

zalando



Invitation

Annual general meeting  
of Zalando SE on  
12 May, 2026

ISIN DE000ZAL1111 (WKN ZAL111)

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26



# Zalando SE

Berlin

ISIN DE000ZAL1111 (WKN ZAL111)

Unique Identifier (GOR ID): 7accd332e5fcf011b552ec75f1f2e92d

## Invitation to the annual general meeting

We hereby invite the shareholders of our company to the **annual general meeting** to be held on **Tuesday, May 12, 2026, at 10:00 hours (CEST)**.

The general meeting will be held as a virtual general meeting without the physical presence of the shareholders or their authorized representatives (with the exception of the proxies appointed by the company).

Shareholders who have duly registered for the general meeting and their authorized representatives can connect to the entire general meeting by electronic means using the company's password-protected internet service (AGM Portal) accessible online at

<https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

The voting rights of the Duly Registered Shareholders shall be exercised – also where third parties are authorized – exclusively by way of absentee voting or by granting authorization and issuing instructions to the proxies appointed by the company. The shareholders are requested to also note the more detailed information following the presentation of the agenda with the proposed resolutions.

The venue of the general meeting within the meaning of the German Stock Corporation Act (*Aktiengesetz - AktG*) is the corporate headquarters of Zalando SE, Valeska-Gert-Strasse 5, 10243 Berlin. The physical presence of the shareholders and their authorized representatives (with the exception of the proxies appointed by the company) at the venue of the general meeting is not permitted.



## I. Agenda

### **1. Presentation of the adopted annual financial statements and the approved consolidated financial statements for fiscal year 2025 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)<sup>1</sup>**

The supervisory board has approved the annual financial statements and consolidated financial statements for fiscal year 2025 prepared by the management board on March 11, 2026. The annual financial statements are therefore adopted. No resolution of the general meeting is required for this agenda item 1. The documents on agenda item 1 are available on the company's website at

<https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026> and will also be accessible there during the general meeting.

### **2. Appropriation of distributable profit**

The management board and the supervisory board propose that the distributable profit of Zalando SE for the past fiscal year 2025 in the amount of EUR 836,747,604.47 be carried forward in full to new account.

### **3. Discharge of the management board of Zalando SE for fiscal year 2025**

The management board and the supervisory board propose that discharge be granted for fiscal year 2025 to the company's management board members holding office during this period.

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<sup>1</sup> The relevant provisions for stock corporations domiciled in Germany, in particular the provisions of the HGB and the German Stock Corporation Act (*Aktiengesetz* – **AktG**), apply to the company due to the conflict-of-law rules set out in Art. 5, Art. 9(1) lit. c) ii), Art. 53 as well as Art. 61 of Council Regulation (EC) No 2157/2001 of 8 October 2001 on the Statute for a European company (SE) (SER) unless otherwise provided for by any more specific rules of the SER. For reasons of clarity, these reference numbers are not cited below.



#### **4. Discharge of the supervisory board of Zalando SE for fiscal year 2025**

The management board and the supervisory board propose that discharge be granted for fiscal year 2025 to the company's supervisory board members holding office during this period.

#### **5. Election of the auditor for the financial statements as well as the auditor for the consolidated financial statements for the fiscal year 2026, the auditor for the audit review of additional interim financial information for fiscal year 2026 and fiscal year 2027 prior to the annual general meeting 2027 as well as the auditor of the sustainability report for the fiscal year 2026**

Based on the recommendation of its audit committee, the supervisory board proposes that:

- 5.1 KPMG AG, Wirtschaftsprüfungsgesellschaft, Berlin, be elected as auditor for the audit of the financial statements and of the consolidated financial statements for fiscal year 2026 and for a review of the condensed accounts and of the interim management report for the first six months of fiscal year 2026 and for a review, if applicable, of additional interim financial information within the meaning of Section 115 (7) of the German Securities Trading Act (*Wertpapierhandelsgesetz – WpHG*) in fiscal year 2026.
- 5.2 KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, be elected as auditor for a review, if applicable, of additional interim financial information within the meaning of Section 115 (7) WpHG in fiscal year 2027 until the next general meeting.
- 5.3 KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, be elected as the auditor for the sustainability report within the meaning of Directive (EU) 2022/2464, as amended by Directive (EU) 2025/794, with regard to corporate sustainability reporting (Corporate Sustainability Reporting Directive) for fiscal year 2026.



The Corporate Sustainability Reporting Directive (CSRD), Directive (EU) 2022/2464, as amended by Directive (EU) 2025/794, obliges the member states of the European Union to introduce corporate sustainability reporting. As a German implementation law for the CSRD was still pending at the time of the submission of this convocation to the Federal Gazette, the election of an auditor for sustainability reporting under item 5.3 is proposed as a precautionary measure in case such an election by the annual general meeting becomes necessary.

In accordance with Art. 16 (2), third subparagraph, of the EU Regulation No. 537/2014 (EU Statutory Audit Regulation), the audit committee has declared that it has issued its recommendation free of any undue third-party influence and that it was not subject to any clauses restricting its choice as defined in Art. 16 (6) of the EU Statutory Audit Regulation.

It is intended that separate votes be taken on agenda items 5.1, 5.2 and 5.3.

## **6. Approval of the remuneration report for fiscal year 2025**

Pursuant to Section 162 AktG, the management board and the supervisory board are required to prepare, on an annual basis, a clear and understandable report on the remuneration granted or owed to the members of the management board and of the supervisory board in the past fiscal year and to submit it to the general meeting for approval in accordance with Section 120a (4) AktG.

The remuneration report prepared by the management board and the supervisory board for fiscal year 2025 was audited, in accordance with Section 162 (3) AktG, by the auditor of Zalando SE, i.e., KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, as to whether the disclosures required pursuant to Section 162 (1) and (2) AktG have been made. In addition to the statutory requirements, the auditor also performed an audit of the content of the remuneration report with regard to the information required under Section 162 (1) and (2) AktG. The audit opinion on the remuneration report is attached to said report.



The management board and the supervisory board propose that the remuneration report of Zalando SE for fiscal year 2025 be approved.

The remuneration report for fiscal year 2025 and the auditor's audit opinion are available on the company's website at <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026> and will also be accessible there during the general meeting.

