and last-mile delivery partners) having set SBTs by 2025. 74.1 % of our suppliers in scope have set SBTs in 2025, compared to 70.5% in 2024. In 2025, brand partners with set SBTs accounted for 72.9 % of our brand supplier-related emissions up from 70.0% in 2024. packaging partners who set SBTs increased to 92.5% last-mile delivery partners who set SBTs increased to 90.1%. Prior to the merger, ABOUT YOU maintained a comparable supplier engagement target, aiming for 90% of suppliers by emissions covering purchased goods and services and transportation and distribution to have science-based targets by FY 2025/2026. As of February 2025, 70.9% of suppliers within the scope of this target had set science-based targets. Zalando and ABOUT YOU have committed to supporting brands in setting their own SBTs by the end of 2025. In 2025, both continued the collaboration with brand partners selling on our channels, further offering the FASHION LEAP FOR CLIMATE learning platform (LEAP). This platform provides brands with free peer-learning opportunities and step-by-step guidance to measure emissions and set ambitious reductions targets. In 2025, we recruited 13 brands (prior year: 19) to join the programme.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :To set Science Based targets until 2025

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Customers are central to Zalando's and ABOUT YOU's strategy of empowering sustainable choices. Given our ambition to become a catalyst for change in the European fashion ecosystem, customer engagement was chosen to enable informed and sustainable purchasing decisions. Engagement includes providing transparent product sustainability information, clear labelling through product standard filters, and the expansion of our sustainable assortment and Pre-owned offerings. With the product standard filter, customers can filter for product standards with lower carbon footprint such as for example the Global Recycled Standard (GRS), GOTS Organic (Global Organic Textile Standard) and others. Similarly, ABOUT YOU engages customers through sustainability labels and filtering functionalities that help customers identify products meeting defined sustainability criteria and support more informed purchasing decisions. By improving customer awareness and choices, we directly support our climate ambitions, aligning customer behaviour with our broader sustainability objectives. Customers were selected as a key stakeholder group because purchasing decisions directly influence demand for lower-impact products and circular business models. Through sustainability-related product information, labels and filters, Zalando and ABOUT YOU seek to reduce information barriers, improve transparency and support customers in identifying products with lower environmental impacts. This engagement contributes to the companies' climate ambitions by encouraging demand for products that incorporate more sustainable materials and production practices, supporting the transition towards a lower-carbon fashion value chain. In addition, the approach supports the growth of more sustainable product assortments and helps address the value-action gap by enabling customers to translate sustainability intentions into purchasing decisions.

(5.11.9.6) Effect of engagement and measures of success

Customer engagement has delivered positive results, including greater adoption of sustainably labelled products and expansion of Pre-owned offerings. Tools such as Size Advice with Body Measurements and virtual fitting rooms have reduced size-related returns and improved customer experience, helping lower emissions and waste. Success measures include achieving 0% virgin polyester and cotton use in private labels by 2033, increasing recycled or FSC-certified paper packaging sourcing to 100% on an annual basis (currently excluding AY), reducing size-related returns by 8% in 2025, and improving transparency through clearly defined and verifiable product standards. Progress is assessed through customer uptake of products meeting sustainability criteria and advancement against sustainable material targets. AY measures performance through the share of more sustainable products in its assortment and the proportion meeting its material criteria. Before the merger, 80.1% of cotton products contained organic or recycled cotton, 71.8% of polyester products contained recycled polyester, 85.0% of cellulosic products used more sustainably sourced fibres, and 48.4% of wool products contained recycled or responsibly sourced wool. These indicators support progress towards AY's voluntary sustainability targets, backed by sustainability-focused shop communication, collaboration with brand partners and improved data collection.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Customers are central to Zalando's and ABOUT YOU's strategy of empowering sustainable choices. Given our ambition to become a catalyst for change in the European fashion ecosystem, customer engagement was chosen to enable informed and sustainable purchasing decisions. Engagement includes providing transparent product sustainability information, clear labelling through product standard filters, and the expansion of our sustainable assortment and Pre-owned offerings. With the product standard filter, customers can filter for products standards with low water consumption such as for example GOTS (Global Organic Textile

Standard), Fairtrade Cotton, Leather Working Group (LWG), Cradle to Cradle Certified® (Bronze to Platinum) and others. By improving customer awareness and choices, we directly support our environmental ambitions, aligning customer behaviour with our broader sustainability objectives. Similarly, ABOUT YOU engages customers through sustainability labels and filtering functionalities that help customers identify products meeting defined sustainability criteria and support more informed purchasing decisions. By improving customer awareness and choices, including on water related impacts, we directly support our environmental ambitions, aligning customer behaviour with our broader sustainability objectives. Customers were selected as a key stakeholder group because purchasing decisions directly influence demand for lower-impact products and circular business models. Through sustainability-related product information, labels and filters, Zalando and ABOUT YOU seek to reduce information barriers, improve transparency and support customers in identifying products with lower environmental impacts. This engagement contributes to the companies' environmental ambitions by encouraging demand for products that incorporate more sustainable materials and production practices, supporting the transition towards a more water-conscious fashion value chain. In addition, the approach supports the growth of more sustainable product assortments and helps address the value-action gap by enabling customers to translate sustainability intentions into purchasing decisions.

(5.11.9.6) Effect of engagement and measures of success

Customer engagement has delivered positive outcomes, including increased adoption of sustainably labelled products and expansion of pre-owned offerings. Tools such as Size Advice with Body Measurements and virtual fitting rooms have reduced returns and improved customer experience, contributing to lower emissions and waste. Success measures include achieving 0% virgin polyester and cotton use in private labels by 2033, increasing sustainable packaging sourcing to 100% by 2033 (currently excluding ABOUT YOU), reducing size-related returns by 8% in 2025, and improving transparency through defined and verifiable product standards. Progress is measured through customer uptake of products meeting sustainability criteria and progress against sustainable material targets. ABOUT YOU measures success through the share of more sustainable products in its assortment and products meeting its material criteria. Prior to the merger, 80.1% of cotton products contained organic or recycled cotton, 71.8% of polyester products contained recycled polyester, 85.0% of cellulosic products used more sustainably sourced fibres, and 48.4% of wool products contained recycled or responsibly sourced wool. These indicators monitor progress towards ABOUT YOU's voluntary targets and assess sustainability communication and assortment development measures. The intended outcome is to help close the value-action gap and support sustainable purchasing decisions.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Investors and shareholders are engaged to support transparency regarding climate-related and water related risks, opportunities, targets and performance. The scope of engagement includes the disclosure of climate and water-related information through Zalando's Annual Report and other public sustainability disclosures, as well as regular ESG investor calls and the attendance in dedicated ESG investor conferences. Stakeholders were selected because they require information on climate-related risks, water management, biodiversity, plastics and pollution, environmental performance, and progress against environmental commitments to support their assessment of the company's long-term development and publicly disclosed sustainability ambitions and conduct their share risk assessment and evaluation. Engagement includes information on science-based targets, net-zero ambitions, climate-related risks and opportunities, water management and progress against environmental targets and initiatives. Zalando also engages with investors and shareholders on its Product Flag, Product Standard Groups and the third-party certifications, trademarks and licensed materials incorporated into these frameworks, including certifications such as the Global Recycled Standard (GRS), Fairtrade Cotton, Regenerative Organic Certified and Cradle to Cradle. As the fibre and material landscape and underlying impact data evolve, these criteria are reviewed and updated on a regular basis. This helps investors and shareholders understand how climate-related considerations are reflected in the company's publicly disclosed strategy, risk management and sustainability reporting. Through these disclosures and engagement calls, Zalando provides information relevant to its climate ambitions, including its science-based targets and climate-related commitments, sustainability-related product standards and certification frameworks, enabling stakeholders to monitor progress against publicly reported objectives.

(5.11.9.6) Effect of engagement and measures of success

Engagement with investors and shareholders supports transparency regarding the company's climate- and water-related targets, commitments and performance. Positive outcomes include the public disclosure of science-based targets, Net Zero Targets, and climate- and water-related information through the Annual Report, enabling investors and shareholders to monitor progress against publicly reported commitments. Success is measured through the publication and regular update of climate- and water-related disclosures, including science-based targets, Net Zero ambitions, climate- and water-related risks and opportunities, and progress against environmental commitments. The validation of Zalando's near- and long-term Net Zero Targets by the Science Based Targets initiative (SBTi) and the public communication of these targets in 2025 are key indicators of progress. Success is also measured through the disclosure and update of sustainability-related product standards, certification frameworks and associated methodologies communicated through investor engagement activities. These measures were selected because they provide investors and shareholders with consistent and transparent information on the company's environmental commitments, performance and progress.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Investors and shareholders are engaged to support transparency regarding climate-related and water related risks, opportunities, targets and performance. The scope of engagement includes the disclosure of climate and water-related information through Zalando's Annual Report and other public sustainability disclosures, as well as regular ESG investor calls and the attendance in dedicated ESG investor conferences. Stakeholders were selected because they require information on climate-related risks, water management, biodiversity, plastics and pollution, environmental performance, and progress against environmental commitments to support their assessment of the company's long-term development and publicly disclosed sustainability ambitions and conduct their share risk assessment and evaluation. Engagement includes information on science-based targets, net-zero ambitions, climate-related risks and opportunities, water management and progress against environmental targets and initiatives. Zalando also engages with investors and shareholders on its Product Flag, Product Standard Groups and the third-party certifications, trademarks and licensed materials incorporated into these frameworks, including certifications such as the Global Recycled Standard (GRS), Fairtrade Cotton, Regenerative Organic Certified and Cradle to Cradle. As the fibre and material landscape and underlying impact data evolve, these criteria are reviewed and updated on a regular basis. This helps investors and shareholders understand how climate-related considerations are reflected in the company's publicly disclosed strategy, risk management and sustainability reporting. Through these disclosures and engagement calls, Zalando provides information relevant to its climate ambitions, including its science-based targets and climate-related commitments, sustainability-related product standards and certification frameworks, enabling stakeholders to monitor progress against publicly reported objectives.

(5.11.9.6) Effect of engagement and measures of success

Engagement with investors and shareholders supports transparency regarding the company's climate- and water-related targets, commitments and performance. Positive outcomes include the public disclosure of science-based targets, Net Zero Targets, and climate- and water-related information through the Annual Report, enabling investors and shareholders to monitor progress against publicly reported commitments. Success is measured through the publication and regular update of climate- and water-related disclosures, including science-based targets, Net Zero ambitions, climate- and water-related risks and opportunities, and progress against environmental commitments. The validation of Zalando's near- and long-term Net Zero Targets by the Science Based Targets initiative (SBTi) and the public communication of these targets in 2025 are key indicators of progress. Success is also measured through the disclosure and update of sustainability-related product standards, certification frameworks and associated methodologies communicated through investor engagement activities. These measures were selected because they provide investors and shareholders with consistent and transparent information on the company's environmental commitments, performance and progress.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Community organizations, non-governmental organizations, river basin organizations, government agencies, and employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 26-50%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Community organisations, non-governmental organisations, industry initiatives and other collaborative partners were engaged to support the development and scaling of solutions that address environmental impacts across the fashion value chain. These stakeholders were selected because they bring technical expertise, industry knowledge and collaborative platforms that support action on climate-related challenges that cannot be addressed by a single company alone. The scope of engagement includes participation in multi-stakeholder initiatives, knowledge sharing, and collaboration on innovations related to materials, manufacturing processes, circularity and emissions reduction. Examples include collaboration with the Apparel Impact Institute (Aii),Cascale and RESET Carbon on supplier decarbonisation and water-efficiency improvements, participation in Fashion for Good to support innovations in materials and production processes, engagement in the Smart Freight Center to advance transport emissions reductions, data harmonization across the sector, and participation in the Value Chain Initiative to address Scope 3 emissions across the fashion value chain. Through these collaborations, Zalando exchanges information on environmental initiatives, progress and achievements and contributes to the development and testing of solutions that can be scaled across the industry. This engagement supports Zalando's climate ambitions by helping identify and advance opportunities to reduce greenhouse gas emissions and environmental impacts across the value chain. It also contributes to the company's broader efforts to support more sustainable production systems, material innovation and circular business models through collaboration with external stakeholders.

(5.11.9.6) Effect of engagement and measures of success

Engagement with industry initiatives, NGOs and collaborative partners has supported the development and scaling of solutions to reduce climate-, water- and broader environmental impacts across the fashion value chain. Through these collaborations, Zalando exchanges knowledge, contributes to industry discussions and supports innovations in materials, manufacturing, circularity, emissions reduction and water efficiency. Success is measured through participation in collaborative initiatives and the implementation of projects arising from these partnerships. Indicators include the continuation of partnerships and programmes supporting supplier decarbonisation, water-efficiency improvements, material innovation, circularity, resource efficiency and emissions reduction, as well as participation in multi-stakeholder initiatives addressing industry-wide climate and water challenges. These measures were selected because they reflect the objectives of the engagement activities: knowledge sharing, joint problem solving and the development of scalable environmental solutions through collaboration with external stakeholders. The intended outcome is to contribute to industry-wide progress on reducing environmental impacts and advancing more sustainable practices across the fashion sector.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Community organizations, non-governmental organizations, river basin organizations, government agencies, and employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Community organisations, non-governmental organisations, industry initiatives and other collaborative partners were engaged to support the development and scaling of solutions that address environmental impacts across the fashion value chain. These stakeholders were selected because they bring technical expertise, industry knowledge and collaborative platforms that support action on climate-related challenges that cannot be addressed by a single company alone. The scope of engagement includes participation in multi-stakeholder initiatives, knowledge sharing, and collaboration on innovations related to materials, manufacturing processes, circularity and emissions reduction. Examples include collaboration with the Apparel Impact Institute (Aii),Cascale and RESET Carbon on supplier decarbonisation and water-efficiency improvements, participation in Fashion for Good to support innovations in materials and production processes, engagement in the Smart Freight Center to advance transport emissions reductions, data harmonization across the sector, and participation in the Value Chain Initiative to address Scope 3 emissions across the fashion value chain. Through these collaborations, Zalando exchanges information on environmental initiatives, progress and achievements and contributes to the development and testing of solutions that can be scaled across the industry. This engagement supports Zalando's climate ambitions by helping identify and advance opportunities to reduce greenhouse gas emissions and environmental impacts across the value chain. It also contributes to the company's broader efforts to support more sustainable production systems, material innovation and circular business models through collaboration with external stakeholders.

(5.11.9.6) Effect of engagement and measures of success

Engagement with industry initiatives, NGOs and collaborative partners has supported the development and scaling of solutions to reduce climate-, water- and broader environmental impacts across the fashion value chain. Through these collaborations, Zalando exchanges knowledge, contributes to industry discussions and supports innovations in materials, manufacturing, circularity, emissions reduction and water efficiency. Success is measured through participation in collaborative initiatives and the implementation of projects arising from these partnerships. Indicators include the continuation of partnerships and programmes supporting supplier decarbonisation, water-efficiency improvements, material innovation, circularity, resource efficiency and emissions reduction, as well as participation in multi-stakeholder initiatives addressing industry-wide climate and water challenges. These measures were selected because they reflect the objectives of the engagement activities: knowledge sharing, joint problem solving and the development of scalable environmental solutions through collaboration with external stakeholders. The intended outcome is to contribute to industry-wide progress on reducing environmental impacts and advancing more sustainable practices across the fashion sector. [Add row]

C6. Environmental performance - Consolidation approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Zalando uses the 'operational control' consolidation approach, as defined by the GHG Protocol Corporate Standard, to ensure that the environmental performance of operations where Zalando has the full authority to introduce and implement its operating policies is captured under the 'own operations' boundary (Scope 1&2 GHG emissions boundary). The operational control approach better reflects our internal methodology, as our targets are based on an inventory aligned with operational control. For our ESRS/CSRD disclosure, we report our GHG inventory using the financial control approach to comply with the consolidation approach required by the regulation (ESRS standards required for financial year 2025).

