



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 17, 2024 in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: ZAL052024oHV
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 17, 2024 in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240517
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	Venue 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/events/annual-general-meeting/annual-general-meeting-2024
5. Record Date	Record date according to Section 123 (4) AktG is April 25, 2024 (24:00 hours CEST)
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240425
6. Uniform Resource Locator (URL)	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2024
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 10, 2024, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240510, 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 10, 2024, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240510, 22:00 hours UTC (Coordinated Universal Time)



<p>3. Issuer deadline for voting</p>	<p>Outside the password-protected AGM Portal of the company by submission by regular mail: May 16, 2024, 24:00 hours (CEST); time of receipt being decisive</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240516, 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-2024: 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 17, 2024)</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240517, 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 10, 2024, 24:00 hours (CEST); time of receipt being decisive</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240510, 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 16, 2024, 24:00 hours (CEST); time of receipt being decisive</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212:</p>



	20240516, 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-2024:</p> <p>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 17, 2024)</p>
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240517, until the point 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	<p>Authorization of third parties to exercise voting and other rights</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: PX (pursuant to ISO 20022: PRXY)</p>
2. Issuer deadline for the notification of participation	<p>Registration of the respective shareholders for the General Meeting in due time and proof of shareholding in due time: May 10, 2024, 24:00 hours (CEST); time of receipt being decisive</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240510, 22:00 hours UTC (Coordinated Universal Time)</p>
3. Issuer deadline for voting	<p>Outside the password-protected AGM Portal of the company by submission by regular mail or by email: May 16, 2024, 24:00 hours (CEST); time of receipt being decisive</p> <p>in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240516, 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-2024:</p> <p>Until the point in time determined by the chairperson of the general meeting as part of the</p>



	voting at the day of the general meeting (May 17, 2024)
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240517, 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 2023 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 (Handelsgesetzbuch – HGB)
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2024
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-2024
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 2023
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2024
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 2023
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2024
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 2024
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2024
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 2025 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-2024
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 2023
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2024
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 7	
1. Unique identifier of the agenda item	7
2. Title of the agenda item	Approval of the remuneration system for the members of the Management Board
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2024
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 8	
1. Unique identifier of the agenda item	8
2. Title of the agenda item	Amendment of § 17 (3) sentence 3 of Zalando SE's Articles of Association (attendance and exercise of voting rights)
3. Uniform Resource Locator (URL) of the materials	https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2024
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	Cancellation of the Conditional Capital 2013 and the corresponding amendment to 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-2024
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 (SE-Ausführungsgesetz, SEAG), Section 122 (2) AktG)
2. Applicable issuer deadline	April 16, 2024, 24:00 hours (CEST); time of receipt being decisive in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240416, 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 counter motions 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 2, 2024, 24:00 hours (CEST); time of receipt being decisive in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240502, 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 2, 2024, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240502, 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 11, 2024, 24:00 hours (CEST); time of receipt being decisive
	in the format pursuant to Commission Implementing Regulation (EU) 2018/1212: 20240511, 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 17, 2024, 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: 20240517, 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 17, 2024), 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: 20240517, from the beginning of the General Meeting until its closure by the chairperson of the general meeting