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

Sustainability Supervision Strategy ndustry **Employment** Membership Member Independence Considerations of **Shareholdings** Elected Attendance until FY 2024 in regular since Independence in # shares² Committees **Kelly Bennett** Chairperson of the supervisory board X - X - X Audit, May Independent No relevant connections AGM Plenum 9/9 2019 with the company and its 2025 AuditCo 2/2 AG 1 Advisor Nomination⁴ & Management Board as RemCo 4/4 Remuneration⁴ Venture Advisor to TCV well as with controlling NomCo_{2/2} Committee Executive Advisor to Microsoft / shareholders of the Xbox and Nubank company General Advisor to Strava, Inc. Mariella $- x^3 - x - x$ Audit⁴, D&I and May Independent Chief Financial Officer at No relevant connections AGM Plenum 9/9 Röhm-Kottmann Sunlight Group Energy Storage 2019 with the company and its 2025 AuditCo 5/5 Sustainability Systems Industrial and Committee Management Board as D&I and Commercial Société Anonyme well as with controlling Sustainability shareholders of the Co 2/2 company

December

2013

Non-independent

Relevant business

company

relationship with the

26 6m



⁾ Based on self-assessment

Chief Executive Officer

of Bestseller A/S

X — X X — X Nomination &

Remuneration

Committee

Expertise in...1

4) Chairperson

Plenum 4/9

NomCo 2/2

RemCo 1/4

AGM

2025

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.

Susanne Schröter-Crossan



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

Supervision nnovation Strategy Industry Membership Member Independence Considerations of Elected Attendance **Shareholdings Employment** FY 2024 in regular since Independence in # shares2 until Committees Niklas Östberg Chief Executive Officer & $X \times X - X -$ Independent Nomination Mav No relevant connections AGM Plenum 6/9 39K Co-Founder of Delivery Hero SE Committee 2021 with the company and its 2025 AuditCo 3/3 NomCo 2/2 Management Board as well as with controlling shareholders of the company Jennifer Hyman CFO and Co-Founder at $X - X \times X \times X$ D&I and June Independent No relevant connections AGM Plenum 5/9 2020 Rent the Runway. Inc. Sustainability with the company and its 2025 D&I and Management Board as Sustainability Committee well as with controlling Co 1/2 shareholders of the company

Mav

2023

Independent

No relevant connections

with the company and its

Management Board as

well as with controlling

shareholders of the

company

Chief Financial Officer at sennder

Technologies GmbH

 $- X^3 - X - X$

Audit.

Remuneration

Sustainability⁴

and D&I and

Committee

Expertise in...1

Plenum 9/9

AuditCo 5/5 RemCo 3/4

Sustainability Co 2/2

D&I and

AGM

2025

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)

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	Expertise in ¹					
	r r					
Employment	lustry ance artegy pervisi ovation stainab	ip Member Independend since	ce Considerations of Independence	Shareholdings in # shares ²	Elected until	Atten

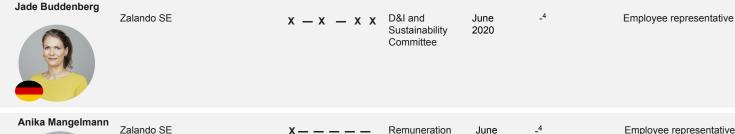
Ind Sup Sus

Committees

endance 2024

Plenum 9/9 AGM 2025 D&I and Sustainability

Co 2/2



Matti Ahtiainen







Committee



June

2020

2020



Employee representative

Employee representative

AGM 2025

AGM

2025

Plenum 8/9 RemCo 4/4

Plenum 9/9

AuditCo 5/5

Zalando Finland Oy

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.