Water

(6.1.1) Consolidation approach used

Select from:

☑ Financial control

(6.1.2) Provide the rationale for the choice of consolidation approach

Zalando discloses its water-related impacts and performance data using the financial control consolidation approach. Accordingly, the reported data covers all facilities over which Zalando exercises financial control. This methodology is used for external non-financial reporting as required by the European Sustainability Reporting Standards (ESRS), specifically ESRS E3. For target setting and internal performance monitoring, Zalando additionally applies the operational control approach. Data and impacts assessed under this consolidation approach are not disclosed externally and are therefore not subject to third-party assurance.
[Fixed row]

C7. Environmental performance - Climate change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

Select all that apply
☑ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

ABOUT YOU Holding AG

(7.1.1.3) Details of structural change(s), including completion dates

Zalando SE completed the acquisition and strategic combination with ABOUT YOU Holding AG on 11 July 2025. A subsequent merger squeeze-out was completed in November 2025, after which ABOUT YOU was fully integrated into the Zalando group.
[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☑ Yes, a change in methodology

☑ Yes, a change in boundary

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

In 2025, Zalando introduced two changes affecting its emissions inventory. First, the organisational boundary expanded following the acquisition of ABOUT YOU Holding AG, completed on 11 July 2025. As a result, ABOUT YOU's emissions have been incorporated into the 2025 GHG inventory from the transaction date onwards across all relevant scopes and categories. No new Scope 3 categories were added to the inventory in the reporting year. Second, Zalando implemented significant methodological improvements to the calculation of Scope 3 Category 1 (purchased goods and services) emissions. The key changes include: a transition from a single-component to a multi-component footwear accounting methodology, distributing product weight across individual components (upper, sole, lining) and applying material-specific emission factors accordingly; the integration of primary data on the use of preferred materials (e.g. recycled/organic) for private label products, replacing the previous blanket assumption of 100% conventional materials. Given the material impact of these enhancements, a full recalculation of the inventory back to the 2022 base year was required.
[Fixed row]

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ Yes

(7.1.3.2) Scopes recalculated

Select all that apply

☑ Scope 3

(7.1.3.3) Scope 3 categories recalculated

Select all that apply

☑ Purchased goods and services

(7.1.3.4) Base year emissions recalculation policy, including significance threshold

Zalando triggers base year recalculations when methodological changes or structural events are assessed to have a material impact on the accuracy and comparability of the inventory. In 2025, the methodological improvements to Scope 3 Category 1 (purchased goods and services), namely the transition to a multi-component footwear methodology and the integration of primary data for private label preferred materials, resulted in a -35.8% adjustment to the 2024 emissions figure (from 2,540,840.0 tCO2eq to 1,630,561.2 tCO2eq). Given the materiality of this impact, a full recalculation of the inventory back to the 2022 base year was performed to ensure transparency and comparability across the reporting period.

(7.1.3.5) Past years' recalculation

Select from:

☑ Yes

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☑ The Greenhouse Gas Protocol: Land Sector and Removals Standard and Guidance

☑ The Greenhouse Gas Protocol: Scope 2 Guidance

☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

We report both a Scope 2, market-based figure and a Scope 2, location-based figure, providing a comprehensive view of our indirect emissions from purchased electricity.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data?

Select from:

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

5776

(7.5.3) Methodological details

For Zalando, Scope 1 emissions mainly originate from three sources: the operation of its own vehicle fleet, heating systems powered by natural gas and burning oil, and refrigerant losses from cooling systems. These emissions are calculated following the principles of the GHG Protocol, using specific emission factors, activity data, and clearly stated assumptions to ensure consistency. Emissions from the company's fleet are determined by multiplying the consumption of fuel or electricity consumption by the relevant emission factor. Heating-related emissions are calculated using consumption data for natural gas and burning oil. The volume of each

energy source used is converted into emissions using standard conversion factors, which reflect the carbon intensity of natural gas and oil combustion. For refrigerant emissions, Zalando differentiates between non-logistics and logistics-related systems. In non-logistics facilities emissions are estimated by applying a leakage rate to the volume of refrigerant used, then multiplying the result by the Global Warming Potential (GWP) of the specific refrigerant. In logistics settings, emissions are calculated based on the volume of refrigerant refilled during maintenance, again applying the corresponding GWP values, typically aligned with the IPCC's published data. Where exact leakage data is unavailable, Zalando applies standard leakage rates recommended for the type of equipment used. This dual approach reflects operational realities and allows for more precise monitoring and reduction strategies in both office and warehouse environments. All Scope 1 emissions are reported for assets under Zalando's operational control.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

67694

(7.5.3) Methodological details

For Zalando, there are two primary scope 2 emission sources: Electricity and District heating. These emissions are calculated for all locations (and vehicles) (e.g. offices, logistics centers and retail locations) over which Zalando has operational control. Electricity emissions are calculated by multiplying the electricity consumption with country specific electricity emission factors. To calculate location-based carbon emissions, the emission factors for electricity are based on the most up-to-date UBA factor for Germany, BEIS (Defra) emission factor for the United Kingdom and AIB total supplier mix emission factors per country for all other locations. Location-based district heating emissions are calculated by multiplying the district heating consumption with the German average emission factor for district heat production. Under the location-based calculation method, because of the lack of reliable country specific emission factors for district heating, an average German district heating emission factor is used for all locations.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

566

(7.5.3) Methodological details

For Zalando, there are two primary scope 2 emission sources: Electricity and District Heating. These emissions are calculated for all locations (and vehicles) (e.g. offices, logistics centres, and retail locations) over which Zalando has operational control. Market-based electricity emissions are zero for electricity consumption where renewable electricity evidence is available.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

1918582

(7.5.3) Methodological details

We adopt category 1 Scope 3 emission calculation methodologies tailored to the characteristics of our different business models and product categories, ensuring accurate reflection of the nature of purchased goods and services. For Private Label, Wholesale, and Offprice Lounge apparel and footwear products, emissions are calculated by multiplying the volume of delivered materials by material type (in kg) by Higg MSI emission factors (expressed in $kgCO_2e$ per kg of material). For Offprice Lounge home and electronics products, emissions are calculated based on procurement spend (in euros) multiplied by an Environmentally Extended Input-Output (EEIO) factor ($kgCO_2e$ per euro spent), which provides an estimate of upstream emissions associated with purchased goods. For packaging materials, emissions are based on the total weight of purchased packaging (in kg) multiplied by the material-specific emission factor ($kgCO_2e$ per kg). Finally, for non-product-related purchases, such as services or operational supplies, emissions are estimated using procurement spend (in euros) multiplied by the relevant EEIO emission factor.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

65488

(7.5.3) Methodological details

Zalando's capital goods purchases, expressed in euros, are aggregated and reported at the second-level commodity group. Each of these commodity groups is then mapped to a corresponding capital goods category, to which an Environmentally Extended Input-Output (EEIO) emission factor (kgCO_2e per euro) is applied. Scope 3 emissions from capital goods are thus calculated by multiplying the procurement spend for each type of capital goods by its respective EEIO factor.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

9468

(7.5.3) Methodological details

Emissions are calculated by multiplying the quantities of fuel and electricity consumed by the corresponding well-to-tank (WTT) emission factors, ensuring full consistency with the energy data reported under Scope 1 and 2. Fuel types are first grouped into similar categories, and the most appropriate WTT emission factor is then applied to each group. Accordingly, CO_2e emissions from fuel- and energy-related activities are determined by the equation: energy consumption (kWh) × WTT factor (kgCO_2e/kWh), specific to each energy type.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

410744

(7.5.3) Methodological details

The emissions calculation methodology for each transportation and logistics activity is based on the following principles: First-mile: Transportation of Wholesale, Private Label and Offprice purchased goods from tier 1 suppliers to Zalando warehouses. Zalando has access to transport activity data for own purchased inbound transports and calculates the emission via the EcotransIT interface of its Cozero's Logistics carbon accounting platform. Middle-mile: Transportation of products between warehouses until the carrier hub, where the carrier picks up the parcels for delivery. The emissions are calculated based on the number of trips, distances between warehouses, and the mode of transportation via the existing GHG calculation model. Last-mile: Fulfilment of customer orders from Zalando warehouses to the end customer as well as from the customer back to Zalando warehouses. This is carried out by third party carriers. Zalando accounts for all delivery and return products. Returns are included since Zalando pays for the service that enables customers to return products back to Zalando. This includes the third party return centres and any processing of returned goods so that they may be resold. Delivery and return emissions are calculated based on the number of parcels and a carrier- and country-specific emission factor.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

153

(7.5.3) Methodological details

Category 5 covers emissions from the disposal and treatment of waste generated at Zalando's logistics and non-logistics facilities. Zalando systematically monitors the amount of waste generated across its offices, retail locations, and warehouses, with detailed tracking by waste category and associated treatment or disposal methods. This granular data enables comprehensive oversight of waste streams throughout the organisation. To calculate the emissions associated with operational waste, Zalando applies the latest conversion factors published by BEIS (DEFRA), ensuring consistency with internationally recognised methodologies. These emission factors are selected based on both the type of waste and its end-of-life treatment route - such as recycling, landfill, incineration, or composting - allowing for an accurate reflection of the environmental impact. Total waste volumes (in tons), broken down by category and disposal method, are available for all relevant sites. Emissions are quantified by multiplying the amount of each waste type by the appropriate emission factor, capturing the distinct carbon footprint associated with each waste treatment pathway.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

1633

(7.5.3) Methodological details

Category 6 encompasses emissions from employee travel for business purposes across various modes of transportation (including air, rail, and road) when such travel occurs in vehicles owned or operated by third parties. It also includes emissions associated with overnight hotel stays during business trips. Emissions from business travel are calculated by Zalando's travel service providers based on actual activity data, which is disaggregated by mode of transport and includes both direct emissions and upstream (well-to-tank) emissions. Zalando conducts periodic checks to ensure accuracy and completeness of this data. For hotel-related emissions, Zalando collects the total number of nights spent in hotels by employees and applies the most recent emission factors published by BEIS (DEFRA) to estimate the associated CO_2e.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

7005

(7.5.3) Methodological details

To estimate emissions from employee commuting, average country-specific emission factors are applied based on national commuting patterns and transportation modes. These factors are then multiplied by the total number of full-time employees in each respective country. This approach provides a consistent and scalable method for calculating CO_2e emissions associated with daily travel between employees' homes and their workplaces across Zalando's international operations.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

With regard to our boundary set-up, all rented facilities were included in Scope 1 and 2. Emissions related to leased warehouse space and data centers have already been included in Categories 4 and 1, respectively.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

7462

(7.5.3) Methodological details

Emissions from downstream warehousing are calculated using a formula that takes into account the number of units sold, the proportion of items delivered to third-party retailers, the stacking ratio (units per square meter), and the number of days the items remain in stock. These variables are then multiplied by the warehouse-specific emission factor (expressed in kgCO_2e per sqm per day) to determine the associated CO_2e emissions from storage. Downstream transportation emissions are calculated by applying the proportion of transport activity attributable to downstream operations to the total network transportation emissions. This ensures that only the relevant share of emissions is allocated to downstream distribution activities.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Emissions resulting from processing of intermediate products sold are not reported. This category is not applicable to Zalando's climate-related activities as we only sell the final products. The items sold on our platform (including the small share of products from our private labels) are used directly by the final client. There is no processing of intermediate products.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

27970

(7.5.3) Methodological details

Use-phase emissions are calculated using lifetime electricity consumption assumptions of relevant sold products (expressed in kWh per item) multiplied by a corresponding carbon intensity of electricity (in kgCO2e per kWh): only direct use-phase emissions are included in Scope 3 Category 11.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

70819.6

(7.5.3) Methodological details

To estimate end-of-life emissions, the total mass of clothing sold is multiplied by the relevant emission factor associated with disposal, specifically garments. In the absence of product-specific end-of-life data for Zalando's items, a conservative assumption is applied, whereby all products are disposed of in a landfill. For trims and packaging materials, emissions are calculated by multiplying the total mass of each material type by the corresponding emission factor for combustion with energy recovery.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Category 13 has been excluded from Zalando's Scope 3 inventory as we do not lease any assets to third parties that are not already accounted for within the Scope 1 and 2 inventory.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions resulting from franchises assets are not reported because Zalando has no commercial arrangements that could be considered franchises

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

4219

(7.5.3) Methodological details

To estimate emissions associated with financial investments, the euro value of each investment has been used as a proxy. The investment amounts are converted into their US dollar equivalents and then multiplied by sector-specific emission factors from S&P Global. This approach enables the calculation of CO_2e emissions by investment category, using financial value as an input and aligning with recognised methodologies for estimating financed emissions.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions resulting from other upstream are not reported because this category is not applicable to Zalando.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions resulting from other downstream sources are not reported because this category is not applicable to Zalando.
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

4655

(7.6.3) Methodological details

Zalando’s Scope 1 emissions derive from three main sources: the company fleet, heating with natural gas and burning oil, and refrigerant losses from cooling systems. Each of these categories is assessed through specific methodologies based on data availability and aligned with international standards such as the GHG Protocol and SBTi requirements. Following the acquisition of ABOUT YOU Holding AG on 11 July 2025, ABOUT YOU’s Scope 1 emissions have been incorporated into the 2025 GHG inventory from the transaction date onwards. Fleet Emissions This category includes emissions from Zalando’s leased personal cars and logistics vehicles (e.g. Wiesel trucks), as the company does not own heavy transport vehicles. Fuel consumption data - broken down by fuel type (petrol, diesel, gas, biofuels) - is provided by leasing partners. Emissions are calculated by multiplying fuel use by the relevant emission factors (BEIS/DEFRA for fuels, UBA for electricity). Where biofuels are used, biogenic CO_2 emissions are also calculated separately and reported outside of Scope 1 but within the SBTi boundary. Heating Emissions Emissions from heating result from the use of natural gas and burning oil across logistic centres, offices, and retail sites. Consumption data is sourced from smart meters, invoices, self-readings, or estimations. Estimations are based on historical data or energy use per square meter. To ensure a conservative approach, calculations use the lower heating value (LHV) of natural gas. Emission factors are drawn from the most recent UBA data and applied based on actual or estimated energy consumption. Refrigerant Emissions Cooling-related emissions originate from refrigerant losses in HVAC systems across both logistic and non-logistic sites. In logistic locations, actual losses are monitored via refill records. In non-logistic locations, where such data is typically unavailable, losses are estimated using leakage rates derived from logistic site data, applied per square meter, and refrigerant type. Emissions are then calculated by multiplying refrigerant volumes by leakage rates and the Global Warming Potential (GWP) of each refrigerant, based on the IPCC AR5 report. Outlier data points, such as those influenced by accidental leaks, are excluded from average leakage rate calculations to maintain accuracy.
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

54681

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

648

(7.7.4) Methodological details

Zalando's Scope 2 emissions arise primarily from two sources: purchased electricity and district heating across both logistics and corporate real estate (CRE) facilities within the Scope 1 and 2 reporting boundaries. Following the acquisition of ABOUT YOU Holding AG on 11 July 2025, ABOUT YOU's Scope 2 emissions have been incorporated from the transaction date onwards. Electricity: Emissions from electricity are based on consumption at all Zalando-operated sites. For logistics sites, electricity use is tracked through smart meter readings, while for CRE locations, data is derived from metering, invoices, or, where necessary, estimations. These estimates rely on historical data for existing sites or on per m2 consumption from similar buildings in the case of new locations. Electricity procured as green energy is separately recorded for both logistics and CRE sites, provided there is sufficient supporting evidence such as bundled or unbundled Guarantees of Origin, or equivalent contractual documentation. To determine market-based emissions, an emission factor of zero is applied for all electricity covered by verified renewable procurement. For location-based emissions, country-specific factors are used: UBA factors for Germany, BEIS (DEFRA) for the UK, and AIB supplier mix factors for other countries. Emissions are calculated by multiplying electricity consumption by the relevant emission factor depending on the chosen approach (location- or market-based). District Heating: District heating emissions account for heating needs at Zalando's facilities where district systems are in use. Data is sourced from meters where available or estimated using prior-year consumption or energy intensity benchmarks for similar buildings. This hierarchy of data sources prioritizes invoices, followed by smart meters, manual readings, and finally estimations. For location-based calculations, due to the absence of reliable country-specific emission factors for district heating, Zalando applies the average German emission factor from the GEMIS database to all locations. Under the market-based method, supplier-specific emission factors are used where available. If such data is not provided, the GEMIS average is again applied. District heating emissions are calculated by multiplying total consumption by the relevant emission factor, depending on data availability and calculation method.
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2012643

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 1 is a key emissions source for Zalando, covering upstream emissions from purchased goods and services, including product-related and non-product-related purchases. Product-Related Purchases Private Labels: Private Label product material composition is based on a hierarchy of data sources, and, where component-level weight data is unavailable, allocation assumptions are applied. Full product lifecycle emissions are calculated using detailed product data, including trim components with material and production emissions quantified through Higg MSI emission factors. Where material-specific information is unavailable, weighted average emission factors by product category are applied. Wholesale: The calculation follows the same methodology as Private Labels, with specific exceptions. Material composition is sourced from Zalando's Data Lake or estimated using category-level averages. Emissions are calculated using Higg MSI factors, adjusted to include final assembly impacts, while category-specific factors and estimation approaches are applied where detailed data is unavailable. Offprice: Uses a material-based for fashion products, spend-based for Home goods (using EXIOBASE EEIO factors) To avoid double-counting, only products directly purchased for Offprice and delivered to Zalando are included. Recommerce: Only includes products purchased by Zalando. Emissions are estimated using Wholesale proxy data, and duplicate accounting is avoided by excluding items already accounted for under other categories. Partner Program: Excluded from official Scope 3 inventory, but emissions are still calculated using Wholesale data as a proxy and disclosed separately. Packaging: Packaging emissions are calculated using the mass and material, applying DEFRA (BEIS) material-specific factors. Inbound packaging emissions for Wholesale products are estimated based on unit assumptions. Non-Product-Related Purchases: Indirect procurement emissions are calculated using a spend-based methodology. EXIOBASE EEIO factors are applied to the Euro spend per commodity group, with inflation adjustments for years after 2019. Categories already covered elsewhere in the Scope 3 inventory are excluded to prevent double counting.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

