

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

Supervision nnovation Strategy Industry **Employment** Membership Member Independence Considerations of **Shareholdings** Elected Attendance FY 2024 in regular since until Independence in # shares<sup>2</sup> Committees **Kelly Bennett** Chairperson of the supervisory board X - 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 Nomination<sup>4</sup> & Management Board as RemCo 4/4 Remuneration<sup>4</sup> 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  $- X^3 - X - X$  Audit<sup>4</sup>, D&I and May Chief Financial Officer at Independent 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 Management Board as D&I and Committee Commercial Société Anonyme well as with controlling Sustainability shareholders of the Co 2/2 company



Chief Executive Officer of Bestseller A/S

X - X X - X Nomination & Committee

Remuneration

December 2013

Non-independent

Relevant business relationship with the company

26.6m

AGM 2025

Plenum 4/9 NomCo 2/2 RemCo 1/4

Expertise in...1

<sup>1)</sup> Based on self-assessment

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

<sup>3)</sup> 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)

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 X X X - X -Chief Executive Officer & Nomination Mav Independent 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<sub>2/2</sub> Management Board as well as with controlling shareholders of the company Alice Delahunt X - X - X -Founder and CEO at SYKY. Inc. Independent No relevant connections N/A with the company and its Management Board as well as with controlling shareholders of the company

Chief Financial Officer at sennder Technologies GmbH

 $- X^3 - X - X$ 

Expertise in...1

Audit, Remuneration and D&I and Sustainability<sup>4</sup> Committee May 2023 Independent

No relevant connections with the company and its Management Board as well as with controlling shareholders of the

company

Plenum 9/9 AuditCo 5/5 RemCo 3/4 D&I and Sustainability Co 2/2

AGM

2025

Susanne Schröter-Crossan

<sup>1)</sup> Based on self-assessment

<sup>2)</sup> Based on Director Dealings notifications and excluding shares from employee participation programs.

<sup>3)</sup> 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 con	npetence profile – international, diversified and independent (3/3	3)
	Expertise in <sup>1</sup>	
Employment	يَّةُ الْكُوْرُةُ وَ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ كَيْ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ ا كَيْ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ الْكُوْرُونِ	ed Atte

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			Expertise in <sup>1</sup>							
			on oility							
	Employment		# 2 % 2 % =	Membership	Member	Independence	Considerations of	Shareholdings	Electe	d A

## Indu: Finar Strat Supe Innov since Independence Committees Margaret (Maggie) Reed Ratay Sloan

ttendance FY 2024 until in # shares2 Zalando SE Employee representative N/A X - X - - X

Rose Reynolds Zalando SE XXX - - -Employee representative N/A

Zbigniew Laskowski Zalando Logistics Employee representative N/A Operations Polska sp. z o.o.

<sup>1)</sup> Based on self-assessment

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

<sup>3)</sup> 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.