



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

	Employment	Expertise in... <sup>1</sup>					Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares <sup>2</sup>	Elected until	Attendance FY 2025	
		Industry	Finance	Strategy	Supervision	Innovation								Sustainability
 	<p><b>Kelly Bennett</b></p> <p>Chairperson of the supervisory board Advisor to AG 1 and Neko Health AB Venture Advisor to TCV Executive Advisor to Strava, Inc, Nubank and Microsoft Xbox</p>	X	—	X	X	X	X	Audit, nomination <sup>4</sup> & remuneration <sup>4</sup> 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 Share Buy-Back Co 1/1
 	<p><b>Mariella Röhms-Kottmann</b></p> <p>Chief Financial Officer at Constantia Flexibles GmbH</p>	—	X <sup>3</sup>	—	X	—	X	Audit <sup>4</sup> , 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 Share Buy-Back Co 1/1
 	<p><b>Alice Delahunt</b></p> <p>Founder and CEO at SYKY, Inc</p>	X	—	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

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	Industry Finance Strategy Supervision Innovation Sustainability	Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares <sup>2</sup>	Elected until	Attendance FY 2025
 <b>Anders H. Povlsen</b>	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
 <b>Niklas Östberg</b>	Chief Executive Officer & Co-Founder of Delivery Hero SE	X X <sup>3</sup> X 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
 <b>Prof Dr Peter Sarlin</b>	Founder and chairperson of the board of Qutwo Oy and NestAI Oy	– – X – X –	-	-	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	475k	-	-

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... <sup>1</sup>						Membership in regular Committees	Member since	Independence	Considerations of Independence	Shareholdings in # shares <sup>2</sup>	Elected until	Attendance FY 2024
		Industry	Finance	Strategy	Supervision	Innovation	Sustainability							
 	Zalando Logistics Operations Polska sp. z o.o.	X	–	–	–	–	–	Remuneration committee	May 2025	– <sup>5</sup>	Employee representative	–	AGM 2030	Plenum 5/5 RemCo 2/2
 	Zalando SE	X	X	X	–	–	–	Audit committee	May 2025	– <sup>5</sup>	Employee representative	–	AGM 2030	Plenum 5/5 AuditCo 3/3 Share Buy-Back Co 1/1
 	Zalando SE	X	–	X	–	–	X	D&I and sustainability committee	May 2025	– <sup>5</sup>	Employee representative	–	AGM 2030	Plenum 5/5 D&I and Sustainability 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 accounting

5) In accordance with the German Corporate Governance Code, as a principle, the Supervisory Board does not take the independence of employee representatives into consideration.