20357.1

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 2 includes all upstream emissions associated with the production of capital goods purchased during the reporting period. Capital goods are defined as fixed assets or property, plant, and equipment (PPE) and are typically depreciated over their useful life. In contrast, goods expensed within the same financial year are reported under Category 1 – Purchased Goods and Services. For Zalando, capital goods comprise, but are not limited to, items used in the manufacturing and distribution of Zalando's products, IT hardware, buildings, and facility infrastructure. Emissions for this category are estimated using a spend-based approach, based on the total Euro value of capital goods purchases, which is disaggregated by commodity group. Emissions are calculated using Environmentally Extended Input-Output (EEIO) analysis. Each commodity group is matched to a corresponding EEIO category, to which a specific emission factor (expressed in kgCO_2e per euro) is assigned. Since EEIO factors are not updated annually, an inflation adjustment is applied to ensure that emission estimates reflect changes in economic value over time.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

8660.47

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 3 includes upstream emissions related to the production and supply of fuels and energy consumed by Zalando, such as natural gas, heating oil, district heating, and electricity. These emissions refer to the well-to-tank (WTT) phase, which encompasses the extraction, processing, and transportation of fuels prior to their combustion. In addition, electricity transmission and distribution (T&D) losses are also included in this category. The calculation approach is based on actual energy consumption data reported under Scope 1 and Scope 2. This data is multiplied by appropriate WTT and T&D emission factors to estimate the upstream emissions associated with each energy type. Fuel types are first grouped into relevant categories to ensure the correct emission factors are applied. To ensure accuracy, Zalando uses the most up-to-date emission factors available, including those published by BEIS (DEFRA), GEMIS, and UBA. These factors are selected based on fuel type and country of consumption and include upstream activities as well as T&D losses for electricity. This methodology ensures full alignment with Scope 1 and 2 consumption figures and provides a comprehensive view of upstream emissions from energy-related activities across Zalando's operations.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

316854

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 4 includes emissions from upstream transportation and distribution services that Zalando purchases but does not own. This covers inbound and outbound logistics, product returns paid for by Zalando, and warehousing not included in Scope 1 and 2. It also includes emissions from transportation between tier 1 suppliers and Zalando warehouses if Zalando does not purchase the transport service. Inbound logistics covers the movement of Wholesale, Private Label, and Offprice goods from tier 1 suppliers to Zalando warehouses. Zalando has access to transport activity data for own purchased inbound transports and calculates the emission via the EcotransIT interface of its Cozero's Logistics carbon accounting platform. For transports lacking activity data, emissions are extrapolated from Zalando's own purchased inbound transport data. This category includes sea, air, and road transportation to Europe and on-carriage to Zalando warehouses. Returns to vendors are also included, in emissions calculations since Zalando covers return costs. Emissions are estimated based on the weight of returned items and average emissions per tonne of inbound transport. Only outbound transportation emissions are included for returns; network and last-mile transportation are already captured in other transport categories. Warehousing emissions derive from the operation of warehouses storing Zalando products (not included in Scope 1 & 2). Calculation uses electricity and gas consumption per square metre from Zalando warehouses as a proxy, multiplied by warehouse square metres. Emissions are calculated by applying gas emission factors and a weighted average electricity emission factor (location-specific). Network (middle-mile) transportation between Zalando warehouses and carrier hubs is assessed based on trip numbers, distance, and transport mode. Last-mile deliveries and returns include shipments from Zalando to end customers and returns back, calculated using parcel counts and carrier- and country-specific emission factors. Zalando applies a hierarchy of emission factors, prioritizing carrier-provided data, previous data, or averages as needed. Secondary data includes emission factors for fuel consumption, tonne-kilometre activity, and supplier/country-specific factors per parcel.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

575.1

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 5 includes emissions resulting from the treatment and disposal of waste generated at Zalando's logistics and non-logistics sites. Waste related to the manufacturing and disposal of apparel is excluded here, as it is accounted for under Category 12 – End-of-life treatment of sold products, to avoid any double-counting. Zalando monitors waste amounts per waste category as well as waste treatment & disposal information for Zalando's offices, retail sites and warehouses. Waste emissions are calculated by multiplying waste amounts by appropriate emission factors that account for disposal method and waste type. The most recent BEIS (DEFRA) emission factors are applied, considering both the waste type and its treatment route (e.g. recycling, landfill, incineration). Where waste data is not directly available for a specific site, estimates are made based on average waste generation per m2, using data from comparable logistics or non-logistics locations. This ensures a complete and consistent approach to quantifying waste-related emissions across the organization.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3593.7

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

☑ Other, please specify :Average-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 6 covers emissions from business-related travel by Zalando employees in vehicles owned or operated by third parties, as well as emissions from overnight hotel stays. Employee commuting (e.g. home-to-office travel) is excluded and accounted for under Category 7. For Zalando, business travel includes four main modes: Rail travel, tracked via Deutsche Bahn data, is assumed to have zero emissions due to the use of 100% green electricity under the bahn.business program -

unless fuel-based emissions are involved. Air travel is split by distance and cabin class, with emissions provided by service providers. Radiative forcing is not included, in line with GHG Protocol guidance. Rental cars are accounted for using distance travelled and fuel type, with emissions data provided by rental companies. Hotel stays are based on the number of nights and calculated using BEIS (DEFRA) global average emission factors. Zalando's travel partners calculate business travel emissions using actual activity data, disaggregated by transport mode and covering well-to-tank emissions. Hotel-related emissions are based on total nights spent, multiplied by relevant global emission factors. Although these four modes are currently considered the main sources of business travel emissions, Zalando performs an annual review to identify any new modes (e.g. car-sharing, which was included before 2021) after 2019. Categories already covered elsewhere in the Scope 3 inventory are excluded to prevent double counting.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

10343.7

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 7 includes all emissions generated by employees commuting between their homes and workplaces, covering various modes of transport such as cars, rail, subway, bus, bicycle, and walking. Travel for business purposes is excluded, as it is accounted for under Category 6 – Business Travel. Due to the lack of primary data on commuting patterns, Zalando estimates commuting emissions by multiplying the number of employees per country by an average commuting emission factor specific to each country's classification. These emission factors are derived from the latest BEIS (DEFRA) conversion factors for different transport modes. Countries are grouped into five categories based on United Nations income classifications: high income (further split into 'high income – good' and 'high income – poor'), upper middle income, lower middle income, and low income. Each category reflects differences in transport infrastructure and commuting behavior. Average commuting emissions per employee are calculated using a combination of assumed modal splits and return-trip distances, supported by statistical data and secondary sources.

The calculation assumes 220 working days per year. Based on these parameters, annual per-capita commuting emissions are calculated for each country classification and then multiplied by the number of Zalando employees in each group. Until 2024, the calculation included only tank-to-wheel emissions. From 2024 onwards, the methodology has been updated to also include well-to-tank emissions, thus covering the full well-to-wheel emissions. This update, achieved by integrating upstream DEFRA emission factors for fuel extraction, refining, and transport, ensures compliance with SBTi requirements.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under scope 1 or 2

(7.8.6) Please explain

Category 8 refers to emissions from leased assets not already covered in Scope 1 and 2. However, Zalando currently excludes this category from its Scope 3 inventory, as emissions from leased properties are already included under scope 1 and 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4449.6

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Fuel-based method

(7.8.6) Please explain

Downstream transportation and distribution emissions include the warehousing and transportation of products sold by Zalando Fashion Store and Lounge to B2B partners and third-party retailers for resale. Emissions associated with Zalando's own logistics operations, including inbound, middle-mile and outbound transportation to end customers, as well as warehousing activities, are accounted for separately under Category 3.4 (Upstream transportation and distribution). Downstream warehousing emissions are estimated using activity data on the number of products sold to third-party retailers, the average storage duration and assumptions regarding warehouse space utilization. These inputs are combined with benchmark warehouse emission factors expressed per square metre per day. The emission factors are based on Carbon Trust estimates derived from warehouse energy consumption benchmarks developed by the Chartered Institution of Building Services Engineers (CIBSE). Due to the limited availability of primary data on transportation activities performed by third-party retailers, downstream transportation emissions are estimated using a proxy approach. Specifically, emissions from relevant upstream transportation activities (excluding inbound logistics) are scaled according to the share of products sold to third-party retailers relative to total products sold. This approach provides a reasonable estimate of downstream transportation impacts while ensuring consistency with the overall logistics emissions accounting framework. The methodology is designed to avoid double counting between upstream and downstream transportation categories, ensuring that emissions are allocated appropriately across the value chain.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization's activities

(7.8.6) Please explain

Category 10 covers emissions from the processing of intermediate products sold for further transformation. This category is excluded from Zalando's Scope 3 inventory, as the company does not sell intermediate products.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

70663.7

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Methodology for indirect use phase emissions, please specify :See explanation

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 11 includes emissions from the use of goods and services sold by Zalando to end users. These emissions are distinguished as direct (e.g., electricity consumption by electronic devices or lighting) and indirect (e.g., energy used to wash, dry, or iron clothing). In Zalando's case, most use-phase emissions are indirect and depend on product type and customer behavior. To calculate these, the number of products sold (net of returns) is multiplied by use-phase emission factors specific to product types. These factors consider average consumer usage patterns - such as washing frequency and ironing - and use the EU electricity emission factor. For direct emissions, electricity consumption over the lifetime of relevant products is estimated and multiplied by the same grid factor. Data is sourced from life cycle assessments and EU electricity data, with internal assumptions used for product-level electricity estimates. For Recommerce items, when product type is unknown, conservative assumptions are applied - for example, assigning the "Workwear" type to unclassified clothing. If product information is completely missing, no emissions are allocated. Use-phase emissions are calculated for Private Label, Wholesale, Offprice, Recommerce, and eligible Partner Program goods. Zalando only includes direct use-phase emissions in its publicly-facing GHG inventory.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

87348.6

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 12 covers the emissions generated from the disposal and treatment of products sold by Zalando at the end of their life (EoL) within the reporting year. The current methodology assumes that all clothing materials, as identified in Category 1, ultimately end up in landfill, regardless of any intermediate reuse or recycling. Although in practice some clothing may be incinerated, Zalando currently lacks sufficient data to support a more differentiated assumption. Trims from Wholesale, Private Label, Offprice, Recommerce, and packaging materials are also considered, as they are disposed of by end consumers. For these items, where the material type is known, emission factors for combustion with energy recovery are applied. End-of-life emission factors are taken from the latest available BEIS conversion factors, which are updated annually and applied accordingly based on material type (e.g. clothing, paper, plastic).

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under scope 1 or 2

(7.8.6) Please explain

Category 13 has been excluded from Zalando's Scope 3 inventory as we do not lease any assets to third parties that are not already accounted for within the Scope 1 and 2 inventory.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

The GHG protocol defines a franchise as a business operating under a license to sell or distribute another company’s goods or services within a certain location. This category is applicable to franchisors. Category 14 has been excluded from Zalando’s Scope 3 inventory as there are no commercial arrangements that could be considered franchises.

Investments

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1477

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Category 15 includes all emissions related to Zalando's investments that are not already accounted for under Scope 1 and 2, typically comprising minority shareholdings in companies outside Zalando's operational boundary and general portfolio investments made using cash reserves. For each equity share or financial instrument held, Zalando reports its proportional share of the investee's emissions. The total investment value is reported, disaggregated by asset type and, where applicable, the business sector. To calculate emissions, investment amounts in euros are converted into U.S. dollars (USD millions) using the applicable exchange rate and then multiplied by sector-specific emission factors. Until 2024, emission factors from 2016 provided by S&P Global were used; from 2024 onwards, these have been updated based on the latest factors published by S&P Global in September 2024.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization's activities

(7.8.6) Please explain

Scope 3 emissions resulting from other upstream are not reported because this category is not applicable to Zalando.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:
☑ Not applicable to our organization's activities

(7.8.6) Please explain

Scope 3 emissions resulting from other downstream sources are not reported because this category is not applicable to Zalando.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.1.4) Attach the statement

CDP 2026 Emissions Verification _ Reconciliation Statement.pdf,Zalando_CDP_Letter_2025_final.pdf

(7.9.1.5) Page/section reference

Please refer to the documents “Zalando_CDP_Letter_2025_final” and "CDP 2026 Emissions Verification _ Reconciliation Statement" for the results of the third-party verification.

(7.9.1.6) Relevant standard

Select all that apply
☑ ISAE3000

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

CDP 2026 Emissions Verification _ Reconciliation Statement.pdf,Zalando_CDP_Letter_2025_final.pdf

(7.9.2.6) Page/ section reference

Please refer to the documents “Zalando_CDP_Letter_2025_final” and "CDP 2026 Emissions Verification _ Reconciliation Statement" for the results of the third-party verification.

(7.9.2.7) Relevant standard

Select all that apply

☑ ISAE3000

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Biennial process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

CDP 2026 Emissions Verification _ Reconciliation Statement.pdf,Zalando_CDP_Letter_2025_final.pdf

(7.9.2.6) Page/ section reference

Please refer to the documents “Zalando_CDP_Letter_2025_final” and "CDP 2026 Emissions Verification _ Reconciliation Statement" for the results of the third-party verification.

(7.9.2.7) Relevant standard

Select all that apply

☑ ISAE3000

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Investments
☑ Scope 3: Capital goods
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Use of sold products
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
☑ Scope 3: Purchased goods and services
☑ Scope 3: Waste generated in operations
☑ Scope 3: End-of-life treatment of sold products
☑ Scope 3: Upstream transportation and distribution
☑ Scope 3: Downstream transportation and distribution

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.3.5) Attach the statement

CDP 2026 Emissions Verification _ Reconciliation Statement.pdf,Zalando_CDP_Letter_2025_final.pdf

(7.9.3.6) Page/section reference

Please refer to the documents “Zalando_CDP_Letter_2025_final” and "CDP 2026 Emissions Verification _ Reconciliation Statement" for the results of the third-party verification.

(7.9.3.7) Relevant standard

Select all that apply
☑ ISAE3000

(7.9.3.8) Proportion of selected emissions categories verified (%)

100

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☑ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to a change in renewable energy consumption.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to other emission reduction initiatives.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to a divestment.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

380

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

7.7

(7.10.1.4) Please explain calculation

As specified in questions 7.1.1, 7.1.2, and 7.1.3, Zalando completed the acquisition of ABOUT YOU Holding AG on 11 July 2025. The emissions attributable to ABOUT YOU and incorporated into the 2025 GHG inventory from the transaction date onwards account for a portion of the increase observed in Scope 1, 2 and 3 emissions compared to 2024. Total Scope 1 & 2 market-based emissions increased from 4,922 tCO2eq (2024) to 5,302 tCO2eq (2025), partly reflecting the expanded organisational boundary.

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to a merger.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to a change in output.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to a change in methodology.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to a change in boundary.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to a change in physical operating conditions.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

For the reporting year, no quantifiable emission reductions were identified that could be directly attributed to unidentified reasons.
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Does your organization have significant land sector activities in its operations or value chain?

	Agriculture, forestry or other land sector activities	Indicate if these activities are only related to forest lands and/or non-productive, non-forest lands
	Select from: ☑ Yes, in our upstream/downstream value chain	*Select from:* ☑ No, these activities include those related to agricultural lands

[Fixed row]

(7.12.1) Which of the following land sector accounting subcategories are relevant to your organization in the reporting year?

Land use change emissions

(7.12.1.3) Scope 3

Select from:

☑ Relevant, calculated

(7.12.1.4) Please explain

Land-related emissions are not relevant for Zalando's Scope 1 and 2 emissions, as Zalando does not have land sector activities in its operations. In Scope 3, emissions from land use change and land management in the upstream value chain of its purchased goods and services are calculated and included in Zalando's GHG inventory, as they are a relevant source of emissions (above a threshold of 5% of the GHG inventory).

Land management net biogenic CO2 emissions

(7.12.1.3) Scope 3

Select from:

☑ Not relevant, explanation provided

(7.12.1.4) Please explain

Land-related emissions are not relevant for Zalando's Scope 1 and 2 emissions, as Zalando does not have land sector activities in its operations. In Scope 3, emissions from land use change and land management in the upstream value chain of its purchased goods and services are calculated and included in Zalando's GHG inventory, as they are a relevant source of emissions (above a threshold of 5% of the GHG inventory).

