

CECONOMY

Declaration

of November 2024 on the Corporate Governance of the CECONOMY Group

This declaration on the corporate governance is based on Section 315d and Section 289f of the German Commercial Code (*Handelsgesetzbuch – HGB*), in the version that was applicable at the time of the issuance of the declaration, as well as on the German Corporate Governance Code (GCGC) in the version of 28 April 2022, which was published in the Federal Gazette (*Bundesanzeiger*) on 27 June 2022.

The following declaration reflects, amongst other things, the most recent Declaration of Conformity issued by the Management Board and the Supervisory Board of CECONOMY AG pursuant to Section 161 of the German Stock Corporation Act (*Aktiengesetz – AktG*) in September 2024 and contains a description of the functioning of the Management Board, the Supervisory Board and the Supervisory Board committees as well as statements regarding transparency in corporate governance. Information relating to the CECONOMY Group is identified as such.

The Management Board and the Supervisory Board of CECONOMY AG make the standards of good corporate governance a priority and are committed to the principles of transparent, responsible corporate management and control.

The boards have anchored their voluntary commitment to the GCGC in Section 1(2) of the Bylaws of the Management Board of CECONOMY AG and of the Bylaws of the Supervisory Board of CECONOMY AG respectively with the following statement:

"The Management Board and Supervisory Board of the Company align their actions with the relevant recommendations of the German Corporate Governance Code and deviate from the recommendations of the Code only in justified exceptional cases. If the Management Board or the Supervisory Board intends to deviate from a recommendation, the boards inform each other of the planned course of action in advance."

1. Functioning of the Management Board and the Supervisory Board

A key element of the corporate governance of German public limited companies is the separation between corporate management and corporate control. Tasks and responsibilities are clearly divided between the Management Board and the Supervisory Board of CECONOMY AG.

Both boards perform their tasks for the benefit of the Company and with the aim of sustainably increasing its value. Their actions are based on responsible corporate governance. Consequently there is a close working relationship based on trust between the Management Board and the Supervisory Board of CECONOMY AG:

a. Management Board

The power to manage the Company lies with CECONOMY AG's Management Board, which has two members at the time of the issuance of this declaration, as stipulated by Section 76 (2) sentence 2 of the German Stock Corporation Act (AktG) and Section 5 (1) of CECONOMY AG's Articles of Association. Pursuant to the Schedule of Responsibilities, which is attached as an appendix to the Bylaws for the Management Board, in the version of 26 September 2024, the responsibilities designated below are assigned to the members of the Management Board:

- Dr Karsten Wildberger (Chair and Labour Director)

Strategy, Sustainability, Customers (including Services), Procurement of Trading Goods (including Category Management and Own Brands), Brands & Marketing, Country Portfolio, Human Resources, Corporate Communications, Technology (including Cyber Security), Locations and Store Formats, New Business Models Retail Media, B2B

- Dr Kai-Ulrich Deissner (Chief Financial Officer)

Controlling, Accounting (including GBS), Treasury, Investor Relations, Tax, Legal, Procurement of Non-Trading Goods, Governance Functions (Audit, Compliance, Data Privacy, Risk Management), Logistics, M&A

The Management Board runs CECONOMY AG and the corporate group of CECONOMY AG under its own responsibility. The key management tasks of the Management Board include setting the business objectives and the strategic orientation of the Group, its control and monitoring as well as its business planning. In addition, the Management Board ensures the availability of investment funds, decides on their allocation within the Group, and is

responsible for the recruitment and promotion of highly qualified managers and employees.

Basic rules for the functioning and the collaboration of the Management Board are laid down in Bylaws, which the Supervisory Board has adopted for the Management Board. The members of the Management Board bear joint responsibility for the overall business management. They work together collegially, and continually inform one another of important measures and events within their remits. Regardless of the overall responsibility of the Management Board, the individual members of the Management Board manage their respective remits under their own responsibility. The Management Board of CECONOMY AG has not set up any committees. Matters which require the passing of resolutions by the Management Board as a whole are in principle defined in the Management Board's Bylaws. These include, for example, all fundamental issues of the organisation, the business policy, and the investment and financial planning of CECONOMY AG and of the Group.

Pursuant to its Bylaws, the Management Board generally passes resolutions in meetings, which should take place at least twice a month.

The Management Board informs the Supervisory Board in accordance with the statutory provisions, the provisions of the GCGC, the stipulations in the Bylaws of the Management Board, of the Supervisory Board or of the Audit Committee of the Supervisory Board as well as on the basis of other information requirements of the Supervisory Board in individual cases. The Supervisory Board has formalised the Management Board's obligations to provide information as part of the Bylaws for the Management Board, by means of an information policy and a meeting and standard topic schedule.

The Management Board informs the Supervisory Board of the course of business in a regular, timely and comprehensive manner. It also regularly informs the Supervisory Board of all business planning, business development, risk situation and risk management, compliance and control system issues in the Company. The strategic orientation of the Company is debated in detail and coordinated with the Supervisory Board and its implementation is discussed at regular intervals.

The Management Board informs the Supervisory Board of matters that are of particular importance for the Company without undue delay, either orally or in writing.

b. Supervisory Board

The Supervisory Board of CECONOMY AG advises the Management Board and monitors its management, also with regard to the achievement of the long-term business objectives.

Monitoring and advice also include sustainability issues in particular. The Supervisory Board also appoints the members of the Management Board.

In addition to the approval obligations provided for by law and in the Company's Articles of Association, the Supervisory Board has, in the Management Board's Bylaws, defined further approval requirements of its own for certain types of measures and transactions by the Management Board. The Supervisory Board is entitled to declare further transactions and measures as requiring approval by means of a corresponding resolution.