## **7. New election of a supervisory board member**

Ms. Susanne Schröter-Crossan resigned from her position as a member of the supervisory board effective as of the end of the annual general meeting to be held on May 12, 2026. For this reason, the annual general meeting needs to elect a new supervisory board member representing the shareholders.

Pursuant to Art. 40 (2), (3) SER, Section 17 of the German SE Implementation Act (*SE-Ausführungsgesetz – SEAG*), Section 21 (3) of the German SE Participation Act (*SE-Beteiligungsgesetz – SEBG*), the second section of the Agreement on the Participation of Employees in Zalando SE of March 17, 2014 (Participation Agreement) and Section 10 (1) of the company's articles of association, the supervisory board consists of nine members, including six members representing the shareholders and three members representing the employees.

In accordance with the recommendation of the nomination committee, the supervisory board proposes to elect

Prof Dr Peter Sarlin, founder and chairperson of the board of Qutwo Oy and NestAI Oy, residing in Helsinki (Finland)

for a period commencing from the conclusion of the general meeting held on May 12, 2026 until the conclusion of the general meeting that will resolve on the discharge for fiscal year 2026, as shareholder representative to the supervisory board of Zalando SE.

The nomination for the election takes into account the objectives adopted by the supervisory board for its composition pursuant to Section C.1 of the



German Corporate Governance Code (as amended on April 28, 2022, hereinafter the *German Corporate Governance Code*) and aims to comply with the profile of skills and expertise defined by the supervisory board for the board as a whole. The objectives adopted by the supervisory board for its composition, the profile of skills and expertise and the implementation status in the form of a qualification matrix are set out in the corporate governance statement for fiscal year 2025. This is available on the internet at

<https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

The proposed candidate is founder and chairperson of the board of and holds indirectly a majority stake in Qutwo Oy. Between Qutwo Oy and Zalando SE, there is a business arrangement based on which consultancy and advisory services related to the research, development as well as utilization of artificial intelligence in consumer lifestyle choices are provided to Zalando SE. Apart from that, there are no personal or business relations to the company, its governing bodies, or any shareholder holding a material interest in the company that, in the assessment of the supervisory board, would be considered decisive for the election decision within the meaning of Section C.13 of the German Corporate Governance Code.

Further information on the candidate, including details of memberships on other statutory supervisory boards and comparable domestic and foreign controlling bodies, follows the agenda under section II. "Supplementary information on agenda item 7" and will be available on the internet at <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

## **8. Resolution on the cancellation of the Conditional Capital 2014 and corresponding amendment to the articles of association**

The share capital of the company is conditionally increased by up to EUR 1,875 by issuance of up to 1,875 new no-par value bearer shares (Conditional Capital 2014). The Conditional Capital 2014 may only be used to fulfil the subscription rights which have been or will be granted to



employees of the company as well as members of the management bodies and employees of companies affiliated with the company in the meaning of Section 15 et. seq. AktG in connection with the Stock Option Program 2014 in accordance with the resolution of the general meeting of the company on June 3, 2014, as amended by the company's general meeting of July 11, 2014, of June 23, 2020, and of May 18, 2022.

The Conditional Capital 2014 is no longer required, as no stock options from the Stock Option Program 2014 can be exercised anymore. For the purpose of simplifying the capital structure, the Conditional Capital 2014 can therefore be cancelled.

Therefore, the management board and the supervisory board propose to resolve as follows:

- a) The Conditional Capital 2014 created by resolution of the general meeting on June 3, 2014, in the currently still existing amount of EUR 1,875 is completely cancelled.
- b) Section 4 (4) of the articles of association is cancelled. Section 4 (5) of the articles of association becomes Section 4 (4), Section 4 (6) of the articles of association becomes Section 4 (5), and Section 4 (7) of the articles of association becomes Section 4 (6).

## **9. Resolution on the reduction of the Conditional Capital 2016 and corresponding amendment to the articles of association**

The share capital of the company is conditionally increased by up to EUR 2,139,870 by issuance of up to 2,139,870 new no-par value bearer shares (Conditional Capital 2016). The Conditional Capital 2016 may only be used to fulfil the subscription rights which have been granted once or several times – partly as a component of stock appreciation rights – in accordance with the resolution of the general meeting of May 31, 2016, as amended by the resolution of the general meeting on May 18, 2022. The Conditional Capital 2016 is now partly no longer required and can be reduced by EUR 799,115 to EUR 1,340,755.

Therefore, the management board and the supervisory board propose to resolve as follows:



- a) The Conditional Capital 2016 created by resolution of the general meeting on May 31, 2016, in the currently still existing amount of EUR 2,139,870 is reduced to EUR 1,340,755.
- b) Section 4 (6) sentence 1 of the articles of association (following registration of the amendment of the articles of association proposed under agenda item 8, Section 4 (5) sentence 1 of the articles of association) is amended as follows:

*"The share capital of the company is conditionally increased by up to EUR 1,340,755 against contribution in cash and in kind by issuance of up to 1,340,755 new non-par value shares with a pro-rata share in the share capital of EUR 1.00 to fulfil subscription rights for shares of the company (Conditional Capital 2016)."*

**10. 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 and on the cancellation of the existing authorization and granting of a new authorization to use treasury shares which are acquired using derivatives including with exclusion of subscription rights**

The general meeting of the company adopted on May 27, 2025, under agenda item 9, an authorization to acquire and use treasury shares which expires on May 26, 2030. Under this authorization, the management board may acquire treasury shares for any permissible purpose up to a total of 10% of the share capital existing at the time the resolution was adopted or, if this value is lower, of the share capital existing at the time the authorization is exercised. The management board has partially utilized this authorization and has repurchased a total of 4,386,716 shares by March 1, 2026, representing 1.66% of the current share capital. This number may increase further until the date of the general meeting as a result of the share buy-back programme announced on March 12, 2026. Against this background, the authorization shall be cancelled and the management board shall be authorized anew for a period of five years to



acquire and use treasury shares. This is intended to ensure that the full scope of action permitted by law for the acquisition of treasury shares will continue to be available in the future.