Land management production emissions

(7.12.1.3) Scope 3

Select from:

☑ Relevant, calculated

(7.12.1.4) Please explain

Land-related emissions are not relevant for Zalando's Scope 1 and 2 emissions, as Zalando does not have land sector activities in its operations. In Scope 3, emissions from land use change and land management in the upstream value chain of its purchased goods and services are calculated and included in Zalando's GHG inventory, as they are a relevant source of emissions (above a threshold of 5% of the GHG inventory).

Biogenic product emissions

(7.12.1.2) Scope 2

Select from:

☑ Not relevant, explanation provided

(7.12.1.3) Scope 3

Select from:

☑ Not relevant, explanation provided

(7.12.1.4) Please explain

Land-related emissions are not relevant for Zalando's Scope 1 and 2 emissions, as Zalando does not have land sector activities in its operations. In Scope 3, emissions from land use change and land management in the upstream value chain of its purchased goods and services are calculated and included in Zalando's GHG inventory, as they are a relevant source of emissions (above a threshold of 5% of the GHG inventory).

Land management CO2 removals

(7.12.1.3) Scope 3

Select from:

☑ Not relevant, explanation provided

(7.12.1.4) Please explain

Land-related emissions are not relevant for Zalando's Scope 1 and 2 emissions, as Zalando does not have land sector activities in its operations. In Scope 3, emissions from land use change and land management in the upstream value chain of its purchased goods and services are calculated and included in Zalando's GHG inventory, as they are a relevant source of emissions (above a threshold of 5% of the GHG inventory).

Land occupation

(7.12.1.3) Scope 3

Select from:

☑ Not relevant, explanation provided

(7.12.1.4) Please explain

Land-related emissions are not relevant for Zalando's Scope 1 and 2 emissions, as Zalando does not have land sector activities in its operations. In Scope 3, emissions from land use change and land management in the upstream value chain of its purchased goods and services are calculated and included in Zalando's GHG inventory, as they are a relevant source of emissions (above a threshold of 5% of the GHG inventory).

Land carbon leakage

(7.12.1.3) Scope 3

Select from:

☑ Not relevant, explanation provided

(7.12.1.4) Please explain

Land-related emissions are not relevant for Zalando's Scope 1 and 2 emissions, as Zalando does not have land sector activities in its operations. In Scope 3, emissions from land use change and land management in the upstream value chain of its purchased goods and services are calculated and included in Zalando's GHG inventory, as they are a relevant source of emissions (above a threshold of 5% of the GHG inventory).

Reversals of land management CO2 removals

(7.12.1.3) Scope 3

Select from:

☑ Not relevant, explanation provided

(7.12.1.4) Please explain

Land-related emissions are not relevant for Zalando's Scope 1 and 2 emissions, as Zalando does not have land sector activities in its operations. In Scope 3, emissions from land use change and land management in the upstream value chain of its purchased goods and services are calculated and included in Zalando's GHG inventory, as they are a relevant source of emissions (above a threshold of 5% of the GHG inventory).
[Fixed row]

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	Select from: ☑ Not evaluated	*Select from:* ☑ No

[Fixed row]

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

Select from:
☑ Yes, both Scope 1 and Scope 2 emissions
[Fixed row]

(7.15.1) Break down your total gross global Scope 1 and Scope 2 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

3367.2

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

3367.2

(7.15.1.4) Scope 2 location-based emissions (metric tons of selected gas)

54681

(7.15.1.5) Scope 2 location-based emissions (metric tons of CO2e)

54681

(7.15.1.6) Scope 2 market-based emissions (metric tons of selected gas)

648

(7.15.1.7) Scope 2 market-based emissions (metric tons of CO2e)

648

(7.15.1.8) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.691

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

1287.5

(7.15.1.4) Scope 2 location-based emissions (metric tons of selected gas)

0

(7.15.1.5) Scope 2 location-based emissions (metric tons of CO2e)

0

(7.15.1.6) Scope 2 market-based emissions (metric tons of selected gas)

0

(7.15.1.7) Scope 2 market-based emissions (metric tons of CO2e)

0

(7.15.1.8) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

13.4

(7.16.2) Scope 2, location-based (metric tons CO2e)

15

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Croatia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Estonia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

39

(7.16.3) Scope 2, market-based (metric tons CO2e)

25.6

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

3554

(7.16.2) Scope 2, location-based (metric tons CO2e)

24229.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

497.4

Greece

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

6.4

(7.16.2) Scope 2, location-based (metric tons CO2e)

103

(7.16.3) Scope 2, market-based (metric tons CO2e)

91.5

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

108.4

(7.16.2) Scope 2, location-based (metric tons CO2e)

4182

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Latvia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Lithuania

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Luxembourg

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

37.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

3701

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

916

(7.16.2) Scope 2, location-based (metric tons CO2e)

22369

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Portugal

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

8

(7.16.3) Scope 2, market-based (metric tons CO2e)

4.5

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Slovenia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

17

(7.16.3) Scope 2, market-based (metric tons CO2e)

17.1

United Kingdom

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

12

(7.16.3) Scope 2, market-based (metric tons CO2e)

11.6

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

18.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

5

(7.16.3) Scope 2, market-based (metric tons CO2e)

0
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Emissions from fugitive emissions (refrigerant leaks for cooling) from non-logistic*	*41.4*
Row 2	*Emissions from fugitive emissions (refrigerant leaks for cooling) from logistic sites*	*1246.2*
Row 3	*Emissions from company car fleet*	*576.2*
Row 4	*Emissions from combustion of fuel for heating in the non-logistic sites*	*475*
Row 5	*Emissions from combustion of fuel for heating in the logistic sites*	*2316*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Scope 2 - Logistics electricity*	*47768*	*0*
Row 2	*Scope 2 - Non-logistic electricity*	*5321.1*	*0*
Row 3	*Scope 2 - Non-logistic district heating*	*1549.9*	*647.7*

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 4	*Scope 2 - Fleet - electricity*	*41.9*	*0*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

4655

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

54681

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

648

(7.22.4) Please explain

All reported data, including the emissions figures provided in responses to questions 7.6 and 7.7, refer exclusively to entities within the consolidated accounting group.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

There are no additional entities outside the consolidated accounting group included in the emissions data reported in this section.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:
☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ Yes
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

15957

(7.30.1.5) Total (renewable + non-renewable) MWh

15957.00

Consumption of purchased or acquired electricity

(7.30.1.2) MWh from renewable sources

117988.1

(7.30.1.3) MWh from non-renewable sources

0

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

117988.10

Consumption of purchased or acquired heat

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

10077.5

(7.30.1.5) Total (renewable + non-renewable) MWh

10077.50

Consumption of self-generated non-fuel renewable energy

(7.30.1.2) MWh from renewable sources

6722.5

(7.30.1.5) Total (renewable + non-renewable) MWh

6722.50

Total energy consumption

(7.30.1.2) MWh from renewable sources

124711.2

(7.30.1.3) MWh from non-renewable sources

26034.8

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

150746.00
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

This fuel type is not currently used in the organization’s operations.

Other biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

There was no use of other biomass fuels during the reporting year.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

No renewable fuels of this type were consumed during the reporting period.

Coal

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

The organization does not use coal in its operations.

Oil

(7.30.7.1) Total fuel MWh consumed by the organization

2465

(7.30.7.7) Comment

This row includes fuel consumption from crude oil and petroleum products.

Gas

(7.30.7.1) Total fuel MWh consumed by the organization

13492

(7.30.7.7) Comment

This row includes fuel consumption from gas.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

This row includes other non-renewable fuel consumption.

Total fuel

(7.30.7.1) Total fuel MWh consumed by the organization

15957

(7.30.7.7) Comment

The organization did not report the use of sustainable biomass, other biomass fuels, renewable hydrogen, or coal during the reporting year, as these fuel types are not part of its current operations. Reported fuel consumption includes crude oil and petroleum products, natural gas.
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

6722.5

(7.30.9.2) Generation that is consumed by the organization (MWh)

6722.5

(7.30.9.3) Gross generation from renewable sources (MWh)

6722.5

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

6722.5

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.14) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Austria

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Belgium

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

China

(7.30.14.1) Consumption of purchased electricity (MWh)

26.1

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

26.10

Croatia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Czechia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Denmark

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Estonia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Finland

(7.30.14.1) Consumption of purchased electricity (MWh)

80.3

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

187

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

267.30

France

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Germany

(7.30.14.1) Consumption of purchased electricity (MWh)

60112.3

(7.30.14.2) Consumption of self-generated electricity (MWh)

1284.7

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

9081

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

70478.00

Greece

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Hungary

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Ireland

(7.30.14.1) Consumption of purchased electricity (MWh)

111.3

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

594

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

705.30

Italy

(7.30.14.1) Consumption of purchased electricity (MWh)

12261.7

(7.30.14.2) Consumption of self-generated electricity (MWh)

2700

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14961.70

Latvia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Lithuania

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Luxembourg

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Netherlands

(7.30.14.1) Consumption of purchased electricity (MWh)

11985

(7.30.14.2) Consumption of self-generated electricity (MWh)

2737.8

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14722.80

Norway

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Poland

(7.30.14.1) Consumption of purchased electricity (MWh)

33317.7

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

33317.70

Portugal

(7.30.14.1) Consumption of purchased electricity (MWh)

6.7

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

29.3

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

36.00

Romania

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Slovakia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Slovenia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Spain

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Sweden

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:

☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Switzerland

(7.30.14.1) Consumption of purchased electricity (MWh)

74.2

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

110.7

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

184.90

United Kingdom

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

75.6

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

75.60

United States of America

(7.30.14.1) Consumption of purchased electricity (MWh)

12.8

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

12.80
[Fixed row]

(7.30.15) Provide details on the electricity purchases that were accounted for at a zero or near-zero emission factor in the reporting year.

Row 1

(7.30.15.1) Country/area of electricity consumption

Select from:
☑ Germany

(7.30.15.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

60112.3

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ Germany

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2000

(7.30.15.10) Time matching basis

Select from:

☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2024

(7.30.15.12) Supply agreement length

Select from:

☑ Longer than 1 year and less than or equal to 5 years

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

The commissioning year is calculated as a weighted average

Row 2

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Poland

(7.30.15.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

33317.7

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:
☑ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:
☑ Poland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:
☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:
☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2024

(7.30.15.12) Supply agreement length

Select from:

☑ Longer than 1 year and less than or equal to 5 years

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.

Row 3

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Italy

(7.30.15.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

12261.7

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ Italy

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:

☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2023

(7.30.15.12) Supply agreement length

Select from:

☑ Longer than 1 year and less than or equal to 5 years

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.

Row 4

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Netherlands

(7.30.15.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

11985

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ Netherlands

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:

☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2023

(7.30.15.12) Supply agreement length

Select from:

☑ Longer than 1 year and less than or equal to 5 years

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.

Row 5

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Switzerland

(7.30.15.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Renewable electricity mix, please specify :Not specified

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

74.2

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ Switzerland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:

☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2024

(7.30.15.12) Supply agreement length

Select from:

☑ Longer than 1 year and less than or equal to 5 years

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.

Row 6

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Finland

(7.30.15.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Renewable electricity mix, please specify :Not specified

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

80.3

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ Finland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:

☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2025

(7.30.15.12) Supply agreement length

Select from:

☑ Spot market purchase

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.

Row 7

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Portugal

(7.30.15.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Renewable electricity mix, please specify :Not specified

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

6.7

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:
☑ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:
☑ Portugal

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:
☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:
☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2025

(7.30.15.12) Supply agreement length

Select from:

☑ Spot market purchase

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.

Row 8

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Ireland

(7.30.15.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Renewable electricity mix, please specify :Not specified

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

111.3

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ Ireland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:

☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2025

(7.30.15.12) Supply agreement length

Select from:

☑ Spot market purchase

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.

Row 9

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ United States of America

(7.30.15.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Renewable electricity mix, please specify :Not specified

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

12.8

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ United States of America

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:

☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2025

(7.30.15.12) Supply agreement length

Select from:

☑ Spot market purchase

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:

☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.

Row 10

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ China

(7.30.15.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Renewable electricity mix, please specify :Not specified

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

26.1

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ China

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.10) Time matching basis

Select from:
☑ Annual volumetric matching

(7.30.15.11) Supply arrangement start year

2025

(7.30.15.12) Supply agreement length

Select from:
☑ Spot market purchase

(7.30.15.13) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

(7.30.15.14) Comment

Information from supplier that commissioning or re-powering year of the electricity generation facility is less than 15 years old following RE100 guidelines, but does not state exact year. 2011 was chosen as year to input.
[Add row]

(7.30.18) Provide details of your organization’s renewable electricity generation by country/area in the reporting year.

Row 1

(7.30.18.1) Country/area of generation

Select from:

☑ Germany

(7.30.18.2) Renewable electricity technology type

Select from:
☑ Solar

(7.30.18.3) Facility capacity (MW)

1500

(7.30.18.4) Total renewable electricity generated by this facility in the reporting year (MWh)

1284.7

(7.30.18.5) Renewable electricity consumed by your organization from this facility in the reporting year (MWh)

1284.7

(7.30.18.6) Energy attribute certificates issued for this generation

Select from:
☑ No

(7.30.18.8) Comment

The solar PV system installed has a capacity of 1,500 MW. In 2025, it generated 1,284.7 MWh of renewable electricity, all of which was directly consumed on-site by Zalando. No energy attribute certificates were issued for this generation, as the electricity was not exported or sold but fully self-consumed.

Row 2

(7.30.18.1) Country/area of generation

Select from:
☑ Italy

(7.30.18.2) Renewable electricity technology type

Select from:

☑ Solar

(7.30.18.3) Facility capacity (MW)

2500

(7.30.18.4) Total renewable electricity generated by this facility in the reporting year (MWh)

2700

(7.30.18.5) Renewable electricity consumed by your organization from this facility in the reporting year (MWh)

2700

(7.30.18.6) Energy attribute certificates issued for this generation

Select from:

☑ No

(7.30.18.8) Comment

In Verona, Zalando operates a solar PV system with a total installed capacity of 2,700 MW. During 2025, the system produced 2,700 MWh of electricity, which was entirely consumed on-site. No energy attribute certificates were issued for this generation, given the self-consumption model.

Row 3

(7.30.18.1) Country/area of generation

Select from:

☑ Netherlands

(7.30.18.2) Renewable electricity technology type

Select from:
☑ Solar

(7.30.18.3) Facility capacity (MW)

8600

(7.30.18.4) Total renewable electricity generated by this facility in the reporting year (MWh)

2737.8

(7.30.18.5) Renewable electricity consumed by your organization from this facility in the reporting year (MWh)

2737

(7.30.18.6) Energy attribute certificates issued for this generation

Select from:
☑ No

(7.30.18.8) Comment

The Rotterdam fulfillment center hosts Zalando's largest on-site solar PV system, with a capacity of 8,600 MW. In 2025, it generated 2,737 MWh of electricity, which was fully used on-site by the organization. As the electricity was not sold or transferred, no energy attribute certificates were issued.
[Add row]

(7.30.19) Describe how your organization's renewable electricity sourcing strategy directly or indirectly contributes to bringing new capacity into the grid in the countries/areas in which you operate.

Zalando's renewable electricity sourcing strategy has a positive impact on the renewable electricity market by ensuring 100% of the electricity it consumes comes from renewable sources, a goal achieved in 2018. As a member of the RE100 initiative, Zalando has made a public and long-term commitment to renewable electricity, making this a core pillar of its decarbonization strategy. A key way Zalando directly contributes to adding new renewable capacity to the grid is through self-generated electricity from photovoltaic (PV) panels installed at its fulfillment centers in Lahr (Germany), Rotterdam (Netherlands), and Verona (Italy). In 2025, these installations produced approximately 6,721.7 MWh of renewable electricity, supporting Zalando's Scope 1 and 2 decarbonization efforts while increasing the availability of clean energy locally. While the majority of Zalando's electricity is sourced through green tariffs, mechanisms that may or may not directly lead to

additional capacity, and less than 1% is covered by unbundled Guarantees of Origin (GoOs), the company's ongoing ambition remains to maintain 100% renewable electricity sourcing annually. Looking ahead, Zalando is planning to expand its self-generation capacity through new PV installations at its fulfillment centers under construction in Giessen (Germany) and Paris (France), further reinforcing its direct contribution to renewable infrastructure in the regions where it operates.

(7.30.20) In the reporting year, has your organization faced barriers or challenges to sourcing renewable electricity?

