

Information pursuant to Section 125 (1) in conjunction with Section 125 (5) German Stock Corporation Act (*Aktiengesetz, AktG*), Art. 4 (1), Table 3 of the Annex to Commission Implementing Regulation (EU) 2018/1212

A. Specification of the message

1. Unique identifier of the event	Annual General Meeting of Zalando SE on May 24, 2023
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: ZAL052023oHV
2. Type of message	Convocation of the Annual General Meeting
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: NEWM

B. Specification of the issuer

1. ISIN	DE000ZAL1111
2. Name of issuer	Zalando SE

C. Specification of the meeting

1. Date of the General Meeting	May 24, 2023
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230524
2. Time of the General Meeting	10:00 hours (CEST)
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 08:00 hours UTC (Coordinated Universal Time)
3. Type of General Meeting	Annual General Meeting as virtual general meeting without physical presence of the shareholders or their authorized representatives
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: GMET
4. Location of the General Meeting	Place of the General Meeting within the meaning of the German Stock Corporation Act is the corporate headquarters of Zalando SE, Valeska-Gert-Strasse 5, 10243 Berlin
	The physical presence at the venue of the General Meeting is not possible
	URL to the AGM Portal of the company to follow the audio and video transmission of the General Meeting as well as to exercise shareholder rights: https://corporate.zalando.com/en/investor-relations/e

	vents/annual-general-meeting/annual-general-meeting-2023
5. Record Date	Record date according to Section 123 (4) AktG and § 17 (3) of the Articles of Association of Zalando SE is May 3, 2023 (00:00 hours CEST) in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230502 [22nd day]
6. Uniform Resource Locator (URL)	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
D. Participation in the general meeting - Following the audio and video transmission	
1. Method of participation by shareholder	Following the audio and video transmission of the Virtual General Meeting
2. Issuer deadline for the notification of participation	Registration of the respective shareholders for the General Meeting in due time and proof of shareholding in due time: May 17, 2023, 24:00 hours (CEST); time of receipt being decisive in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230517, 22:00 hours UTC (Coordinated Universal Time)
3. Issuer deadline for voting	N/A
D. Participation in the general meeting - Absentee voting	
1. Method of participation by shareholder	Exercising voting rights by absentee voting in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: EV (pursuant to ISO 20022: MAIL, EVOT)
2. Issuer deadline for the notification of participation	Registration of the respective shareholders for the General Meeting in due time and proof of shareholding in due time: May 17, 2023, 24:00 hours (CEST); time of receipt being decisive in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230517, 22:00 hours UTC (Coordinated Universal Time)
3. Issuer deadline for voting	Outside the password-protected AGM Portal of the company by submission by regular mail: May 23, 2023, 24:00 hours (CEST); time of receipt being decisive in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230523, 22:00 hours UTC (Coordinated Universal Time)

	<p>Via the password-protected AGM Portal of the company at https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023: Until the point in time determined by the chairperson of the general meeting as part of the voting at the day of the general meeting (May 24, 2023)</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230524, until the point in time determined by the chairperson of the general meeting as part of the voting</p>
<p>D. Participation in the general meeting - Granting authorization and issuing instructions to the proxies appointed by the company</p>	
<p>1. Method of participation by shareholder</p>	<p>Exercising voting rights by granting authorization and issuing instructions to the proxies appointed by the company</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: PX (pursuant to ISO 20022: PRXY)</p>
<p>2. Issuer deadline for the notification of participation</p>	<p>Registration of the respective shareholders for the General Meeting in due time and proof of shareholding in due time: May 17, 2023, 24:00 hours (CEST); time of receipt being decisive</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230517, 22:00 hours UTC (Coordinated Universal Time)</p>
<p>3. Issuer deadline for voting</p>	<p>Outside the password-protected AGM Portal of the company by submission by regular mail or by email: May 23, 2023, 24:00 hours (CEST); time of receipt being decisive</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230523, 22:00 hours UTC (Coordinated Universal Time)</p> <p>Via the password-protected AGM Portal of the company at https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023: Until the point in time determined by the chairperson of the general meeting as part of the voting at the day of the general meeting (May 24, 2023)</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230524, until the point</p>

	in time determined by the chairperson of the general meeting as part of the voting
D. Participation in the general meeting - Authorization of third parties	
1. Method of participation by shareholder	Authorization of third parties to exercise voting and other rights
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: PX (pursuant to ISO 20022: PRXY)
2. Issuer deadline for the notification of participation	Registration of the respective shareholders for the General Meeting in due time and proof of shareholding in due time: May 17, 2023, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230517, 22:00 hours UTC (Coordinated Universal Time)
3. Issuer deadline for voting	Outside the password-protected AGM Portal of the company by submission by regular mail or by email: May 23, 2023, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230523, 22:00 hours UTC (Coordinated Universal Time)
	Via the password-protected AGM Portal of the company at https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023 :
	Until the point in time determined by the chairperson of the general meeting as part of the voting at the day of the general meeting (May 24, 2023)
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230524, until the point in time determined by the chairperson of the general meeting as part of the voting
E. Agenda - Agenda Item 1	
1. Unique identifier of the agenda item	1
2. Title of the agenda item	Presentation of the adopted annual financial statements and the approved consolidated financial statements for fiscal year 2022 together with the combined management report for Zalando SE and the Zalando group, the combined non-financial declaration

	for Zalando SE and the Zalando group and the report of the Supervisory Board as well as the explanatory reports on the information required pursuant to Sections 289a and 315a of the German Commercial Code (<i>Handelsgesetzbuch – HGB</i>)
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	None
5. Alternative voting options	N/A
E. Agenda - Agenda Item 2	
1. Unique identifier of the agenda item	2
2. Title of the agenda item	Appropriation of distributable profit
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 3	
1. Unique identifier of the agenda item	3
2. Title of the agenda item	Discharge of the Management Board of Zalando SE for fiscal year 2022
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote

	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 4	
1. Unique identifier of the agenda item	4
2. Title of the agenda item	Discharge of the Supervisory Board of Zalando SE for fiscal year 2022
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 5a	
1. Unique identifier of the agenda item	5a
2. Title of the agenda item	Election of the auditor for the financial statements and the auditor for the consolidated financial statements as well as the auditor for the audit review - for the fiscal year 2023
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)

5. Alternative voting options	Vote in favour, vote against, abstention, blank in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 5b	
1. Unique identifier of the agenda item	5b
2. Title of the agenda item	Election of the auditor for the financial statements and the auditor for the consolidated financial statements as well as the auditor for the audit review - in the fiscal year 2024 until the next General Meeting
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 6	
1. Unique identifier of the agenda item	6
2. Title of the agenda item	Approval of the remuneration report for fiscal year 2022
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Recommended vote in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: AV (pursuant to ISO 20022: ADVI)

5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 7a	
1. Unique identifier of the agenda item	7a
2. Title of the agenda item	Election of Supervisory Board members - Kelly Bennett
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 7b	
1. Unique identifier of the agenda item	7b
2. Title of the agenda item	Election of Supervisory Board members - Jennifer Hyman
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 7c	
1. Unique identifier of the agenda item	7c
2. Title of the agenda item	Election of Supervisory Board members - Niklas Östberg

3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 7d	
1. Unique identifier of the agenda item	7d
2. Title of the agenda item	Election of Supervisory Board members - Anders Holch Povlsen
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 7e	
1. Unique identifier of the agenda item	7e
2. Title of the agenda item	Election of Supervisory Board members - Mariella Röhm-Kottmann
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank

	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 7f	
1. Unique identifier of the agenda item	7f
2. Title of the agenda item	Election of Supervisory Board members - Susanne Schröter-Crossan
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 8	
1. Unique identifier of the agenda item	8
2. Title of the agenda item	Resolution on the amendment of § 15 (1) of Zalando SE's Articles of Association (Compensation) to adjust the remuneration of Supervisory Board members and resolution on the remuneration system for Supervisory Board members
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 9	
1. Unique identifier of the agenda item	9
2. Title of the agenda item	Resolution on the amendment of Zalando SE's Articles of Association to add a new § 16a (virtual general

	meeting) and on the amendment of § 17 (6) of the Articles of Association
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
E. Agenda - Agenda Item 10	
1. Unique identifier of the agenda item	10
2. Title of the agenda item	Resolution on the addition of a new § 19 (3) to Zalando SE's Articles of Association
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2023
4. Vote	Binding vote
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: BV (pursuant to ISO 20022: BNDG)
5. Alternative voting options	Vote in favour, vote against, abstention, blank
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: VF, VA, AB, BL (pursuant to ISO 20022: CFOR, CAGS, ABST, NOAC)
F. Specification of the deadlines regarding the exercise of other shareholders rights	
- Additions to the agenda	
1. Object of deadline	Submission of requests to add items to the agenda (Art. 56 Sentences 2 and 3 SE-Regulation, Section 50 (2) SE Implementation Act (<i>SE-Ausführungsgesetz, SEAG</i>), Section 122 (2) AktG)
2. Applicable issuer deadline	April 23, 2023, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230423, 22:00 hours UTC (Coordinated Universal Time)
F. Specification of the deadlines regarding the exercise of other shareholders rights	
- Counter motions	

1. Object of deadline	Submission of countermotions of shareholders, which are to be made accessible prior to the general meeting, pursuant to Section 126 (1) and (4) AktG
2. Applicable issuer deadline	May 9, 2023, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230509, 22:00 hours UTC (Coordinated Universal Time)
F. Specification of the deadlines regarding the exercise of other shareholders rights - Election proposals	
1. Object of deadline	Submission of election proposals by shareholders, which are to be made accessible prior to the general meeting, pursuant to Sections 127, 126 AktG
2. Applicable issuer deadline	May 9, 2023, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230509, 22:00 hours UTC (Coordinated Universal Time)
F. Specification of the deadlines regarding the exercise of other shareholders rights - Submission of statements	
1. Object of deadline	Submission of statements pursuant to section 130a (1) to (4) AktG via the company's AGM portal
2. Applicable issuer deadline	May 18, 2023, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230518, 22:00 hours UTC (Coordinated Universal Time)
F. Specification of the deadlines regarding the exercise of other shareholders rights - Right to information, put forward motions and speak	
1. Object of deadline	Request for information and exercise of the right to put forward motions and speak pursuant to section 130a (5) and (6) and section 131 (1) AktG
2. Applicable issuer deadline	May 24, 2023, during the general meeting in accordance with the instructions of the chairperson of the general meeting
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230524, during the general meeting in accordance with the instructions of the chairperson of the general meeting
F. Specification of the deadlines regarding the exercise of other shareholders rights	

- Objection to resolutions of the General Meeting	
1. Object of deadline	Declaring objections to any resolutions of the general meeting to the minutes of the notary public by way of electronic communication
2. Applicable issuer deadline	On the day of the General Meeting (May 24, 2023), from the beginning of the General Meeting until its closure by the chairperson of the general meeting
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20230524, from the beginning of the General Meeting until its closure by the chairperson of the general meeting