Zalando SE

2024 CDP Corporate Questionnaire 2024

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.

[Terms of disclosure for corporate questionnaire 2024 - CDP](#)

.

Contents

C4. Governance 59

C5. Business strategy 92

C6. Environmental Performance - Consolidation Approach 122

C7. Environmental performance - Climate Change 123

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 is building the leading pan-European ecosystem for fashion and lifestyle e-commerce around two growth vectors: Business-to-Consumer (B2C) and Business-to-Business (B2B). In B2C, we offer our customers a multi-brand shopping experience for fashion and lifestyle products to around 50 million active customers in 25 markets, offering clothing, footwear, accessories and beauty. Over 6,000 brands are offered by Zalando, from world-famous names to local labels, as well as our own Private Label products. The high-quality assortment also entails inclusive fashion, pre-owned fashion as well as fashion with sustainability related product criteria. Furthermore, our ecosystem includes Lounge by Zalando and 13 brick-and-mortar outlet stores in Germany, which serve as additional sales channels for excess inventory. Lounge by Zalando offers registered members special offers at reduced prices. Zalando differentiates itself through quality and offers personalised inspiration and entertainment. This entails localised offerings that address the distinct preferences of its customers in each of the 25 European markets being served. Our logistics network has 12 centrally located logistic sites in seven countries (Germany, Italy, France, the Netherlands, Sweden, Poland and Spain) which allows Zalando to efficiently serve its customers throughout Europe with a focus on local customer needs. From a partner perspective, Zalando connects brand and retail partners with around 50m active customers across Europe. In addition to a standard retail model, we offer a direct-to-consumer sales channel through our Partner Program and support with additional value-added partner services such as Zalando Marketing Services. In B2B, Zalando opens up its combined logistics infrastructure, software and service capabilities to help brands and retailers run and scale their e-commerce business on and off the Zalando platform. Zalando aims to leverage sustainability as a competitive advantage by reimagining the customer experience and strengthening long term, strategic brand partnerships in alignment

with our sustainability goals. As a result, our Sustainability Strategy has been fully integrated into our broader Group Strategy in 2024. In 2023, we completed the do.MORE strategy cycle and used the insights gained to inform a new direction. Our updated sustainability strategy focuses on enhancing our core business strengths and capabilities, guided by two key long-term ambitions. (1) Achieving net-zero in our own operations (scope 12) and Private Labels (scope 3 purchased goods and services) by 2040 and across our remaining company value-chain emissions (scope 3) by 2050. (2) Empowering workers through 'Decent Work', which includes paying a fair share of living wages in our Private Labels by 2033 and further expanding human rights due diligence (for both our own operations and brand partners). To achieve these long-term goals, we are committed to driving the industry forward as an enabler for our customers and brands towards a more sustainable fashion future through: (1) Empowering our around 50m customers to make better choices, supporting them to buy and wear better; and (2) enabling our thousands of brand partners with their wider sustainable and circular ambitions, offering key services where we can make a difference, while also supporting them with regulatory compliance. While Zalando is working on the detailed action plan of its new Sustainability ambitions in 2024, the conclusion of the do.MORE strategy and its targets guided by the three focus areas - Planet, Products, People brought the following results, among others, in 2023: PLANET - In 2023, we reduced our Scope 1 and Scope 2 GHG emissions by 78% against a 2017 baseline (compared to 77% in 2022) and again procured 100% renewable electricity across our own operations. - Our Scope 3 GHG emissions from private label products decreased by 43% per million euro gross profit from a 2018 base year - By the end of 2023, 64.8% of our suppliers in scope (by GHG emissions, including the products we sell, packaging, and last mile-delivery partners) have set SBTs (compared to 56.9% in 2022) PRODUCTS - In 2023, our assortment of products with sustainability-related attributes reduced to 108,000 products, compared to 180,000 in 2022. These products accounted for 10.5% of our GMV, compared to 17% in 2022. The decrease is connected with updates of our sustainability related criteria to align with emerging developments within the broader industry. PEOPLE - We optimised our customised tracking tool to ensure a comprehensive overview of direct suppliers who agreed to our Code of Conduct, enabling us to provide continuous enforcement of our ethical standards as a mandatory element of contracts. -We also increased awareness of our updated grievance mechanism, the SpeakUp tool, for anyone wishing to report a possible infringement of protected rights within our supply chain.
[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.

(1.4.1) End date of reporting year

12/31/2023

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:
☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:
☑ 5 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:
☑ 5 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:
☑ 5 years
[Fixed row]

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

10140000000

(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:
☑ No

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

☑ Italy

☑ Spain

☑ France

☑ Latvia

☑ Norway

☑ Czechia

☑ Denmark

☑ Estonia

☑ Finland

☑ Germany

☑ Lithuania

☑ Luxembourg

☑ Netherlands

☑ Switzerland

☑ United Kingdom of Great Britain and Northern Ireland

☑ Poland

☑ Sweden

☑ Austria

☑ Belgium

☑ Croatia

☑ Hungary

☑ Ireland

☑ Romania

☑ Slovakia

☑ Slovenia

(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 Gases Protocol to map and quantify its value-chain; we map all of our upstream and downstream value-chain elements. Our value chain includes Zalando's own fashion brands, brand partners, and logistics and packaging partners. It's an integrated system that combines fashion products supply chains, logistics, technology, marketing, and a strong commitment to sustainability, designed to create a comprehensive and sustainable fashion and lifestyle ecosystem. We continuously strive to improve the specificity of the information that we have in our value-chain, with a strong focus on the full life cycle of all goods directly purchased by Zalando and delivered to Zalando to be sold to end customers. Sustainability is integrated into all aspects of Zalando's value chain, with commitments to net-zero emissions, empowering workers, and driving industry-wide sustainable change. Zalando has put significant effort in mapping its supplier across its value chain and mapped completely its Tier 1 suppliers (direct suppliers) to ensure mandatory compliance with the German Supply Chain Act. The mapping, conducted on the basis of existing contractual agreements with brands, partners, suppliers, service providers etc. has been led by the Zalando Compliance department and supported by all Zalando business units. Among them, Zalando Private Labels (inhouse brand fully developed by Zalando) leads ahead: 100% of the Tier 1 Private Label suppliers (those who handle the final manufacturing and packaging) are publicly disclosed. The mapping of the Tier 2 factories is also initiated and it includes key material manufacturers and leather tanneries for our shoes and accessories. The traceability at the Tier 2 level covers material production, dyeing, and finishing processes for the main components at the SKU level. Additionally, Zalando is linking Tier 3 suppliers to its core materials.
[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?

	Plastics mapping	Value chain stages covered in mapping
	Select from: ☑ Yes, we have mapped or are currently in the process of mapping plastics in our value chain	*Select all that apply* ☑ Upstream value chain

[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

Time-horizon we consider primarily for business performance and operations planning as well as risk assessment.

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

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

Time-horizon we consider primarily for business performance and operations planning as well as risk assessment.

Long-term

3

Select from:
☑ No

27

Time-horizon we consider primarily for business performance and operations planning as well as risk assessment.
[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: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

17

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

(2.2.1.1) Process in place

Select from:
☑ Yes

(2.2.1.2) Risks and/or opportunities evaluated in this process

Select from:
☑ Both risks and opportunities

(2.2.1.3) Is this process informed by the dependencies and/or impacts process?

Select from:
☑ No

(2.2.1.6) Explain why you do not have a process for evaluating both risks and opportunities that is informed by a dependencies and/or impacts process

Zalando is increasingly assessing the interconnections between environmental impacts, risks and/or opportunities. The identification and assessment of material environmental impacts, risks and opportunities is an iterative process informed by our enterprise risk management, due diligence, and double materiality assessment processes with the objective of articulating how we affect the environment (particularly climate change, water, pollution and resource use), in terms of material positive and negative, actual and potential, impacts and how environmental factors impacts our business. Our process for identifying and assessing the nature, type and extent of our material environmental risks and opportunities is linked to our impacts and dependencies on the environment and managed through our risk management and sustainability reporting processes. This includes, but is not limited to, consideration of: a)Our impacts on the environment, in particular, our GHG emissions and water consumption. b) Physical risks in our own operations and along the upstream and downstream value chain. c)   Transition risks and opportunities in own operations and along the upstream and downstream value chain. We use climate-related scenario analysis to inform the identification and assessment of physical and transition risks and opportunities over the short-, medium- and long-term. This climate scenarios analysis considers related environmental impacts, particularly water risks. By embedding environmental risk considerations into our strategic planning, and decision-making processes, we aim to enhance resilience, drive sustainable growth, and capitalise on emerging opportunities in a transitioning global economy. This holistic approach will enable us to mitigate potential adverse impacts while harnessing the benefits of environmental impact reduction initiatives, thereby securing long-term value for our stakeholders. As we proceed with our environmental risks and opportunities identification and assessments, we will seek out opportunities to align further with leading frameworks and guidance (such as TNFD) to ensure we account for our dependencies on nature/the environment while balancing environmental impact trade-offs.
[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
☑ 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

☑ 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

☑ Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ COSO Enterprise Risk Management Framework

☑ Enterprise Risk Management

☑ Internal company methods

☑ Risk models

☑ Other enterprise risk management, please specify :Institute of Public Auditors in Germany (IDW) Assurance Standard 981

Other

☑ Scenario analysis

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Internal company methods

☑ Jurisdictional/landscape assessment

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Chronic physical

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

Policy

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

Market

☑ Availability and/or increased cost of raw materials

☑ Changing customer behavior

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Stigmatization of sector

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Regulators

☑ Suppliers

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

Select from:

☑ No

(2.2.2.16) Further details of process

Zalando's Risk Management Team assess and report risks to Zalando's achievement of strategic objectives over a 1-3 year horizon. Bi-annually), the Risk Management Team executes a risk review cycle where they meet with risk champions in the business units to discuss identified risks. To enable risk monitoring between the bi-annual risk cycles, Zalando has implemented an ad-hoc reporting process which informs the Risk Management Team about current risk events and changes. The Risk Management Team in turn reports on the aggregated summary of risks and opportunities to Senior Management, the Management Board and the Supervisory Board on a half-yearly basis. The Risk Management Process includes the following steps. 1. Risk Committee members bring information from the business, which are then discussed in the meeting. Action points and minutes are collected from the meeting, and risk cycle work may commence. 2. Scoping: Coverage of relevant company & subsidiaries as well as relevant partners within the value chain; 3. Detection: Interdisciplinary risk identification approach (e.g., workshops, self-assessments, ad-hoc reporting, risk talks, etc.). The Risk Management Team closely cooperates with the business units climate focused commercial teams and the Sustainability Team in order to identify climate related risks and opportunities. 4. Evaluation: Identified risks, including climate risks and opportunities, are assessed using either a qualitative or quantitative methodology that considers the impact of the risk and the probability of the risk materializing into an issue. For the impact evaluation, we use scenario analysis to assess the impact and financial implications for the predicted time point of the defined scenario. Once risks are identified and assessed, a Risk Owner may be identified to respond to the risk(s). 5. Aggregation: Risks are reviewed and combined at an enterprise level. 6. Steering: Based on the qualitative and quantitative output, Risk Owners define and implement risk strategies and measures for managing identified and evaluated risks. For climate risks and opportunities, the Sustainability Team may identify gaps and provide advice on appropriate countermeasures. In accordance with IDW PS 981, steering strategies include: Avoidance, Mitigation, Transfer, Acceptance, and Opportunity Pursuit 7. Monitoring: Risk owners and the Risk Management Team monitor risks for changes, including the effectiveness of risk strategies. 8. Reporting: Risk information is communicated to relevant internal and external stakeholders

to drive risk-informed decision-making and to ensure the Management Board and Supervisory Board are able to comply with their duty of care and supervision duties. The Bi-Annual Report includes an ERM-related "Risks & Opportunities Report", where Zalando's top risks and opportunities are disclosed. Some climate-related risks are also included as part of these top risks. In 2023, the Supplier Planning and Trading business unit and Logistics business unit identified two climate-related risks: (1) Extreme Weather Events, and (2) Impact of Climate Change on the Business. The business units partnered with the Risk Management Team to assess the risks and raise them to the enterprise-level risk portfolio. Those two risks met the defined impact / probability thresholds for top risks and thus appeared in the Risks & Opportunities Report within Zalando's Annual Report.

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
☑ 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

☑ Sub-national

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ COSO Enterprise Risk Management Framework

☑ Enterprise Risk Management

☑ Internal company methods

☑ Risk models

☑ Other enterprise risk management, please specify **:**Institute of Public Auditors in Germany (IDW) Assurance Standard 981

Other

☑ Scenario analysis

☑ Desk-based research

☑ External consultants

☑ Materiality assessment

☑ Internal company methods

☑ Jurisdictional/landscape assessment

☑ Partner and stakeholder consultation/analysis

☑ Other, please specify **:WRI Aqueduct**

(2.2.2.13) Risk types and criteria considered

Chronic physical

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

☑ Water availability at a basin/catchment level

☑ Water stress

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Regulators

☑ Suppliers

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

☑ Yes

(2.2.2.16) Further details of process

Zalando's Risk Management Team assess and report risks to Zalando's achievement of strategic objectives over a 1-3 year horizon. Bi-annually, the Risk Management Team executes a risk review cycle where they meet with risk champions in the business units to discuss identified risks. To enable risk monitoring between the bi-annual risk cycles, Zalando has implemented an ad-hoc reporting process which informs the Risk Management Team about current risk events and changes. The Risk Management Team in turn reports on the aggregated summary of risks and opportunities to Senior Management, the Management Board and the Supervisory Board on a half-yearly basis. The Risk Management Process also includes water risks and potential opportunities includes the following steps: 1. Risk Committee members bring information from the business, which are then discussed in the meeting. Action points and minutes are collected from the meeting, and risk cycle work may commence. 2. Scoping: Coverage of relevant company & subsidiaries as well as relevant partners within the value chain. 3. Detection: Interdisciplinary risk identification approach (e.g., workshops, self-assessments, ad-hoc reporting, risk talks, etc.). The Risk Management Team closely cooperates with the business units (through their commercial teams who have some climate angle) and the Sustainability Team in order to identify water related risks and opportunities. 4. Evaluation: Identified risks, including water risks and opportunities, are assessed using either a qualitative or quantitative methodology that considers the impact of the risk and the probability of the risk materializing into an issue. For the impact evaluation, we use scenario analysis to assess the impact and financial implications for the predicted time point of the defined scenario. Once risks are identified and assessed, a Risk Owner may be identified to respond to the risk(s). 5. Aggregation: Risks are reviewed and combined at an enterprise level. 6. Steering: Based on the qualitative and quantitative output, Risk Owners define and implement risk strategies and measures for managing identified and evaluated risks. For water risks and opportunities, the Sustainability Team may identify gaps and provide advice on appropriate countermeasures. In accordance with IDW PS 981, steering strategies include: Avoidance, Mitigation, Transfer, Acceptance, and Opportunity Pursuit 7. Monitoring: Risk owners and the Risk Management Team monitor risks for changes, including the effectiveness of risk strategies. 8. Reporting: Risk information is communicated to relevant internal and external stakeholders to drive risk-informed decision-making and to ensure the Management Board and Supervisory Board are able to comply with their duty of care and supervision duties. The Bi-Annual Report includes an ERM-related "Risks & Opportunities Report", where Zalando's top risks and opportunities are disclosed. Some water-related risks are also included as part of these top risks.
[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:
☑ No

(2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

Select from:

☑ Not an immediate strategic priority

(2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

Zalando is increasingly assessing the interconnections between environmental dependencies, impacts, risks and/or opportunities. The identification and assessment of material environmental impacts, risks and opportunities is an iterative process informed by our enterprise risk management, due diligence, and double materiality assessment processes with the objective of articulating how we affect the environment (particularly climate change, water, pollution and resource use), in terms of material positive and negative, actual and potential, impacts and how environmental factors impacts our business. The process includes consideration of: a) Our impacts on the environment, in particular, our GHG emissions and water consumption. b) Physical risks in our own operations and along the upstream and downstream value chain. c) Transition risks and opportunities in own operations and along the upstream and downstream value chain. We use climate-related scenario analysis to inform the identification and assessment of physical and transition risks and opportunities over the short-, medium- and long-term. As we proceed with our environmental risks and opportunities identification and assessments, we will seek out opportunities to align further with leading frameworks and guidance (such as TNFD) to ensure we account for our dependencies on nature/the environment while balancing environmental impact trade-offs.
[Fixed row]

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

(2.3.1) Identification of priority locations

Select from:

☑ No, but we plan to within the next two years

(2.3.7) Primary reason for not identifying priority locations

Select from:

☑ Other, please specify :We plan to evaluate in 2024

(2.3.8) Explain why you do not identify priority locations

Zalando is conducting a water risk assessment for our direct operation and Private Labels business unit through the WRI Aqueduct Water Risk Atlas tool in 2024. For direct operations, this assessment covers our logistics and non-logistics facilities, which mainly include retail and office sites. The metrics in scope in this assessment include the following WRI indicators, ranked as medium-high or greater: Water availability: 'water stress', 'water depletion', Flooding: 'riverine flood risk','coastal flood risk' Water quality: 'Physical Risk – Quality' or 'Untreated connected wastewater' or 'Coastal eutrophication potential'. We plan to build on this assessment by further

prioritising sites based on their water consumption. This prioritisation will inform our own operations (logistics) climate resilience efforts as a core pillar of our logistics sustainability strategy. In our logistics business, we aim to ensure the robustness and adaptability of our logistics infrastructure and operations to withstand and effectively respond to climate-related challenges and disruptions. For our Private Labels business unit, we plan to assess priority locations based on water availability and quality using the WRI Aqueduct Water Risk Atlas tool. This assessment will use the "Textile" weighting for water risks, as our Private Labels BU manufactures textile products. Identification of priority locations will be conducted by identifying suppliers that have high water usage and are located in hotspot areas. Supplier engagement may be based on water management maturity and water risk priorities.
[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

Generally, we define "risk" as a potential future development or an event that could lead to a negative (risk) or positive (opportunity) deviation from the company's targets. Risks and opportunities are defined as top risks or top opportunities (i.e. having a substantive financial or strategic impact) if they display a significant or material combination of probability and impact. The probability of occurrence represents the likelihood that a specific impact for a risk or an opportunity may materialise within the defined time horizon. The probability is based on a scale from 1 (very low) to 5 (very high). The impact assessment is conducted in a quantitative or qualitative manner. The quantitative assessment refers to the potential financial impact on profit (EBIT) while the qualitative one considers the impact on Zalando's reputation. The qualitative impact assessment is based on a scale from 1 (very low) to 5 (very high), in accordance with Zalando's Risk Management Manual while for the quantitative (financial) assessment three different scenarios (best case, likeliest case and worst case) are calculated to more precisely assess the risks. The criterion that classifies risks and opportunities as top risks and opportunities is the risk level, derived from the expected value of the risk, which is the result of the multiplication of the impact and the probability of occurrence of the risk. A risk is considered a top risk if it has a significant, material or critical risk level. In the assessment, gross and net risks are considered, whereas top net risks are monitored closely by the Management Board. We apply the following quantifiable indicators: Probability: very low 10%; low: 10-25%; medium: 25-50%; high: 50-75%; very high: 75% Impact: very low 500k - 1m EUR; low: 1m - 6m EUR; medium: 6m-20 m EUR; high: 20-70 m EUR; very high: 70-235m EUR; Critical risks 235m EUR Qualitative If risks cannot be assessed quantitatively, a qualitative assessment based on the impact on the reputation of Zalando can be used as an alternative. The impact of a media report, the influence on the NPS (Net Promoter Score), or the effect on employees can be used to evaluate an image impact. Depending on the impact, the result is a score of very low (1) to very high (5) which is used for the assessment instead of a monetary amount.

