



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

	Employment	Expertise in... ¹						Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares ²	Elected until	Attendance FY 2024
		Industry	Finance	Strategy	Supervision	Innovation	Sustainability							
Kelly Bennett  	Chairperson of the supervisory board AG 1 Advisor Venture Advisor to TCV Executive Advisor to Microsoft / Xbox and Nubank General Advisor to Strava, Inc	X	—	X	—	X	X	Audit, nomination ⁴ & remuneration ⁴ committee	May 2019	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	-	AGM 2027	Plenum 9/9 AuditCo 2/2 RemCo 4/4 NomCo 2/2
Mariella Röhm-Kottmann  	Chief Financial Officer at Sunlight Group Energy Storage Systems Industrial and Commercial Société Anonyme	—	X ³	—	X	—	X	Audit ⁴ , 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 2027	Plenum 9/9 AuditCo 5/5 D&I and Sustainability Co 2/2
Anders H. Povlsen  	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 2027	Plenum 4/9 NomCo 2/2 RemCo 1/4

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.

4) Chairperson



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

	Employment	Expertise in... ¹						Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares ²	Elected until	Attendance FY 2024
		Industry	Finance	Strategy	Supervision	Innovation	Sustainability							
Niklas Östberg  	Chief Executive Officer & Co-Founder of Delivery Hero SE	X	X	X	–	X	–	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 2027	Plenum 6/9 AuditCo 3/3 NomCo 2/2
Alice Delahunt  	Founder and CEO at SYKY, Inc	X	–	X	–	X	–	D&I and sustainability committee	May 2025	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	–	AGM 2027	N/A
Susanne Schröter-Crossan  	Chief Financial Officer at sennder Technologies GmbH	–	X ³	–	X	–	X	Audit, remuneration and D&I and sustainability ⁴ committee	May 2023	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	–	AGM 2027	Plenum 9/9 AuditCo 5/5 RemCo 3/4 D&I and Sustainability Co 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.

4) Chairperson



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

	Employment	Expertise in... ¹						Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares ²	Elected until	Attendance FY 2024
		Industry	Finance	Strategy	Supervision	Innovation	Sustainability							
Margaret (Maggie) Reed Ratay Sloan  	Zalando SE	X	—	X	—	—	X	D&I and sustainability committee	May 2025	- ⁴	Employee representative	-	AGM 2030	n/a
Rose Reynolds  	Zalando SE	X	X	X	—	—	—	Audit committee	May 2025	- ⁴	Employee representative	-	AGM 2030	n/a
Zbigniew Laskowski  	Zalando Logistics Operations Polska sp. z o.o.	X	—	—	—	—	—	Remuneration committee	May 2025	- ⁴	Employee representative	-	AGM 2030	n/a

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.