









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 2025
		Industry	Finance	Strategy	Supervision	Innovation	Sustainability							
Kelly Bennett  	Chairperson of the supervisory board Advisor to AG 1 and Neko Health AB 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 6/6 AuditCo 5/5 RemCo 3/3 NomCo 1/1 SBB Co 1/1
Mariella Röhm-Kottmann  	Chief Financial Officer at Constantia Flexibles GmbH	—	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 6/6 AuditCo 5/5 D&I and sustainability Co 2/2 SBB Co 1/1
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	27.1m	AGM 2027	Plenum 4/6 NomCo 1/1 RemCo 1/3

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 2025
		Industry	Finance	Strategy	Supervision	Innovation	Sustainability							
 	Niklas Östberg Chief Executive Officer & Co-Founder of Delivery Hero SE	X	X ³	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 5/6 NomCo 1/1
 	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	Plenum 5/5 D&I and Sustainability Co 1/1
 	Susanne Schröter-Crossan Chief Financial Officer at SEGRO plc	–	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 6/6 AuditCo 5/5 RemCo 3/3 D&I and sustainability Co 2/2 SBB Co 1/1

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 Plenum 5/5 D&I and Sustainability Co 1/1
Rose Reynolds  	Zalando SE	X	X	X	—	—	—	Audit committee	May 2025	- ⁴	Employee representative	-	AGM 2030 Plenum 5/5 AuditCo 3/3 SBB Co 1/1
Zbigniew Laskowski  	Zalando Logistics Operations Polska sp. z o.o.	X	—	—	—	—	—	Remuneration committee	May 2025	- ⁴	Employee representative	-	AGM 2030 Plenum 5/5 RemCo 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 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.