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

Generally, we define "risk" as a potential future development or an event that could lead to a negative (risk) or positive (opportunity) deviation from the company's targets. Risks and opportunities are defined as top risks or top opportunities (i.e. having a substantive financial or strategic impact) if they display a significant or material combination of probability and impact. The probability of occurrence represents the likelihood that a specific impact for a risk or an opportunity may materialise within the defined time horizon. The probability is based on a scale from 1 (very low) to 5 (very high). The impact assessment is conducted in a quantitative or qualitative manner. The quantitative assessment refers to the potential financial impact on profit (EBIT) while the qualitative one considers the impact on Zalando's reputation. The qualitative impact assessment is based on a scale from 1 (very low) to 5 (very high), in accordance with Zalando's Risk Management Manual while for the quantitative (financial) assessment three different scenarios (best case, likeliest case and worst case) are calculated to more precisely assess the risks. The criterion that classifies risks and opportunities as top risks and opportunities is the risk level, derived from the expected value of the risk, which is the result of the multiplication of the impact and the probability of occurrence of the risk. A risk is considered a top risk if it has a significant, material or critical risk level. In the assessment, gross and net risks are considered, whereas top net risks are monitored closely by the Management Board. We apply the following quantifiable indicators: Probability: very low 10%; low: 10-25%; medium: 25-50%; high: 50-75%; very high: 75% Impact: very low 500k - 1m EUR; low: 1m - 6m EUR; medium: 6m-20 m EUR; high: 20-70 m EUR; very high: 70-235m EUR; Critical risks 235m EUR Qualitative If risks cannot be assessed quantitatively, a qualitative assessment based on the impact on the reputation of Zalando can be used as an alternative. The impact of a media report, the influence on the NPS (Net Promoter Score), or the effect on employees can be used to evaluate an image impact. Depending on the impact, the result is a score of very low (1) to very high (5) which is used for the assessment instead of a monetary amount.
[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?

	Identification and classification of potential water pollutants
	Select from: ☑ Unknown

[Fixed 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:
☑ No standardized procedure

Zalando's risk management process does not currently include plastics.
[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	☑ Poland
☑ Spain	☑ Sweden
☑ France	☑ Austria
☑ Latvia	☑ Belgium

☑ Norway   ☑ Croatia

☑ Czechia   ☑ Hungary

☑ Denmark   ☑ Ireland

☑ Estonia   ☑ Romania

☑ Finland   ☑ Slovakia

☑ Germany   ☑ Slovenia

☑ Lithuania

☑ Luxembourg

☑ Netherlands

☑ Switzerland

☑ United Kingdom of Great Britain and Northern Ireland

(3.1.1.9) Organization-specific description of risk

Our purchase and sales forecast are based on common weather patterns, which include seasonality. More extreme variations in weather conditions due to climate change and the associated effects, such as the late start to the autumn/winter season, can have a significant impact on our sales targets and therefore have implications to our business model. This risk covers decreased demand as well as potential overstock and additional costs for subsequently increasing discounts.

(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)

17000000

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

67000000

(3.1.1.25) Explanation of financial effect figure

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. For the year 2026 this particular risk was assessed as 4 for financial impact (i.e. high financial impact on EBIT 20-60 m EUR).

(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

We approach this weather-induced uncertainty with more flexible procurement and planning processes as well as by expanding our product-range in non-seasonal areas. We do so also by leveraging technology to improve inventory management as a way to address overstock and demand patterns. Dependency on weather effects, as one inherent risk of the business, cannot completely be eliminated. A residual risk therefore has to be accepted. Our Wholesale business does not give us that much short-term flexibility to adapt our assortment to the changing weather conditions. However, we have more flexibility with our Partner Program (PP) and Connected Retail program models that enable brands and retailers to sell their merchandise via Zalando, while they maintain 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 11 different countries, and currently work with 89 suppliers and 149 active Tier 1 factories. Zalando may face the risk of limited availability of raw materials (including organic and cellulose fibers) for production by business partners and suppliers (for private label) and the resulting increase in product prices. In particular, cotton is the main raw material used by most clothing brands. Water stress caused by extreme weather events, such as droughts and heavy rainfall, can negatively affect cotton cultivation, especially in regions where most of the world's production is concentrated. In the long term, 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 will be budgeted going forward, recent price developments make it hard to predict the organic cotton prices. 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 in reduced stock from partners and 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:

☑ Likely

(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: increase in products costs due to increase in raw materials prices driven 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)

5000000

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

20000000

(3.1.1.25) Explanation of financial effect figure

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. For the year 2026 this particular risk was assessed as 3 for financial impact (i.e. moderate financial impact on EBIT 5-20 m EUR).

(3.1.1.26) Primary response to risk

Diversification

☑ Other diversification, please specify   **:**Diversification of materials

(3.1.1.27) Cost of response to risk

1500000

(3.1.1.28) Explanation of cost calculation

Cost of response to risk: the 1.5m EUR refers amongst others to the budget that we have allocated in 2023 to realizing our circularity strategy and reaching our science-based scope 3 target. This figure does not include investments we have made in textile-to-textile recycling innovation, which we have not publicly disclosed in 2023. In 2023, we provided follow-on financing to Ambercycle and Infinited Fiber Company to support innovation in collection, sorting and recycling.

(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. Since 2019, we have required all approved PL Tier 1 factories to complete the Higg Index's Facility Environmental Module and share their results back with us, allowing us to track the environmental impacts of our supply chain activities — including GHG emissions, water use and waste. In 2023, 113 factories (Tier 1) representing more than 99% of our production volume took part. Based on the data collected and with reference to industry reports, we identified key carbon hotspots. In 2023, 45 Tier 2 facilities covering approximately 60% of Zalando material business completed the Higg FEM (Facility Environmental Module), with the goal to expand Tier 2 coverage going forward. This will help us implement improvement programs directly in our supply chain including in Tier 2 where our climate and water impacts are particularly significant. d) Our circularity strategy which includes investments in textile 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 11 different countries, and currently work with 89 suppliers and 149 active Tier 1 factories. Zalando may face the risk of limited availability of raw materials (including organic and cellulose fibers) for production by business partners and suppliers (for private label) and the resulting increase in product prices. In particular, cotton is the main raw material used by most clothing brands. Water stress caused by extreme weather events, such as droughts and heavy rainfall, can negatively affect cotton cultivation, especially in regions where most of the world's production is concentrated. In the long term, 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 will be budgeted going forward, recent price developments make it hard to predict the organic cotton prices. 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 in reduced stock from partners and 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:

☑ Likely

(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: increase in products costs due to increase in raw materials prices driven 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)

5000000

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

20000000

(3.1.1.25) Explanation of financial effect figure

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. For the year 2026 this particular risk was assessed as 3 for financial impact (i.e. moderate financial impact on EBIT 5-20 m EUR).

(3.1.1.26) Primary response to risk

Diversification

☑ Other diversification, please specify :Diversification of materials

(3.1.1.27) Cost of response to risk

1500000

(3.1.1.28) Explanation of cost calculation

Cost of response to risk: the 1.5m EUR refers amongst others to the budget that we have allocated in 2023 to realizing our circularity strategy and reaching our science-based scope 3 target. This figure does not include investments we have made in textile-to-textile recycling innovation, which we have not publicly disclosed in 2023. In 2023, we provided follow-on financing to Ambercycle and Infinited Fiber Company to support innovation in collection, sorting and recycling.

(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. Since 2019, we have required all approved PL Tier 1 factories to complete the Higg Index's Facility Environmental Module and share their results back with us, allowing us to track the environmental impacts of our supply chain activities — including GHG emissions, water use and waste. In 2023, 113 factories (Tier 1) representing more than 99% of our production volume took part. Based on the data collected and with reference to industry reports, we identified key carbon hotspots. In 2023, 45 Tier 2 facilities covering approximately 60% of Zalando material business completed the Higg FEM (Facility Environmental Module), with the goal to expand Tier 2 coverage going forward. This will help us implement improvement programs directly in our supply chain including in Tier 2 where our climate and water impacts are particularly significant. d) Our circularity strategy which includes investments in textile 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

☑ Latvia

☑ Norway

☑ Czechia

☑ Denmark

☑ Estonia

☑ Finland

☑ Germany

☑ Lithuania

☑ Luxembourg

☑ Netherlands

☑ Switzerland

☑ United Kingdom of Great Britain and Northern Ireland

☑ Poland

☑ Sweden

☑ Austria

☑ Belgium

☑ Croatia

☑ Hungary

☑ Ireland

☑ Romania

☑ Slovakia

☑ Slovenia

(3.1.1.9) Organization-specific description of risk

This risk relates to the additional operational burdens linked to adapting to many EU regulations, including the operational costs of personnel and projects required to align with various regulatory expectations. To remain compliant, and ensure data validation and accuracy, Zalando has put in place a number of due diligence processes. However, as regulations, including, but not limited to, the Unfair Commerical Practices Directive (UCPD) and Green Claims Directive (GCD), change or increase, Zalando faces potential risk related to increased costs, reporting burdens, and reporting in a timely manner.

(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:

☑ Likely

(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: 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)

1000000

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

1000000

(3.1.1.25) Explanation of financial effect figure

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. For the year 2026 this particular risk was assessed as 2 for financial impact (i.e. low financial impact on EBIT 1-5m EUR).

(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

1000000

(3.1.1.28) Explanation of cost calculation

Cost of response to risk: the 1M (circa) refers to operational costs of both personnel and external consulting services for projects aims at regulatory alignment (i.e. Green Claims, CSRD preparation, data management processes, etc)

(3.1.1.29) Description of response

The response to the identified risk of additional operational burdens linked to adapting to the many nre 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 organization 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

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

28200000

(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

The measures in evaluating the risks are: assessing the impact of a risk from adjusted EBIT to EBIT. The underlying assumption is that a risk will most likely result in lost revenues or extra costs potentially leading to a loss of EBIT. The adjusted EBIT excludes extraordinary one-time effects from the company result, e.g. for share-based compensation and extraordinary depreciations. That is very difficult to account for in the calculation currently used by the risk team to translate GMV or revenue into EBIT. Also, in the risk-bearing capacity analysis we compare the total risk exposure (TRE) to our company result, liquidity and equity positions. Using EBIT as the company result is the more accurate way of determining our risk tolerance.
[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?

Climate change

(3.6.1) Environmental opportunities identified

Select from:
☑ Yes, we have identified opportunities, and some/all are being realized

Water

(3.6.1) Environmental opportunities identified

Select from:
☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ No standardized procedure

(3.6.3) Please explain

Our climate risk assessment focuses on climate-related financial risks and opportunities. At this time, we have not included water-related opportunities within this assessment, but may be able to address this in the future.
[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 ☑ Poland

☑ Spain
☑ France
☑ Latvia
☑ Norway
☑ Czechia
☑ Denmark
☑ Estonia
☑ Finland
☑ Germany
☑ Lithuania
☑ Luxembourg
☑ Netherlands
☑ Switzerland
☑ United Kingdom of Great Britain and Northern Ireland

☑ Sweden
☑ Austria
☑ Belgium
☑ Croatia
☑ Hungary
☑ Ireland
☑ Romania
☑ Slovakia
☑ Slovenia

(3.6.1.8) Organization specific description

Shifting the use of energy sources towards low carbon alternatives as well as engaging in energy efficiency activities generates different benefits: i) decrease in energy consumption and related operational costs; ii) reduced GHG emissions, which reduce cost in case of potential carbon pricing legislation. Zalando plans to reduce own carbon emissions (Scope 12) by 80 Percent by 2025 from a 2017 baseline. Efficient use of energy as well as switching to alternative sources of energy allow the company to operate more efficiently and to minimize its contribution to climate change, as well as building resilience to its impacts. Concrete initiatives relate to long-term contracts for green energy, investments in RES and higher automation. Additionally, our ambition is to achieve net-zero CO2 emissions for its own operations and private label business by 2040, and across the entire business by 2050. This is particularly relevant for Zalando as a European company, considering the European Green Deal and the ambitious targets set by the EU for 2030 regarding GHG emission reductions, renewable energy and energy efficiency. In addition, using lower-emission sources of energy and thus reducing our GHG footprint results in reputational benefits.

(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

49

☑ Medium-term

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

Select from:
☑ Very likely (90–100%)

(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)

5000000

(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. For the year 2025 this particular opportunity was assessed as 2 for financial impact (i.e. noticeable financial impact on EBIT - EUR 1m - 5m)."

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Why: all of the activities described are core elements of the Zalando operations and therefore an individual economic value cannot be assigned. Hence 0 to avoid double counting or misleading values.

(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 will implement a significant construction project in the Polish warehouses offices to reduce the use of natural gas in the heating of working spaces.

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

(3.6.1.8) Organization specific description

"Our customers are at the core of everything we do and we are acting on their increasing demand to make lmore informed and potentially less impactful choices. To help customer's 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 constantly 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. Our do.MORE strategy addressed this opportunity through our commitment to generate 25% of our GMV from more sustainable items by end of 2023."

(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

☑ Short-term

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

Select from:
☑ Very likely (90−100%)

(3.6.1.12) Magnitude

Select from:
☑ High

(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 sustainable 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)

20000000

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

60000000

(3.6.1.23) Explanation of financial effect figures

The identified opportunities and risks were assessed regarding the probability (from very low to very high) and financial or image impact (scale: from very low to critical). The scale of the assessment is in accordance with Zalando's Risk Management Manual. For the year 2025 this particular opportunity was assessed for financial impact (i.e. noticeable financial impact on EBIT - EUR 20m - 60m)

(3.6.1.24) Cost to realize opportunity

4000000

(3.6.1.25) Explanation of cost calculation

Explanation of cost calculation: the 4m EUR refer to our 2023 activities regarding our updated approach to sustainability-related product information as described above.

(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 on 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

☑ 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 of Great Britain and Northern Ireland

☑ Poland

☑ Sweden

☑ Austria

☑ Belgium

☑ Croatia

☑ Hungary

☑ Ireland

☑ Romania

☑ Slovakia

☑ Slovenia

(3.6.1.8) Organization specific description

The net-zero transition offers the opportunity to build new revenues 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 must 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:
☑ Likely (66–100%)

(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)

33000000

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

50000000

(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 as EUR 33m to 50m. This number includes the estimated impact on GMV by end of 2023 driven by the initiatives planned across the various stages of circularity (design & manufacturing, use, reuse, close the loop).

(3.6.1.24) Cost to realize opportunity

650000

(3.6.1.25) Explanation of cost calculation

Explanation of cost calculation: the 650k EUR refers to the circularity 2023 budget. Circularity investments in 2023 were not publicly disclosed and thus have not been included here. However, in 2023, we provided follow-on financing to Ambercycle and Infinited Fiber Company to support innovation in collection, sorting and recycling.

