

Competence profile (1/2)

	Nationality	Employment	Expertise	Committee Membership	Member since	Independence	Considerations	Shareholding in # shares*	Elected until	Attendance FY 2019
Cristina Stenbeck	Swedish	Entrepreneur, investor and member of board of Spotify. Former member and chairperson of the Board of Directors of Kinnevik (2007-2016).	Cristina brings investment management and capital market expertise as well as public company governance. Additionally Cristina's track record from diverse platform businesses makes her a key support to Zalando in its journey.	Nomination committee	May 2019	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company (not a member of the board of directors of Kinnevik)	39.6k	AGM 2021	Plenum: 5/5 Remuneration committee: 1/1 Nomination committee: 2/2
Kelly Bennett	Canadian	Advisor to Microsoft / Xbox and Spotify leadership teams, Member of the board of Ancestry.com and Executive Advisor to Nubank. Former CMO of Netflix.	Kelly has broad experience growing innovative global brands, building and leading diverse executive teams, and successfully launching businesses in new markets.	Audit and remuneration committee	May 2019	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	n/a	AGM 2021	Plenum: 5/5 Audit committee: 2/2
Anders Holch Povlsen	Danish	CEO of Bestseller A/S, entrepreneur and investor.	Anders brings deep fashion industry knowledge and experience having established Bestseller globally as one of the leading fashion retailers.	Nomination committee	December 2013	Non-Independent	Relevant business relationship with the company	25.649K	AGM 2021	Plenum: 3/6 Nomination committee: 4/5
Jennifer Hyman	US-American	CEO and Co-Founder at Rent the Runway, Inc	Jennifer's experience in scaling a fashion platform with Rent the Runway's unique position in the luxury fashion ecosystem brings comprehensive consumer insights and enduring brand relationships.	Remuneration committee	June 2020	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	n/a	AGM 2021	n/a

* Based on Director Dealings notifications

Competence profile (2/2)

	Nationality	Employment	Expertise	Committee Membership	Member since	Independence	Considerations	Shareholding in # shares*	Elected until	Attendance FY 2019
Mariella Röhm-Kottmann	German	SVP, Head of Corporate Accounting of ZF Friedrichshafen AG	Mariella brings relevant accounting and auditing experience from her current role as head of corporate accounting of an international group as well as from her career as audit partner responsible for the audit of DAX and MDAX companies. She was also spending several years as head of supervisory board consulting at KPMG.	Audit committee	May 2019	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	n/a	AGM 2021	Plenum: 5/5 Audit committee: 2/2
Jørgen Madsen Lindemann	Danish		Jørgen brings his management experience and digital consumer insights from operating a pan-European digital consumer growth company.	Audit, nomination and remuneration committee	May 2016	Independent	No relevant connections with the company and its Management Board as well as with controlling shareholders of the company	n/a	AGM 2021	Plenum: 6/6 Nomination committee: 5/5 Audit committee: 4/4 Remuneration committee: 3/3
Matti Ahtainen	Finnish	Zalando Finland Oy	Matti brings relevant experience from his career as financial controller and accountant within Zalando as well as previously with other Finnish companies.	Audit committee	June 2020	**	Employee representative	n/a	AGM 2025	n/a
Jade Buddenberg	German	Zalando SE	Jade has been an integral builder of the sustainability work at Zalando including crafting the do.more strategy. She is currently contributing to the development of the recommerce business and go-live of Zalando "pre-owned" category.		June 2020	**	Employee representative	n/a	AGM 2025	n/a
Anika Mangelmann	German	Zalando SE	Anika brings relevant experience from her role as speaker of the Zalando Employee Participation (ZEP) as well her previous role in the People&Organisation within Zalando.	Remuneration committee	June 2020	**	Employee representative	n/a	AGM 2025	n/a

* Based on Director Dealings notifications

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