	Challenges to sourcing renewable electricity
	Select from: ☑ Yes, in specific countries/areas in which we operate

[Fixed row]

(7.30.21) Provide details of the country/area-specific challenges to sourcing renewable electricity faced by your organization in the reporting year.

Row 1

(7.30.21.1) Country/area

Select from:

☑ Italy

(7.30.21.2) Reason why it was challenging to source renewable electricity within selected country/area

Select all that apply

☑ Lack of credible renewable electricity procurement options (e.g. EACs, Green Tariffs)

☑ Regulatory instability

(7.30.21.3) Provide additional details of the barriers faced within this country/area

Zalando's renewable electricity sourcing strategy faces several country-specific challenges, as the organization operates across multiple European markets, each with varying implications for sustainability, including differences in the local availability of renewable energy. These challenges are also perceived as transition risks. Difficulties in procuring renewable electricity have arisen due to multiple factors, including persistent market volatility following the energy crisis, for instance, some suppliers have unilaterally terminated contracts, as well as the high sustainability standards Zalando applies to its procurement processes. The Italian market stands out as one of the most complex in our European portfolio, due in part to the characteristics of the local energy generation infrastructure. More broadly, the risk of reduced renewable energy availability and fluctuating prices may increase operational costs and represent an ongoing challenge to securing sustainable energy supply.
[Add row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.43

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

5302

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

12346.1

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

8.5

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Acquisitions

(7.45.9) Please explain

Between 2024 and 2025, Zalando's absolute Scope 1 and 2 greenhouse gas emissions increased by 16%, from 4,922 to 5,302 tCO_2eq, primarily reflecting the expansion of the organizational boundary following the integration of ABOUT YOU. Over the same period, net revenue grew by 16.8%, from EUR 10,572.5 million to EUR 12,346.1 million. As a result, emission intensity improved by 8.5%, from 0.47 to 0.43 tCO_2eq per million EUR of revenue, demonstrating that emissions grew at a slower rate than business activity. Zalando's commitment to sourcing 100% renewable electricity continues to have a material impact on its Scope 2 emissions profile. In 2025, market-based Scope 2 emissions stood at 648 tCO_2eq, compared to a location-based figure of 54,681 tCO_2eq, highlighting the significant mitigation effect of the company's green electricity procurement strategy.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ Waste

(7.52.2) Metric value

42615.4

(7.52.3) Metric numerator

Total waste produced in tons in 2025

(7.52.5) % change from previous year

27.8

(7.52.6) Direction of change

Select from:

☑ Increased

(7.52.7) Please explain

Zalando's waste management and circularity strategy is a core part of its sustainability commitment. In recent years, the company has recognized waste as both a material impact and a transition risk across its operations and value chain, particularly due to the volume of products sold, returned, or unsold. To address this, Zalando has adopted a holistic approach focused on waste prevention, circular product design, and responsible end-of-life management. The company's circularity strategy is guided by updated life cycle assessments and is structured around three pillars: circular products, circular business models, and circular systems. In 2025, total waste generated increased to 42,615.4 tons (from 33,340.1 in 2024), primarily due to the integration of ABOUT YOU into the reporting boundary. Despite the increase in absolute volume, 97.8% of total waste was recycled (up from 96.6%), with textile waste accounting for only 0.1% of total waste generated. Key initiatives supporting progress on this metric include the elimination of single-use plastics in packaging, the implementation of reusable intralogistics boxes, and the expansion of its recommerce offerings through services like Trade-in and Pre-owned. Additionally, Zalando is working toward ambitious goals related to the materials used in its private label products and packaging, aiming to shift to more sustainable and recycled sources. The company also follows a multi-channel sales approach and maintains donation and resale partnerships to minimize textile waste. In compliance with Extended Producer Responsibility (EPR) regulations, Zalando collaborates with relevant organizations across markets to ensure proper collection, recycling, and disposal practices. Overall, Zalando is making progress toward reducing waste generation and increasing material circularity through a combination of product innovation, operational changes, and supplier engagement, with clear timelines set for future targets.

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

☑ Intensity target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

2020 SBTs SBTi_Approval letter.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

01/01/2020

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)
☑ Sulphur hexafluoride (SF6)
☑ Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/31/2017

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

4687

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

22725

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

27412.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2025

(7.53.1.55) Targeted reduction from base year (%)

80

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

5482.400

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

4650

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

607

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

5257.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

101.03

(7.53.1.80) Target status in reporting year

Select from:

☑ Achieved

(7.53.1.82) Explain target coverage and identify any exclusions

Zalando set a science-based target with 2017 as the base year covering 100% market-based GHG emissions of scope 1 and 2 (for absolute emissions). Target coverage is based on Zalando's first-generation science-based targets, which follow an operational control consolidation approach. In addition, ABOUT YOU is not included in the target boundary, as the acquisition was completed in July 2025.

(7.53.1.83) Target objective

The target objective is to reduce emissions in accordance with the 2015 Paris Agreement, a near-term target in line with a 1.5C pathway validated by the Science-Based Targets initiative (SBTi).

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

Zalando is actively implementing several key measures to achieve its absolute Scope 1 and 2 emissions reduction targets, which focus on the company's direct operations. The organization has committed to reducing its Scope 1 and 2 greenhouse gas (GHG) emissions by 80.0% by 2025 compared to a 2017 baseline. By the end of 2025, Zalando met this goal, having achieved an 80.8% reduction. This achievement was primarily driven by the following key measures implemented: Electrification of heating systems: Scope 1 and 2 emissions are largely linked to heating in Zalando's offices, outlets, and directly operated logistics sites. In 2025, the company continued to replace gas boilers with heat pumps in the office areas of three fulfillment centers in Poland. 100% renewable electricity sourcing: Since 2018, Zalando has been sourcing 100% of its electricity from renewable sources. This includes the use of solar PV, Power Purchase Agreements (PPAs) for logistics hubs in Lahr (Germany), Rotterdam (Netherlands), and Verona (Italy). Procuring renewable electricity remains a core strategy for Scope 1 and 2 decarbonization. The company has steadily increased its share of renewable electricity from 34.0% in 2017 to 100.0% by 2025. Energy efficiency improvements: Zalando continues to implement various measures to achieve annual energy efficiency gains, such as: • The installation of LED lighting in administrative and social areas • The optimization of air-handling systems, managed by facility owners or operators

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Zalando SE - Net-Zero Approval Letter - Tuesday_ 12 November 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

05/01/2025

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/31/2022

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

5776

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

566

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

6342.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2033

(7.53.1.55) Targeted reduction from base year (%)

55

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

2853.900

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

4650

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

607

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

5257.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

31.11

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

Zalando set a science-based target with 2022 as the base year covering market-based GHG emissions of scope 1 and 2 (for absolute emissions). Target coverage is based on Zalando's second-generation science-based targets, which follow an operational control consolidation approach. In addition, ABOUT YOU is not included in the target boundary, as the acquisition was completed in July 2025 and the company will be integrated into the Group's sustainability targets during 2026.

(7.53.1.83) Target objective

The target objective is to reduce emissions in accordance with the 2015 Paris Agreement, a near-term target in line with a 1.5C pathway validated by the Science-Based Targets initiative (SBTi).

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Zalando is actively implementing several key measures to achieve its absolute Scope 1 and 2 emissions reduction targets, which focus on the company's direct operations. The organization has committed to reducing its Scope 1 and 2 greenhouse gas (GHG) emissions by 55% by 2033 compared to a 2022 baseline. By the end of 2025, Zalando was already on track to meet this goal, having achieved a 17.0% reduction. The main levers driving this progress include: Electrification of heating systems: Scope 1 and 2 emissions are largely linked to heating in Zalando's offices, outlets, and directly operated logistics sites. In 2025, the company continued to replace gas boilers with heat pumps in the office areas of three fulfillment centers in Poland, with the projects completed by year-end. 100% renewable electricity sourcing: Since 2018, Zalando has been sourcing 100% of its electricity from renewable sources. This includes the use of solar PVPower Purchase Agreements (PPAs) for logistics hubs in Lahr (Germany), Rotterdam (Netherlands), and Verona (Italy). Procuring renewable electricity remains a core strategy for Scope 1 and 2 decarbonization. Energy efficiency improvements: Zalando continues to implement various measures to achieve annual energy efficiency gains, such as: • The installation of LED lighting in administrative and social areas • The optimization of air-handling systems, managed by facility owners or operators

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 3

(7.53.1.1) Target reference number

Select from:

☑ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Zalando SE - Net-Zero Approval Letter - Tuesday_ 12 November 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

05/01/2025

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 4 – Upstream transportation and distribution

(7.53.1.11) End date of base year

12/31/2022

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

1679341

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

410744

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

2090085.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

2090085.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

88

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

83

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

83

(7.53.1.54) End date of target

12/31/2033

(7.53.1.55) Targeted reduction from base year (%)

33

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

1400356.950

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

1576428

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

291603

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

1868031.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1868031.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ Yes, it covers land-related and non-land related emissions (e.g. SBT approved before the release of FLAG target-setting guidance)

(7.53.1.79) % of target achieved relative to base year

32.19

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

Zalando set a science-based target with 2022 as the base year covering market-based GHG emissions of scope 3 categories 1 and 4 (for absolute emissions). Target coverage is based on Zalando's second-generation science-based targets, which follow an operational control consolidation approach. In addition, ABOUT YOU is not included in the target boundary, as the acquisition was completed in July 2025 and the company will be integrated into the Group's sustainability targets during 2026. 'Land use change' and 'land management' emissions are included in our Scope 3 Category 1 emissions.

(7.53.1.83) Target objective

The target objective is to reduce emissions in accordance with the 2015 Paris Agreement, a near-term target in line with a 1.5C pathway validated by the Science-Based Targets initiative (SBTi).

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Zalando has committed to reducing its Scope 3 categories 1 and 4 greenhouse gas (GHG) emissions by 33% by 2033 compared to a 2022 baseline. By the end of 2025, Zalando was already on track to meet this goal, having achieved a 10.6% reduction. The main levers of decarbonization in Zalando's value chain are: Brand Engagement via FASHION LEAP FOR CLIMATE: Because the products Zalando buys and sells constitute the largest portion of its emissions, the company co-developed the FASHION LEAP FOR CLIMATE platform. This free e-learning programme guides brand partners in measuring their carbon footprints and setting their own SBTs. In 2025, we recruited 13 brands to join the programme. Mandatory Supplier SBTs: Zalando has introduced setting SBTs as a hard, mandatory criterion in all contractual negotiations with its packaging and last-mile delivery partners. As of 2025, 74.1% of our suppliers within the scope of our target had set SBTs Automated Logistics Carbon Accounting: To move away from manual annual reporting, Zalando has deployed an automated carbon accounting system. This data foundation serves as a proactive management tool to steer decarbonisation investments across the logistics network. Material Substitution: Zalando has committed to fully phasing out virgin polyester and conventional cotton in its private labels by 2033. The company is actively scaling the use of preferred materials, which include recycled, organic, and regenerative options, and is piloting textile-to-textile recycling. The year closed with 1,135.1 tons of virgin polyester and 175.8 tons of conventional cotton used. Logistics Network Efficiencies (ZEOS): The strategic expansion of the B2B ZEOS Fulfilment service is designed to drive industry-level efficiencies. By opening its logistics infrastructure to partners, Zalando aims to reduce overall industry overstock, aggregate customer orders, and shorten parcel delivery distances. Scaling Circular Business Models: To decouple revenue growth from raw material extraction, Zalando is extending garment lifespans by investing heavily in the Pre-owned and Trade-in segments, which reduces the emissions associated with producing new fashion items.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

Select from:

☑ Int 1

(7.53.2.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.2.3) Science Based Targets initiative official validation letter

2020 SBTs SBTi_Approval letter.pdf

(7.53.2.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.2.5) Date target was set

01/01/2020

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Nitrogen trifluoride (NF3)

☑ Sulphur hexafluoride (SF6)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 3

(7.53.2.10) Scope 3 categories

Select all that apply

☑ Category 1: Purchased goods and services

(7.53.2.11) Intensity metric

Select from:

☑ Other, please specify :Metric tons CO_2e per million euros of gross profit

(7.53.2.12) End date of base year

12/31/2018

(7.53.2.15) Intensity figure in base year for Scope 3, Category 1: Purchased goods and services

100

(7.53.2.32) Intensity figure in base year for total Scope 3

100.0000000000

(7.53.2.33) Intensity figure in base year for all selected Scopes

100.0000000000

(7.53.2.36) % of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

13

(7.53.2.53) % of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

8

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

13

(7.53.2.55) End date of target

12/31/2025

(7.53.2.56) Targeted reduction from base year (%)

40

(7.53.2.57) Intensity figure at end date of target for all selected Scopes

60.0000000000

(7.53.2.59) % change anticipated in absolute Scope 3 emissions

0

(7.53.2.62) Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services

63

(7.53.2.79) Intensity figure in reporting year for total Scope 3

63.0000000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

63.0000000000

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ Yes, it covers land-related and non-land related emissions (e.g. SBT approved before the release of FLAG target-setting guidance)

(7.53.2.82) % of target achieved relative to base year

92.50

(7.53.2.83) Target status in reporting year

Select from:

☑ Expired

(7.53.2.85) Explain target coverage and identify any exclusions

In 2020, we set a science-based target to reduce scope 3 GHG emissions from private label products by 40% per EURm Gross Profit by 2025 from a 2018 base year. Information on this target can be found in the Annual Report 25 on p.165

(7.53.2.86) Target objective

The target objective is to reduce emissions in accordance with the 2015 Paris Agreement, a near-term target in line with a 1.5°C pathway validated by the Science-Based Targets initiative (SBTi).

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ Targets to increase or maintain low-carbon energy consumption or production

☑ Other climate-related targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☑ Low 1

(7.54.1.2) Date target was set

01/01/2020

(7.54.1.3) Target coverage

Select from:

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☑ Electricity

(7.54.1.5) Target type: activity

Select from:

☑ Consumption

(7.54.1.6) Target type: energy source

Select from:

☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2017

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

22580

(7.54.1.9) % share of low-carbon or renewable energy in base year

34

(7.54.1.10) End date of target

12/31/2025

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

100

(7.54.1.13) % of target achieved relative to base year

100.00

(7.54.1.14) Target status in reporting year

Select from:

☑ Achieved

(7.54.1.16) Is this target part of an emissions target?

Abs1

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☑ Science Based Targets initiative

(7.54.1.18) Science Based Targets initiative official validation letter

2020 SBTs SBTi_Approval letter.pdf

(7.54.1.19) Explain target coverage and identify any exclusions

Zalando commits to increasing annual sourcing of renewable electricity from 34% in 2017 to 100% by 2025. We reported progress against the same renewable energy consumption target last year. This target is part of our absolute Scope 2 emissions reduction target Abs 1. As a member of the RE100 initiative, this target covers all electricity consumed in our direct operations.

(7.54.1.20) Target objective

The target objective is to reduce emissions in accordance with the 2015 Paris Agreement, a near-term target in line with a 1.5C pathway validated by the Science-Based Targets initiative (SBTi). This target is also in conformance with the RE100 initiative.

(7.54.1.22) List the actions which contributed most to achieving this target

Since joining the RE100 initiative in 2020, we have maintained our commitment to using 100% renewable electricity. This commitment continued in 2025. Our renewable electricity is sourced through green tariffs, the purchase of Guarantees of Origin, and on-site solar panel installations at our fulfillment centers in Lahr (Germany), Verona (Italy), and Rotterdam (Netherlands).
[Add row]

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:
☑ Oth 1

(7.54.2.2) Date target was set

12/30/2020

(7.54.2.3) Target coverage

Select from:
☑ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:
☑ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Engagement with suppliers
☑ Percentage of suppliers (by emissions) with a science-based target

(7.54.2.7) End date of base year

12/31/2020

(7.54.2.8) Figure or percentage in base year

0

(7.54.2.9) End date of target

12/31/2025

(7.54.2.10) Figure or percentage at end of date of target

90

(7.54.2.11) Figure or percentage in reporting year

74.1

(7.54.2.12) % of target achieved relative to base year

82.3333333333

(7.54.2.13) Target status in reporting year

Select from:
☑ Underway

(7.54.2.15) Is this target part of an emissions target?

Int2

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☑ Science Based Targets initiative – approved supplier engagement target

(7.54.2.17) Science Based Targets initiative official validation letter

2020 SBTs SBTi_Approval letter.pdf

(7.54.2.18) Please explain target coverage and identify any exclusions

Zalando commits that 90% of its suppliers (by emissions covering purchased goods and services sold on its platform, packaging and last-mile-delivery partners) will have science-based targets by 2025

(7.54.2.19) Target objective

The target aims to address major sources of Zalando's scope 3 emissions, namely the GHG emissions generated by producing the fashion products we sell &packaging products we procure (purchased goods & services, product category); and, by upstream transportation and distribution by our last mile delivery partners. In aggregate, these GHG emissions accounted for the majority of our scope 3 emissions at our target base year.