In addition, the authorization to use treasury shares acquired using derivatives, which was resolved by the general meeting on May 27, 2025 under agenda item 10 lit. f), is to be cancelled and renewed in order to ensure that the possibilities for using such shares, including the exclusion of subscription rights, are in line with those for shares repurchased under the authorization proposed for resolution under lit. b) below.

The management board and the supervisory board therefore propose to resolve as follows:

- a) The authorization adopted by the general meeting of the company under agenda item 9 on May 27, 2025 to acquire and use treasury shares pursuant to Section 71 (1) no 8 AktG, and to exclude subscription and tender rights, will be cancelled as of the time the new authorization proposed below under lit. b) to lit. g), of this agenda item 10 becomes effective.

The authorization for the use of treasury shares resolved by the General Meeting on May 27, 2025 under agenda item 10 lit. f) which are acquired using derivatives in accordance with the authorization resolved under agenda item 10 lit. b) to lit. e) therein, will be cancelled as of the time the new authorization proposed below under lit. c) to g) of this agenda item 10 becomes effective.

- b) The management board shall be authorized to repurchase treasury shares until May 11, 2031 for every permissible purpose, up to a limit of 10% of its registered capital as of the date of the resolution or as of the date on which the authorization is exercised if the latter value is lower. Share acquisitions using derivatives must be included, in particular pursuant to the authorization for using derivatives for share acquisitions resolved by the General Meeting on May 27, 2025 under agenda item 10 lit. b) to lit. e).

The shares acquired on the basis of this authorization together with other shares owned by the company or to be allocated to the company



pursuant to Section 71a et seq. AktG may at no time amount to more than 10% of the registered capital.

The acquisition of shares in Zalando SE ("Zalando Shares") is carried out at the discretion of the management board (i) via the stock exchange or a multilateral trading system for the purposes of Section 2 (6) AktG, (ii) by means of a public purchase offer addressed to all shareholders, (iii) by means of a public exchange offer for shares in a listed company within the meaning of Section 3 (2) AktG, or (iv) by granting tender rights to shareholders. Offers under the above items (ii) and (iii) can also be made by means of an invitation to submit offers.

- aa) If the shares are to be acquired via the stock exchange or a multilateral trading system, the consideration paid by the company per Zalando Share (excluding incidental transaction charges) may neither exceed the stock market price of a Zalando Share at the Frankfurt Stock Exchange on the trading day, as determined during the opening auction in Xetra trading (or a comparable successor system) subject to other applicable statutory regulations by more than 10% nor fall below such market price by more than 20%.
- bb) If the shares are repurchased through a purchase offer, the company may determine either a purchase price or the high and low ends of the price range for which it is willing to repurchase the shares. If a price range is established, the company will determine the final purchase price on the basis of the sales offers received.

The purchase price or the high and low ends of the purchase price range (in each case excluding incidental transaction charges) – subject to adjustment during the offer period – must not exceed the average price of Zalando Shares on the Frankfurt Stock Exchange on the three last trading days prior to the purchase offer being made public, determined on the basis of the arithmetic means of the auction closing price in Xetra trading (or a comparable successor system), by more than 10% nor fall below this average closing price by more than 20%. If, after the public announcement, material deviations in the relevant market



price occur, the purchase price or price range can be adjusted. In this event, reference will be made to the average price of Zalando Shares on the Frankfurt Stock Exchange on the three last trading days prior to any adjustment being made public, determined on the basis of the arithmetic means of the auction closing price in Xetra trading (or a comparable successor system). The purchase offer can include additional conditions.

If, in the event of a purchase offer, the volume of shares tendered exceeds the intended repurchase volume, acceptance shall generally be in proportion to the respective tendered shares; the right of shareholders to tender their shares in proportion to their participation ratio is excluded in this respect. The preferential acceptance of small lots of up to a maximum of 100 tendered shares per shareholder as well as commercial rounding in order to avoid mathematical fractions of shares may be provided for. In this respect, any further tender rights of the shareholders are excluded.

- cc) If the acquisition is made via a public exchange offer for shares in a listed company for the purposes of Section 3 (2) AktG ("*Exchange Shares*"), the exchange price paid by the company (in the form of one or more Exchange Shares, any arithmetical fractions and any cash component) per Zalando Share (excluding incidental acquisition costs) may not exceed the relevant value of a Zalando Share by more than 10%, or fall below it by more than 20%. The basis for the calculation of the relevant value of Zalando Shares and of the Exchange Shares is the average price on the Frankfurt Stock Exchange on the last three trading days prior to the management board's decision on the offer or the acceptance of offers from shareholders, determined on the basis of the arithmetic mean of the auction closing prices in Xetra trading (or a comparable successor system). If the Exchange Shares are not traded in Xetra trading, the market price on the stock exchange where the Exchange Shares achieved the highest trading volume in the previous calendar year shall be applicable here. If, after the public announcement, material deviations in the relevant market prices occur, the offer can be adjusted. In this event, reference will be made in each case to the average stock market price on the Frankfurt Stock Exchange on the three last



trading days prior to any adjustment being made public, determined on the basis of the arithmetic means of the auction closing price in Xetra trading (or a comparable successor system).

The last paragraph in lit. bb) above shall apply mutatis mutandis.

- dd) If the shares are repurchased through a grant of tender rights to the shareholders, these can be allocated per Zalando Share. According to the ratio of the company's registered capital to the volume of the Zalando Shares to be repurchased by the company, a correspondingly determined number of tender rights entitles a shareholder to sell a Zalando Share to the company. Tender rights can also be attributed such that in each case one tender right is attributed for the number of shares that results from the proportion of registered capital to the volume of shares to be repurchased. No fractions of tender rights are attributed; in this case, corresponding partial tender rights are excluded.

In this context, the company may establish either a purchase price or a price range at which a Zalando Share may be sold to the company upon the exercise of one or more tender rights. If a price range is established, the company will determine the final purchase price on the basis of the exercise declarations received. For the purpose of determination of the purchase price or the high and low ends of a price range (in either case without incidental transaction charges) at which a Zalando Share may be sold to the company upon the exercise of one or several tender rights, the provisions under lit. bb) above apply. Reference is to be made for the purpose of determining the relevant closing prices to the day when the repurchase offer granting tender rights is publicly announced, and in case the repurchase offer is adjusted, to the day when such adjustment is publicly announced. The company may determine the specific details of the tender rights, in particular their content, term, and, if applicable, their tradability.