(3.6.1.26) Strategy to realize opportunity

To address this opportunity, we committed to extending the life of at least 50m fashion products by 2023 through the application of circularity principles. Since 2020, we have extended the life of more than 6.3 million fashion products - 2.6 millions in 2023 with items from the pre-owned business, representing the highest share of our circularity target. Our Pre-owned offer is available to Zalando customers across 13 markets as well as in 10 of our outlet stores. In 2023, we focused on expanding our circular assortment in private label brands, particularly through innovative materials and circular designs for ZIGN Studio, a new ZIGN sub-brand. This collection includes 80 styles across men's and women's textiles, footwear, and accessories, using renewable and recycled materials. Modular design elements were also incorporated to enhance versatility and extend garment lifespan. Since October 2021 we have partnered with Save Your Wardrobe to pilot an online platform where customers could book repair, cleaning, or alteration services for their used fashion items. In 2023, we made the strategic decision to pause the pilot, having processed over 200 fashion items from 145 completed orders, with the majority of orders being for clothing repair (58%) and shoe cleaning (33%), with the remaining orders for shoe repair. The pilot showed high customer satisfaction and positive brand perception, while challenges included pricing and unit economics. In 2023, we funded and partnered with innovators in collection, sorting, and recycling. We've previously invested in textile-to-textile recyclers Circ, Ambercycle, and Infinited Fiber Company, with the latter two receiving additional investments from Zalando this year. Our private labels are in talks for offtake agreements with these recyclers to secure long-term access to recycled materials, helping us meet sustainability targets and upcoming regulations like the Ecodesign for Sustainable Products Regulation (ESPR). We also continued recycling trials with Accelerating Circularity, the ""Reshoes"" project led by CETIA, and initiatives with Fashion for Good, including a project co-led by FastFeetGrinded.
[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 :CAPEX and OPEX

(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:
☑ Less than 1%

(3.6.2.4) Explanation of financial figures

The costs of environmental opportunities identified is calculated with reference to CAPEX and OPEX spend on key initiatives and investments. Our opportunity costs include spent budget on circularity, climate and product sustainability initiatives.
[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 aims for a balanced gender representation in our leadership positions. Balanced representation is defined as a 40/60 % corridor where Zalando aims for women and men to reach a representation between 40–60% on the Supervisory Board and Management Board. As of December 31, 2023, 55.6% of women were represented on the Supervisory Board, and 40% of women were represented on the Management Board. We reached the target on both levels and have renewed our commitment to continue aiming for a balanced gender representation within the 40–60% corridor by December 31, 2027. The Supervisory Board considers further core competences of its members in the company's present and future business models. While qualification shall still be the decisive criterion, our Supervisory Board strives to adequately consider the international character of the company's business. At the same time, the Supervisory Board pays attention to diversity, in particular to variety as regards professional experience and expertise, cultural and educational background as well as age. In order to accommodate the international character

of the Company, the Supervisory Board shall as a rule have no less than two international members. In 2023, the members of the Supervisory Board came from five nations, with 55.55% of them being of international character.

(4.1.6) Attach the policy (optional)

Annual-Report_Zalando-SE_EN_241203.pdf,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	Primary reason for no board-level oversight of this environmental issue	Explain why your organization does not have board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Water	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ No standardized procedure	*As Zalando develops our strategy beyond climate change, we plan to include water under Board-level oversight in the near future.*
Biodiversity	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ No standardized procedure	*As Zalando develops our strategy beyond climate change, we plan to include biodiversity under Board-level oversight in the near future.*

[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

☑ Approving and/or overseeing employee incentives

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

(4.1.2.7) Please explain

Zalando has two Boards, with different levels of responsibility: the Supervisory Board and the Management Board. The Supervisory Board not only appoints but regularly advises and monitors the Management Board with regards to the management of the company. In terms of environmental oversight on climate change, Board-level management for each group is as follows: Management Board The highest level of responsibility with respect to the oversight of climate-related issues lies with our Co-CEO, a member of the Management Board and the highest decision-making body in climate-related matters. The Management Board as a whole, together with our Senior Vice Presidents, builds the Senior Executive Team (SET) which provides guidance on specific sustainability and climate change-related

topics and targets and bears overall responsibility for our climate related reporting. The Co-CEO and the SVPs receive updates about the progress with relation to our overall company strategy, Sustainability and Diversity & Inclusion (D&I) strategy, including environmental targets on a monthly basis for review and discussion. This frequent review cadence enables Zalando to quickly escalate issues and ensures business ownership of its sustainability goals. The climate-related key decisions made by the Co-CEO in 2023 include the sign-off of Zalando's updated sustainability strategy, including the commitment to set long-term targets to achieve Net Zero emissions in our operations (scope 12) and Private Labels (scope 3 purchased goods and services) by 2040 and across our remaining company value-chain emissions (scope 3) by 2050. Our Co-CEO was involved in the budget decisions concerning all our climate-related projects for 2023. The Supervisory Board The D&I and Sustainability committee of the Supervisory Board meets on a biannual basis and deals with Zalando's D&I strategy and Sustainability strategy, including climate targets. It supports the Supervisory Board and its committees in its engagement with their implementation and related reporting. Additionally, the D&I and Sustainability committee supports the remuneration committee in preparation for setting the ESG targets for the remuneration of the Management Board. The Supervisory Board as a whole receives regular updates on the annual reporting and connected audit processes and approves the Annual report including our climate related reporting. In 2023, the committee continued to act as a sounding board for the company's efforts to further embed sustainability and D&I matters into the Zalando Group Strategy and the entire business. The sessions included regular updates on Sustainability and D&I strategy. The committee contributed to the further development of these strategies. This includes the development of Zalando's long-term Net-Zero emissions targets and the long term climate transition plan. By resolution of the Supervisory Board on May 24, 2023, the D&I and sustainability committee was enlarged from 3 to 4.
[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
☑ 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

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
☑ 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

[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:*

	Management-level responsibility for this environmental issue
	☑ 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
☑ Measuring progress towards environmental corporate targets
☑ Measuring progress towards environmental science-based targets

Strategy and financial planning
☑ 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:
☑ 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. In 2023, the central Sustainability team merged with the Diversity & Inclusion team to form a centralised department within Corporate Development, aimed at integrating both Sustainability and D&I into the overall Zalando Group strategy including climate, biodiversity and water related topics, supported by three governance bodies. 1. The Senior Vice Presidents (SVPs) of the organization: This body holds monthly meetings with the co-CEO to strategize 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. Five SVPs were responsible for the company's progress on environmental and climate related targets in 2023. 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

Other
☑ Other, please specify :Executive management-level responsibility

(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 Chief Executive Officer (CEO)

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

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

The highest level of responsibility with respect to the oversight of sustainability issues, and thus water and biodiversity, lies with our Co-CEOs. Water has been identified as one of Zalando's material topics in 2023, noting also the relevance of Biodiversity in close connection to it. Since then, Zalando Central Environmental Sustainability department with the support of the relevant business units, have been working to develop approaches to the quantification and management of the water and biodiversity impacts.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify :Executive management-level responsibility

(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 Chief Executive Officer (CEO)

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

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

The highest level of responsibility with respect to the oversight of sustainability issues, and thus water and biodiversity, lies with our Co-CEOs. Water has been identified as one of Zalando's material topics in 2023, noting also the relevance of Biodiversity in close connection to it. Since then, Zalando Central Environmental Sustainability department with the support of the relevant business units, have been working to develop approaches to the quantification and management of the water and biodiversity impacts.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify :The body of the Senior Vice Presidents of the organisation

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

Strategy and financial planning
☑ 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 Chief Executive Officer (CEO)

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

Select from:
☑ Quarterly

(4.3.1.6) Please explain

The Sustainability and D&I department encompasses both a central team and embedded teams in core Business Units. The central and embedded teams are responsible for driving progress towards strategic sustainability and D&I goals, including our climate related targets and initiatives. They provide monthly updates on goal and project progress. to the body of the Senior Vice Presidents (SVPs) of the organization. This body holds monthly meetings with the co-CEO to strategize on advancing sustainability objectives including environmental topics. This body translates strategic ambitions into annual goals under SVP ownership, overseeing impacts, risks, and opportunities. This process is led by the central Finance team. In 2023, the following five SVPs were responsible for the company's progress on environmental and climate related targets: SVP Partner Services, SVP Corporate Governance/General Counsel, SVP Customer Propositions, SVP Fulfilment, SVP Corporate Development.
[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

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

30

(4.5.3) Please explain

Zalando applies an executive remuneration system, which is closely linked to the progress of our platform strategy, including our ESG targets. Furthermore, Zalando provides incentives to all employees, including its senior management, to use more sustainable forms of transport, contributing towards reducing travel- and commuting-related GHG emissions.

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 remuneration system applies to our ESG targets, which focus on climate-change related impacts, such as sustainable transportation options. At this time, we do not have any water-related targets, and therefore no incentives linked to their achievement.
[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

☑ Other C-Suite Officer, please specify

(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

Emission reduction

☑ Increased share of renewable energy in total energy consumption

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

In 2021, the annual general meeting (AGM) approved the remuneration system 2021 reflecting the next step in the evolution of our compensation framework. The new management compensation system became effective as of June 1, 2021 and is applicable to all new contracts since then. The ESG targets are connected to the LTIs in a way that up to 20 %-points reduction of Gross Merchandise Volume (GMV) vesting rate will be conducted in case ESG targets are not (fully) achieved. The ESG targets for the LTI (Long Term Incentive) shares and LTI options comprise a sustainability target aligned with our do.MORE strategy and a diversity and inclusion target aligned with our do BETTER strategy, both clearly defined and measurable. The sustainability target which is weighted with 60% consists of four

environmental sub-targets; each sustainability sub-target is weighted with 25% within the sustainability target achievement. The sub-targets concern 1) the reduction of Scope 1 and 2 greenhouse gas (GHG) emissions by 80% by the end of the performance period against a 2017 base year, 2) the increase of the annual sourcing of renewable electricity to 100% by the end of the performance period, 3) the reduction of Scope 3 GHG emissions from private label products by 40% per million Euros gross profit by the end of the performance period from a 2018 base year, and 4) ensuring that 90% of suppliers of the company (by emissions covering purchased goods and services sold on its platform, packaging and last-mile-delivery) will have science-based targets by the end of the performance period.

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

The remuneration system is closely linked to our platform strategy, entailing our sustainability strategy and ESG targets, including our climate targets.
[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

71

(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

All companies of the Zalando Group are committed to trading responsibly and we take steps to ensure that the goods we sell and procure have been produced in an ethical, safe and environmentally conscious manner. Our do.MORE strategy was to be a sustainable fashion platform with a net-positive impact for people and the planet. Our Sustainable Sourcing Policy is complementary to our Code of Conduct, and applies to all business partners, including: suppliers, agents and trading companies of Zalando SE and all its subsidiaries. It aims to support the transition to a fair, sustainable and circular economy and defines minimum requirements for the use of specific fibres, materials and manufacturing methods for products sold through Zalando, as well as our strategy for implementation and how we will measure and publicly report our progress. It will be reviewed on a regular basis to incorporate updates. Our Sustainable Sourcing Policy is complementary to our Code of Conduct and other sustainability and ethical standards, which set the baseline for social, environmental and chemical compliance, and applies to all business partners, including, but not limited to: suppliers, agents and trading companies.. It aims to support the transition to a fair, sustainable and circular economy and defines minimum requirements for the use of specific fibers, materials and manufacturing methods for products sold through Zalando.

(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 safely managed WASH in local communities

Social commitments
☑ Commitment to promote gender equality and women's empowerment

72

Additional references/Descriptions

☑ 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

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Zalando-SE_Code-of-conduct_2021.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain

(4.6.1.4) Explain the coverage

We at Zalando take our role in protecting the environment seriously and acknowledge the many ways our industry contributes to the environmental challenges we face. Therefore, as part of our vision to have a net-positive impact for people and the planet, we strive to further integrate environmental standards into our own operations and to continuously reduce the environmental impact of our business. Business Partners must comply with all applicable laws and regulations regarding the protection and preservation of the environment, including obtaining and maintaining all required environmental permits. We also encourage our Business Partners to pursue aspirational commitments to environmental targets, particularly with regard to the reduction of greenhouse gas emissions, waste, air and water pollution, and energy and water consumption

(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

(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

(4.6.1.7) Public availability

Select from:
☑ Publicly available

(4.6.1.8) Attach the policy

Zalando-SE_Code-of-conduct_2021.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

With our do.MORE strategy we set the goal, by 2023, to design our packaging to 1 minimize waste and keep materials in use, specifically eliminating single-use plastics. We want to take a holistic approach to our packaging, shifting away from single-use plastics, reducing packaging material waste, supporting circular packaging design solutions and material innovation, and enabling conservation of ancient and endangered forests. In this context, and recognizing the critical value of forests to biodiversity and the climate, we joined Canopy's Pack4Good initiative, aiming to ensure that our paper-based packaging does not include fibres from ancient and endangered forests*, endangered species habitat or controversial sources by the end of 2022

(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 respect legally designated protected areas

Additional references/Descriptions

☑ Description of impacts 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 Forest Protection Policy.pdf

Row 4

(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

All companies of the Zalando Group are committed to trading responsibly and we take steps to ensure that the goods we sell and procure have been produced in an ethical, safe and environmentally conscious manner. Our do.MORE strategy is to be a sustainable fashion platform with a net-positive impact for people and the planet, and we have set bold, measurable targets until 2023 which cover all areas of our business. We recognize the responsibility we share with the fashion industry to guarantee good animal welfare and the conservation of biodiversity when sourcing animal-derived materials within supply chains, and work with industry expert groups to support the ongoing research, development and implementation of animal welfare standards and transparency in the supply chain.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to no trade of CITES listed 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

ZalandoSE_Animal_Welfare_Policy.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

☑ Other, please specify :Cascale (formerly the Sustainable Apparel Coalition's (SAC), Global Fashion Agenda, Textile Exchange, Sustainable Markets Initiative, Fashion for Good, Ellen MacArthur Foundation, Accelerate Circularity

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

The main frameworks, initiatives and/or commitments related to environmental issues for which we are a signatory/member are listed below: RE100: Since joining the RE100 initiative in 2020, we obtain all our electricity from renewable sources, ensuring alignment with the RE100 Technical Criteria. Cascale: As a member of Cascale (formerly the Sustainable Apparel Coalition's (SAC)) we use the Higg Facility Environmental Module (Higg FEM) assessment. The Higg FEM standardises how facilities can measure and evaluate their yearly environmental performance and provides a picture of the environmental impact that a manufacturer and its facilities are having upon the environment. The Higg FEM can helps manufacturers, brands, and retailers identify and prioritise opportunities for performance improvements and entails: Environmental Management System Energy/Greenhouse Gas Emissions Water Waste Wastewater Air Emissions Chemicals Management Global Fashion Agenda: Since 2020, Zalando joins Global Fashion Agenda, the leadership forum for industry collaboration on fashion sustainability, as Associate Partner together with TAL Apparel, Nike and VF Corporation amongst others. Textile Exchange: Zalando is member of Textile Exchange, a global non-profit working closely with every sector involved in the fashion and textile supply chain, that guide and support a growing community of over 800 brands, manufacturers, farmers, retailers, and others committed to climate action toward more purposeful production from the very start of the supply chain. Textile Exchange members come together to create a more sustainable and responsible fiber and materials industry and access learning opportunities, tools, relevant data, insight reports, industry networks, and more. Sustainable Markets Initiative: Zalando is partner of Sustainable Markets Initiatives, launched by the former Prince of Wales at The World Economic Forum 2020 Annual Meeting in Davos, and under the mandate of the Terra Carta, with the mission to build a coordinated global effort to enable the private sector to accelerate the transition to a sustainable future. Fashion for Good: Since 2018, Zalando has been a partner of Fashion for Good, a global initiative to inspire change and drive the collective movement to make fashion a force for good and that work directly with the fashion industry to innovate towards solutions that are better for people and the planet. To promote recycling, Zalando took part in the Fashion for Good's Sorting for Circularity project, which brings together brands and industry players to analyze textile waste in major European sorting facilities. The results point to promising opportunities in recapturing value while diverting textiles from downcycling and incineration. In addition, we have joined a footwear recycling group run by Fashion for Good and recycler Fast Feet Grinded, which aims to support the development of footwear recycling at scale. Ellen MacArthur Foundation: In 2021 Zalando signed the membership with the Ellen MacArthur Foundation, joining

the world's leading circular economy network. This collaboration is in line with our commitment to applying the principles of circularity by 2023. Indeed, the Ellen McArthur Foundation aims to accelerate the global transition into a circular economy, which is based on three principles: designing out waste and pollution, keeping products and materials in use, and regenerating natural systems. Accelerate Circularity: in 2021 Zalando joined the Recycling Trials convened by the NGO Accelerating Circularity with a mission to catalyze new supply chains and business models to turn spent textiles into mainstream raw Materials. The goal of the European Recycled Trials was to prove the feasibility of textile-to-textile value chains at scale by researching, mapping, modelling, linking, and piloting. The EU trials included 2 workstreams: Cellulosic and Polyester with 38 participants across the recycling supply chain - collectors, sorters, recyclers & brands. The recycled trials for both cellulose and polyester fibers were completed in 2023, and Zalando's participation has been finalised.
[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

Select all that apply

☑ 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:

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

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

Select from:

☑ Yes

(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

(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 Central Sustainability Team, the embedded teams that are responsible for driving progress towards strategic Sustainability and climate related goals, and the Corporate Affairs Team to align policy work and communication. The central Sustainability Team is responsible for company-wide coordination and ensures alignment on all external sustainability engagements in order to have a consistent approach in regard to our climate protection efforts. In monthly to quarterly meetings, the Central Sustainability Team assures a common approach that is aligned with our overall sustainability strategy and focus. In addition, ad-hoc meetings are held whenever needed and whenever possible to leverage the diverse perspectives across the different business functions and divisions.
[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

EU's first circular economy package and associated regulations. The package contains new regulations relating to sustainability claims (green claims directive), eco-design (ESPR), packaging and packaging waste (PPWR) and textiles waste (WFD). The legislation will protect consumer interests and encourage companies to improve their sustainability performance.