The Supervisory Board of CECONOMY AG holds a minimum of six ordinary meetings per financial year. Provisions on convening meetings and on passing resolutions are laid down in the Supervisory Board's Bylaws.

Details of the activities of the Supervisory Board in the financial year 2023/24 are explained in the Supervisory Board's report for the financial year 2023/24.

The Supervisory Board of CECONOMY AG is composed, pursuant to the statutory provisions and its Articles of Association, of ten representatives of the shareholders and ten representatives of the employees, of which at least 30% are women (i.e. at least six) and at least 30% are men (i.e. at least six).

At the time of the issuance of this declaration the following persons are members of the Supervisory Board of CECONOMY AG:

- Thomas Dannenfeldt (Chair, shareholder representative)
- Jürgen Schulz (Deputy Chair, employee representative)
- Katrin Adt (shareholder representative)
- Karin Dohm (shareholder representative)
- Daniela Eckardt (employee representative)
- Sabine Eckhardt (shareholder representative)
- Henrike Eickholt (employee representative)
- Ludwig Glosser (employee representative)
- Corinna Groß (employee representative)
- Doreen Huber (shareholder representative)

- Jürgen Kellerhals (shareholder representative)
- Peter Kimpel (shareholder representative)
- Birgit Kretschmer (shareholder representative)
- Maria Laube (employee representative)
- Paul Lehmann (employee representative)
- Julian Norberg (employee representative)
- Erich Schuhmacher (shareholder representative)
- Jascha Sperl (employee representative)
- Christoph Vilanek (shareholder representative)
- Sylvia Woelke (employee representative)

The members of the Supervisory Board as a whole have the legally required familiarity with the sector in which CECONOMY AG operates.

The Supervisory Board has defined the competences which, in its opinion, are particularly important for fulfilling its statutory tasks in a competence profile. The current status of the allocation of these competences in the Supervisory Board is shown in the qualifications matrix below.

The Supervisory Board is supported in its activities by five committees formed from among its members:

Presidential Committee of the Supervisory Board

The tasks assigned to the Presidential Committee of the Supervisory Board are set out on the website www.ceconomy.de/en/ under the heading "Company – Supervisory Board". These tasks include succession planning for the Management Board. For this purpose, the Presidential Committee, together with the responsible departments of the Company, works out the composition of a Group-wide succession and leadership pool in which potential managers are developed and promoted.

In accordance with the Bylaws of the Supervisory Board of CECONOMY AG, the Presidential Committee of the Supervisory Board is chaired by the Chair of the Supervisory Board and the Deputy Chair of the Supervisory Board is, by virtue of this function, also a member of the Presidential Committee of the Supervisory Board.

At the time of the issuance of this declaration the Presidential Committee of the Supervisory Board is made up of:

- Thomas Dannenfeldt (Chair)
- Katrin Adt
- Jürgen Schulz
- Sylvia Woelke

Audit Committee

The tasks assigned to the Audit Committee are set out on the website www.ceconomy.de/en/ under the heading "Company – Supervisory Board".

The personal requirements for membership and chairpersonship of the Audit Committee are laid down by law, the regulations of the GCGC and the Bylaws of the committee.

The Chair of the Audit Committee must be a representative of the shareholders. Neither the role of Chair nor the role of Deputy Chair of the Audit Committee should be conferred upon a former member of the Management Board whose appointment ended less than two years ago. Furthermore the Chair of the Supervisory Board should not simultaneously be the Chair or Deputy Chair of the Audit Committee. The Chair of the Audit Committee should be independent and must have expertise in the fields of accounting or auditing as well as internal control procedures ("financial expert"). Including the Chair, at least one member of the Audit Committee, must have expertise in the field of accounting and at least one other member of the Audit Committee must have expertise in the field of auditing. Accounting and auditing also include sustainability reporting and its audit. The expertise in the field of accounting shall consist of special knowledge and experience in the application of accounting principles and internal control and risk management systems, and the expertise in the field of auditing shall consist of special knowledge and experience in auditing. The other members should have sufficient knowledge and experience in the fields of accounting, auditing and internal control procedures, and whenever possible one member should in addition have special knowledge in the field of compliance.

At the time of the issuance of this declaration the Audit Committee is composed as follows:

- Karin Dohm (Chair)
- Sylvia Woelke (Deputy Chair)
- Ludwig Glosser

- Corinna Groß
- Peter Kimpel
- Birgit Kretschmer

The requirements described above are fully met with the current composition of the Audit Committee.

The very experienced Chair of the Audit Committee, Ms. Karin Dohm, is independent and is not a former member of the Management Board of CECONOMY AG. Karin Dohm holds a degree in economics, is a tax advisor (*Steuerberaterin*) and auditor (*Wirtschaftsprüferin*). She has been a member of the Management Board of Hornbach Management AG and CFO of the listed Hornbach Group since 2021, where her responsibilities include accounting, tax, risk management, compliance, data protection and internal audit. Prior to this, she spent ten years in various global management positions at Deutsche Bank AG, where she was, inter alia, responsible for accounting and the preparation of financial statements for the entire group as well as for the Deutsche Bank AG in accordance with IFRS, HGB and US GAAP. Prior to that, she worked for 14 years as a partner in the assurance and auditing division at the auditing firm Deloitte. She therefore has, inter alia, extensive expertise in the areas of auditing, compliance, internal control procedures and accounting (including non-financial reporting).

The Deputy Chairperson of the Audit Committee, Ms. Sylvia Woelke, works as Manager Corporate Risk Management & Internal Controls at Media-Saturn-Holding GmbH. She holds several business degrees, including a Diploma in Business Administration (*Diplom-Betriebswirtin (BA)*) and Certified Internal Auditor (CIA). She therefore has, inter alia, the necessary skills in the areas of compliance, internal control procedures and accounting.