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

Regarding our partner engagement target, to exert as much influence as possible on our scope 3 emissions, and as part of our SBTs, we focused on our biggest partners. These partners include brands, packaging suppliers and last-mile delivery partners, covering 90% of our supplier emissions. We have committed to supporting them in setting their own SBTs by the end of 2025. This is a quantitative engagement target aligned with the SBTi criteria for supplier or customer engagement targets which requires us to provide information about the percentage of emissions covered from relevant upstream and downstream categories. The target is based on conclusive scientific evidence that emissions need to be cut at a rate and pace aligned with climate science. By encouraging our partners to set their own science-based emissions reduction targets by 2025, we are aiming to contribute to climate action at scale. In 2020, when the targets were first validated and externally communicated, partners accounting for 34% of our 2020 supplier-related emissions had set SBTs. Progress is measured annually and compared to the previous year.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

	Emissions reduction initiatives that were active within the reporting year
	Select from: ☑ Yes

[Fixed row]

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*0*	
To be implemented	*0*	*0*
Implementation commenced	*0*	*0*
Implemented	*1*	*53131*
Not to be implemented	*0*	

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Other low-carbon energy consumption initiative, please specify :Mix of hydropower, wind, and solar

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

186.04

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ >30 years

(7.55.2.9) Comment

No further remarks

Row 2

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Solar PV

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

5348.2

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ >30 years

(7.55.2.9) Comment

No further remarks

Row 3

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Wind

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

47959.8

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ >30 years

(7.55.2.9) Comment

No further remarks
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Zalando leverages employee engagement as a key driver for advancing its emissions reduction efforts. A central element is the integration of sustainability performance into executive compensation systems. Members of the Management Board are incentivized through ESG-linked objectives embedded in the Long-Term Incentive (LTI) plan. These include specific annual GHG emissions reduction targets for Scope 1, 2, and 3, and can influence up to 24% of total target compensation

through an ESG performance modifier. In 2025, 12.2% of variable remuneration was linked to ESG targets. Beyond remuneration, Zalando integrates sustainability awareness across the organization through governance structures and employee-facing initiatives. The D&I and Sustainability Committee of the Supervisory Board oversees sustainability matters and meets regularly to review progress on climate and social targets. At the company level, Zalando is currently refreshing its D&I strategy — previously structured under the do.BETTER framework — with a renewed approach planned for launch in 2026, aimed at embedding inclusive leadership and equitable behaviour across the organization.

Row 2

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Compliance with evolving regulations and sustainability standards is a cornerstone of Zalando's emissions reduction strategy. The company aligns its reporting with the Corporate Sustainability Reporting Directive (CSRD), EU Taxonomy, and national regulations such as the German Supply Chain Due Diligence Act. Zalando also anticipates upcoming requirements like the Ecodesign for Sustainable Products Regulation (ESPR) and the Corporate Sustainability Due Diligence Directive (CSDDD). In addition to legal compliance, Zalando participates in and adopts leading frameworks such as the Science Based Targets initiative (SBTi), the Greenhouse Gas Protocol (GHGP), ISO 50001 for energy management, and the RE100 commitment to 100% renewable electricity. It has also joined the Fair Wear Foundation and aligns product safety practices with the EU's General Product Safety Regulation and Digital Services Act. These actions reinforce Zalando's credibility and long-term readiness in a rapidly evolving regulatory landscape.

Row 3

(7.55.3.1) Method

Select from:

☑ Financial optimization calculations

(7.55.3.2) Comment

Zalando integrates financial strategy with climate goals by directing capital expenditures toward decarbonization and linking executive incentives to emissions performance. The ESG modifier within the LTI plan directly ties GHG reduction achievements to financial rewards, ensuring leadership accountability. Investment efforts focus on electrifying heating systems, expanding on-site renewable energy production, and improving energy efficiency and climate resilience across operations. Additionally, initiatives such as the shift to renewable electricity, reuse of logistics packaging, and factory improvement programs contribute to cost savings and long-term operational resilience. The company also works to optimize value chain emissions through logistics efficiency measures, like route

optimization, shipment consolidation and measures to reduce size-related returns. These integrated actions not only reduce environmental impact but also enhance cost-effectiveness and business continuity.
[Add row]

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:
☑ No

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:
☑ No

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☑ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ At least once a year

(9.2.3) Method of measurement

Water withdrawal data is primarily collected through direct water meter readings at each site. Where meter data is not available, figures are obtained from invoices issued by local water distribution companies. For sites where neither meter readings nor invoices are available withdrawal is estimated by applying a water withdrawal pers square metre benchmark derived from comparable sites of the same facility type.

(9.2.4) Please explain

The reported figure covers 100% of our facilities. For our organisation, "facilities" refers to all operational sites under our control. No facilities are excluded from the reported scope, ensuring 100% coverage of our operations. The water withdrawal from the local water supply system is measured via meter reading or as per invoices from local water distribution companies/entities. For the facilities where the actual water withdrawal data is unavailable, the water withdrawals are estimated based on the water withdrawal per square meter at the facility of the same type.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

This water aspect is not monitored in our sites as our monitoring efforts to date have prioritised other water metrics. In 2024 we expanded our water monitoring for Water Stored, Water recycled/reused, Water consumption – total volume and the provision of fully-functioning, safely managed WASH services to all workers.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

This water aspect is not monitored in our sites as our monitoring efforts to date have prioritised other water metrics. In 2024 we expanded our water monitoring for Water Stored, Water recycled/reused, Water consumption – total volume and the provision of fully-functioning, safely managed WASH services to all workers.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

This water aspect is not monitored in our sites as our monitoring efforts to date have prioritised other water metrics. In 2024 we expanded our water monitoring for Water stored, Water recycled/reused, Water consumption – total volume and the provision of fully-functioning, safely managed WASH services to all workers.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

This water aspect is not monitored in our sites as our monitoring efforts to date have prioritised other water metrics. In 2024 we expanded our water monitoring for Water Stored, Water recycled/reused, Water consumption – total volume and the provision of fully-functioning, safely managed WASH services to all workers.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

This water aspect is not monitored in our sites as our monitoring efforts to date have prioritised other water metrics. In 2024 we expanded our water monitoring for Water Stored, Water recycled/reused, Water consumption – total volume and the provision of fully-functioning, safely managed WASH services to all workers.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

This water aspect is not monitored in our sites as our monitoring efforts to date have prioritised other water metrics. In 2024 we expanded our water monitoring for Water Stored, Water recycled/reused, Water consumption – total volume and the provision of fully-functioning, safely managed WASH services to all workers.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

This water aspect is not monitored in our sites as pollution-related risks, including water, were assessed as not material to Zalando's direct operations under our double materiality assessment. In 2024 we expanded our water monitoring for Water stored, Water recycled/reused, Water consumption – total volume and the provision of fully-functioning, safely managed WASH services to all workers.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

This water aspect is not monitored in our sites as it is not considered material to Zalando's own operations. Our direct sites do not carry out industrial or wet-processing activities that would affect the temperature of discharged water. Water-intensive processes of this nature occur upstream in our value chain, at supplier and manufacturing level, rather than within our own operational footprint; In 2024 we expanded our water monitoring for Water stored, Water recycled/reused, Water consumption – total volume and the provision of fully-functioning, safely managed WASH services to all workers.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ At least once a year

(9.2.3) Method of measurement

Our total water consumption is calculated as the sum of all water consumption (in m3) at facilities in our own operations.

(9.2.4) Please explain

The reported figure covers 100% of our facilities. For our organisation, “facilities” refers to all operational sites under our control. No facilities are excluded from the reported scope, ensuring 100% coverage of our operations. For each Zalando logistics and non-logistics site, the values for water consumption are estimated as 10% of the measured water withdrawal data from the water supply network. The estimation is based primarily on data from the literature, and the range is adjusted to account for geography and the nature of activities in these spaces.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ At least once a year

(9.2.3) Method of measurement

The total water recycled and reused refers to the amount of rainwater that has been used more than once within Zalando before being discharged. The data is collected monthly and monitored by the building administrator.

(9.2.4) Please explain

The reported figure covers 100% of our facilities. For our organisation, “facilities” refers to all operational sites under our control. No facilities are excluded from the reported scope, ensuring 100% coverage of our operations. The total water recycled and reused is the amount of water and wastewater (treated or untreated) that has been used more than once within Zalando before being discharged.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ At least once a year

(9.2.3) Method of measurement

The provision of fully-functioning, safely managed WASH services to workers is monitored through our facility auditing programmes. Specifically, Social standard audits for Logistics and Customer Care sites (both Zalando own operations and managed by 3rd parties). In addition, ABOUT YOU office, are subject to Global Organic Textile Standard (GOTS) audit. Together, these audit programmes provide oversight of WASH-related conditions across our operational footprint.

(9.2.4) Please explain

Zalando covers 100% of its operational facilities, with no exclusions. It has established Social Standards for Logistics, applying to both its own sites and those of its providers, safeguarding workers' freedom of movement and free access to sufficient potable water and toilets, except where restricted for safety reasons. Similar standards apply to Customer Care, requiring adequate, clean sanitary facilities. Zalando conducts annual social standard audits at direct logistics and customer care providers, and includes water hygiene clauses in office and retail lease agreements. ABOUT YOU subjects its corporate offices and third-party warehouses to annual external audits under the GOTS 7.0 standard, whose section 4.4.7.13 requires unrestricted access to functional, clean toilet facilities, free potable water, and, where relevant, adequate rest, food, and storage areas.
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters)

278.41

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Mergers and acquisitions

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Mergers and acquisitions

(9.2.2.6) Please explain

The water withdrawal from the local water supply system is measured via meter reading - the data is collected either via a smart meter or by on-site personnel - or derived from invoices from local water distribution companies/entities. For the facilities where the actual water withdrawal data is unavailable for the full year, we estimate the water withdrawals based on the water withdrawal per square meter at the facility of the same type. Compared to the previous year, the reported water withdrawal is higher. This change is mainly due to the integration of ABOUT YOU. Following its merger with ABOUT YOU, Zalando is adjusting its logistics network in line with business demand. As a consequence, the German fulfillment centre in Erfurt will close in 2026. In addition, the operations at three warehouses outside Germany that external service providers operate for Zalando and ABOUT YOU will be discontinued. These four closures reduce the physical assets within the CDP Water Security reporting boundary. Based on this, we anticipate that our five-year forecast on water withdrawal will not significantly change, despite the acquisition of About You (finalized in 2025). Variations due to the changes in the logistics and non-logistics network are assumed to be neglectable. To provide clarity, we define the following thresholds: variations within the 5% in plus or minus are classified as “about the same”. A variation of more than plus or minus 5% compared to the previous year is classified as ‘higher’ or ‘lower’, while a change of more than plus or minus 30% is considered ‘much higher’ or ‘much lower’.

Total consumption

(9.2.2.1) Volume (megaliters)

27.84

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Mergers and acquisitions

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Mergers and acquisitions

(9.2.2.6) Please explain

For each Zalando site (both logistics and non-logistics) water consumption values are estimated based on measured water withdrawal data from the public water supply network. Compared to the previous year, the reported water consumption is higher. This change is mainly due to the integration of ABOUT YOU. Following its merger with ABOUT YOU, Zalando is adjusting its logistics network in line with business demand. As a consequence, the German fulfillment center in Erfurt will close in 2026. In addition, the operations at three warehouses outside Germany that external service providers operate for Zalando and ABOUT YOU will be discontinued. These four closures reduce the physical assets within the CDP Water Security reporting boundary. Based on this, we anticipate that our five-year forecast on water consumption will not significantly change, despite the acquisition of ABOUT YOU (finalized in 2025). Variations due to the changes in the logistics and non-logistics locations network are assumed to be neglectable. To provide clarity, we define the following thresholds: variations within the 5% in plus or minus are classified as "about the same". A variation of more than plus or minus 5% compared to the previous year is classified as 'higher' or 'lower', while a change of more than plus or minus 30% is considered 'much higher' or 'much lower'.
[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☑ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

21.7

(9.2.4.3) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.4.5) Five-year forecast

Select from:

☑ About the same

(9.2.4.6) Primary reason for forecast

Select from:

☑ No/minimal change in business activity

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

7.79

(9.2.4.8) Identification tool

Identification tool used

☑ WRI Aqueduct

(9.2.4.9) Please explain

To identify areas of high water risk, we employ a composite index approach that aggregates multiple water-related risks, including physical risks (quantity and quality), regulatory and reputational risks, allowing for a comprehensive risk assessment. The calculation is performed via the World Resources Institute Aqueduct tool, which returns values for the total water risk on a scale from 0 (low risk) to 5 (extremely high risk). The assessment covered 72 logistics and non-logistics sites (prior year: 63). Among all the Zalando sites, our fulfilment center in Lodz, Poland, is classified as an area at high overall water risk (same as prior year). The five year forecast is expected to be about the same since no significant changes are planned at the location. To provide clarity, we define the following thresholds: variations within the 5% in plus or minus are classified as "about the same". A variation of more than plus or minus 5% compared to the previous year is classified as 'higher' or 'lower', while a change of more than plus or minus 30% is considered 'much higher' or 'much lower'.
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ Yes, we have assessed this value chain stage and identified facilities with substantive water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

1

(9.3.3) % of facilities in direct operations that this represents

Select from:

☑ 1-25

(9.3.4) Please explain

To identify areas of high water risk, we employ a composite index approach that aggregates multiple water-related risks, including physical risks (quantity and quality), regulatory and reputational risks, allowing for a comprehensive risk assessment. The calculation is performed via the World Resources Institute Aqueduct tool, which returns values for the total water risk on a scale from 0 (low risk) to 5 (extremely high risk). The assessment covered 72 logistics and non-logistics sites (prior year: 63). Among all the Zalando sites, our fulfilment centre in Lodz, Poland, is classified as an area at high overall water risk (same as prior year).

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ Yes, we have assessed this value chain stage and identified facilities with substantive water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

25

(9.3.4) Please explain

As our core activities (e.g., warehousing, offices, and showrooms) are not water-intensive; water-related dependencies and impacts within our own operations are limited. However, we recognize that more significant water-related risks and impacts are associated with our upstream value chain, particularly in raw material extraction and product manufacturing. By using Higg FEM data, which covers over 70% of our Tier 1 and Tier 2 procurement spend, we identified the sites with the highest carbon emissions and water consumption. On this basis in 2025 our private labels expanded the factory improvement programme to 25 Tier 1 and Tier 2 suppliers (prior year: 18) in textile, polyurethane, leather and footwear production across China, Bangladesh, India and Turkey. The programme focuses on developing and implementing site specific action plans to reduce GHG emissions and water consumption, particularly in factories with wet processing plants which are both highly water and energy intensive. ABOUT YOU Private Labels collects Higg FEM data from Tier 1 suppliers to gain visibility into environmental impacts, including water consumption and wastewater management. However, ABOUT YOU currently does not have a formal methodology to classify facilities based on substantive water-related dependencies, impacts, risks and opportunities.
[Fixed row]

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Row 1

(9.3.1.1) Facility reference number

Select from:

☑ Facility 1

(9.3.1.2) Facility name (optional)

/

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

We do not monitor our water discharge (from both a qualitative and quantitative perspective) for our own facilities. It is not an immediate strategic priority but might be reevaluated in the future.

(9.3.1.7) Country/Area & River basin

Poland
☑ Oder River

(9.3.1.8) Latitude

19.455878

(9.3.1.9) Longitude

51.759292

(9.3.1.10) Located in area with water stress

Select from:
☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

21.7

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:
☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

21.7

(9.3.1.27) Total water consumption at this facility (megaliters)

2.17

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:
☑ Higher

(9.3.1.29) Please explain

For each Zalando logistics and non-logistics site, the values for water consumption are estimated as 10% of the measured water withdrawal data from the water supply network. The estimation is based primarily on data from the literature, and the range is adjusted to account for geography and the nature of activities in these spaces. To provide clarity, we define the following thresholds: variations within the 5% in plus or minus are classified as “about the same”. A variation of more than plus or minus 5% compared to the previous year is classified as ‘higher’ or ‘lower’, while a change of more than plus or minus 30% is considered ‘much higher’ or ‘much lower’.
[Add row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:

☑ 76-100

(9.3.2.2) Verification standard used

Select all that apply

☑ ISAE 3000

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

Zalando does not report on this water aspect, and therefore does not measure or verify it. Water accounting is still in its development phase and is being refined methodologically. Due to the operational prioritization of integrating ABOUT YOU data into our reporting framework, we do not plan to seek external assurance for additional water-related metrics over the next two years.