(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

Low-impact production and innovation
☑ Circular economy
☑ Recycling and recyclability
☑ Sustainable production and consumption

(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
☑ Europe

(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
☑ Other, please specify **:** We participate in stakeholder consultations and workshops.

(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

Not applicable

(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
[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 unites the apparel and footwear industry to speak in one voice and propose policies that accelerate circular practices. Among others, circularity measures or transparency on environmental footprint are supported.

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

31400

(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 part of the Policy Hub to represent a progressive voice in the fashion industry, e.g. pushing for more circularity and more transparency on the environmental impact of the supply chains. This is the amount that we paid to SAC, which includes our participation in the Policy Hub.

(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:

☑ 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

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.

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

15000

(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.

(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:
☑ No, we have not evaluated
[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, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply
☑ GRI
☑ Other, please specify **:**NRFD, SASB, SDGs

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Climate change
☑ Water

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply
☑ Governance
☑ Risks & Opportunities
☑ Strategy
☑ Emissions figures
☑ Emission targets

(4.12.1.6) Page/section reference

All pages

(4.12.1.7) Attach the relevant publication

Zalando_SE_Sustainability_Progress_Report_2023.pdf

Row 2

(4.12.1.1) Publication

Select from:
☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply
☑ GRI
☑ Other, please specify **:**NRFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Climate change

☑ Water

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply
☑ Governance
☑ Risks & Opportunities
☑ Strategy
☑ Emissions figures
☑ Emission targets

(4.12.1.6) Page/section reference

Primarily 1.3 Remuneration Report and 2.1.4 Combined non-financial declaration

(4.12.1.7) Attach the relevant publication

Annual-Report_Zalando-SE_EN_241203.pdf

Row 3

(4.12.1.1) Publication

Select from:
☑ Other, please specify **:**Policies

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply
☑ Content of environmental policies
☑ Other, please specify **:**Content of biodiversity-related policies or commitments

(4.12.1.6) Page/section reference

Zalando SE Animal Welfare Policy, p. 3

(4.12.1.7) Attach the relevant publication

ZalandoSE_Animal_Welfare_Policy.pdf

Row 4

(4.12.1.1) Publication

Select from:
☑ Other, please specify **:**Policies

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Biodiversity

(4.12.1.4) Status of the publication

(4.12.1.5) Content elements

Select all that apply
☑ Content of environmental policies
☑ Other, please specify :Content of biodiversity-related policies or commitments

(4.12.1.6) Page/section reference

Zalando Forest Protection Policy.pdf

(4.12.1.7) Attach the relevant publication

Zalando Forest Protection Policy.pdf

Row 5

(4.12.1.1) Publication

Select from:
☑ Other, please specify :Policies

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Content of environmental policies

☑ Other, please specify :Content of biodiversity-related policies or commitments

(4.12.1.6) Page/section reference

Zalando SE, Sustainable Sourcing Strategy, p. 7 "Animal-Derived-Materials", "Wood, Paper, Cork, Rubber – Minimum Requirements"

(4.12.1.7) Attach the relevant publication

Zalando_SE_Sustainable_Sourcing_Policy.pdf
[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:
☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:
☑ No standardized procedure

(5.1.4) Explain why your organization has not used scenario analysis

Water is an increasingly important topic that we are beginning to address within our strategy. We are completing a water risk assessment in 2024 and plan to share those results in the next reporting year.
[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

Physical climate scenarios
☑ RCP 2.6

(5.1.1.2) Scenario used   SSPs used in conjunction with scenario

Select from:
☑ SSP1

(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:

☑ 1.6ºC - 1.9ºC

(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 2.6, which assume an increase in global temperature below 2C 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 2.6, which assume an increase in global temperature below 2C 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 modeling 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 (35C).

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios
☑ RCP 8.5

(5.1.1.2) Scenario used   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 4C, 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 4C, 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 modeling 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 (35C).
[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

(5.1.2.2) Coverage of analysis

Select from:
☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The purpose of the climate scenario analysis process conducted in 2022, was to enhance strategic planning and identify gaps in identified risks in order to take the necessary measures and demonstrate our resilience to stakeholders. Our scenario analysis focused on answering the following focal questions: 1. How do climate risks & opportunities linked to potential warming scenarios impact our business? 2. How do we back the need for short-to-medium term investments required to achieve a science-based net-zero target? 3. What are the long term risks and opportunities related to different degrees of warming and what should influence our post-2023 sustainability strategy? In order to respond to these focal questions, a climate related risks and opportunities assessment has been conducted: a group of Zalando stakeholders from across functions and business units has contributed to assessing the likelihood and magnitude of impact of a wide range of risks and opportunities linked to different degrees of warming. The climate scenario analysis provided us with a global understanding of exposure to climate-related risks, defining our list of climate-related risks (including the refinement of previously identified climate-related risks and opportunities) and establishing the basis for a more conclusive in-depth analysis for the key climate-related risks, as well as development and the implementation of mitigation measures. Through scenario analysis, we considered a range of different climate-related risk combinations and assessed their financial, reputational, and strategic ramifications. We identified specific climate-related risks that could generate costs ranging from 0 to over 60m EUR (for the specific climate-related risk). The analysis also revealed climate-related opportunities, which could generate an estimated total profit of up to around 230m EUR and/or have a strong positive reputational impact. Zalando plans to follow up our 2022 scenario analysis with an updated analysis, to be completed in 2025.
[Fixed row]

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

(5.2.1) Transition plan

Select from:
☑ No, but we are developing a climate transition plan within the next two years

(5.2.15) 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

(5.2.16) 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 1.5C. 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
☑ 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

Zalando might face negative or positive consequences from climate-related impacts. Our do.MORE strategy product pillar addresses these risks/opportunities through the goals of generating 25% of our GMV from more sustainable products by 2023 and of extending the life of at least 50 m fashion products by 2023 through the application of circularity principles. 1) In 2023, 43% of our customers purchased one or more items with a sustainability-related attribute,. Zalando highlights products with third party sustainability-related attributes such as, Global Organic Textile Standard (GOTS)TENCEL, Infinna, etc. The full list of accepted certifications licensed, and trademarked fibres and materials can be found at our Fashion Store. For a product to be eligible for highlighting specific requirements must be met, such as a minimum percentage of certified fibre/material in the product or level of certification and chain of custody in the supply chain. To ensure the accuracy of the product sustainability-related claims we showcase, all data provided by our partners goes through an automated validation process. In 2023, our assortment of products with Sustainability-related attributes reduced to 108,000 products, compared to 180,000 in 2022. This was due to strengthening of the data we require for products to be eligible for highlighting - resulting in a challenge for some of our partners. Overall, we believe that increasing our customers' awareness with respect to sustainability and offering them the option to shop for products that meet additional third party standards represents an opportunity for Zalando. 2) For our owned brands, we are working to ensure that all private label products will qualify for sustainability-related attributes and 100% of our sustainability flagship brand ZIGN already does. In 2022, we generated 58% of our private label GMV from products with sustainability-related attributes

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ 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

Zalando might face negative or positive consequences from climate-related impacts to our value chain. Our value chain refers to 1) Zalando own fashion brands 2) Zalando brand partners 3) Zalando logistics and packaging partners. As an e-commerce player delivering to customers in 25 countries, we work with more than thousands of business partners including 7,000 brands. 1) Private labels: Zalando has set science-based targets. We commit to reduce scope 3 GHG emissions from private label products 40% per EUR m Gross Profit by 2025 from a 2018 base year. Target achievement is driven by better materials and better manufacturing. Our private labels play an important role in helping us test new sustainable sourcing and production strategies, and we share our learnings with our brand partners. 12 strategic supply chain partners (Tier 1 & 2) completed our Facility Improvement Program (FIP) in 2023, developing and signing off on action plans to reduce their GHG emissions by investing in energy efficiency and renewable energy, while also improving water management. We extended the share of more sustainable materials for our private labels, e.g. more sustainable man-made cellulosics (includes LENZING TENCEL, LENZING viscose, generic lyocell, and responsible modal and viscose); more sustainable leather (includes from Leather Working Group-rated tanneries, chrome free leather, and innovative leather alternatives); more responsible animal fibres (includes organic and recycled standards as well as Responsible Wool Standard and Responsible Down Standard. 2) Fashion and logistics partners: Zalando has set science-Based targets (SBTs) and as part of our SBTs, we commit to 90% of our 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. 3) We also set ambitious targets with respect to sustainable packaging: By 2023, we design our packaging to minimize waste and keep materials in use, specifically eliminating single-use plastics. This goal enables global efforts to move away from fossil-fuels extraction and reduce the impact of plastics production; additionally, this goal aims at reducing global plastics waste (and its related emissions) and plastics pollution, protecting land and water, biodiversity.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply
☑ 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

Zalando considers sustainability in our R&D strategy, which covers 2 main aspects, packaging and circularity: a) Packaging We are committed to designing our packaging to be 100% sustainably sourced, recyclable and to work towards testing reusable concepts. We are prioritizing mono-materials that are widely recyclable and redesigning our shipping packaging portfolio to minimise material use or increase recycled content when applicable. In 2023 we raised the proportion of recycled content in our private label packagin from 85% (2022) to 100%. We rolled out 100% recycled shoeboxes and transitioned to 100% post consumer recycled polybags. b) Circularity Circular design: In 2023, a focus was placed on innovative materials and circular designs in the product assortment for ZIGN Studio, a new sub-brand of ZIGN. ZIGN incorporates materials including Naia, a biobased faux leather made from coffee grounds, recycled fishnet nylon, and other renewable and recycled

materials. Zalando continued its participation in the Circular Design Consortium with other retailers and brands. Use: We partnered with the startup Save Your Wardrobe to pilot an online platform where customers could book repair, cleaning, or alteration services for their used fashion items, leveraging the expertise of local tailors and cobblers. In 2023, we paused the pilot, having processed over 200 fashion items from 145 completed orders. The pilot showed high customer satisfaction and positive brand perception, while challenges included pricing and unit economics. Reuse: In 2023, we continued to promote reuse via our assortment of about 270,00 pre-owned products, with thousands of new items added daily. In 2023, we made significant strides in improving efficiencies of our operations and unit economics for the pre-owned assortment, and integrated pre-owned into our existing logistics operations. Closing the loop: 2023 included funding and partnerships to support innovation focused on collection, sorting, and recycling. We have previously invested in three textile-to-textile recyclers: Circ., Ambercycle, and Infinited Fiber Company, with the last two receiving follow-on investments from Zalando in 2023. Our private label's business is actively engaged in discussions for offtake agreements with innovators, including but not limited to Infinited Fiber Company, Ambercycle, and Circ. These will help us secure long-term access to commercial volumes of recycled materials, positioning our private labels to support their materials-related sustainability targets and prepare for upcoming regulatory requirements. We continued our participation in textile-to-textile cellulosic and polyester recycling trials with Accelerating Circularity, the footwear sorting and dismantling project "Reshoes" led by CETIA, and various programs with Fashion for Good, including a recycling project co-led by FastFeetGrinded aimed at driving circularity in footwear.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ 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

Influenced by climate-related risks and opportunities Zalando adapted its operations strategy. By mitigating our contribution to global emissions, we are also mitigating the risks resulting from global warming. In 2020 we have set 1.5C aligned GHGs emissions reduction targets validated by the Science Based Targets initiative. As part of our SBTs, we aim to achieve an 80% absolute reduction in emissions of our own operations and purchased electricity emissions (Scope 12) compared to 2017 and an increase in annual sourcing of renewable electricity from 34% in 2017 to 100% by 2025. Since joining the RE100 initiative in 2020, we have obtained all our electricity from renewable sources, ensuring alignment with the RE100 Technical Criteria. We use a combination of procurement tools, primarily green tariffs and onsite power purchase agreements. Additionally, our energy management system is certified to the latest ISO 50001 standard. Gas heating in our logistics centers is the largest source of our Scope 1 and 2 emissions, followed by heating in our office and retail spaces. Our first priority is to reduce emissions in line with our SBTs. In addition, to take immediate action to remove carbon from the atmosphere, we compensate any remaining emissions in our own operations (Scope 1 and 2), as well as deliveries, returns and packaging (Scope 3) by purchasing carbon credits from high-quality afforestation and reforestation projects.

Working with the environmental consultancy FORLIANCE, we have committed to Gold Standard certified reforestation projects in Colombia, Panama, and Indonesia. Forests are among the most powerful carbon sinks, so it's vital to plant new trees, rehabilitate damaged forests, and enrich green spaces.
[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
☑ 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

A) Revenues: Zalando's financial planning and revenues might be impacted by the following risks and opportunities: 1. Shift in consumer preferences (as disclosed in 3.6.1) may lead to increased demand for products. Zalando expects to expand sales generated by more sustainable products, with an increase in revenues having a medium to high estimated financial impact in the short to medium term. Increasing environmental awareness will spur this shift towards sustainable products. In 2022, we grew our sustainability assortment to more than 180,000 products, compared with around 140,000 a year earlier. 2. Changes in precipitation and chronic weather events might influence the ability of Zalando to generate expected revenues (as reported in 3.1.1 risk 1). Extreme weather events, such as long seasons, may cause

a late or early start of the following season leading to uncertain and decreased revenues with a high estimated financial impact and a short-term period. Therefore, we have expanded our product range including non-seasonal items in order to mitigate the effect of longer seasons caused by weather conditions. B) Direct Cost: The potential consequences of damages from weather events (as explained in 3.1.1 Risk 2) might lead to increased operating costs by impacting the price of raw materials. One concrete example is cotton, which is a main raw material used by most clothing brands. Water stress caused by extreme weather events, such as droughts and heavy rainfall, can negatively affect cotton cultivation. In the long term, this may result in the unavailability of the raw material, and thus an increase in prices. During the years 2020 to 2022, prices for cotton skyrocketed due to a high volatility (peak increase of roughly 300% from 2020 to 2022). Additionally, increasing demand for organic cotton and limited supply make a price increase for this commodity likely. We have put in place a more flexible procurement and a more robust planning process in order to reduce dependency on single suppliers and areas of supply. We also aim to positively influence our value chain by having 90% of our brand partners (based on GHGs emissions) set science based targets by 2025. The financial planning will be impacted by a medium level of magnitude in a short-term period. C) Indirect Costs: The increasing number of EU regulations is likely to lead to increasing operating costs (as described in 3.1.1, Risk 3), which would affect our financial planning. Increasing costs are like

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
☑ 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

Zalando's financial planning and revenues might be impacted by the following risks, which have a direct connection to water:: Changes in precipitation and chronic weather events might influence the ability of Zalando to generate expected revenues (as reported in 3.1.1 risk 1). Extreme weather events, such as long seasons, may cause a late or early start of the following season leading to uncertain and decreased revenues with a high estimated financial impact and a short-term period. Therefore, we have expanded our product range including non-seasonal items in order to mitigate the effect of longer seasons caused by weather conditions. Direct Cost: The potential consequences of damages from weather events (as explained in 3.1.1 Risk 2) might lead to increased operating costs by impacting the price of raw materials. One concrete example is cotton, which is a main raw material used by most clothing brands. Water stress caused by extreme weather events, such as droughts and heavy rainfall, can negatively affect cotton cultivation. In the long term, this may result in the unavailability of the raw material, and thus an increase in prices. During the years 2020 to 2022, prices for cotton skyrocketed due to a high volatility (peak increase of roughly 300% from 2020 to 2022). Additionally, increasing demand for organic cotton and limited supply make a price increase for this commodity likely.

Row 3

(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

☑ 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

Zalando's financial planning and revenues might be impacted by the following risks, which have a direct connection to water: Changes in precipitation and chronic weather events might influence the ability of Zalando to generate expected revenues (as reported in 3.1.1 risk 1). Extreme weather events, such as long seasons, may cause a late or early start of the following season leading to uncertain and decreased revenues with a high estimated financial impact and a short-term period. Therefore, we have expanded our product range including non-seasonal items in order to mitigate the effect of longer seasons caused by weather conditions. Direct

Cost: The potential consequences of damages from weather events (as explained in 3.1.1 Risk 2) might lead to increased operating costs by impacting the price of raw materials. One concrete example is cotton, which is a main raw material used by most clothing brands. Water stress caused by extreme weather events, such as droughts and heavy rainfall, can negatively affect cotton cultivation. In the long term, this may result in the unavailability of the raw material, and thus an increase in prices. During the years 2020 to 2022, prices for cotton skyrocketed due to a high volatility (peak increase of roughly 300% from 2020 to 2022). Additionally, increasing demand for organic cotton and limited supply make a price increase for this commodity likely.
[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
	Select from: ☑ No, but we plan to in the next two years

[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 is placing a focus on understanding our water consumption and risk. Due to water-related expenditure not being a part of the assessment scope, we do not foresee any changes in expenditure trends.
[Fixed row]

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

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	Select from: ☑ No, and we do not plan to in the next two years	*Select from:* ☑ Not an immediate strategic priority	*This has not been deemed to be an immediate strategic priority by Zalando at this time.*

[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:*	*Select all that apply*

	Engaging with this stakeholder on environmental issues	Environmental issues covered
	☑ Yes	☑ Climate change ☑ Water ☑ Plastics
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ 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 ☑ 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

☑ Dependence on water

☑ Impact on water availability

☑ Impact on plastic waste and pollution

☑ Impact on pollution levels

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 26-50%

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

We focus on our top 90% of brands, last mile delivery and packaging partners by emissions. In case of Private Labels, the Facility Improvement program (FIP) focuses primarily on strategic, high-carbon-emitting (& high water consuming) factories located in Bangladesh, China, Turkey, and India, ensuring representative distribution of facilities across our core product categories of textiles, shoes, and accessories. These facilities are mostly involved in wet processes.