The member of the Audit Committee, Mr. Peter Kimpel, holds a degree in business administration (*Diplomkaufmann*). He has held various management positions at Barclays Bank and Citigroup. Previously, Mr. Kimpel was CFO of Rocket Internet SE for several years. Mr. Kimpel was also a partner at Goldman Sachs. He therefore has the necessary expertise in areas such as auditing and accounting.

The member of the Audit Committee, Ms. Birgit Kretschmer, holds a degree in business administration (*Diplom-Betriebswirtin*). She has been Chief Financial Officer of C&A Mode GmbH & Co. KG. Prior to that, she held various management positions at adidas. She therefore has the necessary expertise in the areas of accounting, compliance, internal control procedures and auditing (including non-financial reporting).

The other members of the Audit Committee all have sufficient knowledge and experience in the fields of auditing, accounting and internal control procedures.

The complete curricula vitae of all members of the Supervisory Board are available on the website www.ceconomy.de under the heading "Company - Supervisory Board".

Nomination Committee

The tasks assigned to the Nomination Committee are set out on the website www.ceconomy.de/en/ under the heading "Company – Supervisory Board".

The Nomination Committee is made up exclusively of representatives of the shareholders. The Chairperson of the Supervisory Board shall be a member of the Nomination Committee by virtue of his or her function. Insofar as and as long as the Supervisory Board does not elect a chairperson of the Nomination Committee, the members of the nomination committee shall appoint a chairperson.

At the time of the issuance of this declaration the Nomination Committee is composed of the persons named below:

- Sabine Eckhardt (Chair)
- Thomas Dannenfeldt
- Christoph Vilanek

In accordance with the Bylaws of the Supervisory Board, the majority of the Nomination Committee must be composed of independent Supervisory Board members. This requirement is met in the present composition of the committee.

Strategy Committee

The tasks assigned to the Strategy Committee are to advise the Management Board on the basic issues relating to transactions arising from the strategy and to sound out the market with regard to possible strategic partnerships, investments and investees.

The Strategy Committee has equal representation and consists of four members. The Strategy Committee is chaired by the Chairman of the Supervisory Board and deputy chaired by the Deputy Chairman of the Supervisory Board.

At the time of issuing this statement, the members of the Strategy Committee are as follows:

- Thomas Dannenfeldt (Chairman)
- Jürgen Schulz (Vice Chairman)
- Doreen Huber
- Sylvia Woelke

Mediation Committee

The tasks assigned to the Mediation Committee are set out on the website www.ceconomy.de/en/ under the heading "Company – Supervisory Board".

Pursuant to Section 27(3) of the German Co-Determination Act (*Mitbestimmungsgesetz – MitbestG*), the Mediation Committee comprises the Chair of the Supervisory Board, the Deputy Chair of the Supervisory Board and two other members, one of which is elected by the Supervisory Board members representing employees and the other by the Supervisory Board members representing shareholders.

At the time of the issuance of this declaration the Mediation Committee is composed of the persons named below:

- Thomas Dannenfeldt (Chair)
- Jürgen Schulz
- Karin Dohm
- Maria Laube

c. Information provided to the Supervisory Board by the committees

The Chair of the respective committee reports on resolutions and key aspects of the work of the committees to the Supervisory Board promptly, as a rule verbally, in the next meeting of the Supervisory Board.

d. Self-assessment of the Supervisory Board

Pursuant to the recommendation in Section D.12 of the GCGC, the Supervisory Board regularly assesses how effectively it, as a whole, and its committees perform their tasks. In principle the self-assessments take place every two years. The most recent self-assessment in fiscal year 2022/23 was supported by an external interview-based review. The Supervisory Board discussed the results of the evaluation in its meeting on 10 May 2023, discussed the recommendations for action to be derived from it and suitable proposals for implementation, and subsequently implemented them. The Supervisory Board will continue to work on the implementation on an ongoing basis until the next regular self-assessment.

e. Declaration of Conformity pursuant to Section 161 of the German Stock Corporation Act (AktG)

The Management Board and the Supervisory Board of CECONOMY AG accord special attention to the application of the recommendations of the GCGC. They issued the

following declaration pursuant to Section 161 of the German Stock Corporation Act (AktG) in September 2024:

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This declaration is made on the recommendations of the German Corporate Governance Code in the version of 28 April 2022, which was published in the Federal Gazette (Bundesanzeiger) on 27 June 2022 and thus came into force ("**GCGC**").

The last declaration of conformity was issued in September 2023. In the period from the issuance of the last declaration of conformity to the issuance of this declaration of conformity, the Management Board and the Supervisory Board of CECONOMY AG have complied with the recommendations of the GCGC with the exception of the following deviations:

- **Section C.5 GCGC: Maximum number of supervisory board mandates**

According to Section C.5 GCGC, a person who is a member of the management board of a listed company shall not hold more than two supervisory board mandates in non-group listed companies or comparable functions and shall not chair the supervisory board of a non-group listed company.

CECONOMY AG does not apply this recommendation to the extent that the relevant Supervisory Board members perform their mandates and duties on the company's Supervisory Board. In line with the rationale of the Code's recommendation regarding a maximum number of supervisory board mandates, it is crucial that the relevant Supervisory Board member has sufficient time to perform his mandate at CECONOMY AG in addition to his mandate on the management Board and his other mandates. So far, the Supervisory Board has no concerns or indications that relevant Supervisory Board members would be unable to devote the expected amount of time to perform their mandate at CECONOMY AG.

