









# Supervisory board competence profile – international, diversified and independent (1/3)

	Employment	Expertise in... <sup>1</sup>					Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares <sup>2</sup>	Elected until	Attendance FY 2023	
		Industry	Finance	Strategy	Supervision	Innovation								Sustainability
 	Venture Advisor to TCV Executive Advisor to Microsoft / Xbox and Nubank General Advisor to Strava, Inc Former CMO of Netflix	X	—	X	—	X	X	Nomination, Remuneration Committee	May 2019	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	-	AGM 2025	Plenum 5/5 AuditCo 2/2 RemCo 4/4 NomCo 2/2 D&I and Sustainability Co 1/1
 	Chief Executive Officer of Bestseller A/S	X	—	X	X	—	X	Nomination & Remuneration Committee	December 2013	Non-independent	Relevant business relationship with the company	26.6m	AGM 2025	Plenum 3/5 NomCo 2/2 RemCo 5/6
 	Chief Financial Officer at Sunlight Energy Storage Systems Industrial and Commercial Societe Anonyme	—	X <sup>3</sup>	—	X	—	X	Audit, D&I and Sustainability Committee	May 2019	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	-	AGM 2025	Plenum 5/5 AuditCo 5/5 D&I and Sustainability Co 2/2

1







1) Based on self-assessment

2) Based on Director Dealings notifications and excluding shares from employee participation programs.

3) Expertise according to Sec. 107 (4) 3, 100 (5) German Stock Corporation Act (AktG) in the field of auditing and accounting.



# Supervisory board competence profile – international, diversified and independent (2/3)

	Employment	Expertise in... <sup>1</sup>						Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares <sup>2</sup>	Elected until	Attendance FY 2023
		Industry	Finance	Strategy	Supervision	Innovation	Sustainability							
 	Niklas Östberg Chief Executive Officer & Co-Founder of Delivery Hero SE	X	X	X	—	X	—	Audit, Nomination Committee	May 2021	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	39K	AGM 2025	Plenum 3/5 AuditCo 3/5
 	Jennifer Hyman CEO and Co-Founder at Rent the Runway, Inc.	X	—	X	X	X	X	D&I and Sustainability Committee	June 2020	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	-	AGM 2025	Plenum 4/5 D&I and Sustainability Co 2/3
 	Susanne Schröter-Crossan Chief Financial Officer at sender Technologies GmbH	—	X <sup>3</sup>	—	X	—	X	Audit, Remuneration and D&I and Sustainability Committee	May 2023	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	-	AGM 2025	Plenum 3/3 AuditCo 3/3 RemCo 4/4 D&I and Sustainability Co 2/2

2







1) Based on self-assessment

2) Based on Director Dealings notifications and excluding shares from employee participation programs.

3) Expertise according to Sec. 107 (4) 3, 100 (5) German Stock Corporation Act (AktG) in the field of auditing and accounting.



# Supervisory board competence profile – international, diversified and independent (3/3)

	Employment	Expertise in... <sup>1</sup>					Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares <sup>2</sup>	Elected until	Attendance FY 2023	
		Industry	Finance	Strategy	Supervision	Innovation								Sustainability
<b>Jade Buddenberg</b>  	Zalando SE	X	—	X	—	X	X	D&I and Sustainability Committee	June 2020	- <sup>4</sup>	Employee representative	-	AGM 2025	Plenum 5/5 D&I and Sustainability Co 3/3
<b>Anika Mangelmann</b>  	Zalando SE	X	—	—	—	—	—	Remuneration Committee	June 2020	- <sup>4</sup>	Employee representative	-	AGM 2025	Plenum 5/5 RemCo 6/6
<b>Matti Ahtainen</b>  	Zalando Finland Oy	X	X <sup>3</sup>	—	—	—	—	Audit Committee	June 2020	- <sup>4</sup>	Employee representative	-	AGM 2025	Plenum 5/5 AuditCo 5/5

1) Based on self-assessment

2) Based on Director Dealings notifications and excluding shares from employee participation programs.

3) Expertise according to Sec. 107 (4) 3, 100 (5) German Stock Corporation Act (AktG) in the field of accounting

4) In accordance with the German Corporate Governance Code, as a principle, the Supervisory Board does not take the independence of employee representatives into consideration.