(5.11.1.5) % Tier 1 suppliers meeting the thresholds 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

378

Water

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

☑ 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
☑ Impact on water availability
☑ Impact on plastic waste and pollution
☑ Impact on pollution levels
☑ Other, please specify **:**Dependence on production processes requiring chemical use

(5.11.1.3) % Tier 1 suppliers assessed

Select from:
☑ 26-50%

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

All factories where the wet processing takes place of the materials used in Private Labels circular products requested to comply with ZDHC MRSL Level 1 at minimum. In order to ensure this, we collected reports showing the compliance levels of these facilities monthly.

(5.11.1.5) % Tier 1 suppliers meeting the thresholds 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

378
[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 our major corporate carbon footprint emissions sources. In alignment with our engagement target to have 90% of suppliers by emissions set their own targets by the end of 2025, we focus on the brand, packaging and last-mile delivery partners that account for the majority of our scope 3 emissions. For our Private Labels SBT and implementation of the Private Labels Facility Improvement Program, we focus on the top, strategic Tier 1&2 facilities by emissions, noting that Tier 2 (wet processing) emissions are a significant proportion of value chain emission.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ No, we do not prioritize which suppliers to engage with on this environmental issue

(5.11.2.3) Primary reason for no supplier prioritization on this environmental issue

Select from:

☑ Other, please specify **:**We are planning to engage them

(5.11.2.4) Please explain

As we expand the scope of our sustainability action to include water (2024 and beyond), we aim at prioritising suppliers based on their contribution to our total water footprint. In the case of our Private Labels, this will mean engaging our top, Tier 1&2 facilities, noting that Tier 2 wet processes are highly water and energy intensive. [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

Zalando Code of Conduct for business partners sets the minimum standards by which business partners who produce or supply goods and services for us must abide by. It is published on the corporate website. These standards include minimising the negative impacts of their operations on the environment, including energy consumption. From 2023, all Private Label approved factories should complete the latest available Worldly (former Higg) Facility Environmental Module by the end of April each year. Newly approved factories are expected to complete the FEM within 1 month after their approval. Packaging suppliers are required to set SBTs prior to working with Zalando. This was a contractual requirement for new and renewed contracts in 2023. The requirement is to be extended to transport carriers in 2024.

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

Zalando Code of Conduct for business partners sets the minimum standards by which business partners who produce or supply goods and services for us must abide by. It is published on the corporate website. These standards include minimising the negative impacts of their operations on the environment, including energy consumption. From 2023, all Private Label approved factories should complete the latest available Worldly (former Higg) Facility Environmental Module by the end of April each year. Newly approved factories are expected to complete the FEM within 1 month after their approval. Packaging suppliers are required to set SBTs prior to working with Zalando. This was a contractual requirement for new and renewed contracts in 2023. The requirement is to be extended to transport carriers in 2024. [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:

☑ Other, please specify **:**Complying with regulatory requirements

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Other, please specify **:**Commodities desktop checks Yearly abstract risk screening according to geopolitical and industry data

(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

(5.11.6.12) Comment

Zalando's Code of Conduct for business partners sets minimum standards that partners must follow, including minimizing environmental impacts such as energy consumption. The Code of Conduct is included in all contracts and must be acknowledged by each partner. Zalando conducts annual supplier due diligence, assessing human rights risks based on industry and country. Certain industries undergo additional screenings by third-party providers, identifying risks, including environmental and climate issues, highlighted in the media. If violations are discovered, actions are taken, potentially leading to contract termination. Zalando has introduced the SpeakUp tool to enhance its grievance mechanism, allowing workers within the supply chain to report incidents more easily. SpeakUp, accessible in 42 languages via web, app, or hotline, improves the existing whistleblowing tool's language and reporting capabilities. Additionally, private label Tier 1 suppliers are required to provide audits annually or per the recommended audit timeframe. These audits are evaluated against internal standards, with findings classified from minor to zero tolerance. In 2023, Zalando reviewed 213 audit reports from Tier 1 suppliers and rejected five factories or suppliers for not meeting audit requirements. Factories with zero-tolerance issues must remediate the problems and provide a new audit for review.

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:
☑ 100%

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

Select from:
☑ 26-50%

(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:
☑ 26-50%

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

(5.11.6.12) Comment

Zalando aims for 90% of its suppliers, covering purchased goods, services, packaging, and last-mile delivery, to have Science-Based Targets (SBTs) by 2025. By 2023, 65.2% of suppliers (by emissions) had set SBTs, an increase from 56.9% in 2022. In 2023, Zalando expanded the FASHION LEAP FOR CLIMATE learning platform, launched in 2022 with ABOUT YOU and YOOX Net-a-Porter, to help brands measure emissions and set climate goals. Since its launch, 129 brands have joined this initiative. For logistics and packaging, SBTs were integrated into business reviews and contractual negotiations. By 2023, 59.7% of packaging partners had set SBTs, up from 57.1% in 2022, with a significant increase in pre-stage commitments (5.1% to 18.2%). Additionally, 59.6% of last-mile delivery partners had set SBTs, up from 57.2% in 2022. SBTs are now a hard criterion for all packaging supplier contracts, with 100% compliance required for new contracts. The percentage of suppliers in compliance with SBTs by procurement spend in 2023 refers to those packaging suppliers who signed new contracts with SBTs as a condition compared to all packaging suppliers in Zalando's procurement spend.
[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:

☑ Other, please specify **:**Engagement & incentivization (changing supplier behavior)- Run an engagement campaign to educate suppliers about climate change

(5.11.7.3) Type and details of engagement

Capacity building

☑ Other capacity building activity, please specify **:**Engagement & incentivization (changing supplier behavior)- Run an engagement campaign to educate suppliers about climate change

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

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

For our Private Labels: Our measure of success for the Facility Improvement Program is the reduction of our supplier's emissions and thus our own scope 3 emissions. We engaged our top factories by emissions in understanding and addressing their facility-level GHG emissions. A concrete example of positive outcome achieved relates to the fact that the majority of the initiative involved suppliers established their own carbon target and a personalized action plan to achieve it in the reporting year.

(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:
☑ Unknown

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ Other, please specify **:**Engagement & incentivization (changing supplier behavior)- Provide training, support, and best practices on how to set science-based targets

(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

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

Our measure of success is to reach the following target and the respective threshold: Zalando commits that 90% of its suppliers (by emissions, including goods and services sold on its platform, packaging, and last-mile-delivery partners) will have set SBTs by 2025. Regarding our LEAP Initiative specifically, we are using the number of partners recruited as a measure of success, which were 65 brands in 2022. A concrete example of positive outcome achieved relates to the 65 brand partners recruited for this initiative gaining more expert knowledge on SBT target setting.

(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

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ Other, please specify **:**Information collection (understanding supplier behavior)- Collect GHG emissions data at least annually from suppliers, Collect other climate related information at least annually from suppliers

(5.11.7.3) Type and details of engagement

Information collection
☑ Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply
☑ Tier 1 suppliers

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

Our measure of success is to reach the following target: Factories, representing 100% of our Tier 1 private label production volume, to fill out the Higg Index's Facility Environmental Module. A concrete example of positive outcome achieved relates to our suppliers being enabled to identify and prioritize opportunities for performance improvements, including energy use and GHG emissions

(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 fill in the Higg Facility Environmental Module

(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:
☑ None

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

Zalando aims to offer our customer more sustainable choices. To support this we highlight products in our assortment which utilize third party sustainability-related certifications and materials. In FY2023 these products were showcased to our customers through tappable icons representing various sustainability attributes (e.g. organic materials, recycled materials) in the catalogue. Additional information is also accessible on the product detail page, including the percentage of certified material, the third party standard or certification, and whether this applies to the entire product or a component within the product.

(5.11.9.6) Effect of engagement and measures of success

With our enhanced transparency on products, we increase the awareness of our customers with respect to sustainability and offer them the option to shop more sustainably. We measure our success by the progress towards reaching the following target: "By 2023, we generate 25% of our GMV (Gross Merchandise Volume) from products with sustainability-related attributes." Our sales of products with sustainability-related attributes accounted for 10.5% of GMV in 2023, compared to 17% under the previous criteria reported last year. The decline was mainly due to adjustments to our product sustainability framework, to ensure that the certifications and attributes we highlight provide sufficient traceability, in line with EU regulatory guidance. This also included increasing the data Zalando requires brand partner's to provide, in order for products to be elgible for having sustainability-related attributes shown on our platform. While this meant that we did not achieve our target of 25% by 2023, we raised the bar on product sustainability data quality and increased the level of detail and transparency shown to customers in 2022-2023.

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:

☑ 1-25%

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

Within the life cycle of a textile product, textile care represents up to 40% of its environmental impact (Ginetex). At the same time, 70% of Europeans follow the textile care instructions featured on the labels (Ginetex, international Association for Textile Care Labeling: European Barometer: European and Textile Care Labelling). In order to leverage those two mechanisms and educate our customers about the climate change impacts of using our private label products, we adapted all our care labels starting in 2018 to include the Clevercare logo and promote washing at 30C. Washing at 30C i) extends the product's life and ii) reduces energy and subsequently CO2 emissions.

(5.11.9.6) Effect of engagement and measures of success

The implementation of the Clevercare logo aims at creating awareness and driving less impactful customers behaviors. The effect of the engagement would be a reduction on electricity consumed for washing at 30C. Our GHGs Scope 3 emissions inventory includes the "Use of sold products emissions" in which we estimate the impact of customers washing and drying the products they buy on Zalando's platform. Unfortunately we don't have a way to assess how many customers are adopting this less impactful behavior.

[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 in order 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).

Water

(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 in order 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 (water withdrawals).
[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?

	Has there been a structural change?
	Select all that apply ☑ No

[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

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

In 2023, we were able to improve data quality and apply methodological changes to our GHG inventory accounting. In 2023, we reduced uncertainty in product emissions calculations by performing a full review of assumptions as well as emission factors applied in product emissions calculations. These updates included: updated Higg MSI factor-to-material mapping and emission factors across product emissions categories, updated EEIO emission factor data source (switch to EXIOBASE) in Offprice Home, Capital Goods and Non-product categories, introduced smaller scale updates to calculation logic (e.g. removal of double-counting errors in Partner Program category and Beauty product emissions calculation, update of trim assumptions). In 2023, we also switched from a purchased goods accounting methodology to a delivered goods accounting methodology to more closely align carbon accounting with financial accounting. While 'purchased goods' include all products ordered by Zalando minus cancellations until the time of the data pull for annual carbon accounting, 'delivered goods' include all products actually delivered to Zalando (i.e. products which arrive in Zalando's warehouses, excluding products returned to vendor during the same reporting year). We also retroactively recalculated our product emissions for the years 2017-2022 to follow a consistent calculation approach. Methodology changes introduced in 2022 (i.e. assigning weights to products which had no weights assigned to them) still remain valid, however with the switch to delivered goods, there are fewer products that have no weights assigned to them, given that they have already been delivered to Zalando and most of them have been weighed in warehouses at the time of the data snapshot. This is another example of how uncertainty was reduced. We also switched from purchased trim units to delivered trim units in the calculation of labelling trim emissions. Under Scope 1 & 2 emissions, we implemented minor data quality improvements. These included the new data input of emissions from logistics vehicles under Zalando's operational control ('Wiesel' vehicles) for all years. Likewise, some logistics and non-logistics energy data was corrected (energy type used at sites for heating, updated invoice data which was not previously available).
[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) Scope(s) recalculated

Select all that apply
☑ Scope 1
☑ Scope 2, location-based
☑ Scope 2, market-based
☑ Scope 3

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

Zalando's recalculation policy is mainly based on Chapter 5 of the GHG Protocol Corporate Accounting and Reporting Standard. The following cases shall trigger a recalculation of the base year emissions: - Structural changes: mergers, acquisitions, and divestments, as well as outsourcing and insourcing activities. When significant structural change occurs during the middle of the year, the base year emission should be recalculated for the entire year. Similarly, current year emissions should be recalculated for the entire year to maintain consistency with the base year recalculation. - Changes in calculation methodology: situations where the same sources of carbon emissions as in previous years are calculated, but the measure or calculation method is different. The different measures, or calculation methods, aim to obtain more accurate reporting. If however the differences in emissions resulting from such a change are significant, historical data should be recalculated by applying the new data and/or methodology back to the base year. When more accurate data input is not reasonably available for the past years, data points have to be back-casted, or the change may simply be acknowledged and disclosed in order to enhance transparency. - Discovery of significant errors or a number of cumulative errors that are collectively deemed significant. Organic growth or decline (i.e. increases and decreases in sold products, changes in product mix, and closures and openings of business units owned or controlled by Zalando) and any changes in emission factors or activity data that reflect real changes in emissions (e.g. changes in fuel type) do not trigger the recalculation of emissions. Base year emissions shall retroactively be recalculated to reflect changes within Zalando that would otherwise compromise the consistency and relevance of reported emissions. Zalando deems any change or a number of cumulative changes that drive an increase or decrease in emission of more than 5% as being significant. Zalando may also choose to recalculate emissions for changes less than 5% if appropriate. The changes in methodology introduced in the 2023 reporting year resulted in the following adjusted base year emissions: - Our 2017 scope 1 and 2 market-based emissions (base year for our scope 1 and 2 targets) were adjusted from 27,681 tCO2e to 27,413 tCO2e. - Our 2018 scope 3 emissions (base year for our scope 3 target) was adjusted from 3,315,056 tCO2e to 2,886,011 tCO2e

(7.1.3.4) 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: 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.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	*We report both a Scope 2, market-based figure, and a Scope 2, location-based figure.*

[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 within your selected reporting boundary which are not included in your disclosure?

Select from:
☑ No

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

Scope 1

(7.5.1) Base year end

12/31/2017

(7.5.2) Base year emissions (metric tons CO2e)

4687

(7.5.3) Methodological details

For Zalando, there are three primary scope 1 emission sources: Own fleet: Fleet emissions are calculated by multiplying the fuel or electricity consumption of vehicles with fuel- or electricity-specific emission factors. Heating with natural gas and burning oil: Heating emissions are calculated by multiplying the gas use with a natural gas emission factor and the burning oil use with a burning oil emission factor. Refrigerant losses: Cooling emissions of non-logistics cooling are calculated by multiplying the volume of refrigerant type of non-logistics cooling with the leakage rate and by multiplying that result with the GWP per refrigerant type. Cooling

emissions of logistics cooling are calculated by multiplying the amount of refills per refrigerant type with the GWP per refrigerant type. Total cooling emissions are the sum of non-logistics cooling emissions and logistics cooling emissions. These emissions are calculated for all locations (e.g. offices, logistics centres and retail locations) over which Zalando has operational control.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2017

(7.5.2) Base year emissions (metric tons CO2e)

29307

(7.5.3) Methodological details

For Zalando, there are two primary scope 2 emission sources: Electricity 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. 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, the average German district heating emission factor from GEMIS is used for all locations.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2017

(7.5.2) Base year emissions (metric tons CO2e)

22725

(7.5.3) Methodological details

For Zalando, there are two primary scope 2 emission sources: Electricity 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. In the base year, wherever electricity consumption was based on non-renewable sources, or supplier-specific emission factors were not available, electricity emissions were calculated by multiplying the electricity consumption with country specific electricity emission factors. In the base year, district heating market-based emissions were calculated in the same way as the location-based calculation method, due to the non-availability/collection of supplier-specific district heat emission factors.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

1773728

(7.5.3) Methodological details

Private Label, Wholesale and Offprice Lounge apparel and footwear products:Volume of delivered material per material type(kg) MSI factor(kgCO2e) Volume of delivered material per material type(kg)*production emissions factor Partner Program:Number of sold items per brand*average emission factor per item and brand Volume of delivered material per material type(kg)*production emissions factor Offprice Lounge Home and electronics products:Procurement spend ()*EEIO factor(kgCO2e/) Offprice Outlets:Number of delivered items * average emission factor per item Recommerce:Number of delivered items per product type * average weight per item and product type * average emission factor per product type Packaging:Weight of purchased packaging(kg)*material emission factor(kgCO2e/kg) Non-product related purchases:Procurement spend()*EEIO factor(kgCO2e/)*

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

65260

(7.5.3) Methodological details

Zalando's full list of capital goods purchases (in Euros) are summarized at the second commodity group level. Each commodity group is matched to a specific capital goods category, for which there is an associated EEIO factor (in kgCO2e/). CO2e emissions capital goods Procurement Spend () Type of capital good x EEIO factor(kgCO2e/)Type of capital good

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

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

6154

(7.5.3) Methodological details

Emissions are calculated by multiplying fuel and electricity consumption quantities by relevant WTT emission factors, ensuring quantities match scope 1&2. For fuels, fuels were first separated out into similar categories and then multiplied by the most appropriate factors. CO2e emissions from fuel and energy related   Energy consumption (kWh) energy type x WTT factor (kgCO2e/kWh) energy type