The Management Board and the Supervisory Board of CECONOMY AG intend to comply with the recommendations of the GCGC in the future, with the exception of section C.5 GCGC, provided that the above conditions are met

Management Board

Supervisory Board

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CECONOMY AG issues the current and earlier declarations pursuant to Section 161 of the German Stock Corporation Act (AktG) as well as any supplements thereto permanently accessible to the public on its website www.ceconomy.de/en/ under the heading "Company – Corporate Governance".

2. Provisions to promote equal participation of women and men in management positions

The representation of women and men on the Supervisory Board of CECONOMY AG meets the requirements of the law ensuring equal participation of women and men in management positions. The representatives of the employees and of the shareholders meet the applicable gender quota for the Supervisory Board of CECONOMY AG of 30% in each case. At the time of issuing this declaration, the Supervisory Board has a total of ten female members, five of whom are shareholder representatives and five of whom are employee representatives. Furthermore, the Supervisory Board has ten male members, five of whom are shareholder representatives and five of whom are employee representatives.

The Supervisory Board appoints the members of the Management Board. The Supervisory Board's decisions about appointments to, and the composition of, the Management Board as a whole are made on the basis of a careful analysis of the existing and future business challenges. Potential Management Board members must not only possess essential general qualifications, but also be suitable for the Company in its specific situation and in light of its future tasks.

When appointing Management Board members the Supervisory Board takes the requirements of the German Stock Corporation Act (AktG) and the recommendations of the GCGC into account. In particular, the Supervisory Board pays attention to diversity and strives for equal participation of women and men in management positions. The Supervisory Board resolved that the Management Board of CECONOMY AG should have at least one female member. Equal participation of women and men in management positions is supported by this target figure, amongst other things.

At the time of the issuance of this declaration the Management Board of CECONOMY AG does not have any female members. The current composition of the Management Board was finalised in the financial years 2020/21 and 2021/22 in order to on the one hand complete a restructuring of its membership, which had become necessary against the background of the transformation process the Company is undergoing, and on the other hand in order to settle the succession of Mr. Florian Wieser, who had decided to leave the company. In this specific situation no suitable female candidates to fill the vacant seats on the Management Board were available in the market, although the search and selection

process to fill them, which was carried out with external help, was conducted specifically with regard to women.

For the first and second levels of management below the Management Board, the Management Board of CECONOMY AG, in its meeting on 10 October 2019, set targets for the proportion of women of at least 25% at the first management level below the Management Board in CECONOMY AG and of at least 50% at the second management level below the Management Board in CECONOMY AG, which were to be achieved by 30 September 2024. Based on the definitions in the target setting resolution for both levels of management, these targets have been achieved for the first level of management below the Management Board as of 30 September 2024. At the second level of management, the target set in 2019 was not achieved. This is mainly due to the consolidation of management levels at CECONOMY AG and the Media-Saturn Group following the complete acquisition of the shares in Media-Saturn-Holding GmbH in 2022. Based on the group's shareholding structure in 2019, the management level of the Media-Saturn Group was not to be considered when setting targets. In this respect, the reorganisation led to a change in the base parameters and thus to a distortion in the question of target achievement.

In view of this, the Management Board has decided to determine the two levels of management in the future in line with the definition of the top 150 management positions, which also form the basis for the targets of the long-term variable remuneration of the Management Board. For the first level of management below the Management Board within the top 150 management positions, the Management Board of CECONOMY AG has set a target of at least 21.1.% for the proportion of women and for the second level of management within the top 150 management positions of at least 37.8%. Both targets are to be achieved by 30 September 2029.

Over the past two years, the Management Board has launched structured programs for increasing the share of women and women in leadership positions in the organization. This not only contributes to more equal opportunities, but also strengthens different perspectives and competences in our company, which has been proven to promote success and innovation. Our website <https://www.ceconomy.de/en/career/women-ceconomy/> offers a view on some of the initiatives that have already been implemented and which will help us to achieve the targets we have set by 2029. Going forward we will continue to provide more insights into both ongoing and upcoming initiatives.

3. Diversity policy, competence profile and objectives for the composition

In CECONOMY AG diversity is respected when composing the Management Board, filling management positions and making appointments to the Supervisory Board, particularly

when putting forward nominations for the election of shareholder representatives. Diversity contributes to a great wealth of experience as well as a wide range of perspectives, expertise and skills within the relevant groups. With a view to to diversity, besides the gender dimension, other aspects are also considered, such as age and educational or professional background.

With regard to the overall composition of each board, the Management and the Supervisory Board, the Supervisory Board has resolved to pursue the following diversity policy:

"The Supervisory Board strives to achieve a diversely composed Supervisory Board and Management Board respectively, in particular, but not exclusively, with regard to aspects such as gender, educational or professional background or experience, age and internationality of the members.

The objective of the diversity policy is that as a whole the Supervisory Board and the Management Board should each cover the competence profile resulting from the Company-specific situation:

- Retail expertise, particularly in the sector of consumer electronics
- Expertise in the following areas:
 - Mergers and acquisitions
 - Services
 - Marketing
 - Digitalisation/technology
 - Human resources
- Knowledge/experience in the following fields:
 - Accounting
 - Auditing
 - Internal control procedures
 - Compliance
- International experience
- Experience in corporate governance

- Sustainability management"

The Supervisory Board amended this competence profile by resolution of 26 September 2024 to the effect that the following competences are to be covered in future:

- Sector-specific knowledge / Omnichannel
- Services and Customer Experience
- Digitalisation / Technology
- International Experience
- Executive Management
- Marketing
- Human Resources
- Compliance and Internal Control Procedures
- Accounting / Auditing
- ESG – Environmental, Social and Governance

These changes were made to reflect the current company-specific situation and strategy.