The authorization under this lit. b) may be exercised once or multiple times, in whole or in part, in pursuit of one or more objectives by the company or any of its affiliates or subsidiaries, or by third parties



acting on behalf of the company or its affiliates or subsidiaries. This authorization shall not be used for the purpose of trading in treasury shares.

- c) The management board is authorized to use Zalando Shares acquired on the basis of the authorization granted under lit. b), or any previous authorization granted under Section 71 (1) no 8 AktG, including shares which are acquired on the basis of the authorization for the acquisition of treasury shares using derivatives resolved by the general meeting on May 27, 2025 under agenda item 10 lit. b) to e), with the supervisory board's consent – in addition to selling them on the stock exchange or through an offer with subscription rights to all shareholders – for every permissible purpose, in particular as described as follows under lit. aa) to gg).
  - aa) Shares may be cancelled without an additional resolution by the general meeting being required for such cancellation or its implementation. Shares may be cancelled pursuant to Section 237 (3) no 3 AktG without a capital reduction by adjusting the *pro rata* amount of the remaining shares with no par value in the company's registered capital. For this purpose, the management board is authorized to adjust the number of no-par value shares in the articles of association. The cancellation may also be combined with a capital reduction; in this case, the management board is authorized to reduce the share capital by the proportionate amount of the share capital attributable to the cancelled shares, and the supervisory board is authorized to adjust the number of no-par value shares and the share capital in the articles of association accordingly.
  - bb) The shares may also be sold for the purpose of acquiring enterprises, parts of enterprises, interests in enterprises or other assets (including receivables), and in exchange for consideration in kind in the context of business combinations. For this purpose, "to sell" also means the grant of conversion or subscription rights or of call options as well as the conveyance of shares within the scope of securities lending.
  - cc) The shares may be used for the fulfilment of conversion rights and/or warrant rights or obligations arising from or in connection



with convertible bonds and/or bonds with warrants (or combinations of such instruments) with conversion rights or warrant rights or obligations (these instruments are each hereinafter referred to as *bonds*) that are issued by the company or by the company's affiliates or subsidiaries.

- dd) The shares may be sold against compensation in cash provided that the selling price is not substantially lower than the stock market price of the company's shares at the time when they are sold (Section 186 (3) sentence 4 AktG).
- ee) The shares may serve the purpose of introducing the Zalando Shares at stock exchanges on which they are not yet admitted for trading. The price at which these shares are introduced at other stock exchanges may not be more than 5% below the closing price in the Xetra trading system (or any corresponding successor system) on the last trading day on the Frankfurt Stock Exchange prior to the listing (without incidental charges).
- ff) The shares may be used as part of share-based remuneration or in connection with share-based remuneration programs and/or employee share programs of the company or any of its affiliated companies within the meaning of Section 15 et seq. AktG, and issued to individuals currently or formerly employed by the company or any of its affiliated companies as well as to board members of any of the company's affiliated companies. In particular, they may be offered for acquisition, awarded and transferred for free or against payment to said individuals and board members, provided that the employment relationship or board membership exists at the time of the offer, award commitment or transfer. The shares can also be transferred to third parties if and to the extent it is legally ensured that such third party offers and transfers the shares to the aforementioned individuals and board members. Section 71 (1) no 2 AktG shall remain unaffected.
- gg) The shares may be offered to all shareholders so as to allow them to acquire company shares in exchange for the (partial) assignment of their dividend right established by the general



meeting's resolution on the appropriation of profits (scrip dividend).

The portion of the registered capital mathematically attributable to the shares utilized under the authorizations pursuant to lit. cc) and dd) above may not exceed 10% of the registered capital existing at the time of the resolution or, if lower, of the registered capital existing at the time this authorization is exercised, if the shares or bonds – in *mutatis mutandis* application of the provisions of Section 186 (3) sentence 4 AktG – are issued or sold against cash contribution and not significantly below the stock market price or, in the case of bonds, below their theoretical market value, with shareholders' subscription rights being excluded. This limit includes shares issued or sold by direct or *mutatis mutandis* application of these provisions during the term of this authorization up to the time of its exercise. Furthermore, shares to be issued or sold on the basis of a bond issued during the term of this authorization are also to be included, with shareholders' subscription rights excluded in accordance with Section 186 (3) sentence 4 AktG. Any inclusion made according to the two preceding sentences for the exercise of authorizations (i) to issue new shares pursuant to Section 203 (1) sentence 1, (2) sentence 1, Section 186 (3) sentence 4 AktG and/or (ii) to sell treasury shares pursuant to Section 71 (1) no 8, Section 186 (3) sentence 4 AktG and/or (iii) to issue bonds pursuant to Section 221 (4) sentence 2 and Section 186 (3) sentence 4 AktG, is cancelled with effect for the future if and to the extent that the respective authorization(s) whose exercise gave rise to the inclusion is/are re-granted by the general meeting in observance of statutory provisions.

- d) The supervisory board is authorized to use the Zalando Shares acquired on the basis of the authorization granted under lit. b), or on the basis of previous authorization granted under Section 71 (1) no 8 AktG, including Zalando-shares which are acquired on the basis of the authorization for the acquisition of treasury shares using derivatives resolved by the general meeting on May 27, 2025 under agenda item 10 lit. b) to e), to meet acquisition obligations or acquisition rights relating to Zalando Shares that were or will be agreed with members of the management board in connection with the provisions on the remuneration of management board. In particular, they may be offered for acquisition, awarded and transferred for free or against payment to



members of the management board, provided that the employment relationship or board membership exists at the time of the offer, award commitment or transfer. The details regarding the remuneration of management board members are determined by the supervisory board.

- e) The authorizations under lit. c) and d) above may be exercised once or multiple times, in whole or in part, individually or jointly by the company or – in the cases of lit. c) bb) to gg) above – by any affiliates or subsidiaries of the company, or by third parties acting on behalf of the company or its affiliates or subsidiaries.
- f) Shareholders' subscription rights relating to the treasury shares acquired under this authorization or acquired under the authorization to repurchase treasury shares using derivatives resolved by the annual general meeting on May 27, 2025 under agenda item 10 lit. b) to lit. e) are excluded to the extent to which such shares are used in accordance with the authorizations under lit. c) bb) to gg) above, or lit. d) above. Furthermore, the management board may exclude the shareholders' subscription rights for these treasury shares for additional purposes. These include, for example, the exclusion of subscription rights for fractional amounts if the treasury shares are sold under a call for sale to all shareholders, or in order to grant holders/creditors of bonds with conversion or option rights or obligations on Zalando Shares subscription rights as compensation against the effects of dilution to the extent to which they would be entitled when exercising such rights or fulfilling such obligations.
- g) The management board will inform the general meeting about the use of the above authorization, in particular about the reasons for and purpose of the acquisition of treasury shares, the number of shares acquired and the amount of the registered capital attributable to them, their proportion of the registered capital and the equivalent value of the shares in each case.



## II. Supplementary information on agenda item 7

**Prof Dr Peter Sebastian Johan Sarlin**, Helsinki (Finland)

Founder and chairperson of the board of Qutwo Oy and NestAI Oy

### **Personal details**

Date of birth: 18 April 1986

Place of birth: Turku (Finland)

Nationality: Finnish

### **Academic background**

since 2022 Aalto University, Espoo, Finland - Professor of Practice in applied machine learning and AI

2014-2022 Hanken School of Economics, Helsinki, Finland - Professorship at the Department of Economics

2007-2009 Turku Centre for Computer Science, Turku, Finland -  
PhD in Information Systems, specializing in machine learning

2007-2009 Åbo Akademi University, Turku, Finland - Master of Science and Bachelor of Science in Economics

### **Professional background**

since 2025 Qutwo Oy and NestAI Oy - Founder and chairperson of the board

2017-2026 Silo AI Oy - Co-founder, CEO and board member

### **Further supervisory board positions**

none

### **Other positions in comparable domestic or foreign controlling bodies**

Chairperson of the board of his family office PostScriptum Oy

### **Other activities**

Chairperson of the board of Foundation PS

The supervisory board considers Peter Sarlin to be independent within the meaning of Sections C.6 and C.7 of the German Corporate Governance Code.



### III. Further information and notes

#### **Company website and documents and information accessible there**

This notice of the general meeting, the report of the management board pursuant to Section 71 (1) no 8 sentence 5 in conjunction with Section 186 (4) sentence 2 regarding agenda item 10, the documents to be made available to the general meeting and further information in connection with the general meeting can be accessed via the company's website at <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026> from the time at which the general meeting is convened.

Any countermotions, nominations and requests to add items to the agenda by shareholders that are received by the company and that must be published will also be made accessible via the aforementioned website. The voting results will also be published at this internet address after the general meeting.

The company's AGM Portal which, among other things, enables Duly Registered Shareholders to exercise their voting rights before and during the general meeting, can also be accessed via the website. Duly Registered Shareholders and their authorized representatives can follow the general meeting on May 12, 2026, in full length, live, in audio and video from 10:00 hours (CEST) via the AGM Portal. The speech by the management board can also be followed by the interested public live and in audio and video on the aforementioned website of the company. After the general meeting, the speech by the management board will also be available there as a recording.

#### **Total number of shares and voting rights at the time of convening**

At the time of convening the general meeting, the registered capital (*Grundkapital*) of the company amounts to EUR 264,193,956.00 and is divided into 264,193,956 no-par value bearer shares. Each no-par value share grants one vote at the general meeting. Therefore, the total number of shares and of voting rights at the time of convening the general meeting each amounts to 264,193,956. This total number also includes treasury shares held by the company, from which the company does not derive any rights, in particular no voting rights. As of March 1, 2026, the company holds 5,955,782 treasury shares. The number of treasury shares may change until the time at which the general meeting is convened and until



the date of the annual general meeting, in particular in view of the share buy-back programme announced on March 12, 2026.

**Conducting the general meeting as a virtual general meeting without physical presence of the shareholders or their authorized representatives, audio and video broadcast**

The management board of Zalando SE, exercising the authorization granted to it in § 16a of the company's articles of association, has decided to hold the general meeting as a virtual general meeting pursuant to Section 118a AktG without the physical presence of the shareholders or their authorized representatives. Shareholders or their authorized representatives (with the exception of the proxies appointed by the company) are not permitted to attend the general meeting physically at the venue of the general meeting.

All members of the management board and of the supervisory board intend to attend the general meeting throughout its entire duration.

Duly Registered Shareholders or their authorized representatives may follow the entire general meeting via the company's online AGM Portal at <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026> live, in audio and video, and can connect to the meeting in order to exercise their shareholder rights, in particular in order to exercise their voting rights (*Connection*).

Duly Registered Shareholders will be sent a registration confirmation with further information on exercising their rights. Among other things, the registration confirmation contains the individual access data (registration confirmation number and password) with which the shareholders can use the company's AGM Portal accessible online on the aforementioned website of the company.

To help shareholders or their authorized representatives prepare for the general meeting and as a courtesy, the main points of the Co-CEO's speech will also be made available online on the aforementioned website of the company a few days before the general meeting. The right to make amendments to the speech for the day of the general meeting is reserved.



### **Password-protected AGM Portal**

The company will maintain a password-protected AGM Portal at <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026> from April 20, 2026. To be able to use the AGM Portal, you must log in with the individual access data (registration confirmation number and password) that you receive with your registration confirmation.

Shareholders will receive further details regarding the AGM Portal with their registration confirmation or on the aforementioned website of the company.

### **Requirements for connecting to the general meeting and exercising shareholder rights, in particular voting rights**

Shareholders who register with the company in text form (Section 126b of the German Civil Code (*Bürgerliches Gesetzbuch – BGB*)) in German or English at the following address and send the company a special proof of their shareholding issued by their custodian institution (last intermediary) in text form (Section 126b BGB) to this address are entitled to connect to the general meeting (via the company's AGM Portal) and to exercise their shareholder rights, in particular their voting rights (**Duly Registered Shareholders**):

#### **Zalando SE**

c/o Computershare Operations Center  
80249 München

Email: [meldedaten@zalando.de](mailto:meldedaten@zalando.de)

The proof of shareholding must relate to the close of business on April 20, 2026, 24:00 hours (CEST) (**Record Date**). Both registration and proof of shareholding must have been received by the company at the above-mentioned address by the end of May 5, 2026, 24:00 hours (CEST) (time of receipt) at the latest. Proof of shareholding in accordance with Section 67c (3) AktG shall be sufficient in any case.

The registration and proof of shareholding may also be submitted in accordance with Section 67c AktG via intermediaries to one of the addresses above or via the following SWIFT address. For the use of SWIFT communication, authorization via the SWIFT Relationship Management



Application (RMA) is required. Shareholders who wish to make use of this option are requested to contact their respective last intermediary, e.g. their custodian bank.

SWIFT: CMDHDEMMXXX; Instructions in accordance with ISO 20022

The right to connect, to exercise shareholder rights and the extent of the voting right are based exclusively on the relevant shareholders' shareholding on the Record Date. The Record Date does not entail any restriction on the ability to sell the shares held. Even in the case of complete or partial sale of the shareholding after the Record Date, only the shareholding of the respective shareholders as of the Record Date is relevant to exercising shareholder rights, connecting to the general meeting and the extent of the voting right, meaning that sales of shares after the Record Date have no effect on the respective shareholders' right and the extent of the voting right. The same applies to acquisitions of shares or additional shares after the Record Date. Persons who do not yet own any shares as of the Record Date and only become shareholders afterwards only have entitlement (particularly voting entitlement) in respect of the shares held by them if they obtain a proxy or authorization to exercise such rights from the previous shareholder. The Record Date has no significance for dividend entitlement.

### **Exercising voting rights by absentee voting**

Duly Registered Shareholders may cast their votes in writing or by means of electronic communication (absentee voting).

Before the general meeting, the absentee voting form sent with the registration confirmation can be used for this purpose. The relevant form is also available for download on the company's website at

<https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

For organizational reasons, votes cast by means of the absentee voting form (text form pursuant to Section 126b BGB shall suffice) must have arrived at the company by regular mail at the following address no later than 24:00 hours (CEST) on May 11, 2026 (time of receipt):

### **Zalando SE**

c/o Computershare Operations Center



80249 München

Votes cast by absentee voting that cannot be unequivocally attributed to a proper registration will not be considered.

Before and during the general meeting, the company's AGM Portal, which can be accessed online on the aforementioned website of the company, is also available for exercising voting rights by means of (electronic) absentee voting. Electronic absentee voting via the AGM Portal will be possible from April 21, 2026 until a point in time determined by the chairperson of the general meeting as part of the voting at the general meeting.

Absentee votes already cast may be changed or revoked by regular mail to the aforementioned address of the company until May 11, 2026, 24:00 hours (CEST) (time of receipt). A revocation form is available for download on the aforementioned website of the company. You can also change or revoke any votes previously cast by means of absentee voting before and during the general meeting until a point in time determined by the chairperson of the general meeting as part of the voting at the general meeting via the AGM Portal. This also applies to votes cast using the absentee voting form.

If an individual vote is to be held on an agenda item, a vote cast by absentee voting on this agenda item shall also be deemed to be a corresponding declaration for each item of the individual vote.

If no express or clear vote is cast in the absentee voting with regard to an item on the agenda, this is considered to be an abstention on this agenda item.

### **Exercising voting rights by granting authorization and issuing instructions to the proxies appointed by the company**

We offer our shareholders as a service the possibility of granting authorization to proxies appointed by the company bound by the shareholder's instructions to exercise their voting right in the general meeting.

In this case, too, timely registration for the general meeting and proof of shareholding in accordance with the above provisions are required in each case. Insofar as proxies appointed by the company are authorized, they



must in any case be given instructions on the individual agenda items or on any countermotions and election proposals for the exercise of voting rights. The proxies appointed by the company are obliged to vote according to these instructions and will not exercise the voting right without having received such explicit instructions.

The authorization of such proxies, the issuing of instructions and any amendments of such as well as the revocation of the authorization given to the proxies appointed by the company must be effected in text form (Section 126b BGB); they may be made by the following methods only:

Prior to the general meeting, an authorization with instructions to the proxies appointed by the company can be granted by means of the authorization and instruction form received by the shareholders together with their registration confirmation for the general meeting.

The relevant form is also available for download on the company's website at

<https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

For organizational reasons, authorizations granted and instructions issued to the proxies appointed by the company by means of the authorization and instruction form prior to the general meeting must be received by the company by May 11, 2026, 24:00 hours (CEST) (date of receipt). The authorization and instructions issued to the proxies appointed by the company by means of the authorization and instruction form shall be sent exclusively to the following address:

**Zalando SE**

c/o Computershare Operations Center  
80249 München

Email: [vollmacht@zalando.de](mailto:vollmacht@zalando.de)

Authorizations and instructions that cannot be clearly assigned to a duly registration will not be taken into account.

Authorizations and instructions already granted/issued to the proxies appointed by the company may be changed or revoked in the above



manner until May 11, 2026, 24:00 hours (CEST) (time of receipt). A revocation form is available for download on the aforementioned website of the company. Until this point in time, changes and revocations may also be transmitted pursuant to Section 67c AktG to the company via intermediaries, including by using the above-mentioned SWIFT address.

Prior to and during the general meeting, authorizations and instructions to the proxies appointed by the company can be granted, issued, changed or revoked electronically via the company's AGM Portal until a point in time determined by the chairperson of the general meeting as part of the voting at the general meeting. Shareholders can obtain further details regarding the AGM Portal on the on the aforementioned website of the company.

The company's proxies do not accept instructions to speak, to exercise the right to information, to make statements, to propose motions and nominations, to request the inclusion of questions in the minutes or to lodge objections to resolutions at the general meeting.

If an individual vote is to be held on an agenda item, an instruction on this agenda item as a whole shall also be deemed to be a corresponding declaration for each item of the individual vote.

#### **Authorization of third parties to exercise voting and other rights**

Shareholders can have their voting rights and other rights exercised by authorized representatives, for example by intermediaries, a shareholders' association, a proxy advisor or any other authorized third party, after granting the appropriate authorization.

In these cases, too, timely registration for the general meeting and proof of shareholding in accordance with the section "Requirements for connecting to the general meeting and exercising shareholder rights, in particular voting rights" are required in each case. Authorized third parties may in turn exercise the voting right by absentee voting or by granting authorization and issuing instructions to the proxies appointed by the company (see above). Should the shareholder grant an authorization to more than one person, the company may refuse to accept one or more of these pursuant to Section 134 (3) sentence 2 AktG.

According to Section 134 (3) sentence 3 AktG and Section 17 (4) of the company's articles of association, the granting of the authorization, its



revocation and the proof of the authorization to be provided to the company must be in text form (Section 126b BGB) if no authorization is granted in accordance with Section 135 AktG. We would like to point out that when authorizing the exercise of voting rights in accordance with Section 135 AktG (authorizing intermediaries, proxy advisors, shareholders' associations, or other persons equivalent to intermediaries as defined by Section 135 (8) AktG), distinctions must generally be observed. Shareholders intending to authorize an authorized representative for the exercise of voting rights in accordance with Section 135 AktG are asked to obtain information on any distinctions in conferment of authority from the party to be authorized in the respective case and to coordinate with such party.

The authorization may be granted to the authorized representative or to the company. Proof of an authorization granted may be provided by the authorized representative sending such proof (for example, the original authorization or a copy thereof) to the following address:

**Zalando SE**

c/o Computershare Operations Center  
80249 München

Email: [vollmacht@zalando.de](mailto:vollmacht@zalando.de)

The aforementioned transmission channels are also available if the authorization is to be granted by means of a declaration to the company, in which case no separate proof of the authorization needs to be provided. The revocation of an authorization that has been granted may also be declared directly to the company using the aforementioned transmission channels.

If the granting or proof of an authorization or its revocation by means of a declaration to the company is made by regular mail or by email, for organizational reasons, it must be received by the company by May 11, 2026, 24:00 hours (CEST) (date of receipt). Pursuant to Section 67c AktG, the granting of an authorization may also be transmitted to the company via intermediaries, including by using the above-mentioned SWIFT address.



Shareholders wishing to authorize a representative are requested to use the form for authorization provided by the company for granting such authorization. This authorization form will be sent to Duly Registered Shareholders as part of the registration confirmation. Additionally, it can be downloaded from the company's website at <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

A form for revocation can also be downloaded on this company website.

Prior to and during the general meeting, authorizations can also be granted or revoked, also via the company's AGM Portal, until a point in time determined by the chairperson of the general meeting as part of the voting at the general meeting. Shareholders can obtain further details regarding the AGM Portal on the aforementioned website of the company.

The use of the AGM Portal by the authorized representative requires that the shareholder forwards the relevant individual access data to the AGM Portal to the authorized representative.

Intermediaries, proxy advisors, shareholders' associations, or other persons equivalent to intermediaries as defined by Section 135 (8) AktG who represent a majority of shareholders are recommended contacting the following address in advance of the general meeting with regard to the exercise of the voting rights:

**Zalando SE**

c/o Computershare Operations Center  
80249 München

Email: [meldedaten@zalando.de](mailto:meldedaten@zalando.de)



## **Information on further shareholder rights**

### Requests to add items to the agenda pursuant to Art. 56 SER, Section 50 (2) SEAG, and Section 122 (2) AktG

Shareholders whose shares together amount to not less than one twentieth of the share capital or represent a pro rata amount of EUR 500,000.00 (corresponding to 500,000 shares) may request that items be put on the agenda and announced. Each new item must be accompanied by a statement of reasons or a resolution proposal.

The request is to be addressed to the management board of the company in writing or in electronic form pursuant to Section 126a BGB (i.e., by email including the name and a qualified electronic signature) and must be received by the company at least 30 days prior to the meeting – not including the day of receipt and the day of the meeting – i.e., by the end of April 11, 2026, 24:00 hours (CEST) (time of receipt) at the latest. Any requests to add items to the agenda which are received after such date will not be taken into account.

Requests to add items to the agenda are to be sent to the following address:

#### **Zalando SE**

Management board  
Valeska-Gert-Straße 5  
10243 Berlin, Germany

Email: [ergaenzungsverlangen@zalando.de](mailto:ergaenzungsverlangen@zalando.de)

The requests to add items to the agenda shall be published and submitted in the same way as applicable for convening the meeting.

### Countermotions and nominations by shareholders pursuant to Section 126 (1) and (4) and Section 127 AktG

Shareholders may also send countermotions against proposals by the management board and/or supervisory board on specific items on the agenda and nominations for the election of the auditor and the election of



the members of the supervisory board prior to the annual general meeting. Counter motions to the agenda and nominations, which are to be made accessible prior to the general meeting, are to be sent exclusively to the following address:

**Zalando SE**

c/o Computershare Operations Center  
80249 München

Email: [gegenantraege@zalando.de](mailto:gegenantraege@zalando.de)

Counter motions and nominations received by the company at the aforementioned address by the end of April 27, 2026, 24:00 hours (CEST) (time of receipt) at the latest will be made accessible, subject to the further prerequisites of Sections 126 and 127 AktG and including the name of the respective shareholders and a statement of reasons, on the company's website at <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026> immediately following receipt. Any statements of position by the management will also be published at the same internet address.

Pursuant to Section 126 (4) AktG, motions and nominations of shareholders, which are to be made accessible pursuant to Section 126 (1) to (3) AktG or Section 127 AktG, shall be deemed to have been made at the time they are made accessible. Duly Registered Shareholders or their authorized representatives may exercise their voting rights in respect of these motions. If the shareholder submitting the motion or nomination is not duly authorized or has not duly registered to participate in the general meeting, the counter motion or nomination does not have to be dealt with at the general meeting.

**Submission of statements pursuant to Section 130a (1) to (4) AktG**

Prior to the general meeting, Duly Registered Shareholders or their authorized representatives may submit statements on the items on the agenda by means of electronic communication. Such statements may be



submitted to the company in text form exclusively via the AGM Portal accessible at the internet address <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026> and must be received by the company no later than May 6, 2026, 24:00 hours (CEST).

The length of a statement in text form must not exceed 10,000 characters (including spaces). Only statements in which the shareholder or authorized representative express their opinion themselves or appear in person are permitted. Statements in text form must be submitted as a file in PDF format in accordance with the procedure put in place for this purpose on the AGM Portal. Further information on the technical requirements for submitting statements can be found on the AGM Portal that is accessible online on the aforementioned website of the company.

At this website, statements to be made accessible will be published for Duly Registered Shareholders or their authorized representatives by May 7, 2026, 24:00 hours (CEST), at the latest, stating the name of the submitting shareholder. Any statements by the management will also be published on the aforementioned AGM Portal. Statements will not be made available if they are submitted late or do not meet the above requirements or if the management board would expose itself to criminal prosecution by making them available, if the statement contains manifestly false or misleading information or insults, or if the submitting shareholder indicates that they will not attend the general meeting and will have no representation at the general meeting.

The opportunity to submit statements does not constitute an opportunity to submit questions in advance for the purposes of Section 131 (1a) AktG. Any questions contained in statements will therefore not be answered at the virtual general meeting unless they are asked at the general meeting itself (see below). Any motions, nominations and objections to resolutions at the general meeting contained in statements shall also be disregarded. These must be submitted, made or declared exclusively by the means specified separately for doing so in this convocation notice.



## Right to information, put forward motions and speak pursuant to Section 130a (5) and (6) and Section 131 AktG

Duly Registered Shareholders, or their authorized representatives, who are connected to the general meeting by electronic means may request information from the management board on matters relating to the company, the company's legal and business relations with affiliates, and on the group's current position and the entities included in the consolidated financial statements, insofar as the information is required to make a proper assessment of an item on the agenda. It is intended that the chairperson of the general meeting will stipulate at the general meeting in accordance with Section 131 (1f) AktG that the aforementioned right to information under Section 131 (1) AktG may be exercised at the general meeting exclusively by way of video communication, i.e., in the context of speeches. The chairperson of the general meeting will provide further information on this during the general meeting. No other submission of questions by electronic or other means of communication is provided for either before or during the general meeting.

In addition, Duly Registered Shareholders or their authorized representatives who are connected to the general meeting by electronic means have the right to speak at the general meeting via video communication. Duly Registered Shareholders can register their request to speak from the beginning of the general meeting via the AGM Portal accessible at the internet address <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

The chairperson of the general meeting will explain the procedure for requesting to speak and speaking at the general meeting.

Motions and nominations pursuant to Section 118a (1) sentence 2 no 3 AktG and a request for information in accordance with Section 131 (1) AktG may form part of the speech.

Exercising the right to speak by means of video communication requires an internet-ready device with a camera, speaker or headphones and a microphone, along with a stable internet connection.

The company reserves the right to check the functionality of the video communication between shareholders or their authorized representatives,



on the one side, and the company, on the other, during the general meeting and before a speech and to decline the speech if this functionality cannot be ensured. Further information on the technical requirements and the technical process for speeches can be found on the AGM Portal accessible on the aforementioned website of the company.

Declaring objections to the notary's minutes in accordance with Section 118a (1) Sentence 2 No 8 in conjunction with Section 245 AktG

Duly Registered Shareholders or their authorized representatives who are electronically connected to the general meeting may, from the beginning of the general meeting until its closure by the chairperson of the meeting, declare objections to any resolutions of the general meeting to the notary's minutes by way of electronic communication via the company's AGM Portal accessible at the internet address

<https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

#### **Further explanations of shareholder rights**

Further explanations on the shareholder rights pursuant to Art. 56 SER in conjunction with Section 50 (2) SEAG, Section 122 (2), Section 126 (1) and (4), Section 127, Section 130a, Section 131 (1) and Section 118a (1) sentence 2 no 8 AktG in conjunction with Section 245 AktG can be found on the company's website at

<https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026>.

#### **Information on data protection for shareholders and their authorized representatives**

In connection with the preparation, implementation and follow-up of the virtual general meeting, in particular when shareholders and their authorized representatives register for the general meeting, use our AGM Portal, grant an authorization, connect to the virtual general meeting, submit a statement, or exercise other shareholder rights, we process personal data (e.g., name, address, email address, number of shares, class of shares, type of ownership of the shares and number of the registration confirmation, the individual access data for the AGM Portal, the IP address from which the shareholders and their authorized representatives use the



AGM Portal, the content of the statements submitted by them as well as any objections declared) about shareholders and their authorized representatives. This is done to enable shareholders or their authorized representatives to connect to and exercise their rights in connection with the virtual general meeting. In addition, we process the personal data to comply with our legal obligations in connection with the conduct of the virtual general meeting (in particular statutory reporting and publication obligations (in particular voting rights notifications) and retention obligations).

Furthermore, we may process the personal data for the purposes of the legitimate interests pursued by us or third parties, in particular for the purpose of preparing analyses and statistics, as well as for preventing and detecting illegal activities, fraud or similar threats in order to protect us from damage, to assert and exercise legal rights and claims and to defend ourselves against legal claims.

The entity responsible for processing the personal data of the shareholders and their authorized representatives is:

**Zalando SE**

Valeska-Gert-Straße 5  
10243 Berlin, Germany  
Telephone: + 49 (0)30 2000 88 400

Email: [datenschutz@zalando.de](mailto:datenschutz@zalando.de)

If we use service providers to conduct the virtual general meeting, they process the personal data of the shareholders and their authorized representatives only on our behalf and are otherwise obliged to maintain confidentiality. For the above-mentioned purposes, and as a result of statutory obligations, the personal data may be transmitted to our legal advisers, tax consultants or accountants as well as to shareholders and their authorized representatives (including if they are not EU/EEA-based, if applicable). If the legal requirements are met, every data subject has the right to information, correction, restriction, deletion and, if applicable, objection regarding the processing of their personal data at any time, as well as the right to data transmission and the right to complain to a competent data protection supervisory authority.



Complete information on the treatment of the personal data of the shareholders and their authorized representatives in connection with the virtual general meeting and on the rights under the EU General Data Protection Regulation can be accessed at any time at the company's website at <https://corporate.zalando.com/en/investor-relations/events/annual-general-meeting/annual-general-meeting-2026> or be requested from the following address: Zalando SE, Valeska-Gert-Straße 5, 10243 Berlin, Germany, email: [datenschutz@zalando.de](mailto:datenschutz@zalando.de).

Berlin, March 2026

**Zalando SE**  
**The management board**