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

214004

(7.5.3) Methodological details

The general principle behind each mode of transportation is as follows. CO2e from inbound transportationSupplier specific total emissions forwarderOncarriage forwarder CO2e from inbound transportationVolume of purchased material (kg) business unit x average inbound emissions Private Label (kg CO2e/kg) business unit CO2e from back to supplierVolume of returned items (kg) x average inbound emissions Private Label (kgCO2e/kg) CO2e from third party warehousingArea of third party warehousing (sqm) Location x average emission logistics location (kgCO2e/sqm) Location CO2e from network transportationnumber of trips (#) between

locations x energy consumption (L) vehicle type x emission factor (kgCO2e/L) CO2e from Deliveries and ReturnsNumber of parcels (#) carrier/ country x carrier specific emissions factor location (kgCO2e/parcel) country

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

582.0

(7.5.3) Methodological details

The total tonnage of waste, along with details on waste type and the end of life treatment are available. The volume of waste is multiplied by the appropriate emission factor, based on disposal method and waste type. CO2e emissions from waste generated in operations   Volume of waste (ton) Type of waste x Emission factor (kgCO2e/ton) Type of waste

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

6297

(7.5.3) Methodological details

Business travel emissions are already calculated by Zalando's service providers using known activity data split by transport type. Hotel-related emissions are calculated by multiplying the total number of nights by hotel stay emission factor. CO2e from hotel stays number of hotel nights (#) x Emission factor (kgCO2e/night)

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

3267.0

(7.5.3) Methodological details

Average emission factors for commuting by country classification have been calculated and are multiplied by the total number of employees within each country. CO2e emissions from employee commuting   Number of full time employees (#) Country x Emission factor (kgCO2e/employee) Country

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2018

(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

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

2978.0

(7.5.3) Methodological details

*The Storage Emissions at warehouses are calculated using the following formulas: CO2e Emissions from downstream warehousing ((Number of sold items (units) x portion to third party retailers (%)) / (stacking ratio (unit/sqm)) x Days in stock (days) x warehouse emission factor (kgCO2e/sqm/day) CO2e Emissions from downstream transportation total network transportation emissions (kgCO2e) * portion of downstream transportatio*

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2018

(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 final products. The sold items 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

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

778285

(7.5.3) Methodological details

The calculated emission factor, which is dependent upon product type and market in which the product is used, is multiplied by the total number of units sold, net of any returns (as returned goods will have no use phase). Use phase is relevant to Private Label, Wholesale, Off-price and Recommerce goods. CO2e emissions use of sold products   Number of sold items (#) product type x use phase electricity use (kWh/item) product type x emission factor (kgCO2e/kWh)

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

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

32242

(7.5.3) Methodological details

For clothing the total mass of material purchased is multiplied by the appropriate clothing end of life emission factor. No data is available on the actual end of life of Zalando's products, thus a conservative assumption (landfill) is applied. For trim and packaging material the total mass of material purchased is multiplied with the appropriate material emission factor for combustion with energy recovery: CO2e emissions from End of Life of sold products   Mass of sold items (kg) Material type x end of life emission factor (kgCO2e/ kg) Material type

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions resulting from downstream leased assets are not reported since corresponding emissions are not material and there are no long-term plans to have downstream leased assets in Zalando's portfolio

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2018

(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

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

3214

(7.5.3) Methodological details

Euro investment has been used as a proxy and Carbon Trust emission factors have been multiplied by the US dollar equivalent investment in each sector. CO2e emissions from investments   Total value of investment () Investment category x Emission factor (kgCO2e/) Investment category

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2018

(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

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Scope 3 emissions resulting from other downstream 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)

5193

(7.6.3) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data, updated input data, as well as changes in emission factor sources.

Past year 1

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

5776

(7.6.2) End date

12/31/2022

(7.6.3) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data, updated input data, as well as changes in emission factor sources.

Past year 2

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

8634

(7.6.2) End date

12/31/2021

(7.6.3) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data, updated input data, as well as changes in emission factor sources.

Past year 3

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

6783

(7.6.2) End date

12/31/2020

(7.6.3) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data, updated input data, as well as changes in emission factor sources.

Past year 4

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

5195

(7.6.2) End date

12/31/2019

(7.6.3) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data, updated input data, as well as changes in emission factor sources.

Past year 5

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

5163

(7.6.2) End date

12/31/2018

(7.6.3) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data, updated input data, as well as changes in emission factor sources.

(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)

61961

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

884

(7.7.4) Methodological details

For global Scope 2 emissions, we implemented minor data quality improvements in 2023. Some logistics and non-logistics energy data was corrected (energy type used at sites for heating, updated invoice data which was not previously available). We also received an updated district heating emission factor from our Berlin supplier Vattenfall.

Past year 1

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

67694

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

566

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

The location-based value differs from the reported value (AR 2022) due to an update to energy consumption values received in Q2/23.

Past year 2

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

68049

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

600

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data as well as changes in emission factor sources. For district heating, under the market-based reporting methodology, we are now using supplier-reported emission factors, where available.

Past year 3

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

63091

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

292

(7.7.3) End date

12/31/2020

(7.7.4) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data as well as changes in emission factor sources. For district heating, under the market-based reporting methodology, we are now using supplier-reported emission factors, where available.

Past year 4

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

60866

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

2136

(7.7.3) End date

12/31/2019

(7.7.4) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data as well as changes in emission factor sources. For district heating, under the market-based reporting methodology, we are now using supplier-reported emission factors, where available.

Past year 5

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

42935

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

1616

(7.7.3) End date

12/31/2018

(7.7.4) Methodological details

Emissions for historic years have been updated to ensure consistent reporting across years, following updates to previously reported data as well as changes in emission factor sources. For district heating, under the market-based reporting methodology, we are now using supplier-reported emission factors, where available. [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)

3681885

(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

(7.8.5) Please explain

Primary data: Private Label, Wholesale and Offprice Lounge apparel and footwear products: - Number of units delivered, by 3 levels of commodity group and Zalando brand name - Primary and secondary materials used in the product - Primary and secondary material percentage - Unit weight of the product (grams) Partner Program: Number of sold items per brand Offprice Lounge home and electronics products and non-product related purchases: Procurement spend respectively per material type and per commodity group Offprice Outlets: Number of units delivered in physical outlet stores Recommerce: Volume of products delivered and sold by

number of units. Packaging: Volume and material types used for each business unit. Secondary data: Private Label, Wholesale and Offprice Lounge apparel and footwear products: To calculate emissions Higg Materials Sustainability Index (MSI) factors were allocated to each material. For estimating the impact related to the assembly of finished products the Quantis study on the Environmental Impact of the Global Apparel and Footwear Industries was used to apply a scaling factor to the material-related impacts. Partner Program, Offprice Outlets and Recommerce: Average weight and emission factor per item and product type calculated using Wholesale data as a proxy Offprice Lounge home and electronics products and non-product related purchases: EEIO factors (EXIOBASE) Packaging: Most up-to-date BEIS (DEFRA) conversion factors for different packaging materials. Methodology: Private Label, Wholesale and Offprice Lounge apparel and footwear products:Volume of delivered material per material type(kg) MSI factor(kgCO2e) Volume of delivered material per material type(kg)*production emissions factor Partner Program:Number of sold items per brand*average emission factor per item and brand Volume of delivered material per material type(kg)*production emissions factor Offprice Lounge Home and electronics products:Procurement spend ()*EEIO factor(kgCO2e/) Offprice Outlets:Number of delivered items * average emission factor per item Recommerce:Number of delivered items per product type * average weight per item and product type * average emission factor per product type Packaging:Weight of purchased packaging(kg)*material emission factor(kgCO2e/kg) Non-product related purchases:Procurement spend()*EEIO factor(kgCO2e/)*

Capital goods

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

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

37171

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Spend-based method

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

0

(7.8.5) Please explain

Primary data: Total euro spend on capital goods for each business unit at the second commodity group level. Secondary data: calculations were made by using environmental extended input-output (EEIO) analysis, which uses the EXIOBASE database. This analysis is based on financial spend, coupled with GHG emission factors which convert this spend into GHG emissions. These EEIO emissions factors calculate the average GHG emissions per euro of economic value, for various

sectors in the economy. The EXIOBASE database has a collection of economic input-output emission factors for sectors of the economy. Methodology: Zalando's full list of capital goods purchases (in Euros) are summarized at the second commodity group level. Each commodity group is matched to a specific capital goods category, for which there is an associated EEIO factor (in kgCO2e/). CO2e emissions capital goods Procurement Spend () Type of capital good x EEIO factor (kgCO2e/) Type of capital good

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)

8959

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Average data method
☑ Fuel-based method

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

0

(7.8.5) Please explain

Primary data: Scope 1 and 2 energy consumption data Secondary data: The most up-to-date BEIS (DEFRA) conversion factors are used to calculate the upstream emissions (WTT) of purchased fuels and electricity by country, including transport and distribution (T&D) losses. Methodology: Emissions are calculated by multiplying fuel and electricity consumption quantities by relevant WTT emission factors, ensuring quantities match scope 1&2. For fuels, fuels were first separated out into similar categories and then multiplied by the most appropriate factors. CO2e emissions from fuel and energy related   Energy consumption (kWh) energy type x WTT factor (kgCO2e/kWh) energy type

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

309802

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Distance-based method

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

80

(7.8.5) Please explain

This includes inbound logistics, outbound logistics (i.e. fulfillment of sold products, if Zalando has paid for/purchased the service) and product returns, when paid for by Zalando. This category also includes the carbon impact of third-party warehousing. Primary data: supplier specific reports from the forwarders for Private Label inbound emissions. For Wholesale and Offprice this data is only partly available and therefore the emissions for Wholesale and Offprice are extrapolated based on Private Label emissions. For network transportation: distances travelled, amount of trips and mode of transportation. For back to supplier: Volume of returned items. For third party warehousing: square meter of third party warehousing. For Deliveries and returns: number of parcels and a carrier and country specific emission factor. Secondary data: Secondary data has been sourced from a number of different resources. This includes emission factors for fuel consumption and tonne-km activity, and supplier specific emission factors for the emissions per parcel. Each of Zalando's business models has a slightly different way of gathering transporting data and calculating transportation emissions. Inbound transportation, warehousing and back-to-supplier emissions are, where relevant, calculated for all business models together. For the network transportation and Deliveries and Returns, specific calculation methods are applied. Methodology: The general principle behind each mode of transportation is as follows. CO2e from inbound transportationSupplier specific total emissions forwarderOncarriage forwarder CO2e from inbound transportationVolume of purchased material (kg) business unit x average inbound emissions Private Label (kg CO2e/kg) business unit CO2e from back to supplierVolume of returned items (kg) x average inbound emissions Private Label (kgCO2e/kg) CO2e from third party warehousingArea of third party warehousing (sqm) Location x average emission logistics location (kgCO2e/sqm) Location CO2e from network transportationnumber of trips (#) between locations x energy consumption (L) vehicle type x emission factor (kgCO2e/L) CO2e from Deliveries and ReturnsNumber of parcels (#) carrier/country x carrier specific emissions factor location (kgCO2e/parcel) country

Waste generated in operations

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

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

580

(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

(7.8.5) Please explain

Primary data: total waste by tonnage, waste category and waste treatment for all offices, retail sites and warehouses operated by Zalando. Secondary data: For waste generated in operations, the most up-to-date BEIS (DEFRA) conversion factors are used to calculate the different waste streams and disposal routes. This takes into account the end of life treatment of the waste, as well as the waste category. Methodology: The total tonnage of waste, along with details on waste type and the end of life treatment are available. The volume of waste is multiplied by the appropriate emission factor, based on disposal method and waste type. CO2e emissions from waste generated in operations   Volume of waste (ton) Type of waste x Emission factor (kgCO2e/ton) Type of waste

Business travel

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

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

2543

(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

60

(7.8.5) Please explain

This includes emissions that are caused due to employees travelling by air, rail and rental cars. It also includes the emissions associated with stays in hotels. Primary data: all rail-related business travels broken down to short- and long distance; all the business-related flights broken down based on distance and cabin type journey; distance travelled by rental cars and car type; night spent in hotel by Zalando's employees. Secondary data: Business travel emissions are already calculated by Zalando's travel partners, and these calculations are reviewed by the travel team before including it in the carbon footprint. For hotel nights, the most up-to-date BEIS (DEFRA) conversion factors are used to calculate the emissions for all hotel stays. Methodology: Business travel emissions are already calculated by Zalando's service providers using known activity data split by transport type. Hotel-related emissions are calculated by multiplying the total number of nights by hotel stay emission factor. CO2e from hotel stays number of hotel nights (#) x Emission factor (kgCO2e/night)

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

6284

(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

(7.8.5) Please explain

Primary data: Number of employees within each Country. Secondary data: the most up-to-date BEIS (DEFRA) emissions factors are used for each method of travel. Countries are split into five categories based upon income. These categories are taken from UN country classifications on the UN website. High-income countries are further categorized into those with good public transport and relatively dense populations, and those with poor public transport links and relatively sparse populations. Research was undertaken: to determine the average return trip distance per day per country group of operation; to find out the average number of working days per year per country group; and the proportion travelling by each travel mode per country group. Methodology: Average emission factors for commuting by country classification have been calculated and are multiplied by the total number of employees within each country. CO2e emissions from employee commuting   Number of full time employees (#) Country x Emission factor (kgCO2e/employee) Country

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

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.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

7197

(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

(7.8.5) Please explain

*Downstream transport and distribution covers the transport of sold finished goods to third party retailers and end consumers, only if paid for by a third party. Zalando's own fleet transportation is included in Scope 1&2 emissions, and all inbound and outbound logistics are captured in Category 4. As such, only warehousing and retail space not operated by Zalando is included in this category. Any transport / storage of sold products paid for by Zalando is included in category 4 and excluded from this category. This category is only of relevance to Zalando products that are sold on to third party retailers to be resold (e.g. Amazon). To calculate the emissions in this category assumptions provided by Zalando on the number of products sold through this channel, and the typical length of time a product may spend in a third-party warehouse. Primary data: Number of products sold on to third party retailers to be resold, and the typical length of time a product may spend in a third party warehouse. Secondary data: The emissions related to third party warehouse storage are calculated using the average emissions per m2 per day. This emission factor has been developed by using bench-mark warehouse energy consumption data from CIBSE. Methodology: The Storage Emissions at warehouses are calculated using the following formulas: CO2e Emissions from downstream warehousing ((Number of sold items (units) x portion to third party retailers (%)) / (stacking ratio (unit/sqm)) x Days in stock (days) x warehouse emission factor (kgCO2e/sqm/day) CO2e Emissions from downstream transportation total network transportation emissions (kgCO2e) * portion of downstream transportation*

Processing of sold products

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

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 final products. The sold items 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

Use of sold products

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

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

649735

(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

(7.8.5) Please explain

This includes indirect emissions from customers washing, drying and ironing fashion products while using the products. Primary data: total number of products sold (after accounting for returns), split by product type. Secondary data: The assumptions on consumer behavior and appliance energy consumption has been sourced from a literature review of life cycle assessments related to apparel. Based on this study the electricity used for washing, drying and ironing are calculated. The EU average electricity emission factor is used to calculate carbon emissions from the electricity use. The EU emission factors are provided each year by EEA. Methodology: The calculated emission factor, which is dependent upon product type and market in which the product is used, is multiplied by the total number of units sold, net of any returns (as returned goods will have no use phase). Use phase is relevant to Private Label, Wholesale, Off-price and Recommerce goods. CO2e emissions use of sold products   Number of sold items (#) product type x use phase electricity use (kWh/item) product type x emission factor (kgCO2e/kWh)

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)

52862

(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

(7.8.5) Please explain

Primary data: Total mass of material for clothing purchased, as calculated for in Category 1; total mass of material for trim and packaging purchased. Secondary data: End of Life emission factors are sourced from the End of Life factors for specific product types (e.g. clothing, paper, plastic), as found in BEIS conversion factors. The BEIS conversion factors are updated annually, and therefore, the most up-to-date version has to be used. Methodology: For clothing the total mass of material purchased is multiplied by the appropriate clothing end of life emission factor. No data is available on the actual end of life of Zalando's products, thus a conservative assumption (landfill) is applied. For trim and packaging material the total mass of material purchased is multiplied with the appropriate material emission factor for combustion with energy recovery: CO2e emissions from End of Life of sold products   Mass of sold items (kg) Material type x end of life emission factor (kgCO2e/kg) Material type

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions resulting from downstream leased assets are not reported since corresponding emissions are not material and there are no long-term plans to have downstream leased assets in Zalando's portfolio.