The implementation of the diversity policy and the fulfilment of the competence profile are carried out within the framework of the personnel decisions concerning the composition of the Supervisory Board and the Management Board. In the 2023/24 financial year, these were as follows:

On the shareholder representatives' side, Mr. Thomas Dannenfeldt, Ms. Karin Dohm, Ms. Sabine Eckhardt and Ms. Birgit Kretschmer were elected or re-elected as members of the Supervisory Board by the Annual General Meeting of CECONOMY AG on 14 February 2024. Dr. Florian Funck resigned from the Supervisory Board effective 30 April 2024. Peter Kimpel was subsequently appointed by the court as a member of the Supervisory Board with effect from 3 June 2024.

Ms. Maren Ulbrich and Mr. Stefan Infanger have left the Supervisory Board as employee representatives. Ms. Maren Ulbrich resigned from the Supervisory Board with effect from 15 January 2024. Ms. Henrike Eickholt was appointed by the court as a substitute member of the Supervisory Board with effect from 28 March 2024. In addition, the Supervisory Board mandate of Mr. Stefan Infanger was suspended as of 1 February 2024. Mr. Jascha

Sperl was appointed by the court as a substitute member of the Supervisory Board with effect from 8 May 2024.

The results achieved in relation to the competence profile at the time of the issuance of this declaration are shown in the following qualification matrix of the division of competences on the Supervisory Board. In this context, the entire Supervisory Board was assessed with regard to its respective competencies. In addition, the number of Supervisory Board members with good or very good knowledge / expert knowledge is shown.

Distribution of skills in CECONOMY AG's Supervisory Board (Qualification Matrix)

	Knowledge entire Supervisory Board ¹	Supervisory Board members ²
Sector-specific knowledge / Omnichannel	●	16
Services and Customer Experience	●	10
Digitalisation / Technology	●	8
International Experience	●	8
Executive Management	●	11
Marketing	●	4
Human Resources	●	13
Compliance and Internal Control Procedures	●	6
Accounting / Auditing ³	● / ●	7 / 6
ESG – Environmental, Social and Governance	●	5

¹ ● = general basic knowledge; ● = advanced knowledge; ● = good knowledge; ● = very good knowledge / expert knowledge

² Number of Supervisory Board members with good or very good knowledge / expert knowledge

³ Accounting and Auditing are shown separately in each case.

In addition the composition of the Supervisory Board is diverse. The members of the Supervisory Board have varied educational and professional backgrounds and experience. Details can be found in the annually updated personal profiles of the members of the Supervisory Board published on the website www.ceconomy.de/en/ under the heading "Company – Supervisory Board". The members making up the Supervisory Board are 50% female and 50% male. Nine members of the Supervisory Board (45%) have gained professional experience abroad or have citizenship other than German citizenship. The oldest member of the Supervisory Board is 63 years of age. The youngest member is 34 years of age. The average age is 51.7 years.

Based on the diversity policy and the competence profile set out above the Supervisory Board has resolved the following specific targets for its composition:

- The Supervisory Board should be made up of a sufficient number of members having diverse educational or professional backgrounds or experience in addition to international experience or expertise.

- More than half of the shareholders on the Supervisory Board should be independent within the meaning of Sections C.6 and C.7 of the GCGC.
- The Supervisory Board should not include any member who is a member of governing bodies of, or exercises advisory functions or holds memberships of supervisory bodies at, significant direct competitors in Germany or abroad.
- The statutory gender quota of 30% should be met separately by the employee representatives and the shareholder representatives. This means that the Supervisory Board should include at least three female and three male members on each side.
- The members of the Supervisory Board should not be more than 65 years of age upon being elected for the first time or more than 71 years of age upon being re-elected.
- At least one member of the Supervisory Board must fulfil the conditions laid down in the Audit Committee's Bylaws for taking over the chair of the Audit Committee. Other members of the Supervisory Board who are elected as members of the Audit Committee should have the particular knowledge and experience specified in the Audit Committee's Bylaws.
- The standard limit for the length of membership of the Supervisory Board is ten years.
- As a rule, the term of office for shareholder representatives on the Supervisory board shall be three years.

The above concrete goals were achieved in the reporting period and will be achieved by the current composition of the Supervisory Board.

In the current composition of the Management Board by Dr Karsten Wildberger (Chairman of the Management Board and Labour Director) and Dr Kai-Ulrich Deissner (Chief Financial Officer), the diversity policy and the specific targets set by the Supervisory Board for the composition of the Management Board are achieved as follows: In addition to professional knowledge and personal suitability, the members of the Management Board have a diverse educational, experience and professional background. Due to the professional careers of the Management Board members in various management positions in Germany and abroad the members also have, in particular, international management experience and expertise,

which is required as a result of the international business activities of CECONOMY AG and the CECONOMY Group. Details can be found in their personal profiles available on the website www.ceconomy.de/en/ under the heading "Company – Management Board".

At the time of the publication of this declaration the Management Board does not have any member who is over the age limit of 65 years. Both members of the Management Board are 55 years of age. The average age of the Management Board members is therefore 55 years.

a. Independence

Independence of the members of the Supervisory Board constitutes an important aspect of the composition of the Supervisory Board as a whole. In accordance with the targets resolved by the Supervisory Board, at least six of the ten shareholder representatives on the Supervisory Board should be independent within the meaning of Sections C.6 and C.7 GCGC.

