

Annual general meeting of Zalando SE on May 27, 2025

Conduct as virtual general meeting without physical presence of the shareholders or their authorized representatives (with exception of the proxies appointed by the company)

Absentee voting

Access-ID:	_____	Surname / Company:	_____
Number of shares:	_____	First name:	_____
Telephone number:*	_____	Email address:*	_____

* optional

After timely and formally correct registration by 24:00 hours (CEST) on May 20, 2025 (time of receipt), to be returned by **24:00 hours (CEST) on May 26, 2025** (time of receipt), at the latest, to:

Zalando SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Germany

Please tick the box clearly: (If more than one declaration of intent is received, the time of receipt shall be decisive. Your voting refers in each case to the resolution proposed by the management board and/or supervisory board as published in the Federal Gazette in the notice convening the annual general meeting. If you do not tick any box, your voting will be treated as Abstention).

I/We exercise my/our voting right at the virtual general meeting on May 27, 2025, by absentee voting as per the selection below. Any declarations of intent made earlier are hereby revoked.

Casting of votes by way of absentee voting on an agenda item		Yes	No	Abst.**
2.	Appropriation of distributable profit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Discharge of the management board of Zalando SE for fiscal year 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Discharge of the supervisory board of Zalando SE for fiscal year 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Election of the auditor for the financial statements as well as the auditor for the consolidated financial statements as well as the auditor for the audit review and the auditor for the sustainability report			
	a) for the fiscal year 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b) in the fiscal year 2026 until the next general meeting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	c) election of the auditor for the sustainability report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Approval of the remuneration report for fiscal year 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	New election of supervisory board members			
	a) Election of shareholder representatives			
	aa) Kelly Bennett	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	bb) Alice Delahunt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	cc) Niklas Östberg	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	dd) Anders Holch Povlsen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



	ee) Mariella Röhm-Kottmann	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	ff) Susanne Schröter-Crossan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b) Appointment of employee representatives			
	aa) as employee representatives: Zbigniew Laskowski, Rose Reynolds, Maggie Sloan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	bb) as substitutes of the employee representatives: Surbhi Marwah, Klaus Möller-Arentoft, Andrea Ricciarelli	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	New authorization of the management board to provide for the holding of a virtual general meeting and corresponding amendment to the articles of association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Resolution on the cancellation of the existing authorization and granting of a new authorization to acquire and use treasury shares in accordance with Section 71 (1) no 8 AktG, and to exclude subscription and tender rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Resolution on the cancellation of the existing authorization and granting of a new authorization to use derivatives in the context of the acquisition of treasury shares in accordance with Section 71 (1) no 8 AktG, and to exclude subscription and tender rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Resolution on the cancellation of the Authorized Capital 2020, with the simultaneous creation of a new authorized capital (Authorized Capital 2025) with the option to exclude subscription rights, and corresponding amendment to the articles of association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	Resolution on the cancellation of the Conditional Capital 2020, the cancellation of the existing authorization and granting of a new authorization to issue convertible bonds and/or bonds with warrants, and to exclude shareholders' subscription rights, as well as on the creation of a Conditional Capital 2025 and corresponding amendment to the articles of association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	Resolution on the reduction of the Conditional Capital 2014 and the Conditional Capital 2016 and corresponding amendment to the articles of association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Motions and election proposals by shareholders pursuant to Section 126 (1) and Section 127 of the German Stock Corporation Act (*Aktiengesetz*) are made accessible with a clearly designated ID at: <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2025>

YES to the motion/election proposal with the ID:*

☐

NO to the motion/election proposal with the ID:*

☐

Abstention to the motion/election proposal with the ID:*

☐

* Enter ID of the motion/motions or election proposal/election proposals by handwriting

**Abst. = Abstention

Place

Date

Signature(s) or person making the declaration (legible)