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

Zalando does not report on this water aspect, and therefore does not measure or verify it. Water accounting is still in its development phase and is being refined methodologically. Due to the operational prioritization of integrating ABOUT YOU data into our reporting framework, we do not plan to seek external assurance for additional water-related metrics over the next two years.

Water discharges – total volumes

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

Zalando does not report on this water aspect, and therefore does not measure or verify it. Water accounting is still in its development phase and is being refined methodologically. Due to the operational prioritization of integrating ABOUT YOU data into our reporting framework, we do not plan to seek external assurance for additional water-related metrics over the next two years.

Water discharges – volume by destination

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

Zalando does not report on this water aspect, and therefore does not measure or verify it. Water accounting is still in its development phase and is being refined methodologically. Due to the operational prioritization of integrating ABOUT YOU data into our reporting framework, we do not plan to seek external assurance for additional water-related metrics over the next two years.

Water discharges – volume by final treatment level

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

Zalando does not report on this water aspect, and therefore does not measure or verify it. Water accounting is still in its development phase and is being refined methodologically. Due to the operational prioritization of integrating ABOUT YOU data into our reporting framework, we do not plan to seek external assurance for additional water-related metrics over the next two years.

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

Zalando does not report on this water aspect, and therefore does not measure or verify it. Water accounting is still in its development phase and is being refined methodologically. Due to the operational prioritization of integrating ABOUT YOU data into our reporting framework, we do not plan to seek external assurance for additional water-related metrics over the next two years.

Water consumption – total volume

(9.3.2.1) % verified

Select from:

☑ 76-100

(9.3.2.2) Verification standard used

Select all that apply

☑ ISAE 3000

[Fixed row]

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	12346100000	*44345030.71*	*Major changes to total water withdrawal efficiency are not expected in the near future.*

[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

(9.13.1) Products contain hazardous substances

Select from:

☑ No

(9.13.2) Comment

To manage upstream and downstream impacts and ensure compliance with applicable regulations, we have implemented a comprehensive chemical management system across our private label operations. This includes the use of Manufacturing Restricted Substances Lists (MRSLs) and Restricted Substances Lists (RSLs), developed in alignment with relevant industry standards, including ZDHC requirements, and in collaboration with accredited testing institutes where appropriate. These lists are reviewed and updated regularly to reflect evolving regulatory requirements and industry best practices and are shared with suppliers to support the use of safer chemicals throughout the manufacturing process. Compliance is monitored through risk-based due diligence and product testing programs. Products that do not meet the applicable requirements are rejected and are not made available for sale.
[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☑ Yes

(9.14.2) Value chain stage where low water impact is assessed

Select all that apply

☑ Upstream value chain

(9.14.3) Indicator used to assess water impact

Water quantity

☑ Lower water withdrawal/consumption than conventional processes

Water quality

☑ Lower water pollution than conventional processes

(9.14.4) Have you used a certification standard to classify your products/services as low water impact?

Select from:

☑ Yes, please specify standard :see next column

(9.14.5) Definition used to classify low water impact

We select recognised third-party certifications and standards so that customers can find products that have been produced with the environment in mind. All products on Zalando need to meet minimum requirements for sourcing, animal welfare, and ethical responsibility. Some fashion and beauty products achieve additional criteria that give details on how the entire product, or part of it, has been produced. To show these standards on Zalando, brands must provide information such as the material composition and third-party certification, trademark, or license. These include product standards with low water consumption: - GOTS (Global Organic Textile Standard) - Fairtrade Cotton - e3® Sustainable Cotton (BASF) - Supreme Green Cotton® - REEL Cotton Programme (CottonConnect) - bluesign® - Leather Working Group (LWG) - Cradle to Cradle Certified® (Bronze to Platinum) - FSC (Forest Stewardship Council) - PEFC (Programme for the Endorsement of Forest Certification) - Similar to FSC, PEFC standards - TENCEL™ Lyocell (Lenzing) - SPINNOVA® Fibre - - Agraloop™ BioFibre - Piñatex® (Pineapple-Anam) - MIRUM® - Oleatex® - AppleSkin™ (VEGATEX) The third-party certification, trademark, or license accompanies the entire value chain: in the extraction of raw materials, organic, Fairtrade, forestry, and regenerative certificates, as well as wool and down standards, ensure sustainable cultivation and irrigation practices, while in the next step, bio-based, wood-based, and recycled material standards define resource-saving processing and fibre extraction methods. In manufacturing and finishing, bluesign® and leather standards regulate environmental management and the use of chemicals, while in design, leather alternatives, cradle-to-cradle labels, and refill concepts define recyclability. The process is rounded off by specifications for recycled packaging and animal-free product approvals.

(9.14.7) Please explain

[Fixed row]

(9.15) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Water pollution

(9.15.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

(9.15.3) Primary reason for not setting a target in this category

Select from:

☑ Not an immediate strategic priority

(9.15.4) Explain why you do not have a target set in this category

Zalando's direct operational water footprint is limited, mainly related to facility safety and employee hygiene. Water-related impacts in the value chain are partially measured for private-label products. To maximise environmental progress, sustainability initiatives are prioritized where high-impact outcomes can be transparently tracked and effectively achieved. Zalando addresses water pollution through its policies by restricting chemical inputs through a Product Restricted Substances List and a private-label Manufacturing Restricted Substances List aligned with ZDHC standards. Supply chain performance is monitored through ZDHC-compliant wastewater testing at Tier 1 wet-processing factories and Higg Facility Environmental Module (FEM) data. Furthermore, in our private labels, we are phasing out virgin polyester and replacing conventional cotton in private labels with organic, regenerative and recycled cotton, to reduce water pollution.

Water withdrawals

(9.15.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

(9.15.3) Primary reason for not setting a target in this category

Select from:

☑ Not an immediate strategic priority

(9.15.4) Explain why you do not have a target set in this category

Zalando's direct operational water footprint is limited, mainly related to facility safety and employee hygiene. Water-related impacts in the value chain are partially measured for private-label products. To maximise environmental progress, sustainability initiatives are prioritized where high-impact outcomes can be transparently tracked and effectively achieved. Zalando addresses water withdrawal in the upstream value chain, where the most significant environmental impacts lie, through its private-label Factory Improvement Programme, which supports manufacturing partners in developing site-specific water reduction action plans. Zalando is also expanding its selection of products made from water-efficient sources with a target to completely phase out conventional cotton for its private labels by 2033 to improve water-use efficiency. To empower customers to choose low-impact products, Zalando highlights items certified by third-party standards that verify lower water consumption.

Water, Sanitation, and Hygiene (WASH) services

(9.15.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

(9.15.3) Primary reason for not setting a target in this category

Select from:

☑ Not an immediate strategic priority

(9.15.4) Explain why you do not have a target set in this category

While Zalando has no formal targets related to Water, Sanitation, and Hygiene (WASH) services, the company clearly addresses this topic through its policies and standards, specifically its Code of Conduct for suppliers and Social Standards for its own operations. Zalando commissions third-party audits across 100% of its direct operations and logistics network, while also requiring private-label suppliers to undergo audits covering WASH criteria.

Other

(9.15.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets?

	Targets in place
	Select from: ☑ Yes

[Fixed row]

(10.1.1) Provide details of your plastics-related targets.

(10.1.1.1) Target reference number

Select from:

☑ Plastics target 1

(10.1.1.2) Target coverage

Select from:

☑ Organization-wide (direct operations only)

(10.1.1.3) Category of target & quantitative metric

Plastic goods/products

☑ Reduce the total weight of virgin content in plastic goods/products

(10.1.1.4) Date target was set

11/26/2024

(10.1.1.5) End date of base year

12/31/2024

(10.1.1.6) Base year figure

1457

(10.1.1.7) End date of target

12/31/2033

(10.1.1.8) Target year figure

0

(10.1.1.9) Reporting year figure

1310.9

(10.1.1.10) Target status in the reporting year

Select from:
☑ Underway

(10.1.1.11) % of target achieved relative to base year

10.027453671928614

(10.1.1.12) Global environmental treaties/initiatives/frameworks aligned with or supported by this target

Global environmental treaty/initiative/framework

☑ Kunming-Montreal Global Biodiversity Framework

☑ Sustainable Development Goal 12

(10.1.1.13) Explain target coverage and identify any exclusions

Following LCA findings and our circular economy and sustainable sourcing policies to reduce reliance on virgin materials, we have committed to fully phase out virgin polyester and conventional cotton for our private labels by 2033 (0 tons) compared to a 2024 baseline total of 1,457 tons. The target currently does not include ABOUT YOU.

(10.1.1.14) Investment made toward achieving target during the reporting year

255000

(10.1.1.15) Plan for achieving target, and progress made to the end of the reporting year

In 2024, the private labels business unit defined a set of preferred materials, including organic, recycled or regenerative materials, and responsibly sourced materials, including trademarked man-made cellulosic fibres and Leather Working Group-certified leather. The private labels preferred materials initiative is set until 2033. In 2025, Zalando's private labels, excluding ABOUT YOU, advanced the transition to preferred materials in line with our strategic direction, with key initiatives including piloting textile-to-textile recycling. In 2025, significant progress was made towards the private labels' target to phase out virgin polyester and conventional cotton by 2033. The year closed with 1,135.1 tons (prior year: 1,125.7) of virgin polyester and 175.8 tons (prior year: 331.6) of conventional cotton used.

(10.1.1.17) Further details of target

No further details.

Row 2

(10.1.1.1) Target reference number

Select from:

☑ Plastics target 2

(10.1.1.2) Target coverage

Select from:

☑ Organization-wide (direct operations only)

(10.1.1.3) Category of target & quantitative metric

Plastic packaging

☑ Other plastic packaging target, please specify :Responsible-sourced (100% recycled or FSC-certified) fibre-based packaging (paper), after transition from plastic to paper packaging

(10.1.1.4) Date target was set

11/30/2021

(10.1.1.5) End date of base year

12/31/2021

(10.1.1.6) Base year figure

89.25

(10.1.1.7) End date of target

12/31/2025

(10.1.1.8) Target year figure

100

(10.1.1.9) Reporting year figure

99.4

(10.1.1.10) Target status in the reporting year

Select from:

☑ Underway

(10.1.1.11) % of target achieved relative to base year

94.41860465116284

(10.1.1.12) Global environmental treaties/initiatives/frameworks aligned with or supported by this target

Global environmental treaty/initiative/framework

☑ Kunming-Montreal Global Biodiversity Framework

☑ Sustainable Development Goal 12

☑ Other, please specify :Canopy's Pack4Good Initiative including our Responsible Paper Packaging Commitment

(10.1.1.13) Explain target coverage and identify any exclusions

Following the elimination of LDPE plastic shipping bags and a full transition to a 100% paper portfolio in April 2024, our 2025 ongoing materials reduction initiative (excluding ABOUT YOU) focuses on optimising paper packaging processes and further reducing material intensity. In line with our Canopy Pack4Good commitment, we aim to source 100.0% recycled or FSC-certified paper packaging on an annual basis. We have committed to either source recycled wood fibre content or virgin wood fibre content which comes from responsibly managed forests, with a preference for forests certified according to the FSC certification system and aligned with our circular economy and sustainable sourcing policy objectives. Our target covers all packaging procured by us for final products measured by total weight and is currently not applicable to ABOUT YOU.

(10.1.1.14) Investment made toward achieving target during the reporting year

85000

(10.1.1.15) Plan for achieving target, and progress made to the end of the reporting year

Zalando's materials reduction initiative (excl. ABOUT YOU) has expanded from eliminating single-use plastics to reducing overall packaging materials. Key measures include optimising packaging design, removing unnecessary components, consolidating orders, and increasing the use of smaller, lighter packaging formats. Where alternatives are not feasible, Zalando prioritises high post-consumer recycled content in plastic packaging. Sustainability requirements for paper packaging suppliers include support for LCAs, FSC certification, material composition disclosures, recyclability documentation, and commitments to Paris Agreement-aligned emissions reduction targets. In 2025, Zalando conducted a supplier risk assessment covering upcoming regulations, including the EUDR and PPWR, to identify compliance

gaps and strengthen sourcing transparency. Packaging priorities follow a hierarchy of reducing material use, increasing recycled content, and ensuring FSC-certified virgin fibre.

(10.1.1.17) Further details of target

The target is to source 100.0% recycled or FSC-certified paper packaging on an annual basis remains and has no end date as the aim is to continuously achieve it on an annual basis. The estimated annual incremental cost implications are EUR 85k, based on 2021 volumes.
[Add row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:
☑ No

(10.2.3) Please explain

As a technology platform for the European fashion and lifestyle market, Zalando does not produce or commercialize plastic polymers.

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:
☑ No

(10.2.3) Please explain

As a technology platform for the European fashion and lifestyle market, Zalando does not produce or commercialize plastic goods and/or components to produce a final product or provide a service. Zalando sells apparel and lifestyle products made of or containing plastic, including synthetic fibers. However, these activities are not applicable here because Zalando does not carry out polymer-conversion or plastic manufacturing activities and therefore does not consider its retail and private label activities to fall within the intended scope of this category.

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.3) Please explain

As a technology platform for the European fashion and lifestyle market, Zalando does not use plastic goods and/or components to produce a final product or provide a service.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

☑ No

(10.2.3) Please explain

As a technology platform for the European fashion and lifestyle market, Zalando does not produce or commercialize plastic packaging.

Usage of plastic packaging

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Usage of plastic packaging

Select all that apply

☑ Provision of services that use plastic packaging (e.g. food services)

(10.2.3) Please explain

Zalando uses plastic packaging in form of polybags, voidfill, tape and hangers (plus ABOUT YOU shipping bags). We prioritise plastics packaging products with a high recycled content and which primarily consist of thermoplastics designed for high recyclability within industrial waste streams. For example, Zalando utilizes plastic polybags with an average of ~90% of post-consumer recycled content to keep products safe and sound during the transition from one life cycle phase to the next. These polybags are the thin transparent plastic film bags that protect each fashion item within the supply chain against moisture, dirt, and damage during storage, processing and delivery. We have assessed paper-based alternatives to this polybag together with other innovative solutions (e.g. reusable pillowcase polybags) with other industry players. However, we have not found a suitable alternative that maintains a low damage rate for items and fulfills our customer and operational requirements.

Provision of waste management

(10.2.1) Activity applies

Select from:

☑ No

(10.2.3) Please explain

As a technology platform for the European fashion and lifestyle market, Zalando does not provide waste management services. However, in 2025, our private labels (excluding ABOUT YOU) have piloted textile-to-textile recycling as part of the Preferred Materials Initiative.

Other plastics-related activities not specified

(10.2.1) Activity applies

Select from:

☑ No

(10.2.3) Please explain

n/a
[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

(10.5.1) Total weight during the reporting year (Metric tons)

2718.74

(10.5.2) Raw material content percentages available to report

Percentage available

☑ % pre-consumer recycled content

☑ % post-consumer recycled content

(10.5.5) % pre-consumer recycled content

1

(10.5.6) % post-consumer recycled content

71

(10.5.7) Breakdown of post-consumer recycled content available to report

Percentage not available

☑ None

(10.5.10) Certification of renewable and/or recycled content

Select from:

☑ No, we have not certified our renewable or recycled content

(10.5.12) Please explain

In 2025, plastic packaging accounted for ~4% of the total packaging portfolio. This scope includes FY25 data of Zalando and H2 25 data of AboutYou in line with our reporting of packaging material weight in our annual report. The materials for plastic packaging were LDPE, PP, PE and PS. The average recycled content between the different materials is 72%. This is split into 1% pre-consumer and 71% post-consumer recycled content. While the percentage of PCR is disclosed by our

suppliers on the technical documentation of our packaging products but we do not have a mandatory certification for our plastics packaging products across the portfolio for now.
[Fixed row]

(10.5.1) Specify the packaging formats across your organization's packaging portfolio and their proportions.

(10.5.1.1) Packaging formats in packaging portfolio

Select from:
☑ PP flexibles

(10.5.1.2) Proportion of packaging portfolio

12

Row 2

(10.5.1.1) Packaging formats in packaging portfolio

Select from:
☑ PE flexible (b2b): pallet wrap

(10.5.1.2) Proportion of packaging portfolio

81.5

Row 3

(10.5.1.1) Packaging formats in packaging portfolio

Select from:
☑ PE flexibles (b2c)

(10.5.1.2) Proportion of packaging portfolio

3

Row 4

(10.5.1.1) Packaging formats in packaging portfolio

Select from:
☑ PS and XPS rigids

(10.5.1.2) Proportion of packaging portfolio

3.5
[Add row]

(10.5.2) Is any of your packaging designed in compliance with design for recycling and/or composting guidelines?

(10.5.2.1) Is any of your packaging designed in compliance with design for recycling and/or composting guidelines?