According to the Supervisory Board's view, all shareholder representatives on the Supervisory Board are independent from the Company and its Management Board and independent from any controlling shareholder within the meaning of Sections C.6 and C.7 GCGC. These independent Supervisory Board members also include the Chair of the Audit Committee, Ms. Karin Dohm, and the Chair of the Supervisory Board, Mr. Thomas Dannenfeldt, who is also Chair of the Presidential Committee

Supervisory Board member Mr. Jürgen Kellerhals indirectly holds all shares in Convergenta Invest GmbH together with his mother, Ms. Helga Kellerhals, and is the company's managing director. Convergenta Invest GmbH held 21.62 percent of the shares in Media-Saturn-Holding GmbH until 3 June 2022. The remaining 78.38 percent of the shares in Media-Saturn-Holding GmbH were held indirectly by CECONOMY AG. The main operating activities of the CECONOMY Group are bundled in Media-Saturn-Holding GmbH. Companies in which Mr. Jürgen Kellerhals holds an interest are also lessors of various store buildings and administrative buildings of the MediaMarktSaturn Retail Group. The cumulative annual rent (including ancillary costs) from these business relationships amounted to around €12.46 million in the 2020/21 financial year.

In particular with a view to the possible existence of a business relationship with the company within the meaning of Section C.7 (2), second indent of the GCGC, the Supervisory Board dealt with the independence of Mr. Jürgen Kellerhals in the course of its election proposal for Mr. Jürgen Kellerhals to the Annual General Meeting on 9 February 2022. The Supervisory Board came to the conclusion that Mr. Jürgen Kellerhals is to be classified as

independent within the meaning of Sections C. 6 and C.7 of the GCGC. According to the risk-oriented consideration with a future forecast to be made with regard to the business relationships described, taking into account the other business activities of the companies in which Mr. Jürgen Kellerhals holds an interest, it is not to be assumed that the rental income described will reach an extent that is critical to the success of Mr. Jürgen Kellerhals personally. Therefore, these business relationships cannot constitute a "material" conflict of interest within the meaning of the recommendation in Section C.7 sentence 2 GCGC. The joint (indirect) shareholding of CECONOMY AG and Convergenta Invest GmbH in Media-Saturn-Holding GmbH at that time also did not constitute a "material" conflict of interest within the meaning of the recommendation in Section C.7 sentence 2 GCGC in the view of the Supervisory Board. In the opinion of the Supervisory Board, the interests of CECONOMY AG and Convergenta Invest GmbH with regard to the economic success of Media-Saturn-Holding GmbH are to be assessed as being aligned.

Since 3 June 2022, CECONOMY AG has been the sole (indirect) shareholder of Media-Saturn-Holding GmbH. Convergenta Invest GmbH or members of the Kellerhals family hold around 29.2 percent of the shares in CECONOMY AG at the time this declaration was issued.

The supervisory board member Mr. Christoph Vilanek is chairman of the management board of freenet AG. The latter holds around 6.7 percent of the shares in CECONOMY AG on the basis of voting rights reported in accordance with the German Securities Trading Act. Accordingly, although freenet AG is a shareholder of CECONOMY AG, it is not a controlling shareholder within the meaning of the GCGC. However, due to his activity as Chairman of the Management Board of freenet AG, the business relations with freenet AG must be taken into account when assessing Mr. Vilanek's independence in accordance with Section C.7 para 2, indent 2 GCGC. The Supervisory Board dealt with this in the context of its election proposal to the Annual General Meeting on 22 February 2023. There are long-standing cooperation agreements between freenet DLS GmbH (formerly: mobilcom-debitel GmbH), a group company of freenet AG, and Media-Saturn Deutschland GmbH, a subsidiary of CECONOMY AG, for the brokerage of mobile communications contracts to end customers. These agreements were most recently extended in fiscal year 2022/23. The total annual volume of these contracts was very low in relation to the total consolidated revenue of CECONOMY AG at the time of the assessment by the Supervisory Board. The Supervisory Board of CECONOMY AG therefore did not consider this business relationship to be material. However, the Supervisory Board could not rule out the possibility that the contracts could be classified as material at the time or in the future due to their significance for freenet AG, so that a material business relationship within the meaning of Section C.7 para 2, indent 2 GCGC was assumed as a highly precautionary measure. Nevertheless, the

Supervisory Board continued to regard Mr. Vilanek as independent within the meaning of this recommendation. The conclusion, extension and termination of these contractual relationships are not subject to approval by the Supervisory Board, so that for this reason alone no conflict of interest can be assumed. Even if a conflict of interest were to be assumed, it would have to be a "conflict of interest that is not merely temporary". This appears to be far-fetched. If the Supervisory Board were to be involved in the contractual relationships with freenet DLS GmbH, this would only be conceivable indirectly in special constellations. In this case, it would only be a temporary conflict of interest, if any. Moreover, Mr. Vilanek's activities do not provide any concrete indications of any significant conflicts of interest that are not merely temporary.

b. Potential conflicts of interest

No member of the Supervisory Board is a member of a governing body at a direct, significant competitor. In particular, the Supervisory Board has come to the conclusion, in connection with the recommendation to the Annual General Meeting on 22 February 2023 to elect Mr. Christoph Vilanek, that there is no significant competition within the meaning of Section C.12 GCGC between the Gravis retail chain, which belongs to the freenet Group, and the companies of the MediaMarktSaturn Retail Group, which belong to the CECONOMY AG Group, so the fact that Supervisory Board member Mr. Christoph Vilanek is the member of a governing body at freenet AG does not prevent him from being a member of the Supervisory Board of CECONOMY AG. In a press release dated 7 May 2024, freenet AG also announced that Gravis "will largely cease operations in the 37 stores and the online shop as of 15 June 2024".

c. ESG representatives of the Supervisory Board

The topic Environmental, Social, Governance (ESG) has gained more and more importance in recent years and is of essential importance for CECONOMY as part of its strategy. The competence profile for the Supervisory Board therefore explicitly provides for the competence "ESG – Environmental, Social and Governance". In order to further increase the focus on ESG in the Supervisory Board, the Supervisory Board of CECONOMY AG has decided to appoint Sabine Eckhardt and Daniela Eckardt as ESG representatives of the Supervisory Board. Sabine Eckhardt and Daniela Eckardt have an accompanying and advisory function. They will focus strategically on ESG issues outside reporting and incentive mechanisms. Due to her responsibility for ESG issues in her previous function as CEO Central Europe of Jones Lang LaSalle SE, Sabine Eckhardt has particular expertise in this area. As a trained retail saleswoman and thanks to her many years of professional experience, Ms. Daniela Eckardt is very familiar with practical company processes and is particularly good at identifying potential for improvement with regard to ESG issues. Her

customer orientation also enables her to develop sustainable initiatives that are in the customer's best interest.

4. Remuneration system and remuneration report

The remuneration report for the financial year 2023/24 and the auditor's report pursuant to § 162 AktG will be available on the website www.ceconomy.de under the heading "Company - Corporate Governance" as soon as they are published. The respective applicable remuneration system pursuant to Section 87a (1) and (2) sentence 1 AktG, the respective remuneration resolution of the Annual General Meeting pursuant to Section 113 (3) AktG as well as the remuneration report for the fiscal year 2022/23 and the auditor's report in accordance with Section 162 AktG are also published there.

5. Key corporate governance practices

a. Compliance

The business activities of the CECONOMY Group are subject to a wide range of legal provisions and self-imposed standards of conduct. CECONOMY combines measures for ensuring compliance with these rules through its group-wide compliance management system.

The risk-based compliance management system aims to systematically and sustainably prevent breaches of rules in the Company, and to detect and penalise them. To this end, the Group routinely identifies behavioural compliance risks, establishes the necessary organisational structures, and has risks consistently managed and controlled by the relevant specialist departments. As part of the systematic reporting system, the main compliance risks and compliance measures are presented and documented transparently. Employee surveys, internal controls and audit procedures are used to determine which further developments of the compliance management system are appropriate.

Responsibility for adherence to compliance regulations rests with the Management Board of CECONOMY AG and the management of each individual Group company. In the financial year 2023/24, a new Assurance Division was established, headed by the Chief Assurance Officer (CAO) as a new Executive Vice President and combining the Compliance, Privacy and Group Audit & Consulting departments. The Vice President Compliance & Privacy reports to the CAO and, as Chief Compliance Officer, is responsible for the compliance issues of CECONOMY AG and the MediaMarktSaturn Retail Group. Technical reporting is possible directly to the Management Board at any time.

For all holding and country companies of the group, dedicated compliance officers are available as points of contact and advisors for the responsible management and employees.

The Code of Conduct of CECONOMY AG forms the core of the CECONOMY Group's compliance culture. Other key components of the compliance programme are further guidelines and policies, e.g. with regard to anti corruption and to antitrust law. Directly linked to the initiatives of the compliance programme are mandatory compliance training courses, systematic and targeted communication measures and a process for the consistent and rigorous handling and resolution of compliance incidents. In addition, CECONOMY Group employees, business partners and customers have access to a professional reporting system that allows them to report potential violations to the company in any of the Group's languages. The compliance function ensures that these reports are followed up in an appropriate manner. In addition, compliance controls are designed and tested in the operational business processes. The effectiveness of internal compliance controls is regularly included in the audit plan of Group Audit & Consulting.

Details on the subject of compliance can be found in, amongst other things, the separate non-financial Group report as well as on the website www.ceconomy.de/en/ under the heading " Company – Compliance". The Code of Conduct of CECONOMY AG can also be downloaded there.

b. Opportunity and risk management

Another integral component of the value-oriented corporate governance is the CECONOMY Group's opportunity and risk management. This is a systematic process that encompasses the entire Group, supporting the management in identifying, assessing, managing and monitoring opportunities and risks. Opportunity and risk management are thus combined. Risk management identifies developments and events that may have a negative effect on the achievement of business objectives at an early stage, and analyses their impact. In this way CECONOMY is able to take appropriate measures to handle and monitor them in a timely manner. At the same time this opens up the possibility to exploit resulting opportunities in a targeted manner. The opportunity and risk management, like the compliance management system, is continually enhanced.

Details on the subject of opportunity and risk management are contained in the opportunity and risk report of the annual report of CECONOMY AG. This is available on the website www.ceconomy.de/en/ under the heading "Investor Relations – Publications".

c. Responsibility and sustainability

CECONOMY places great value not only on growth but also on sustainable value creation. With its subsidiary MediaMarktSaturn as a beacon in the industry, the Group strives to combine business with responsibility. As part of the ongoing development of the business model, the sustainability strategy is also regularly reviewed and further developed. The UN Sustainable Development Goals serve as an important guideline for CECONOMY to actively contribute to a more sustainable future. The sustainability reporting is based on the standards of the Global Reporting Initiative.

With its vision of "Experience Electronics", CECONOMY, as the European market leader, sets new standards for customer experience, the conscious discovery and experience of technology and the support of customers in their everyday lives. The "Impact Experience" anchors sustainability as one of the four cornerstones at the heart of strategic development.

The Company pursues a far-reaching sustainability strategy with clear goals: Increasing demands on companies in terms of reducing greenhouse gas emissions, conserving resources and complying with legal requirements, while at the same time considering sustainability as an integral part of the company's growth, are leading CECONOMY to higher minimum standards in terms of business activities and ESG (Environmental, Social and Governance) transparency. To meet these requirements, CECONOMY is constantly working on the implementation of its sustainability strategy. This is also intended to ensure that business activities are in line with the expectations of all stakeholders.

CECONOMY strives for ambitious strategic ESG targets, which can be found in the "Sustainability Management" (Strategy) chapter of the Annual Report:

Target 1: "We offer a climate-neutral shopping experience"

CECONOMY has set itself ambitious, science-based climate targets to reduce its emissions (Scope 1-3 reduction) in line with the requirements of the Science Based Targets Initiative (SBTi). By reducing the emissions of purchased own-brand products, reducing the emissions of all products sold during the use phase at the end customer, and ensuring CO₂-neutral delivery to the customer, they are given the opportunity to make a climate contribution with their purchase.

Target 2: "We offer the most sustainable range of consumer electronics products and are a pioneer in the circular economy in Europe"

CECONOMY aims to make its products and services more attractive to customers by offering products that are energy efficient, sustainably produced and packaged, and by providing solutions that extend the product life cycle. The life cycle of a product will be

extended by offering repair options and continuously expanding the range of products for second and third use.

Target 3: "We assume social responsibility for our employees, suppliers and communities"

CECONOMY respects human rights and creates an environment characterised by trust, respect and sustainable progress, and is committed to the communities affected by CECONOMY beyond its core business activities. Diversity is also an integral part of the corporate culture.

Details on the subject of responsibility and sustainability can be found in the separate non-financial Group report and on the website www.ceconomy.de/en/ under the heading "Sustainability". Furthermore, CECONOMY will publish a sustainability report for the 2023/24 financial year, which will be published in February 2025 and can also be found on the website www.ceconomy.de under the heading "Sustainability".

6. General Meeting of Shareholders

CECONOMY AG's Annual General Meeting gives shareholders the opportunity to exercise their statutory rights, in particular their voting right, and to ask questions of the Company's Management Board. In order to make it easier for shareholders to exercise their rights in person at the General Meeting, CECONOMY AG makes documents and information available on its website ahead of every General Meeting.

The registration and legitimisation procedure for CECONOMY AG's General Meetings complies with the provisions of German Stock Corporation Act, European Union law and international standards. Any shareholder who wishes to attend a General Meeting of CECONOMY AG and exercise their voting right there must register and provide evidence of their entitlement to attend and exercise their voting right. Under Section 16(2) of CECONOMY AG's Articles of Association a written shareholding certificate issued by the most recent financial intermediary pursuant to Section 67c(3) of the German Stock Corporation Act (AktG) is required as evidence of entitlement to attend the General Meeting and to exercise the right to vote. The shareholding certificate must relate to the beginning of the 21st day prior to the respective General Meeting and must be delivered, along with the registration for the General Meeting, to CECONOMY AG at the address specified for this purpose in the invitation within the period prescribed by law and the Articles of Association. Details of the conditions for registration and attendance are notified in the invitation to each General Meeting.

Shareholders who do not attend the General Meeting in person can have their voting right exercised by an authorised representative. As a rule, the authorisation must be granted in

writing. In certain cases described in the invitation to the General Meeting, for example for authorisations of financial intermediaries and shareholder associations, exceptions can be made from the general requirement for the written form.

Shareholders may also authorise proxies nominated by the Company to exercise their voting right (proxy voting). In addition to their authorisation, the shareholders must in this case also issue instructions for the exercise of their voting right. The proxies nominated by the Company are obliged to vote in accordance with these instructions. The proxies nominated by the Company do not accept any instructions to take the floor, lodge objections against resolutions of the General Meeting, ask questions or put forward motions. The possibility to grant authorisation to the proxies nominated by the Company does, of course, not affect the right to grant authorisation to other persons. Details on proxy voting are published in the invitation to each General Meeting.

In the interests of the shareholders, the Chair of the General Meeting, usually the Chair of the Supervisory Board, ensures that the event runs quickly and efficiently. The aim is to end an ordinary General Meeting of CECONOMY AG after four to six hours at the latest in principle.

7. Managers' transactions, shareholdings of the Management Board and the Supervisory Board

On the basis of Article 19 of Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse, the members of the Management Board and Supervisory Board, as persons discharging managerial responsibilities, must report transactions conducted on their own account relating to CECONOMY AG shares or CECONOMY AG debt instruments or to financial instruments of CECONOMY AG linked thereto (collectively: "managers' transactions"). This reporting obligation also applies to persons closely associated with the aforementioned board members. However, there is no reporting obligation if the total amount of the transactions does not exceed €20,000 by the end of the calendar year. In the financial year 2023/24 CECONOMY AG has been notified of two managers' transactions by Dr Karsten Wildberger and two managers' transactions by Dr Kai -Ulrich Deissner.

Notices of managers' transactions are published on the website www.ceconomy.de/en/ under the heading "Investor Relations – Legal Announcements".

8. Statutory Audit 2023/24

On 14 February 2024 the General Meeting of CECONOMY AG elected PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, (PwC)

as the auditor and Group auditor for the financial year 2022/23 and as the auditor for the review of the condensed financial statements and the interim management report for the first half of the financial year 2022/23. The corresponding engagement of the Supervisory Board to conduct the audit took into account the recommendations in Sections D.8 and D.9 of the GCGC.

The auditor fulfils two important functions. With its audit activities it firstly helps the Supervisory Board to perform its monitoring function and secondly lays the foundation for the public and especially capital market participants to trust in the accuracy of the annual financial statements and management reports. The independence of the auditor is particularly important for guaranteeing that it can fulfil both of these functions. The Audit Committee of the Supervisory Board of CECONOMY AG is therefore required, in particular, to convince itself as to the auditor's independence. The committee reviewed and confirmed the auditor's independence again in the financial year 2023/24.