Franchises

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Scope 3 emissions resulting from franchises assets are not reported because Zalando has 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)

4272

(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

(7.8.5) Please explain

Primary data: Total value of investments split by investment class and business sector where applicable. Secondary data: Emission factors used were calculated for kgCO2e/million-invested based on TruCost data by the Carbon Trust. Methodology: Euro investment has been used as a proxy and Carbon Trust emission factors have been multiplied by the US dollar equivalent investment in each sector. CO2e emissions from investments   Total value of investment () Investment category x Emission factor (kgCO2e/) Investment category

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) 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) Please explain

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

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

3926592

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

65488

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

9468

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

410744

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

692

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1632.688

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

7004.659

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

7461.731

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

774372

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

60285.28

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

4219.476

Past year 2

(7.8.1.1) End date

12/31/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

3687628

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

54286

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

9933

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

435582

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

660

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

623

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

7135

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

7205

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

829867

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

62189

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

3122

Past year 3

(7.8.1.1) End date

12/31/2020

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

2752201

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

44932

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

8019

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

298930

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

538

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2397

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

6329

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

3985

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

824829

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

47790

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

2183

Past year 4

(7.8.1.1) End date

12/31/2019

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

2208472

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

60593

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

7483

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

253611

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

413

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

4838

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

6112

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

2882

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

838758

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

40167

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

2304

Past year 5

(7.8.1.1) End date

12/31/2018

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

1773728

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

65620

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

6154

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

214004

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

582

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

6297

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

3267

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

2978

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

778285

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

32242

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

3214
[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

160

(7.9.1.4) Attach the statement

Annual-Report_Zalando-SE_EN_241203_s.pdf

(7.9.1.5) Page/section reference

Page 84, 268-271

(7.9.1.6) Relevant standard

Select from:
☑ 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

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

Annual-Report_Zalando-SE_EN_241203_s.pdf

(7.9.2.6) Page/ section reference

Page 84, 268-271

(7.9.2.7) Relevant standard

Select from:
☑ 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:

☑ 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

Annual-Report_Zalando-SE_EN_241203_s.pdf

(7.9.2.6) Page/ section reference

Page 84, 268-271

(7.9.2.7) Relevant standard

Select from:
☑ 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

Annual-Report_Zalando-SE_EN_241203_s.pdf

(7.9.3.6) Page/section reference

Page 84, 268-271

(7.9.3.7) Relevant standard

☑ ISAE3000

(7.9.3.8) Proportion of reported 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:
☑ Decreased

(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)

2117

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

33

(7.10.1.4) Please explain calculation

*In 2023, we avoided about 2117 tCO2e thanks to the production and consumption of electricity generated by solar panels on our warehouses in Germany, Italy and the Netherlands. The total Scope 12 market based emissions in 2022 were 6342 tCO2e, therefore the related decrease equals 33% calculated as (-2117/6342)*100- 33%*

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

265

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

4

(7.10.1.4) Please explain calculation

*In 2023, our total Scope 12 market based emissions decreased by 265 tCO2e compared to 2022. The total Scope 12 market based emissions in 2022 were 6342 tCO2e, therefore the related decrease equals 4% calculated as (265/6342)*100 4%*
[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) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ Yes

(7.15.1) Break down your total gross global Scope 1 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 CO2e)

4739

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

454

(7.15.1.3) 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.

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.79

(7.16.2) Scope 2, location-based (metric tons CO2e)

58

(7.16.3) Scope 2, market-based (metric tons CO2e)

41.69

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

3077

(7.16.2) Scope 2, location-based (metric tons CO2e)

27068

(7.16.3) Scope 2, market-based (metric tons CO2e)

702.76

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

127

(7.16.3) Scope 2, market-based (metric tons CO2e)

113.79

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

10.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

5198.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1996

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

2102

(7.16.2) Scope 2, location-based (metric tons CO2e)

27478

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.58

(7.16.2) Scope 2, location-based (metric tons CO2e)

11.1

(7.16.3) Scope 2, market-based (metric tons CO2e)

11.28

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.19

(7.16.2) Scope 2, location-based (metric tons CO2e)

22

(7.16.3) Scope 2, market-based (metric tons CO2e)

14.48
[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*	*71*
Row 2	*Emissions from fugitive emissions (refrigerant leaks for cooling) from logistic sites*	*383*
Row 3	*Emissions from company car fleet*	*668*
Row 4	*Emissions from combustion of fuel for heating in the non-logistic sites*	*135*
Row 5	*Emissions from combustion of fuel for heating in the logistic sites*	*3936*

[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*	*54751*	*0*
Row 3	*Scope 2 - Non-logistic electricity*	*5178*	*0*
Row 4	*Scope 2 - Non-logistic district heating*	*2017*	*884*
Row 5	*Scope 2 - Fleet - electricity*	*15*	*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)

5193

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

61961

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

884

(7.22.4) Please explain

Responses to 7.6 and 7.7 do not include any other entities outside 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

Responses to 7.6 and 7.7 do not include any other entities outside the consolidated accounting group.
[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?

☑ 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

22872.75

(7.30.1.4) Total (renewable and non-renewable) MWh

22872.75

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

113024

(7.30.1.3) MWh from non-renewable sources

0

(7.30.1.4) Total (renewable and non-renewable) MWh

113024

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

10528

(7.30.1.4) Total (renewable and non-renewable) MWh

10880

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

7939

(7.30.1.4) Total (renewable and non-renewable) MWh

7939

Total energy consumption

(7.30.1.1) Heating value

(7.30.1.2) MWh from renewable sources

120963

(7.30.1.3) MWh from non-renewable sources

33400.75

(7.30.1.4) Total (renewable and non-renewable) MWh

154363.75
[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

	Indicate whether your organization undertakes this fuel application
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) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

Other biomass

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

Coal

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

Oil

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

8.75

(7.30.7.8) Comment

The data refers to oil consumed for heating

Gas

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

20202

(7.30.7.8) Comment

The data refers to gas consumed for heating. The German warehouses use natural gas as provided by the utility network.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

2662

(7.30.7.8) Comment

The data refers to diesel, motor gasoline, and CNG, consumed by the company fleet

Total fuel

(7.30.7.1) Heating value

(7.30.7.2) Total fuel MWh consumed by the organization

22872.75
[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)

7939

(7.30.9.2) Generation that is consumed by the organization (MWh)

7939

(7.30.9.3) Gross generation from renewable sources (MWh)

7939

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

7939

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]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Austria

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Belgium

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Croatia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Czechia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Denmark

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Estonia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Finland

(7.30.16.1) Consumption of purchased electricity (MWh)

83

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

187

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

270.00

France

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

57042

(7.30.16.2) Consumption of self-generated electricity (MWh)

1352

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

9613

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

68007.00

Hungary

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

122

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

594

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

716.00

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

15692

(7.30.16.2) Consumption of self-generated electricity (MWh)

2402

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

18094.00

Latvia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Lithuania

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Luxembourg

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

11547

(7.30.16.2) Consumption of self-generated electricity (MWh)

4185

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

15732.00

Norway

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

36366

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

36366.00

Romania

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Slovakia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Slovenia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Spain

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Sweden

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

37

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

59

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

96.00

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

41

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

76

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

117.00
[Fixed row]

(7.30.17) Provide details of your organization's renewable electricity purchases in the reporting year by country/area.

Row 1

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Germany

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Large hydropower (>25 MW)

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

54136

(7.30.17.5) Tracking instrument used

Select from:
☑ GO

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Austria

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

Row 2

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Germany

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:

☑ Renewable electricity mix, please specify :Wind, solar

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

1587

(7.30.17.5) Tracking instrument used

Select from:
☑ GO

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

(7.30.17.12) Comment

Country/area of origin (generation) of purchased renewable electricity: Europe excluding Iceland

Row 3

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

☑ Poland

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Wind

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

36118

(7.30.17.5) Tracking instrument used

Select from:
☑ GO

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Poland

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

Row 4

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Poland

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Renewable electricity mix, please specify **:**Wind, solar

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

251

(7.30.17.5) Tracking instrument used

Select from:
☑ GO

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

(7.30.17.12) Comment

Country/area of origin (generation) of purchased renewable electricity: Europe excluding Iceland

Row 5

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Italy

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Solar

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

13290

(7.30.17.5) Tracking instrument used

Select from:
☑ GO

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Italy

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

Row 6

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Netherlands

(7.30.17.2) Sourcing method

Select from:

☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Wind

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

7362

(7.30.17.5) Tracking instrument used

Select from:
☑ GO

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Netherlands

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

Row 7

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Finland

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Wind

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

83

(7.30.17.5) Tracking instrument used

Select from:
☑ Contract

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Finland

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

Row 8

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Ireland

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Renewable electricity mix, please specify **:**Not specified

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

122

(7.30.17.5) Tracking instrument used

Select from:
☑ Contract

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Ireland

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

Row 9

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Switzerland

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:

☑ Renewable electricity mix, please specify :Not specified

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

37

(7.30.17.5) Tracking instrument used

Select from:
☑ Contract

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Switzerland

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label

Row 10

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.17.2) Sourcing method

Select from:

☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:

☑ Renewable electricity mix, please specify **:**Not specified

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

41

(7.30.17.5) Tracking instrument used

Select from:

☑ Contract

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

☑ 2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ No additional, voluntary label
[Add row]

(7.30.18) Provide details of your organization's low-carbon heat, steam, and cooling purchases in the reporting year by country/area.

Row 1

(7.30.18.1) Sourcing method

Select from:
☑ Heat/steam/cooling supply agreement

(7.30.18.2) Country/area of consumption of low-carbon heat, steam or cooling

Select from:
☑ Germany

(7.30.18.3) Energy carrier

Select from:
☑ Heat

(7.30.18.4) Low-carbon technology type

Select from:
☑ Other, please specify :District heating

(7.30.18.5) Low-carbon heat, steam, or cooling consumed (MWh)

9613

(7.30.18.6) Comment

We included the district heating consumption here.

Row 2

(7.30.18.1) Sourcing method

Select from:
☑ Heat/steam/cooling supply agreement

(7.30.18.2) Country/area of consumption of low-carbon heat, steam or cooling

Select from:
☑ Ireland

(7.30.18.3) Energy carrier

Select from:
☑ Heat

(7.30.18.4) Low-carbon technology type

Select from:
☑ Other, please specify **:**District heating

(7.30.18.5) Low-carbon heat, steam, or cooling consumed (MWh)

594

(7.30.18.6) Comment

We included the district heating consumption here.

Row 3

(7.30.18.1) Sourcing method

Select from:
☑ Heat/steam/cooling supply agreement

(7.30.18.2) Country/area of consumption of low-carbon heat, steam or cooling

Select from:
☑ Finland

(7.30.18.3) Energy carrier

Select from:
☑ Heat

(7.30.18.4) Low-carbon technology type

Select from:
☑ Other, please specify **:**District heating

(7.30.18.5) Low-carbon heat, steam, or cooling consumed (MWh)

187

(7.30.18.6) Comment

We included the district heating consumption here.

Row 4

(7.30.18.1) Sourcing method

Select from:

☑ Heat/steam/cooling supply agreement

(7.30.18.2) Country/area of consumption of low-carbon heat, steam or cooling

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.18.3) Energy carrier

Select from:

☑ Heat

(7.30.18.4) Low-carbon technology type

Select from:

☑ Other, please specify **:**District heating

(7.30.18.5) Low-carbon heat, steam, or cooling consumed (MWh)

76

(7.30.18.6) Comment

We included the district heating consumption here.

Row 5

(7.30.18.1) Sourcing method

Select from:

☑ Heat/steam/cooling supply agreement

(7.30.18.2) Country/area of consumption of low-carbon heat, steam or cooling

☑ Switzerland

(7.30.18.3) Energy carrier

Select from:
☑ Heat

(7.30.18.4) Low-carbon technology type

Select from:
☑ Other, please specify :District heating

(7.30.18.5) Low-carbon heat, steam, or cooling consumed (MWh)

59

(7.30.18.6) Comment

We included the district heating consumption here.
[Add row]

(7.30.19) Provide details of your organization's renewable electricity generation by country/area in the reporting year.

Row 1

(7.30.19.1) Country/area of generation

Select from:
☑ Germany

(7.30.19.2) Renewable electricity technology type

Select from:

☑ Solar

(7.30.19.3) Facility capacity (MW)

1500

(7.30.19.4) Total renewable electricity generated by this facility in the reporting year (MWh)

1352

(7.30.19.5) Renewable electricity consumed by your organization from this facility in the reporting year (MWh)

1352

(7.30.19.6) Energy attribute certificates issued for this generation

Select from:
☑ No

Row 2

(7.30.19.1) Country/area of generation

Select from:
☑ Italy

(7.30.19.2) Renewable electricity technology type

Select from:
☑ Solar

(7.30.19.3) Facility capacity (MW)

2500

(7.30.19.4) Total renewable electricity generated by this facility in the reporting year (MWh)

2402

(7.30.19.5) Renewable electricity consumed by your organization from this facility in the reporting year (MWh)

2402

(7.30.19.6) Energy attribute certificates issued for this generation

Select from:
☑ No

Row 3

(7.30.19.1) Country/area of generation

Select from:
☑ Netherlands

(7.30.19.2) Renewable electricity technology type

Select from:
☑ Solar

(7.30.19.3) Facility capacity (MW)

8600

(7.30.19.4) Total renewable electricity generated by this facility in the reporting year (MWh)

4185

(7.30.19.5) Renewable electricity consumed by your organization from this facility in the reporting year (MWh)

(7.30.19.6) Energy attribute certificates issued for this generation

Select from:
☑ No
[Add row]

(7.30.20) 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.

Our sourcing strategy contributes to the energy transition firstly by actively and deliberately choosing to begin sourcing renewable electricity and by publicly committing to 100% renewable electricity. We source renewable electricity through green tariffs, purchase guarantees of origin, and have solar panels on our fulfillment centers in Lahr (Germany), Verona (Italy) and Rotterdam (Netherlands). In 2023, we consumed approximately 7,940 MWh of solar energy from these photovoltaic plants. Going forward, we also plan to consume electricity from newly installed photovoltaic plants at our fulfillment centers in Giessen (Germany) and in Paris (France) (both fulfillment centers currently under construction).

(7.30.21) 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]

(7.30.22) Provide details of the country/area-specific challenges to sourcing renewable electricity faced by your organization in the reporting year.

Row 1

(7.30.22.1) Country/area

Select from:
☑ Italy

(7.30.22.2) 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

(7.30.22.3) Provide additional details of the barriers faced within this country/area

Last year we had to deal with difficulties in procurement for Electricity from renewable sources. From our point of view, the reasons for this were manifold. Still uncertain market due to the ongoing effects of the energy crisis (e.g. some suppliers have decided to cancel contracts with clients), but also high demands as part of our sustainability requirements. The Italian market is one of the most complex markets in our European procurement portfolio (partly due to the prevailing infrastructural generation structure).
[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

0.599

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

6077

(7.45.3) Metric denominator

Select from:

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

10143.1

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

1.5

(7.45.7) Direction of change

Select from:

☑ Increased

(7.45.8) Reasons for change

Select all that apply

☑ Other emissions reduction activities

☑ Change in physical operating conditions

(7.45.9) Please explain

Emissions per unit of revenue increased slightly (1.5%) from 2022 to 2023. This was due to total revenue decreasing at a higher percentage than emissions. Emissions still decreased due primarily to decreased natural gas consumption in our logistics and non-logistics locations, but by a smaller percentage than the decrease between 2021 and 2022.

Row 2

(7.45.1) Intensity figure

24.82

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

6077

(7.45.3) Metric denominator

Select from:
☑ Other, please specify :number of customer orders in m

(7.45.4) Metric denominator: Unit total

244.8

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

6

(7.45.7) Direction of change

Select from:
☑ Increased

(7.45.8) Reasons for change

Select all that apply
☑ Other emissions reduction activities

☑ Change in physical operating conditions

☑ Other, please specify :Change in number of customer orders in m

(7.45.9) Please explain

Emissions per unit of customer orders increased slightly (6%) from 2022 to 2023. This was due to total customer orders decreasing at a higher percentage than emissions. Emissions still decreased due primarily to decreased natural gas consumption in our logistics and non-logistics locations, but by a smaller percentage than the decrease between 2021 and 2022.
[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, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(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)   ☑ Sulphur hexafluoride (SF6)
☑ Nitrous oxide (N2O)   ☑ Nitrogen trifluoride (NF3)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)

(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)

5193

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

884

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

6077.000

(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

97.29

(7.53.1.80) Target status in reporting year

Select from:
☑ Underway

(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).

(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

Our roadmap to achieve Scope 12 SBTs is based on: renewables, energy efficiency and identifying opportunities for electrification. Significant gains have been resulting from more accurate data collection as for example in our monitoring and tracking of refrigerants refills. This has enabled us to move away from industry averages in our emissions calculations and annual progress reporting. For new warehouses, we avoid using gas by installing electrical heat pumps, as it was done in Verona and Rotterdam. In 2020, we became a member of the RE100 initiative and reached our goal of using 100% renewable electricity. We continued to fulfill this commitment in 2023. We source renewable electricity, purchase guarantees of origin, and have solar panels on our fulfillment centers in Lahr, Verona and Rotterdam. Our energy management system is certified to the latest ISO 50001 standard. Looking forward, we will continue to develop our data capabilities, and seek to equip our fulfillment centers with solar panels and heat pumps. All our new fulfillment centers and offices require a green building certification.

(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, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(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)   ☑ Nitrogen trifluoride (NF3)

☑ Nitrous oxide (N2O)   ☑ Sulphur hexafluoride (SF6)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

(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

(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 (metric tons CO2e per unit of activity)

100

(7.53.2.32) Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

100.0000000000

(7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

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 (metric tons CO2e per unit of activity)

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 (metric tons CO2e per unit of activity)

57

(7.53.2.79) Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

57.0000000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

57.0000000000

(7.53.2.81) Land-related emissions covered by target

Select from:
☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

107.50

(7.53.2.83) Target status in reporting year

Select from:
☑ Underway

(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.