Select from:
☑ Yes, recycling

(10.5.2.2) Select the design guidelines you are in compliance with

Design for recycling guidelines
☑ Local design for recycling guidelines

(10.5.2.3) Provide more detail on the local/regional design for recycling guidelines

To ensure a consistent and defensible standard, Zalando applies the recyclability classification logic of the German Packaging Act (VerpackG) and the minimum standard established by the Central Agency Packaging Register (ZSVR) across all EU countries. Packaging is considered recyclable if the material representing 95–100% of its composition meets defined recycling criteria. Mechanical recyclability requires that packaging can be sorted and processed using existing industrial technologies to produce high-quality recyclates that can substitute virgin materials. The assessment considers material composition and available sorting and recycling infrastructure. Supplier self-declarations are used to validate material composition claims, particularly for technical materials, ensuring a robust and standardised reporting approach across the EU.

(10.5.2.5) % of packaging that is designed for recycling

83

(10.5.2.8) Please explain

Zalando and ABOUT YOU have significantly increased the proportion of recycled material in their plastic packaging in recent years and have moved towards using a high share of post-consumer recycled material. Whilst the share of post-consumer recycled material in polythene bags stands at around 90%, the average recycling content of all materials is slightly lower at 72%, as items such as garment bags, hangers and packaging tape require a certain share of virgin material to maintain their functionality. Currently, no technical alternatives are available that would enable higher recycling or composting rates while maintaining required functionality and operational performance. Zalando assessed compostable alternatives, but end-of-life treatment remains challenging due to reliance on correct customer disposal, as these materials can contaminate conventional recycling streams.
[Fixed row]

(10.5.3) Indicate the reusability and recyclability of the plastic packaging you sold and/or used.

(10.5.3.1) Percentages available to report

Percentage available

☑ % recyclable in practice and at scale

(10.5.3.3) % of plastic packaging that is recyclable in practice and at scale

83

(10.5.3.4) Assessment tool for recyclability

Select all that apply

☑ Other, please specify :Manual assessment according to VerpackG and ZSVR guidelines

(10.5.3.5) Please explain

Plastic materials used in our refurbishment and outbound operations include polybags, hanging garment bags, hangers, and long-tail items such as packing tape. These packaging products primarily consist of thermoplastics designed for high recyclability within industrial waste streams. Our strategy prioritizes maximizing recycled content where possible while maintaining material and structural efficiencies.
[Fixed row]

(10.5.4) Provide the proportion of product delivered through reuse models.

(10.5.4.1) % total product delivered through reuse systems

Select from:
☑ None
[Fixed row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Production, commercialization and/or use

(10.6.1) Total weight of plastic waste generated and/or managed (Metric tons)

1054.03

(10.6.5) End-of-life management pathways available to report

Select all that apply
☑ Recycling
☑ Waste to Energy

(10.6.6) Tool used to determine the percentage of end-of-life pathway

Select all that apply
☑ Other, please specify :Activity

(10.6.8) % recycling

75.7

(10.6.10) % waste to energy

24.3

(10.6.16) Please explain

Waste data is collected at the site level, where waste quantities and treatment routes are documented by our waste service providers. Precise weighing ensures accuracy, and any missing data is estimated based on averages from similar sites or previous time periods. The majority of our waste (91.7%, prior year: 92.0%) is packaging-related, driven by customers' returns, as well as internal logistics processes. Our approach focuses on reducing excess packaging through optimised design, and reusing boxes within intralogistics operations, thus minimising the need for new packaging materials. Our packaging-generated waste consists of paper and cardboard (83.9% of our total generated waste, prior year: 83.7%), plastic (2.3%, prior year: 1.5%), wood (2.6%, prior year: 3.5%) and mixed packaging (2.8%, prior year: 3.0%).
[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Land/water protection

☑ Land/water management

☑ Education & awareness

☑ Law & policy

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

Zalando did not explicitly include legally protected areas under IUCN protected area management categorisation in its 2025 assessment.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

Zalando included "UNESCO World Heritage sites" in its 2025 assessment and did not identify any sites located in or near "UNESCO World Heritage sites".

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

Zalando did not explicitly include UNESCO Man and the Biosphere Reserves in its 2025 assessment.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:
☑ Not assessed

(11.4.2) Comment

Ramsar sites were not assessed as part of Zalando's 2025 biodiversity impact assessment.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:
☑ Yes

(11.4.2) Comment

Zalando conducts an annual, group-level biodiversity impact assessment to evaluate the potential environmental impacts of supplier manufacturing sites, as well as Zalando Group offices and logistics centers, located within or near Key Biodiversity Areas (KBAs), using the Natura 2000 network of protected areas. In 2025, five Tier 1 private label factories were identified as being located within biodiversity-sensitive areas. In addition, nine sites were identified in close proximity to such areas, comprising one Tier 1 private label factory, four office locations, and four logistics centres.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Not assessed

(11.4.2) Comment

Although Zalando conducted a general assessment of biodiversity and ecosystem impacts and risks, no specific and comprehensive evaluation of 'Other important areas for biodiversity' was carried out for the reporting year beyond the categories explicitly mentioned in the previous rows (Natura 2000, UNESCO World Heritage sites, KBAs).
[Fixed row]

(11.4.1) Provide details of your organization’s activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ China

(11.4.1.5) Name of the area important for biodiversity

Qingdao-Rizhao coastal wetland and islands

(11.4.1.6) Proximity

Select from:

☑ Data not available

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

Three Tier 1 supplier factories of the Zalando Group are located within the Qingdao–Rizhao Coastal Wetland and Islands Key Biodiversity Area (KBA). All three facilities are situated in the Chengyang District/Liuting Subdistrict, approximately 25–30 km inland from the nearest coastal wetlands of Qingdao. The sites are engaged in the assembly of finished products and operate plating workshops as well as metal component manufacturing processes.

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

Select all that apply

☑ Abatement controls

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

The primary environmental risk driver (wastewater discharge) is mitigated through a combination of on-site pre-treatment and compliant discharge to the industrial park's central, government-owned Wastewater Treatment Plant (WWTP). Based on the assessment findings, no additional site-specific mitigation measures were identified as necessary during the reporting year.

Row 2

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Albania

(11.4.1.5) Name of the area important for biodiversity

Gjirokastra

(11.4.1.6) Proximity

Select from:

☑ Data not available

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

One Tier 1 supplier factory of the Zalando Group is located within the Gjirokastra Key Biodiversity Area (KBA).The facility operates as a Finished Product Assembler for apparel, carrying out standard garment manufacturing steps such as sewing, pressing, and packaging. No wet-processing, dyeing, washing, or chemical-intensive operations are conducted on site.

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Overall, the facility presents a low environmental risk profile. The absence of industrial wastewater, hazardous chemicals, and air-emitting processes, combined with low-impact sewing and packaging operations, significantly limits potential impacts on the nearby biodiversity-sensitive area. While domestic wastewater is currently untreated, the low volumes and non-industrial nature of the discharge do not materially increase risk.

Row 3

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Republic of North Macedonia

(11.4.1.5) Name of the area important for biodiversity

Vardar River

(11.4.1.6) Proximity

Select from:

☑ Data not available

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

One Tier 1 supplier factory of the Zalando Group is located within the Vardar River Key Biodiversity Area (KBA). The facility operates as a Finished Product Assembler for apparel, carrying out standard garment manufacturing steps such as cutting, sewing, and packaging. No wet-processing, dyeing, washing, or other chemical-intensive operations take place on site.

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Overall, the facility presents a low environmental risk to the nearby biodiversity-sensitive area due to its limited operational footprint and the absence of industrial wastewater, hazardous chemicals, and emission-intensive processes.

Row 4

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Türkiye

(11.4.1.5) Name of the area important for biodiversity

Bosphorus (Boğaziçi)

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

One Tier 1 private label factory of the Zalando Group is located in close proximity to the Bosphorus Key Biodiversity Area (KBA).The facility operates both as a Finished Product Assembler and a Raw Material Processing unit. Its activities include knitting of material, followed by sewing, product assembly, and packaging of apparel items. No dyeing, printing, washing, or other chemical-intensive wet-processing takes place on site.

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Overall, the facility presents a low environmental risk profile. The absence of industrial wastewater, together with dry-process operations and very limited use of chemicals and emission-generating activities, significantly limits potential impacts on nearby biodiversity-sensitive areas.

Row 5

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Germany

(11.4.1.5) Name of the area important for biodiversity

Rodachaue / Itzgrund / Oberes Maintal incl. Nassanger near Trieb and surrounding gravel pits

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

The Zalando Group operates a logistic location in Altenkunstadt, located in close proximity to the Rodachaue / Itzgrund / Oberes Maintal incl. Nassanger near Trieb and surrounding gravel pits Key Biodiversity Area (KBA).

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Since no product processing takes place at the site, the logistical activities have only a low environmental impact. Therefore, no mitigation measures are considered necessary.

Row 6

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Poland

(11.4.1.5) Name of the area important for biodiversity

Pasleka river valley (Dolina Pasleki)

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

The Zalando Group operates a logistic location in Gdansk, located in close proximity to the Pasleka river valley Key Biodiversity Area (KBA).

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Since no product processing takes place at the site, the logistical activities have only a low environmental impact. Therefore, no mitigation measures are considered necessary.

Row 7

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Poland

(11.4.1.5) Name of the area important for biodiversity

Lower Odra river valley (Dolina Dolnej Odry)

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

The Zalando Group operates a logistic location in Łozienica, located in close proximity to the Lower Odra river valley Key Biodiversity Area (KBA).

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Since no product processing takes place at the site, the logistical activities have only a low environmental impact. Therefore, no mitigation measures are considered necessary.

Row 8

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Netherlands

(11.4.1.5) Name of the area important for biodiversity

Rottemeren & Zevenhuizerplas

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

The Zalando Group operates a logistic location in Bleiswijk, located in close proximity to the Rottemeren & Zevenhuizerplas Key Biodiversity Area (KBA).

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Since no product processing takes place at the site, the logistical activities have only a low environmental impact. Therefore, no mitigation measures are considered necessary.

Row 9

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Germany

(11.4.1.5) Name of the area important for biodiversity

Northern Karlsruhe Hardt

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

The Zalando Group operates an office location in Karlsruhe, located in close proximity to the Northern Karlsruhe Hardt Key Biodiversity Area (KBA).

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:
☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Since no product processing takes place on site, the administrative activities have only a minimal environmental impact. Therefore, no mitigation measures are considered necessary.

Row 10

(11.4.1.2) Types of area important for biodiversity

Select all that apply
☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:
☑ Germany

(11.4.1.5) Name of the area important for biodiversity

Konstanzer Bucht of Lake Constance

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

The Zalando Group operates an office location in Konstanz, located in close proximity to the Konstanzer Bucht of Lake Constance Key Biodiversity Area (KBA).

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Since no product processing takes place on site, the administrative activities have only a minimal environmental impact. Therefore, no mitigation measures are considered necessary.

Row 11

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Germany

(11.4.1.5) Name of the area important for biodiversity

Leipziger Auwald

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

The Zalando Group operates an office location in Leipzig, located in close proximity to the Leipziger Auwald Key Biodiversity Area (KBA).

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Since no product processing takes place on site, the administrative activities have only a minimal environmental impact. Therefore, no mitigation measures are considered necessary.

Row 12

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☑ Key Biodiversity Areas

(11.4.1.4) Country/area

Select from:

☑ Germany

(11.4.1.5) Name of the area important for biodiversity

Rhine flats Altlußheim-Mannheim

(11.4.1.6) Proximity

Select from:
☑ Up to 5 km

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

The Zalando Group operates an office location in Mannheim, located in close proximity to the Rhine flats Altlußheim-Mannheim Key Biodiversity Area (KBA).

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

Select from:
☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Since no product processing takes place on site, the administrative activities have only a minimal environmental impact. Therefore, no mitigation measures are considered necessary.
[Add row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Carbon removals

☑ Fuel consumption

☑ Base year emissions

☑ Target-setting methodology

☑ Project-based carbon credits

☑ Electricity/Steam/Heat/Cooling generation

☑ Progress against targets
☑ Renewable fuel consumption
☑ Renewable Electricity/Steam/Heat/Cooling consumption
☑ Electricity/Steam/Heat/Cooling consumption
☑ Renewable Electricity/Steam/Heat/Cooling generation

(13.1.1.3) Verification/assurance standard

General standards
☑ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

The Group Sustainability Statement (GSS)was subject to a limited assurance engagement performed by the German Public Auditor. The procedures performed were designed to obtain evidence on the sustainability information disclosed, with the nature, timing and extent of the procedures determined based on professional judgment. The assurance engagement included the evaluation of the suitability of the criteria applied by the executive directors for the preparation of the GSS, as well as an assessment of the reporting policies and methodologies used. The auditors performed inquiries with the executive directors and relevant employees involved in the preparation process, including discussions on the double materiality assessment process used to identify the sustainability disclosures to be reported and on the related internal controls. The procedures also included the assessment of the reasonableness of estimates and related information provided by management, including value chain information estimated in accordance with ESRS requirements where information could not be obtained despite reasonable efforts. In such cases, the assurance procedures focused on whether the estimates were prepared consistently with ESRS requirements and whether they were reasonable. Furthermore, the auditors performed analytical procedures and inquiries on selected information included in the GSS, conducted site visits, assessed the overall presentation of the sustainability information, and reviewed the process used to identify taxonomy-eligible and taxonomy-aligned economic activities and the related disclosures. Please refer to the documents “Zalando_CDP_Letter_2025_final” and "CDP 2026 Emissions Verification _ Reconciliation Statement" for the results of the third-party verification. Additional information is available on pages 311–319 of the Annual Report 2025, which include the Report on the Audit of the Consolidated Financial Statements and the Combined Management Report.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

CDP 2026 Emissions Verification _ Reconciliation Statement.pdf,Zalando_CDP_Letter_2025_final.pdf,ZalandoSE_AR2025_eng.pdf

Row 2

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Water

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Water security

☑ Facilities with water-related dependencies, impacts, risks and opportunities

☑ Volume withdrawn from areas with water stress (megaliters)

☑ Water consumption– total volume

☑ Water withdrawals– total volumes

(13.1.1.3) Verification/assurance standard

General standards

☑ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

A limited assurance engagement was performed by the German Public Auditor to obtain evidence on the sustainability information disclosed in the Group Sustainability Statement. The nature, timing and extent of the procedures performed were determined based on professional judgment. The procedures included the evaluation of the suitability of the criteria applied by the executive directors for the preparation of the Group Sustainability Statement, as well as the assessment of the reporting policies and methodologies used. The auditor also conducted inquiries with the executive directors and relevant employees involved in the preparation process, including the materiality assessment process used to identify the disclosures included in the statement and the related internal controls. The engagement further included the evaluation of the reasonableness of estimates and related information provided by management, including estimated value chain information prepared in accordance with ESRS requirements where information could not be obtained despite reasonable efforts. In such cases, the assessment focused on whether the estimates were prepared consistently with ESRS requirements and were considered reasonable. Additional procedures included analytical reviews and inquiries on selected information disclosed in the Group Sustainability Statement, site visits, assessment of the overall presentation of sustainability information, and review of the process used to identify taxonomy-eligible and taxonomy-aligned economic activities and the related disclosures.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

ZalandoSE_AR2025_eng.pdf

Row 3

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Plastics

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Plastics

☑ Design for recycling – plastic packaging

☑ Recyclability in practice and at scale – plastic packaging

☑ Waste generated

☑ Other data point in module 10, please specify :Circularity potential of plastic packaging

(13.1.1.3) Verification/assurance standard

General standards

☑ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

A limited assurance engagement was performed by the German Public Auditor to obtain evidence on the sustainability information disclosed in the Group Sustainability Statement. The nature, timing and extent of the procedures performed were determined based on professional judgment. The procedures included the evaluation of the suitability of the criteria applied by the executive directors for the preparation of the Group Sustainability Statement, as well as the assessment of the reporting policies and methodologies used. The auditor also conducted inquiries with the executive directors and relevant employees involved in the preparation process, including the materiality assessment process used to identify the disclosures included in the statement and the related internal controls. The engagement further included the evaluation of the reasonableness of estimates and related information provided by management, including estimated value chain information prepared in accordance with ESRS requirements where information could not be obtained despite reasonable efforts. In such cases, the assessment focused on whether the estimates were prepared consistently with ESRS requirements and were considered reasonable. Additional procedures included analytical reviews and inquiries on selected information disclosed in the Group Sustainability Statement, site visits, assessment of the overall presentation of sustainability information, and review of the process used to identify taxonomy-eligible and taxonomy-aligned economic activities and the related disclosures.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

ZalandoSE_AR2025_eng.pdf

[Add row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Financial Officer (CFO)

(13.3.2) Corresponding job category

Select from:
☑ Chief Financial Officer (CFO)
[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub to facilitate collective action in priority basins.

Select from:
☑ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute