

II. ANNEX TO AGENDA ITEM 6: ELECTIONS TO THE SUPERVISORY BOARD

INFORMATION ON ELECTIONS TO THE SUPERVISORY BOARD

Jürgen Steinemann

Born on 9 September 1958 in Damme, Germany

Nationality: German

Chief Executive Officer of JBS Holding GmbH, Mönchengladbach, Germany

Mandates

Membership in other statutory supervisory boards of German companies:

- Big Dutchman AG, Vechta, Germany (until 31 December 2023 Chairman, thereafter ordinary member)

Membership in comparable German and international boards of business enterprises:

- Bankiva B.V., Wezep, the Netherlands - Supervisory Board (Chairman)
- Barentz International B.V., Hoofddorp, the Netherlands - Supervisory Board (Chairman)
- Lonza Group AG*, Basel, Switzerland - Board of Directors
- Solynta B.V., Wageningen, the Netherlands - Supervisory Board (Chairman)

* listed company



Jürgen Steinemann holds a degree in business administration from the European Business School in Wiesbaden, London and Paris, from which he graduated in 1985. From 1990 until 1998, he held different managing positions for Eridania Beghin Say Group in the business-to-business marketing and sales divisions and was ultimately responsible for the area "corporate plan et stratégie" at the headquarters in Paris, France. From 1999 until 2001, Jürgen Steinemann was CEO of Loders Crocklaan, a former subsidiary of Unilever. From 2001 until 2009, he was a member of the management board and COO of Nutreco, Netherlands. From 2009 until 2015, Jürgen Steinemann was CEO of Barry Callebaut AG, where he was also a member of the Board of Directors from 2014 to 2019. Jürgen Steinemann is Chief Executive Officer of JBS Holding GmbH. Since 2017, Jürgen Steinemann has been chairman of the supervisory board of today's METRO AG. From 2015 until the effectiveness of the demerger of METRO GROUP in July 2017, he was a member of the supervisory board of the old METRO AG (now: CECONOMY AG) and from February 2016 on its chairman.

The proposal for the election of Jürgen Steinemann to the Supervisory Board of METRO AG is consistent with the diversity concept of the Supervisory Board in which the Supervisory Board stipulated targets for its composition and a competency profile, as well as with the recommendations of the German Corporate Governance Code. Aside from his long-term experience in the management of companies Jürgen Steinemann has proven expertise in particular in the areas management development and sustainability. In addition, he is familiar with the special aspects of emerging markets.

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Willem Eelman

Born on 24 April 1964 in Oosterend, Texel, the Netherlands

Nationality: Dutch

Member of the supervisory board and chairman of the audit committee of IMCD N.V., Rotterdam, the Netherlands

Mandates

Membership in other statutory supervisory boards of German companies:

— none

Membership in comparable German and international boards of business enterprises:

- IMCD N.V.*, Rotterdam, the Netherlands - Supervisory Board
- Shero Holdco B.V., Amsterdam, the Netherlands - Supervisory Board

* listed company



Willem Eelman holds a Master's degree in Agricultural Economics with specialisation in marketing and business administration from the Agricultural University Wageningen, the Netherlands, and a Chartered Controllers degree (post graduate programme) from Vrije Universiteit Amsterdam, the Netherlands. In 2009, he additionally completed the Advanced Management Programme at Harvard Business School in Boston, USA.

Willem Eelman started his professional career at Unilever in 1989, where he held several positions in the areas accounting, corporate finance, mergers & acquisitions and transformation in the Netherlands, United Kingdom, Czech Republic and Germany, before he was appointed Chief Financial Officer Europe in 2007 and then Chief Information Officer to Unilever United Kingdom in 2010. In 2014, Willem Eelman joined C&A as Chief Financial Officer and Chief Transformation Officer. From 2018 to 2019, he served as a member of the advisory board of Takko Fashion GmbH. From 2019 to 2022, he was Chief Financial Officer of global eye retailer Grandvision N.V. where he had previously served as supervisory board member and chairman of the audit committee since 2011. Since 2022, Willem Eelman has been a member of the supervisory board and chairman of the audit committee of specialty chemicals distributor IMCD N.V. In December 2023, he was also elected member of the supervisory board of Shero Holdco B.V., the holding company of lingerie specialist Hunkemöller.

The proposal for the election of Willem Eelman to the Supervisory Board of METRO AG is consistent with the diversity concept of the Supervisory Board in which the Supervisory Board stipulated targets for its composition and a competency profile, as well as with the recommendations of the German Corporate Governance Code. In particular, Willem Eelman has expertise in the fields of accounting and auditing as defined in recommendation D.3 of the German Corporate Governance Code due to his former positions as Chief Financial Officer and his experience as chairman of the audit committee of stock listed companies. These roles have also involved the preparation of sustainability reports as well as their audit and assurance. In addition to his broad international experience, Willem Eelman has special knowledge in the areas trade, technology/digitalisation, logistics/supply chain as well as mergers & acquisitions and transformation.

INFORMATION ON ELECTIONS TO THE SUPERVISORY BOARD



Roman Šilha

Born on 14 May 1971 in Prague, Czech Republic

Nationality: Czech

Head of Mergers and Acquisitions of EP Global Commerce a.s., Prague, Czech Republic, and VESA Equity Investment S.à r.l., Luxembourg, Luxembourg

Mandates

Membership in other statutory supervisory boards of German companies:

— none

Membership in comparable German and international boards of business enterprises:

— none

Roman Šilha holds a Master's degree in Politics and International Science from the Charles University in Prague, Czech Republic, and in Banking, Corporate, Finance and Securities Law from the Graduate School of Banking at Colorado, Westminster, USA.

After having started his professional career as advisor to the Head of Foreign Affairs Committee of the Parliament of the Czech Republic in 1995, he worked as an analyst and project manager at Česká spořitelna from 1997 to 1999. In 1999, he joined Creditanstalt Investment Bank (CAIB) Czech Republic and Slovakia, starting as director and managing director and then serving as Chairman of the Board and CEO from 2007 to 2009. In 2010, Roman Šilha moved to UniCredit Bank and held the positions Head of Large Corporate Clients and from 2015 Head of Corporate and Commercial Banking for Czech Republic and Slovakia. From June 2018 to May 2020, he worked in Vienna, Austria, as Senior Strategic Advisor to UniCredit's Head of Corporate, Investment and Private Banking for Central and Eastern Europe. Since July 2020, Roman Šilha is Head of Mergers and Acquisitions of EP Global Commerce a.s., Prague, Czech Republic, and of VESA Equity Investment S.à r.l., Luxembourg, Luxembourg. Roman Šilha has been a member of the Supervisory Board of METRO AG since 2021.

The proposal for the election of Roman Šilha to the Supervisory Board of METRO AG is consistent with the diversity concept of the Supervisory Board in which the Supervisory Board stipulated targets for its composition and a competency profile, as well as with the recommendations of the German Corporate Governance Code. Due to his professional activity Roman Šilha has more than twenty years of international business experience especially in Eastern Europe and Austria. He has expertise in particular in the field of mergers & acquisitions.

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Stefan Tieben

Born on 19 June 1971 in Ahaus, Germany

Nationality: German

Certified auditor and tax advisor, partner of RLT Ruhrmann Tieben & Partner mbB Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Essen, Germany, as well as member of the management of the RLT group, Essen, Germany

Mandates

Membership in other statutory supervisory boards of German companies:

— none

Membership in comparable German and international boards of business enterprises:

— none

Stefan Tieben studied business administration at the Westfälische Wilhelms-Universität Münster, Germany, with a focus on business taxation and auditing. In 1999 he was appointed certified tax consultant, in 2003 he was appointed certified auditor.

From 1995 until 1999 he started his professional career at PwC Deutsche Revision AG in Düsseldorf, Germany, as auditing assistant, followed by audit manager and manager in the sector 'industry audit'. Before changing to the RLT group, Stefan Tieben worked for five years at the tax consulting and auditing firm Stolze - Dr. Diers - Beermann GmbH in Emsdetten (Germany), where he advised medium sized mandates in the Münsterland region in structured tax advice and auditing. Since 2005 he has worked for RLT Ruhrmann Tieben & Partner mbB Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft and was promoted to partner in 2006. Stefan Tieben is a member of the management board of the Meridian Foundation and has been a member of the Supervisory Board of METRO AG since 2021.

The proposal for the election of Stefan Tieben to the Supervisory Board of METRO AG is consistent with the diversity concept of the Supervisory Board in which the Supervisory Board stipulated targets for its composition and a competency profile, as well as with the recommendations of the German Corporate Governance Code. In particular, Stefan Tieben has expertise in the fields of accounting and auditing as defined in recommendation D.3 of the German Corporate Governance Code due to his long-standing experience as auditor, tax advisor and partner at the auditing and tax consulting firm RLT Ruhrmann Tieben & Partner mbB Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft. Due to this activity and his experience as a member of the audit committee of METRO AG, his expertise in the fields of accounting and auditing also includes corporate responsibility reporting and its audit and assurance. Stefan Tieben has also proven expertise in the areas of corporate transactions and tax.