

LEADERSHIP TEAM FOR GROWTH STRATEGY ESTABLISHED - REORGANISATION OF METRO AG'S MANAGEMENT BOARD

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- Reorganisation of the Management Board supports focus on core business
- COO Rafael Gasset assumes full country responsibility in the Management Board
- Claude Sarrailh will take on the new role as Chief Customer & Merchandise Officer in the Management Board as of January 1, 2022
- COO Eric Poirier will step down from the Management Board by December 31, 2021
- CHRO Andrea Euenheim will not renew her existing contract

Düsseldorf, 11 November 2021 –In the course of METRO's further focus on the wholesale business, the management structure of METRO AG will be realigned towards countries and commercial functions. This was decided by the Supervisory Board of METRO in its meeting today. Consequently, Rafael Gasset, COO and member of the Management Board, will assume responsibility for the countries at Management Board level. The Germany / Austria unit will report to CEO Dr. Steffen Greubel in the Management Board. Claude Sarrailh, currently Chief Purchasing Officer, will be appointed member of the Management Board effective January 1, 2022. As Chief Customer & Merchandise Officer (CCMO) he will be responsible for the commercial functions. In addition to global procurement, these functions include the food service distribution (FSD) and the franchise concept for independent traders.

The Supervisory Board has decided on the Management Board organisation to support the execution of the new strategy. Eric Poirier, COO and member of the Management Board, notwithstanding his support of the new strategy, has decided not to continue the journey with METRO due to changing roles in the Management Board. In view of the changes, Andrea Euenheim, CHRO and member of the Management Board, has regrettably decided not to renew her contract, which expires on October 31, 2022. However, she remains responsible in her current function.

The Management Board is currently developing a multi-year strategy and related targets for METRO. In this context, the holding company will be transformed into a headquarters with a stronger focus on supporting the operating business in the countries. The new strategy will be communicated at a Capital Markets Day on January 26, 2022.

"We have established the leadership team for METRO's growth strategy for the coming years. With the realignment of the Management Board, we are

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Christian Baier, Andrea Euenheim, Rafael Gasset,
Eric Poirier

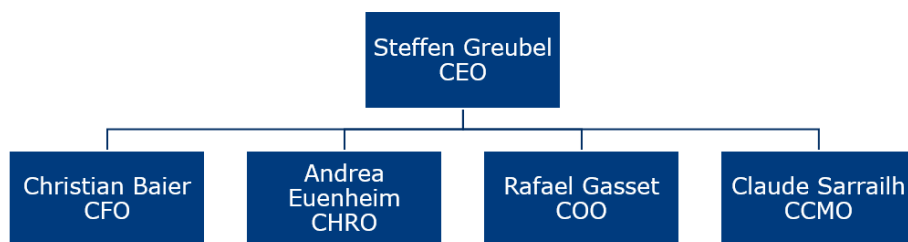
Sitz Düsseldorf
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moving the core business with all its aspects to the center of our work. Thus, the Management Board is well positioned for our future tasks", said Dr. Steffen Greubel, CEO of METRO AG.

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"The Supervisory Board supports our CEO in his objective to now consistently focus METRO on growth. With Dr. Steffen Greubel, Rafael Gasset and Claude Sarrailh, the Management Board team now combines wholesale competence together with the financial expertise of Christian Baier and the HR know-how of Andrea Euenheim. We wish the new Management Board every success. Eric Poirier has significantly contributed to METRO in the last 21 years, combining his international business and financial experience in retail and wholesale operations. The Supervisory Board acknowledges his decision, is grateful for his contribution and wishes him a lot of success for the future," said Jürgen Steinemann, Chairman of the Supervisory Board of METRO AG.

METRO is a leading international wholesale company with food and non-food assortments that specialises in serving the needs of hotels, restaurants and caterers (HoReCa) as well as independent traders. Around the world, METRO has some 16 million customers, who can choose whether to shop in one of the large-format stores, order online and collect their purchases at the store or have them delivered. METRO also supports the competitiveness of entrepreneurs and independent businesses with digital solutions and thereby contributes to cultural diversity in retail and hospitality. Sustainability is a key pillar of METRO's business. METRO has been listed in the Dow Jones Sustainability Index for 7 consecutive years. The company operates in 34 countries and employs more than 97,000 people worldwide. In financial year 2019/20, METRO generated sales of €25.6 billion. For more information, please visit www.metroag.de. In addition, in our online magazine www.mpulse.de, we also report on the things that affect our customers, employees, partners and suppliers – and the things that we do for them.



Management Board METRO AG effective 1 January 2022

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