(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 1.5C pathway validated by the Science-Based Targets initiative (SBTi).

(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

In 2023, our private label emissions per million EUR gross profit, were 43% lower than the 2018 baseline, therefore achieving the target. In 2023, our private label emissions decreased by 16% from 2022, while gross profit decreased by around 3% from 2022. Since this is a relative target, it is impacted by changes both in the numerator and the denominator. Compared to the baseline year (2018), the numerator (private label emissions) decreased by 1.7% but the denominator (Zalando gross profit) grew by 72%, thus leading to a relative reduction of emissions intensity.

(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

(7.54.1.18) Science Based Targets initiative official validation letter

SBTi Zalando SBTargets   .pdf

(7.54.1.19) Explain target coverage and identify any exclusions

Zalando commits to increase 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 consumed electricity 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

In 2020, we became a member of the RE100 initiative and reached our goal of using 100% renewable electricity. We continued to fulfill this commitment in 2023. We source renewable electricity, purchase guarantees of origin, and have solar panels on our fulfillment centers in Lahr, Verona and Rotterdam.
[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

58

(7.54.2.12) % of target achieved relative to base year

64.4444444444

(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

(7.54.2.18) 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

To minimize the emissions from products we sell through our retailing and platform businesses, we work closely with our brands, packaging and last-mile-delivery partners to support them in emissions reduction target setting in line with the SBTi criteria. To support brands in setting climate targets aligned with science, we launched a pilot program offering one-on-one support. In 2021 and the first half of 2022, 15 partners took part, with seven committing to set SBT. To scale our efforts, we joined forces with the online retailers ABOUT YOU and YOOX NET-A-PORTER to launch FASHION LEAP FOR CLIMATE, a learning platform that provides opportunities for peer learning and step-by-step guidance on measuring emissions and setting targets aligned with climate science. By the end of 2022, brand,

packaging and last-mile-delivery partners accounting for around 58% of our 2022 supplier-related emissions had set SBTs. This represents a 6% progress from the previous year, when partners with SBTs accounted for 52% of supplier-related emissions.

Row 2

(7.54.2.1) Target reference number

Select from:
☑ Oth 2

(7.54.2.2) Date target was set

12/30/2019

(7.54.2.3) Target coverage

Select from:
☑ Other, please specify

(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)

Energy productivity
☑ Other, energy productivity, please specify **:**Carbon Neutrality pledge; Metric: metric tons CO2e

(7.54.2.7) End date of base year

12/31/2022

(7.54.2.8) Figure or percentage in base year

0.0

(7.54.2.9) End date of target

12/31/2022

(7.54.2.10) Figure or percentage at end of date of target

419347

(7.54.2.11) Figure or percentage in reporting year

419347

(7.54.2.12) % of target achieved relative to base year

100.0000000000

(7.54.2.13) Target status in reporting year

Select from:
☑ Achieved

(7.54.2.15) Is this target part of an emissions target?

No

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply
☑ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

Since the launch of our do.MORE strategy in October 2019, we have compensated our residual emissions from our own operations (Scope 1 and 2) and from packaging and upstream transportation and distribution incl. deliveries and returns (Scope 3) every year on an annual basis.

(7.54.2.21) List the actions which contributed most to achieving this target

To achieve this target on an annual basis, we procured carbon removal credits for 419,347 t CO2e (compared to 438,931 t CO2e in 2021), in order to offset all residual emissions from our own operations (Scope 1 and 2) and from packaging and upstream transportation and distribution (incl. deliveries and returns). We procured verified emission reductions (VERs) from Gold Standard certified reforestation projects in Ethiopia, Uganda, Panama, Colombia and a Verified Carbon Standard (VCS) certified project in Indonesia.
[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.

Select from:
☑ Yes

(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 (only for rows marked *)
Under investigation	0	`Numeric input
To be implemented	2	3419
Implementation commenced	0	0
Implemented	1	59947
Not to be implemented	0	`Numeric input

[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
☑ Large hydropower (>25 MW)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

23928

(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 C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ >30 years

Row 2

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Other, please specify :Mix of hydropower, wind, and solar

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

912

(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 C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ >30 years

Row 4

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

6521

(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 C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ >30 years

Row 6

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Wind

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

28586

(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 C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ >30 years
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 2

(7.55.3.1) Method

Select from:
☑ Employee engagement

(7.55.3.2) Comment

The Sustainability Team collaborates with different teams and business units in order to develop and implement measures to reduce Zalando's climate-related impact by means of employee engagement

Row 3

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

The Sustainability Team identifies regulatory requirements connected to climate protection and informs the affected internal business units. For example, regulations in terms of renewable energy have led the Construction team to evaluate the installation of solar panels in European warehouses.

Row 4

(7.55.3.1) Method

Select from:

☑ Financial optimization calculations

(7.55.3.2) Comment

Financial optimization calculations are our main driver and projects are implemented in general according to the strength of the business case. However, some projects are implemented in spite of a weaker financial case. An example of this is in relation to our do.MORE strategy packaging goal and moving away from single use plastic: paper bags are way more expensive than plastic ones.
[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 canceled any project-based carbon credits within the reporting year?

Select from:

☑ Yes

(7.79.1) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:
☑ Afforestation

(7.79.1.2) Type of mitigation activity

Select from:
☑ Carbon removal

(7.79.1.3) Project description

CO2OL Tropical Mix (Panama) Gold Standard certified. Initiated in 1995, Tropical Mix is one of the oldest forest carbon projects in the world and one of the first carbon projects to be certified with the Gold Standard. It is a special project because it combines afforestation with native tree species and agroforestry cacao plantations.

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

87215

(7.79.1.5) Purpose of cancelation

Select from:
☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:
☑ Yes

(7.79.1.7) Vintage of credits at cancelation

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:
☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:
☑ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply
☑ Other, please specify **:**A/R CDM Tools

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply
☑ Other, please specify **:**Gold Standard requires i) that no trees are cut to make room for new plantations, ii) fixed 20% contribution for a pooled compliance buffer, which remains untouched after crediting period of the project.

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply
☑ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The owner is required to ensure that the project is designed and implemented in a sustainable and participatory way. This includes a Do-No-Harm Assessment in order to ensure that minimum social and ecological safeguards are set. Furthermore, a continuous dialogue with stakeholders for participatory implementation is ensured as the Local Stakeholder Consultation and Input & Grievance Mechanism address further potential issues.

Row 2

(7.79.1.1) Project type

Select from:
☑ Reforestation

(7.79.1.2) Type of mitigation activity

Select from:
☑ Carbon removal

(7.79.1.3) Project description

Kikonda Forest Reserve (Uganda). Gold Standard certified. The project is located 30km south east of the City of Hoima in the catchment of the Kafu River in central Uganda. The project activity includes an eligible planting area of 7,321 ha complemented by non eligible land and conservation areas of 4861 ha, adding up to a total of 12,182 ha.)

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

190000

(7.79.1.5) Purpose of cancelation

Select from:
☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:
☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Other, please specify :Use of specific analysis tool which identifies credible alternative land use scenarios and evaluates both the alternatives and the proposed project scenarios

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Other, please specify :Gold Standard requires i) that no trees are cut to make room for new plantations, ii) fixed 20% contribution for a pooled compliance buffer, which remains untouched after crediting period of the project.

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

☑ Ecological leakage

☑ Other, please specify :Displacement of pre-project agricultural activities

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The owner is required to ensure that the project is designed and implemented in a sustainable and participatory way. This includes a Do-No-Harm Assessment in order to ensure that minimum social and ecological safeguards are set. Furthermore a continuous dialogue with stakeholders for participatory implementation is ensured as the Local Stakeholder Consultation and Input & Grievance Mechanism address further potential issues.

Row 3

(7.79.1.1) Project type

Select from:
☑ Reforestation

(7.79.1.2) Type of mitigation activity

Select from:
☑ Carbon removal

(7.79.1.3) Project description

Vichada Climate Reforestation (Colombia) Gold Standard certified. The project is located in the Vichada Department of Colombia. Geographically speaking it sits in the Bita river basin. Being one of the country's greatest natural treasures, the Bita watershed has been designated as a wetland of international importance under the Ramsar Convention helping to conserve one of the most biodiverse ecosystems in the country.

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

111961

(7.79.1.5) Purpose of cancelation

Select from:
☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:
☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2019

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Other, please specify **:**A/R CDM Tools

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Other, please specify **:**Gold Standard requires i) that no trees are cut to make room for new plantations, ii) fixed 20% contribution for a pooled compliance buffer, which remains untouched after crediting period of the project

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The owner is required to ensure that the project is designed and implemented in a sustainable and participatory way. This includes a Do-No-Harm Assessment in order to ensure that minimum social and ecological safeguards are set. Furthermore a continuous dialogue with stakeholders for participatory implementation is ensured as the Local Stakeholder Consultation and Input & Grievance Mechanism address further potential issues.

Row 4

(7.79.1.1) Project type

Select from:

☑ Reforestation

(7.79.1.2) Type of mitigation activity

Select from:
☑ Carbon removal

(7.79.1.3) Project description

Sodo/Humbo Community Managed Reforestation (Ethiopia). Originated by World Vision Australia, this project focuses on the restoration of a biodiverse forest on Mt. Damota, north of the township of Sodo in Southern Ethiopia. The area varies in altitude from 2000 to 2900 meters about sea level, and rainfall is approximately 1400 mm per annum. Although thie area is quite steep, the project area has been cleared for many years to facilitate cropping and grazing activities. However these activities have led to problems of flash flooding, mudslides, and the drying up of springs due to a lack of recharge of groundwater. The project will help to address these problems through a combination of seedling establishment and Farmer Managed Natural Regeneration, wherby farmers identify and promote native trees, which were pre-existing on the site before it was cleared. The project facilitates the input of seven small communities (known as kebele in Amharic, the national language of Ethiopia) around Mt. Damota. These communities will be the direct beneficiaries of the project.

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

21258

(7.79.1.5) Purpose of cancelation

Select from:
☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:
☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Other, please specify **:**A/R CDM Tools

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Other, please specify **:**Gold Standard requires i) that no trees are cut to make room for new plantations, ii) fixed 20% contribution for a pooled compliance buffer, which remains untouched after crediting period of the project.

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The owner is required to ensure that the project is designed and implemented in a sustainable and participatory way. This includes a Do-No-Harm Assessment in order to ensure that minimum social and ecological safeguards are set. Furthermore a continuous dialogue with stakeholders for participatory implementation is ensured as the Local Stakeholder Consultation and Input & Grievance Mechanism address further potential issues.

Row 5

(7.79.1.1) Project type

Select from:

☑ Reforestation

(7.79.1.2) Type of mitigation activity

Select from:
☑ Carbon removal

(7.79.1.3) Project description

Mindanao Tree Planting Program for our Climate and Communities (MinTrees).

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

9803

(7.79.1.5) Purpose of cancelation

Select from:
☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:
☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:
☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:
☑ VCS (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply
☑ Other, please specify **:**A/R CDM Tools

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply
☑ Other, please specify **:**The VCS requires all AFOLU Projects to assess the reversal risks by using the Non-Permanence Risk tool. The scoring that results from this tool will then determine the buffer (credits set aside to compensate in case of reversals)

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply
☑ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

The project is compliant with the VCS Version 4 Program Guide, Standard, AFOLU Requirements, CCB Standards (Third Edition), selected methodology (VM0007), and all associated updates.
[Add row]

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:
☑ 51-75

(9.2.2) Frequency of measurement

Select from:
☑ Yearly

(9.2.3) Method of measurement

Water meter at site locations

(9.2.4) 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.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

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

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

☑ Not monitored

[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/year)

144380

(9.2.2.2) Comparison with previous reporting year

Select from:
☑ This is our first year of measurement

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:
☑ Other, please specify **:**First year of measurement

(9.2.2.4) Five-year forecast

Select from:
☑ Unknown

(9.2.2.5) Primary reason for forecast

Select from:
☑ Unknown

(9.2.2.6) Please explain

At the moment Zalando is unable to provide a reliable water withdrawal forecast, as 2023 marks the first year of measurements, and the water strategy is still in the early stages of development. Consequently, the enterprise has not yet reached the level of maturity required to make accurate projections based on the current available data.
[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:
☑ Unknown

(9.2.4.9) Please explain

Water is an increasingly important topic that we are beginning to address within our strategy. We are completing a water risk assessment in 2024 and plan to share those results in the next reporting year.
[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:
☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

(9.3.4) Please explain

Water is an increasingly important topic that we are beginning to address within our strategy. We are completing a water risk assessment in 2024 and plan to share those results in the next reporting year.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

(9.3.4) Please explain

Water is an increasingly important topic that we are beginning to address within our strategy. We are completing a water risk assessment in 2024 and plan to share those results in the next reporting year.
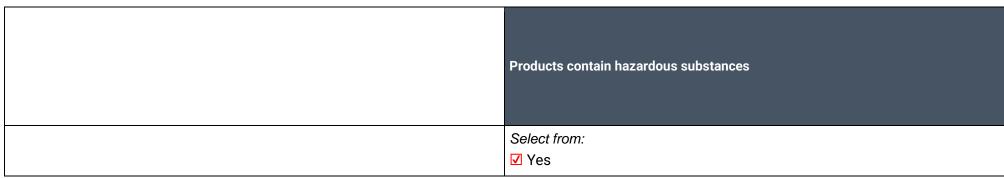*[Fixed row]*

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	10140000000	*70231.33*	*Unknown*

[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: ☑ Yes

[Fixed row]

(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Row 1

(9.13.1.1) Regulatory classification of hazardous substances

Select from:
☑ Annex XVII of EU REACH Regulation

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:
☑ Don't know

(9.13.1.3) Please explain

Not possible to calculate the requested value within the current data landscape.

Row 2

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☑ Candidate List of Substances of Very High Concern for Authorisation above 0.1% by weight (EU Regulation)

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:
☑ Don't know

(9.13.1.3) Please explain

Not possible to calculate the requested value within the current data landscape.

Row 3

(9.13.1.1) Regulatory classification of hazardous substances

Select from:
☑ EU Persistent Organic Pollutants (POPs) Regulation

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:
☑ Don't know

(9.13.1.3) Please explain

Not possible to calculate the requested value within the current data landscape.
[Add 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

(9.14.3) Primary reason for not classifying any of your current products and/or services as low water impact

Select from:
☑ Other, please specify :In 2023 Zalando updated products sustainability related information, moving from the green flag to a more specific level of sustainability related information, in order to better support our customers' decision-making in alignment with the current le

(9.14.4) Please explain

In 2023 Zalando updated products sustainability related information, moving from the green flag to a more specific level of sustainability related attributes/information, in order to better support our customers' decision-making in alignment with the current legislative guidance. In this context, a research on water attributes was conducted in 2023 but eventually no element was incorporated in the new product sustainability information criteria.
[Fixed row]

(9.15) Do you have any water-related targets?

Select from:
☑ No, but we plan to within the next two years

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

Select from:
☑ We are planning to introduce a target within the next two years

(9.15.3.2) Please explain

As Zalando matures in its water journey, to the extent that we identify material impacts, risks, or opportunities related to water, we may set targets relating to the reduction of water withdrawals and the reduction of water discharges
[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:
☑ Yes

(10.1.2) Target type and metric

Plastic packaging
☑ Reduce the total weight of plastic packaging used and/or produced
☑ Eliminate single-use plastic packaging

Extended Producer Responsibility (EPR)
☑ Ensure compliance with EPR policies and schemes
☑ Adhere to eco-design requirements

Other
☑ Other, please specify **:**Increase the proportion of share of sustainably sourced (Blauer Engel or recycled content) in plastic packaging

[Fixed 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

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:
☑ Yes

(10.2.2) Comment

Zalando is commercializing some apparel and lifestyle products that are made or contain plastics (including synthetics fibers).

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:
☑ No

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:
☑ No

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:
☑ No

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:
☑ Yes

(10.2.2) Comment

Zalando utilizes plastic packaging to keep products safe and sound during the transition from one life cycle phase to the next.

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:
☑ No

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:
☑ No

Other activities not specified

(10.2.1) Activity applies

Select from:
☑ No
[Fixed row]

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

	Total weight during the reporting year (Metric tons)
Durable goods and durable components sold	*3803.4*

[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

	Total weight during the reporting year (Metric tons)	Raw material content percentages available to report	% virgin renewable content
Plastic packaging used	*3803*	*Select all that apply* ☑ % virgin renewable content	*65.33*

[Fixed row]

(10.5.1) Indicate the circularity potential of the plastic packaging you sold and/or used.

	Please explain
Plastic packaging used	*Information not available within the current data landscape.*

[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, we do not use indicators, but plan to within the next two years

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity
Legally protected areas	*Select from:* ☑ Not assessed
UNESCO World Heritage sites	*Select from:* ☑ Not assessed
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ Not assessed
Ramsar sites	*Select from:* ☑ Not assessed
Key Biodiversity Areas	*Select from:* ☑ Not assessed
Other areas important for biodiversity	*Select from:* ☑ Not assessed

[Fixed 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
☑ Progress against targets

(13.1.1.3) Verification/assurance standard

General standards

☑ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

We publish in our Annual Report 2023 information on our progress against targets, mentioned in question 7.53.1. This section of the report has a limited assurance.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Annual-Report_Zalando-SE_EN_241203_s.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

Co-CEO and Founder

(13.3.2) Corresponding job category

Select from:
☑ Chief Executive Officer (CEO)
[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 website.

Select from:
☑ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute