

CECONOMY



Annual Report 2024/25

Transformation and growth.



CECONOMY in Figures

SALES AND EARNINGS

| € million | 2023/24 | 2024/25 |
|---|---------|---------|
| Sales | 22,442 | 23,072 |
| thereof IAS 29 (hyperinflation in Türkiye) | (124) | (-86) |
| Sales development adjusted for currency effects and portfolio changes | 5.3% | 5.7% |
| Like-for-like sales development | 4.1% | 5.0% |
| Gross margin | 17.7% | 18.0% |
| Adjusted gross margin | 18.0% | 18.3% |
| EBIT | 254 | 241 |
| Adjusted EBIT | 305 | 378 |
| Adjusted EBIT margin | 1.4% | 1.6% |
| Net financial result | -166 | -213 |
| Tax rate | 12.8% | >100% |
| Profit or loss for the period attributable to non-controlling interests | 1 | 1 |
| Net result | 76 | -35 |
| Undiluted earnings per share (€) | 0.16 | -0.07 |

OTHER OPERATING KEY FIGURES

| € million | 2023/24 | 2024/25 |
|---|---------|---------|
| Online sales | 5,136 | 5,719 |
| Operational Services & Solutions sales ¹ | 1,211 | 1,337 |
| Earnings share from operating companies accounted for using the equity method | 23 | -3 |
| Free cash flow | 587 | 801 |
| Investments as per segment report | 758 | 650 |

STATEMENT OF FINANCIAL POSITION

| € million | 30/09/2024 | 30/09/2025 |
|--------------------------------|------------|------------|
| Net working capital | -857 | -949 |
| Net liquidity (+)/net debt (-) | -1,621 | -1,329 |

¹ Definition changed and prior-year figures restated; see notes on accounting principles and methods in the consolidated financial statements

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To Our Shareholders

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Letter to the shareholders

Dear shareholder,

Strength tends to reveal itself in times of change – and our past financial year was striking proof of that.

It was a great honour for our company when Dr Karsten Wildberger was unexpectedly summoned to Berlin as the new Digital Minister this past spring. We quickly assembled a new leadership team and deliberately focused on continuity. As CFO, I had already played a key role in shaping the strategic and operational development of CECONOMY and MediaMarktSaturn – from fundamental decisions to day-to-day details. The seamless transition demonstrated the robustness of our structures and proved that true strength comes from being prepared for the unexpected.

I have taken over a company with a clear vision for the future and a track record of great progress in recent months and years. CECONOMY and MediaMarktSaturn are on a successful path thanks to the transformation that our team is continuously working to advance. We are steadily evolving into Europe's leading omnichannel platform for consumer electronics and actively shaping the transformation of European retail.

We have grown for eleven consecutive quarters – clear evidence of our financial and operational strength.

This remarkable run over almost three years demonstrates the sustainability of our performance, even in volatile market conditions. We already bucked the negative market trend in the first quarter of the 2024/25 financial year. In the second quarter, we continued our positive business performance in a highly competitive environment, significantly increased our profitability and gained more market share. Among other things, our online growth picked up again in the third quarter. And in the fourth quarter, we achieved a new all-time high with a net promoter score of 61 points. In concrete terms, that means that our customers recommend us more often than ever before.

This performance enabled us to fully meet our forecast – moderate revenue growth and adjusted EBIT of around €375 million.

CECONOMY has undergone an impressive transformation and shows ...

... 11 quarters of continuous growth.

Even more importantly, our growth areas, which bring our “**experience electronics**” strategy to life, now generate around one-third of the entire Group's gross profit. This diversification demonstrates the structural robustness of our business model.

We continue to reinvent retail. Instead of asking, “What can we sell?”, we are increasingly asking, “What customer need can we satisfy?”. Our customers are at the centre of everything we do – and their needs evolve every day.

Many people have become accustomed to maximum convenience. We all now expect services to work as smoothly as taxi apps: open the app, get in the car, pay automatically. No keys, no cash, no hassle.

The new convenience expectations also come with declining patience. As customers, we are conditioned to get everything immediately. Food delivery is a prime example: if a meal cannot be delivered within 30 minutes, we switch to the next app.

That is why we work every day to evolve from a traditional retailer to a **customer-centred omnichannel service platform** that truly understands and satisfies customers' wishes and expectations.

Our “experience electronics” strategy is built on **four strong pillars** that are already delivering measurable success: We enhance the **shopping experience** with our personalised service: customers book individual appointments, are greeted by name and receive their advisor’s business card after purchase. They then have a direct contact person for all future questions.

Our **usage experience** deliberately goes far beyond pure sales. For example, customers who order online can often collect their goods from the nearest MediaMarkt within half an hour. With our express delivery service in just 90 minutes, we also meet customers’ growing expectations for fast and flexible delivery options. Strong demand clearly shows that fast logistics provides real competitive advantages. Even more crucially, we deliver exactly what customers expect today: instant service!

Our **impact experience** demonstrates our commitment to sustainability. We already carry around 7,500 more sustainable “BetterWay” products, far exceeding our original target for 2025/26. These products accounted for 25.1 per cent of revenue last financial year. Refurbished products and trade-in services also prove that sustainability literally pays off:

they generate additional revenue and offer customers real financial benefits. Anyone who trades in used equipment makes their new dream product much more affordable.

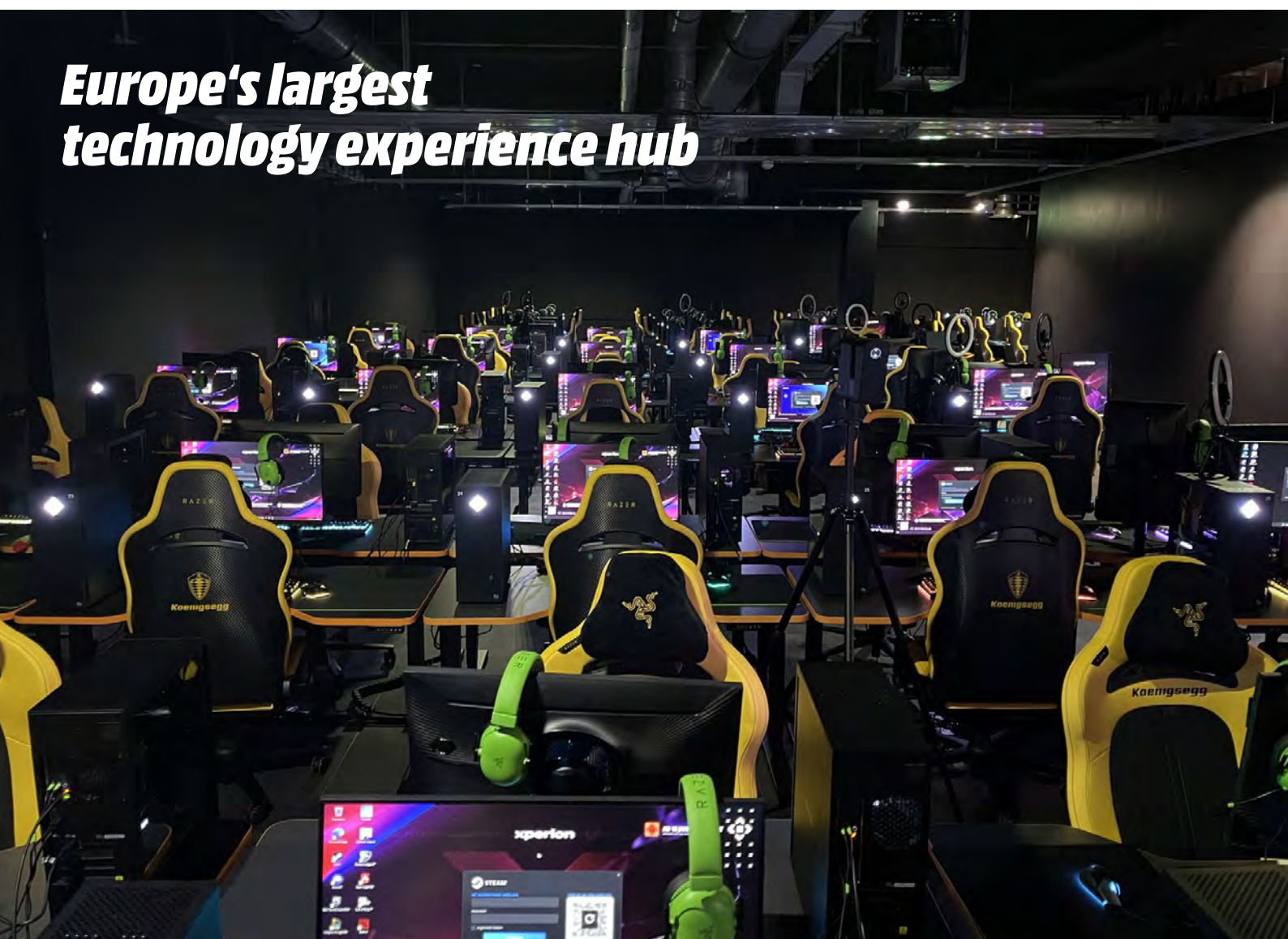
Our **employee experience** empowers our teams to support customers even more effectively. Our internal AI systems equip employees with powerful tools for personalised recommendations and faster problem-solving.

These four pillars form a solid foundation for our five growth areas, which are already contributing significantly to our profitability.

Services & Solutions expands our business far beyond sales of consumer electronics. We deliver, install and repair – creating loyal repeat customers and improving profitability.

We transform our stores into experience destinations and generate additional revenue with our **space-as-a-service offerings**. For example, customers can experience our products in person at our Hamburg lighthouse, while we offer premium presentation space to partners at dedicated boutiques.

Europe's largest technology experience hub



Our **marketplace** currently offers **3.2 million products** in **eight countries**, enabling virtually unlimited stores without inventory costs or risks. Best of all, we can respond swiftly and flexibly to customer preferences – from mainstream products to niche products – without the limitations that come with traditional stockkeeping.

Through **retail media**, we have successfully established a presence in the advertising sector. We design highly targeted advertising solutions for our partners, both online and in-store. Manufacturers make targeted investments to ensure that we showcase their products to the right customers at the right time. We are strategically developing this revenue stream on the basis of our extensive knowledge base and data stocks.

Our **Private Labels** are positioned as exclusive products with attractive margins, available solely through our channels. While this approach reflects a classic retail strategy, it continues to deliver strong results. For particularly attractive product lines, we collaborate with renowned personalities such as **celebrity chef Tim Raue and pop icon Robbie Williams**.

Our sustainability commitment demonstrates the evolution of our industry: sustainable action is shifting from being a regulatory requirement to a genuine customer need – and is thus becoming a business opportunity for us. Through our **BetterWay approach**, we offer more low-resource-impact products and run a systematic device buy-back programme with partners. Used devices are refurbished, and repairs extend product lifecycles – conserving resources while generating new revenue.

Sustainable action



Sustainability commitment



Sustainable business development

This strategic focus is also reflected in our financing. In March, we further strengthened our solid financial position by obtaining a new **ESG-linked revolving credit facility of €900 million**. This credit line provides us with a strategic reserve for up to five years and demonstrates the full confidence our financing partners place in our sustainable business development.



Amid all our enthusiasm for innovation, one truth remains constant: **our greatest strength lies in our 50,000 employees.** Every day, they turn strategic plans into lived reality. Technology can optimise many things, but the decisive moments happen between people. They listen actively. They understand intuitively. And they develop effective solutions.

While AI might ask, "What screen size do you need?" and receive a technical answer, our employees notice the split-second hesitation in a customer's eyes and understand that more is at stake. They ask, "How do you envision your film nights? Who will be watching with you?" Suddenly, the conversation shifts from buying a television to creating the perfect family experience. No algorithm can replace this human intuition.

We have taken groundbreaking decisions to combine human expertise with cutting-edge technology and accelerate our transformation. Our investor agreement with JD.com builds on our strong market position. This partnership is all about growth – we gain a partner who perfectly complements our capabilities and shares our values. At exactly the right time.

We will maintain our proven business model within this partnership. Both companies share the conviction that omnichannel is the future of retail. Our relationship with **JD.com** significantly enhances our growth and innovation capabilities. Together, we will leverage first-class retail expertise, drive digitalisation forward, optimise our logistics network and systematically expand our digital growth areas.

We remain firmly committed to our goal: our complete transformation into an omnichannel service platform. We are determinedly pursuing this path, relying on the Management Board, our leadership team and our strong workforce, which has demonstrated exceptional capabilities during this period of change.

My special thanks go to our employees,

... whose passion and commitment have made these outstanding results possible. I would also like to thank you, our valued shareholders, for your trust in our strategy and in our company.

We look to the future with confidence and resolve. Our market strength is no coincidence – it is the result of focused effort and strategic foresight. We are systematically building on this strength for the benefit of our customers, our employees and you, our shareholders.

I look forward to continuing our dialogue with you and to a successful 2025/26 financial year.

Warm regards,



Dr Kai-Ulrich Deissner
Chief Executive Officer



***Passion and
dedication***

The Management Board



Dr Kai-Ulrich Deissner

Chief Executive Officer and Labour Director

Responsible for

Strategy; Sustainability; Customers, including Services; Merchandise Procurement, including Category Management and Private Labels; Brands & Marketing; Country Portfolio; Human Resources; Corporate Communications; Technology, including Cyber Security; Locations and Formats; New Business Models Retail Media, B2B

Profile

Dr Kai-Ulrich Deissner has been Chairman of the Management Board and Labour Director of CECONOMY AG as well as Chairman of the Management Board of MediaMarktSaturn Retail Group GmbH and other key Group companies since May 2025.

Between February 2023 and May 2025, he was the Chief Financial Officer (CFO) of CECONOMY AG and Chief Financial Officer of MediaMarktSaturn Retail Group. The 57-year-old has more than ten years experience in CFO positions at Deutsche Telekom, where, among other things, he played a key role in the successful turnaround of Hrvatski Telekom, Croatia's third-largest listed company, as its Chief Financial Officer. Dr Kai-Ulrich Deissner was also CFO of the Service & Call Centre business in Germany. Most recently as CFO Technology & Innovation, he played a key role in the successful transformation of the Group's technology and innovation portfolio in Europe. Before joining Deutsche Telekom, where Dr Kai-Ulrich Deissner initially worked in marketing, sales and service, he held various positions in the media industry and in consulting.



Remko Rijnders

Chief Financial Officer

Responsible for

Controlling; Accounting, including GBS; Treasury; Investor Relations; Tax; Legal; Non-merchandise Procurement; Governance functions (Audit, Compliance, Data Privacy, Risk Management); Logistics; M&A

Profile

Remko Rijnders has been Chief Financial Officer of CECONOMY AG and Chief Financial Officer of MediaMarktSaturn Retail Group GmbH and other key Group companies since May 2025.

From 2020 to 2025, he successfully served as Chief Executive Officer of MediaMarkt BeNeLux and, from 2023, additionally assumed the strategically important role of Chief Operating Officer (COO) for the regions of Benelux, Iberia, Türkiye and Poland. In this expanded COO role, he was also responsible for Digital, B2B and Logistics across the entire company, driving operational excellence in these key areas. He began his career at Lidl Netherlands, followed by a position as District Manager at Kruidvat, a subsidiary of A.S. Watson. In 2008, he joined MediaMarktSaturn Retail Group, initially as Sales Manager. In the following years, he held various leadership positions, including Sales Director and Concept Manager, as well as international assignments in an advisory role in Shanghai. From 2015 to 2018, he was COO of MediaMarkt Türkiye, where he successfully developed the Turkish market. He then led the operational transformation of the German business as COO of MediaMarktSaturn Germany before taking on the role of VP International Procurement at MediaMarktSaturn Holding and Chief Commercial Officer of Media-Saturn Germany in 2020.

Report of the Supervisory Board

Dear Shareholders,

CECONOMY looks back on a successful 2024/25 financial year. We once again succeeded in increasing revenue and earnings – for the eleventh consecutive quarter. The conditions in the past financial year were challenging not only economically but also in terms of personnel.

Dr Karsten Wildberger left the company this past May at short notice after almost four years of service to take on the strategically important position of Minister for Digital Transformation and Government Modernisation in the Federal Government. We are pleased to have found an internal solution with Dr Kai-Ulrich Deissner and Remko Rijnders, ensuring that the Management Board remains excellently positioned. Both demonstrate exceptional leadership and strategic foresight in a challenging but decisive phase – particularly with regard to the transaction with JD.com.

Changes also occurred on the Supervisory Board. Thomas Dannenfeldt resigned as Chairman of the Supervisory Board. He took over the role in February 2021 during a difficult period and brought in a new Management Board team that successfully made the company competitive again and put it on a growth trajectory. We thank him for his valuable contributions. I have personally followed CECONOMY's positive development as a member of the Supervisory Board since 2019. As the new Chairman, I will continue the strategic direction of CECONOMY AG together with the Management Board and my fellow Supervisory Board members.

We are on track economically. The growth areas of Services & Solutions, Private Label, Marketplace, Retail Media and Space-as-a-Service continue to perform very strongly. Our progress in Services is one reason why our net promoter score (NPS), the metric used to measure customer satisfaction, has risen again year on year.

We are also setting standards in sustainability. Our "BetterWay" programme offers customers ways to use technology more responsibly, from more energy-efficient and resource-saving product alternatives to refurbished devices and smart repair and recycling solutions that conserve scarce resources. We consistently achieve positive results in ESG ratings.

In March, we successfully concluded a new ESG-linked revolving credit facility of €900 million. This new syndicated

credit line replaced existing lines prior to their expiration; these lines had never been used. The new credit line continues to serve as a back-up facility. The early refinancing of the syndicated credit line underscores our prudent financing policy and secures a long-term stable financing structure for the company.

In July, CECONOMY signed an investment agreement with JD.com. In my view, this partnership reflects the recognition that we have taken a successful path and developed positive momentum. With JD.com's support, we will be able to execute our experience electronics strategy and initiated growth trajectory even more effectively.

The Supervisory Board thanks the Management Board and all employees for their outstanding achievements in the past financial year.

The Supervisory Board's work in the 2024/25 financial year

In the 2024/25 financial year, the Supervisory Board of CECONOMY AG fully executed all of its duties under the law and the company's articles of association. In addition to the requirements of the law and the articles of association, the Supervisory Board also complied with the provisions regarding the recommendations of the Commission of the German Corporate Governance Code (GCGC) as well as the rules laid down in its own rules of procedure and guidelines.

The Supervisory Board advised and supervised the Management Board of CECONOMY AG in the management of the company. In the context of their cooperation, the Supervisory Board and Management Board maintained a regular dialogue in and outside the meetings of the Supervisory Board and its committees. The Management Board fulfilled its information duties at all times by informing the Supervisory Board verbally and in writing of all material developments in detail, without delay and in accordance with legal requirements. In particular, the Management Board informed the Supervisory Board about the course of business, the position of the company and the Group (including the risk situation, risk management and compliance) as well as the company's strategy and planning.

The Management Board retrospectively explained individual deviations between business performance and planning. The Chairmen of the Management Board – first Dr Karsten Wildberger and then Dr Kai-Ulrich Deissner – were in continuous dialogue with Thomas Dannenfeldt and myself as Chairman of the Supervisory Board on significant issues and upcoming decisions during the 2024/25 financial year.

The Supervisory Board was involved in all decisions of material significance for the company. The Management Board presented for the Supervisory Board's approval all measures and transactions that require its approval in accordance with the law, the company's articles of association or rules stipulated by the Supervisory Board itself. In each case, the Supervisory Board comprehensively reviewed these matters and discussed their utility, potential risks and other implications in detail with the Management Board. Other measures and transactions of material significance for the company not requiring special approval were discussed jointly in connection with the reports and information provided by the Management Board.

On the basis of the Management Board's reports, the full Supervisory Board and its committees discussed all business processes of significance for the company in detail.

The Supervisory Board did not exercise its right to inspect and audit as stipulated in Section 111 para. 2 sentence 1 and 2 of the German Stock Corporation Act (AktG) in the 2024/25 financial year.

Supervisory Board members Jürgen Kellerhals (Convergenta Invest GmbH), Erich Schuhmacher (Convergenta Invest GmbH), and Peter Kimpel (lead negotiator for Haniel) did not participate in the Supervisory Board's deliberations or resolutions concerning the offer from JD.com, nor in the joint reasoned statement issued by the Management Board and the Supervisory Board. No additional conflicts of interest involving members of either the Management Board or the Supervisory Board arose during the 2024/25 financial year.

➤ Details on potential conflicts of interest of individual Supervisory Board members can be found in the annual declaration on corporate governance, which is available on the website at www.ceconomy.de/en in the section Company – Corporate Governance.



Overview of CECONOMY AG Supervisory Board members' individual meeting attendance in the 2024/25 financial year

| Member of the Supervisory Board | Attendance/number of meetings ¹ | | | | | |
|---------------------------------|--|------------------------|-----------------|----------------------|---------------------|--------------------|
| | Supervisory Board | Presidential Committee | Audit Committee | Nomination Committee | Mediation Committee | Strategy Committee |
| Adt, Katrin | 9/11 | 9/10 | - | - | - | - |
| Dannenfeldt, Thomas | 7/7 | 7/7 | - | 2/2 | 0/0 | 7/7 |
| Dohm, Karin | 1/1 | - | 2/2 | - | 0/0 | - |
| Eckardt, Daniela | 11/11 | - | - | - | - | - |
| Eckhardt, Sabine | 10/11 | - | - | 4/4 | - | - |
| Eickholt, Henrike | 10/11 | - | - | - | - | - |
| Fanderl, Dr. Stephan | 4/4 | - | - | - | - | - |
| Glosser, Ludwig | 11/11 | - | 5/5 | - | - | - |
| Groß, Corinna | 9/11 | - | 5/5 | - | 0/0 | - |
| Huber, Doreen | 11/11 | - | - | 2/2 | - | 7/8 |
| Kellerhals, Jürgen | 7/11 | - | - | - | - | - |
| Kimpel, Peter | 8/11 | - | 4/5 | - | - | - |
| Kretschmer, Birgit | 11/11 | - | 5/5 | - | 0/0 | - |
| Laube, Maria | 1/2 | - | - | - | 0/0 | - |
| Lehmann, Paul | 10/11 | - | - | - | - | - |
| Nitzsche, Sabine | 9/10 | - | 3/3 | - | - | - |
| Norberg, Julian | 11/11 | - | - | - | - | - |
| Schuhmacher, Erich | 8/11 | - | - | - | - | - |
| Schulz, Jürgen | 11/11 | 10/10 | - | - | 0/0 | 8/8 |
| Sperl, Jascha | 10/11 | - | - | - | - | - |
| Trinkaus, Jürgen | 6/8 | - | - | - | - | - |
| Vilánek, Christoph | 11/11 | 3/3 | - | 4/4 | 0/0 | 1/1 |
| Woelke, Sylvia | 10/11 | 10/10 | 5/5 | - | - | 7/8 |

¹ In the case of members who joined or departed the Supervisory Board and the committees during the year, the table shows only the number of meetings that were held in the period of the financial year in which the person in question was appointed as a member of the Supervisory Board or committee.

Number of meetings and resolutions and meeting attendance

A total of eleven meetings of the Supervisory Board, ten meetings of the Presidential Committee, five meetings of the Audit Committee, four meetings of the Nomination Committee and eight meetings of the Strategy Committee were held in the 2024/25 financial year. No meetings of the Mediation Committee were necessary in the 2024/25 financial year.

The above table shows the individual Supervisory Board members' respective attendance at the meetings of the Supervisory Board and the committees.

Overall, the Supervisory Board members' attendance rate at Supervisory Board and committee meetings was 92 per cent. When in the past financial year members of the Supervisory Board did not attend individual meetings of the full Supervisory Board or the committees in which they were members, they largely participated in the resolutions discussed at the meetings by voting in absentia.

The Supervisory Board and committee meetings in the 2024/25 financial year were conducted in person, by video/telephone conferences or as hybrid events, in which it was possible to participate either in person or by video/telephone conference. Of the total of eleven Supervisory Board meetings in the 2024/25 financial year, four meetings were held in person and seven meetings were held via video/telephone conference. Of the total of ten meetings of the Presidential Committee in the 2024/25 financial year, all the meetings were held via video/telephone conference. Of the total of five meetings of the Audit Committee in the 2024/25 financial year, two meetings were held in person, one meeting was held as a hybrid event and two meetings were held via video/telephone conference. All four of the meetings of the Nomination Committee and the eight meetings of the Strategy Committee in the 2024/25 financial year were held via video/telephone conference.

In the 2024/25 financial year, three resolutions were passed by the Audit Committee of the Supervisory Board outside an Audit Committee meeting. Otherwise, the resolutions of the Supervisory Board and the Supervisory Board committees in the 2024/25 financial year were passed at the meetings of the Supervisory Board and the Supervisory Board committees.



The work of the Supervisory Board during the 2024/25 financial year, and consequently the focus of its meetings, was shaped by personnel matters arising from changes on the Management Board and Supervisory Board, the transaction with JD.com, as well as discussions with the Management Board on strategy development and execution, particularly with regard to the growth areas.

At its meeting in February 2025, immediately following the company's Annual General Meeting, the Supervisory Board was reconstituted. The Supervisory Board passed resolu-

At the meeting in March 2025, the Management Board informed the Supervisory Board about the current market and competitive situation, among other things, as part of the current reporting. The Supervisory Board was also briefed on forthcoming financial plans and approved the conclusion of a new syndicated credit facility. Furthermore, it received updates on ESG issues. Finally, emergency succession planning for the Management Board was discussed.

At the ordinary meeting in May 2025, the Supervisory Board received a detailed overview of the business in Poland. The Supervisory Board also received an update on risk management. Furthermore, the Supervisory Board passed a resolution to engage PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft (PwC) to perform a limited assurance review of the income tax information report for the 2024/25 financial year. In addition, the Supervisory Board resolved to elect Corinna Groß as a member of the Mediation Committee. Finally, the Supervisory Board adopted the necessary resolutions to appoint Dr Kai-Ulrich Deissner as Chairman of the Management Board, to appoint Remko Rijnders as Chief Financial Officer, and to amend or conclude the corresponding Management Board contracts.

In this context, it also passed a resolution to issue the supplement to the declaration of compliance pursuant to Section 161 AktG. The day before the meeting, the Supervisory Board held a full-day closed strategy meeting. However, this was not a Supervisory Board meeting as defined by the German Stock Corporation Act or the GCGC.

In June 2025, an extraordinary meeting of the Supervisory Board was held in light of the termination of Thomas Dannenfeldt's mandate. At this meeting, I was elected as the new Chairman of the Supervisory Board with effect from 25 July 2025.

The Supervisory Board received updates on the performance of minority shareholdings, on Internal Audit, and on compliance and data protection at its July 2025 meeting. Furthermore, the Supervisory Board passed a resolution electing me as a member and chairman of the Strategy Committee and electing Doreen Huber as a member of the Nomination Committee. The meeting also addressed the possible transaction with JD.com.

The possible transaction with JD.com was further discussed in detail at an extraordinary meeting of the Supervisory Board in July 2025. The Supervisory Board subsequently held another extraordinary meeting in which it approved the conclusion of the investment agreement and – subject to the final offer document – the issuance of a reasoned statement in support of JD.com's offer. Following receipt of the final offer document, the Supervisory Board held a further extraordinary meeting in September 2025 in which it passed the final resolution to issue the joint reasoned statement of the Management Board and Supervisory Board.

A key item on the agenda of the ordinary meeting in September 2025 was the resolution to approve the budget for the 2025/26 financial year and to agree the medium-term planning for the 2026/27 and 2027/28 financial years as guidance. In consideration of the budget submitted by the Management Board, the Supervisory Board passed a resolution to set the performance targets for the short-term variable remuneration for the Management Board for the 2025/26 financial year and the non-financial performance targets for the tranche of the long-term variable remuneration to be granted in the 2025/26 financial year. Reports were also provided on the current status and further development of ESG-related processes as well as the status of cultural development and transformation within the Group. The Supervisory Board also confirmed Dr Kai-Ulrich Deissner and Remko Rijnders in their positions and adopted the resolutions required to amend their Management Board contracts accordingly. Finally, the Supervisory Board passed the resolution to issue the declaration of compliance pursuant to Section 161 AktG.

At the meetings of the Supervisory Board in the past financial year, the Management Board regularly informed the Super-

visory Board about the market and the competition, current business trends, including the macroeconomic environment, the status of strategy development and implementation and personnel changes in the top executive team of CECONOMY AG and MediaMarktSaturn Retail Group GmbH. Presentations on selected strategic initiatives were given at the meetings to further develop and implement the strategy.

The chairwomen and chairmen of the Supervisory Board committees informed the Supervisory Board at the committee meetings about the content and results of the previous committee meetings.

In the past financial year, the Supervisory Board regularly dealt with Management Board matters when individual Management Board members were not in attendance and also met in the absence of the Management Board members in a discussion scheduled at the end of each meeting.

The work of the Supervisory Board committees in the 2024/25 financial year

As of 12 December 2025, the Supervisory Board has formed five committees, which are composed as follows:

Presidential Committee

Christoph Vilanek (Chairman)
Jürgen Schulz
Katrin Adt
Sylvia Woelke

Audit Committee

Birgit Kretschmer (Chairwoman)
Sylvia Woelke (Vice Chairwoman)
Ludwig Glosser
Corinna Groß
Peter Kimpel
Sabine Nitzsche

Nomination Committee

Sabine Eckhardt (Chairwoman)
Doreen Huber
Christoph Vilanek

Strategy Committee

Christoph Vilanek (Chairman)
Jürgen Schulz (Vice Chairman)
Doreen Huber
Sylvia Woelke

Mediation Committee Pursuant to Section 27 (3) MitbestG

Christoph Vilanek (Chairman)
Jürgen Schulz
Corinna Groß
Birgit Kretschmer

The appointments to the committees follow the relevant requirements of the German Stock Corporation Act, the GCGC and the Supervisory Board's own targets for the composition of the Supervisory Board and its committees, including the skills and requirements profile. The Audit Committee is expertly staffed by its highly experienced chairwoman, Birgit Kretschmer, and the other members. Birgit Kretschmer is independent and is not a former member of the Management Board of CECONOMY AG. She has very extensive expertise in the areas of accounting and auditing (including non-financial reporting) as well as compliance and internal control procedures. The Vice Chairwoman of the Audit Committee, Sylvia Woelke, has the necessary expertise in the areas of compliance, internal control procedures and accounting. Sabine Nitzsche has the requisite expertise in the areas of accounting and auditing (including the non-financial statement) as well as compliance and internal control procedures. Peter Kimpel has the necessary expertise in the areas of auditing and accounting. The other members of the Audit Committee all have sufficient knowledge and experience in the areas of auditing, accounting, compliance and internal control procedures.

The committees prepare the discussions and the resolutions of the full Supervisory Board regarding the tasks assigned to them by the law or the rules of procedure. Within the legally prescribed framework, the Supervisory Board has also conferred decision-making powers on the committees. Within these powers, the committees act directly in the Supervisory Board's stead.

 The tasks assigned to the committees of the Supervisory Board can be found on the website at [www.ceconomy.de/en/under Company – Supervisory Board](http://www.ceconomy.de/en/under%20Company%20-%20Supervisory%20Board).

Material content of the committee meetings and committee resolutions passed outside of meetings

Presidential Committee

A total of ten Presidential Committee meetings were held in the 2024/25 financial year.

At its meetings, the Presidential Committee discussed (emergency) succession planning for the Management Board and the managers of the company. It also held several extraordinary meetings in which it discussed the departure of Dr Karsten Wildberger and the mutually agreed termination of his contract as well as interim solutions and long-term arrangements. The requisite resolutions were adopted, and the Supervisory Board was presented with corresponding recommendations (including, without limitation, the appointment of Dr Kai-Ulrich Deissner as Chairman of the Management Board and Remko Rijnders as Chief Financial Officer). The Presidential Committee also adopted resolutions on the Supervisory Board's competency matrix. In addition, the Presidential Committee submitted its recommendation to the Supervisory

Board regarding the remuneration report for the 2023/24 financial year and reviewed the remuneration system to be presented to the Annual General Meeting in 2026 as part of the regular cycle. Furthermore, the Presidential Committee discussed the current status of target attainment for the variable components of Management Board remuneration for the 2023/24 and 2024/25 financial years. Finally, another focal point of the Presidential Committee's meetings in the financial year under review was the discussion of the key points for setting the performance targets for the variable components of the Management Board remuneration for the 2025/26 financial year, including corresponding resolution recommendations.

Material topics that the Presidential Committee also dealt with included the corporate governance of CECONOMY AG, the confirmation of Dr Kai-Ulrich Deissner and Remko Rijnders in their positions, the review of Management Board and Supervisory Board remuneration (including the increase in the remuneration components of the Management Board members) and the topic of cultural change and transformation within CECONOMY.

The Chief Executive Officer generally attended the Presidential Committee's meetings. In a discussion without the Chief Executive Officer scheduled at the end of every meeting, the Presidential Committee met in the Chief Executive Officer's absence.

Audit Committee

A total of five Audit Committee meetings were held in the 2024/25 financial year. In October 2024, April 2025 and August 2025, the Audit Committee also adopted resolutions by written procedure (approving the engagement of PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft for advisory services in connection with statutory audits of annual financial statements, closing balance sheets and other audit services relating to certain subsidiaries).

At its scheduled meetings, the Audit Committee discussed a range of topics in a regular and standardised manner with the Management Board, auditors, and other guests relevant to the topic. These included in particular:

- The draft quarterly statements and half-year financial report presented to the Audit Committee by the Management Board before their publication and the accompanying discussion of plan achievement and the capital market viewpoint.
- The discussion of quarterly statements and of the review of the half-year financial report with the auditor.
- Information on the governance systems, the risk management system, the internal control system, their effectiveness and their ongoing development.

- Reports by Internal Audit on completed and ongoing audits as well as the annual report of Internal Audit.
- The discussion of the capital market viewpoint together with the Management Board.

In addition to these agenda items, the following topics were discussed in depth at the individual meetings in the 2024/25 financial year:

The Audit Committee held a meeting in November 2024 in which it considered the indicative figures for the 2023/24 financial year as well as the annual report on donations and sponsorship, the annual report issued by Internal Audit as well as the annual report on compliance and data protection. The Audit Committee also passed a resolution establishing the focal points of the audits for the 2024/25 financial year.

The focus of the Audit Committee meeting in December 2024 was the discussion and examination of the annual and consolidated financial statements and the combined management report prepared by the Management Board for the 2023/24 financial year. The Audit Committee discussed the audit reports and audit findings with the auditor. In so doing, the Audit Committee heard a report from the auditor about its independence during the performance of the audit. On the basis of its examinations and the discussion of the auditor's audits, the Audit Committee recommended that the Supervisory Board approve the annual financial statements and consolidated financial statements as well as the combined management report for the 2023/24 financial year. The Audit Committee also recommended that the Supervisory Board approve the separate non-financial Group report for the 2023/24 financial year. The Audit Committee also discussed the assessment of the quality of the audit. In addition, the Audit Committee decided to recommend to the Supervisory Board that it endorse the Management Board's proposal to the Annual General Meeting regarding appropriation of the balance sheet profit. The Audit Committee also submitted its recommendation to the Supervisory Board for a resolution regarding the award of the audit mandate to the auditor, the Group auditor and the sustainability report auditor for the 2024/25 financial year and the conclusion of the fee agreement. Finally, the Audit Committee resolved to elect Birgit Kretschmer as chairwoman of the Audit Committee with effect from 17 December 2024.

At its meeting in February 2025, the Audit Committee discussed the renewal of the syndicated credit facility in addition to reviewing standard topics.

At the meeting in May 2025, the Audit Committee also dealt with the Group tax planning for the 2024/25 and 2025/26 financial years and the preparation of the audit of the

separate non-financial Group report for the 2024/25 financial year (including a report on non-financial initiatives). Furthermore, the Audit Committee also passed a resolution recommending that the Supervisory Board engage PwC to perform a limited assurance review of the income tax information report for the 2024/25 financial year. Standard topics were discussed as well.

At the meeting in September 2025, the Audit Committee prepared the Supervisory Board's resolution on the budget planning for financial year 2025/26 and the medium-term planning for the 2026/27 and 2027/28 financial years, as adopted by the Management Board, and adopted a recommendation for a resolution to that effect. An update on intended intra-Group mergers was provided as well. Furthermore, the Audit Committee discussed the current status of the project involving the introduction and implementation of the CSRD and the status of the non-financial report relevant to the current financial year with the Management Board and the responsible team leaders. The report on risk management for the 2024/25 financial year was also presented and discussed. The Audit Committee also approved the engagement of PwC for advisory services in connection with statutory audits of annual financial statements for certain subsidiaries. The focal points of the audits for the 2025/26 financial year were then discussed together with the auditor.

The meetings of the Audit Committee were attended by the Management Board or the Chief Financial Officer and the auditor. The Audit Committee also regularly consulted with the auditors without the Management Board.

Nomination Committee

A total of four Nomination Committee meetings were held in the 2024/25 financial year.

At its meetings, the Nomination Committee discussed the succession planning for the shareholder representatives on the Supervisory Board, including the objectives for the composition of the Supervisory Board, the diversity concept and the skills profile for the Supervisory Board. The Nomination Committee recommended, among other things, that the Supervisory Board elect me to succeed Thomas Dannenfeldt as Chairman of the Supervisory Board. The Nomination Committee also addressed continuing education for Supervisory Board members.

The Nomination Committee met without the members of the Management Board at all meetings.

Strategy Committee

The Strategy Committee held a total of eight meetings in the 2024/25 financial year.

In these meetings, the Strategy Committee assessed JD.com's interest in a transaction.

Both members of the Management Board generally attended the meetings.

➤ A detailed description of the committees' working methods can be found in the annual declaration on corporate governance, which is available on the website at www.ceconomy.de/en in the section Company – Corporate Governance.

Training and professional development of Supervisory Board members

In principle, the members of the Supervisory Board take responsibility for undertaking any training or professional development measures necessary to fulfil their duties. CECONOMY AG helps new members of the Supervisory Board members to familiarise themselves with topics relevant to the company with a wide range of webinars, which are also used by long-term members of the Supervisory Board for refresher training and further development. This programme includes modules on all topics of relevance to the company. In addition, the members of the Supervisory Board are informed regularly and as required about current changes in legislation, new accounting and auditing standards and innovations in corporate governance issues.

Corporate governance

The Management Board and Supervisory Board report on the corporate governance of CECONOMY AG for the 2024/25 financial year in the 2025 declaration on corporate governance.

➤ The declaration on corporate governance is published on the website at www.ceconomy.de/en under the heading Company – Corporate Governance.

The Management Board and Supervisory Board of CECONOMY AG last submitted their declaration of conformity pursuant to Section 161 AktG with the recommendations of the Commission of the GCGC in September 2025.

➤ This declaration has been made permanently available on the company's website at www.ceconomy.de/en/ under the heading Company – Corporate Governance. The current declaration is also reproduced in full in the 2025 declaration on corporate governance.

Annual and consolidated financial statements

As auditor, PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft audited the consolidated financial statements for the 2024/25 financial year prepared by the Management Board on the basis of the International Financial Reporting Standards (IFRS) and issued an unqualified audit opinion. This also applies to the 2024/25 annual financial

statements of CECONOMY AG prepared in accordance with the German Commercial Code (HGB) and the summarised management report for CECONOMY AG. The auditor presented a written report on the results of the audit.

The annual and consolidated financial statements and the audit reports were discussed and examined in detail at the meetings of the Audit Committee and at the meeting of the Supervisory Board in December 2025 with the auditor in attendance. The necessary documents were distributed to all members of the Audit Committee and the Supervisory Board in good time before these meetings, so there was ample opportunity for a review. At both meetings, the auditor reported on the material findings of its audit and was also available for questions and further information in the Management Board's absence.

PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft informed the Supervisory Board about the services that were provided in addition to those related to the audit of the financial statements. No circumstances arose that prompted concerns about the auditor's independence. Following its own audit review of the annual financial statements, the consolidated financial statements and the combined management report for financial year 2024/25, the Supervisory Board had no objections and as a whole approved the results of the audit conducted by the auditor. The Supervisory Board adopted the annual financial statements prepared by the Management Board and the consolidated financial statements. The annual financial statements of CECONOMY AG are thus approved. The audit opinions issued for the financial statements since the 2022/23 financial year have been signed by Ms Verena Heineke as the responsible auditor and Mr Christian David Simon as auditor.

Review of the content of the separate non-financial group report

The Supervisory Board discussed in detail and examined the content of the reporting on the matters specified in the Act to Strengthen Non-Financial Reporting by Companies in their Management and Group Management Reports (CSR Directive Implementation Act) of 11 April 2017 as part of the separate non-financial Group report of CECONOMY AG for the reporting period from 1 October 2024 to 30 September 2025. At its meeting on 16 December 2025, the Supervisory Board passed a resolution to approve the separate non-financial Group report of CECONOMY AG for the reporting period from 1 October 2024 to 30 September 2025. The content of the non-financial reporting was reviewed by the Supervisory Board with external support as part of an audit to obtain limited assurance by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, which the Audit Committee of the Supervisory Board commissioned by resolution on 5 May 2025 to provide corresponding support separately from the audit of the annual financial statements and the consolidated financial statements.

No matters have come to the attention of PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft during its audit that cause it to believe that the separate non-financial Group report has not been prepared, in all material respects, in accordance with Sections 315b, 315c in conjunction with 289c to 289e HGB. At the Supervisory Board meeting in December 2025, PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft reported on the key findings of the audit and was available to answer questions and provide additional information.

Personalia

1. Personnel changes on the Management Board

Dr Karsten Wildberger and Dr Kai-Ulrich Deissner initially served as members of the Management Board in the 2024/25 financial year. Dr Karsten Wildberger's term of office was ended by mutual agreement with effect from the close of 5 May 2025. Remko Rijnders has been serving as a member of the company's Management Board since 9 May 2025.

2. Personnel changes on the Supervisory Board Personnel changes among the shareholder representatives

In the 2024/25 financial year, the shareholder representatives Karin Dohm and Thomas Dannenfeldt left the Supervisory Board. Karin Dohm resigned from the Supervisory Board with effect from the end of 16 December 2024. With effect from 17 December 2024, Sabine Nitzsche was then appointed by the court as a member of the Supervisory Board. Thomas Dannenfeldt resigned from the Supervisory Board with effect from the end of 24 July 2025. With effect from 25 July 2025, Dr Stephan Fanderl was then appointed by the court as a member of the Supervisory Board.

At the Annual General Meeting on 26 February 2025, the terms of office of Katrin Adt, Doreen Huber, Jürgen Kellerhals, Peter Kimpel and Sabine Nitzsche were renewed through their (re) election as shareholder representatives.

Personnel changes among the employee representatives

In the 2024/25 financial year, the employee representative Maria Laube left the Supervisory Board. She resigned from the Supervisory Board with effect from 28 February 2025. The court appointed Jürgen Trinkaus as a substitute member of the Supervisory Board with effect from 30 April 2025.

The distribution of skills in accordance with the skills profile adopted by the Supervisory Board is available in the declaration on corporate governance.

On behalf of the entire Supervisory Board, I would like to thank all members who left the Supervisory Board in the past financial year for their commitment to the company and their loyalty to CECONOMY AG. We would also like to take this opportunity to thank Thomas Dannenfeldt in particular for his extraordinary achievements as Chairman of the Supervisory Board.

I congratulate all of the new Supervisory Board members who joined in the past financial year on their election or appointment and thank all the Supervisory Board members for their valuable contributions. I look forward to the continued cooperation on our board.

For the Supervisory Board

Christoph Vilanek
Chairman



Christoph Vilanek
Chairman

Profile

Christoph Vilanek has been a member of the Supervisory Board of CECONOMY AG since 2019 and has served as its Chairman since 25 July 2025. Christoph Vilanek was born in Austria in 1968.

After studying business administration at the University of Innsbruck and graduating with a master's in business administration, he held senior positions in various companies, worked as a management consultant at McKinsey, and most recently served as Chief Executive Officer of freenet AG until 2025. Based on his professional career and his membership on supervisory and administrative boards of other (listed) companies, Christoph Vilanek possesses outstanding expertise in retail, technology and digitalisation as well as international experience and experience in corporate management.



Further information on Mr Christoph Vilanek and the other members of the Supervisory Board can be found on the website www.ceconomy.de/en under Company - Supervisory Board.

CECONOMY at the capital market

Performance of the CECONOMY AG shares

At the beginning of the 2024/25 financial year, CECONOMY AG's share traded within a range of €3.00 to €3.20. The publication of the Trading Statement in October initially prompted no significant market reaction. The situation changed following the annual press conference on 18 December 2024. Despite fundamentally positive results, which were further supported by upward revisions of price targets by two analysts, broader market trends and automated fund strategies temporarily exerted pressure on the share price.

A turnaround began in mid-January and the shares embarked on an upward movement. Positive momentum was driven by news that JD.com had renewed its interest in acquiring CECONOMY. The German economic stimulus package also improved market sentiment and contributed to further price gains.

After the end of the third quarter, CECONOMY confirmed that it had increased profitability for the tenth consecutive

quarter and specified its forecast for adjusted EBIT at around €375 million. Shortly thereafter, confirmation of advanced talks with JD.com provided an additional boost to the share price.

On 30 July 2025, after market close, CECONOMY announced the conclusion of an investor agreement with JD.com. The investor agreement is linked to JD.com's parallel announcement to launch a voluntary public takeover offer for all outstanding CECONOMY AG shares at a price of €4.60 per share in cash. The offer is subject to merger control and foreign investment clearances as well as EU foreign subsidies clearance. On the following day, the share closed at €4.44 and has since stayed flat.

In their joint statement, the Management Board and Supervisory Board of CECONOMY recommended that shareholders accept the offer. They consider the offer price to be fair and view the partnership with JD.com as an important step in the best interests of the company, its employees, shareholders and all other stakeholders.

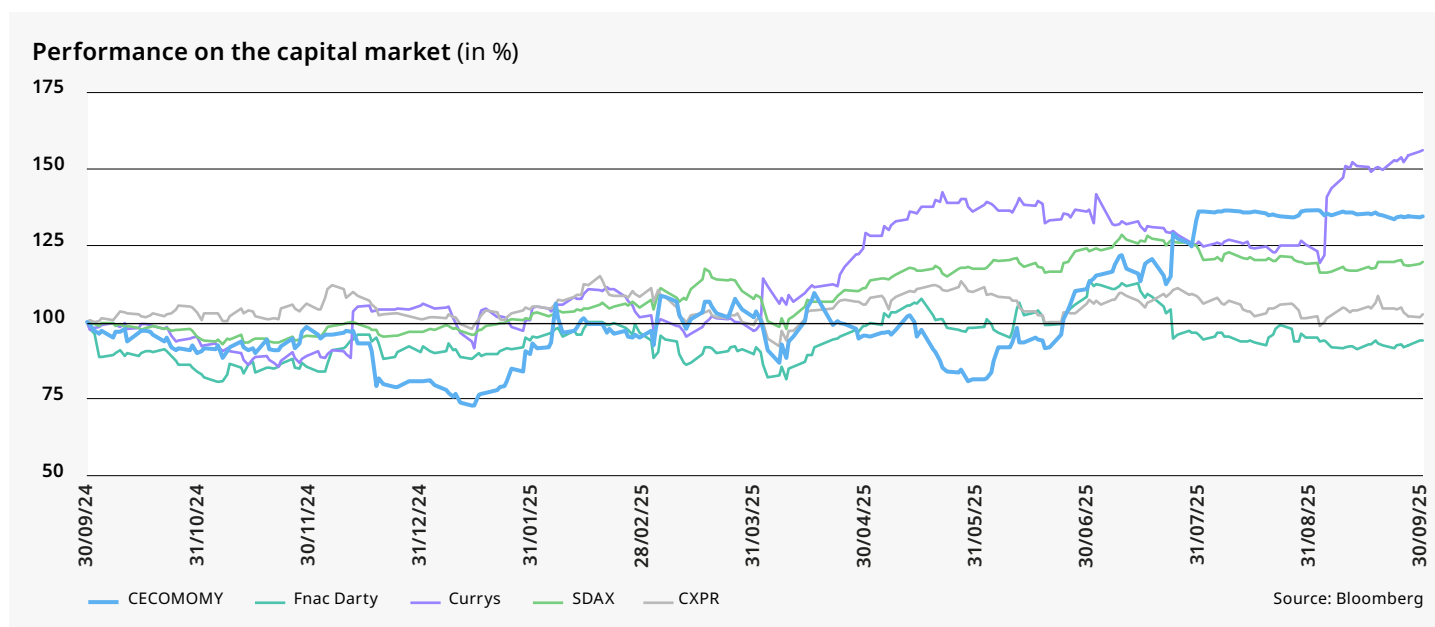
INFORMATION ABOUT THE CECONOMY SHARES

| | Ordinary share |
|-----------------------------------|--------------------|
| Code number | 725 750 |
| ISIN code | DE 000 725 750 3 |
| Reuters code | CECG.DE |
| Bloomberg code | CEC GY |
| Number of shares as of 30/09/2024 | 485,221,084 shares |
| Number of shares as of 30/09/2025 | 485,221,084 shares |

Investor relations activities in 2024/25

Beyond its quarterly financial reporting, CECONOMY engages in regular dialogue with capital market participants. CECONOMY attended 14 conferences and roadshows across Europe in the past financial year. Some of these events were attended by the Chairman of the Management Board or the Chief Financial Officer. Around 80 one-on-one and group meetings were held during these events. At the beginning of the financial year, the meetings focused on growth areas and medium-term targets. Later, JD.com's takeover offer became the dominant topic.

This regular and proactive dialogue with investors and analysts was recognised with several awards. In June 2025, CECONOMY received multiple awards in the prestigious European Extel survey, including "Best Investor Relations Team", "Best ESG Programme" and "Best Investor Relations Programme". At the national level, CECONOMY received two awards at the end of June 2025 for "Best Investor Relations in SDAX" and "Best Investor Relations Professional in SDAX". In September 2025, CECONOMY was awarded third place in the "Investor's Darling" competition in the SDAX category by the German business outlet Manager Magazin and HHL Leipzig Graduate School of Management.



The CECONOMY AG share price rose by some 34 per cent in the period from 30 September 2024 to 30 September 2025.

The share has thus significantly outperformed the benchmark indices SDAX and Germany Prime Retail (CXPR).

SHARE PRICE PERFORMANCE

| Share/index | Name | Ticker | Yield 29/09/2024 to 30/09/2025 (closing prices) |
|----------------|----------------------|--------|---|
| Ordinary share | CECONOMY AG | CEC | +34.4% |
| Ordinary share | Fnac Darty S.A. | FNAC | -5.8% |
| Ordinary share | Currys plc | CURY | +56.2% |
| Index | SDAX | SDAX | +19.6% |
| Index | Germany Prime Retail | CXPR | +2.7% |

Data based on Xetra closing prices

Source: Bloomberg

Shareholder structure of CECONOMY AG

Main shareholders



As of the reporting date of 30 September 2025, the main shareholders of CECONOMY AG are Convergenta/the Kellerhals family, Haniel, Meridian Stiftung and freenet AG. Based on notifications of voting rights and notifications of managers' transactions, Convergenta/Kellerhals family is the largest shareholder with a share of 29.2 per cent. The second-largest shareholder is Haniel, with 16.7 per cent of the voting rights. The third-largest shareholder is Meridian Stiftung, which holds 11.1 per cent of the voting rights. The fourth-largest shareholder is freenet AG with 6.7 per cent of the voting rights. It is followed by the Prof. Otto Beisheim Foundations, with a share of 4.8 per cent, and the investment company Exor Financial Investments, with 4.2 per cent.

Free float



As of the reporting date, the free float of voting rights amounted to 36.3 per cent and was spread across a large number of national and international investors. The notifications of voting rights from investment companies and other available information show that British investors are the largest group of institutional investors, followed by investors from Switzerland and the United States of America.

Analyst recommendations

At the end of the 2024/25 financial year, six analysts from international banks and brokers were covering and valuing the CECONOMY AG share. All recommend accepting the take-over offer and have set a price target of €4.60.



Strategy



- ***Experience electronics: the customer at the centre of our strategy***
- ***Transformation into an omnichannel service platform continues***
- ***New business areas drive growth: Services & Solutions, Marketplace, Private Label, Space-as-a-Service, Retail Media***

Point of departure

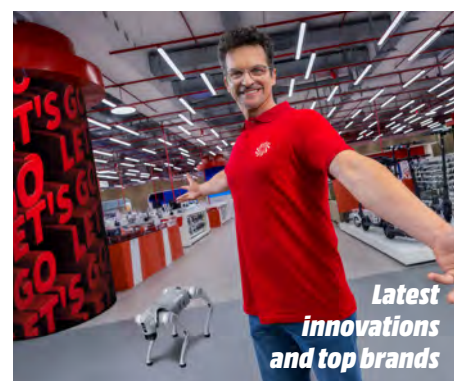
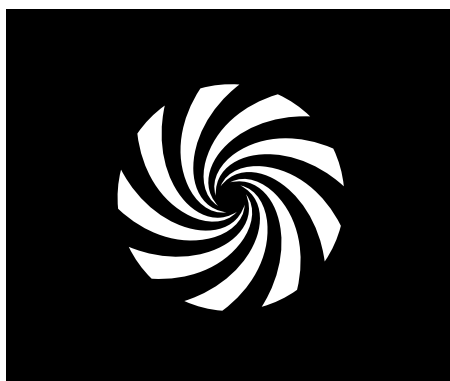
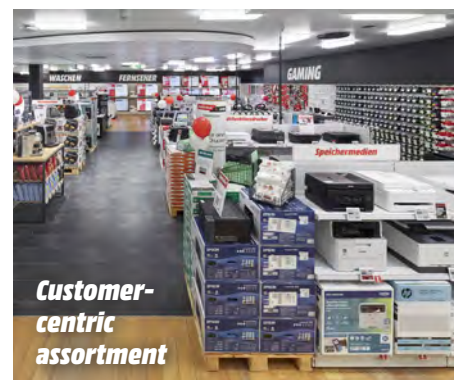
We operate in an attractive and dynamic environment. Our core market comprises technical consumer goods (consumer electronics). The market volume across our eleven countries exceeds €150 billion.¹ The consumer electronics market is defined by innovation. Digitalisation, new technologies and the rapid advancement of artificial intelligence are driving growth and opening up new opportunities. These developments enable retail platforms to position themselves as strong partners for customers and manufacturers.

To stay relevant in this constantly evolving environment, we need to offer true added value. Today, our customers expect far more than just access to consumer electronics. They are looking for advice, guidance, first-class shopping experiences,

innovative product assortments and services and access to the circular economy – all in a personalised and tailored way.

We are confident that we are better positioned than our competitors to meet these changing customer needs. Our brands are among the best known in the market: MediaMarkt, MediaWorld and Saturn. Our loyalty customer base is already over 50 million and growing. Around 50,000 employees² with a passion for technology provide personalised advice and service. A strong omnichannel infrastructure ensures a customer-centric connection between our over 1,000 stores and our online channels, which rank among the leading e-commerce platforms in our countries. In addition, an ever-expanding offering for our partners strengthens our long-standing relationships with the leading brands in our industry.

Changing customer needs



¹ Source: Own calculations based on POS Panel GfK – An NIQ Company
² As of 30/09/2025

Our strategy

We continuously align our company with changing customer preferences. Our transformation is defined by our purpose:

"We create Experience Electronics to enrich people's life".

Our purpose reflects two key aspects of our strategy: we place the customer at the centre of everything we do. And we go above and beyond the purely transactional level: we build deep and long-lasting relationships with our customers – the essential value driver of our company.



We bring "Experience Electronics" to life along four pillars.

Our ambition is to differentiate from competition through market-leading offerings:

Employee experience

Our employees are our greatest asset. They offer personalised service on all channels – with the "human touch".

Shopping experience

We win customers with innovative ways to connect in-store experiences with digital channels, while offering the most relevant product assortment.

Usage experience

We offer customer-centric services that support customers throughout the entire product life cycle.

Impact experience

We offer a comprehensive range of more sustainable products and services supporting the circular economy.

Experience champion

Our business model

Retail is the core of our business. Today, however, we are far more than just a retailer. Step by step, we are evolving into a platform that unites multiple business models under one roof – a concept we call the “omnichannel service platform”. Building on our strong customer relationships, we have successfully developed and expanded high-growth business areas. These growth segments not only enhance our customers’ shopping experience but also contribute to the company’s profitability through attractive margins.

The foundation of our platform is **retail** (“Retail Core”) for consumer electronics and related product categories. Our omnichannel offering focuses on customer experiences, combining the best of physical retail and digital services. We continuously work on increasing profitability through targeted margin management. Sustainability is an integral part of our assortment and is supported by our “BetterWay” initiative. In addition, we unlock further market potential through new categories such as refurbished products.

Services & Solutions complements our product range with a broad portfolio of services. This is a key differentiator from competitors and strengthens our brand. The offering is based on our customers’ most important needs and is continuously being expanded. It includes insurance, repairs, installation services, mobile communications, sustainability services and more. Commercially, this segment is the most significant profit driver among our growth businesses. We benefit from attractive commissions and are increasingly successful in engaging customers with subscription models.

MediaMarktSaturn **Marketplace** expands our product range with products from external partners. This enables us to broaden our assortment, introduce new categories and improve product availability for customers. At the same time, we generate product category-dependent commission income without taking on inventory risk.

Our **Private Label** brands Koenic, ISY, PEAQ and ok. offer customers attractive value for money alternatives to well-known manufacturers. Through exclusive products and partnerships, our Private Label business is increasingly becoming a differentiating factor. We strengthen margins with our Private Labels by controlling the supply chain and leveraging economies of scale in procurement.

Space-as-a-Service gives partners access to our retail space and infrastructure, enabling them to leverage our reach for their brands and products. Our portfolio includes fully integrated brand shops and boutiques as well as high-traffic areas at store entrances (“Entrance Statement”) and within our stores (“Experience Zones”). These specially designed spaces allow customers to experience our partners’ products in person in a hands-on environment. This offering enables us to increase the value of our retail space, generate recurring sales and deepen our relationships with industry partners.

Retail Media enables manufacturers and brands to reach customers at key moments in the purchase decision process across our channels. Partners pay for promotional placements and for advertising space on our digital and physical channels. This offering is complemented by data-driven reporting that enables partners to target their campaigns more effectively. This enables us to tap into a highly profitable business in a rapidly growing market.

Our platform businesses increase customer relevance and profitability

Approx. 2.2 bn annual customer contacts

“Omnichannel Touchpoints”



Stores



Online



App



Direct



Contact
Centre



Social
Media

“The Next
Big Thing”

Retail Core

**Services &
Solutions**

Marketplace

Private Label

**Space-as-a-
Service**

Retail Media

Our various business areas are growing dynamically and achieving higher margins than our Retail Core. In the core business, we are continuously implementing initiatives to improve profitability to ensure that we consistently meet our targets and commitments to the capital markets. We are confident that we can increase the EBIT contribution to €500 million in the 2025/26 financial year.

We have communicated clear targets for each business area as part of our Capital Markets Day 2023 and regularly inform the capital market about our progress. Overall, we are well on track and are confident of achieving our ambitious targets. The targets for loyalty members, Retail Media income and share of Services & Solutions income in total sales were exceeded in the past financial year. The exact definitions can be found in the section on the management system.

OUR CAPITAL MARKET PLEDGES

| Business areas | KPI | FY 2022/23 | FY 2023/24 | FY 2024/25 | Target FY 2025/26 |
|----------------------|-----------------------------|------------|------------|---------------|-------------------|
| Retail Core | Loyalty Members | 39 m | 43 m | 53 m | 50 m |
| Retail Core | Online share | 23% | 24% | 26% | ca. 30% |
| Retail Core | Modernisation rate | 50% | 64% | 75% | > 90% |
| Retail Core | Inventory coverage (delta)* | - 11% | - 10% | - 15% | - 10% |
| Space-as-a-Service | # Lighthouses | 8 | 11 | 11 | Up to 20 |
| Services & Solutions | Income in % of total sales | 4.5% | 5.1% | 5.6% | c. 5.5% |
| Marketplace | GMV | €137 m | €277 m | €527 m | €750 m |
| Private Label | Private Label share | 2.4% | 2.7% | 3.0% | c. 5.0% |
| Retail Media | Income | €18 m | €48 m | €91 m | c. €45 m |

* Percentage change in inventory coverage vs. the previous year

Strategy implementation achievements in the 2024/25 financial year

In the past financial year, we continued to accelerate our transformation in all areas, driven by our dedicated and passionate teams. We are successfully implementing our strategy and clearly seeing its impact.

We have expanded our **platform** further:

We continue to invest in talent development, leadership and in our corporate culture. Employee satisfaction, measured by the

“Net Promoter People” score, has reached its record high of 42. Our loyalty base has continued to grow – from around 43 million to over 50 million. Basket penetration among these loyal customers has increased even more, strengthening customer retention further. We have also strengthened our valuable brands through successful campaigns such as “Experience what’s possible”, Colourful November and the trade-in campaign featuring Jürgen Klopp. In addition, we have established partnerships with Olimpia Milano and Feyenoord Rotterdam, introduced new brand music and a brand campaign, and launched a partnership with Robbie Williams for our Private Label.



Strengthening our platform

Platform

By systematically leveraging data and artificial intelligence, we have enhanced the performance of our platform, brought additional use cases into production and strengthened data-driven decision-making across the company.

53 m

+ 10 m vs. PY
Loyalty
members

61

+ 3 vs. PY
Net Promoter
Score



Brands strengthened: Partnership with Robbie Williams, trade-in campaign featuring Jürgen Klopp

Record levels in NPS and NPP

Numerous AI applications rolled out, such as smart manuals and content creation for search engine optimisation



Innovation in our core business

Retail Core

26%

Online share incl.
net merchandise
value (NMV)

75%

Modernisation
rate

We are investing in our **Retail Core business**.

We have increased the modernisation rate to 75 per cent and are driving forward the expansion of smaller formats in inner-city locations and shopping centres. The online share including net merchandise value (NMV) has risen to 26%, supported by new features and developments in artificial intelligence.



Preparing our digital channels to be compatible with AI-powered search agents

Digital: introduction of new features such as wish lists and price alerts

Accelerated rollout of new store formats

Expansion of the 90-minute express delivery option to six countries

Capital market pledges surpassed

Services & Solutions

5.6%

Service share of
total sales

392 K

Trade-in
transactions

Services & Solutions remains a key growth driver and differentiator.

It significantly contributes to brand perception, customer satisfaction and customer lifetime value (CLV).

Our Services & Solutions business continues to grow and is increasingly driving profitability through new offerings across all channels. We develop innovative, customer-centric solutions and continuously expand our service portfolio.



Circularity: extended warranties for refurbished products and AI-powered trade-in platform

Telco: launch of our own mobile offering (MVNO) in the Netherlands

Technology: AI-assisted repair intake and personalised after-sales services

Long-term customer relationships: increase in subscription share to around 10% of total service volume

Dynamic Marketplace growth **Marketplace**

€527 m
 +€250 m vs. PY
 GMV

3.2 m
 +1.2 m vs. PY
 SKUs listed on
 Marketplace

> 2,000
 + 400 vs. PY
 Sellers on the
 platform

Our **Marketplace** continues to grow and has once again significantly increased its gross merchandise value year on year. Growth was driven by systematic expansion into Belgium, Poland and Turkey, portfolio diversification into CE-adjacent categories, increased sales of refurbished products and integration of additional services for Marketplace products.



**Successful launches in Belgium,
 Poland and Türkiye**

**New categories scaled:
 E-mobility, Energy/Solar,
 Pet Supplies, Sports & Fitness**

**All stores in Germany can
 sell returned products via the
 Marketplace**

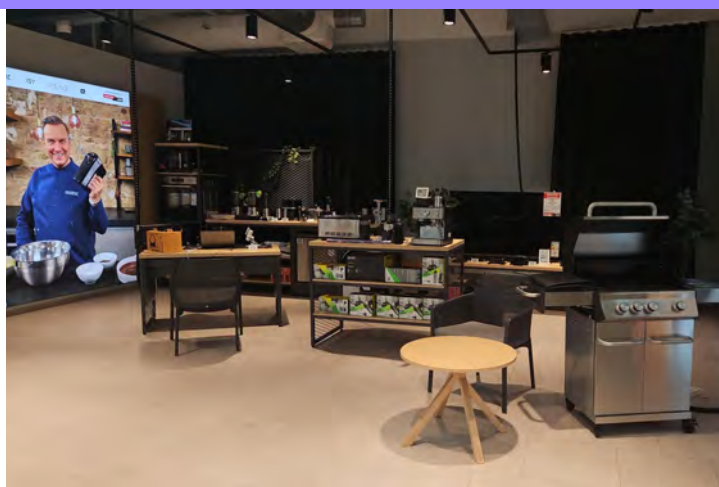
Advancing our Private Label business

Private Label

3.0%

**Private Label
share**

Our **Private Label** business continues to grow, driven by marketing initiatives such as the partnership with Robbie Williams and by product innovations in categories such as microwaves and climate-control appliances.



Partnership with Robbie Williams: exclusive audio series for PEAQ

Product launches in Germany: dishwashers in energy efficiency class A

Sustainable packaging for ISY: plastic-free applicators

Successful peak-season campaigns with sales of > 200,000 microwaves

Scaling of Space-as-a-Service offerings

Space-as-a-Service

€36 m
SaaS income

In the past financial year, we further developed our **Space-as-a-Service** business and expanded it to additional locations. The number of partner spaces at store entrances (Entrance Statement) and within stores (Experience Zones) has nearly doubled. At the same time, we are increasingly offering integrated omnichannel solutions to partners. Numerous campaigns are already being executed in close coordination with Retail Media.



Expansion of experience zones to 515 stores

Prominent entrance statements in 70% of stores

Growth in partnerships to over 330 (+220 vs. prior year)

Strengthened visibility through presence at trade fairs such as IFA and OMR

First capital market pledge surpassed Retail Media

€91 m
+ €43 m vs. PY
Income

Retail-Media achieved significant growth and entered a new phase of scaling in the past financial year.



Increased visibility through trade fairs, industry events and media outreach

Introduction of structured agency collaboration for international marketing of advertising products

Partnerships with leading industry and Marketplace partners

Expansion of advertising and reporting solutions



Outlook for the next financial year

Delivering on our capital market pledges remains our top priority in the coming financial year. Our overarching goal is clearly defined: an EBIT contribution of €500 million.

In Retail Core, we will complete the modernisation of our core store formats, drive the expansion of smaller store formats and further grow our digital share. We are expanding personalised services and customer engagement across all channels to boost customer satisfaction and unlock additional sales potential. We will place an even stronger focus on our delivery promises, supported by our 90-minute delivery option and the development of local hubs, that bring us even closer to customers. The continued development of our app and appbased services reflects evolving customer preferences. All of this will be accompanied by strict cost control across the organisation.

Our growth businesses remain the main driver of EBIT growth. Services & Solutions will introduce a wide range of new digital options and service offerings, seamlessly integrating them into the purchase process.

The Marketplace will launch in Switzerland and Hungary, with refurbished products and new product categories driving further growth. New products, promotions and service offerings will strengthen our Private Label share. Retail Media will continue its dynamic growth with improved and new products. In Space-as-a-Service, we will significantly strengthen our sales capabilities for these solutions.

We are also intensely advancing the long-term development of our platform, focusing on leveraging data and artificial intelligence to further enhance the customer experience. The planned partnership with JD.com will accelerate the development of these capabilities. By combining the strengths of both partners, we expect not only to advance our Retail Core but also to unlock significant growth potential. This will enable us to execute our strategy even faster and secure sustainable competitive advantages.



Combined Management Report

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OVERALL STATEMENT BY THE MANAGEMENT BOARD OF CECONOMY AG ON CECONOMY'S BUSINESS PERFORMANCE AND SITUATION

For CECONOMY AG, the past financial year was characterised by a consistent growth trajectory and the successful implementation of our transformation strategy. With over two billion customer contacts over the course of the year, we retain a leading position in the European consumer electronics sector. This success is thanks to our systematic focus on our customers as well as our strategic foresight.

In the face of strong competition, we maintained our market share in the past financial year. We even expanded our share of the online market in line with our strategic approach to online growth. As a result, we achieved our forecast of moderate sales growth in full with growth of 5.7 per cent adjusted for currency effects and portfolio changes. Our adjusted EBIT of €378 million was also entirely in line with our forecast of around €375 million. We have recorded eleven successive quarters of rising profitability. This demonstrates the structural robustness of our business model and shows that our transformation from a pure retailer into an omnichannel service platform is paying off.

With our Experience Electronics strategy, we are creating a new category that emphasises the shopping experience. More than 50 million loyalty members place their trust in our personalised technical solutions and services. Our growth areas already generate around a third of the Group's entire gross profit – diversification that underlines our strategic reorientation.

Retail Core remains the foundation of our business, both online and offline. Building on this foundation, we develop Services & Solutions that deliver added value throughout the entire product life cycle. Our Marketplace expands our range with products from third-party suppliers and strengthens our online business without the corresponding storage costs. Strategic Private Label partnerships with celebrities are generating high-margin revenue streams. Space-as-a-Service is turning our space into a lucrative product and helping to create varied customer experiences. Our Retail Media business has enjoyed significant sales growth right from the start and is increasingly attracting interest among our partners.

At the same time, we are continuously expanding our supply chain and our technical infrastructure. Offers like 90-minute delivery or our personalised services, where customers can schedule one-to-one consultations with specialists at our stores, show how we are responding to ever-changing customer needs in a targeted manner. Our employees also make use of innovative technology, from apps developed in house to AI models on secure platforms.

The planned partnership with JD.com will accelerate our transformation into an innovative European player. We are entering into it from a position of strength. JD.com will bring logistics and technical expertise and, in turn, will benefit from our knowledge of the European market.

Sustainable success is also the byword where our financial strategy is concerned. In March, we secured a five-year ESG-linked revolving credit facility with a volume of €900 million. This gives us a strategic reserve and underlines the confidence our financing partners have in us.

Despite volatile conditions, the consumer electronics market remains dynamic and innovative. We are looking to the future with confidence and consistently pursuing our goal of fundamentally transforming into an omnichannel service platform. The partnership with JD.com will open up new growth opportunities as we do so.

CECONOMY is extremely well positioned to achieve the medium-term targets it has communicated on the capital markets and to reinforce its position as Europe's leading consumer electronics retailer.

OVERVIEW OF FINANCIAL YEAR 2024/25 AND OUTLOOK

Earnings position

- In the financial year 2024/25, CECONOMY's Group sales increased by 2.8 per cent year-on-year to €23.1 billion (2023/24: €22.4 billion).
- Adjusted for currency effects and portfolio changes, sales were up 5.7 per cent on the previous year (like-for-like: 5.0 per cent) and thus met the forecast in full.
- Group EBIT amounted to €241 million (2023/24: €254 million). This includes non-recurring earnings effects of €–134 million (2023/24: €–75 million) and earnings effects of €–3 million (2023/24: €23 million) from companies accounted for using the equity method.
- Adjusted for these effects, Group EBIT amounted to €378 million and hence was in line with the updated forecast of around €375 million. There were no effects from portfolio changes in the financial year 2024/25. Adjusted EBIT increased significantly compared with the previous year (2023/24: €305 million).
- The net result declined by €–111 million to €–35 million due to the lower net financial result and higher income taxes (2023/24: €76 million).
- Accordingly, undiluted earnings per share also fell to €–0.07 (2023/24: €0.16).

Financial and asset position

- Equity fell by €29 million to €485 million as of 30 September 2025 (30/09/2024: €515 million). The equity ratio is 4.8 per cent (30/09/2024: 5.1 per cent).
- Net debt reported in the statement of financial position amounted to €1,329 million as of 30 September 2025 (30/09/2024: €1,621 million). Adjusted for the recognition of lease liabilities in the statement of financial position due to IFRS 16, net liquidity totalled €284 million (30/09/2024: €104 million).
- At €650 million, investments as per the segment report were €108 million lower than in the previous year (2023/24: €758 million).
- Cash flow from operating activities led to a cash inflow of €1,050 million in the financial year 2024/25, up €212 million on the previous year (2023/24: €838 million).
- Total assets increased by €53 million to €10,188 million as of 30 September 2025 (30/09/2024: €10,135 million).
- Net working capital reported in the statement of financial position changed by €–91 million year-on-year to €–949 million (30/09/2024: €–857 million).
- The ratings of CECONOMY AG as of 30 September 2025 were as follows: BB-/stable (S&P Global Ratings; previous year: BB-/stable), BB/stable (Fitch Ratings; previous year: BB/stable), BBB-/stable (Scope Ratings; previous year: BBB-/stable).

CECONOMY outlook

The market environment in the consumer electronics industry remains challenging and dynamic, characterised by a high degree of uncertainty. Rising cost of living, persistently subdued consumer sentiment, and volatile economic indicators in both industry and the labour market continue to weigh on demand. Political tensions, especially in connection with the ongoing conflicts in Eastern Europe and the Middle East, as well as changing conditions in international trade, are further impacting future expectations. The still subdued economic recovery in Germany and Europe is also having a tangible noticeable effect on consumer sentiment.

CECONOMY is actively addressing these challenges by consistently aligning its strategic priorities with the needs of its customers. The transformation towards a service-orientated omnichannel platform is making visible progress. Through targeted measures to enhance efficiency and further develop its growth areas, CECONOMY has once again demonstrated its adaptability and resilience in the financial year 2024/25. The successful completion of the past financial year and a disciplined financial strategy underscore that the company remains on a sustainable path.

CECONOMY is expecting a moderate increase in currency-adjusted total sales in the financial year 2025/26. All segments are set to contribute to this development.

The company expects to generate adjusted EBIT of around €500 million in the financial year 2025/26. The increase compared with the financial year 2024/25 will be driven by the DACH and Western/Southern Europe segments. This outlook assumes a stable macroeconomic environment, especially in the DACH segment.

The outlook is adjusted for portfolio changes and does not take into account the earnings effects from companies accounted for using the equity method (Fnac Darty S.A. and Power Retail Sweden AB). Accounting effects from the application of IAS 29 in Türkiye as a hyperinflationary country are likewise unaccounted for. It does not include non-recurring effects, for example in connection with the extensive optimisation of the location portfolio and central structures as well as changes to the legal framework.

BASIC INFORMATION ON THE GROUP

The Group's business model

The companies in the CECONOMY portfolio have around two billion consumer contacts per year and offer products, services and solutions designed to make life in the digital world as easy and convenient as possible.

Together with MediaMarktSaturn Retail Group GmbH, CECONOMY AG forms the central management holding company, which is responsible for cross-divisional functions such as finance, accounting, controlling, legal and compliance as well as certain Group-wide strategic and operational functions. The MediaMarkt and Saturn brands are held by MediaMarktSaturn Intangibles GmbH & Co. KG, an indirect subsidiary of CECONOMY AG. CECONOMY AG and MediaMarktSaturn Retail Group GmbH have a unified management structure.

CECONOMY AG holds a minority stake of around 22 per cent in Fnac Darty S.A., one of France's leading retailers of consumer electronics and household appliances.

CECONOMY at a glance



MediaMarkt, Germany's and Europe's number one electronics retailer, was founded in 1979 and is now run as an independent retail brand. In Germany, the company is represented by 344 stores as of 30 September 2025 and employs around 12,700 employees. MediaMarkt operates in eleven countries across Europe, with around 37,500 employees at 1,008 locations. In addition to a constantly updated assortment of brand products, the successful concept also features personal advice and an extensive portfolio of services. MediaMarkt combines the advantages of brick-and-mortar and online retail under the umbrella of a familiar brand, supplemented by mobile shopping options via an app.



Saturn, founded in 1961, aims to turn technology into an experience for its customers and show them how modern technology products can enrich their lives. Saturn is now managed as an independent retail brand. In Germany, Saturn has 59 stores as of 30 September 2025 and employs around 2,700 employees. Saturn stores are synonymous with an appealing location, a wide range of brand products at excellent value for money, large sales areas as well as excellent service and advice. Saturn links its in-store business in Germany closely with its online shop and mobile shopping via app.

Significant investments



Fnac Darty S.A. is one of the leading French retail companies for consumer electronics and household appliances, with around 30,000 employees worldwide. As of the end of December 2024, the Group consists of an omnichannel network of around 1,500 stores in thirteen countries. Online, the Fnac Darty websites alone recorded an average of over 29 million visitors per month in 2024. Fnac Darty S.A. generated sales of around €7.9 billion in 2024 (excluding Unieuro).

STORE NETWORK BY COUNTRY

| | 30/09/2024 | Openings/ additions 2024/25 | Closures/ disposals 2024/25 | 30/09/2025 |
|--------------------------------|--------------|--------------------------------|--------------------------------|--------------|
| Germany | 396 | 8 | -1 | 403 |
| Austria | 55 | 1 | 0 | 56 |
| Switzerland | 25 | 20 | 0 | 45 |
| Hungary | 40 | 0 | 0 | 40 |
| DACH | 516 | 29 | -1 | 544 |
| Belgium | 25 | 3 | 0 | 28 |
| Italy | 135 | 10 | 0 | 145 |
| Luxembourg | 2 | 0 | 0 | 2 |
| Netherlands | 55 | 0 | -1 | 54 |
| Spain | 112 | 1 | -2 | 111 |
| Western/Southern Europe | 329 | 14 | -3 | 340 |
| Poland | 85 | 1 | -5 | 81 |
| Türkiye | 100 | 3 | -1 | 102 |
| Eastern Europe | 185 | 4 | -6 | 183 |
| CECONOMY | 1,030 | 47 | -10 | 1,067 |

Management system

The key figures used at CECONOMY for the management of the company are presented below. Alongside a brief description of the respective key figure, a reference is provided to the section of the Annual Report in which the key figure is discussed in further detail in its overall context.

CECONOMY's most important key performance indicators – total sales growth adjusted for currency effects and portfolio changes and adjusted EBIT – are highlighted at the top of the table. CECONOMY provides an outlook for these most important key figures.

Following the explanation of these key figures, other key figures used for management are grouped according to their allocation to income statement, statement of financial position, cash flow statement and other operational key figures.

| Key figure | Description | Section |
|--|---|-------------------|
| Key figures relevant to outlook | | |
| Total sales growth adjusted for currency effects and portfolio changes | <p>Total sales growth adjusted for currency effects shows the percentage change in total sales without the influence of currency effects.</p> <p>Total sales growth adjusted for currency effects is calculated for the financial year by translating the previous year's sales at the average exchange rate for the current year.</p> <p>Since the third quarter of 2021/22, the currency adjustment has also included effects from the application of IAS 29 for Türkiye.</p> <p>Total sales growth adjusted for currency effects in individual quarters is calculated as the difference between the respective cumulative periods. All necessary cumulative periods are translated at the exchange rate of the most recent cumulative period (example: currency-adjusted total sales growth for Q4 2024/25 is based on exchange rates for the full year 2024/25).</p> <p>An adjustment for portfolio changes is made by not including sales affected by the measure in either the current period or the previous period.</p> | Earnings position |
| Adjusted EBIT | <p>Earnings before interest and taxes (EBIT) refers to earnings before net financial result and income taxes.</p> <p>An adjustment for portfolio changes is made by not including earnings contributions affected by the measure in either the current period or the previous period. Earnings effects from companies accounted for using the equity method are also adjusted for.</p> <p>For the 2023/24 and 2024/25 reporting periods, non-recurring earnings effects, e.g. in connection with the simplification and digitalisation of central structures and processes, from legal risks in connection with changes to the legal framework and accounting effects from the application of IAS 29 for Türkiye as a hyperinflationary economy, are not included in adjusted EBIT.</p> | Earnings position |
| Other key figures in the income statement | | |
| Total sales | Total sales are stated in euros. The sales generated in a foreign currency in a certain period are generally translated at the appropriate average exchange rate for the period. | Earnings position |
| Total sales growth | The total sales growth is the percentage change in total sales in the reporting period compared with the corresponding period of the previous year. | Earnings position |

| Key figure | Description | Section |
|---|--|-------------------|
| Like-for-like sales | Like-for-like sales refers to sales in a comparable sales area or based on a comparable panel of stores, units or merchandising concepts such as online retail and delivery (like-for-like panel). Only sales from stores with a comparable history over at least one full financial year are included. Therefore, stores affected by openings, closures or significant business changes in the reporting period or the comparative period are excluded. | Earnings position |
| Like-for-like sales growth | Like-for-like sales growth means the currency-adjusted growth of like-for-like sales. | Earnings position |
| Online sales | Online sales comprise the sales generated via the MediaMarktSaturn Retail Group's online shops. This also includes products ordered online and collected from the store. | Earnings position |
| Online growth | Online growth means the change in online sales compared with the corresponding prior-year period. | Earnings position |
| Online share | The online share is the share of online sales in the total sales in the period in question. | Earnings position |
| Pick-up rate | The pick-up rate is the percentage of online orders that are collected in store. | Earnings position |
| Marketplace sales (GMV) | Marketplace sales denote the gross merchandise value (GMV), i.e. the value of all goods sold including value-added tax (VAT) and delivery costs and after cancellations and returns, that is generated via the Marketplace. This includes the sales of third parties. Only the commissions and fees retained are included in the key figures for total sales and online sales for the period in question. | Earnings position |
| Online share including net merchandise value (NMV) of the Marketplace | The online share including net merchandise value (NMV) of the Marketplace is the share of online sales including NMV of the Marketplace in total sales including NMV of the Marketplace in the relevant period. For the calculation, the commissions and fees retained from the Marketplace business are deducted from the respective sales figure and the NMV (corresponds to the GMV less VAT) is added. | Earnings position |
| Stationary sales or brick-and-mortar sales | Stationary sales or brick-and-mortar sales comprise the sales that are not generated via the Internet. Consequently: Total sales - Online sales = Stationary sales or brick-and-mortar sales | Earnings position |
| Services & Solutions sales according to previous definition | According to the previous definition, Services & Solutions sales are defined as sales that are not purely sales of goods. Examples include warranty extensions, the brokerage of mobile phone contracts, repair services, or delivery to and installation for the customer. | Earnings position |
| Operational Services & Solutions sales | Compared with total Services & Solutions sales according to the previous definition, the Operational Services & Solutions sales key figure essentially no longer includes sales with Retail Media, customer deliveries from the stores as well as commissions and fees received from the Marketplace business. The sales that are now included primarily comprise sales from extended warranties, the brokerage of mobile phone contracts, repair services and the brokerage of financing agreements. | Earnings position |
| Other Services & Solutions sales | The Other Services & Solutions sales key figure primarily comprises sales with Retail Media, customer deliveries from the stores as well as commissions and fees received from the Marketplace business. | Earnings position |
| Services & Solutions growth | Services & Solutions growth means the change in the respective Services & Solutions sales compared with the corresponding prior-year period. | Earnings position |
| Services & Solutions share | The Services & Solutions share is the share of the respective Services & Solutions sales in total sales for the period in question. | Earnings position |
| Operational Services & Solutions income | Operational Services & Solutions income corresponds to Operational Services & Solutions sales less the corresponding cost of sales. | Earnings position |
| Services & Solutions income as % of total sales | Services & Solutions income as a percentage of total sales is calculated as Operational Services & Solutions income divided by total sales for the respective period. | Earnings position |
| Space-as-a-Service income | Space-as-a-Service income is defined as the following income: - Income from the provision of space (boutiques) to external partners in our Lighthouse (flagship) formats - Income from the provision of selling space or special areas at our locations to our partners for entrance statements, experience zones or events - Income from the subletting of location space | Earnings position |
| Retail media income | Retail media income refers to income from the sale of retail media products. These are primarily Sponsored Product Ads (SPA), Sponsored Brand Ads (SBA), Consideration Reports, Action Reports, A+ Content and Instore Ads. | Earnings position |
| Private Label share | The Private Label share is the share of sales generated with private label products in the total sales of the period in question. | Earnings position |
| (Adjusted) gross margin | The (adjusted) gross margin equals (adjusted) gross profit on sales divided by (adjusted) total sales. Gross profit on sales is defined as total sales less cost of sales. Cost of sales also includes subsequent income from suppliers. The adjustment of the gross margin relates to portfolio measures, earnings effects from companies accounted for using the equity method and all non-recurring earnings effects (for a definition, see adjusted EBIT). Adjusted total sales corresponds to total sales adjusted for portfolio effects and effects from the application of IAS 29 for Türkiye. | Earnings position |
| (Adjusted) operating expenditure (OPEX) | (Adjusted) operating expenditures include selling expenses, general administrative expenses and other operating expenses. The adjustment of operating expenditures relates to portfolio measures, earnings effects from companies accounted for using the equity method and all non-recurring earnings effects (for a definition, see adjusted EBIT). | Earnings position |

| Key figure | Description | Section |
|---|--|-------------------|
| (Adjusted) OPEX ratio | The (adjusted) OPEX ratio equals the (adjusted) OPEX divided by (adjusted) total sales. Adjusted total sales corresponds to total sales adjusted for portfolio effects and effects from the application of IAS 29 for Türkiye. | Earnings position |
| EBITDA | Earnings before interest, taxes, depreciation and amortisation (EBITDA) refers to earnings before the net financial result, income taxes, depreciation and amortisation, impairment and reversals of impairment losses on intangible assets, property, plant and equipment and right-of-use assets as well as impairment and reversals of impairment losses on investments accounted for using the equity method and assets held for sale. | Segment report |
| Adjusted EBITDA | An adjustment to EBITDA for portfolio changes is made by not including earnings contributions affected by the measure in either the current period or the previous period. Earnings effects from companies accounted for using the equity method are also adjusted for. For the 2023/24 and 2024/25 reporting periods, non-recurring earnings effects, e.g. in connection with the simplification and digitalisation of central structures and processes, from legal risks in connection with changes to the legal framework and accounting effects from the application of IAS 29 for Türkiye as a hyperinflationary economy, are not included in adjusted EBITDA. | Earnings position |
| EBIT | Earnings before interest and taxes (EBIT) refers to earnings before net financial result and income taxes. | Earnings position |
| (Adjusted) EBIT margin | The (adjusted) EBIT margin equals (adjusted) EBIT divided by (adjusted) total sales. Adjusted total sales corresponds to total sales adjusted for portfolio effects and effects from the application of IAS 29 for Türkiye. | Earnings position |
| EBT | EBT means earnings before income taxes. EBIT +/- Net financial result = EBT | Earnings position |
| Tax rate | The tax rate equals tax expense divided by earnings before income taxes (EBT). | Earnings position |
| Minority share in profit or loss for the period | The minority share in profit or loss for the period is the share of the profit or loss for the period attributable to non-controlling interests (synonymous with "profit or loss for the period attributable to non-controlling interests"). | Earnings position |
| Net result | The net result is the amount remaining after deducting the shares of non-controlling interests from the profit or loss for the period (synonymous with "profit or loss for the period attributable to shareholders of CECONOMY AG"). | Earnings position |
| Earnings per share (EPS) | Earnings per share (EPS) equals the net result divided by the average number of shares issued. | Earnings position |

Key figures in the statement of financial position

| | | |
|------------------------|--|------------------------------|
| Equity | Equity is a residual value resulting from the recognition of the difference between assets and liabilities. | Financial and asset position |
| Equity ratio | The equity ratio is the ratio of equity to total assets. | Financial and asset position |
| Borrowings | Borrowings comprise current and non-current financial borrowings including lease liabilities. | Financial and asset position |
| Net liquidity/net debt | Net liquidity/net debt is calculated by netting borrowings against cash and cash equivalents and short-term financial investments. Borrowings + Cash and cash equivalents + Short-term financial investments = Net liquidity (+)/net debt (-) | Financial and asset position |
| Net working capital | The net working capital, reported in the statement of financial position as current assets required for operations, is defined as follows: Inventories + Trade receivables and similar claims + Receivables from suppliers - Trade payables and similar liabilities = Net working capital | Financial and asset position |

Key figures in the cash flow statement

| | | |
|-------------------------------------|---|------------------------------|
| Change in net working capital | As part of cash flow from operating activities, the change in the statement of financial position items included in the net working capital is shown here, primarily adjusted for currency effects and effects from the acquisition or sale of subsidiaries. | Financial and asset position |
| Income taxes paid (cash taxes) | As part of cash flow from operating activities, the actual cash inflow and outflow for income taxes in the relevant period is shown here. | Financial and asset position |
| Cash flow from operating activities | The cash flow from operating activities denotes movements of the "cash and cash equivalents" item that are attributable to operating activities. These primarily include EBITDA, adjusted for additions to and reversals of provisions, changes in net working capital and tax payments. | Financial and asset position |
| Cash investments | Cash investments refers to the absolute level of cash investment in the period in question. "Acquisition of companies", "investments in property, plant and equipment" and "other investments" from cash flow from investing activities are summarised for this purpose. | Financial and asset position |
| Cash flow from investing activities | The cash flow from investing activities denotes movements of the "cash and cash equivalents" item that are attributable to investing activities. These primarily include cash investments, inflows from divestments, changes in current and non-current financial assets and interest received. | Financial and asset position |

| Key figure | Description | Section |
|--|---|-------------------------------------|
| Dividends paid | The "dividends paid" key figure comprises the cash outflows to shareholders included in cash flow from financing activities and includes both dividends to shareholders and payments to non-controlling shareholders. | Financial and asset position |
| Cash flow from financing activities | The cash flow from financing activities denotes movements of the "cash and cash equivalents" item attributable to financing activities. These primarily include proceeds from/redemptions of borrowings, redemptions of lease liabilities, interest payments and dividend payments. | Financial and asset position |
| Free cash flow | Free cash flow comprises cash flow from operating activities less cash investments. Cash flow from operating activities - Cash investments = Free cash flow | Financial and asset position |
| Other operating key figures | | |
| Loyalty members | Number of members of customer loyalty programmes. | Earnings position |
| Number of customer contacts | The number of customer contacts is the sum of the number of store visitors measured in the brick-and-mortar business and the number of website visits measured in the online business. | To our shareholders |
| Modernisation rate | Proportion of the number of modernised stores in the "Core" store format in the total number of "Core" stores. | Earnings position |
| Stock reach | The stock reach for a given period is defined as the ratio of the average stock as of the reporting dates (month-end) in the period in question and the cumulative cost of sales for the period in question. Stock reach is stated in weeks. | Earnings position |
| Investments as per segment report | Investments as per segment report include all additions to non-current intangible assets, property, plant and equipment (e.g. land, buildings, expenditures for modernisation) and investments accounted for using the equity method. In contrast to cash investments, the present value of leases entered into (addition of right-of-use assets) is also included here. However, cash outflows for financial assets and advance payments or prepaid rent are not included. | Financial and asset position |
| Total number of stores | The total number of stores refers to the number of brick-and-mortar stores with a selling space that can be measured in square metres. | Financial and asset position |
| Number of Lighthouse stores | The number of Lighthouse stores means the number of stores operated in TechVillage or Xperion format. | Earnings position |
| Total new stores | The number of new stores opened in a period. | Financial and asset position |
| Total closures | The number of closures in a period. | Financial and asset position |
| Total selling space | Total Selling space means the total area of all stores in square metres. | Financial and asset position |
| Average selling space per store | The average selling space per store equals the total area of all stores in square metres divided by the number of stores on the given reporting date. | Financial and asset position |
| Number of employees | The number of employees by headcount refers to the total number of all employees on the specified reporting date. The number of employees on a full-time basis is the total number of all employees converted to full-time employees on the given reporting date. The average number of employees on a full-time basis is calculated as the average of the corresponding monthly reporting date values for the reporting period. | Employees |
| Female share | The figure for female share represents the proportion of female employees in the total workforce. | Remuneration report |
| Net promoter score (NPS) | The NPS measures the extent to which customers would recommend a company/brand and provides information on customer loyalty and satisfaction. The customer rates the likelihood that they would recommend the company/brand on a scale from 0 (very unlikely) to 10 (very likely). The numerical NPS value is calculated as the difference between the share of promoters (score of 9–10) and detractors (score of 0–6) and can be between –100 and +100. Unless stated otherwise, all customer contact points (e.g. stores, online shop, delivery) are included in the calculation and weighted according to the respective number of customer feedbacks (NPS total). | Remuneration report |
| Net promoter score (NPS) for repairs | The methodology for calculating NPS for repairs is the same as for total NPS, but it only measures customer satisfaction with repairs in the area of aftersales. | Remuneration report |
| Net promoter people (NPP) | NPP measures the extent to which employees would recommend a company and provides information on employee loyalty and satisfaction. The employees rate the likelihood that they would recommend the company on a scale from 0 (very unlikely) to 10 (very likely). The numerical NPP value is calculated as the difference between the share of promoters (score of 9–10) and detractors (score of 0–6) and can be between –100 and +100. | Remuneration report |
| Absolute total shareholder return (ATSR) | ATSR describes the performance of CECONOMY's ordinary shares (ISIN: DE0007257503) in a defined period, measured as a percentage change versus the starting price. | Remuneration report |
| Relative total shareholder return (RTSR) | RTSR describes the relative performance of CECONOMY's ordinary shares (ISIN: DE0007257503) compared with the performance of two indices, namely the MDAX (ISIN: DE0008467416) and the STOXX® Europe 600 Retail (ISIN: CH0102634984), in a defined period. | Remuneration report |
| Number of trade-in products | Total number of devices bought back as part of the trade-in process in the reporting period. | Separate non-financial Group report |
| Number of refurbished products | Number of refurbished products sold across all sales channels (retail, marketplaces or white-label shops) in the reporting period. Refurbished products include only refurbished products from third-party suppliers. | Separate non-financial Group report |

| Key figure | Description | Section |
|---|--|-------------------------------------|
| CO ₂ emissions, Scope 1-3 (carbon footprint) | Scope 1 to 3 describes the greenhouse gas emissions in thousand tonnes of CO ₂ (CO ₂ equivalents). Scope 1 measures direct greenhouse gas emissions (e.g. from the vehicle fleet), while Scope 2 measures indirect greenhouse gas emissions (e.g. purchase of electricity for the operation of stores). Scope 3 also includes indirect greenhouse gas emissions from the upstream and downstream value chain (e.g. procurement, utilisation phase and disposal of third-party and private label products). | Separate non-financial Group report |

Based on similar economic conditions and business activities of the operations, individual countries are aggregated to form the following reportable operating segments:

- DACH: Germany, Austria, Switzerland, Hungary
- Western/Southern Europe: Belgium, Italy, Luxembourg, the Netherlands, Spain
- Eastern Europe: Poland, Türkiye

All non-reportable operating segments, as well as business activities that do not meet the criteria for being defined as an operating segment, are grouped together under "Others". In particular, this includes the holding companies, the private label company and smaller operating companies.

[Further information on the business segments can be found in note 35 Segment reporting.](#)

Sustainability management

As the European market leader, CECONOMY is setting new standards for customer experience, the conscious discovery of technology and support for customers in their everyday lives with its "Experience Electronics" vision. The "impact experience" makes sustainability one of four cornerstones of the company's strategic advancement. The company is pursuing a comprehensive sustainability strategy with clear objectives. The increasing demands on companies to reduce greenhouse gas emissions, conserve resources and comply with legal requirements, while at the same time viewing sustainability as an integral part of corporate growth, are leading CECONOMY to set higher minimum standards in terms of business activities and ESG (environmental, social and governance) transparency. To fulfil these requirements, CECONOMY is continuously working on the implementation of its sustainability strategy. Another intention of this is to ensure that business activities are in line with the expectations of all stakeholders.

Sustainability strategy

CECONOMY is pursuing an ambitious mission with regard to ESG.

Target 1: "We want to offer a climate-conscious technology experience."

CECONOMY has set itself ambitious climate targets, validated by the Science Based Targets initiative (SBTi), to reduce its direct and indirect carbon emissions by 2033. Through continuous improvement in its energy requirements, CO₂-optimised logistics and, above all, a wider range of energy-efficient products with a corresponding increase in the demands it makes of its suppliers, CECONOMY is enabling the climate-conscious consumption of consumer electronics.

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

CECONOMY offers energy-efficient and resource-saving product alternatives and refurbished devices and appliances. Service offerings such as repairs and purchases help to conserve resources by making products attractive and usable for customers for longer or making them available for second or third use.

Target 3: "We want to assume social responsibility for our employees, suppliers and society."

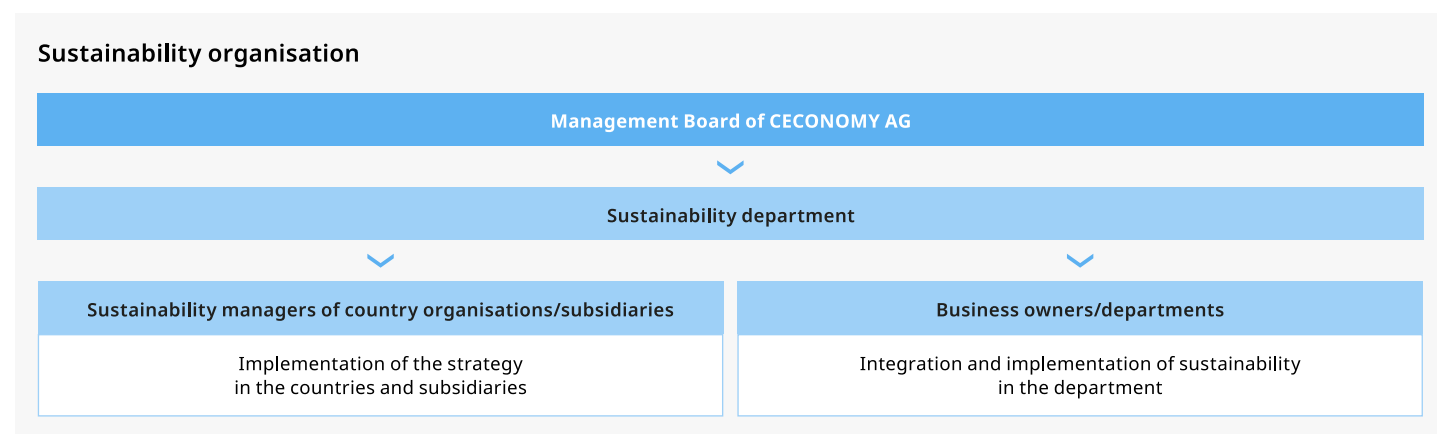
Social responsibility toward CECONOMY's employees, its partners along the supply chain and the society in which it operates form the basis for the company's business activities. This includes fairness, transparency and diversity.

The material topics that have been identified by a new double materiality assessment in accordance with the Corporate Sustainability Reporting Directive (CSRD) form the basis for the sustainability strategy and also determine the content of the separate non-financial Group report.

[The separate non-financial Group report contains information on the sustainability strategy of CECONOMY and its implementation, measures and targets. It also contains key figures. The separate non-financial Group report is also published in the business register.](#)

Sustainability management and organisation

Sustainability management is the responsibility of the Chair of the Management Board of CECONOMY AG. The Management Board is monitored by the Supervisory Board. The Vice President Sustainability reports directly to the Chair of the Management Board and is responsible for CECONOMY's sustainability issues. Their department is responsible for developing the strategy, updating the key performance indicators and tracking all targets and progress. It also has overarching responsibility for reporting this information. They are supported by the local sustainability managers in the various country organisations and subsidiaries as well as the respective points of contact from all relevant departments. The sustainability managers of the countries act as local contacts and have the task of conveying the sustainability strategy to their countries and identifying appropriate country-specific activities on this basis. As part of effective sustainability management, the Management Board ensures a high level of transparency both internally and externally, defines the company's overall strategy, strengthens the conditions for the respective sustainability initiatives in the various areas of the company and monitors their development. The Management Board and the Supervisory Board assess and update CECONOMY AG's targets and strategy of CECONOMY AG together with the Vice President Sustainability at regular meetings. In sustainability reporting, the Management Board also makes the final decision on material topics and on which key performance indicators will be reported. The Sustainability department at CECONOMY AG promotes discussion with internal and external stakeholders and advances sustainability communication. Together with the Sustainability department, the sustainability managers from the countries, the subsidiaries and the specialist departments form the sustainability organisation.



➤ Further information on sustainability management and the sustainability organisation can be found in the separate non-financial Group report, which is also published in the business register.

Employees

CECONOMY is focused on creating a consistently exceptional and appealing experience for customers across all channels. As the main contributors to the daily experience of our customers, employees play a central role in achieving this. CECONOMY is keen to continuously improve the working environment and employee satisfaction, which is why the employee experience is one of its four strategic pillars. To continuously record this important aspect and identify corresponding action that can be taken where necessary, another two anonymous Net Promoter People (NPP) surveys were conducted with the use of corresponding tools. There was a significant improvement in the results of the surveys compared with both the financial year 2023/24 and the average values for the retail sector. The provider of the NPP tool was switched to Qualtrics in the financial year 2024/25. This has made it considerably easier for managers to identify action to be taken. In addition to targeted implementation plans for each team, company-wide analyses were again performed and potential measures were derived from the results of those analyses. In particular, the results of the surveys emphasised the "leadership, culture and communication" areas of action, which were the focus of Group-wide initiatives for new communication formats as well as employee and management development programmes.

CECONOMY is keen to ensure that employees are provided with regular, high-quality information and that current events are summarised at regular intervals. In addition to the regular CEO call, the "Let's Talk Business" series of appointments with the CEO and the CFO of the company provides an up-to-date overview of business development. In order to address the concerns of employees, the "NPP Update" was introduced. This is a format that highlights the international results of the NPP employee survey and the key areas for action derived from them.

Strengthening the feedback culture is another focal point. The performance dialogue, the annual conversation between employees and their managers, has been gradually rolled out in a digital format to enable all employees to receive regular feedback and discuss their needs in terms of further development. Additional new features have been introduced in order to further improve

the quality of the process. The assessment scale has been changed, initially in Germany, to enable even more accurate evaluation. The tool-based calibration function also means that managers can review the distribution of their assessments in order to ensure a fair and comparable evaluation. An additional focus has been placed on employee self-assessment, cross-departmental calibration and the timely implementation of performance dialogues. Various tool kits and training methods have been provided for the purpose of empowering managers and employees, and AI support has been made available for formulating development goals and plans. This has helped to ensure targeted discussions with a focus on feedback and development. Thanks to these measures, the company-wide guidelines and values remain in focus as the basis for our employees' career development.

In addition to safeguarding the feedback culture, CECONOMY continues to invest in the professional and personal development of its employees through various training and development programmes that reflect their individual learning interests and needs. Among other things, the existing range of e-learning courses on the Group-wide platform has been enhanced to include courses from GoodHabitZ, the market leader for online training. Further details can be found in the section on staff development.

The design and planning of personalised services was initiated in the financial year 2024/25 as a means of further increasing the customer focus of CECONOMY's corporate culture. The aim is to expand service expertise with a view to ensuring an even more personal customer experience with maximum service quality across all channels. This initiative will be rolled out across all stores in the German-speaking countries and Spain by the end of 2025 and is set to be extended to additional countries in the coming financial year. The adjustments to processes and tasks in connection with the introduction of personalised services were accompanied by specific training for store managers in Germany. The aim is to empower managers to effectively lead change processes in their central function between the sales department and the operational level and to ensure the implementation of personalised services at the stores in the long term.

Additionally, the cross-divisional corporate influencer community was launched in July 2025. The aim of the community is to connect employees from head office and the stores, from marketing colleagues and store managers through to trainees. The members of the community work together for the company and make their expertise visible in the digital space. With targeted coaching on digital identity and a high level of interaction across all levels of the hierarchy, the initiative is making an important contribution to establishing the topic of personalised services.

The establishment of Group-wide reporting with clear KPIs (such as recording the working hours of sales employees in relation to customer frequency) is also helping to optimise personnel planning so that customer preferences and needs can be addressed even more effectively than before. The Group-wide results are reported to the Management Board on a quarterly basis. These reports will be expanded and defined in greater detail in the next financial year and measures will be identified on this basis.

➔ Further information on CECONOMY employees can be found in the separate non-financial Group report.

Recruitment of employees

Given the increasing competition for talented staff and new employees, retail-driven and technology-driven companies in particular are facing a variety of challenges. CECONOMY is tackling these challenges by actively implementing topics relevant to competition, such as digitalisation and automation, relevant aspects of demographic change and a focus on customers and service, in corresponding programmes.

"Golden Roles in Recruiting" have been introduced for all hiring managers internationally in order to strengthen fair and inclusive hiring practices. These involve applying ten practical principles in order to reduce bias, promote objective decision-making and ensure equal opportunity. In addition, mandatory anti-discrimination training has been rolled out for hiring managers in Germany and other countries including Austria, Switzerland, Hungary, Spain and Poland. This establishes clear standards and strengthens CECONOMY's position as an inclusive employer.

Furthermore, the employee referral program in Germany, which supports the recruitment of suitable candidates by employees and promotes employee loyalty to the company, is now an established institution and an important resource when it comes to attracting new talent. Additional country-specific measures for attracting new talent have also been expanded. In Switzerland, a new recruitment process for trainees has been introduced, including the submission of a short application video. This makes it easier to assess the suitability of candidates at an early stage, thereby making the initial selection process more efficient.

To ensure talent acquisition for the long term, CECONOMY continues to offer specific training programmes for retail.

TRAINING AT CECONOMY

| | 2023/24 | 2024/25 |
|--|---------|---------|
| Average total number of trainees | 2,484 | 2,331 |
| thereof in Germany | (2,078) | (2,005) |
| thereof international | (406) | (326) |
| New trainees recruited in Germany | 1,165 | 914 |
| Training rate (including apprentices and students) in Germany (in %) | 10.4 | 10.1 |

CECONOMY offers ten different training options within the Group (2023/24: 13) and employed an average of 2,331 trainees in the financial year 2024/25 (2023/24: 2,484).

A trainer qualification programme was implemented in Germany for the first time with a view to ensuring standardised trainer qualifications and securing the quality of training for the long term. A comprehensive learning library was almost entirely digitalised at the stores and the Ingolstadt campus in order to safeguard the necessary knowledge for both training and training supervision and make it easier to access. In Switzerland, an HR specialist role for basic professional training has been established. The specialist provides trainees with intensive support in the form of training courses, central training days and a welcome day. In Austria, the PowerAcademy provides a structured training program with the involvement of external trainers.

In addition to dual vocational education, CECONOMY's companies offer the opportunity to begin a dual study programme with practical components. A total of 60 students (2023/24: 87) made use of this programme in Germany in the financial year 2024/25.

Development of young talent

The Group's internal development of junior staff is a critical factor in its success. The international trainee programme – International Management Trainee (IMT) – was rolled out in the past financial year with the aim of developing young talent in a targeted manner. Junior staff are prepared for leadership roles in 18-month rotations encompassing different jobs and countries. The first cohort of trainees from Germany, Switzerland Italy, Türkiye, Hungary and the Benelux nations began the programme in 2024.

There are also successful initiatives for developing young talent at a national level. Spain launched the "First Connection" programme, which identifies high-potential employees and gives them targeted preparation them for future leadership roles at MediaMarkt. It is designed for specialists with growth potential from the stores and head office as well as for career starters. The aim is to promote talented individuals so that they can manage teams or strategic projects. The programme was already implemented at head office in the financial year 2024/25.

Development of new managers

In addition to developing young talent, the development of (new) managers is essential for CECONOMY.

The International Leadership Program (ILP) is the central initiative for preparing current and future managers for business-critical roles with strategic thinking, self-guidance and employee management skills and a focus on cross-border cooperation, ownership, a growth mindset and resilience. The third cohort began the programme in May 2024 with 27 participants from all MediaMarktSaturn countries.

The "Leadership Talks" podcast also helps to support a common leadership language and culture. The aim is to translate the leadership principles into the everyday working environment through discussions with executives on values, empowerment, team inspiration and strategic priorities.

In Germany, the "Empower" talent programme for more senior specialists and managers continued successfully, while an additional talent programme – "Rise Up" – was launched as a means of identifying and providing guidance for high-potential employees within the organisation. The "Fit to Lead" development programme for new managers at campus and store level continued and was enhanced in the 2024/25 reporting year. These programmes promote leadership and social skills, visibility within the organisation and networking between participants. Establishing this talent pool is an important prerequisite for filling new management roles and retaining talent at CECONOMY. When it comes to stores, the "Managers in Training" programme was expanded to include management modules and ensure closer support from the HR department in order to best prepare participants for their leadership role as store managers. This target group is selected through a standardised assessment centre so that all participants receive qualified feedback on their development and career opportunities.

Initiatives for managers have also been designed at the level of the individual countries. In Benelux, a programme for effective and conscious leadership focuses on self-perception, resilience, prioritisation and constructive feedback. In Switzerland and Austria, leadership dialogues and 360° feedback are being used to reinforce a common leadership culture and new managers are provided with guidance through programmes such as "Start in Leadership". In Türkiye, the "Store Manager Mentorship Program"

focuses on systematically preparing new store managers, while the "Situational Leadership" management development programme enables team leaders to adapt their leadership style to their employees, increase commitment and create a culture of mutual trust through effective communication and instruction. With the "Passion4People" initiative, Poland is focusing on people managers at the stores and head office in order to help them to strengthen their leadership values and to develop corresponding management skills.

Staff development

CECONOMY is focused on the continuous development of its employees. Helping them to obtain and expand expertise is at the heart of its people strategy. In 2024/25, initiatives to enhance skills and strengthen the corporate culture were implemented internationally. In order to reinforce the company's values, the "Let's Oscar!" culture programme was rolled out with a view to improving operational excellence and the day-to-day customer experience. Aimed at store teams, the programme involves short workshops led by internal trainers to strengthen their customer orientation, execution, teamwork and tech skills.

A topic-specific and target-group-specific training programme was developed and implemented in full in order to increase the professionalism of the B2B sales experts and business customer advisors to an even greater extent. The programme will continue in the coming year.

CECONOMY also focuses on onboarding new employees. Internationally, a number of initiatives have been rolled out. In Austria, a "Kick-Start" workshop was developed, along with the "Start in Sales" and "Welcome on Board" programmes provided during the induction phase. Specialist onboarding in Germany was optimised through the introduction of up-to-date learning content and a combination of classroom-based and online formats. Spain saw the continued development of a standardised onboarding programme for almost all stores, including standardised processes, clear role definitions and explanations of the necessary tools so that employees feel valued, motivated and integrated from their very first day. In the Benelux countries, a pre-boarding programme was introduced for all new employees, including an appealing welcome video ahead of their first day of work and information on the company's culture, values and working practices. The "M-Start" digital onboarding programme was developed in Türkiye in order to support the induction of new employees at the stores and head office.

All the countries also saw work to strengthen skills in the area of AI, with a focus on empowering and motivating employees by training them in AI prompting, for example.

Employer brand and HR marketing

Recruiting employees, especially young talent and specialists, is of key strategic importance for the entire CECONOMY Group. In Germany, the digitalisation of the recruiting process for the store organisation continued over the past year. Various additional measures, such as the publication of diversity, equity and inclusion (DEI) recruitment training and tool kits for managers, are helping to improve the applicant experience during the application process even further.

CECONOMY is strengthening its employee value proposition with its employer branding strategy, which is focused on employee enthusiasm as well as creating transparency and attractiveness through meaningful brand messages. To examine CECONOMY's current perception as an employer with the relevant target group and allow suitable measures to be identified, an international employer branding research study was conducted in the past financial year. The results clearly show that MediaMarktSaturn is a strong employer brand. The brand enjoys a high level of international awareness and is seen as modern and tech-savvy. This helps CECONOMY to attract the best talent in the retail sector, develop them and ensure that they remain with the company for the long term.

Valuable measures for increasing employer attractiveness were initiated as part of a continued joint project with the Ingolstadt Faculty of Economics (WFI), including guest talks and trade fair stands at the WFI Campus and work placements for students. This allowed CECONOMY to intensify its recruiting activities and benefit from innovative ideas and well-educated young talent. With this continued cooperation, CECONOMY is also strengthening its position as a forward-looking employer that supports innovative solutions and promotes talent.

The company made a targeted effort to increase its presence at various careers fairs in Austria and Spain in the past year with a view to strengthening its profile as an employer and addressing a wide range of target groups. This included speed-dating formats for trainees, networking events for students and job fairs for job seekers. In Italy, projects were realised with business schools in order to increase the company's visibility with the relevant talent pools and reach potential candidates.

Employee turnover rate

The average length of service at CECONOMY in the reporting period was unchanged at 8.7 years (2023/24: 8.7 years). The turnover rates differ sharply by region and are shown in the following table for comparison. The turnover rate is calculated by dividing the number of departures by the average workforce (by headcount) in the reporting period.

TURNOVER BY REGION

| in % | 2023/24 | 2024/25 |
|-------------------------|---------|---------|
| DACH | 28.1 | 25.2 |
| Western/Southern Europe | 42.3 | 41.2 |
| Eastern Europe | 51.8 | 47.7 |
| Others | 17.3 | 12.6 |
| CECONOMY | 35.5 | 33.0 |

Well-being and psychological security remained key priorities in the financial year 2024/25 as CECONOMY seeks to reduce the turnover rate further and encourage employees to remain with the company for the long term. As part of Mental Health Month in July, managers and teams were offered international training courses on resilience, mindfulness and stress management. These were supplemented by practical workshops on "Leading healthy teams" with the aim of promoting supportive and secure working environments. Employees in all countries were also provided with an extensive library of mental health resources, including e-learning, guides and tools for preventing burnout and achieving a better work-life balance. Ensuring that well-being is integrated into leadership practice and everyday working life at CECONOMY helps to ensure greater satisfaction, stronger commitment and long-term employee retention. In the Benelux countries, "MediaMarktFit" aims to ensure vitality and sustainable employability. Employees at head office and the stores have access to coaches and psychologists provided via empowr. In Austria and Switzerland, employees are supported via nilo, a mental health platform that offers confidential one-to-one advice, exercises and rapid assistance for stress, resilience and work-life balance. A daily 30-minute morning show on the employee radio station in Austria aims to provide information and strengthen employees' motivation, commitment and sense of belonging. Meanwhile, Spain launched the sMMiles programme, a health and well-being programme with benefits and measures including health and safety weeks, sporting events and other activities.

Additional initiatives aimed at promoting employee satisfaction and commitment include the expansion of employee benefits in Germany, such as the introduction of the "JobRad". Under this scheme, employees can lease bicycles at a lower price and use them for their own purposes as well as to get to work. This promotes sustainable transport and a healthy way of life. JobRad forms part of the company's overarching transport and sustainability strategy, which seeks to encourage people to switch to more environmentally friendly forms of transport.

Diversity management

CECONOMY is committed to diversity and inclusion. It creates an inclusive culture that strengthens diversity, where individual perspectives are considered, empowered and valued, and where all employees can realise their potential and their strengths to the fullest extent.

CECONOMY's international initiatives – such as the "Women in Retail" community, which promotes the professional development of women around the world and is now represented in all of the countries in which the company operates – are supplemented and effectively supported by targeted country-specific projects and measures: Germany works in close cooperation with "Women in Retail" and uses formats such as the German-language "Female Power Hour" to empower women and address various topics relating to professional development, networking and visibility. In the Benelux countries, the Women Inclusion Network (WIN) initiative supports women on their path to management through mentoring, training, networking events and cohort programmes. There are various programmes for supporting women in Italy, while women in Poland (PowertoLead) and Türkiye (My Transformation Journey) work with mentors who assist them with their career development. In Spain, a team of ambassadors engages in regular activities to increase awareness, integration and equal opportunity. The "What do you bring to the table?" event format was established in Austria to promote the visibility and binding nature of DEI. In Hungary, a rehabilitation mentoring programme works to ensure the inclusion of people with disabilities. "Allyship sessions" in Germany serve to strengthen awareness of an active culture of equal opportunity and translate this into day-to-day working life. Employee resource groups (ERGs) are an important tool and make an active contribution to promoting diversity, inclusion and a strong sense of belonging within the company. A "Pride Community" has been established at the Ingolstadt community. The grassroots initiative serves as a platform for LGBTQIA+ employees and increases their visibility and participation in the company.

With this combination of overarching international programmes like Mentoring Month, International Women's Day and Mental Health Month, mandatory training courses and country-specific initiatives, CECONOMY is ensuring that diversity, equity and inclusion are firmly enshrined within its corporate culture.

EXCERPT FROM DIVERSITY KEY FIGURES FOR THE FINANCIAL YEAR 2024/25

| | 30/09/2024 | 30/09/2025 |
|---|------------|------------|
| Average age of workforce (years) | 37.8 | 37.8 |
| Employees aged 50 or over as a proportion of the total workforce in Germany (in %) | 24.0 | 24.4 |
| Employees aged 50 or over as a proportion of the total workforce internationally (in %) | 11.7 | 12.4 |
| Employees with a recognised severe disability or equivalent in Germany | 517 | 538 |
| Employees with a recognised severe disability or equivalent internationally | 496 | 519 |

To successfully support its growth strategy, CECONOMY relies on international cooperation, among other things. Employees from a total of 134 nations work together at CECONOMY.

In November 2017, CECONOMY AG signed the "Diversity Charter". This charter is implemented within the organisation with the aim of creating a working environment that is free of prejudice. All employees should feel valued. This is how CECONOMY creates a climate of acceptance and mutual trust.

Development of employee numbers

In the reporting period, CECONOMY employed an average of 41,054 (2023/24: 41,518) full-time employees. Most of the employees were employed outside the German domestic market. Around 46 per cent of employees worked in the DACH region, while 41 per cent of employees worked full-time in Germany.

Development of personnel expenses

Personnel expenses amounted to €2.2 billion in the financial year 2024/25 (2023/24: €2.1 billion). Of this figure, €1.7 billion (2023/24: €1.7 billion) was attributable to wages and salaries. The rest was attributable to social security expenses, expenses for post-employment benefit plans and related employee benefits.

CECONOMY promotes the development of private pension schemes for employees, which also include voluntary benefits from CECONOMY. In the reporting period, 5,262 employees in Germany took advantage of this offer (2023/24: 5,650 employees). This corresponds to a rate of 26.6 per cent (2023/24: 27.6 per cent).

[Further information on personnel expenses can be found in note 16 Personnel expenses.](#)

DEVELOPMENT OF EMPLOYEE NUMBERS BY COUNTRY AND SEGMENT AS OF THE REPORTING DATE 30 SEPTEMBER

| | Full-time equivalents ¹ | | By headcount | |
|--------------------------------|------------------------------------|---------------|---------------|---------------|
| | 2024 | 2025 | 2024 | 2025 |
| Germany | 14,862 | 14,604 | 17,335 | 17,377 |
| Austria | 2,025 | 1,969 | 2,447 | 2,405 |
| Switzerland | 664 | 722 | 828 | 939 |
| Hungary | 1,359 | 1,350 | 1,392 | 1,381 |
| DACH | 18,909 | 18,644 | 22,002 | 22,102 |
| Belgium | 1,089 | 1,057 | 1,209 | 1,167 |
| Italy | 4,049 | 4,132 | 4,850 | 5,005 |
| Luxembourg | 70 | 69 | 73 | 74 |
| Netherlands | 2,420 | 2,221 | 3,780 | 3,416 |
| Spain | 5,278 | 5,420 | 6,377 | 6,640 |
| Western/Southern Europe | 12,905 | 12,899 | 16,289 | 16,302 |
| Poland | 2,726 | 2,437 | 2,817 | 2,598 |
| Türkiye | 3,799 | 4,038 | 3,800 | 4,042 |
| Eastern Europe | 6,526 | 6,475 | 6,617 | 6,640 |
| Others | 2,650 | 2,664 | 2,832 | 2,844 |
| CECONOMY | 40,990 | 40,682 | 47,740 | 47,888 |

¹ Rounding differences may occur

Features of the internal control system

CECONOMY's internal control system is based on the internationally recognised "Internal Control – Integrated Framework" of the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The main features of CECONOMY's internal control system comprise the control environment, including roles and responsibilities, risk assessment, control activities, information and communication, and monitoring activities.

Overall responsibility for the implementation of an appropriate and effective internal control system lies with the Management Board of CECONOMY AG. The Audit Committee of the Supervisory Board of CECONOMY AG monitors the effectiveness of the internal control system. The Corporate Risk Management & Internal Controls department defines and continuously updates Group-wide minimum standards for the design of the internal control system. A Group-wide policy describes the objectives, structure and processes of the internal control system as well as the underlying role strategy and standardised documentation requirements for CECONOMY AG and its subsidiaries.

In addition to the objective of proper and reliable accounting and financial reporting, CECONOMY's internal control system includes ensuring effective and efficient business activities and compliance with legal requirements and internal guidelines. As well as accounting-related processes, other key financial processes such as controlling, treasury, taxes and human resources are taken into account. The internal control system also covers the entire value chain, from procurement to logistics and the sale of goods via various channels, including the use and provision of promotional marketing activities. Significant risks in the selection and (re)construction of store locations and the activities of the legal department are also considered. The safeguarding of governance processes in risk management and compliance management and sustainability-related aspects additionally form part of the internal control system. The internal control system is structured identically across all processes. (Unaudited disclosures not included in the management report)

Centralised and decentralised risk assessments are used to identify significant risks to the achievement of objectives. The necessary preventative, monitoring and detective controls are defined and documented according to standardised requirements.

In order to determine and continuously improve the effectiveness of the internal control system, the main Group companies are obliged to evaluate the appropriateness and functionality of the controls at the end of each financial year (self-assessment). A standardised Group-wide methodology is specified for this purpose. Measures must be defined to rectify any control weaknesses.

The self-assessments must be reported in a standardised reporting format. The companies' individual reports are validated centrally and combined into an overall report on CECONOMY's internal control system. The results of the self-assessments are reported to the Governance, Risk and Compliance (GRC) Committee, the Management Board and the Supervisory Board.

In addition to the self-assessment of effectiveness, the appropriateness and functionality of CECONOMY's internal control system is subject to risk-orientated audits by Internal Audit. The high degree of maturity of these audits was confirmed by an external quality assessment in 2024. This independent monitoring process is intended to guarantee that potential control weaknesses are detected and rectified. It assists in the continuous optimisation of the system.

Based on the aggregated results of the self-assessments and the findings of the reviews by Internal Audit, the Management Board is not aware of any circumstances that cast doubt on the appropriateness and effectiveness of the internal control system as a whole. In principle, however, it should be noted that an internal control system, regardless of its design and effective assessment, does not provide absolute certainty that it will always achieve its objectives. (Unaudited disclosures not included in the management report)

Accounting-related internal control system

The internal control system for financial reporting is designed to identify, assess, manage and monitor risks that could have a material impact on the company's financial reporting and accounting processes by means of principles, procedures and measures. The material accounting-related processes are described in more detail below. These are embedded in CECONOMY's internal control system.

All processes for preparing the consolidated financial statements, the combined management report and the annual financial statements of CECONOMY AG, as well as the upstream and downstream accounting processes that comprise CECONOMY's internal control system, are safeguarded by numerous organisational measures and control activities, taking into account materiality aspects. These particularly include authorisation and access rules for IT systems, risk-orientated separation of functions, ongoing content controls (including double-checking by a second person), and analyses and system-supported plausibility checks of the correct entry and processing of relevant data.

The specification of a Group-wide IFRS accounting policy, which is mandatory for all companies included in the consolidated financial statements, ensures standardised accounting in accordance with the International Financial Reporting Standards (IFRS) for CECONOMY. In addition, there are mandatory HGB-specific regulations that apply to CECONOMY AG and other CECONOMY companies that prepare their accounts in accordance with the German Commercial Code (HGB). The management of each significant Group company is required to confirm in a letter of representation at each reporting date that the IFRS accounting guidelines have been complied with. Changes to the IFRS are continuously incorporated into the guidelines and communicated to all companies included in the consolidated financial statements.

Central process instructions and deadlines for global milestones are specified and communicated for every reporting instance. CECONOMY's Corporate Accounting department monitors compliance with the global financial reporting calendar. The local schedule for specific financial statement procedures and controlling the necessary milestones and activities in connection with the local preparation of financial statements are the responsibility of the management of the respective individual company.

Companies included in accordance with IFRS for consolidation purposes generally prepare financial statements locally in SAP-based accounting systems. The consolidation of local accounting-related business data is performed by a central consolidation system (CCH Tagetik) in which all consolidated CECONOMY Group companies are integrated. This system uses a standardised chart of accounts that is applied by all the companies involved, taking into account the IFRS accounting policies.

After the local data has been transferred to the consolidation system, automated plausibility checks are carried out in the context of accounting-specific correlations and dependencies. If the system generates error or alert messages in connection with these validations, they must be processed accordingly by the person responsible for financial statements before the data are forwarded to the consolidation department. In addition, all material Group companies in the consolidation system have to comment on notable deviations against the prior period for the material items of the statement of financial position and the income statement.

The reporting and validation of local data is followed by the process of preparing the consolidated financial statements, for which key milestones, controls and deadlines have also been defined. Support activities in the process of preparing the consolidated financial statements are carried out by external service companies. These services relate primarily to the measurement of pension obligations, valuation reports for the valuation of investments or share-based remuneration. The consolidation steps to be performed to prepare the consolidated financial statements are subjected to various automated and manual controls.

In order to guarantee information technology (IT) security, access rules are defined in the accounting-related IT systems. Every company included in the consolidated financial statement is subject to the rules of IT security, which are summarised in a corresponding policy. The organisation thus ensures that system users have access only to the information and systems they need to perform their tasks.

Compliance management system

Unaudited disclosures not included in the management report:

For CECONOMY, integrity, transparency and responsibility are the foundations of sustainable, forward-looking corporate governance. Compliance with statutory, regulatory and internal requirements is a matter of principle for CECONOMY. This is promoted through a consistently value-orientated leadership culture as well as the tone from the top set by the company's management. CECONOMY emphasises this aspiration with a clear zero-tolerance strategy in respect of compliance violations.

The Group-wide compliance management system (CMS) aims to identify legal and ethical risks at an early stage, manage them preventively and ensure a sustainable compliance culture. It is based on the Code of Conduct, which is supplemented by Group-wide and country-specific guidelines on topics such as prevention of corruption, competition law, data protection and money laundering. Employees are given the Code of Conduct when they join the company and are obliged to acknowledge it in writing. All training, including e-learning and classroom-based training, is systematically documented and accompanied by centralised and decentralised initiatives to raise awareness.

A Group-wide whistleblowing system allows employees and third parties to report potential violations confidentially and – if desired – anonymously. Organisational measures are in place to ensure that whistleblowers are protected against any reprisals.

Every reported incident is systematically examined and properly investigated, including consistent sanctions where applicable. The effectiveness of the system is regularly evaluated and enhanced.

Responsibility for compliance lies with the Management Board in conjunction with the management teams of the country organisations. Operational implementation takes place under the leadership of the Chief Assurance Officers with support from the Chief Compliance Officer and the latter's Group-wide Compliance teams and local compliance officers.

The Compliance Committee monitors serious compliance incidents.

The effectiveness of the CMS is validated and enhanced by way of regular risk analyses, internal audits and close cooperation between the Governance, Risk and Compliance (GRC) functions. The Chief Assurance Officer and the Chief Compliance Officer report to the Management Board and the Audit Committee of CECONOMY AG and discuss the relevant issues at least once a quarter.

With this structured approach, CECONOMY ensures not only that legal and ethical requirements are fulfilled, but also that values such as integrity are actively practised and developed within the company.

ECONOMIC REPORT

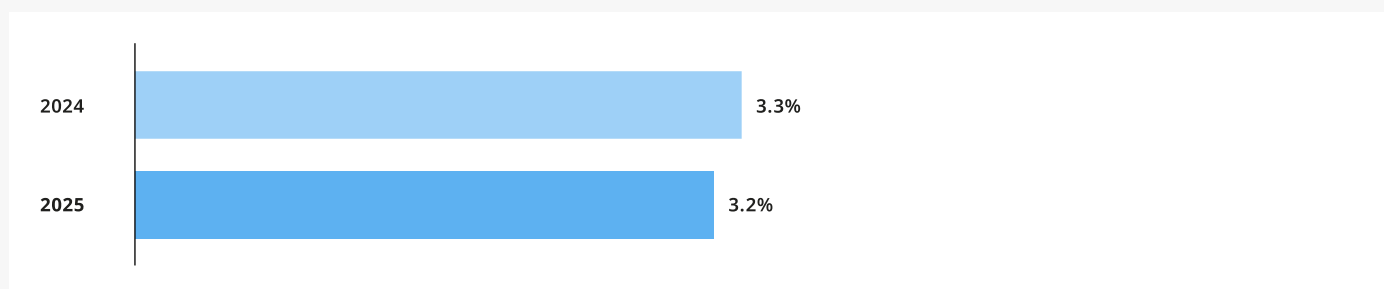
Macroeconomic and sector-specific conditions¹

The following remarks on the macroeconomic and sector-specific conditions comprise descriptions relevant for CECONOMY's activities in the financial year 2024/25.

Global perspective

Although the global economy appears to be resilient in the 2025 calendar year, it continues to be clearly hampered by uncertainty concerning trade. Goods flows were brought forward ahead of higher US tariffs taking effect. The trade in goods and production subsequently returned to normal and momentum slowed considerably. US tariff policy remains a major source of uncertainty. Although the situation did ease briefly, new tariffs and stricter policies have been imposed since the middle of the year, with China being hit particularly hard. This has increased the risks to company sentiment and supply chains due to delays and higher logistics costs, for example. Above and beyond these trade issues, geopolitical tension also means a heightened risk of disruption and price shocks. International institutions are expressly citing this as a significant global risk and noting the possibility of downstream impacts on transport routes as well as the energy and commodity markets.

Development of global gross domestic product



Source: Own calculations based on S&P Global Market Intelligence, IMF World Economic Outlook October 2025
Previous year's figures may differ from the annual report 2023/24, as final figures were not yet available when it was completed.

Economy in Europe

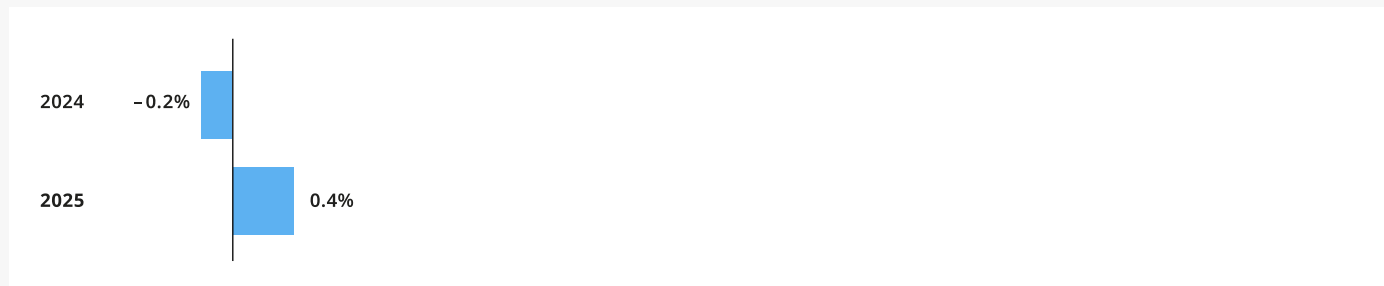
The economic situation in the eurozone remains muted in 2025. Following a good start, growth slowed as the year progressed. Industry found things difficult once the orders placed in anticipation of planned tariffs expired, with international trade risks giving rise to uncertainty. At the same time, domestic demand was supported by rising real incomes, stable employment markets and a slight improvement in financing conditions, although consumers are continuing to show restraint in the face of the higher cost of living. In some cases, investors benefited from European programmes and the turnaround in energy policy, but this was offset by weaker external demand and geopolitical tensions. This is increasing the risk of supply chain disruption and may lead to higher transport and hedging costs. All in all, the recovery is fragile. Eurozone growth continues to take place in an environment in which geopolitical uncertainty and cautious consumer behaviour are the dominant issues affecting trade.

¹ The figures on GDP performance stated in this section relate to the 2025 and 2026 calendar years. Accordingly, the 2026 values are forecasts. In contrast, the qualitative statements in the text refer to the reporting period, unless otherwise stated. Up-to-date publications by S&P Global Market Intelligence and authoritative official sources have been used as sources for the information in this text.

DACH

Growth in gross domestic product (GDP) of 0.4 per cent is expected for the DACH segment in the 2025 calendar year.

Development of gross domestic product in the DACH segment



Source: Own calculations based on S&P Global Market Intelligence
Previous year's figures may differ from the annual report 2023/24, as final figures were not yet available when it was completed.

The economic situation in Germany in 2025 is characterised by only moderate GDP growth. Inflation in previous years is having consequences with regard to consumer spending and investment. Although prices are gradually normalising, households and companies remain cautious. Foreign trade is suffering from weaker demand and sustained trade uncertainty. Industry is seeing a cautious stabilisation, while private consumer spending is recovering slowly. Government investment remains weak and unemployment is slightly higher than in the previous year. The situation is expected to improve in 2026, thanks partly to the German federal government's special fund for infrastructure, digital transformation and climate neutrality.

The Austrian economy in 2025 is characterised by weak GDP growth due to low exports and restrained investment activity in particular. Although inflation has continued to decline, private consumption remains muted as financing costs and uncertainty weigh on household spending. The unemployment rate is rising slightly, while government debt remains at a high level. Although price pressure has eased, the economic environment remains strained due to the sluggish nature of the recovery and limited economic momentum.

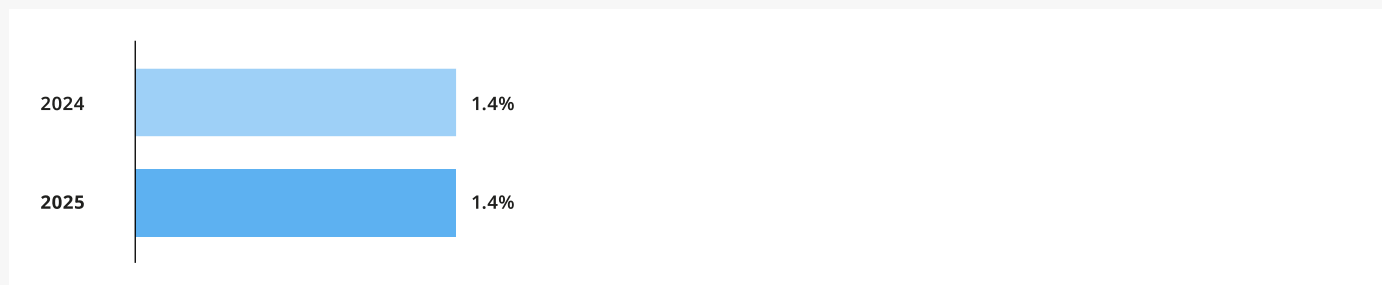
While the Swiss economy is seeing moderate GDP growth in 2025, restrained investment activity and weaker foreign demand means that the upward trend remains limited. Prices have clearly settled down compared with previous years, but households are still acting cautiously and private consumer spending is proving slow to gain ground. Unemployment remained low overall, with moderate shifts in the employment market doing little to change this. Although the available fiscal scope is solid, it is limited by the need to prioritise investments in infrastructure and transformation. All in all, the picture is one of a stable but slow recovery that continues to depend on reliable external impetus and planning certainty.

The Hungarian economy in 2025 is characterised by weak GDP growth. This is being driven mainly by exports, whereas investment activity is restrained. Although well below the peaks recorded in previous years, inflation is higher than in 2024, meaning that purchasing power is returning only gradually and private consumer spending remains muted. The unemployment rate is rising slightly, while the available fiscal policy scope is restricted by the sustained high level of government debt. Although price pressure is easing, the economic environment remains strained due to the sluggish nature of the recovery and the impact of external uncertainties on economic development.

Western/Southern Europe

GDP growth of 1.4 per cent is forecast for the Western/Southern Europe region in the 2025 calendar year.

Development of gross domestic product in the Western/Southern Europe segment



Source: Own calculations based on S&P Global Market Intelligence
Previous year's figures may differ from the annual report 2023/24, as final figures were not yet available when it was completed.

GDP growth in Belgium in 2025 is low and down slightly on the previous year. Economic momentum is being curbed by limited external demand and muted investment activity, while private consumer spending is rising only slowly. Although inflation is down significantly from its peak during the crisis years, it is continuing to adversely affect purchasing power and planning. Fiscal scope remains limited due to the high level of government debt and the strained budget situation. Political fragmentation is also making it harder for companies to make reliable plans. All in all, the picture is one of low growth and a fragile recovery that depends to a large extent on stable external markets and reliable conditions.

The Netherlands is seeing subdued growth in 2025, at a lower level overall than in the previous year. There is a lack of clear external impetus for the economy and companies are being cautious where capital expenditure is concerned. Domestic demand is growing only gradually. Although inflation has declined considerably since the crisis years, it remains noticeable in everyday life and is having an adverse effect on purchasing power and the propensity to invest. Households are being selective when it comes to planning larger purchases, while companies are prioritising projects that promise clear efficiency gains. Fiscal scope is limited by higher deficits and continuously rising structural and transformation costs in particular, rather than excessive debt.

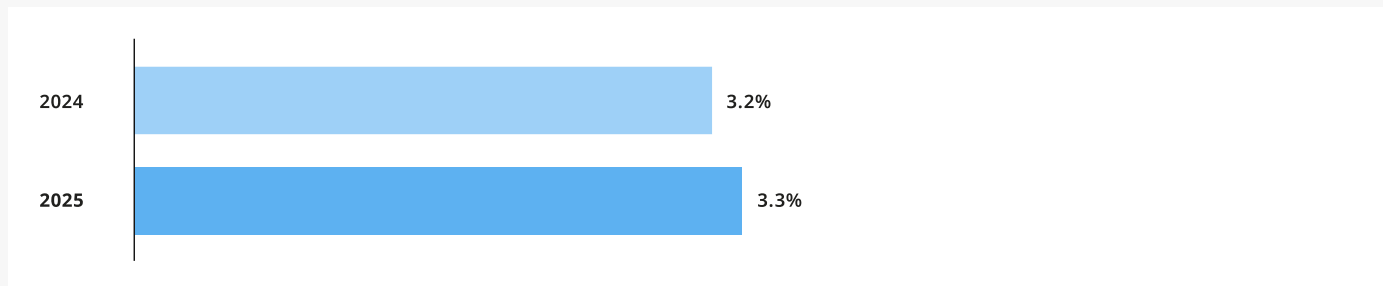
Italy is seeing a modest upturn in GDP in 2025 at the same level as in 2024. Companies are investing cautiously and domestic demand is stabilising, although growth is proving to be only gradual. Although well below the peaks recorded in the previous years, inflation is higher than in 2024 and is adversely affecting both purchasing power and the propensity to invest. Households are being cautious when it comes to planning larger purchases, while companies are focusing on projects that promise clear efficiency gains. The available fiscal scope is restricted by the high level of government debt, while additional impetus is limited.

The Spanish economy is enjoying strong growth in 2025 compared with the rest of the EU, although the growth rate is slower than in 2024. Private consumption and investment remain the key pillars. Inflation has largely returned to normal following the crisis years, but it remains noticeable and is adversely affecting both purchasing power and the propensity to invest. Exports are making a positive contribution on the whole, although the degree of momentum varies from sector to sector. The national budget is under pressure due to the sustained high level of government debt, which is limiting the additional fiscal scope. All in all, the picture is one of a stable but slow upward trend that remains dependent on reliable conditions and continued EU support.

Eastern Europe

The Eastern Europe region is expected to see GDP growth of 3.3 per cent in the 2025 calendar year.

Development of gross domestic product in the Eastern Europe segment



Source: Own calculations based on S&P Global Market Intelligence
Previous year's figures may differ from the annual report 2023/24, as final figures were not yet available when it was completed.

The Turkish economy is continuing to enjoy strong growth in 2025, albeit at a slower pace than in 2024. Activity is being driven by private consumption and exports, whereas companies are being selective when it comes to investments. Although lower than the extreme levels seen in previous years, inflation remains very high and is adversely affecting purchasing power and planning certainty. Fiscally speaking, the budget is under pressure due to high expenditure and support measures, but the debt ratio is moderate by international standards. All in all, the economy is seeing a fragile recovery that depends to a large extent on stable financial markets and reliable external conditions.

Poland is seeing considerably stronger GDP growth in 2025 than in 2024. This expansion is being driven by strong private demand and stimulation through government spending. Capital expenditure is on the rise again, although it remains lower than previously and projects are being prioritised selectively. Exports are providing support and helping to stabilise overall demand in the face of changeable external markets. Inflation remains tangible but has normalised considerably since its peak and is now curbing purchasing power only to a limited extent, meaning that planning certainty is gradually improving. While the budget remains under pressure due to the high level of expenditure, the debt ratio is moderate and rising only slightly. As such, the fiscal policy conditions remain fundamentally manageable.

DEVELOPMENT OF GROSS DOMESTIC PRODUCT

| Changes compared with previous year (in %) | 2024 ¹ | 2025 ² |
|--|-------------------|-------------------|
| World | 3.3 | 3.2 |
| DACH ³ | -0.2 | 0.4 |
| Western/Southern Europe ⁴ | 1.4 | 1.4 |
| Eastern Europe ⁵ | 3.2 | 3.3 |

Source: Feri

¹ The previous year's figures may differ from the 2023/24 annual report, as final figures were not yet available when it was completed.

² Forecast

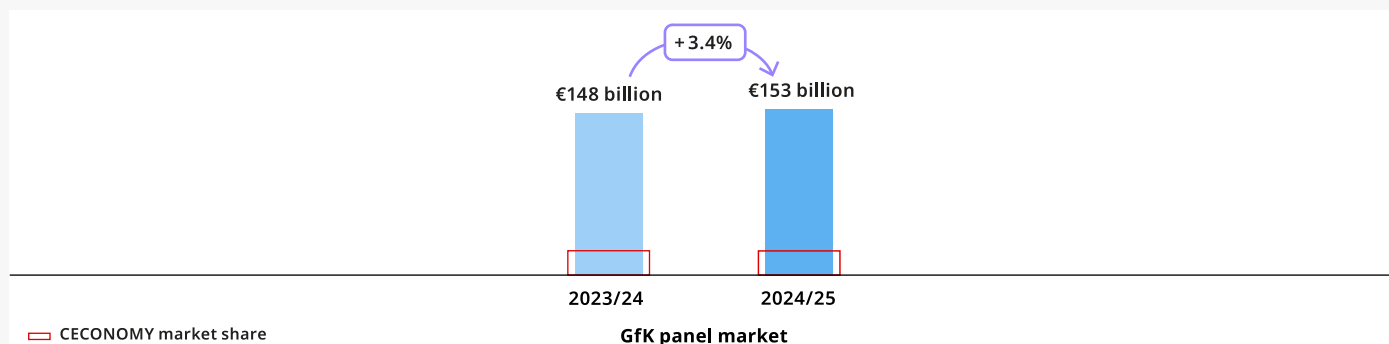
³ In-house calculation for Germany, Austria, Switzerland and Hungary based on S&P Global Market Intelligence

⁴ In-house calculation for Western Europe excluding Germany, Austria and Switzerland based on S&P Global Market Intelligence

⁵ In-house calculation for Eastern Europe excluding Hungary and including Türkiye based on S&P Global Market Intelligence

Sector development in the consumer electronics retail market

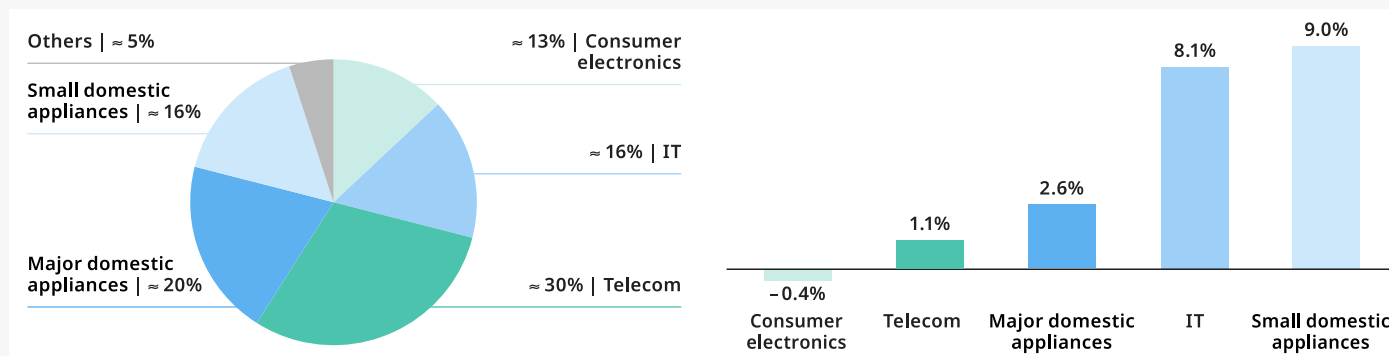
Development of the consumer electronics market and CECONOMY market share



Source: Own calculations based on POS Panel GfK – An NIQ Company
 The GfK panel market includes telecommunications, large and small household appliances, IT/office equipment and consumer electronics/photography.
 Entertainment and services are not included in the GfK panel market.

Following a slight upturn in the previous year, the European consumer electronics market is enjoying substantial growth in 2025 on the back of dynamic performance in Türkiye. The share of online business has increased slightly at a high level. The main growth areas were small household appliances and IT, while sales of large household appliances and telecoms saw a slightly positive development.

Product composition of the consumer electronics market in 2024/25 and year-on-year growth

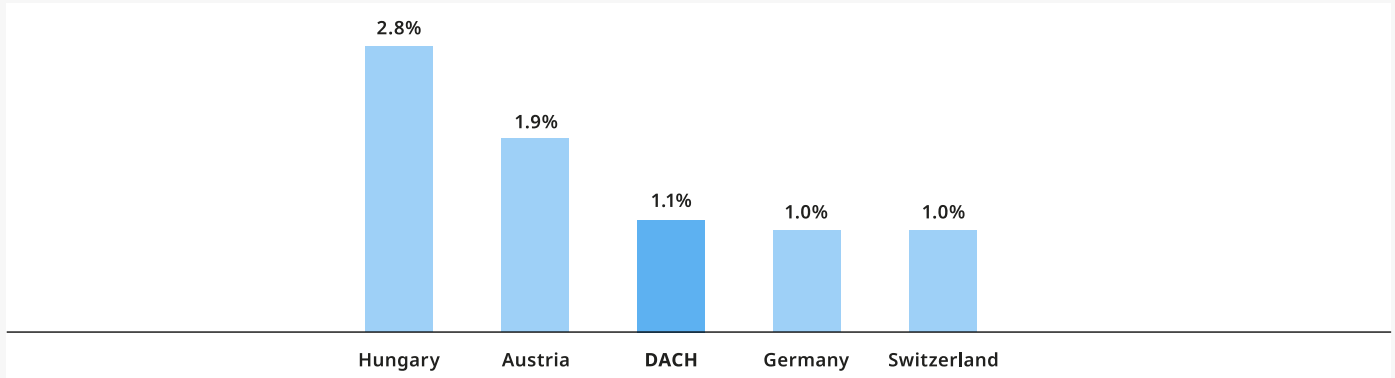


Source: Own calculations based on POS Panel GfK – An NIQ Company
 IT includes IT hardware and accessories; consumer electronics includes TV and audio. Entertainment and services are not included in the GfK panel market.

DACH

Sales in the German, Austrian and Swiss consumer electronics retail sector were slightly positive in the financial year 2024/25. Meanwhile, the sector continued its positive growth trajectory in Hungary with slightly greater momentum.

Development of the consumer electronics market in the DACH segment in 2024/25 in a year-on-year comparison

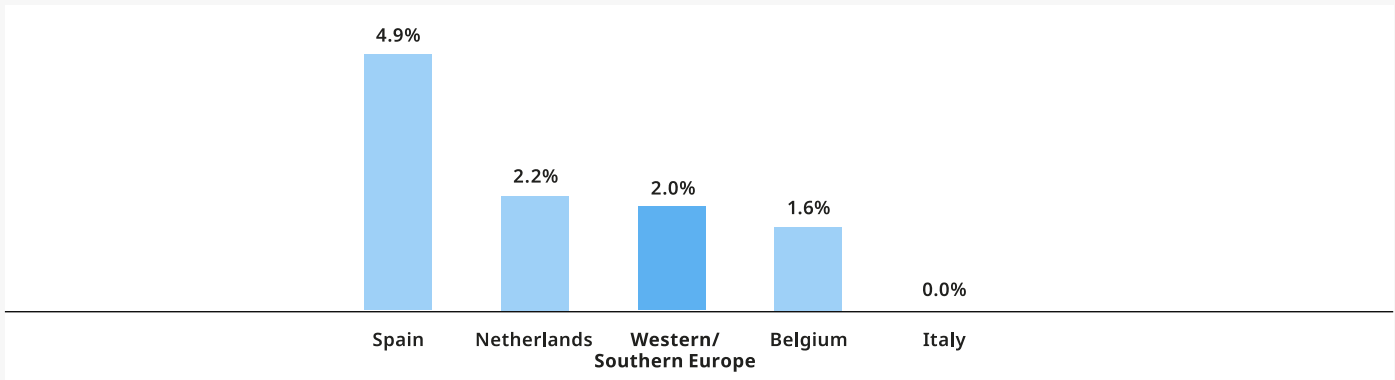


Source: MMS Group Market Overview September 2025; POS Panel GfK – An NIQ company

Western/Southern Europe

Following a downturn in the previous year, the Italian market for consumer electronics saw stable sales development. The Dutch and Belgian markets grew slightly, while Spain enjoyed more dynamic growth in the financial year 2024/25.

Development of the consumer electronics market in the Western/Southern Europe segment in 2024/25 in a year-on-year comparison

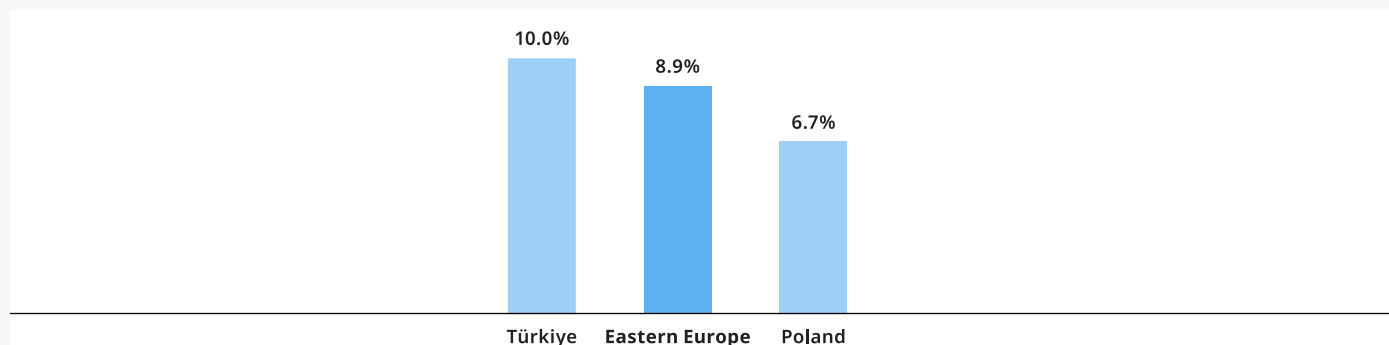


Source: MMS Group Market Overview September 2025; POS Panel GfK – An NIQ company

Eastern Europe

Consumer electronics retailers in Türkiye recorded significant growth in the financial year 2024/25. As previously, this trend was driven by very high inflation. Poland enjoyed similarly positive development.

Development of the consumer electronics market in the Eastern Europe segment in 2024/25 in a year-on-year comparison



Source: MMS Group Market Overview September 2025; POS Panel GfK – An NIQ company

Earnings, financial and asset position

Comparison of outlook with actual business developments

CECONOMY forecast a moderate increase in currency-adjusted total sales for the financial year 2024/25. All segments were expected to contribute to this development. CECONOMY also expected a clear improvement in adjusted EBIT. The DACH and Western/Southern Europe segments were expected to contribute to this result. A downward trend was forecast in the Eastern Europe segment because of the persistently challenging conditions in the sector.

In an ad hoc disclosure on 16 July 2025, the Management Board of CECONOMY AG specified its adjusted EBIT forecast at around €375 million. As previously, the DACH and Western/Southern Europe segments were expected to contribute to this increase.

The outlook was adjusted for portfolio changes and did not take into account the earnings effects from companies accounted for using the equity method (Fnac Darty S.A. and Power Retail Sweden AB). Accounting effects from the application of IAS 29 for Türkiye as a hyperinflationary economy were also not taken into consideration. Furthermore, it did not include non-recurring effects, for example in connection with the simplification and digitalisation of central structures and processes as well as changes to the legal framework.

Sales

CECONOMY forecast a moderate year-on-year increase in currency-adjusted total sales for the financial year 2024/25 (2023/24: €22.4 billion), with all segments contributing to this development.

With an increase in total sales adjusted for currency effects and portfolio changes of 5.7 per cent, the target was achieved in full at the level of CECONOMY. All segments recorded growth rates in line with expectations.

Earnings

CECONOMY forecast adjusted EBIT of around €375 million for the financial year 2024/25. The DACH and Western/Southern Europe segments in particular were expected to contribute to this result.

With adjusted EBIT of €378 million, CECONOMY also achieved its earnings forecast in full. As expected, this earnings growth was driven mainly by the DACH and Western/Southern Europe segments.

Earnings position

Sales development in the Group

Financial year

| | Sales | | Change (%) | Currency effects (%) | Sales adjusted for currency effects and portfolio changes (%) | Like-for-like sales (local currency, %) |
|-------------------------|---------------|---------------|------------|----------------------|---|---|
| € million | 2023/24 | 2024/25 | 2024/25 | 2024/25 | 2024/25 | 2024/25 |
| Total | 22,442 | 23,072 | 2.8 | -2.0 | 5.7 | 5.0 |
| DACH | 11,868 | 11,983 | 1.0 | 0.0 | 1.0 | 0.7 |
| Western/Southern Europe | 7,243 | 7,534 | 4.0 | 0.0 | 4.0 | 3.3 |
| Eastern Europe | 3,313 | 3,537 | 6.7 | -16.9 | 30.4 | 28.1 |
| Others | 18 | 19 | 4.9 | -0.1 | 5.0 | - |

Quarter¹

| | Sales | | Change (%) | Currency effects (%) | Sales adjusted for currency effects and portfolio changes (%) | Like-for-like sales (local currency, %) |
|-------------------------|--------------|--------------|------------|----------------------|---|---|
| € million | Q4 2023/24 | Q4 2024/25 | Q4 2024/25 | Q4 2024/25 | Q4 2024/25 | Q4 2024/25 |
| Total | 5,206 | 5,453 | 4.8 | -3.4 | 7.0 | 6.9 |
| DACH | 2,661 | 2,699 | 1.4 | 0.1 | 1.3 | 1.5 |
| Western/Southern Europe | 1,765 | 1,834 | 3.9 | 0.0 | 3.9 | 3.7 |
| Eastern Europe | 776 | 921 | 18.8 | -25.4 | 36.3 | 36.3 |
| Others | 5 | 0 | -104.5 | 0.0 | -104.5 | - |

¹ In contrast to the figures for the financial year, the quarterly figures and their explanation comprise unaudited information.

Group sales again show significant growth on a currency- and portfolio-adjusted basis

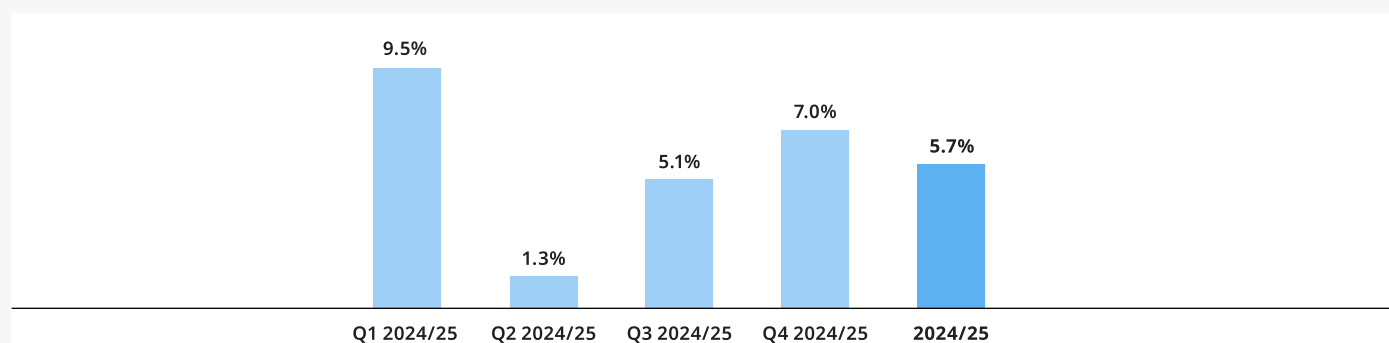
- In the financial year 2024/25, the outlook-relevant growth in Group sales, adjusted for currency effects and portfolio changes, was 5.7 per cent.
- In Group currency, total sales of CECONOMY increased by 2.8 per cent to €23.1 million. This includes effects from the application of IAS 29 (hyperinflation in Türkiye) in the amount of €-86 million.
- On a like-for-like basis, Group sales were 5.0 per cent higher than in the previous year.
- Both online sales and sales from Operational Services & Solutions developed very favourably once again in the financial year 2024/25, making a significant contribution to sales growth.
- The development of total sales was also influenced by 47 new openings and additions in the financial year 2024/25 compared with 36 new openings in the previous year. The closure of ten stores in the financial year 2024/25 and four closures in the previous financial year had an opposing effect.

The reconciliation of total sales to like-for-like sales in a year-on-year comparison is shown below:

| | 2023/24 as reported | 2023/24 before IAS 29 | 2023/24 adjusted for currency effects and portfolio changes | 2024/25 as reported | 2024/25 before IAS 29 |
|--|---------------------|-----------------------|---|---------------------|-----------------------|
| € million | | | | | |
| Total sales | 22,442 | 22,318 | 21,901 | 23,072 | 23,158 |
| Less sales that were not part of the like-for-like panel | - | - | 440 | - | 634 |
| Like-for-like sales | - | - | 21,461 | - | 22,523 |

CECONOMY again achieved a year-on-year increase in sales adjusted for currency effects and portfolio changes in each quarter of the financial year 2024/25. The Western/Southern Europe and Eastern Europe segments dominated in all quarters, while the DACH segment showed weaker performance. The development of the individual segments is described in more detail below.

Total sales growth adjusted for currency effects and portfolio changes by quarter in 2024/25¹



¹ In contrast to the figures for the financial year, the quarterly figures and their explanations comprise unaudited information.

Explanation of sales in the DACH segment

The DACH segment recorded sales of €12.0 billion in the **financial year 2024/25**, up 1.0 per cent on the previous year. Adjusted for currency effects and portfolio changes, segment sales also rose by 1.0 per cent.

All the countries in the segment recorded sales growth. In particular, online sales saw double-digit growth rates in all countries. Brick-and-mortar sales in Germany and Austria were down on the previous year, while Switzerland and Hungary saw as well growth in this area. In Switzerland, the addition of the former melectronics stores had a clearly positive impact on sales growth.

In the **fourth quarter of 2024/25**, sales in the DACH segment increased by 1.4 per cent to €2.7 billion. Adjusted for currency effects and portfolio changes, sales were 1.3 per cent higher than in the previous year. Germany, Switzerland and Hungary contributed to this growth, while sales in Austria were down on the previous year.

Explanation of sales in the Western/Southern Europe segment

Sales in the Western/Southern Europe segment rose by 4.0 per cent to €7.5 billion in the **financial year 2024/25**. Adjusted for currency effects and portfolio changes, sales were also 4.0 per cent higher than in the previous year. Strong sales growth was recorded in Spain and Belgium. Only Luxembourg saw lower sales, with all the other countries recording year-on-year growth.

The Western/Southern Europe segment recorded sales of €1.8 billion in the **fourth quarter of 2024/25**, an increase of 3.9 per cent compared with the same period of the previous year. Adjusted for currency effects and portfolio changes, sales were also 3.9 per cent higher than in the previous year. In the fourth quarter, as throughout the year as a whole, Belgium and Spain were the main drivers. Sales growth was achieved in both countries, both in brick-and-mortar business and online. Brick-and-mortar sales in Italy were at the same level as the previous year, whereas online sales saw substantial growth. In the Netherlands, the strong growth in brick-and-mortar business compensated for a downturn in online sales.

Explanation of sales in the Eastern Europe segment

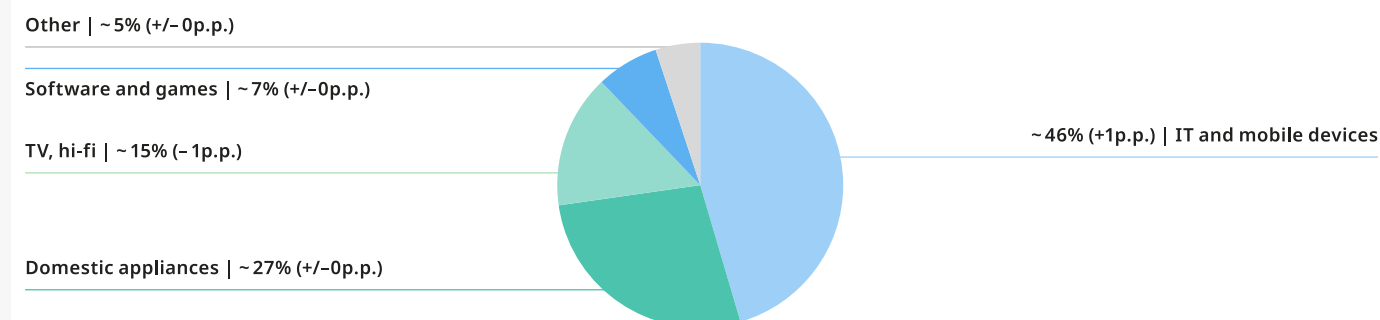
Sales in the Eastern Europe segment totalled €3.5 billion in the **financial year 2024/25**, an increase of 6.7 per cent. This includes effects from the application of IAS 29 (hyperinflation in Türkiye) in the amount of €-86 million (2023/24: €124 million). The depreciation of the Turkish lira continued to have a negative impact on segment sales in Group currency. Adjusted for currency effects and portfolio changes, sales in the Eastern Europe segment rose by a substantial 30.4 per cent. Türkiye continued to develop positively, while sales in Poland were again lower than the previous year's figure.

Eastern Europe segment saw clear sales growth of 18.8 per cent to €0.9 billion in the **fourth quarter of 2024/25**. The quarterly sales include a positive effect from the application of IAS 29 (hyperinflation in Türkiye) totalling €56 million (2023/24: €-4 million). Adjusted for currency effects and portfolio changes, segment sales rose by 36.3 per cent. In the fourth quarter, too, the increase in sales was due to continued strong customer demand and high inflation in Türkiye. Poland saw a decline in brick-and-mortar sales that was not fully offset by the growth in online sales.

Explanation of sales in the Others segment

In the **financial year 2024/25**, the Others segment recorded year-on-year sales growth of 4.9 per cent to around €19 million. Sales adjusted for currency effects and portfolio changes increased by 5.0 per cent. The private label company Imtron is primarily responsible for the sales reported here.

Total sales in 2024/25 and year-on-year change by product group



As in previous years, the financial year 2024/25 was dominated by the "IT and mobile devices" product category with a slightly increased share of sales of around 46 per cent (2023/24: 45 per cent). The "TV, hi-fi" category saw a slight decline, while the share of sales attributable to the "Domestic appliances" and "Software and games" categories was unchanged.

Online and Services & Solutions sales in the Group

| € million | Q4 2023/24 | Q4 2024/25 | Change (%) | 2023/24 | 2024/25 | Change (%) |
|---|------------|------------|------------|---------|---------|------------|
| Online sales | 1,097 | 1,270 | 15.7 | 5,136 | 5,719 | 11.3 |
| Operational Services & Solutions sales ¹ | 325 | 352 | 8.3 | 1,211 | 1,337 | 10.4 |
| Other Services & Solutions sales ¹ | 68 | | | 276 | | |
| Services & Solutions sales according to previous definition | 393 | | | 1,487 | | |

¹ Change in definition and prior-year adjustment; see notes on Operational Services & Solutions sales in the earnings position.

Dynamic development in online business

CECONOMY's online business recorded strong sales growth of 11.3 per cent to €5.7 billion in the **financial year 2024/25** (2023/24: €5.1 billion). Including the net merchandise value (NMV) of the Marketplace business, the online share of total sales was 26.1 per cent (2023/24: 23.6 per cent). The increase can be attributed to the larger number of visitors to the online shops and clear growth in online transactions. The further expansion of the Marketplace business also contributed to this, as the extended product range and the addition of new countries attracted more customers to MediaMarktSaturn's online shops. The pick-up rate rose slightly to an average of 36 per cent in the financial year 2024/25 (2023/24: 35 per cent).

Online sales saw strong growth of 15.7 per cent to €1.3 billion in the **fourth quarter of 2024/25** (Q4 2023/24: €1.1 billion), with all regions contributing to this development. Including NMV from the Marketplace business, the online share of total sales rose from 21.9 per cent in the previous year to 24.8 per cent. Here, too, the main driver was the increase in visitor frequency. The pick-up rate was 37 per cent (Q4 2023/24: 35 per cent).

Operational Services & Solutions business consistently successful

From the financial year 2024/25, reporting will refer to "Operational Services & Solutions sales" as part of Services & Solutions sales. CECONOMY is thus harmonising the previously slightly differently defined Services & Solutions sales key figures, which were shown in the previous external reporting as the key figure "Services & Solutions sales" and at the Capital Markets Day as the key figure "Operational Services & Solutions income share of sales". Compared with the previously reported key figure Services & Solutions sales, the now reported key figure Operational Services & Solutions sales essentially no longer includes sales with Retail Media, customer deliveries from the store as well as commissions and fees received from the Marketplace business. These are summarised as Other Services & Solutions sales.

In the **financial year 2024/25**, Operational Services & Solutions sales rose by 10.4 per cent to €1.3 billion (2023/24: €1.2 billion). All service categories recorded year-on-year growth, with extended warranties performing particularly well.

In the **fourth quarter of 2024/25**, Operational Services & Solutions continued the momentum recorded in the previous quarters. This resulted in an increase in sales of 8.3 per cent to €0.4 billion (2023/24: €0.3 billion). In the same way as for the full year, the sale of extended warranties saw the strongest growth in the fourth quarter.

Earnings development in the Group

Financial year

| € million | Reported EBIT | | Change | Adjusted EBIT | | Change |
|--------------------------|---------------|------------|------------|---------------|------------|-----------|
| | 2023/24 | 2024/25 | 2024/25 | 2023/24 | 2024/25 | 2024/25 |
| Total¹ | 254 | 241 | -13 | 305 | 378 | 72 |
| DACH | 143 | 171 | 28 | 162 | 193 | 31 |
| Western/Southern Europe | 82 | 116 | 34 | 88 | 127 | 38 |
| Eastern Europe | 44 | -15 | -59 | 73 | 50 | -23 |
| Others | -13 | -31 | -18 | -16 | 8 | 24 |

¹ Including consolidation.

Updated outlook achieved in full with adjusted Group EBIT of €378 million

Adjusted Group EBIT of €378 million was significantly above the previous year's level (2023/24: €305 million). The Western/Southern Europe and DACH segments in particular contributed to this growth, while the Eastern Europe segment closed the financial year weaker than in the previous year as expected. Details on developments in the regions can be found later in this section.

- Reported Group EBIT declined by €13 million to €241 million in the **financial year 2024/25** (2023/24: €254 million).
- The previous year's figure included non-recurring effects totalling around €-52 million. These include €23 million earnings effects from companies accounted for using the equity method and portfolio changes, €-29 million for the simplification and digitalisation of central structures and processes and €-46 million for other non-recurring effects, which primarily included the accounting effects from the application of IAS 29 for Türkiye as a hyperinflationary economy.
- In 2024/25, non-recurring effects amounted to around €-137 million. These primarily comprised €-13 million for the simplification and digitalisation of central structures and processes and €-121 million for other non-recurring effects, including impairments of assets in Poland (€-34 million), expenses in connection with the takeover bid by JD.com (€-32 million) and the accounting effects of the application of IAS 29 for Türkiye as a hyperinflationary economy (€-18 million), restructuring expenses of €-8 million in Poland and a sector-specific tax of €-7 million in Hungary. The effects on earnings from companies accounted for using the equity method and portfolio changes totalled €-3 million in the financial year 2024/25.
- Adjusted for these earnings effects, Group EBIT was up significantly on the previous year at €378 million (2023/24: €305 million).

In the financial year 2024/25, the **DACH segment** recorded EBIT of €171 million, corresponding to a year-on-year increase of €28 million (2023/24: €143 million). This includes non-recurring effects of around €-23 million (2023/24: €-20 million). Adjusted for these effects, EBIT in the DACH segment increased by €31 million to €193 million (2023/24: €162 million). This development was driven primarily by Germany, but Switzerland and Hungary also recorded earnings growth. Only Austria fell just below the prior-year level as a result of higher costs.

In the **Western/Southern Europe segment**, EBIT increased by €34 million to €116 million in the financial year 2024/25 (2023/24: €82 million). This includes non-recurring effects of around €-10 million (2023/24: €-6 million). Adjusted for these earnings effects, EBIT increased by €38 million to €127 million (2023/24: €88 million). This was due in particular to earnings development in Spain and the Netherlands, but Belgium and Italy also contributed to the earnings growth.

At €-15 million, EBIT in the **Eastern Europe segment** was around €59 million lower in the financial year 2024/25 than in the previous year (2023/24: €44 million). This includes non-recurring effects of around €-64 million (2023/24: €-29 million), of which €-34 million relate to impairments of assets in Poland, €-18 million to the accounting effects of the application of IAS 29 for Türkiye as a hyperinflationary economy and €-8 million to restructuring expenses in Poland. Adjusted for these earnings effects, EBIT fell by €23 million to €50 million (2023/24: €73 million). The downturn in earnings is due to the weak development in Poland, whereas Türkiye recorded higher earnings than in the previous year.

The **Others segment** includes, in particular, the holding companies, earnings effects from companies accounted for using the equity method (Fnac Darty S.A. and Power Retail Sweden AB) and the activities of smaller operating companies. EBIT declined to €-31 million in the financial year 2024/25 (2023/24: €-13 million). This includes non-recurring effects of around €-36 million (2023/24: €-21 million), of which €-32 million relates to expenses in connection with the takeover bid by JD.com. The effects on

earnings from companies accounted for using the equity method and portfolio changes totalled €–3 million in the financial year 2024/25 (2023/24: €23 million). Adjusted for these effects, EBIT increased by €24 million to €8 million (2023/24: €–16 million). This development was due mainly to the optimisation of the earnings structure at the holding companies.

| Quarter ¹ | Reported EBIT | | Change | | Adjusted EBIT | | Change | |
|--------------------------|---------------|------------|------------|------------|---------------|------------|------------|------------|
| | Q4 2023/24 | Q4 2024/25 | Q4 2024/25 | Q4 2023/24 | Q4 2024/25 | Q4 2024/25 | Q4 2024/25 | Q4 2024/25 |
| € million | | | | | | | | |
| Total² | 71 | 76 | 6 | 103 | 119 | | 16 | |
| DACH | 47 | 53 | 6 | 65 | 64 | | 0 | |
| Western/Southern Europe | 53 | 66 | 13 | 62 | 65 | | 3 | |
| Eastern Europe | 5 | 9 | 4 | 4 | 11 | | 6 | |
| Others | –36 | –52 | –16 | –29 | –21 | | 8 | |

¹ In contrast to the figures for the financial year, the quarterly figures and their explanation comprise unaudited information.

² Including consolidation.

The fourth quarter of 2024/25 was the eleventh consecutive quarter with a year-on-year increase in adjusted earnings.

– Reported Group EBIT amounted to €76 million in the **fourth quarter of 2024/25** compared with €71 million in the same period of the previous year.

– This includes non-recurring effects of around €–40 million (Q4 2023/24: €–35 million), which relate primarily to expenses in connection with the takeover bid by JD.com and the accounting effects of the application of IAS 29 for Türkiye as a hyperinflationary economy.

– The effects on earnings from companies accounted for using the equity method and portfolio changes totalled €–3 million in the fourth quarter of the financial year 2024/25 (Q4 2023/24: €2 million). As in the previous year, the share of the half-year profit of Fnac Darty S.A. was already recognised in the third quarter of the financial year 2024/25.

– Adjusted for these earnings effects, Group EBIT was up on the previous year at €119 million (Q4 2023/24: €103 million).

EBIT in the **DACH segment** amounted to €53 million in the fourth quarter of 2024/25, up €6 million on the previous year (Q4 2023/24: €47 million). The non-recurring effects included in this figure amounted to €–11 million (Q4 2023/24: €–18 million). Adjusted for these effects, EBIT in the DACH segment was essentially unchanged year-on-year at €64 million (Q4 2023/24: €65 million). The earnings growth is due entirely to the good development in Germany, whereas the other three countries in the segment were unable to repeat their prior-year performance.

The **Western/Southern Europe segment** recorded EBIT of €66 million, up €13 million on the previous year (Q4 2023/24: €53 million). This includes non-recurring effects of around €0 million (Q4 2023/24: €–9 million). Adjusted for these earnings effects, EBIT increased by €3 million to €65 million (Q4 2023/24: €62 million). This earnings growth was driven in particular by Belgium and the Netherlands.

EBIT in the **Eastern Europe segment** rose by €4 million to €9 million (Q4 2023/24: €5 million). This includes non-recurring effects of around €–2 million (Q4 2023/24: €1 million). Adjusted for these earnings effects, EBIT increased by €6 million to €11 million (Q4 2023/24: €4 million). In the fourth quarter, the positive development in Türkiye offset the lower earnings in Poland.

EBIT in the **Others segment** fell by €16 million to €–52 million in the fourth quarter of 2024/25 (Q4 2023/24: €–36 million). This includes non-recurring effects of €–28 million that comprise mainly expenses in connection with the takeover bid by JD.com (Q4 2023/24: €–9 million). The effects on earnings from companies accounted for using the equity method and portfolio changes totalled €–3 million in the fourth quarter (Q4 2023/24: €2 million). Adjusted for these effects, EBIT increased by €8 million to €–21 million (Q4 2023/24: €–29 million).

EBIT adjustments in the Group

Financial year

| | | | | | | 2023/24 |
|--------------------------|---------------|---|------------|---|---------------|---------|
| € million | Reported EBIT | Non-recurring | | | Adjusted EBIT | |
| | | Simplification and digitalisation of central structures and processes | Other | Other companies accounted for using the equity method and portfolio changes | | |
| Total¹ | 254 | -29 | -46 | 23 | 305 | |
| DACH | 143 | -5 | -14 | 0 | 162 | |
| Western/Southern Europe | 82 | -4 | -2 | 0 | 88 | |
| Eastern Europe | 44 | -2 | -27 | 0 | 73 | |
| Others | -13 | -18 | -3 | 23 | -16 | |

¹ Including consolidation.

| | | | | | | 2024/25 |
|--------------------------|---------------|---|-------------|---|---------------|---------|
| € million | Reported EBIT | Non-recurring | | | Adjusted EBIT | |
| | | Simplification and digitalisation of central structures and processes | Other | Other companies accounted for using the equity method and portfolio changes | | |
| Total¹ | 241 | -13 | -121 | -3 | 378 | |
| DACH | 171 | -4 | -18 | 0 | 193 | |
| Western/Southern Europe | 116 | -1 | -10 | 0 | 127 | |
| Eastern Europe | -15 | 0 | -64 | 0 | 50 | |
| Others | -31 | -7 | -29 | -3 | 8 | |

¹ Including consolidation.

Quarter¹

| | | | | | | Q4 2023/24 |
|--------------------------|---------------|---|-----------|---|---------------|------------|
| € million | Reported EBIT | Non-recurring | | | Adjusted EBIT | |
| | | Simplification and digitalisation of central structures and processes | Other | Other companies accounted for using the equity method and portfolio changes | | |
| Total² | 71 | -25 | -9 | 2 | 103 | |
| DACH | 47 | -11 | -7 | 0 | 65 | |
| Western/Southern Europe | 53 | -7 | -2 | 0 | 62 | |
| Eastern Europe | 5 | -1 | 2 | 0 | 4 | |
| Others | -36 | -6 | -2 | 2 | -29 | |

¹ In contrast to the figures for the financial year, the quarterly figures and their explanation comprise unaudited information.

² Including consolidation

| | | | | | | Q4 2024/25 |
|--------------------------|---------------|---|------------|---|---------------|------------|
| € million | Reported EBIT | Non-recurring | | | Adjusted EBIT | |
| | | Simplification and digitalisation of central structures and processes | Other | Other companies accounted for using the equity method and portfolio changes | | |
| Total² | 76 | 0 | -41 | -3 | 119 | |
| DACH | 53 | 0 | -10 | 0 | 64 | |
| Western/Southern Europe | 66 | 0 | 1 | 0 | 65 | |
| Eastern Europe | 9 | 1 | -3 | 0 | 11 | |
| Others | -52 | 0 | -28 | -3 | -21 | |

¹ In contrast to the figures for the financial year, the quarterly figures and their explanation comprise unaudited information.

² Including consolidation

EBITDA adjustments in the Group

Group EBITDA increased by €27 million to €942 million in the **financial year 2024/25** (2023/24: €916 million). Adjusted for non-recurring effects, earnings effects from companies accounted for using the equity method and portfolio changes, Group EBITDA increased by €85 million to €1,033 million (2023/24: €948 million).

In the fourth quarter of 2024/25, Group EBITDA rose by €13 million to €246 million (Q4 2023/24: €232 million). Adjusted for non-recurring effects, earnings effects from companies accounted for using the equity method and portfolio changes, Group EBITDA increased by €24 million to €283 million (Q4 2023/24: €259 million).

Financial year

| € million | Reported EBITDA | | Change compared with previous year | Adjusted EBITDA | | Change compared with previous year |
|--------------------------|-----------------|------------|------------------------------------|-----------------|--------------|------------------------------------|
| | 2023/24 | 2024/25 | 2024/25 | 2023/24 | 2024/25 | 2024/25 |
| Total¹ | 916 | 942 | 27 | 948 | 1,033 | 85 |
| DACH | 506 | 530 | 24 | 526 | 552 | 26 |
| Western/Southern Europe | 284 | 324 | 41 | 289 | 334 | 45 |
| Eastern Europe | 111 | 83 | -27 | 121 | 103 | -18 |
| Others | 17 | 5 | -12 | 14 | 44 | 30 |

¹ Including consolidation.

Quarter¹

| € million | Reported EBITDA | | Change compared with previous year | Adjusted EBITDA | | Change compared with previous year |
|--------------------------|-----------------|------------|------------------------------------|-----------------|------------|------------------------------------|
| | Q4 2023/24 | Q4 2024/25 | Q4 2024/25 | Q4 2023/24 | Q4 2024/25 | Q4 2024/25 |
| Total² | 232 | 246 | 13 | 259 | 283 | 24 |
| DACH | 137 | 145 | 8 | 155 | 155 | 1 |
| Western/Southern Europe | 99 | 116 | 17 | 108 | 116 | 7 |
| Eastern Europe | 23 | 25 | 2 | 17 | 22 | 5 |
| Others | -29 | -41 | -12 | -22 | -11 | 11 |

¹ In contrast to the figures for the financial year, the quarterly figures and their explanation comprise unaudited information.

² Including consolidation.

Net financial result and taxes

| € million | 2023/24 | 2024/25 |
|--|-------------|-------------|
| Earnings before interest and taxes (EBIT) | 254 | 241 |
| Other investment result | 15 | 1 |
| Interest income/expenses (interest result) | -177 | -190 |
| Other net financial result | -4 | -24 |
| Net financial result | -166 | -213 |
| Earnings before taxes (EBT) | 88 | 28 |
| Income taxes | -11 | -62 |
| Profit or loss for the period | 77 | -34 |

The **net financial result** fell by €48 million to €-213 million in the financial year 2024/25 (2023/24: €-166 million). This decline was due firstly to the lower other net financial result. Income from currency effects decreased by €16 million year on year, while expenses from currency effects increased by €7 million. As a result, net exchange rate losses amounted to €18 million in the financial year 2024/25, a change of €23 million (2023/24: net exchange rate gains of €5 million). Secondly, the investment result declined by €15 million year on year to €1 million (2023/24 : €15 million) due to lower profit distributions from the investments in METRO PROPERTIES GmbH & Co. KG (€-13 million) and METRO AG (€-2 million). Finally, the net interest result also fell by €12 million to €-190 million (2023/24: €-177 million). This is due mainly to the non-recurring income of €12 million recognised in the previous year from the early refinancing of a bond maturing in June 2026. The €18 million increase in interest expenses, which resulted mainly from the issuance of a new bond on 3 July 2024, is more than offset by comparatively lower interest expenses in connection with additional tax payments and post-employment benefit plans, for example.

➤ Further disclosures on the net financial result can be found in note 7 Other investment result, note 9 Interest income/interest expenses and note 10 Other financial result.

Earnings before taxes fell from €88 million to €28 million in the financial year 2024/25.

A tax expense of €62 million was reported in the financial year 2024/25. The current tax expense of €69 million is offset by tax income of €7 million from deferred taxes. The year-on-year increase in the current tax expense in the financial year 2024/25 is attributable primarily to non-recurring effects in connection with prior-year taxes. The lower deferred tax income than in the previous year results mainly from non-recurring effects in connection with the recognition of deferred tax assets on loss carryforwards in the previous year.

| € million | 2023/24 | 2024/25 |
|---|------------|------------|
| Current taxes | -40 | -69 |
| thereof Germany | (-6) | (-21) |
| thereof international | (-34) | (-48) |
| thereof tax expense/income for the current period | (-44) | (-60) |
| thereof tax expenses/income from previous periods | (4) | (-9) |
| Deferred taxes | 28 | 7 |
| thereof Germany | (-5) | (-1) |
| thereof international | (34) | (8) |
| Income taxes | -11 | -62 |

The Group tax rate is the ratio of recognised income tax expenses to earnings before taxes. The Group tax rate was 223.7 per cent in the reporting period (2023/24: 12.8 per cent).

[Further information on income taxes can be found in note 12 Income taxes.](#)

Profit or loss for the period and undiluted earnings per share

Reported EBIT declined by €13 million, from €254 million to €241 million. The net financial result fell by €48 million, from €-166 million to €-213 million. The income tax result deteriorated by €50 million, from €-11 million to €-62 million. In particular as a result of the negative development of the financial result and the income tax result, **profit or loss for the period** decreased by €111 million, from €77 million to €-34 million.

The profit or loss for the period attributable to non-controlling interests amounted to €1 million (2023/24: €1 million). This resulted in a profit or loss for the period attributable to shareholders of €-35 million (2023/24: €76 million) and undiluted **earnings per share** of €-0.07 (2023/24: €0.16).

The calculation of undiluted earnings per share for the financial year 2024/25 is based on 485,221,084 shares.

| | | 2023/24 | 2024/25 | Absolute | Change % |
|---|-----------|---------|---------|----------|-------------|
| Profit or loss for the period | € million | 77 | -34 | -111 | - |
| Profit or loss for the period attributable to non-controlling interests | € million | 1 | 1 | 0 | -11.3 |
| Profit or loss for the period attributable to shareholders of CECONOMY AG | € million | 76 | -35 | -111 | - |
| Undiluted earnings per share ¹ | € | 0.16 | -0.07 | -0.23 | - |

¹ After non-controlling interests

Financial and asset position

Capital structure

CECONOMY's consolidated statement of financial position showed **equity** of €485 million as of 30 September 2025 (30/09/2024: €515 million).

The equity ratio declined to 4.8 per cent in the reporting year (30/09/2024: 5.1 per cent).

| € million | Note no. | 30/09/2024 | 30/09/2025 |
|---------------------------------|-----------|------------|------------|
| Equity | 27 | 515 | 485 |
| Share capital | | 1,240 | 1,240 |
| Capital reserve | | 389 | 165 |
| Reserves retained from earnings | | -1,113 | -919 |
| Non-controlling interests | | -1 | -1 |

The capital reserve declined by €223 million to €165 million (30/09/2024: €389 million). The reduction in the capital reserve is due to withdrawals from the capital reserve in connection with an intra-Group merger. However, this did not affect consolidated equity as other reserves retained from earnings increased in the same amount.

Reserves retained from earnings increased by a total of €194 million to €-919 million as of 30 September 2025 (30/09/2024: €-1,113 million). This increase primarily includes the offsetting effect of €223 million from withdrawals from the capital reserve described in the notes on the capital reserve. Profit or loss for the period attributable to the shareholders of CECONOMY AG had an opposing effect of €-35 million.

| € million | 30/09/2024 | 30/09/2025 |
|---------------------------------------|---------------|---------------|
| Cash and cash equivalents | 1,010 | 1,207 |
| Borrowings | 2,630 | 2,537 |
| Net liquidity (+)/net debt (-) | -1,621 | -1,329 |

Net debt on the balance sheet amounted to €1,329 million as of 30 September 2025. Net debt of €1,621 million was reported in the previous year. At €1,207 million as of 30 September 2025, cash and cash equivalents were €198 million higher than in the previous year (30/09/2024: €1,010 million), while borrowings decreased by €94 million to €2,537 million (30/09/2024: €2,630 million). The decline in net debt is attributable mainly to the improvement in net working capital and tax refunds for previous years in the mid-eight figures, which led to an increase in cash and cash equivalents, as well as to the reduction in lease liabilities.

Adjusted for lease liabilities, net liquidity amounted to €284 million as of 30 September 2025 (30/09/2024: €104 million).

[➤ For details, please refer to the cash flow statement and note 34 Notes to the cash flow statement.](#)

Non-current liabilities fell by €262 million to €2,286 million as of 30 September 2025 (30/09/2024: €2,548 million).

This development was due mainly to the €219 million reduction in non-current borrowings to €1,876 million (30/09/2024: €2,095 million). In addition to lower lease liabilities, this was driven in particular by the decrease in non-current bonds, as the outstanding bond volume of €144 million resulting from the early refinancing of the bond issued in 2021 now has a remaining term of less than one year and hence has been reclassified to current borrowings. Provisions for pensions and similar obligations also fell by €29 million to €298 million (30/09/2024: €328 million), largely as a result of allocations to plan assets as well as regular pension payments. In addition, other liabilities fell by €6 million to €3 million (30/09/2024: €9 million) and other provisions declined by €11 million to €77 million (30/09/2024: €88 million). Other financial liabilities were essentially unchanged year-on-year at €14 million (30/09/2024: €13 million). At €18 million, deferred tax liabilities were also largely unchanged compared with the previous year (30/09/2024: €15 million).

Current liabilities amounted to €7,416 million as of 30 September 2025, up €345 million on the prior-year figure (30/09/2024: €7,072 million).

The main driver of this development was the €237 million increase in trade payables and similar liabilities to €6,061 million (30/09/2024: €5,824 million). This was due in particular to the higher order volume as a result of the positive sales trend, especially in the Western/Southern Europe segment and in Türkiye, as well as preparations for the important Black Friday and Christmas business. The €125 million increase in current borrowings to €661 million (30/09/2024: €535 million) resulted from the bond maturing in 2026, which now has a remaining term of less than one year and hence is reported in current borrowings. Income tax liabilities rose by €20 million to €56 million in the reporting year (30/09/2024: €35 million). This increase was due mainly to

negative non-recurring effects in connection with prior-year taxes in Germany and higher tax liabilities as a result of earnings growth in individual countries. At €95 million, current provisions were essentially unchanged as against the previous year (30/09/2024: €93 million). Other liabilities fell by €22 million to €342 million (30/09/2024: €364 million), largely as a result of lower liabilities in connection with investments in the stores. Other current liabilities declined by €18 million to €202 million (30/09/2024: €220 million) due to lower VAT liabilities.

Compared with 30 September 2024, the debt ratio increased by 0.3 percentage points to 95.2 per cent (30/09/2024: 94.9 per cent). Over the same period, the ratio of current liabilities to total liabilities rose by 2.9 percentage points to 76.4 per cent (30/09/2024: 73.5 per cent).

➤ Further information on the maturity, currency and interest rate structure of the financial liabilities and credit facilities can be found in note 33.3 Borrowings.

| € million | Note no. | 30/09/2024 | 30/09/2025 |
|---|----------|--------------|--------------|
| Non-current liabilities | | 2,548 | 2,286 |
| Provisions for pensions and similar obligations | 28 | 328 | 298 |
| Other provisions | 29 | 88 | 77 |
| Borrowings | 30, 33 | 2,095 | 1,876 |
| Other financial liabilities | 30, 32 | 13 | 14 |
| Other liabilities | 32 | 9 | 3 |
| Deferred tax liabilities | 24 | 15 | 18 |
| Current liabilities | | 7,072 | 7,416 |
| Trade payables and similar liabilities | 30, 31 | 5,824 | 6,061 |
| Provisions | 29 | 93 | 95 |
| Borrowings | 30, 33 | 535 | 661 |
| Other financial liabilities | 30, 32 | 364 | 342 |
| Other liabilities | 32 | 220 | 202 |
| Income tax liabilities | 30 | 35 | 56 |

➤ Further information on the development of the liabilities can be found in the notes under the numbers indicated in the table. Information on contingent liabilities and other financial liabilities can be found in note 37 Contingent liabilities and note 38 Other financial liabilities.

Investments/divestments

CECONOMY invested a total of €650 million in the financial year 2024/25, down around €108 million on the previous year (2023/24: €758 million). A decrease of around €80 million was attributable to lower additions to rental right-of-use assets. The main reasons for the lower level of investment compared with the previous year were the decrease in the number of lease extensions and adjustments for existing stores, as well as the investments in the previous year in connection with the conversion of existing stores from Core to Lighthouse format. Investments in expansion activities were also lower than in the previous year.

The network of stores was expanded by a total of 47 stores in the financial year 2024/25. By contrast, ten stores were closed during the reporting period. At the end of the financial year 2024/25, the total number of stores was therefore 1,067 (30/09/2024: 1,030 stores). Of these, 11 were in the Lighthouse format (30/09/2024: 11 stores). In the same period of the previous year, 36 stores were opened and four were closed. The total selling space amounted to 2,386 thousand square metres compared with 2,435 thousand square metres in the previous year. The average selling space per store fell by 5 per cent, from 2,364 square metres at the end of the previous financial year to 2,236 square metres at the end of the financial year 2024/25.

INVESTMENTS AS PER SEGMENT REPORT

| € million | | 2023/24 | 2024/25 | Change | |
|-------------------------|--|------------|------------|-------------|--------------|
| | | | | Absolute | % |
| DACH | | 351 | 317 | -34 | -9.7 |
| Western/Southern Europe | | 264 | 202 | -62 | -23.5 |
| Eastern Europe | | 97 | 80 | -17 | -17.6 |
| Others | | 47 | 51 | 5 | 9.6 |
| | | 758 | 650 | -108 | -14.3 |

In the **DACH** region, €317 million was invested in the financial year 2024/25, down €34 million on the previous year (2023/24: €351 million). This was due mainly to the investments in the previous year in connection with the conversion of existing stores in Germany and Austria from Core to Lighthouse format and the accompanying lease extensions. The additional investments increased year-on-year due to the higher level of investments in connection with lease extensions and adjustments, especially in Austria. In the DACH region, eight stores in Germany and one store in Austria were opened in the reporting period. In addition,

the Swiss country organisation acquired 20 melectronics stores from the Migros retail chain and reopened them under its own name. Three stores were added to the store network in the previous year. Conversely, one store in Germany was closed in the reporting period, following three store closures in the previous year.

At €202 million, investments in **Western/Southern Europe** in the financial year 2024/25 were €62 million lower than in the same period of the previous year (2023/24: €264 million). The decrease was due in particular to lower additions of rental right-of-use assets. This development was driven by the lower number of lease extensions and adjustments for existing stores as well as lower investments in Lighthouse stores, especially in Italy. Investment also declined due to the lower level of expansion activity in the Netherlands in particular. In the Western/Southern Europe region, ten stores in Italy, three stores in Belgium and one store in Spain were opened in the reporting period. Twenty-three stores were opened in the previous year, seven of which were stores acquired by the Dutch country organisation from insolvent electronics retail chain BCC. Conversely, two stores in Spain and one store in the Netherlands were closed in the Western/Southern Europe region in the reporting period after one closure in the previous year.

In **Eastern Europe**, investment declined by €17 million year on year to €80 million in the financial year 2024/25 (2023/24: €97 million). The main driver of this development was the lower addition of rental right-of-use assets from the extension and adjustment of existing rental agreements, as well as the lower level of expansion activity compared with the previous year. In the Eastern Europe region, three stores in Türkiye and one store in Poland were opened in the reporting period, six fewer than in the previous year. At the same time, five stores in Poland and one store in Türkiye were closed in the financial year 2024/25, whereas no stores were closed in the previous year.

Investments in the **Others** segment totalled €51 million in the financial year 2024/25, up €5 million on the previous year (2023/24: €47 million). The slight increase was due mainly to investments in IT projects. The Others segment does not include any stores.

Divestments by CECONOMY led to a cash inflow of €41 million in the financial year 2024/25 after a cash inflow of €20 million in the previous year. The increase was due mainly to the disposal of the one-percent stake in the non-strategic investment in METRO AG.

Liquidity (cash flow statement)

Cash flow from operating activities led to a cash inflow of €1,050 million in the financial year 2024/25. This compares with a cash inflow of €838 million in the previous year. The €212 million increase in cash flow from operating activities was due in particular to the lower cash outflow from other operating cash flow, which amounted to €21 million (2023/24: cash outflow of €163 million). The improvement was attributable largely to the lower cash outflow for other taxes. A lower cash outflow for payroll liabilities utilised or reversed in the previous year and compensation for damages received in the reporting year also had a positive effect. In addition to the other operating cash flow, the cash inflow from income taxes due to high tax refunds for previous years contributed to the improved cash flow from operating activities, whereas a cash outflow was reported in the previous year. EBITDA developed positively thanks to an improvement in the operating result, while negative non-recurring effects also increased. Conversely, the improvement in the change in net working capital was less pronounced. The change in net working capital led to a cash inflow of €165 million in the financial year 2024/25 after €190 million in the previous year. The improvement in net working capital in the reporting year was due in particular to the growth in trade payables and similar liabilities, although this was lower than the high increase recorded in the previous year. The change in provisions for pensions and other provisions also led to a higher cash outflow than in the previous year.

Cash flow from investing activities showed a cash outflow of €155 million in the financial year 2024/25, which was almost unchanged as against the previous year (2023/24: €162 million). As previously, investments in property, plant and equipment were the main driver of the cash outflow in the cash flow from investing activities. At €190 million, they were at the same level as in the previous year (2023/24: €193 million). There was a higher cash inflow from asset disposals and other disposals than in the previous year. This was mainly attributable to the disposal of the one-percent stake in the non-strategic investment in METRO AG. This was offset by lower cash inflows from investment income, after higher income had been generated in the previous year from the transfer of profits from the investments held in METRO PROPERTIES GmbH & Co. KG and METRO AG. Interest received was also down slightly on the previous year.

Cash flow from financing activities showed a cash outflow of €687 million in the financial year 2024/25 (2023/24: €585 million). The €102 million increase in the cash outflow compared with the previous year was due in particular to a net cash inflow in the previous year from the placement of a fixed-interest, unsecured bond and the early partial repurchase of an unsecured bond issued in 2021 with no corresponding cash inflow in the reporting year. This led to a €153 million reduction in cash flow from financing activities. The change in other current borrowings also resulted in a cash outflow after a cash inflow in the previous year. At €218 million, interest paid also increased year-on-year due to higher interest payments for bonds (2023/24: €209 million). Conversely, the net issuance of promissory note loans resulted in a cash inflow in the reporting year after a cash outflow in the previous year due to the scheduled repayment of promissory notes. The cash outflow from the net position of issued and repaid commercial paper used to procure short-term funding was also lower than in the previous year. The redemption of lease liabilities

continued to be a key driver of the cash outflow in cash flow from financing activities and was largely unchanged year-on-year at €463 million (2023/24: €467 million).

Free cash flow amounted to €801 million in the financial year 2024/25, up €214 million on the previous year (2023/24: €587 million). The year-on-year increase in free cash flow was due in particular to a cash inflow from income taxes and a lower cash outflow from other operating cash flow. The improvement in EBITDA also contributed to the higher free cash flow.

[Explanations can be found in the cash flow statement in the consolidated financial statements and in note 34 Notes to the cash flow statement.](#)

CASH FLOW STATEMENT¹

| € million | 2023/24 | 2024/25 |
|--|---------|---------|
| Cash flow from operating activities | 838 | 1,050 |
| Cash flow from investing activities | -162 | -155 |
| Cash flow before financing activities | 676 | 895 |
| Cash flow from financing activities | -585 | -687 |
| IAS 29 effects on cash flow from operating, investing and financing activities | -13 | -8 |
| Total cash flows | 79 | 201 |
| Currency effects on cash and cash equivalents | -36 | -63 |
| Total change in cash and cash equivalents | 43 | 137 |

¹ Condensed version. The full version is available in the consolidated financial statement.

Financial management

Principles and objectives of finance activities

As part of its financial management, CECONOMY ensures that the Group has sufficient cash and cash equivalents at all times, arranges for liquidity to be managed throughout the Group and reduces financial risks wherever economically appropriate. The Group Treasury department manages these risks centrally for the Group. The aim is to invest surplus liquidity at attractive conditions through the central management of the Group companies' funding requirements and financial investments or, if refinancing is required, to meet these requirements as far as possible via the international capital markets. This applies both to the operating business and to investments. Financial instruments are used with a view to the optimal management of the capital structure, with CECONOMY's level of indebtedness being a key performance indicator. CECONOMY is guided in the selection of investment and finance products by the maturity of the underlying transaction.

CECONOMY's finance activities are based on the Group's financial planning, which includes all material companies. In addition to the daily reconciliation of the Group-wide financial status, CECONOMY prepares both short-term and long-term liquidity planning based on three months after the end of the financial year, which is updated on a rolling basis.

Optimum conditions for using the capital market are to be created through intensive dialogue with bond investors and credit analysts. All finance activities throughout the Group are subject to the following principles:

Single financial entity: The Group acts externally as a single financial entity and thus obtains better conditions on the financial markets.

Financial freedom: When it comes to making financial decisions, CECONOMY always maintains its freedom in relation to banks or business partners so as to remain independent.

Central risk hedging: CECONOMY uses financial transactions firstly to cover its funding requirements. Secondly, the company hedges underlying transactions that entail risks. The Group Treasury department centrally monitors the entire portfolio of all CECONOMY's financial transactions.

Central risk monitoring: Changing financial parameters, including interest or exchange rate changes, for example, can affect CECONOMY's financing. The associated risks are regularly quantified by the Group Treasury department in scenario analyses. Open risk positions – such as the conclusion of financial transactions without a corresponding underlying transaction – may be held only after appropriate authorisation by the Management Board of CECONOMY AG.

Only authorised contract partners: Only contract partners authorised by Group Treasury may be considered for CECONOMY's financial transactions. The creditworthiness of these contract partners is reviewed on a daily basis according to their rating and

the observation of credit risk indicators (primarily credit default swap analyses). On this basis, the Group Treasury department responsible at CECONOMY continuously monitors compliance with the authorised limits.

Approval requirement: As a rule, CECONOMY Group companies' financial transactions are entered into with CECONOMY AG. If this is not possible for legal reasons, they are agreed in consultation with CECONOMY AG on behalf of the Group company, with another Group company or directly between the Group company and the external financial partner.

Audit security: The principle of double-checking by a second person generally applies at the company. Processes and **responsibilities** are defined in Group-wide guidelines. The conclusion of financial transactions is organisationally separate from processing and control.

➔ Further information on risks from financial instruments and hedge accounting can be found in note 36 Management of financial risks.

Ratings

Ratings assess a company's ability to meet its financial obligations. They serve as evidence of the creditworthiness of a company vis-à-vis potential lenders. A rating also makes it easier to access international capital markets. CECONOMY AG has currently commissioned three rating agencies, Fitch Ratings, Scope Ratings and S&P Global Ratings, to continuously analyse the creditworthiness of CECONOMY AG.

The ratings of CECONOMY AG as of 30 September 2025 were as follows:

FITCH RATINGS

| Category | |
|------------|--------|
| Long-term | BB |
| Short-term | n/a |
| Outlook | Stable |

SCOPE RATINGS

| Category | |
|------------|--------|
| Long-term | BBB- |
| Short-term | S-2 |
| Outlook | Stable |

S&P GLOBAL RATINGS

| Category | |
|------------|--------|
| Long-term | BB- |
| Short-term | n/a |
| Outlook | Stable |

Financing measures

CECONOMY AG utilises issues on the capital market for its medium-term and long-term financing. As of 30 September 2025, CECONOMY AG had several outstanding promissory notes with a total volume of €92 million and with a remaining term of up to three years.

CECONOMY AG also has two unsubordinated, unsecured and fixed-interest bonds outstanding with terms until 24 June 2026 and 15 July 2029. They were issued in 2021 and 2024 respectively and each have a total nominal amount of €500 million. As part of the most recent issue, a buy-back offer was made for the 2021 bond. As a result, this bond now has a remaining outstanding total nominal amount of €144 million.

As part of the Convergenta transaction, CECONOMY AG also issued convertible bonds in favour of Convergenta Invest GmbH in June 2022 with a nominal volume of €151 million and a term until 9 June 2027. In connection with the takeover bid by JD.com, the Convergenta shareholders have undertaken in the shareholders' agreement not to exercise the option under the convertible bonds or to sell the convertible bonds.

CECONOMY AG has a multi-currency commercial paper programme with a maximum volume of €500 million at its disposal for the procurement of short-term funds. No commercial paper was outstanding as of 30 September 2025 (30/09/2024: €5 million).

The Group had sufficient liquidity at all times. CECONOMY AG has comfortable liquidity reserves. In addition to the available liquidity, these include a €900 million syndicated credit facility that was concluded in March 2025. The new syndicated credit facility has a term of three years and includes two extension options each for an additional year. It replaced the previous credit facilities ahead of schedule. Neither the previous credit facilities nor the new syndicated credit facility were utilised at any time. The table below provides an overview of the credit facilities:

UNUTILISED CREDIT FACILITIES OF CECONOMY AG

| € million | 30/09/2024 | | | 30/09/2025 | | |
|--|--------------|----------------|--------------|------------|----------------|-------------|
| | Total | Remaining term | | Total | Remaining term | |
| | | Up to 1 year | Over 1 year | | Up to 1 year | Over 1 year |
| Syndicated credit facilities | 1,060 | 0 | 1,060 | 900 | 0 | 900 |
| Utilisation | 0 | 0 | 0 | 0 | 0 | 0 |
| Unutilised syndicated credit facilities | 1,060 | 0 | 1,060 | 900 | 0 | 900 |

The planned partnership with JD.com will result in a change in control that could have an impact on the company's financing instruments. Under the contractual conditions, investors and banks have the option of demanding the repayment of existing financing or withdrawing loan commitments. In the event that the company is unable to cover any refinancing requirements that arise as a result, JD.com intends to provide financial support in order to establish a robust long-term financing structure. The investor agreement concluded between CECONOMY and JD.com contains a binding commitment to this extent.

Asset position

In the financial year 2024/25, **total assets** increased by €53 million to €10,188 million as of 30 September 2025 (30/09/2024: €10,135 million).

The €149 million decrease in **non-current assets** to €3,531 million (30/09/2024: €3,680 million) is attributable primarily to right-of-use assets, which fell by €118 million to €1,508 million (30/09/2024: €1,626 million). Property, plant and equipment also declined by €9 million to €585 million (30/09/2024: €593 million), while investments accounted for using the equity method fell by €11 million year on year. Financial assets also decreased by €28 million compared with the previous year. By contrast, other intangible assets increased by €17 million and deferred tax assets rose by €8 million. The following table provides further details.

| € million | Note no. | 30/09/2024 | 30/09/2025 |
|---|----------|--------------|--------------|
| Non-current assets | | 3,680 | 3,531 |
| Goodwill | 18 | 524 | 508 |
| Other intangible assets | 19 | 184 | 202 |
| Property, plant and equipment | 20 | 593 | 585 |
| Right-of-use assets | 21 | 1,626 | 1,508 |
| Financial assets | 22 | 108 | 80 |
| Investments accounted for using the equity method | 22 | 275 | 264 |
| Other financial assets | 23 | 2 | 10 |
| Other assets | 23 | 12 | 10 |
| Deferred tax assets | 24 | 356 | 364 |

➤ Further information on the development of non-current assets can be found in the notes under the numbers stated in the table.

Current assets increased by €202 million to €6,657 million in the reporting period (30/09/2024: €6,455 million).

This can be attributed in particular to inventories, which rose by €96 million to €3,210 million (30/09/2024: €3,114 million). The reason for this is primarily the need to secure the availability of goods for the important Christmas quarter. Corresponding to the increase in sales in the past financial year, trade receivables and similar claims were €68 million higher than in the previous year. Cash and cash equivalents also increased by €198 million to €1,207 million (30/09/2024: €1,010 million). By contrast, receivables from suppliers were down €19 million on the previous year. The following table provides a more detailed insight.

| € million | Note no. | 30/09/2024 | 30/09/2025 |
|--------------------------------------|----------|--------------|--------------|
| Current assets | | 6,455 | 6,657 |
| Inventories | 25 | 3,114 | 3,210 |
| Trade receivables and similar claims | 26 | 560 | 628 |
| Receivables from suppliers | 23 | 1,292 | 1,274 |
| Other financial assets | 23 | 140 | 118 |
| Other assets | 23 | 181 | 170 |
| Income tax assets | | 158 | 49 |
| Cash and cash equivalents | 33 | 1,010 | 1,207 |

➤ Further information on the development of current assets can be found in the notes under the numbers stated in the table.

The net working capital reported in the statement of financial position developed as follows in the financial year 2024/25:

NET WORKING CAPITAL

| € million | 30/09/2023 | 30/09/2024 | Change | 30/09/2024 | 30/09/2025 | Change |
|--|-------------|-------------|-------------|-------------|-------------|------------|
| Inventories | 2,918 | 3,114 | 196 | 3,114 | 3,210 | 96 |
| Trade receivables and similar claims | 490 | 560 | 70 | 560 | 628 | 68 |
| Receivables from suppliers | 1,207 | 1,292 | 85 | 1,292 | 1,274 | -19 |
| Trade payables and similar liabilities | -5,320 | -5,824 | -504 | -5,824 | -6,061 | -237 |
| Net working capital | -705 | -857 | -152 | -857 | -949 | -91 |

The **net working capital** reported in the statement of financial position changed by €-91 million year-on-year to €-949 million (30/09/2024: €-857 million). This was due to the significant increase in trade payables and similar liabilities associated with the higher level of sales and inventories. Trade payables and similar liabilities rose by €237 million to €6,061 million in the past financial year (30/09/2024: €5,824 million). They were offset by higher inventories and higher trade receivables and similar claims.

OUTLOOK¹

CECONOMY AG's outlook takes into account relevant facts and events that are known at the time of preparation of the consolidated financial statements and that influence future business development. In addition to a wide range of sources from national and international economic research institutes and organisations, the main source for the outlook is S&P Global Market Insights.

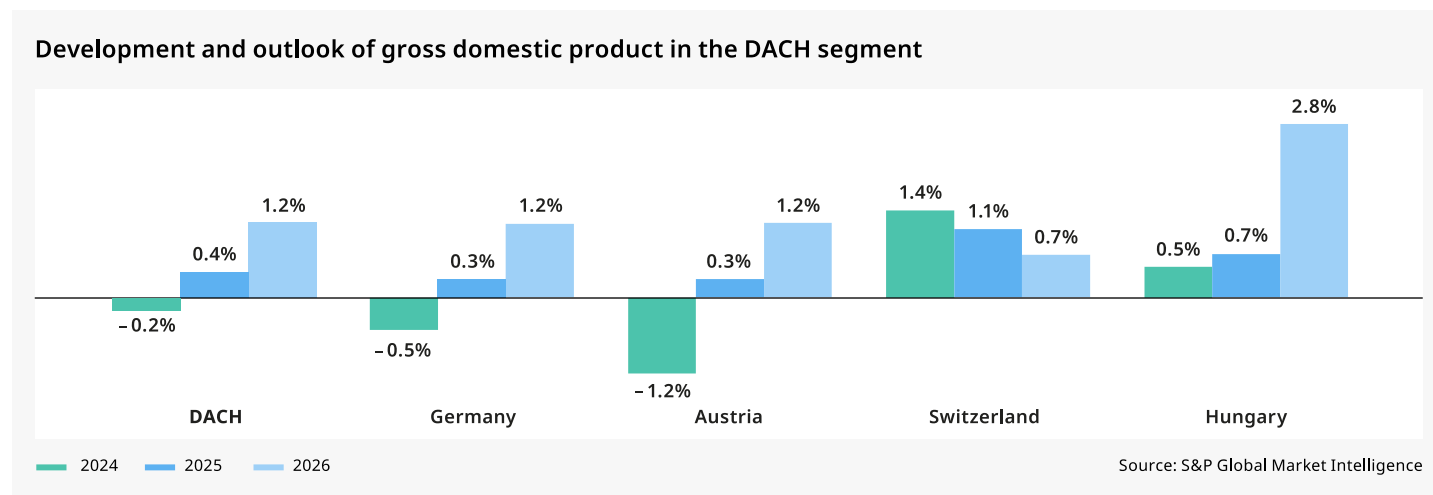
General economic conditions in the financial year 2025/26

Global inflation continued to decline in the 2025 calendar year, thanks in part to falling energy prices and the easing of the supply chain situation. In many countries, inflation is now starting to approach the target range again. At the same time, the wider conditions have improved slightly. Several central banks have indicated that they are planning to relax their monetary policy. This will make financing and planning easier for companies and private households without jeopardising the disinflationary trend.

However, growth in 2025 as a whole is set to be muted. The current forecasts are around 3.2 per cent for 2025 and 3.1 per cent for 2026. The year began with imports and investments being brought forward. These effects are likely to have dwindled as the year continued. The regions are seeing varied performance. In the United States, demand is still being supported by a robust labour market, although momentum is slowing. Following a weaker 2024, the eurozone is showing signs of a moderate recovery. China is benefiting from exports and targeted measures but is still facing problems in the property sector.

The outlook for 2026 is somewhat more positive. Inflation is likely to continue falling, which will boost real incomes and lead to a slight improvement in consumer sentiment. At the same time, the conditions for investments could improve gradually, including lower financing costs and greater planning certainty in key sales markets. The major economies are expected to see a slight upturn in 2026. While it is not expected to make any great strides, the US economy is set to see stable growth. The recovery in Europe could become more broad-based. Development in Asia depends to a large extent on the export environment and national measures. However, there are still some risks, including additional barriers to trade and geopolitical tensions in several regions.

DACH segment



The DACH region is expected to see economic growth of 0.4 per cent in real terms in 2025. Gross domestic product (GDP) growth in the region is forecast to improve to 1.2 per cent in 2026.

The recovery in the German economy is expected to remain restrained, with slight growth of 0.3 per cent in 2025. Private consumption is providing a certain degree of momentum as falling inflation and stable employment have a positive impact. Investment activity remains cautious in 2025 and industrial activity as a whole is subdued. A tangible upturn is anticipated for 2026. GDP growth is forecast at around 1.2 per cent. This will be driven in particular by a return to higher investment as well as largely stable consumer spending. The public sector may deliver additional impetus. Planned disbursements from the German federal government's special fund – including for defence and climate and transformation projects – could trigger orders and give a further boost to investment activity.

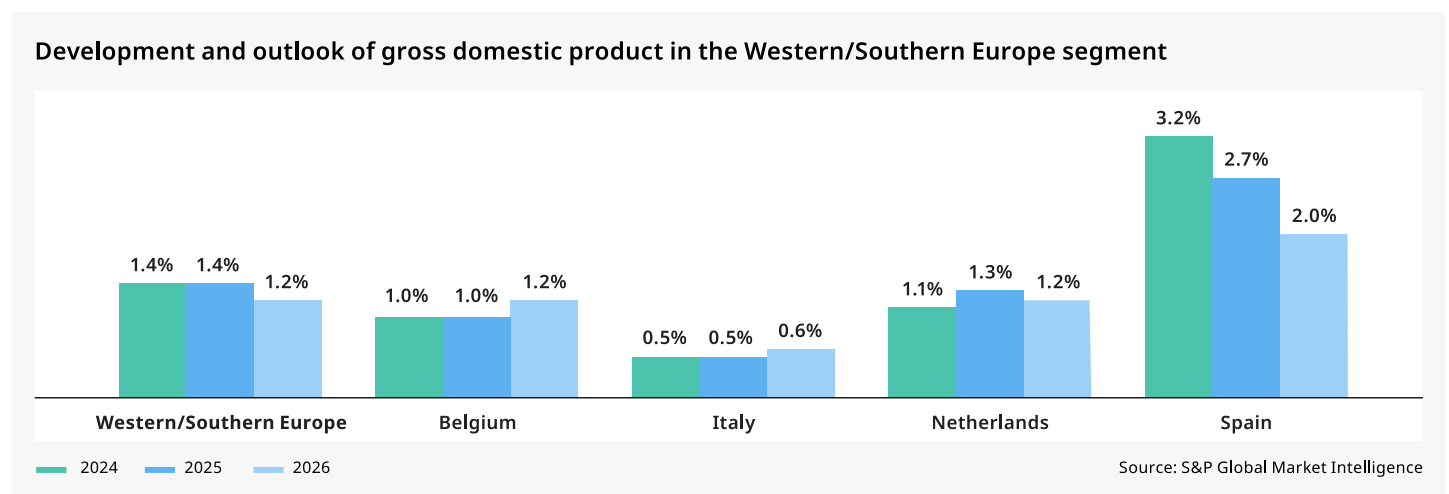
¹ The figures on GDP performance stated in this section relate to the 2025 and 2026 calendar years. Accordingly, the 2026 values are forecasts. In contrast, the qualitative statements in the text refer to the reporting period, unless otherwise stated. Up-to-date publications by organisations such as S&P Global Market Intelligence and the market research institute GfK – An NIQ Company have been used as sources for the information in this text.

Austria is seeing a sluggish recovery in 2025 with real GDP growth of 0.3 per cent. Private consumption is providing only limited momentum, while government investment is still declining on the whole. By contrast, industry is seeing the first signs of an improvement. Inflation remains high in 2025 and is expected to come in at around 3.7 per cent. The picture is set to improve considerably in 2026. GDP growth is forecast at around 1.2 per cent. This will be driven by a return to higher investment as well as more stable private consumption. Industrial production is set to continue on its upward trend, while inflation will fall to around 2.5 per cent.

In Switzerland, moderate growth of around 1.1 per cent is forecast for 2025, meaning that the recovery remains cautious on the whole. However, private consumption is providing some support as lower inflation has a positive impact. Growth in government consumer spending is only moderate. Industry is seeing the first signs of an upturn. Growth is expected to slow slightly in 2026, with GDP set to rise by around 0.7 per cent. Private consumption is seeing more muted development, while investment is increasing only slightly.

Hungary is expected to see modest growth of around 0.7 per cent in 2025. The sharp rise in private consumption is having a positive impact, whereas government investment is declining further from the weak level recorded in the previous year. Inflation is continuing to fall and is expected to come in at around 4.7 per cent. The outlook for 2026 is more positive. GDP growth of 2.8 per cent is forecast on the back of stable consumer spending and a return to higher investment. Inflation is expected to see a further decline to around 3.8 per cent.

Western/Southern Europe segment



In Western/Southern Europe, economic growth is expected to amount to 1.4 per cent in 2025 followed by growth of 1.2 per cent in 2026.

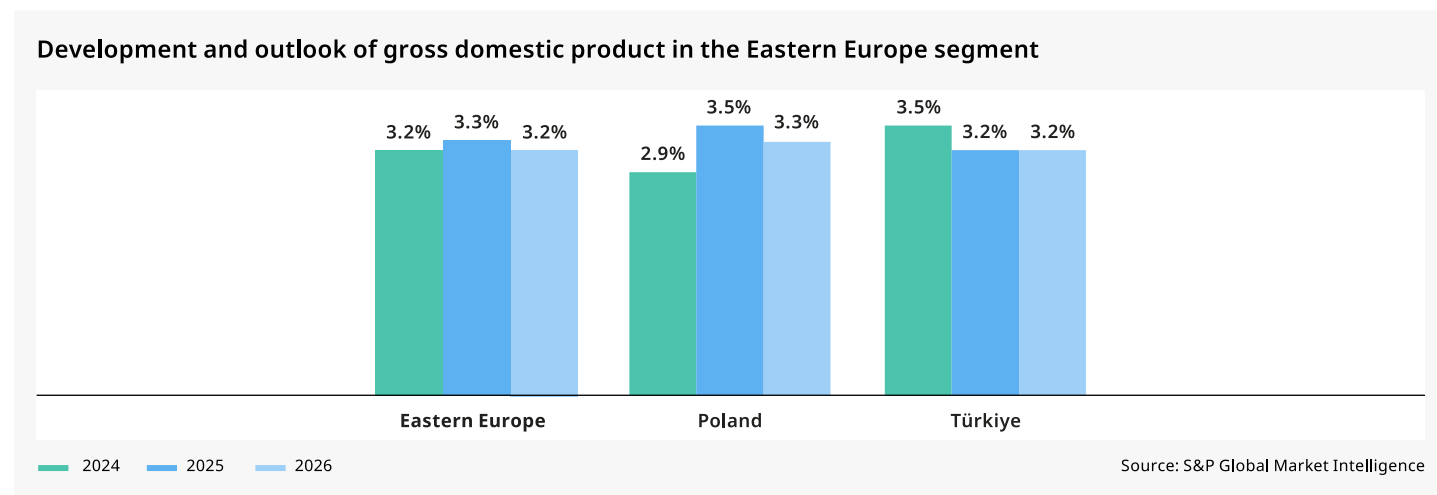
Belgium is enjoying a moderate recovery with GDP growth of around 1.0 per cent in 2025. The main driver is the substantial upturn in private consumption, although government consumer spending is also on the rise. However, investment activity remains muted. At the same time, inflation is seeing a tangible downturn and is estimated at around 3.1 per cent. This trend will continue in largely the same vein in 2026. GDP growth of 1.2 per cent is forecast on the back of further growth in private consumption and a notable increase in government consumer spending. Inflation is expected to continue on its downward path and come in at around 1.9 per cent.

Italy is seeing only weak growth in 2025, with GDP rising by around 0.5 per cent. Private consumption is increasing slightly, accompanied by moderate growth in government consumer spending. Meanwhile, government investment is rising to a far greater extent and making a tangible contribution to economic growth. At the same time, inflation is continuing to fall and is estimated at around 1.8 per cent. 2026 will see a stable picture with a slight increase in the pace of growth. GDP is forecast to increase by around 0.6 per cent. Private customer spending will gain a little momentum and government consumer spending will continue to rise. Inflation is set to remain low at around 1.7 per cent.

The Netherlands look set to see moderate growth of around 1.3 per cent in 2025. This positive development is being driven by private consumption and government investment. Inflation is continuing to fall and is forecast at around 2.8 per cent. Development looks set to remain broadly stable in 2026. GDP is expected to increase by around 1.2 per cent. Private consumer spending will continue to perform well, while government investment will see slightly stronger growth than in the previous year. Inflation is expected to continue on its downward trend, coming in at around 1.5 per cent.

Spain is seeing a solid upturn in 2025. GDP growth for the year is expected to amount to 2.7 per cent. Strong private consumption is the main pillar of this development, but moderate growth in government consumer spending is providing additional stability. Inflation is continuing to fall and is estimated at 2.5 per cent. The situation is expected to consolidate in 2026, although the pace of growth will slow slightly. GDP is forecast to rise by around 2.0 per cent. Private consumption will continue to increase, albeit not to the same extent as in the previous year. Significantly higher government consumer spending will support the economy. At around 2.1 per cent, inflation is forecast to be comparatively low.

Eastern Europe segment



In Eastern Europe (including Türkiye and excluding Hungary), real economic growth of 3.3 per cent is expected in 2025. For 2026, it is assumed that GDP growth in the region will slow slightly to 3.2 per cent.

The upturn in Poland is continuing in 2025. GDP growth for the year is expected to amount to 3.5 per cent. Private consumption remains a key driver and is continuing to rise, while demand is also being boosted by government consumption. Government investment is seeing particularly dynamic development. Inflation is continuing to fall and is estimated at 3.4 per cent. The outlook for 2026 is robust, although the pace of growth is set to normalise slightly with GDP forecast to rise by 3.3 per cent. Private consumption will continue to increase, accompanied by a tangible upturn in government consumer spending and investment. Inflation will keep falling and is expected to come in at around 2.6 per cent.

The Turkish economy is seeing continued if moderate growth in 2025, with GDP increasing by 3.2 per cent. Private consumption is making a tangible contribution and government investment is also rising. However, macroeconomic momentum is being curbed somewhat by a slight downturn in government consumer spending. At the same time, inflation remains high and is estimated at 34 per cent. The upturn is expected to continue for the most part in 2026 with a more balanced structure. GDP growth is forecast at around 3.2 per cent. Private consumption will continue to rise, albeit to a more restrained extent. Government investment will increase further, while government consumer spending is expected to return to slight growth. Inflation is falling sharply and is forecast at around 22 per cent.

Sector development in the consumer electronics retail market

Following positive market growth in the previous year, the consumer electronics retail market in the countries in which MediaMarktSaturn Retail Group (MMSRG) operates recorded further sales growth in the financial year 2024/25 (MMS Group Executive Market Update). Sector-specific growth in the MMSRG countries is expected to be slightly negative overall in the next financial year due to a downturn in Eastern Europe, as well as being subject to the influence of political and economic uncertainties. It is anticipated that online business will continue to gain in importance and outperform traditional retail in terms of absolute sales growth.

A key trend for 2026 will be the increasing importance of convenience, sustainability and connected products, especially in the area of healthcare. Consumers value products that are not only easy to use, but also make their everyday lives easier thanks to smart functions and automation. As a result, connected smart home devices that operate energy-efficiently, support personal routines and offer predictive maintenance functions are meeting with a high level of interest and helping to increase convenience and efficiency in the home. Wearables like smartwatches have now become a regular feature of many people's everyday lives and are evolving from lifestyle gadgets into indispensable health companions. The majority of consumers welcome the possibilities this opens up for monitoring their health, and they expect AI-based wearables to improve the standard of care even further.

As such, innovations are increasingly focusing on the integration of AI and the further development of the smart home in order to meet the growing demands of consumers.

At the same time, sustainability remains an important factor in purchasing behaviour. Many consumers prefer long-lived, resource-efficient products, and the growth in sales of used or refurbished devices shows that re-use is becoming an increasingly relevant trend. Energy efficiency, durability and reparability are also some of the key purchase criteria. In 2026, the market will be characterised by technological innovations as well as sustainable, user-friendly and health-promoting solutions that meet the growing expectations of consumers.

DACH segment

In view of the current macroeconomic situation, the financial year 2025/26 is expected to see a slightly positive trend in the consumer electronics retail market in the DACH region, although this development will continue to be characterised by uncertainty.

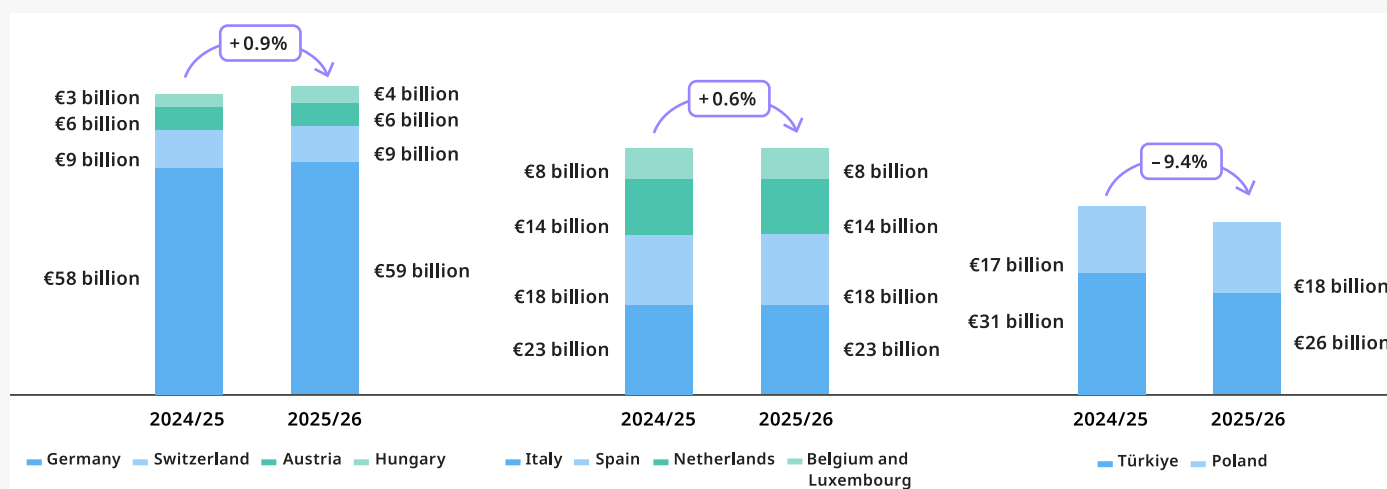
Western/Southern Europe segment

CECONOMY also expects the consumer electronics retail sector in Western/Southern Europe to see slightly positive sales development in 2025/26 based on current market performance.

Eastern Europe segment

Eastern Europe is expected to see declining sales in the consumer electronics retail market as a result of the challenging conditions. Given the high level of inflation and the pressure on exchange rates, the quantitative forecast concerning market performance in 2025/26 remains subject to considerable uncertainty.

Outlook of the development of the consumer electronics retail market



Source: Own calculations, various sources, including Panel GfK – An NIQ Company and S&P Global Market Intelligence

CECONOMY outlook

The market environment in the consumer electronics industry remains challenging and dynamic, characterised by a high degree of uncertainty. Rising cost of living, persistently subdued consumer sentiment, and volatile economic indicators in both industry and the labour market continue to weigh on demand. Political tensions, especially in connection with the ongoing conflicts in Eastern Europe and the Middle East, as well as changing conditions in international trade, are further impacting future expectations. The still subdued economic recovery in Germany and Europe is also having a tangible noticeable effect on consumer sentiment.

CECONOMY is actively addressing these challenges by consistently aligning its strategic priorities with the needs of its customers. The transformation towards a service-orientated omnichannel platform is making visible progress. Through targeted measures to enhance efficiency and further develop its growth areas, CECONOMY has once again demonstrated its adaptability and resilience in the financial year 2024/25. The successful completion of the past financial year and a disciplined financial strategy underscore that the company remains on a sustainable path.

CECONOMY is expecting a moderate increase in currency-adjusted total sales in the financial year 2025/26. All segments are set to contribute to this development.

The company expects to generate adjusted EBIT of around €500 million in the financial year 2025/26. The increase compared with the financial year 2024/25 will be driven by the DACH and Western/Southern Europe segments. This outlook assumes a stable macroeconomic environment, especially in the DACH segment.

The outlook is adjusted for portfolio changes and does not take into account the earnings effects from companies accounted for using the equity method (Fnac Darty S.A. and Power Retail Sweden AB). Accounting effects from the application of IAS 29 in Türkiye as a hyperinflationary country are likewise unaccounted for. It does not include non-recurring effects, for example in connection with the extensive optimisation of the location portfolio and central structures as well as changes to the legal framework.

OPPORTUNITY AND RISK REPORT

Opportunity and risk management system

CECONOMY operates in a dynamic market environment on the basis of a clear long-term strategy and the short-term, medium-term and long-term goals derived from it. The implementation of the measures to achieve these targets is associated with opportunities and risks. In some cases, however, CECONOMY must consciously take risks in order to be able to make targeted use of opportunities. The early identification and management of opportunities and risks is a core task for the management.

Risks are defined as uncertain but largely quantifiable internal or external events that could negatively affect the achievement of corporate objectives. Opportunities are defined as potential successes that go further than the targets specified in the planning and could thus benefit the business performance.

In this sense, CECONOMY sees opportunity and risk management system as a tool that helps to achieve the company's objectives. The systematic process underlying opportunity and risk management covers the entire Group. Risk management detects, at an early stage, developments and events that could negatively affect the achievement of business targets and analyses their effects. This means that CECONOMY can promptly initiate suitable measures to manage and monitor the situation. At the same time, opportunity management provides the chance to make targeted use of opportunities.

Central management and organisation

The Management Board of CECONOMY AG has the responsibility and legal obligation to ensure an adequate governance system. In particular, this includes opportunity and risk management, the internal control and compliance management systems and Internal Audit. Together, they form the governance, risk and compliance system (GRC system). This is guided by the governance elements specified in Section 107 para. 3 of the German Stock Corporation Act (AktG) and in the German Corporate Governance Code as well as the requirements of Section 91 paras. 2 and 3 AktG. The aim is to make structures and processes more transparent and to harmonise the sub-system processes. This increases the overall transparency and efficiency of the GRC system at CECONOMY and continuously improves its appropriateness and effectiveness.

CECONOMY's Group Committee for Governance, Risk and Compliance (GRC Committee) regularly discusses the harmonisation of methods and further development of the GRC sub-systems. The committee (consisting of all key Group divisions) also discusses the current opportunities and risk situation based on the reports from the respective units and draws up proposals for assessing the appropriateness and effectiveness of the individual GRC subsystems for the Management Board.

Risk management

Authorities and responsibilities for the opportunity and risk management are clearly defined within the Group and reflect the corporate structure. Risks are identified, assessed, managed and monitored by the Group companies and central functions. The reported risks are aggregated, validated and processed for further analysis and consolidation at the level of CECONOMY AG.

Central elements of internal monitoring include the self-assessment of the appropriateness and effectiveness of opportunity and risk management by the management teams of the Group companies and the review of appropriateness and effectiveness by Internal Audit at the Group company level. The aggregated results of the self-assessments by the GRC Committee and the findings of the internal audit do not indicate that CECONOMY AG's risk management system is not appropriate and effective. Overall responsibility for the implementation of an appropriate and effective opportunity and risk management system lies with the Management Board of CECONOMY AG. The Audit Committee of the Supervisory Board of CECONOMY AG monitors the appropriateness and effectiveness of opportunity and risk management. In accordance with the provisions of Section 317 para. 4 of the German Commercial Code (HGB), the auditor subjects the risk early warning system as part of the opportunity and risk management system to a periodic assessment as part of the audit of the consolidated financial statements. There are no findings or indications that suggest CECONOMY AG's early risk identification system is not appropriate and effective (unaudited disclosures not included in the management report).

Corporate Risk Management informs the Management Board of CECONOMY AG promptly and continuously about material developments in opportunity and risk management, ensures that information is shared within the company and supports the enhancement of the opportunity and risk management at Group level and in the Group companies.

Opportunity management

The systematic identification, evaluation and communication of opportunities is an integral component of CECONOMY's management and controlling system. The fundamental aim is to ensure that the main opportunities and risks of CECONOMY are at least in balance.

CECONOMY conducts macroeconomic studies, analyses the relevant trend landscape and evaluates market, competition and location analyses. In addition, the critical success factors of the business models and the Group's relevant cost drivers are discussed. The Management Board of CECONOMY AG specifies the market and business opportunities derived from this as well as potential for increasing efficiency as part of strategic, short and medium-term planning. To this end, it communicates closely with the heads of the Group departments and the management of the Group companies. CECONOMY pursues market- and customer-driven business approaches in this process. It continuously reviews the elements of the strategy, which aims at long-term, sustainable and profitable growth.

Reporting

Group reporting is the central element of internal opportunity and risk communication. The aim is to enable the structured and continuous examination of opportunities and risks and to document this in accordance with legal and regulatory requirements. In this way, the Management Board receives regular information about the risk situation. It is also ensured that negative trends are recognised in good time and appropriate countermeasures can be taken.

Twice a year, CECONOMY carries out a risk inventory. The inventory systematically records and describes all of the Group's material risks and measures them against standard benchmarks on the basis of quantitative and qualitative indicators with regard to loss potential and probability of occurrence. The results of the risk inventory and the risk portfolio are updated regularly.

The results reported by the Group companies are validated by the respective risk managers. In a second step, the risk managers summarise the results in a functional risk profile that includes a detailed description of the material individual risks. In addition, CECONOMY considers analyses and reports that are prepared as part of medium-term planning and forecasts. Finally, all the findings are used to determine the overarching opportunity and risk portfolio for CECONOMY.

The Management Board of CECONOMY AG regularly informs the Supervisory Board and the Audit Committee about the opportunity and risk management. Twice a year, the Audit Committee receives a detailed written report on the organisation and focus of opportunity and risk management as well as the current opportunity and risk situation.

For the preparation of the annual report, CECONOMY reviews the opportunity and risk portfolio drawn up in the previous year. An update is performed during the year for preparation of the half-year financial report. An emergency notification system is also used for the event of sudden, serious risks to the net assets, financial position and earnings position. In this case, the Management Board of CECONOMY AG receives all necessary information directly and without delay. In addition, a further risk update is carried out in order to analyse possible changes in the risk situation at an early stage.

Strict principles for dealing with risks

As a matter of principle, CECONOMY takes business risks only if they are considered manageable and the associated opportunities give reason to expect an appropriate increase in value for the company. Business interests and risk management aspects are therefore carefully weighed against each other and brought into alignment as far as possible.

Risks associated with the core retail processes are borne by CECONOMY itself. For example, core processes include the development and implementation of business models, location decisions and the purchasing and sale of goods and services. Risks from support processes are minimised within the Group or, if appropriate, transferred to third parties. Risks that relate neither to core processes nor to supporting processes are not taken by CECONOMY. The same applies to risks that could jeopardise the company as a going concern or lead to a violation of legal requirements.

Clear definition of the details of risk management

All relevant facts are summarised in regulations based on the internationally recognised COSO II standard and the IDW PS 981 auditing standard. In addition, CECONOMY has aligned its risk management system with the requirements set out in the IDW PS 340 standard, as amended. Major components include the establishment of a risk-bearing capacity concept and risk aggregation through quantification of the total risk exposure on the basis of a Monte Carlo simulation. The Group-wide risk management system covers all material strategic, operating, financial and compliance risks. In principle, all risks and their effects at CECONOMY AG level are analysed over a one-year period and additionally in the third year.

Risk classification

CECONOMY classifies all identified risks according to standardised Group-wide standards using quantitative and qualitative indicators covering the aspects of loss potential (negative EBIT or cash impact in relation to the company's targets) and probability of occurrence (in per cent). With regard to loss potential, the Group risks are divided into five classes: marginal (\leq €2.5 million), moderate ($>$ €2.5 million), significant ($>$ €12.5 million), serious ($>$ €25 million) and critical ($>$ €75 million).

The probability of occurrence is also divided into five classes: unlikely (≤ 5 per cent), low (>5 to 25 per cent), possible (>25 to 50 per cent), likely (>50 to 90 per cent) and high (>90 per cent). All risks and their potential impacts are assessed as of the date of the risk analysis and before mitigation measures planned for the future. The risks are presented on a net basis, i.e. risks after measures already implemented and before measures to be implemented in the future in order to limit them. As a matter of principle, but as a compulsory requirement from a probability of occurrence of >25 to 50 per cent, specific measures are defined for each risk and are implemented to appropriately manage or avoid the risk or to mitigate the effects associated with the risk.

Presentation of the risk situation

In the reporting period, the Management Board of CECONOMY AG identified and assessed the material risks for CECONOMY described below.

The risks for CECONOMY are categorised as follows – high, medium and low – based on the potential extent of damage and the probability of occurrence:

| Risk matrix of CECONOMY | | | | | |
|---------------------------------|---|-----------------------------|--------------------------|--------------------------------|------------------------------|
| > €75 million Critical | 1 | M | H | H | H |
| > €25 million Material | 2 | M | M | H | H |
| > €12.5 million Significant | 3 | L | M | M | H |
| > €2.5 million Moderate | 4 | L | L | L | M |
| \leq €2.5 million Marginal | 5 | L | L | L | L |
| | | E $\leq 5\%$ Unlikely | D $> 5 - 25\%$ Low | C $> 25 - 50\%$ Possible | B $> 50 - 90\%$ Likely |
| | | | | | A $> 90\%$ High |

The risks categorised as high (H) are considered significant for CECONOMY and are described in detail below. The order in which they are presented does not imply the significance of the risks. Risks classified as medium (M) or low (L) are not presented separately in the opportunity and risk report unless it is expected that the risk could become particularly relevant to the Group or its stakeholders in the future.

The overall risk situation in the financial year 2024/25 was largely unchanged as against the previous year. The probability of occurrence of all material risks was classified as "possible".

The "deterioration in the consumer climate – economic crisis" risk has increased compared with the previous year's assessment. Consumer sentiment is stagnating at a low level and the increase in geopolitical crises is resulting in uncertainty and consumer restraint. Based on this situation as well as the risk of a prolonged deterioration in consumer sentiment in Germany as a core market and the increase in geopolitical tensions, the risk is still considered to be high. The intensification of competition in the context of the digital transformation due to expansion plans by global or national online retailers and disruptive players such as Temu and TikTok Shop is creating a fiercely contested online market. The risk is still considered to be high and more significant compared with the previous year's assessment for CECONOMY. The risk of "lower credit ratings from banks and other credit stakeholders" was assessed as improved compared with the previous year in light of the positive rating outlook, but was still classified as high. "IT and cybersecurity risks" were also considered to have improved compared with the previous year's assessment due to internal project progress, but are still classified as high.

The main risks and the corresponding risk mitigation measures are discussed below, arranged into various risk groups.

| No. | Significant risks 2024/25 | Risk group | Risk assessment |
|-----|--|------------------|-----------------|
| 1 | Intensification of competition in the context of the digital transformation | Strategic risks | High |
| 2 | Deterioration of consumer confidence – economic crisis | Strategic risks | High |
| 3 | Shortage of qualified employees for key functions | Operating risks | High |
| 4 | IT and cybersecurity risks | Operating risks | High |
| 5 | Lower credit ratings from banks and other credit stakeholders | Financial risks | High |
| 6 | Impairment of assets | Financial risks | High |
| 7 | Impairment of Fnac Darty S.A. investment | Financial risks | High |
| 8 | Violation of data protection law; outflow or manipulation of confidential data | Compliance risks | High |

Strategic risks

One significant business risk is the ongoing intensification of competition in the retail sector, particularly from global online retailers such as Amazon, but also from disruptive players such as Temu and TikTok Shop, as well as European or national online retailers, direct sales and marketplaces (risk no. 1), which are implementing expansion plans and continuing to create a fiercely contested online market. The risk is considered high and more significant compared with the previous year's assessment for CECONOMY. The persistently fierce battle for market share in saturated markets against price-aggressive competitors may lead to permanent pressure on margins and the loss of sales and market shares. This situation could be exacerbated further by a potential rise in logistics and purchasing costs. High market and price transparency and significantly shorter product life cycles with falling gross margins as a result of digitalisation and the associated change in the product mix may further intensify these effects. Intense competition and pressure on margins could negatively affect sales and/or EBIT. In order to counter this risk, CECONOMY is focusing specifically on digital skills and online expertise. CECONOMY continuously monitors the market and competitors and continues to develop the higher-margin Services & Solutions area digitally as well. New revenue potential is also being tapped in areas such as retail media and Space-as-a-Service. In addition, logistics processes are continuously reviewed with regard to the requirements of the digital transformation and the product mix in order to discover potential for improvement. By expanding marketplace activities, the company's own sales channels were opened up to external providers, allowing CECONOMY customers to be offered an even wider range of products. CECONOMY also continuously reviews the store network, optimises sales space and modernises store formats in order to respond to changing customer needs. The strategic activities are continuously reviewed by means of regular implementation monitoring. The strategy is centred on an appealing customer experience that is consistent across all channels.

As previously, the geopolitical situation is characterised by multiple crises (Russia's war of aggression against Ukraine, tensions between China and Taiwan, US tariff policy, the Middle East conflict). In the medium to long term, this situation may lead to subdued consumer behaviour, possible price increases and distortions along the entire value chain. The potential for deterioration in the consumer climate in most of the countries in which CECONOMY operates is a material risk (risk no. 2). In general, the change in consumer behaviour and the associated shift in sales shares from brick-and-mortar to online retail has become firmly established. CECONOMY has been able to further improve its omnichannel processes and successfully counteract this with active cost management. Due to strained consumer sentiment and geopolitical uncertainties, the risk is seen as more significant compared with the opportunity and risk report for 2023/24 and is still considered to be high.

In addition, political developments in individual countries, the threat of trade wars and a possible intensification of protectionism remain challenges for CECONOMY's operating business and may also have a negative impact on consumer confidence. For example, this can be seen for Türkiye, which continues to be affected by a tense domestic political situation, currency devaluation despite the current tightening of monetary policy and high inflation (albeit currently on a downward trend).

To handle these risks, the current and projected political and economic situations are regularly monitored and analysed in order to counter negative developments in good time. Work is ongoing to devise strategies for the enhancement of business models and the optimisation of process, organisational and cost structures.

Operating risks

Highly skilled employees form the basis for the success of the company. Competition for skilled labour remains fierce, particularly in areas relevant to digitalisation. There is therefore a risk that CECONOMY may not have enough suitable employees to fill key positions (risk no. 3). A number of measures have been implemented to ensure that CECONOMY will continue to have sufficient human resources with the necessary specialist and technological expertise in the future. On the one hand, these facilitate the effective management and further development of human resources and, on the other, they support the recruitment of new highly skilled employees. CECONOMY still considers this risk to be high.

Digitalisation and the associated interconnection of IT systems with the outside world pose a risk of attacks on the IT infrastructure. IT system failures can have a significant impact on the business development of CECONOMY, particularly in the ever-growing online retail sector (risk no. 4). Consequences may include substantial sales losses and reputational damage. Permanent, uninterrupted availability is an essential requirement in online retail. Critical network structures and IT systems are therefore

continuously reviewed and adjusted in order to prevent interruptions to important business processes. Generally, there has been a continuous increase in hacker attacks. A potential intensification of cyber threats is also anticipated in view of the geopolitical tensions. CECONOMY is continuing to prioritise investments in cyber security to ensure that it is taking all of the necessary precautions and to increase its resilience against attacks. On this basis, the risk has improved compared with the previous year's assessment, but is still categorised as high by CECONOMY.

Financial risks

Price risks (interest rate risks, currency risks, share price risks), liquidity risks, credit risks with counterparties for financial transactions as well as risks from fluctuations in cash flows and the devaluation of assets can have a significant negative impact on earnings position and liquidity.

An essential part of the management of financial risks is to guarantee unrestricted capital market access for CECONOMY AG. A rating downgrade by the external rating agencies and lower credit ratings by banks and suppliers could have negative implications for liquidity and Group financing. These effects may be mutually dependent or mutually reinforcing and may also be influenced by a downturn in economic and/or sector-specific negative developments in the retail sector. This could also have a negative impact on net working capital for CECONOMY. Despite a small EBIT effect, this could lead to a significant deterioration in the liquidity situation. CECONOMY optimises and continuously monitors the key figures relevant to ratings in particular so that it is in a position to initiate countermeasures at short notice. In order to counter this risk, the strategy is aimed chiefly at optimising the net working capital through the active management of assets and liabilities. The perception of the company among credit stakeholders has improved on the basis of the operating performance the company has demonstrated. This is reflected in the improvement in the credit spread and the confirmation of the rating, for example. S&P Global Ratings and Fitch Ratings have also classified CECONOMY as "CreditWatch Positive" and "Rating Watch positive" respectively, as the transaction with JD.com that has been announced is expected to have a positive impact on the company's creditworthiness. Due to the continuing uncertain macroeconomic situation and potential regulatory initiatives that could have a negative impact on net working capital, CECONOMY classifies the risk of "lower credit ratings from banks and other credit stakeholders" (risk no. 5) as improved over the previous year, but still high.

Operating losses in low-margin countries in particular, due in part to a highly competitive market environment, may entail impairment of reported goodwill and other assets (risk no. 6). This may have a negative impact on the assets and earnings position of CECONOMY. CECONOMY still considers the risk of impairment of assets to be high, particularly due to the amount of any impairment. Numerous strategic initiatives have been defined and introduced to counter this risk in the long term. These support performance, particularly in the lower-margin countries. This includes the expansion of the Services & Solutions business and the increased marketing of private labels, as well as the continuous monitoring of the profitability of the location portfolio.

In addition, sustained or significant declines in the prices of listed financial instruments and investments accounted for using the equity method could indicate an impairment of the asset in question. As of 30 September 2025, the market price of the investment in Fnac Darty S.A., which is accounted for using the equity method, was below the carrying amount per share. The valuation indication prepared for this reason confirmed the intrinsic value. However, the risk of a possible impairment of the investment in Fnac Darty S.A. (risk no. 7) is still classified as high.

Compliance risks including data protection

Regulatory and documentary requirements for data protection are high, and non-compliance can be punished with large fines (risk no. 8). There is also a risk of reputational damage, claims for damages, official actions and other sanctions. One of the core issues in the area of data protection within the Group is the processing of personal data relating to customers and employees. CECONOMY is aware of the importance of and great responsibility associated with this topic. Based on a data protection management system, CECONOMY ensures compliance with legal data protection and data security requirements. As part of this data protection management system, employees in Germany and all other national organisations receive regular training on data protection issues, while the data protection management strategy is monitored and updated if necessary. CECONOMY works on the continuous improvement of processes and documentation. In view of the further increase in government activity, the increased complexity of systems and issues and, in particular, growing online activities, CECONOMY continues to assess the risk as high.

Other risks

The following risks are continuously analysed as part of risk management due to their general significance, but are not currently classified as high for CECONOMY. Non-material risks may arise from the various legal provisions and self-imposed standards of behaviour to which CECONOMY is subject. For example, CECONOMY is exposed to antitrust law risks in connection with business relationships with suppliers, such as with regard to the resale prices of merchandise. Similarly, corruption risks also arise for CECONOMY in the context of business relationships. CECONOMY has a risk-based compliance management system that serves to protect employees and the companies belonging to CECONOMY from compliance violations. In addition, it is intended to protect the company from reputational and economic damage and limit the corporate management's liability in the event of compliance violations by individual employees. Employees in sensitive business segments receive intensive training as part of the compliance management system.

Presentation of the opportunity situation

CECONOMY has many diverse opportunities for sustained positive business development. They arise primarily from the consistent and early alignment with customers' needs. The central aim is to create added value for customers and to assist them in the digital world. To this end, CECONOMY is constantly developing new business models, solutions and formats and exploiting the opportunities arising from digitalisation. The planned partnership with JD.com will potentially open up opportunities to accelerate the current transformation. These points will be included in the opportunity and risk report for the coming financial year 2025/26 only once the transaction is complete.

CECONOMY considers the opportunities presented below to be significant in terms of their potential positive impact on corporate goals over the next three years.

Corporate strategy opportunities

In the retail industry, artificial intelligence (AI) offers numerous opportunities to optimise operational processes and improve the customer experience. It enables new products and offers a wide range of options for CECONOMY along the value chain. Taking advantage of the potential and the resultant scope for efficiency is the current challenge and opportunity for CECONOMY and the entire retail industry sector.

Opportunities for the future success of CECONOMY arise in the development of new and innovative business areas and services. The needs and behaviour of customers are constantly changing, opening up new business areas (e.g. smart home, health) and services (e.g. 90-minute delivery, repair & refurbished). CECONOMY sees potential in these new business areas, which offer customers excellent added value, fit in with the strategy of CECONOMY and build on the existing strengths of the operational processes. CECONOMY is also constantly reviewing new concepts, strategic partnerships and acquisitions. New business areas can thus be opened up appropriately. The local and national market consolidation will continue at CECONOMY.

CECONOMY's brands enjoy very high name recognition in the countries in which the Group is represented. Leading positions are achieved in many countries. This must be further consolidated and expanded. Transformation and repositioning measures already under way are aimed at further improving the market position, making processes and decision-making channels more efficient and increasing profitability. Further opportunities will continue to arise from the consistent implementation of the transformation of the business model. This relates in particular to key issues such as category management, supply chain, online and Services & Solutions and the international expansion of successful marketplace activities. For the implementation of a customer-centric, digitally driven omnichannel sales model, the optimisation and expansion of the necessary processes and structures is ongoing.

Sustainability, which we describe as an "impact experience", is a fundamental element of the corporate strategy and will continue to gain importance globally in light of current societal and regulatory developments. CECONOMY has developed a comprehensive sustainability strategy that it has systematically integrated into its organisation in order to meet the expectations of customers, employees, investors, government and society.

Sustainability offers CECONOMY a wide range of opportunities to develop existing business areas and enter into new ones. In particular, this includes the expansion of existing product ranges and services in the area of circular business models (circular economy), such as repairs, trade-ins and refurbishment. These "BetterWay" services actively contribute to extending the product life cycle, reduce the consumption of non-renewable resources and help to keep products and materials in circulation within the economy. In turn, this makes a positive contribution in terms of a lower environmental impact. The expansion of our services is also opening up new sales potential. In particular, CECONOMY believes that sustainability-orientated offers, such as repair and refurbishment services, trade-in models and customer-focused advice on sustainable consumption, offer relevant growth opportunities. The company is also working continuously to reduce its own carbon footprint along the entire value chain. CECONOMY views sustainability not only as its responsibility as a company, but also as a strategic opportunity to combine environmental value-added with financial success.

Overall assessment of the opportunity and risk situation by the company's management

The Management Board and Supervisory Board of CECONOMY AG are regularly informed about the company's opportunity and risk situation. To evaluate the present situation, the opportunities and risks are not only looked at in isolation. On the contrary, interdependencies are also analysed and assessed according to their probability or impact. The assessment found that the risks are manageable on the whole. The risks identified, both individually and as a whole, do not pose a threat in terms of illiquidity or over-indebtedness – both of which could jeopardise the continued existence of CECONOMY AG and the Group – for a period of at least one year. The Management Board of CECONOMY AG does not currently expect any fundamental changes to the opportunity and risk situation.

DISCLOSURES PURSUANT TO SECTION 315A SENTENCE 1 AND SECTION 289A SENTENCE 1 OF THE GERMAN COMMERCIAL CODE AND EXPLANATORY REPORT BY THE MANAGEMENT BOARD

Composition of subscribed capital (Section 315a sentence 1 no. 1 and Section 289a sentence 1 no. 1 of the German Commercial Code (HGB))

CECONOMY AG's share capital as of 30 September 2025 amounts to €1,240,448,004.17 and is divided into 485,221,084 ordinary bearer shares. The pro rata value per share of the share capital is around €2.56. Each ordinary share carries one vote. The rights and obligations associated with the shares are set out in the German Stock Corporation Act (AktG).

Restrictions that affect voting rights or the transfer of shares (Section 315a sentence 1 no. 2 and Section 289a sentence 1 no. 2 HGB)

To the knowledge of the Management Board, the following agreement, which may be regarded as a restriction within the meaning of Section 315a sentence 1 no. 2 and Section 289a sentence 1 no. 2 HGB, exists or existed as of 30 September 2025:

There is a pooling agreement between BC Equities GmbH & Co. KG, Düsseldorf, and Beisheim Holding GmbH, Baar (Switzerland), which includes the shares in CECONOMY AG held by BC Equities GmbH & Co. KG and Beisheim Holding GmbH.

As stated in the publicly available offer document for the voluntary public takeover offer by Jingdong Holding Germany GmbH to the shareholders of CECONOMY AG dated 1 September 2025, Convergenta Invest GmbH, a shareholder of CECONOMY AG, and its indirect shareholders Helga Kellerhals and Jürgen Kellerhals (the latter being a member of the Supervisory Board of CECONOMY AG), have entered into a shareholders' agreement with JD.com and Jingdong Holding Germany GmbH (hereinafter referred to as the "shareholders' agreement"). As CECONOMY AG is not aware of the details of the shareholders' agreement, the information provided here is limited to the content of the publicly available offer document. The shareholders' agreement sets out certain undertakings of the parties following the completion of the voluntary public takeover offer by Jingdong Holding Germany GmbH to the shareholders of CECONOMY AG. Subject to the condition precedent of the completion of the voluntary public takeover offer, the parties to the shareholders' agreement will align their voting behaviour prior to every General Meeting or Supervisory Board meeting of CECONOMY AG. In the event that no such alignment is reached and except for certain reserved matters, Convergenta Invest GmbH, Jürgen Kellerhals and Helga Kellerhals undertake to vote at the General Meeting of CECONOMY AG in line with the guidance provided by JD.com and Jingdong Holding Germany GmbH. These reserved matters are tied to certain shareholding thresholds. Among other things, they include all matters requiring a statutory majority of 75 per cent of the voting rights or share capital, such as changes to the Articles of Association or capital increases.

The parties to the shareholders' agreement will be subject to customary transfer restrictions in respect of their CECONOMY shares for a period of twenty-seven months following the completion of the voluntary public takeover offer. Only certain share transfers will be permitted during this time, including to affiliated companies. Following the end of this lock-up period and subject to further conditions, Jingdong Holding Germany GmbH will have a right of first offer in respect of all or some of the CECONOMY shares held by Convergenta Invest GmbH, Jürgen Kellerhals and Helga Kellerhals that are the subject of a bona fide offer by a third party. Under this right of first offer, Jingdong Holding Germany GmbH is entitled to purchase such CECONOMY shares at the terms offered by the third party and in accordance with the further provisions of the shareholders' agreement.

In addition, there may be legal restrictions on voting rights; for example, in the case of certain conflicts of interest pursuant to Section 136 AktG, Section 28 sentence 1 of the German Securities Trading Act (WpHG) (breach of the obligation to notify) or, if the company holds treasury shares, pursuant to Section 71b AktG.

In the context of Article 19 para. 11 of Regulation (EU) No. 596/2014 (Market Abuse Regulation) and in accordance with the internal requirements for members of the Management Board and Supervisory Board of CECONOMY AG, specific restrictions apply to transactions in shares of CECONOMY AG. These include, among other things, certain trading prohibitions, in particular in connection with the publication of business figures, as well as purchase and holding obligations in connection with the remuneration of the Management Board.

Shares in capital exceeding ten per cent of the voting rights (Section 315a sentence 1 no. 3 and Section 289a sentence 1 no. 3 HGB)

The direct and indirect (pursuant to Section 33, 34 WpHG) shares in the capital that exceed ten per cent of the voting rights are as follows:

| Name/company | Direct/indirect share of more than ten per cent of the voting rights |
|---|--|
| Haniel Finance Deutschland GmbH, Duisburg, Germany | Direct |
| Franz Haniel & Cie. GmbH, Duisburg, Germany | Indirect |
| Palatin Verwaltungsgesellschaft mbH, Essen, Germany | Direct |
| BVG Beteiligungs- und Vermögensverwaltungs-GmbH, Essen, Germany | Indirect |
| Gebr. Schmidt GmbH & Co. KG, Essen, Germany | Indirect |
| Gebr. Schmidt Verwaltungsgesellschaft mbH, Essen, Germany | Indirect |
| Meridian Stiftung, Essen, Germany | Indirect |
| Convergenta Invest GmbH, Bad Wiessee, Germany | Direct |
| Convergenta Invest und Beteiligungs GmbH, Salzburg, Austria | Indirect |
| Jürgen Kellerhals and Helga Kellerhals | Indirect |
| JINGDONG HOLDING GERMANY GmbH, Düsseldorf, Germany | Direct ¹ |
| JINGDONG RETAIL INTERNATIONAL IRELAND LIMITED, Dublin, Ireland | Indirect ¹ |
| JINGDONG RETAIL GREEN PTE. LTD., Singapore | Indirect ¹ |
| JINGDONG RETAIL GREEN HOLDING INC., George Town, Cayman Islands | Indirect ¹ |
| JINGDONG RETAIL INTERNATIONAL LTD., George Town, Cayman Islands | Indirect ¹ |
| Jingdong Group Holding Ltd., George Town, Cayman Islands | Indirect ¹ |
| JD.com, Inc., George Town, Cayman Islands | Indirect ¹ |
| Max Smart Limited, Tortola, British Virgin Islands | Indirect ¹ |
| Richard Qiangdong Liu | Indirect ¹ |

¹ Solely instruments in accordance with Section 38 para. 1 no. 2 of the German Securities Trading Act (WpHG) that can be exercised within defined periods as determined by reference to the completion of the purchase offer submitted by JD.com. Voting rights attached to shares were not reported.

The information above is based primarily on notifications in accordance with Section 33 WpHG received and published by CECONOMY AG. CECONOMY AG has not been notified of any other direct or indirect shares in the share capital that exceed ten per cent of the voting rights, nor is CECONOMY AG aware of any such shareholdings.

➤ Notifications of voting rights published by CECONOMY AG can be accessed online at www.ceconomy.de/en under Investor Relations – Legal Announcements.

Holders of shares with special rights and the form of controlling voting rights when employees hold an interest in the capital (Section 315a sentence 1 no. 4 and 5 and Section 289a sentence 1 no. 4 and 5 HGB)

The company has not issued any shares with special rights in accordance with Section 315a sentence 1 no. 4 and Section 289a sentence 1 no. 4 HGB. Employees who hold shares in CECONOMY AG directly exercise their rights in the same way as other shareholders in accordance with the law and the Articles of Association.

Provisions regarding the appointment and dismissal of members of the Management Board and changes to the Articles of Association (Section 315a sentence 1 no. 6 and Section 289a sentence 1 no. 6 HGB)

The appointment and dismissal of members of the Management Board of CECONOMY AG are determined by Section 84, 85 AktG and Section 30, 31, 33 of the German Co-Determination Act (MitbestG). Article 5 of the Articles of Association of CECONOMY AG also stipulates that the Management Board must consist of at least two members and that the Supervisory Board determines the number of members of the Management Board.

Changes to the Articles of Association of CECONOMY AG are generally determined in accordance with Section 179, 181, 133 AktG. In addition, there are numerous other provisions of the German Stock Corporation Act that may apply in the event of a change to the Articles of Association and that modify or supersede the aforementioned provisions; for example, Section 182 et seq. AktG in the event of capital increases, Section 222 et seq. AktG for capital reductions or Section 262 AktG if the AG is liquidated. In accordance with Article 14 of the Articles of Association of CECONOMY AG, changes that affect only the wording of the Articles of Association may be approved by the Supervisory Board without a resolution by the General Meeting.

Powers of the Management Board, in particular with regard to the possibility of issuing or buying back shares (Section 315a sentence 1 no. 7 and Section 289a sentence 1 no. 7 HGB)

Power to issue new shares

The General Meeting held on 12 April 2022 authorised the Management Board, with the approval of the Supervisory Board, to increase the company's share capital on one or more occasions until 11 April 2027 up to a maximum of €321,600,000 by issuing new ordinary bearer shares in exchange for contributions in cash and/or in kind (Authorised Capital 2022/I).

The General Meeting held on 12 April 2022 also authorised the Management Board, with the approval of the Supervisory Board, to increase the company's share capital on one or more occasions until 11 April 2027 up to a maximum of €112,560,000 by issuing new ordinary bearer shares in exchange for contributions in cash and/or in kind (Authorised Capital 2022/II).

As of 30 September 2025, CECONOMY AG therefore has authorised capital totalling €434,160,000, which can be utilised in tranches by issuing shares.

Shareholders have subscription rights in each case. The new ordinary shares can also be acquired by one or more credit institution(s) designated by the Management Board in accordance with Section 186 para. 5 sentence 1 AktG or by one or more company/companies operating in accordance with Section 53 para. 1 sentence 1 or Section 53b para. 1 sentence 1 or para. 7 of the German Banking Act (KWG) who are obliged to offer them to the shareholders for subscription (indirect subscription right). However, the Management Board is authorised, with the approval of the Supervisory Board, to exclude shareholders' subscription rights in the following cases:

- (a) for the compensation of fractional amounts;
- (b) if the ordinary shares are issued against contributions in kind for the purpose of corporate mergers or for the acquisition (also indirectly) of companies, divisions of companies, operational activities, branches of activity or company interests and the pro rata amount attributable to the new ordinary shares issued subject to the exclusion of subscription rights does not exceed a total of ten per cent of the share capital existing when the respective authorisation becomes effective;
- (c) to implement a scrip dividend, in which case shareholders are offered to contribute their claim for payment of the dividend to the company (in whole or in part) as a contribution in kind against granting of new ordinary shares from the authorised capital;
- (d) in the event of capital increases against cash contributions, to the extent required to grant subscription rights for new ordinary shares to the holders of warrants or convertible bonds issued by the company or by Group companies in which the company holds at least 90 per cent of the shares, directly or indirectly, in the scope to which they would be entitled as shareholders upon exercising the warrant or conversion right or fulfilment of the warrant or conversion or upon exercising a substitution right of the company;
- (e) in the event of capital increases against cash contributions, if the pro rata amount of the share capital of these capital increases attributable to the new ordinary shares issued subject to an exclusion of subscription rights in accordance with Section 186 para. 3 sentence 4 AktG does not exceed a total of ten per cent of the share capital, neither at the time the respective authorisation becomes effective nor – if this value is lower – at the time of exercising the respective authorisation, and if in each case the issue price of the new ordinary shares is not significantly lower than the quoted market price of the company's ordinary shares that are already listed with the same features within the meaning of Section 203 para. 1 and 2 and Section 186 para. 3 sentence 4 AktG. The limit of ten per cent of share capital is reduced by the portion of the share capital attributable to the company's ordinary shares that, during the term of the authorised capital, (i) are issued or disposed of as treasury shares subject to an exclusion of the shareholders' subscription rights under direct or *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG, or (ii) that are issued from contingent capital to settle warrant or convertible bonds issued or to be issued without subscription rights under *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG.

In total, ordinary shares issued against cash or in kind in accordance with these authorisations subject to an exclusion of the shareholders' subscription rights in accordance with the respective (b) or (e) may not amount to more than ten per cent of the share capital existing at the time the respective authorisation becomes effective. Ordinary shares that are issued subject to an exclusion of the subscription rights in direct or *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG, or that are issued for the fulfilment of warrant or convertible bonds issued during the term of the respective authorisation subject to an exclusion of the subscription rights in *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG, are to be counted toward this maximum limit.

The Management Board is authorised, with the approval of the Supervisory Board, to determine the further details of the respective capital increase. Authorised Capital 2022/I and Authorised Capital 2022/II have not yet been utilised. There are no specific plans at present to exercise these authorisations.

Authorisations to issue warrant and/or convertible bonds

The General Meeting held on 12 April 2022 authorised the Management Board, with the approval of the Supervisory Board, to issue bearer warrant and/or convertible bonds (jointly "bonds") on one or more occasions until 11 April 2027 in a total nominal amount of up to €1,000,000,000 with or without a maturity date and to grant or impose, as applicable, warrant rights or obligations to/on the holders of warrant bonds or, respectively, conversion rights or obligations to/on the holders of convertible bonds for the ordinary bearer shares of CECONOMY AG with a proportionate amount of the share capital of up to total of €127,825,000 subject to the provisions of the terms and conditions of the respective warrant or convertible bond (hereinafter each referred to as "conditions"). This authorisation provides contingent capital in an amount of up to €127,825,000 (Contingent Capital 2022/II).

The General Meeting held on 12 April 2022 further authorised the Management Board, with the approval of the Supervisory Board, to issue bearer warrant or convertible bonds (jointly "bonds") on one or more occasions up to 11 April 2027 in a total nominal amount of up to €350,000,000 with or without a maturity date and to grant or impose, as applicable, warrant rights or obligations to/on the holders of warrant bonds or, respectively, conversion rights or obligations to/on the holders of convertible bonds for the ordinary bearer shares of CECONOMY AG with a proportionate amount of the share capital of up to total of €44,738,750 subject to the provisions of the terms and conditions of the warrant or convertible bond in question (hereinafter each referred to as "conditions"). This authorisation provides contingent capital in an amount of up to €44,738,750 (Contingent Capital 2022/III).

In addition to the issuance in euros, the bonds may also be issued in the legal currency of an OECD country, limited to the appropriate equivalent amount in euros. The bonds may also be issued by a CECONOMY AG Group company within the meaning of Section 18 AktG in which CECONOMY AG directly or indirectly holds at least 90 per cent of the shares. In this case, the Management Board is authorised, with the approval of the Supervisory Board, to grant a guarantee for these bonds for the CECONOMY AG Group company and to grant or impose warrant or conversion rights or obligations for ordinary bearer shares in CECONOMY AG to/on the holders of the bonds.

The bonds are divided into partial bonds. If warrant bonds are issued, one or more warrants will be attached to each partial bond entitling or obliging the holder to subscribe to ordinary bearer shares of CECONOMY AG in accordance with the terms and conditions of the warrants set out by the Management Board. The terms and conditions of the warrants can specify that the warrant price may also be settled by transfer of partial bonds and, where applicable, by supplementary cash payment. Where this results in fractional shares, provisions may be established under which these fractional shares can be added up in accordance with the terms and conditions of the of warrants or bonds, against supplementary payment where applicable, in order to acquire full shares.

If convertible bonds are issued, the holder (in the case of bearer bonds) and, in other cases, the creditors of the partial bonds are granted the right to convert their partial bonds into ordinary bearer shares of CECONOMY AG in accordance with the terms and conditions of the convertible bond determined by the Management Board. The conversion ratio is to be determined by dividing the nominal amount or the issuing price of a partial bond that is lower than the nominal amount by the fixed conversion price for an ordinary bearer share of CECONOMY AG and can be rounded up or down to a whole number. In addition, an additional payment payable in cash and the consolidation or compensation for fractional shares that cannot be converted can also be determined. The conditions may provide for a variable conversion ratio and a determination of the conversion price (subject to the minimum price determined by the resolution of the General Meeting) within a specified range depending on how the price of the CECONOMY AG ordinary shares performs during the term of the bond.

The conditions may provide for the right of CECONOMY AG not to grant new ordinary shares in the event of conversion or the exercise of warrant rights, but instead to pay a cash amount which, for the number of shares otherwise to be delivered, is equivalent to the volume-weighted average closing price of the ordinary shares of CECONOMY AG in electronic trading on the Frankfurt Stock Exchange (i.e. Xetra trading or a functional comparable successor system that replaces the Xetra system) during a period to be specified in the conditions. The conditions may also provide that the bond with the warrant or conversion rights may, at the discretion of CECONOMY AG, be converted into existing shares of CECONOMY AG or another listed company as opposed to into new shares from contingent capital, or that the warrant or conversion right or obligation can be fulfilled by delivery of such shares.

The conditions may also provide for the right of CECONOMY AG to grant the holders or creditors, in part or in full, ordinary shares in CECONOMY AG or another listed company when the bond with warrant or conversion rights or obligations matures instead of paying the cash amount due (maturity here also includes maturity as a result of termination).

The conditions may also provide for a warrant or conversion obligation at the end of the term (or at an earlier date or when a specific event occurs). The conditions may also entitle CECONOMY AG to settle in cash, in full or in part, any difference between the nominal amount and the issue amount of the bonds and the product of the conversion price and conversion ratio, where this is lower.

As a general rule, shareholders are to be granted subscription rights to the bonds. The bonds may also be acquired by one or more credit institution(s) or one or more companies operating in accordance with Section 53 para. 1 sentence 1 or Section 53b para. 1 sentence 1 or para. 7 of the German Banking Act (KWG), who are obliged to offer them to the shareholders for subscription indirectly within the meaning of Section 186 para. 5 AktG (indirect subscription right). If bonds are issued by a CECONOMY AG Group company within the meaning of Section 18 AktG in which CECONOMY AG directly or indirectly holds at least 90 per cent of the shares, CECONOMY AG must ensure that the statutory subscription right for shareholders of CECONOMY AG is granted in accordance with the provisions of the previous sentence

However, the Management Board is authorised, with the approval of the Supervisory Board, to exclude the shareholders' subscription rights to bonds,

- (a) to exclude fractional amounts resulting from the subscription ratio;
- (b) to the extent required to grant subscription rights to holders of warrant or conversion rights or obligations that have already been issued to the extent that these holders would be entitled as shareholders after exercising their warrant or conversion right or fulfilling the warrant or conversion obligation;
- (c) if the bonds are issued with warrant or conversion rights or warrant or conversion obligations against cash payment and the issue price of the bonds is not significantly lower than the value determined in accordance with recognised financial mathematical methods within the meaning of Section 221 para. 4 sentence 2 and Section 186 para. 3 sentence 4 AktG. However, the authorisation to exclude the shareholders' subscription rights applies only to bonds conferring a warrant or conversion rights or warrant or conversion obligations relating to shares representing a total proportionate amount of the share capital not exceeding ten per cent of the share capital, neither at the time the respective authorisation becomes effective nor – if this value is lower – at the time at which the respective authorisation is exercised. It is necessary to credit to this maximum limit of ten per cent of share capital the proportionate amount of the share capital that is attributable to shares that, since the granting of the respective authorisation, have – subject to an exclusion of subscription rights – either been issued on the basis of an authorisation of the Management Board to exclude subscription rights in direct or *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG, or disposed of as acquired treasury shares in *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG, until the issue – subject to an exclusion of subscription rights pursuant to Section 186 para. 3 sentence 4 AktG utilising the respective authorisation – of bonds with conversion and/or warrant rights or conversion and/or warrant obligations.

On aggregate, pursuant to these authorisations, the shares issued or to be issued for the fulfilment of warrant or convertible bonds which are issued subject to an exclusion of shareholders' subscription rights may not amount to more than ten per cent of the share capital at the time the respective authorisation becomes effective. Shares that are newly issued subject to an exclusion of the subscription right in direct or *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG, or that are issued from authorised capital against contribution in kind subject to an exclusion of the subscription right for the purpose of corporate mergers or for the acquisition (also indirectly) of companies, divisions of companies, operational activities, branches of activity or company interests, are to be counted toward this maximum limit

The following applies in the event of the issue of bonds that grant a warrant or conversion right or impose a warrant or conversion obligation, where Section 9 para.1 and Section 199 para. 2 AktG remain unaffected and must be observed: the respective warrant or conversion price to be determined for an ordinary share of CECONOMY AG must – with the exception of cases in which a warrant or conversion obligation or the right to substitute is provided – amount to at least 80 per cent of the volume-weighted average closing price of the ordinary shares of CECONOMY AG in electronic trading on the Frankfurt Stock Exchange in the last ten trading days before the day on which the Management Board passes its resolution on issuing the bond or – where subscription rights are granted – at least 80 per cent of the volume-weighted average stock market price of the ordinary shares of CECONOMY AG in electronic trading on the Frankfurt Stock Exchange during the period in which the subscription rights can be exercised, with the exception of the days of this period that are required to give timely notice of the warrant or conversion price in accordance with Section 186 para. 2 sentence 2 AktG.

In the event that the terms and conditions establish a conversion or warrant obligation at the end of the term (or at another time) or grant CECONOMY AG the right of substitution, the warrant or conversion price must, in accordance with the conditions, be at least equal to the above-mentioned minimum price or must be equal to the volume-weighted average closing price of CECONOMY AG's ordinary share in electronic trading on the Frankfurt Stock Exchange during the ten trading days before or after

the final maturity date or the other determined date, even if this average price is lower than the above-mentioned minimum price. The proportionate amount of share capital for the ordinary shares of CECONOMY AG to be issued in the event of conversion or if the warrant is exercised must not exceed the nominal amount of the bonds.

Notwithstanding Section 9 para. 1 AktG, the warrant or conversion price can be reduced on the basis of an anti-dilution provision in accordance with the conditions if, during the warrant or conversion period, CECONOMY AG (i) increases share capital by way of a capital increase from retained earnings or (ii) increases share capital or disposes of treasury shares granting exclusive subscription rights to its shareholders or (iii) issues, grants or guarantees additional bonds with warrant or conversion rights or obligations granting exclusive subscription rights to its shareholders and in the cases described under (ii) and (iii) the holders of existing warrant or conversion rights or obligations are not granted any subscription rights for these to which they would be entitled after exercising the warrant or conversion right or fulfilling the warrant or conversion obligation. The warrant or conversion price can also be reduced by means of a cash payment when the warrant or conversion right is exercised or a warrant or conversion obligation is fulfilled. The conditions can also stipulate an adjustment of the warrant or conversion rights or obligations in the event of a capital reduction or other measures or events that entail economic dilution of the value of the warrant or conversion rights or obligations (such as dividends paid, control assumed by third parties).

The Management Board is authorised, with the approval of the Supervisory Board, to determine further details regarding the issue and terms of the bonds, in particular the interest rates, issue price, term and denomination, anti-dilution provisions and the warrant or conversion period, or to stipulate these in consultation with the corporate bodies of the CECONOMY AG's Group company issuing the bonds within the meaning of Section 18 AktG.

The authorisations to issue warrant and/or convertible bonds have not yet been exercised and there are no specific plans at present to exercise these authorisations.

Authorisation to purchase treasury shares

A resolution adopted by the General Meeting held on 12 April 2022 authorised the company to purchase treasury shares of any share class until 11 April 2027 in accordance with Section 71 para. 1 no. 8 AktG. The authorisation restricted to the purchase of shares representing a pro rata amount of no more than ten per cent of the share capital at the time this authorisation becomes effective or – if this value is lower – of the share capital at the time such authorisation is exercised. The shares purchased on the basis of this authorisation, together with any treasury shares purchased for other reasons and held by the company or attributable to the company under Section 71a et seq. AktG, must at no time exceed ten per cent of the company's respective share capital.

At the discretion of the Management Board, the shares are purchased in each individual case via the stock exchange or by way of a purchase offer addressed to all shareholders. The authorisation sets out provisions regarding the purchase price and the procedure in the event that a purchase offer addressed to all shareholders is oversubscribed.

The company is authorised to use treasury shares that have been or are to be acquired on the basis of the authorisation described above or an authorisation granted at an earlier date for all legally permitted purposes, in particular the following:

- (a) to dispose of company shares (i) on the stock exchange or (ii) by offering them to shareholders;
- (b) to float company shares on foreign stock exchanges on which they were not previously listed, where the authorisation contains provisions regarding the initial price;
- (c) to transfer company shares to third parties in return for contributions in kind in the course of corporate mergers or the acquisition (also indirectly) of companies, divisions of companies, operational activities, branches of activity, company interests or other assets;
- (d) to sell company shares through channels other than the stock exchange or by offering them to all shareholders, provided they are sold in return for a cash payment and at a price that is not significantly lower than the quoted market price of company shares with the same terms that are already listed at the time of the disposal. This authorisation is restricted to the sale of shares representing a total pro rata amount of no more than ten per cent of the share capital at the time this authorisation becomes effective or – if this value is lower – at the time this authorisation is exercised. To this upper limit of ten per cent of share capital is to be credited the pro rata amount of the share capital that is (i) relating to company shares that are issued or sold during the term of this authorisation subject to an exclusion of subscription rights under direct or *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG, and (ii) relating to company shares issued or to be issued during the term of this authorisation to settle warrant or convertible bonds that were issued during the term of this authorisation subject to an exclusion of subscription rights under *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG;

- (e) to transfer shares to the holders of warrant or convertible bonds of the company or its Group companies within the meaning of Section 18 AktG in accordance with the conditions of the warrant or convertible bonds; this also applies to transferring shares on the basis of exercising subscription rights which may be granted to the holders of warrant or convertible bonds of the company or its Group companies within the meaning of Section 18 AktG if treasury shares are sold by way of an offer to all shareholders or in the event of a capital increase with subscription rights, to the extent that the holders of warrant or convertible bonds would have subscription rights to the company's shares after exercising the warrant or conversion right or fulfilling the warrant or conversion obligation. The shares transferred on the basis of this authorisation must not, in total, account for more than a ten per cent pro rata amount of the share capital at the time this authorisation becomes effective or – if this value is lower – at the time of exercising this authorisation, provided the shares are used to fulfil warrant or conversion rights or obligations granted or imposed under *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG. This limit of ten per cent of the share capital is to be diminished by the pro rata amount of the share capital relating to company shares that are issued or sold as treasury shares during the term of this authorisation under direct or *mutatis mutandis* application of Section 186 para. 3 sentence 4 AktG;
- (f) to implement a scrip dividend, in which company shares are used to meet shareholders' dividend claims (including in part and optionally);
- (g) to withdraw company shares without the need for an additional resolution of the General Meeting. They can also be withdrawn without reducing capital by increasing the pro rata amount of the company's share capital represented by the remaining no-par-value shares. In this case, the Management Board is authorised to adjust the number of no-par-value shares in the Articles of Association.

All of the above authorisations relating to the acquisition and use of treasury shares acquired on the basis of the above or a previous authorisation may be exercised in part or in full, on one or on more than one occasion, individually or jointly by the company or by its Group companies within the meaning of Section 18 AktG or by third parties acting for the account of the company or the third parties. All of the above authorisations may be exercised to acquire and use both ordinary shares and preference shares or to acquire and use only ordinary shares or only preference shares. The use of treasury shares in accordance with the authorisations stated in (b), (c), (d), (e), (f) and (g) above must be approved by the Supervisory Board. Shareholder subscription rights are excluded for the use of treasury shares in accordance with the authorisations in (a) (i), (b), (c), (d), and (e). If treasury shares are used in accordance with the authorisation in (a) (ii) by way of an offer to all shareholders in accordance with the principles of equal treatment (Section 53a AktG), the Management Board is authorised to exclude shareholders' subscription right for fractional amounts. The Management Board is also authorised to exclude subscription rights if treasury shares are used in accordance with the authorisation in (f).

The General Meeting held on 12 April 2022 also authorised the Management Board to purchase shares under the resolved authorisation using put options, call options, future purchase agreements relating to company shares where there are more than two trading days between entering into the respective purchase contract and the transfer of the purchased shares (forward purchases) or combinations of these instruments (put options, call options, forward purchase and combinations of these instruments are hereinafter jointly referred to as "derivatives"). All shares acquired using derivatives are restricted to shares representing no more than five per cent of the share capital at the time this authorisation becomes effective or – if this value is lower – at the time of exercising this authorisation. Each individual derivative must have a term of no longer than 18 months, must end no later than the close of day on 11 April 2027 and must be selected in a way that ensures the shares cannot be purchased using the derivatives after 11 April 2027. The derivatives may be concluded only with one or more independent credit institution(s) or by one or more company/companies operating in accordance with Section 53 para. 1 sentence 1 or Section 53b para. 1 sentence 1 or para. 7 KWG. They must be structured so as to ensure that the derivatives are supplied only with shares that were previously acquired in accordance with the principles of equal treatment (Section 53a AktG); acquiring the shares on the stock market is sufficient.

The option premium received by the company for call options and put options must not be significantly lower than the theoretical market value of the respective options calculated using recognised financial mathematical methods. The purchase price to be paid per share when exercising put or call options or when the forward purchase matures must not be more than ten per cent higher or lower than the arithmetic mean of the closing auction price for shares in the corresponding share class in Xetra trading (or a functional comparable successor system that replaces the Xetra system) on the Frankfurt Stock Exchange during the last three trading days before the derivative transaction in question is entered into (in each case excluding ancillary acquisition costs but including the option premium received or paid).

If treasury shares are acquired using derivatives in accordance with the above provisions, any shareholder rights to conclude such derivatives with the company are excluded, as is the shareholders' put option.

The provisions stated above for the use of treasury shares also apply to the use of the company's treasury shares acquired using derivatives.

The authorisation granted by resolution at the General Meeting on 12 April 2022 to purchase treasury shares in accordance with Section 71 para. 1 no. 8 AktG, including using derivatives, has not yet been exercised and there are no specific plans to make use of this authorisation.

Material agreements conditional upon a change of control following a takeover bid (Section 315a sentence 1 no. 8 and Section 289a sentence 1 no. 8 HGB)

CECONOMY AG is the borrower in a syndicated loan agreement, which may be terminated by the lender in the event of a change of control. A change of control requires one or more parties acting in concert to obtain control over CECONOMY AG. In this case, each bank may revoke its loan commitment and require that loans issued under the agreement are repaid. These provisions in the event of a change of control are standard for the market and serve to protect creditors. The credit facilities had not been utilised as of 30 September 2025.

In addition, CECONOMY AG issued a senior unsecured five-year bond with an initial principal amount of €500 million in June 2021 (Bond 21/26). As part of an early refinancing of Bond 21/26, a buy-back offer was made for Bond 21/26, reducing the outstanding nominal amount to €144 million. In July 2024, CECONOMY AG issued a €500 million fixed-rate unsecured bond linked to a sustainability target (Bond 24/29). The terms and conditions of Bond 21/26 and Bond 24/29 provide for a redemption right for bondholders in the event of a change of control. A change of control is deemed to have occurred in respect of Bond 21/26 if a change of control has occurred in relation to which a rating downgrade has occurred. A change of control is deemed to have occurred if a person or persons acting in concert, or one or more persons acting on behalf of such person or persons, at any time directly or indirectly (i) acquires more than 50 per cent of the share capital of CECONOMY AG or (ii) acquires a number of shares in the share capital of CECONOMY AG that carry more than 50 per cent of the voting rights that may be exercised at the general meetings of CECONOMY AG. A change of control with respect to the Bond 24/29 will be deemed to have occurred (i) if one or more persons acquire the economic entitlement to more than 30 per cent of the total voting rights of the voting shares of CECONOMY AG or (ii) upon the sale of all or substantially all of the assets of CECONOMY AG or certain subsidiaries of CECONOMY AG (other than by way of merger, consolidation or other business combination). Certain entitled shareholders are excluded from the definition of a change of control.

CECONOMY AG has also issued convertible bonds with a total nominal value of €151 million and a term of five years. The terms and conditions of the convertible bonds provide for the right of each bondholder, upon the announcement of a change of control or a merger with CECONOMY AG as the transferor entity, to accelerate the maturity of all or some of its bonds that have not yet been converted or redeemed by way of a declaration of termination. An acquisition of control in this sense shall be deemed to have occurred (a) if a person or several persons acting in concert within the meaning of Section 34 para. 2 WpHG (with the exception of Convergenta Invest GmbH or one of its affiliated companies within the meaning of Section 15 et seq. AktG) directly or indirectly at any time holds or has acquired such a number of shares in CECONOMY AG that 30 per cent or more of the voting rights in CECONOMY AG are attributable to such person or persons, or (b) CECONOMY AG sells or transfers all or substantially all of its assets to another person or persons.

Finally, CECONOMY AG has taken out several promissory note loans. Three of these promissory note loans, which have a total nominal value of €80 million, give the lender the right to demand immediate repayment in the event of a change of control. A change of control is deemed to have occurred if a person or group of persons acting in concert directly or indirectly acquires more than 50 per cent of the voting rights or share capital of CECONOMY AG or otherwise exercises control within the meaning of Section 17 AktG.

Compensation agreements with members of the Management Board or employees in the event of a takeover bid (Section 315a sentence 1 no. 9 and Section 289a sentence 1 no. 9 HGB)

There are no compensation agreements within the meaning of Section 315a sentence 1 no. 9 and Section 289a sentence 1 no. 9 HGB with members of the Management Board or employees in the event of a takeover bid.

SUPPLEMENTARY NOTES FOR CECONOMY AG (PURSUANT TO HGB)

Overview of the financial year 2024/25 and forecast for CECONOMY AG

As the ultimate holding company of the Group, CECONOMY AG is dependent on the development of the Group to a significant extent in terms of its business performance, position and expected development including material opportunities and risks.

Given the holding structure, the most important key performance indicator for CECONOMY AG within the meaning of German Accounting Standard (GAS) 20 is – in contrast to the Group-wide view – the net income under commercial law before dividends from subsidiaries and before expenses and income from profit and loss transfer agreements.

For the financial year 2024/25, CECONOMY AG expected a net holding result (net income excluding merger losses, dividends from subsidiaries and income and expenses from profit and loss transfer agreements, excluding impairment on shares in affiliated companies and investments, income from the sale of financial assets and non-recurring effects, and excluding the recognition of deferred tax assets) at the level of the financial year 2023/24, which corresponds to a result of around €–22 million. The net holding result for 2024/25 calculated on this basis amounted to €–64 million. This was lower than forecast, largely as a result of the year-on-year increase in financing costs. In turn, this was primarily due to higher interest rates and higher refinancing rates for existing and new financial liabilities, as well as general developments on the capital markets.

CECONOMY AG's business development

CECONOMY AG's business development is determined to a large extent by the performance and dividends of its investments. In the financial year 2024/25, it was characterised in particular by effects from the mergers of CECONOMY Retail GmbH and Media-Saturn-Holding GmbH into CECONOMY AG. CECONOMY AG's financial statements in accordance with German commercial law serve as the basis for calculating dividends. CECONOMY AG's income statement and balance sheet in accordance with the German Commercial Code (HGB) are presented below.

INCOME STATEMENT (HGB) FOR THE FINANCIAL YEAR FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025

| € million | 2023/24 | 2024/25 |
|--|------------|-------------|
| Revenue | 16 | 14 |
| Investment result | 112 | 1,110 |
| Net interest result and other financial result | –1 | –59 |
| Other operating income | 96 | 173 |
| Personnel expenses | –14 | –11 |
| Depreciation, amortisation and impairment losses on intangible and tangible assets | 0 | 0 |
| Other operating expenses | –23 | –1,887 |
| Income taxes | 18 | 10 |
| Earnings after tax | 204 | –650 |
| Other taxes | 0 | 0 |
| Net loss for the year (previous year: net income) | 204 | –650 |
| Retained earnings from the previous year | 139 | 242 |
| Withdrawals from capital reserves | 0 | 223 |
| Withdrawals from other reserves retained from earnings | 0 | 205 |
| Transfer to other reserves retained from earnings | –102 | –103 |
| Balance sheet loss (previous year: balance sheet profit) | 242 | –83 |

CECONOMY AG reported an investment result of €1,110 million in the financial year 2024/25 (2023/24: €112 million). This figure comprised €686 million in income from investments (2023/24: €15 million) and €523 million in income from profit and loss transfer agreements (2023/24: €97 million), as well as €89 million in expenses from profit and loss transfer agreements (2023/24: €0 million) and €10 million in write-downs of financial assets (2023/24: €0 million).

Of the income from investments in the amount of €686 million (2023/24: €15 million), €666 million (2023/24: €0 million) related to affiliated companies and comprised income from the withdrawal from the capital reserves of MediaMarktSaturn Retail Group GmbH, whose shares were transferred in connection with the merger of Media-Saturn-Holding GmbH into CECONOMY AG. Another €19 million pertains to income from the sale of a one per cent share in METRO AG (2023/24: dividend income €2 million) and income from the limited partnership share in METRO Properties GmbH & Co. KG in the amount of €1 million (2023/24: €13 million).

The income from profit and loss transfer agreements in the amount of €523 million (2023/24: €97 million) primarily relates to €336 million for the earnings of CECONOMY Retail GmbH as of 30 June 2025 from the interim financial statements of CECONOMY Retail GmbH dated 30 June 2025 required for the merger with CECONOMY AG on 1 July 2025 (2023/24: €42 million). This primarily comprises €520 million in non-cash income from the reversal of impairment losses of the investment in Media-Saturn-Holding GmbH and €140 million in expenses from the profit and loss transfer agreement with Media-Saturn-Holding GmbH. Further income from profit and loss transfer agreements result from the profit transfers from Media-Saturn Deutschland GmbH at €159 million (2023/24: €0 million), Imtron GmbH at €20 million (2023/24: €0 million), MMS Technology GmbH at €4 million (2023/24: €0 million), MediaMarktSaturn Global Business Services GmbH at €3 million (2023/24: €0 million), Media-Saturn Marketing GmbH at €1 million (2023/24: €0 million), and CECONOMY Data GmbH at €0 million (2023/24: €0 million).

The expenses from loss absorption amount to €89 million (2023/24: €0 million) and include €74 million (2023/24: €0 million) for MediaMarktSaturn Retail Group GmbH, €9 million for MMS Portfolio GmbH and €5 million for CECONOMY Retail International GmbH (2023/24: income from profit transfer €55 million).

A tax group for income and value-added tax purposes is formed with certain subsidiaries.

The changes to interest and other financial result in the amount of €58 million primarily comprise €18 million increase in interest expenses relating to the bonds issued in the 2020/21 and 2023/24 financial years, €7 million for a one-off financial expense to reverse a prepaid expense that was recognised in the 2023/24 financial year relating to a bond issued in the previous year, and €5 million increase in financial expenses for the newly concluded syndicated credit facility in the amount of €900 million this year. However, interest expenses to subsidiaries from financial investments decreased by €8 million. In addition, the change versus the previous year includes a €24 million decrease in interest income from loan receivables with subsidiaries and one-time interest income of €13 million generated in the 2023/24 financial year for the premature partial repayment of the bond issued in 2020/21.

The other operating income of €173 million (2023/24: €96 million) includes €162 million in income from the reversal of provisions (2023/24: €1 million), €5 million in income from foreign currency gains (2023/24: €7 million) and €6 million in other income (2023/24: €1 million). The €77 million increase in other operating income compared with the previous year is due in particular to income from the reversal of provisions, which amounted to €162 million in the financial year 2024/25. This was partially offset by the income of €87 million in the previous year from the accrual of MWFS Zwischenholding GmbH & Co. KG into CECONOMY AG.

The income from the reversal of provisions in the amount of €162 million relates primarily to the provisions that were transferred following the mergers of CECONOMY Retail GmbH and Media-Saturn-Holding GmbH with CECONOMY AG as of 1 July 2025; €113 million of this amount relates to Media-Saturn-Holding GmbH and €40 million to CECONOMY Retail GmbH. These provisions include losses as of 30 June 2025 from companies that had profit and loss transfer agreements with CECONOMY Retail GmbH and Media-Saturn-Holding GmbH. These provisions were reversed by CECONOMY AG with a non-cash effect after the merger. Because the merger included profit and loss transfer agreements, CECONOMY AG was required to incorporate the results of these companies under its universal successorship. CECONOMY AG instead posted this item to the investment result for the 2024/2025 financial year.

Other operating expenses increased by €1,864 million year-on-year to €1,887 million and primarily comprise merger losses of €1,830 million from the double merger of CECONOMY Retail GmbH and Media-Saturn-Holding GmbH into CECONOMY AG. Of this figure, €129 million resulted from the merger of CECONOMY Retail GmbH and was attributable to the difference between the disposal of shares in CECONOMY Retail GmbH in the amount of €1,649 million and the acquisition of the net assets of CECONOMY Retail GmbH in the carrying amount of €1,520 million, while €1,701 million resulted from the merger of Media-Saturn-Holding GmbH and was attributable to the difference between the disposal of shares in Media-Saturn-Holding GmbH in the amount of €2,707 million and the acquisition of the net assets of Media-Saturn-Holding GmbH in the carrying amount of €1,006 million.

CECONOMY AG's other operating expenses in the financial year 2024/25 also included consulting expenses of €29 million (2023/24: €4 million) and other expenses in connection with the holding function. The increase in consulting expenses and general administrative expenses relates primarily to expenses of €32 million in connection with the planned strategic partnership with JD.com. Of this amount, €23 million is attributed to consulting expenses and €8 million to insurance expenses to cover tax risks.

The income from deferred taxes amounted to €22 million in the financial year 2024/25 (2023/24: €27 million). This includes tax income of €33 million from an increase in loss carryforwards and income from the increase in interest carryforwards in the amount of €8 million that could be utilised. Tax expense from the reversal of temporary differences amounted €19 million.

The annual financial statements of CECONOMY AG as of 30 September 2025, prepared in accordance with HGB, report a balance sheet loss in the amount of €83 million for the financial year 2024/25 after a withdrawal of €223 million from capital reserves and €205 million from other reserves retained from earnings.

Double merger of CECONOMY Retail GmbH into CECONOMY AG and Media-Saturn-Holding GmbH into CECONOMY AG

CECONOMY AG previously held a 21.62 per cent stake in Media-Saturn-Holding GmbH and a 100 per cent stake in CECONOMY Retail GmbH. CECONOMY Retail GmbH, in turn, held the remaining 78.38 per cent of the shares in Media-Saturn-Holding GmbH.

In a merger pursuant to the merger agreement dated 15 September 2025, CECONOMY AG acquired the assets of its wholly-owned subsidiary CECONOMY Retail GmbH with registered office in Düsseldorf as a whole without its liquidation in accordance with Section 2 no. 1, Sections 60 et seq., 68 para. 1 no. 1 in conjunction with Sections 46 et seq. UmwG.

Subsequently, CECONOMY AG incorporated the assets of Media-Saturn-Holding GmbH with registered office in Ingolstadt into CECONOMY AG as a whole without its liquidation in accordance with Sections 2 no. 1, 60 et seq, 68 para. 1 no. 1 in conjunction with Sections 46 et seq. UmwG in application of Section 62 para. 1 sentence 1 UmwG.

Both mergers took effect as of 1 July 2025 and were officially certified on 15 September 2025.

The entries of the mergers in the commercial register of CECONOMY AG (District Court of Düsseldorf, HRB 39473) took place for the merger of CECONOMY Retail GmbH with CECONOMY AG on 4 November 2025 and for the merger of Media-Saturn-Holding GmbH with CECONOMY AG on 6 November 2025.

Pursuant to the merger of CECONOMY Retail GmbH with CECONOMY AG, net assets in the amount of €1,520 million were transferred to CECONOMY AG, comprising assets of €2,434 million and debt of €914 million, which were recognised at carrying amounts pursuant to Section 24 UmwG. €1,649 million in shares in CECONOMY Retail GmbH that were disposed of due to the merger, resulting in a merger loss of €129 million from the difference between acquisition of the net assets of €1,520 million and shares in CECONOMY Retail GmbH in the amount of €1,649 million. The merger loss is recognised under other operating expenses.

The assets acquired alongside the shares in Media-Saturn-Holding GmbH in the amount of €2,234 million primarily relate to €185 million in shares in CECONOMY Retail International GmbH. The debt of €914 million transferred to CECONOMY AG primarily relate to €240 million in provisions and €633 million in liabilities to affiliated companies, which includes €476 million in liabilities from profit and loss transfer agreements; €336 million of this relates to profit and loss transfer liabilities with CECONOMY AG and €140 million to profit and loss transfer liabilities with Media-Saturn-Holding GmbH. A further €152 million relates to loan liabilities to affiliated companies, with €77 million attributed to MediaMarktSaturn Retail Group and €75 million to CECONOMY AG.

In connection with the merger of Media-Saturn Holding GmbH with CECONOMY AG, net assets in the amount of €1,006 million were transferred to CECONOMY AG, comprising assets of €1,647 million and debt of €641 million, which were recognised at carrying amounts pursuant to Section 24 UmwG. €2,707 million in shares in Media-Saturn-Holding GmbH were disposed of due to the merger, resulting in a merger loss of €1,701 million from the difference between acquisition of the net assets of €1,006 million and shares in Media-Saturn-Holding GmbH in the amount of €2,707 million. The merger loss is recognised under other operating expenses.

The merger of Media-Saturn-Holding GmbH with CECONOMY AG resulted in assets of €1,647 million, primarily comprising €1,460 million in shares in affiliated companies, of which €1,321 million relates to the acquisition of 100 per cent of the shares in MediaMarktSaturn Retail Group GmbH and €138 million to the acquisition of 100 per cent of the shares in MMS Intangibles GmbH & Co. KG. Furthermore, 15 per cent of the shares in public joint stock company "M.video", Moscow, were acquired with a carrying amount of €10 million. The addition of €177 million in current assets is comprised of €174 million in receivables from affiliated companies, of which €140 million relates to receivables from the profit and loss transfer agreement with CECONOMY Retail GmbH and €29 million to the cash pool receivable with Media-Saturn Deutschland GmbH. The debt transferred to CECONOMY AG relate to €128 million in provisions: €14 million for tax provisions and €114 million for a provision for losses as of 30 June 2025 from companies with profit and loss transfer agreements with Media-Saturn Holding GmbH, which in turn has a profit and loss transfer agreement with CECONOMY AG after the merger with CECONOMY Retail GmbH. Of the additional liabilities in the amount of €513 million due to the merger, €512 million relate to liabilities to affiliated companies, with €511 million attributable to a loan liability with MediaMarktSaturn Retail Group GmbH.

Financial position of CECONOMY AG

Cash flows

Securities comprise €119 million (30/09/2024: €106 million) in money market funds from the investment of cash within the scope of liquidity provision.

Cash-in-hand and bank balances amounted to €15 million as of the balance sheet date (30/09/2024: €15 million) and comprised short-term bank balances.

Capital structure

EQUITY AND LIABILITIES

| € million | 30/09/2024 | 30/09/2025 |
|--|--------------|--------------|
| Equity | | |
| Share capital | 1,241 | 1,241 |
| Ordinary shares | 1,241 | 1,241 |
| (Contingent capital) | (89) | (89) |
| Capital reserve | 353 | 130 |
| Reserves retained from earnings | 102 | 0 |
| Balance sheet loss (previous year: balance sheet profit) | 242 | -83 |
| | 1,938 | 1,288 |
| Provisions | 125 | 383 |
| Liabilities | 947 | 1,077 |
| Deferred income | 16 | 10 |
| | 3,026 | 2,758 |

The equity and liabilities side of the balance sheet comprises equity of €1,288 million (30/09/2024: €1,938 million) and provisions, liabilities and deferred income totalling €1,470 million (30/09/2024: €1,089 million). The equity ratio as of the reporting date was 47 per cent compared with 64 per cent in the previous year. The year-on-year change in equity is primarily due to the net loss for the year of €650 million, which was offset against the balance sheet profit for the previous year of €242 million less an allocation to other reserves retained from earnings of €104 million during the financial year. €223 million was then withdrawn from capital reserves in accordance with Section 272 para. 2 no. 1-2 and no. 4 HGB and €205 million was withdrawn from other reserves retained from earnings. The remaining net loss of €83 million is reported in the balance sheet loss. The €258 million increase in provisions includes €245 million in connection with the mergers of CECONOMY Retail GmbH and Media-Saturn-Holding GmbH, with €240 million relating to the assumption of post-employment benefit obligations of the former CECONOMY Retail GmbH as of 1 July 2025. Post-employment benefit obligations increased by a total of €219 million year-on-year as of 30 September 2025. The €130 million increase in liabilities includes €115 million in liabilities to affiliated companies, of which €88 million relates to liabilities from profit and loss transfer agreements. Of this figure, €83 million is attributable to the profit and loss transfer agreements assumed as a result of the merger of Media-Saturn-Holding GmbH into CECONOMY AG. A further €77 million relates to a loan liability of CECONOMY Retail GmbH to a subsidiary that was assumed as a result of the merger. This was offset by a €37 million reduction in fixed-term deposits from affiliated companies and a €13 million reduction in other liabilities to affiliated companies.

Provisions for pensions and similar obligations have been recognised in the amount of €133 million (30/09/2024: €67 million) for direct pension commitments and in the amount of €161 million (30/09/2024: €8 million) for shortfalls in underfunded pension funds. This significant increase results from the merger of CECONOMY Retail GmbH with CECONOMY AG and the corresponding acquisition of the pension commitments in the amount of €231 million; €76 million thereof is for direct pension commitments and €155 million for shortfalls in underfunded pension funds.

The tax provisions of €23 million (30/09/2024: €5 million) were recognised for potential trade tax, corporate tax and withholding tax refund.

In the 2024/25 financial year, CECONOMY AG concluded a new ESG-linked revolving credit facility in the amount of €900 million. The new syndicated loan was used in place of the previous syndicated credit facility in the amount of €1,060 million before the end of the term (6 May 2026). The new credit facility will continue to serve as a back-up line with a term of three years until 31 March 2028, with two options to extend the facility by one year each. The credit facilities had not been utilised as of 30 September 2025.

The liabilities from bonds in the amount of €795 million (30/09/2024: €800 million) comprise an unsecured bond issued in the 2023/24 financial year with a nominal value of €500 million and a term of five years until 15 July 2029. In addition, this line item contains a convertible bond issued in the financial year 2021/22 with a nominal value of €151 million, divided into 1,510 partial bonds, and a term until 9 June 2027. The conversion right can be exercised at any time within the term. The conversion price is €5.42. Furthermore, liabilities from bonds of in the amount of €144 million include the remaining amount from a bond issued in the 2020/21 financial year with an original value of €500 million; in the 2023/24 financial year, €356 million was repaid prematurely.

CECONOMY AG currently intends to repay the remaining bond from 2021 at maturity in 2026. In addition, liabilities from bonds include short-term money market securities (commercial paper) in the amount of €0 million (30/09/2024: €5 million).

Liabilities to banks in the amount of €91 million (30/09/2024: €71 million) include promissory note loans in the amount of €90 million with a remaining term of one to five years and €1 million (30/09/2024: €1 million) in short-term interest liabilities relating to the promissory note loans.

The contingent liabilities of €1,617 million as of 30 September 2025 (30/09/2024: €1,830 million) primarily comprise €1,400 million (30/09/2024: €1,670 million) for the assumption of guarantees of CECONOMY AG to secure operating liabilities of Media-Saturn companies. The change versus the previous year relates to the elimination of a guarantee in the amount of €270 million. Based on the liquidity available at the Media-Saturn companies, the risk of utilization is considered to be low in each case.

The financial obligations from loans granted in the amount of €148 million (30/09/2024: €178 million) relate to interest to be paid in the coming years in the amount of €134 million, €125 million of which is allocated to the €500 million bond issued in the 2023/24 financial year.

The nominal value of the loan commitments to Group companies is €1,592 million (30/09/2024: €2,217 million); as of the balance sheet date, €216 million (30/09/2024: €303 million) had been utilised. The significant decline results from the elimination of the loan commitment to CECONOMY Retail GmbH in the amount of €625 million.

Net assets of CECONOMY AG

ASSETS

| € million | 30/09/2024 | 30/09/2025 |
|--------------------------------|--------------|--------------|
| Fixed assets | | |
| Intangible assets | 0 | 0 |
| Tangible assets | 1 | 1 |
| Financial assets | 2,136 | 1,662 |
| | 2,137 | 1,663 |
| Current assets | | |
| Receivables and other assets | 421 | 610 |
| Securities | 106 | 119 |
| Cash-in-hand and bank balances | 15 | 15 |
| | 542 | 744 |
| Prepaid expenses | 33 | 15 |
| Deferred tax assets | 314 | 336 |
| | 3,026 | 2,758 |

CECONOMY AG's assets totalled €2,758 million at the reporting date (30/09/2024: €3,026 million). The change of €-268 million compared with the previous year is due in particular to a €474 million reduction in financial assets, a €189 million increase in receivables and other assets, a €13 million increase in securities, an €18 million reduction in prepaid expenses and a €22 million increase in deferred tax assets. Financial assets declined by a total of €474 million due to the mergers, with €1,649 million relating to the disposal of the shares in CECONOMY Retail GmbH. As part of the merger of CECONOMY Retail GmbH, 78.38 per cent of the shares in Media-Saturn-Holding GmbH with a carrying amount of €2,234 million were transferred to CECONOMY AG. Following the merger of CECONOMY Retail GmbH, CECONOMY AG holds 100 per cent of the shares in Media-Saturn-Holding GmbH with a carrying amount of €2,707 million, which were disposed of in connection with the merger of Media-Saturn-Holding GmbH. In addition, materially all of the shares in CECONOMY Retail International GmbH in the amount of €185 million were assumed as a result of the merger of CECONOMY Retail GmbH. 100 per cent of the shares in MediaMarktSaturn Retail Group GmbH in the amount of €1,321 million and in MMS Intangibles GmbH with a carrying amount of €139 million were also transferred as part of the merger of Media-Saturn-Holding GmbH. The €189 million increase in receivables and other assets is due in particular to additions to receivables from profit and loss transfer agreements of €187 million as a result of the mergers.

Financial assets of €1,662 million (30/09/2024: €2,136 million) include €1,645 million in shares in affiliated companies (30/09/2024: €2,123 million) and €15 million in investments (30/09/2024: €13 million). The shares in affiliated companies primarily comprise 100 per cent of the shares in MediaMarktSaturn Retail Group GmbH with a carrying amount of €1,321 million (30/09/2024: €0 million), in CECONOMY Retail International GmbH with a carrying amount of €185 million (30/09/2024: €0 million), and in MMS Intangibles GmbH & Co. KG with a carrying amount of €138 million (30/09/2024: €0 million).

Receivables from affiliated companies of €588 million primarily comprise €211 million in receivables from Group companies on account of CECONOMY AG's financing function as the holding company (30/09/2024: €297 million). Of this amount, €200 million is attributed to MediaMarktSaturn Retail Group GmbH (30/09/2024: €280 million) and €11 million to CECONOMY Retail International GmbH (30/09/2024: €0 million). Receivables from affiliated companies also include €188 million (30/09/2024: €97 million) in receivables on the basis of existing profit and loss transfer agreements, which is primarily comprised of €159 million to Media-Saturn Deutschland GmbH (30/09/2024: €0 million), €20 million to Imtron GmbH (30/09/2024: €0 million) and €5 million to MMS Technology GmbH (30/09/2024: €0 million). An additional €154 million (30/09/2024: €0 million) relates to a cash pool receivable from Media-Saturn Deutschland GmbH.

An additional €35 million in receivables from affiliated companies resulted primarily from the mergers of Media-Saturn-Holding GmbH and CECONOMY Retail GmbH with CECONOMY AG.

The year-on-year increase in receivables from affiliated companies in the amount of €190 million primarily results from the profit and loss transfer agreement with Media-Saturn Deutschland GmbH in the amount of €159 million following the merger of CECONOMY Retail GmbH with CECONOMY AG as legal successor, and the profit and loss transfer agreements with MediaMarktSaturn Global Business Services GmbH, MMS Technology GmbH, Imtron GmbH and MediaSaturn Marketing GmbH in the amount of €28 million following the merger of Media-Saturn-Holding GmbH with CECONOMY AG as legal successor.

Securities comprise €119 million (30/09/2024: €106 million) in money market funds from the investment of cash within the scope of liquidity provision.

Prepaid expenses amounted to €15 million at the end of the financial year (30/09/2024: €33 million). The changes in the amount of €18 million result from the reversal of prepaid expenses; €8 million pertains to the bond issued in the 2023/24 financial year, €8 million to the convertible bond issued in the 2021/22 financial year, €1 million to the discontinued line of credit from the 2020/21 financial year and €1 million to the bond issued in the 2020/21 financial year.

Deferred tax assets amounted to €393 million at the end of the financial year (30/09/2024: €375 million), while deferred tax liabilities were €57 million (30/09/2024: €61 million). The differences between the financial accounting and tax accounts primarily result from differing carrying amounts in fixed assets and from pension and other provisions of CECONOMY AG and its subsidiaries. Most of the deferred tax assets result from corporation and trade tax loss carryforwards.

As of 30 September 2025, loss carryforwards totalled €2,277 million for corporation tax and €2,611 million for trade tax. Of this, set-off is expected only after the five-year period under Section 274 para. 1 sentence 4 HGB in the amount of €1,392 million for corporation tax and €1,675 million for trade tax.

Under a public takeover bid, shares of CECONOMY AG are to be acquired by JINGDONG HOLDING GERMANY GmbH ("JD"). The transfer of CECONOMY AG shares to JD depends largely on regulatory approvals (including foreign trade control) ("regulatory approval"). Regulatory approval is expected in the first half of 2026. At present, it is assumed that once regulatory approval has been given, the requirements for a detrimental (for tax purposes) acquisition of shares under Section 8c KStG will be met.

Following this detrimental (for tax purposes) acquisition of shares, a significant portion of the tax loss carryforwards of CECONOMY AG will no longer be available to offset against profits. Of this amount, a significant portion is attributed to tax loss carryforwards that are still subject to legal uncertainty. However, part of the tax loss carryforwards of CECONOMY AG will still be available to offset against profits even after the detrimental (for tax purposes) acquisition of shares.

With regard to the deferred tax assets on tax loss carryforwards, a write-down in the mid-eight figures is expected. This is based among other things on the general assumption that tax loss carryforwards in "store companies" below Media-Saturn Deutschland GmbH will no longer be usable due to the detrimental (for tax purposes) acquisition of shares. Nonetheless, a significant portion of the deferred tax assets on tax loss carryforwards will remain.

Opportunity and risk situation of CECONOMY AG

As CECONOMY AG is linked to its Group companies through financing and guarantee commitments and through direct and indirect investments in the subsidiaries and investees, among other things, CECONOMY AG's opportunity and risk situation is largely dependent on the opportunities of the entire group of companies. In this respect, the statements on the overall assessment of the risk situation by the company's management also summarise the risk situation of CECONOMY AG.

Forecast for CECONOMY AG

The performance of CECONOMY AG in its function as the ultimate Group holding company depends largely on the performance and dividends of its subsidiaries and investments. The company is managed on the basis of the expected net holding result. CECONOMY AG expects the holding result for the coming financial year 2025/26 to remain at the level of the past financial year 2024/25 (€-64 million).

Planned investments of CECONOMY AG

In the context of the implementation of investments in subsidiaries and investees, CECONOMY AG will support these as required by means of share or capital increases or loans. In addition, intra-Group share transfers may result in investments in shares in affiliated companies.

Declaration on corporate governance

The declaration on corporate governance is publicly available on the company's website (www.ceconomy.de) under Company – Corporate Governance.

Consolidated Financial Statements

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INCOME STATEMENT
FOR THE FINANCIAL YEAR FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025

| € million | Note no. | 2023/24 | 2024/25 |
|---|-----------|---------------|---------------|
| Sales | 1 | 22,442 | 23,072 |
| Cost of sales | 2 | -18,481 | -18,918 |
| Gross profit on sales | | 3,961 | 4,154 |
| Other operating income | 3 | 220 | 201 |
| Selling expenses | 4 | -3,284 | -3,376 |
| General administrative expenses | 5 | -647 | -686 |
| Other operating expenses | 6 | -9 | -21 |
| Earnings share from operating companies accounted for using the equity method | 22 | 23 | -3 |
| Net impairments on operating financial assets and contract assets | 8 | -10 | -28 |
| Earnings before interest and taxes (EBIT) | | 254 | 241 |
| Other investment result | 7 | 15 | 1 |
| Interest income | 9 | 70 | 52 |
| Interest expenses | 9 | -247 | -241 |
| Other net financial result | 10 | -4 | -24 |
| Net financial result | | -166 | -213 |
| Earnings before taxes (EBT) | | 88 | 28 |
| Income taxes | 12 | -11 | -62 |
| Profit or loss for the period | | 77 | -34 |
| Profit or loss for the period attributable to non-controlling interests | 13 | 1 | 1 |
| Profit or loss for the period attributable to shareholders of CECONOMY AG | | 76 | -35 |
| Undiluted earnings per share in € | 14 | 0.16 | -0.07 |
| Diluted earnings per share in € | 14 | 0.16 | -0.07 |

RECONCILIATION OF PROFIT OR LOSS FOR THE PERIOD TO TOTAL COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR
FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025

| € million | Note no. | 2023/24 | 2024/25 |
|---|-----------|------------|------------|
| Profit or loss for the period | | 77 | -34 |
| Other comprehensive income | | | |
| Items of other comprehensive income that will not be reclassified subsequently to profit or loss | 27 | -31 | -4 |
| Remeasurement of defined-benefit pension plans | 28 | -26 | 7 |
| Gains/losses on remeasuring financial instruments measured at fair value through other comprehensive income | 22 | -16 | -8 |
| Subsequent measurement of associates/joint ventures, accounted for using the equity method | 22 | -2 | 0 |
| Income tax attributable to items of other comprehensive income that will not be reclassified subsequently to profit or loss | 24 | 14 | -2 |
| Items of other comprehensive income that may be reclassified subsequently to profit or loss | 27 | 12 | 13 |
| Currency translation differences from translating the financial statements of foreign operations | 27 | 12 | 13 |
| Subsequent measurement of associates/joint ventures, accounted for using the equity method | 22 | 0 | 0 |
| Income tax attributable to items of other comprehensive income that may be reclassified subsequently to profit or loss | 24 | 0 | 0 |
| Other comprehensive income | 27 | -19 | 9 |
| Total comprehensive income | 27 | 58 | -25 |
| Total comprehensive income attributable to non-controlling interests | 27 | 1 | 1 |
| Total comprehensive income attributable to shareholders of CECONOMY AG | 27 | 57 | -25 |

STATEMENT OF FINANCIAL POSITION AS OF 30 SEPTEMBER 2025

ASSETS

| € million | Note no. | 30/09/2024 | 30/09/2025 |
|---|----------|---------------|---------------|
| Non-current assets | | 3,680 | 3,531 |
| Goodwill | 18 | 524 | 508 |
| Other intangible assets | 19 | 184 | 202 |
| Property, plant and equipment | 20 | 593 | 585 |
| Right-of-use assets | 21 | 1,626 | 1,508 |
| Financial assets | 22 | 108 | 80 |
| Investments accounted for using the equity method | 22 | 275 | 264 |
| Other financial assets | 23 | 2 | 10 |
| Other assets | 23 | 12 | 10 |
| Deferred tax assets | 24 | 356 | 364 |
| Current assets | | 6,455 | 6,657 |
| Inventories | 25 | 3,114 | 3,210 |
| Trade receivables and similar claims | 26 | 560 | 628 |
| Receivables from suppliers | 23 | 1,292 | 1,274 |
| Other financial assets | 23 | 140 | 118 |
| Other assets | 23 | 181 | 170 |
| Income tax assets | | 158 | 49 |
| Cash and cash equivalents | 33 | 1,010 | 1,207 |
| | | 10,135 | 10,188 |

EQUITY AND LIABILITIES

| € million | Note no. | 30/09/2024 | 30/09/2025 |
|---|-----------|---------------|---------------|
| Equity | 27 | 515 | 485 |
| Share capital | | 1,240 | 1,240 |
| Capital reserve | | 389 | 165 |
| Reserves retained from earnings | | -1,113 | -919 |
| Non-controlling interests | | -1 | -1 |
| Non-current liabilities | | 2,548 | 2,286 |
| Provisions for pensions and similar obligations | 28 | 328 | 298 |
| Other provisions | 29 | 88 | 77 |
| Borrowings | 30, 33 | 2,095 | 1,876 |
| Other financial liabilities | 30, 32 | 13 | 14 |
| Other liabilities | 32 | 9 | 3 |
| Deferred tax liabilities | 24 | 15 | 18 |
| Current liabilities | | 7,072 | 7,416 |
| Trade payables and similar liabilities | 30, 31 | 5,824 | 6,061 |
| Provisions | 29 | 93 | 95 |
| Borrowings | 30, 33 | 535 | 661 |
| Other financial liabilities | 30, 32 | 364 | 342 |
| Other liabilities | 32 | 220 | 202 |
| Income tax liabilities | 30 | 35 | 56 |
| | | 10,135 | 10,188 |

STATEMENT OF CHANGES IN EQUITY¹
FOR THE FINANCIAL YEAR FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025

| € million | Share capital | Capital reserve | Gains/losses on remeasuring financial instruments measured at fair value through other comprehensive income (OCI) | Currency translation differences from translating the financial statements of foreign operations | Remeasurement of defined-benefit pension plans | Subsequent measurement of associates/joint ventures accounted for using the equity method |
|--|---------------|-----------------|---|--|--|---|
| 01/10/2023 | 1,240 | 389 | -160 | -43 | -216 | -211 |
| Profit or loss for the period | 0 | 0 | 0 | 0 | 0 | 23 |
| Other comprehensive income | 0 | 0 | -16 | 12 | -26 | -3 |
| Total comprehensive income | 0 | 0 | -16 | 12 | -26 | 20 |
| Distributions | 0 | 0 | 0 | 0 | 0 | 0 |
| Equity transactions with change in equity interest without obtaining/relinquishing control | 0 | 0 | 0 | 0 | 0 | 0 |
| Other changes | 0 | 0 | 0 | 0 | 0 | 0 |
| 30/09 or 01/10/2024 | 1,240 | 389 | -176 | -31 | -242 | -190 |
| Profit or loss for the period | 0 | 0 | 0 | 0 | 0 | -3 |
| Other comprehensive income | 0 | 0 | -8 | 13 | 7 | 0 |
| Total comprehensive income | 0 | 0 | -8 | 13 | 7 | -3 |
| Distributions | 0 | 0 | 0 | 0 | 0 | 0 |
| Equity transactions with change in equity interest without obtaining/relinquishing control | 0 | 0 | 0 | 0 | 0 | 0 |
| Other changes | 0 | -223 | 19 | 0 | 0 | -1 |
| 30/09/2025 | 1,240 | 165 | -166 | -18 | -235 | -194 |

¹ Equity is discussed in note 27 Equity.

STATEMENT OF CHANGES IN EQUITY¹
FOR THE FINANCIAL YEAR FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025

| € million | Income tax attributable to items of other comprehensive income | Other reserves retained from earnings | Total reserves retained from earnings | Total equity before non-controlling interests | Non-controlling interests | Total equity |
|---|--|---------------------------------------|---------------------------------------|---|---------------------------|--------------|
| 01/10/2023 | 54 | -589 | -1,166 | 463 | 2 | 465 |
| Profit or loss for the period | 0 | 53 | 76 | 76 | 1 | 77 |
| Other comprehensive income | 14 | 0 | -19 | -19 | 0 | -19 |
| Total comprehensive income | 14 | 53 | 57 | 57 | 1 | 58 |
| Distributions | 0 | -5 | -5 | -5 | 0 | -5 |
| Equity transactions with change in equity interest without obtaining/ relinquishing control | 0 | -1 | -1 | -1 | -4 | -4 |
| Other changes | 1 | 0 | 1 | 1 | 0 | 1 |
| 30/09 or 01/10/2024 | 68 | -542 | -1,113 | 516 | -1 | 515 |
| Profit or loss for the period | 0 | -31 | -35 | -35 | 1 | -34 |
| Other comprehensive income | -2 | 0 | 9 | 9 | 0 | 9 |
| Total comprehensive income | -2 | -31 | -25 | -25 | 1 | -25 |
| Distributions | 0 | -1 | -1 | -1 | 0 | -2 |
| Equity transactions with change in equity interest without obtaining/ relinquishing control | 0 | -2 | -2 | -2 | 0 | -2 |
| Other changes | 0 | 204 | 222 | -1 | 0 | -1 |
| 30/09/2025 | 66 | -372 | -919 | 486 | -1 | 485 |

¹ Equity is discussed in note 27 Equity.

CASH FLOW STATEMENT¹ FOR THE FINANCIAL YEAR FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025

| € million | 2023/24 | 2024/25 |
|---|--------------|--------------|
| EBIT | 254 | 241 |
| Scheduled depreciation/amortisation, impairment losses and reversals of impairment losses on intangible assets, property, plant and equipment, right-of-use assets and impairment losses and reversals of impairment losses on investments accounted for using the equity method and assets held for sale | 662 | 701 |
| Change in provisions for pensions and other provisions | -21 | -41 |
| Change in net working capital ² | 190 | 165 |
| Income taxes paid | -28 | 55 |
| Reclassification of gains (-)/losses (+) from the disposal of fixed assets | 2 | 2 |
| Other | -163 | -21 |
| Gain or loss on net monetary position | -57 | -53 |
| Cash flow from operating activities | 838 | 1,050 |
| Investments in property, plant and equipment | -193 | -190 |
| Other investments | -59 | -59 |
| Disposals of companies | -1 | 0 |
| Disposals of long-term assets and other disposals | 20 | 41 |
| Interest received | 52 | 47 |
| Profit and loss transfers | 18 | 7 |
| Cash flow from investing activities | -162 | -155 |
| Dividends paid | -5 | -2 |
| thereof dividends paid to the shareholders of CECONOMY AG | (0) | (0) |
| Equity transactions with change in equity interest without obtaining/relinquishing control | -4 | -2 |
| Redemption of liabilities from put options of non-controlling interests | -2 | 0 |
| Proceeds from borrowings | 847 | 105 |
| Redemption of lease liabilities | -467 | -463 |
| Redemption of borrowings (excluding leases) | -763 | -90 |
| Change in other current borrowings | 29 | -7 |
| Interest paid | -209 | -218 |
| Other financing activities | -10 | -10 |
| Cash flow from financing activities | -585 | -687 |
| IAS 29 effects on cash flow from operating, investing and financing activities | -13 | -8 |
| Total cash flows | 79 | 201 |
| Currency effects on cash and cash equivalents | -36 | -63 |
| Total change in cash and cash equivalents | 43 | 137 |
| Total cash and cash equivalents as of 1 October | 967 | 1,070 |
| Less the effect of indexing cash and cash equivalents | 70 | 61 |
| Cash and cash equivalents as of 1 October according to statement of financial position | 897 | 1,010 |
| Cash and cash equivalents as of 30 September according to statement of financial position | 1,010 | 1,207 |

¹ The cash flow statement is discussed in note 34 Notes to the cash flow statement.

² Statement of changes in net working capital shown from the related statement of financial position items, mainly adjusted for currency effects

Notes

Segment reporting¹

OPERATING SEGMENTS

| € million | DACH | | Western/ Southern Europe | | Eastern Europe | | Others | | Consolidation | | CECONOMY ² | |
|---|---------|---------|-----------------------------|---------|----------------|---------|------------------|------------------|---------------|---------|-----------------------|---------|
| | 2023/24 | 2024/25 | 2023/24 | 2024/25 | 2023/24 | 2024/25 | 2023/24 | 2024/25 | 2023/24 | 2024/25 | 2023/24 | 2024/25 |
| External sales (net) | 11,868 | 11,983 | 7,243 | 7,534 | 3,313 | 3,537 | 18 | 19 | 0 | 0 | 22,442 | 23,072 |
| Internal sales (net) | 2 | 1 | 4 | 4 | 3 | 1 | 307 | 341 | -315 | -348 | 0 | 0 |
| Sales (net) | 11,869 | 11,984 | 7,248 | 7,539 | 3,316 | 3,538 | 324 | 360 | -315 | -348 | 22,442 | 23,072 |
| Cost of materials | 9,328 | 9,373 | 5,908 | 6,114 | 2,868 | 3,025 | 253 | 293 | -290 | -320 | 18,067 | 18,485 |
| Personnel expenses | 1,110 | 1,152 | 577 | 606 | 152 | 175 | 237 | 225 | 2 | 2 | 2,078 | 2,161 |
| EBITDA | 506 | 530 | 284 | 324 | 111 | 83 | 17 ³ | 5 ³ | -2 | 0 | 916 | 942 |
| Depreciation/amortisation and impairment losses | 366 | 359 | 207 | 211 | 68 | 98 | 30 | 36 | 0 | 0 | 671 | 704 |
| Reversals of impairment losses | 2 | 0 | 6 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 9 | 3 |
| EBIT | 143 | 171 | 82 | 116 | 44 | -15 | -13 ³ | -31 ³ | -2 | 0 | 254 | 241 |
| Adjusted EBIT | 162 | 193 | 88 | 127 | 73 | 50 | -16 | 8 | -2 | 0 | 305 | 378 |
| Investments | 351 | 317 | 264 | 202 | 97 | 80 | 47 | 51 | 0 | 0 | 758 | 650 |
| Non-current segment assets | 1,593 | 1,507 | 945 | 922 | 218 | 188 | 460 | 463 | 0 | 0 | 3,216 | 3,080 |
| thereof investments accounted for using the equity method | (0) | (0) | (0) | (0) | (0) | (0) | (275) | (264) | (0) | (0) | (275) | (264) |

¹ Segment reporting is discussed in note 35 Segment reporting.

² Includes external sales in the financial year 2024/25 of €9,567 million for Germany (2023/24: €9,547 million), €2,240 million for Italy (2023/24: €2,195 million), €2,753 million for Spain (2023/24: €2,568 million) and €2,753 million for Türkiye (2023/24: €2,445 million) as well as non-current segment assets as of 30 September 2025 of €1,706 million for Germany (30/09/2024: €1,795 million) and €381 million for Italy (30/09/2024: €403 million).

³ Includes expenses from operating companies accounted for using the equity method in the Others segment totalling €3 million (2023/24: income of €23 million).

Notes to the Group accounting principles and methods

Accounting principles

CECONOMY AG, the company that prepares the consolidated financial statements for the largest and, at the same time, the smallest group of companies, is a listed corporation with its registered office at Kaistrasse 3, 40221 Düsseldorf, Germany. It is registered at the Düsseldorf District Court under register number HRB 39473. The consolidated financial statements and the summarised management report are submitted to the operator of the company register and published in the company register. In addition, the components subject to disclosure requirements are published in the ESEF electronic reporting format in the business register. The entire annual report is also available online at www.ceconomy.de/en.

The business purpose comprises trading activities of all kinds, especially the retail of consumer electronics, the manufacture and development of corresponding products and the provision of associated services and solutions for private and business customer, including trade-related digital business models and brokerage services.

These consolidated financial statements of CECONOMY AG for the year ending 30 September 2025 have been prepared in accordance with the International Financial Reporting Standards (IFRS). They apply to all accounting standards and interpretations that have been adopted and are mandatory in the European Union as at this date. By complying with the standards and interpretations, a true and fair view of the net assets, financial position and earnings position of CECONOMY is provided.

This version of the consolidated financial statements complies with the provisions of Section 315e of the German Commercial Code (HGB). This forms the legal basis for Group accounting in accordance with international standards in Germany, together with Regulation (EC) No 1606/2002 of the European Parliament and of the Council of 19 July 2002 on the application of international accounting standards.

The date they were signed by the Management Board of CECONOMY AG (12 December 2025) is also the date on which the Management Board approved the consolidated financial statements for publication and submission to the Supervisory Board.

These consolidated financial statements are generally based on the historical cost method. The main exceptions to this are financial instruments recognised at fair value. Liabilities from cash-settled share-based payments are similarly stated at fair value. Moreover, provisions are measured at their expected settlement amount.

The income statement has been prepared using the cost-of-sales method.

To enhance clarity and informative value, individual items in the income statement and in the statement of financial position are combined. These items are presented and discussed separately in the notes.

The consolidated financial statements were prepared in euros. All amounts are stated in millions of euros (€ million) unless otherwise stated. To provide a clearer layout, decimal places are not shown in the tables in some cases. Figures in the tables may contain rounding differences.

The following sections outline the accounting and measurement methods used to prepare the consolidated financial statements.

Application of new accounting methods

Accounting standards applied for the first time in the financial year 2024/25

The following revised, supplemented and newly published accounting standards and interpretations issued by the International Accounting Standards Board (IASB), which were mandatory for CECONOMY AG in the financial year 2024/25, were applied for the first time in these consolidated financial statements, unless it is noted that they were applied early on a voluntary basis:

Amendments to IAS 7 and IFRS 7 – Supplier Finance Arrangements

There are additional disclosure requirements for entities regarding the type, scope and conditions of supplier finance arrangements. Additional information on the affected items in the statement of financial position and the cash flow statement, liquidity risks, maturity profiles and concentration risks must be disclosed in order to ensure transparency regarding the effects of these arrangements on cash flows and financing.

Amendments to IAS 1 – Classification of Liabilities and Disclosures on Covenants

The criteria for classifying liabilities as current or non-current have been defined in greater detail. The key criterion is whether, at the reporting date, the entity has the right to defer payment for at least twelve months. This applies irrespective of events after the reporting date. For liabilities classified as non-current, additional disclosures on relevant covenants (type, trigger points, test dates and consequences of breaches) will be required in future if the liabilities could become repayable within 12 months of the reporting date.

Amendments to IFRS 16 – Sale and Leaseback

The accounting treatment of sale and leaseback transactions has been defined in greater detail. In particular, recognition and subsequent measurement have been structured in such a way as to adequately reflect the economic substance of the transaction; subsequent changes to the variable payments not based on an index or an interest rate result in the remeasurement of the lease liability without an additional gain or loss being recognised on the retained right-of-use asset.

The aforementioned changes have no material impact on the consolidated financial statements of CECONOMY.

Accounting standards published but not yet applied in the financial year 2024/25

Additional accounting standards and interpretations were adopted or revised by the IASB but have not yet been implemented by CECONOMY in the financial year 2024/25, as they were either not yet mandatory or had not yet been approved for application by the European Commission.

| Standard/ interpretation | Title | Start of application in accordance with IFRS ¹ | Application at CECONOMY AG with effect from ² | Approved by the EU |
|-----------------------------|---|---|--|-----------------------|
| IFRS 10/IAS 28 | Consolidated Financial Statements/Investments in Associates and Joint Ventures (amended by Sale or Contribution of Assets between an Investor and its Associate or Joint Venture) | Unknown ³ | Unknown ³ | No |
| IAS 21 | Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates – Lack of Exchangeability | 01/01/2025 | 01/10/2025 | Yes |
| IFRS 9/IFRS 7 | Amendments to the Classification and Measurement of Financial Instruments – Amendments to IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures | 01/01/2026 | 01/10/2026 | Yes |
| Various | Annual Improvements to IFRS – 2022-2024 Cycle (Annual Improvements Volume 11) | 01/01/2026 | 01/10/2026 | Yes |
| IFRS 9/IFRS 7 | Contracts Referencing Nature-dependent Electricity – Amendments to IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures | 01/01/2026 | 01/10/2026 | Yes |
| IFRS 18 | Presentation and Disclosure in Financial Statements | 01/01/2027 | 01/10/2027 | No |
| IFRS 19 | Subsidiaries without Public Accountability: Disclosures | 01/01/2027 | 01/10/2027 | No |
| IFRS 19 | Amendments to IFRS 19 Subsidiaries without Public Accountability: Disclosures | 01/01/2027 | 01/10/2027 | No |
| IAS 21 | Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates Translation to a Hyperinflationary Presentation Currency | 01/01/2027 | 01/10/2027 | No |

¹ Not including early application

² Application from 1 October only due to the financial year deviating from the calendar year; subject to EU endorsement

³ First-time application indefinitely postponed by the IASB

With the new IFRS 18 Presentation and Disclosure in Financial Statements, the IASB has resolved extensive changes to the presentation and disclosure requirements for financial statements. The new standard will be effective for financial years beginning on or after 1 January 2027 and is expected to have an impact on the structure of the income statement and on information transparency in particular. The effects of IFRS 18 on CECONOMY as regards presentation and disclosures in the financial statements are currently being analysed.

With regard to the adoption of the other standards and interpretations listed in the table as well as other standards amended in the annual improvements, no material effects on the Group's net assets, financial position and earnings position are currently expected.

On 18 July 2025, the Act on an Immediate Tax Investment Program to Enhance Germany's Attractiveness as a Business Location (Gesetz für ein steuerliches Investitionssofortprogramm zur Stärkung des Wirtschaftsstandorts Deutschland) was announced in the Federal Law Gazette I No. 161 (effective date: 19 July 2025). Under Section 23 para. 1 of the German Corporate Income Tax Act (KStG), the corporate income tax rate will be reduced by one percentage point every year starting from 1 January 2028 until it reaches 10 per cent in 2032. In accordance with IAS 12, deferred taxes are calculated on the basis of the tax rates enacted as of the reporting date that are expected to apply to the period when the asset is realised or the liability is settled. The valuation is based on a total tax rate comprising a corporate income tax rate of 15 per cent (to be gradually reduced to 10 per cent in Germany in the period from 2028 to 2032) plus the solidarity surcharge of 5.5 per cent on corporate income tax and a trade tax rate of 14.8 per cent (average assessment rate: 424 per cent). This means the total tax rate will decrease from 30.53 per cent in 2026 to 25.26 per cent in 2032.

Consolidation group

In addition to CECONOMY AG, the consolidated financial statements include all companies directly or indirectly controlled by CECONOMY AG, provided these companies are not insignificant for the consolidated financial statements either individually or collectively. Control exists when a majority of voting rights, the Articles of Association, a company contract or a contractual agreement enable control to be exercised over the financial and business policy of a company in order to draw a benefit from its activities. At present, all cases of control at CECONOMY are based on a majority of voting rights.

Together with CECONOMY AG, 393 (30/09/2024: 401) German and 253 (30/09/2024: 249) international companies are included in the consolidated financial statements.

The consolidation group changed as follows in the financial year 2024/25:

| | |
|-------------------------|------------|
| As of 01/10/2024 | 650 |
| Disposals | 10 |
| Newly founded companies | 6 |
| As of 30/09/2025 | 646 |

With one exception, the financial year of the Group companies included in the consolidated financial statements ends on 30 September.

Deconsolidated companies are accounted for as Group companies up to the date of their disposal.

The disposals relate to nine mergers, of which seven were in Germany and two in Austria, as well as one merger by integration in Germany. The newly founded companies are two companies in Austria, two companies in Türkiye, one company in the Netherlands and one company in Poland.

Investments accounted for using the equity method

As in the previous year, two associates were included in the consolidated financial statements using the equity method as of 30 September 2025.

Non-controlling interests

There were no material non-controlling interests as of 30 September 2025.

➤ An overview of all material Group companies can be found in note 47 Overview of material fully consolidated Group companies. In addition, a complete list of all Group companies and associated companies in accordance with Section 313 HGB is available on the website at www.ceconomy.de/en under Investor Relations – Publications.

Consolidation principles

The financial statements of the domestic and foreign subsidiaries included in consolidation are prepared in accordance with IFRS 10 (Consolidated Financial Statements) using uniform accounting and measurement methods.

Subsidiaries are generally fully consolidated if they are material for the presentation of a true and fair view of the net assets, financial position and earnings position.

The recognition of earnings from investments in associates in the income statement depends on whether the investee conducts operating or non-operating activities. Operating activities include both the retail business and support activities (e.g. leasing/letting of commercial properties, purchasing, logistics). Results from operating associates, joint ventures and joint operations are included in operating earnings (EBIT), while results from non-operating companies are included in the net financial result. This currently relates solely to operating companies. Any deviating accounting and measurement methods used in the financial statements of companies accounted for using the equity method are retained, provided they do not significantly conflict with CECONOMY's Group-wide accounting and measurement methods.

Intra-Group profits and losses are eliminated. Sales, expenses and income as well as receivables and liabilities and provisions between consolidated Group companies are consolidated. Intercompany profits in non-current assets and inventories from intra-Group trading are eliminated if not immaterial. Deferred taxes are recognised on consolidation procedures in accordance with IAS 12 (Income Taxes).

Unrealised gains from transactions with companies accounted for using the equity method are offset and derecognised against the investment in the amount of the Group's share in the investee.

An increase or decrease in the interests held in subsidiaries must be presented in the reserves retained from earnings as an equity transaction through other comprehensive income, as long as the parent company retains control. If a reduction or complete disposal of the interests results in a loss of control, the full consolidation of the subsidiary is ended on the date on which the parent company loses the possibility of control. All previously fully consolidated assets, liabilities and equity items are derecognised at amortised Group carrying amounts. The interests disposed of are deconsolidated in accordance with the general rules for deconsolidation. If there are any remaining residual shares, they are recognised at fair value as a financial instrument in accordance with IFRS 9 or as an associate measured on the basis of the equity method in accordance with IAS 28.

Currency translation

Foreign currency transactions

In the subsidiaries' separate financial statements, foreign currency transactions are measured at the exchange rate at the time of the transaction. Monetary assets and liabilities in a foreign currency are measured at the exchange rate at the closing date. Non-monetary assets and liabilities that are measured at fair value in a foreign currency are translated using the exchange rate at the date when the fair value was determined. Non-monetary items that are measured at historical cost in a foreign currency are translated using the exchange rate on the date of the transaction.

Gains and losses from exchange rate fluctuations before the closing date are recognised through profit or loss. Equity instruments recognised at fair value through other comprehensive income and qualified cash flow hedges are recognised through other comprehensive income in reserves retained from earnings.

Foreign operations

The annual financial statements of foreign subsidiaries are translated into euros using the functional currency concept in accordance with IAS 21 (The Effects of Changes in Foreign Exchange Rates). The functional currency is the currency of the primary economic environment in which the subsidiary operates. The consolidated companies generally conduct their businesses independently in financial, economic and organisational terms, so the functional currency is usually their respective local currency. The assets and liabilities are therefore translated at the exchange rate on the closing date. The income statement items are generally translated using the average exchange rate during the financial year. Differences from the translation of the financial statements of foreign subsidiaries are recognised through other comprehensive income and reported separately in the reserves retained from earnings. If the foreign subsidiary is not fully owned by the parent company, the corresponding portion of the currency translation differences is allocated to the non-controlling interests.

The currency translation differences are reversed through profit or loss via the net financial result in the year that a foreign subsidiary is disposed of or at the time its business operations are closed. If part of a foreign subsidiary is disposed of but the control opportunity is not lost, the corresponding portion of the cumulative currency translations differences is allocated to the non-controlling interests. If parts of foreign associates or jointly controlled entities are sold without a loss of significant influence or joint control, the corresponding portion of the cumulative currency translation differences is recognised through profit or loss.

In the 2021/22 financial year, a functional currency of a consolidated company was classified as hyperinflationary as defined by IAS 29 (Financial Reporting in Hyperinflationary Economies) for the first time, namely the Turkish lira.

Türkiye was classified as a hyperinflationary economy in April 2022. This change was effective for reporting periods ending on or after 30 June 2022. The assessment, which was based on quantitative and qualitative criteria, was made in particular against the background that cumulative inflation over the last three calendar years in Türkiye had risen to over 100 per cent in the first quarter of the 2022 calendar year and continued to rise (see data from the Statistical Office of the European Union (Eurostat) on the harmonised consumer price index).

IAS 29 stipulates that, when the accounting standard is applied for the first time, the functional currency of the hyperinflationary economy must be treated as if the economy in question had always been hyperinflationary (retrospective application).

The objective of IAS 29 is to determine the change in purchasing power due to hyperinflation and to adjust the non-monetary assets, liabilities and equity and the income statement of the Group to reflect the current measuring unit at the reporting date. Under IAS 29, monetary items do not need to be restated, as they are already stated in terms of the measuring unit current at the closing date.

In previous years, data from Eurostat on the harmonised consumer price index for Türkiye was used (CPI basis 2015 = 100) to determine the change in purchasing power. The harmonised consumer price index was 401.10 basis points as of 30 September 2022 and increased to 648.45 basis points as of 30 September 2023 and to 969.11 basis points as of 30 September 2024. Since the first half of 2024/25, the consumer price index published by the Turkish Statistical Office (TÜİK) has been applied (CPI basis 2003 = 100). To enable comparability between the TÜİK and Eurostat consumer price indices for accounting purposes, the Eurostat consumer price index of 969.11 basis points as of 30 September 2024 was changed to the TÜİK consumer price index of 2,526.16 basis points with effect from the same date. The comparable TÜİK consumer price indices were 1,045.54 basis points as of 30 September 2022, 1,690.30 basis points as of 30 September 2023 and 2,526.16 basis points as of 30 September 2024, increasing to 3,367.22 basis points as of 30 September 2025.

All items in the statement of financial position and income statement are translated into the Group's presentation currency in accordance with IAS 21 after the items concerned have been indexed. The exchange rate at the closing date is used for the

translation in both cases. The closing exchange rate per euro of TRY 48.82270 was applied as of 30 September 2025 (30/09/2024: TRY 38.26930).

To improve the clarity of presentation, CECONOMY has decided to present the following effects in the currency reserve: (a) the adjustment of the financial statements/equity to reflect the application of the relevant price index and (b) the currency translation effects of the underlying financial statements in euros using the closing exchange rate.

The effects from the indexing of non-monetary assets and liabilities, equity and items in the statement of comprehensive income in the financial year 2023/24 are shown in the "Gain or loss on net monetary position" item. A total gain on the net monetary position of €53 million was recognised (2023/24: €57 million), which resulted primarily from restatements of operating items. To improve the presentation of operating profitability, this was recognised in other operating income as an offsetting item to the negative effects in the operating result in the amount of €-71 million (2023/24: €-87 million). In addition, the higher indexed values of the property, plant and equipment, right-of-use assets and inventories result in increases in depreciation, amortisation and cost of sales. Overall, the application of IAS 29 had a negative effect on EBIT of around €18 million (2023/24: €30 million).

The cash flow statement items are also indexed. The gain or loss on the net monetary position is presented in a separate line within cash flow from operating activities. Together with the effect from the indexation of the opening balance of cash and cash equivalents, the gain or loss on the net monetary position is also recognised in the line "IAS 29 effects on cash flow from operating, investing and financing activities".

For the currencies of the most important countries for CECONOMY that are not members of the European Monetary Union, currency translation was based on the following exchange rates:

| | | Average rate per € | | Closing rate per € | |
|------------------|-----|--------------------|-----------|--------------------|------------|
| | | 2023/24 | 2024/25 | 30/09/2024 | 30/09/2025 |
| Pound sterling | GBP | 0.85529 | 0.84610 | 0.83543 | 0.87340 |
| Hong Kong dollar | HKD | 8.47150 | 8.61971 | 8.69330 | 9.13590 |
| Norwegian krone | NOK | 11.59906 | 11.72461 | 11.76450 | 11.72650 |
| Polish złoty | PLN | 4.33351 | 4.25772 | 4.27880 | 4.26980 |
| Russian rouble | RUB | 98.68051 | 97.93315 | 103.82090 | 96.77380 |
| Swedish krona | SEK | 11.42685 | 11.20520 | 11.30000 | 11.05650 |
| Swiss franc | CHF | 0.95716 | 0.93842 | 0.94390 | 0.93640 |
| Turkish lira | TRY | 34.02299 | 41.70848 | 38.26930 | 48.82270 |
| Hungarian forint | HUF | 388.93650 | 403.20622 | 396.88000 | 390.26000 |

Sources: European Central Bank, Bloomberg

Income statement

Recognition of income and expenses

CECONOMY sells a large number of standard products to customers. These customers are primarily private end consumers.

When determining the timing of sales recognition, a distinction is generally drawn between four cases:

- In-store product business: sales are recognised at the point in time when control is transferred. Control is generally transferred at the time when the product is handed over to the customer and payment is made at the same time by the customer.
- Online sales: sales are recognised at the time of the expected delivery of the product to the customer and is not subject here to any significant judgements.
- Sale of services (over time): if the services constitute a separate performance obligation over time according to IFRS 15, sales are recognised over time as the performance obligation is satisfied. This applies in connection with the sale of extended warranties – for which CECONOMY acts as an agent. The portion of the commission received from the insurer for the settlement of claims and the forwarding of payments is recognised as revenue in accordance with the requirements of IFRS 15 over the period in which the corresponding services are performed.
- Sale of services (at a point in time): if the services constitute a performance obligation at a point in time according to IFRS 15, revenue is recognised upon completion of the performance obligation. This applies in particular to the installation and delivery of products, marketing services (retail media) and commission for brokering contracts.

Obligations from the return of products are recognised as a refund liability. For cases of expected returns, sales are recognised only for those products that are not expected to be returned. The estimate takes account of these to the extent that a significant reversal of sales is highly unlikely to occur as a result of the estimate.

When accounting for the sale of a subsidised device in connection with the brokerage of a service contract, two performance obligations are identified: the sale of the device and the performance of a service (brokerage of the mobile phone contract). To identify the respective transaction prices of the contract components, they are allocated on the basis of the relative stand-alone selling prices. There is an observable market price for the device. The brokerage commission is estimated using the cost-plus margin approach. Both performance obligations are satisfied at the time of transfer to the customer. As a result, revenue is recognised at a point in time.

CECONOMY makes use of the option under IFRS 15.94 to recognise directly as expenses the contract acquisition and fulfilment costs that would be amortised over a maximum period of one year if capitalised.

Furthermore, CECONOMY makes use of the practical expedient in accordance with IFRS 15.63 for financing components allowing the effects of a financing component to be disregarded if the period between the transfer of goods or services and the payment by the customer is one year or less.

Government grants are recognised if it is guaranteed with sufficient certainty that the eligibility criteria are met and the grants will actually be received. Grants that are performance-based and attributable to future periods are recognised on an accrual basis according to the related expenses. Performance-based grants already received for subsequent periods are deferred and reversed pro rata in the subsequent periods. Grants where the entitled beneficiary is the employee are shown as a transitory item.

Operating expenses are recognised as an expense when the service is utilised or at the time they are incurred.

The **net financial result** primarily comprises the other investment result, interest and currency effects. Interest is recognised as income or expense on an accrual basis, using the effective interest method where appropriate. As an exception, the interest expense on borrowings directly attributable to the acquisition or production of a qualifying asset is not recognised in profit or loss and must therefore be capitalised as part of the acquisition or production cost of this asset in accordance with IAS 23 (Borrowing Costs). Distributions are recognised through profit or loss when the legal claim to payment is established.

Income taxes

Income taxes relate to current and deferred income taxes. They are generally recognised in profit or loss unless they are related to business combinations or to an item recognised directly in equity or through other comprehensive income.

Statement of financial position

Goodwill

Goodwill is capitalised in accordance with IFRS 3 (Business Combinations). Goodwill resulting from a business combination is allocated to the group of cash-generating units that benefits from the synergies of the combination. A cash-generating unit is defined in IAS 36 (Impairment of Assets) as the smallest identifiable group of assets that generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

Based on the provisions of IFRS 3 in conjunction with IAS 36, goodwill is tested for impairment annually as of the closing date. This test is performed at the level of a group of cash-generating units. At CECONOMY, this group is basically each country's organisational unit.

Capitalised goodwill is tested for impairment regularly (once a year) – or during the year if there are indications of impairment. If impairment is found, it is recognised through profit or loss. To determine potential impairment, the recoverable amount of a group of cash-generating units is compared with the sum of the carrying amounts. Recoverable amount is the higher of value in use and fair value less costs to sell. The goodwill allocated to a group of cash-generating units is impaired only if the recoverable amount is less than the sum of carrying amounts. Impairment is not reversed if the reasons for impairment recognised in previous periods no longer apply.

Other intangible assets

Purchased other intangible assets are recognised at cost. **Internally generated intangible assets** are capitalised at development cost in accordance with IAS 38 (Intangible Assets). The costs of the research phase are not capitalised but recognised as an expense. Production costs include all costs directly attributable to development. They can include the following costs:

| | |
|--------------------------------------|--|
| Direct costs | Direct material costs |
| | Direct production costs |
| | Special direct production costs |
| Overheads (directly attributable) | Material overheads |
| | Production overheads |
| | Amortisation |
| | Development-related administrative costs |

Borrowing costs are included in the calculation of production costs only if they relate to a qualifying asset in accordance with IAS 23 (Borrowing Costs). A qualifying asset is a non-financial asset that necessarily takes a substantial period of time to get ready for its intended use or sale.

Other intangible assets with a finite expected useful life are subsequently measured according to the cost model. The revaluation option is not exercised. All other intangible assets at CECONOMY with a finite expected useful life are subject to straight-line amortisation. Capitalised internally developed and purchased software and comparable intangible assets are amortised over a period of up to ten years. Licences are generally amortised over their term. These intangible assets are tested for impairment at every closing date. Impairment is recognised if the recoverable amount is less than the amortised cost. If the asset does not generate cash inflows that are largely independent of other assets or groups, the impairment test is performed at the level of the respective cash-generating unit. The carrying amount of the cash-generating unit is compared with its recoverable amount. If the reasons for impairment recognised in previous periods no longer apply, the impairment is reversed to amortised cost.

Other intangible assets with an indefinite expected useful life are not amortised but tested for impairment at least once a year. Impairment or reversals of impairment are recognised through profit or loss according to the cost principle.

Property, plant and equipment

Property, plant and equipment is measured at cost in accordance with IAS 16 (Property, Plant and Equipment). In addition to direct costs, the cost of internally generated assets includes directly attributable overheads. Borrowing costs are capitalised as part of cost only for qualifying assets. **Investment grants** received are recognised in accordance with IAS 20 (Accounting for Government Grants and Disclosure of Government Assistance) by reducing the cost of the corresponding asset by the amount of the grant. The grants are not recognised as deferred income. **Reinstatement obligations** are included in cost at the discounted settlement amount. Subsequent costs of property, plant and equipment are additionally capitalised only if they result in a higher future economic benefit for CECONOMY.

Property, plant and equipment is subject exclusively to straight-line depreciation using the cost model in accordance with IAS 16.30. The optional revaluation model in accordance with IAS 16.31 is not applied. The useful lives on which the depreciation is based fall within the following ranges, which are standardised throughout the Group:

| | |
|-------------------------------|--------------------------------|
| Buildings | 33 to 50 years |
| Leasehold improvements | 15 years or shorter lease term |
| Business and office equipment | 3 to 15 years |

Capitalised reinstatement costs are written down pro rata over the expected useful life of the asset.

If there are indications of impairment of property, plant and equipment, an impairment test is carried out in accordance with IAS 36. Impairment is recognised on the property, plant and equipment if the recoverable amount is less than the amortised cost. If the asset does not generate cash inflows that are largely independent of other assets or groups, the impairment test is performed at the level of the respective cash-generating unit.

If the reasons for impairment cease to apply, the impairment is reversed to amortised cost.

Leases

CECONOMY accounts for all leases as the lessee using the standardised right-of-use approach under IFRS 16. Accordingly, a liability is recognised for each lease that is equal to the present value of the future lease payments. The lease payments are made up of the total of all fixed lease payments less incentive payments for entering into the contract. All index and interest-based variable lease payments are added. Variable payments that, in economic terms, constitute fixed payments and amounts expected to be payable under residual value guarantees are also included. Lease payments based on purchase price options and extension options are included if the lessee is reasonably certain to exercise them. Contractually agreed penalties for prematurely terminating the lease are also recognised if it can be assumed that the lessee will terminate the lease prematurely. With the exception

of real estate leasing, the fee is not divided into a lease component and a non-lease component. Variable lease payments are recognised as rental expenses.

In principle, the lease must be measured using the interest rate implicit in the lease. If CECONOMY cannot determine this rate, the incremental borrowing rate is used. The lease liability is measured at amortised cost, after taking the lease payments made into account, over the term of the lease using the effective interest method. The liability must be remeasured if any changes are made to the calculation parameters, such as the lease term, the assessment of whether a lease extension or purchase option will be exercised or the expected lease payments.

The corresponding right-of-use asset is capitalised at the value of the lease liability. Lease payments that have already been made and directly attributable costs are also included. Payments received from the lessor in connection with the lease are deducted. The measurement also takes restoration obligations arising from leases into account.

The right-of-use asset is measured at amortised cost in accordance with IAS 16 (Property, Plant and Equipment). Accordingly, the right-of-use asset is depreciated over the shorter of the expected useful life and the lease term. However, if it is already reasonably certain at the commencement of the lease that ownership will transfer to the lessee, it is depreciated over the expected useful life of the underlying asset. If there are indications of impairment of a right-of-use asset, IAS 36 (Impairment of Assets) is applied. In assessing whether the capitalised property right-of-use assets are impaired, it is examined whether the assets could be sublet or re-let for an amount that is at least equal to the fee payable by CECONOMY, meaning that the fair values of the capitalised property right-of-use assets would be at least equal to their carrying amounts.

Remeasurement of the lease liability to reflect changes to the lease payments results in a corresponding adjustment at fair value of the right-of-use asset. Negative adjustments in excess of the carrying amount are recognised immediately through profit or loss.

The right-of-use approach is not applied to short-term leases (terms of no more than twelve months) or to low-value assets. Low-value assets are components of leases that, taken individually, are immaterial for the company's business activities. Instead, lease payments for short-term leases and leases for low-value assets are recognised as rental expenses.

In the case of sale-and-lease-back transactions, CECONOMY initially assesses whether a sale has actually taken place in accordance with IFRS 15. If this is the case, a right-of-use asset is recognised at the proportion carrying amount of the asset measured against the retained right-of-use asset. Any gain on disposal is recognised in the amount of the proportion transferred to the lessor. If there is no sale, the transaction is treated as financing, with no disposal of the asset.

Leases where CECONOMY is the lessor are classified as operating and finance leases. For operating leases, CECONOMY as the lessor continues to recognise an asset and recognises the lease payments as rental income. For finance leases, CECONOMY recognises a receivable for the lease payments (net investment). The lease receivable is measured using the simplified approach in accordance with IFRS 9 (Financial Instruments). The lease payments made are divided into an interest portion and a redemption portion in accordance with the effective interest method.

Contract assets

Contract assets are reported under the "Trade receivables and similar claims" statement of financial position item. A contract asset represents the right to consideration in the form of payment from the customer if goods or services have been transferred to the customer but this right still depends on factors other than the passage of time.

At CECONOMY, contract assets arise primarily from variable commission claims, e.g. from the brokerage of mobile phone contracts that are still linked to certain conditions. CECONOMY uses the simplified approach in accordance with IFRS 9 (Financial Instruments) to calculate impairment on contract assets.

Other assets

These include other receivables and assets such as other current tax assets. Transitory accruals are recognised as part of prepaid expenses and deferred income.

Financial instruments

Unless they relate to **associates** as defined by IAS 28 (Investments in Associates and Joint Ventures) or **joint ventures** according to IFRS 11 (Joint Arrangements), **financial assets** are recognised based on the measurement categories described below.

Transaction costs are included in all categories apart from "financial assets measured at fair value through profit or loss". They are always recognised on the trade date. Trade receivables without a significant financing component are initially recognised at the transaction price.

Financial instruments are subsequently measured either at amortised cost or at fair value depending on their allocation to the measurement categories described below.

Financial assets are derecognised if the contractual rights to cash flows from the item are extinguished or have expired or the financial asset is transferred. In addition, financial assets are derecognised if substantially all risks and opportunities associated with ownership are neither transferred nor retained and control of the transferred asset is not retained. There is no full disposal if substantially all opportunities and risks have neither been retained nor transferred and CECONOMY retains control of the receivables. In this case, the remaining continuing involvement is taken into account and only a partial disposal of the receivables is recognised. A financial liability is derecognised only if it is extinguished, i.e. when the obligations specified in the contract are settled or cancelled or have expired.

Financial assets measured at amortised cost

All debt instruments that are held to maturity as financial assets or for which the objective is to realise the contractual cash flows ("hold" business model) are measured at amortised cost. In addition, it is necessary that these financial instruments meet the SPPI (solely payments of principal and interest) criterion. The SPPI criterion is met if the contractual cash flows are solely unmodified and unleveraged payments of principal and interest on the principal amount outstanding.

For financial assets measured at amortised cost, impairment must be recognised for expected and incurred credit losses. A distinction is drawn here between the general approach and the simplified approach. CECONOMY applies the **general approach** unless a voluntary measurement is carried out in accordance with the simplified approach (see below). The impairment is recognised in three stages. Financial instruments where the credit risk has not increased significantly since initial recognition are recognised in stage 1. Cash and cash equivalents are subject to an assessment of expected credit losses; due to the strong creditworthiness of the counterparties, any impairment is typically immaterial.

The impairment is measured at an amount equal to the twelve-month expected credit loss. In stage 2, impairment is recognised at an amount equal to the expected credit losses over the lifetime of the financial instrument if the credit risk has increased significantly. Financial assets are assigned to stage 3 if credit losses are considered to have occurred (i.e. there is objective evidence of impairment); the expected credit losses are recognised over the entire remaining term and the interest income is calculated on the basis of the amortised cost carrying amount (net). The general approach is applied in particular to receivables from suppliers.

Assets are impaired using the **simplified approach** for the following items: trade receivables, contract assets in accordance with IFRS 15 and lease receivables. An impairment matrix is created for each region (DACH, Western/Southern Europe, Eastern Europe and Others) for the calculation and recognition of expected credit losses. This recognises the expected credit losses over the lifetime of the financial instrument. It is based on the receivables for which specific bad debt allowances have not yet been recognised. An individual rating is used to calculate the expected credit losses for trade receivables and contract assets due from providers.

Financial assets are examined for substantial objective evidence of impairment (incurred credit losses) at each closing date. This evidence includes, for example, delays or defaults in principal or interest payments and significant financial difficulties on the part of the issuer or debtor. If such evidence exists, the amount of the impairment is calculated as the difference between the carrying amount of the asset and the present value of the (still) expected future cash flows. The effective interest rate previously used is applied as the discount rate for the expected future cash flows. A specific bad debt allowance must always be recognised for financial assets with loss events.

Within CECONOMY, the following financial assets generally fall under the "hold" business model:

- Loans.
- Trade receivables.
- Receivables from suppliers: Depending on the underlying circumstances, receivables from suppliers are recognised as a reduction in cost, reimbursement or payment for services rendered. Supplier compensation is recognised on an accrual basis, provided it is contractually agreed and is likely to be realised. The accruals are based on projections, provided the supplier compensation is regularly linked to certain calendar year targets.
- Cash and cash equivalents: In particular, cash and cash equivalents include cheques, cash in hand and at bank and other short-term liquid assets, such as available balances in lawyer trust accounts or money in transit with an original term of up to three months. They are measured at amortised cost; due to their short term, this corresponds to their nominal value. As an exception, the money market funds that are also reported in cash and cash equivalents are measured at fair value through profit or loss.

- Securities, provided the specified conditions are met.

Financial assets measured at fair value through other comprehensive income with recycling

This measurement category includes all debt instruments that are included in a portfolio for which there are two concurrent objectives: firstly, to hold them to maturity and generate contractual cash flows, and secondly, to sell the instruments before maturity ("hold and sell" business model). The SPPI criterion must also be met.

These financial assets are subsequently measured at fair value, while changes in fair value are recognised through other comprehensive income. This does not include impairment gains or losses or gains and losses from currency translation until the financial asset is derecognised or reclassified.

Within CECONOMY, the following financial assets generally come under the "hold and sell" business model:

- Securities that are part of the liquidity reserve and are sold before maturity if liquidity is required.

Financial assets measured at fair value through other comprehensive income without recycling

Non-derivative equity instruments that are not held for trading can optionally be recognised in this measurement category. The gains and losses associated with the instrument are recognised in other comprehensive income. The amounts recognised in other comprehensive income are not reclassified to the income statement at any time (neither on derecognition nor in the event of impairment).

The following financial assets can generally be assigned to this category at CECONOMY:

- Investments in corporations.
- Securities, provided they meet the definition of equity.

Financial assets measured at fair value through profit or loss

This measurement category, in which assets are measured at fair value through profit or loss, comprises the following items:

- Debt instruments that are held in a portfolio with the objective of selling the instruments before maturity ("sell" business model) and that do not meet the SPPI criterion are measured at fair value through profit or loss. At CECONOMY, these include trade receivables if they are part of an appropriately structured factoring or similar programme.
- Money market funds
- Derivative financial instruments, provided they are not in an effective hedge.
- Equity instruments where there is an intention to sell or where there is no intention to sell and no optional allocation to the "measured at fair value through other comprehensive income without recycling" category.

Liabilities measured at amortised cost

All financial liabilities that are not measured at fair value through profit or loss (see below) must be measured at amortised cost. This measurement category primarily includes bond liabilities, liabilities to banks, liabilities from promissory note loans, notes payable and trade payables.

Liabilities measured at fair value through profit or loss

The following financial liabilities, which are held for trading, are measured at fair value through profit or loss:

- Derivative financial liabilities, provided they are not part of an effective hedge.
- Liabilities arising on the transfer of a financial asset that does not meet the criteria for disposal or is recognised according to the continuing involvement approach.

The application of the fair value option, and thus a voluntary allocation of further financial liabilities to the category of financial instruments measured at fair value through profit or loss, is not exercised at CECONOMY.

Compound financial instruments

Compound financial instruments issued by the Group include convertible bonds in euros, which can be converted into equity shares at the option of the holder, provided the number of shares to be issued is fixed and does not change due to changes in fair value.

The debt component of the compound financial instrument is recognised on initial recognition at the fair value of a similar liability that does not contain an option to convert it to equity. The equity component is recognised on initial recognition as the difference between the fair value of the compound financial instrument and the fair value of the debt component. Directly attributable transaction costs are to be allocated in the ratio of the carrying amounts of the debt and equity components of the financial instrument at the time of initial recognition.

The debt component of the compound financial instrument is subsequently measured at amortised cost using the effective interest method. The equity component of the compound financial instrument continues to be carried at the amount recognised on initial recognition.

Interest in connection with the financial liability is recognised in profit or loss. On conversion at maturity, the financial liability is reclassified to equity without affecting profit or loss.

Investments accounted for using the equity method

In accordance with IAS 28, an investee is deemed to be an associate if it is not a subsidiary, but significant influence can be exercised on the financial and operating policy of the investee. Investments in associates are recognised using the equity method in accordance with IAS 28. The carrying amounts of investments accounted for using the equity method are increased or decreased by pro rata earnings, distributions or other changes in equity on a quarterly basis. If there are indications that the value of an investment is lower, an impairment test is performed and, if necessary, an impairment is recognised in profit or loss. If the reasons for the impairment no longer apply, the impairment loss is reversed to the newly identified recoverable amount, but by no more than the amount of the impairment previously recognised. If a controlling interest in a subsidiary is sold to an associate, there is no pro rata elimination in accordance with IAS 28. Instead, the profit or loss resulting from the sale is recognised in full in accordance with IFRS 10.

Deferred tax assets and deferred tax liabilities

Deferred tax assets and deferred tax liabilities are calculated in compliance with IAS 12 (Income Taxes) in accordance with the balance sheet liability method. Deferred taxes result from temporary differences between the carrying amounts recognised in the consolidated financial statements and the tax bases of assets and liabilities. Deferred tax assets are also recognised for tax loss and interest carryforwards not yet used.

Deferred tax assets are recognised only to the extent that it is probable that sufficient taxable income for the realisation of the corresponding benefit will be generated in the future.

Deferred tax assets and deferred tax liabilities are offset if the income tax claims and liabilities are from or to the same tax authority and relate to the same tax subject or a group of different tax subjects that are assessed jointly for income tax purposes. Deferred tax assets are reassessed at every closing date and adjusted if necessary.

Deferred taxes are calculated on the basis of the tax rates expected in the individual countries on the date of realisation. These are generally based on the statutory regulations in force or already enacted as of the closing date.

The assessment of deferred taxes reflects the tax consequences arising from CECONOMY's expectation regarding the manner of realisation of the carrying amounts of its assets or fulfilment of its liabilities as of the closing date.

Inventories

Merchandise accounted for as inventories is measured at cost in accordance with IAS 2 (Inventories). Cost is determined using the weighted average cost method. Supplier compensation classified as a reduction in cost reduces the carrying amount of inventories. Both internal and external costs are recognised as incidental acquisition costs if they are directly attributable to the acquisition process.

Merchandise is measured on the closing date at the lower of cost and net realisable value. Individual deductions are applied to merchandise if the net realisable value is lower than the carrying amount. Net realisable value is the expected recoverable sales proceeds less the directly attributable selling expenses still to be incurred up to the time of the sale.

If the reasons that led to the devaluation of the merchandise no longer exist, the impairment losses are reversed accordingly.

As CECONOMY's inventories are never qualifying assets, interest expense on borrowings attributable to inventories is not capitalised in accordance with IAS 23 (Borrowing Costs).

The "Assets for products to be returned (right of return)" sub-item takes the customer's right of return into account. When products with a right of return are sold, sales are recognised only in the amount of the consideration to which the company is

expected to be entitled. The proportion of products that the company expects to be returned must therefore be estimated and not included in the calculation of the transaction price.

Income tax assets and liabilities

The recognised income tax assets and liabilities relate to domestic and foreign income taxes for 2024/25 and from previous years. They are determined in accordance with the tax regulations of the country in question.

The calculation of income tax liabilities also includes the effects of tax risks. The assumptions and estimates on which these risks are based are regularly reviewed and accounted for in the tax calculation.

Employee benefits

Short-term employee benefits include wages, salaries, social security contributions, paid annual leave and paid sick leave and are recognised as liabilities at the repayment amount as soon as the associated work is performed.

Post-employment benefits are paid in connection with either a defined-contribution or a defined-benefit plan. For **defined-contribution plans**, the periodic contribution obligation to the external pension provider is recognised as a pension expense at the same time as the work is performed. Missed payments or payments made in advance to the pension provider are recognised as a liability or a receivable. Liabilities with a maturity of over twelve months are discounted.

The actuarial valuation of pension provisions for company post-employment benefit plans as part of a **defined-benefit plan** is carried out in accordance with the projected unit credit method stipulated in IAS 19 (Employee Benefits) on the basis of actuarial opinions. This projected unit credit method uses biometric data and takes into account both the pensions and earned entitlements known as of the closing date and the expected future increases in salaries and pensions. If the calculated performance obligation or the fair value of plan assets increases or decreases between the start and end of a financial year due to experience-based adjustments (relating to a higher employee turnover rate, for example) or changes to the underlying actuarial assumptions (in the discount rate, for example), this results in actuarial gains and losses. These are recognised through other comprehensive income. Effects of plan changes and plan curtailments are recognised through profit or loss in service costs. The interest portion of additions to provisions included in pension expenses is recognised as interest expenses within the financial result. The amount of the provision is calculated as the difference between the present value of defined-benefit obligations and the fair value of plan assets, with any effect from the asset ceiling also being taken into account.

Provisions for obligations similar to pensions (such as work anniversary and death benefits) comprise the present value of the future payments to be made to the employees or their surviving dependants less any associated assets, measured at fair value. The amount of the provisions is determined using actuarial reports in accordance with IAS 19. Actuarial gains and losses are recognised through profit or loss in the period in which they are incurred.

Termination benefits are severance payments to employees. They are recognised through profit or loss as a liability if payments must be paid to employees upon termination of the employment relationship on the basis of a contractual or constructive obligation. Such an obligation exists when a formal plan is in place for the early termination of the employment relationship and it is not possible to withdraw from this plan. If the benefit falls due more than twelve months after the closing date, it must be recognised at its present value.

The share bonuses granted under the **share-based payment system are classified as "cash-settled share-based payments"** in accordance with IFRS 2 (Share-based Payment). Proportionate provisions measured at the fair value of the obligations entered into are recognised for these bonuses, if any. The provisions are recognised proportionately through profit or loss as personnel expenses spread over the underlying vesting period. The fair value is recalculated using an option pricing model at every closing date during the vesting period up to the exercise date. The provision is adjusted accordingly through profit or loss.

(Other) provisions

(Other) provisions are recognised in accordance with IAS 37 (Provisions, Contingent Liabilities and Contingent Assets) if there are legal or constructive obligations to third parties that are based on past transactions or events and are likely to result in an outflow of resources that can be reliably measured. The provisions reflect all discernible risks relating to the assumed settlement amount.

Long-term provisions with a term of more than one year are discounted to the closing date at a matched-term interest rate that reflects the current market expectations with regard to the time value of money. Provisions with a term of more than one year are discounted accordingly, provided the effect of the time value of money is material. Claims for recourse are not offset against the provision amount but are recognised separately as assets, provided their realisation is virtually certain.

Provisions for restructuring are recognised if the constructive obligation to restructure has been formalised at the closing date by the adoption of a detailed restructuring plan that has then been communicated to the parties affected. Restructuring provisions include only expenses that are necessarily incurred in the course of restructuring and are not related to the company's ongoing activities.

Provisions for warranties are recognised at handling costs.

Borrowings and other financial liabilities

The fair values of financial liabilities disclosed in the notes are calculated on the basis of the interest rates applicable on the closing date for the corresponding residual maturities and repayment structures.

Financial liabilities from leases are measured at the present value of the future minimum lease payments.

The "**Refund liability**" sub-item in the "Other financial liabilities (current)" statement of financial position item takes into account the customer's right of return. When services with a right to a refund are offered, sales are recognised only in the amount of the consideration to which the company is expected to be entitled. The proportion of products that the company expects to be returned must therefore be estimated and not included in the calculation of the transaction price.

Contract liabilities

Contract liabilities are reported in the "Trade payables and similar liabilities" statement of financial position item. A contract liability must be recognised if the customer has already paid, but CECONOMY has not yet fulfilled the performance obligation to transfer goods or services to the customer.

At CECONOMY, contract liabilities relate primarily to deferred sales from customer loyalty programmes, the sale of vouchers and extended warranties as well as prepayments received on orders.

Other liabilities

Other liabilities are carried at their settlement amount.

Deferred income includes transitory accruals.

Other

Contingent liabilities

Contingent liabilities are, firstly, possible obligations that arise from past events but the existence of which will be confirmed only by the occurrence or non-occurrence of uncertain future events not wholly within the company's control. Secondly, contingent liabilities constitute current obligations resulting from past events where an outflow of resources is considered unlikely or where a sufficiently reliable estimate of the amount of the obligation cannot be made. In accordance with IAS 37, such obligations are not recognised in the statement of financial position but rather disclosed in the notes. The calculation of the size of the contingent liabilities is based on the principles of provision measurement.

SUMMARY OF SELECTED MEASUREMENT METHODS

| Item | Measurement method |
|--|--|
| Assets | |
| Goodwill | Cost (subsequent measurement: impairment test) |
| Other intangible assets | |
| Purchased other intangible assets | (Amortised) cost |
| Internally generated intangible assets | Development costs (direct costs and directly attributable overheads) |
| Property, plant and equipment | (Amortised) cost |
| Investments accounted for using the equity method | Equity method |
| Right-of-use assets | (Amortised) cost |
| Financial assets/other financial assets | |
| Financial assets measured at amortised cost | (Amortised) cost |
| Financial assets measured at fair value through other comprehensive income with recycling | At fair value through other comprehensive income (OCI) |
| Financial assets measured at fair value through other comprehensive income without recycling | At fair value through other comprehensive income (OCI) |
| Financial assets measured at fair value through profit or loss | At fair value through profit or loss |
| Inventories | Lower of cost and net realisable value |
| Trade receivables and similar claims | |
| Trade receivables | (Amortised) cost |
| Contract assets | (Amortised) cost |
| Receivables from suppliers | (Amortised) cost |
| Other assets | (Amortised) cost |
| Cash and cash equivalents | (Amortised) cost |
| Money market funds | At fair value through profit or loss |
| Equity and liabilities | |
| Provisions | |
| Pension provisions | Projected unit credit method (benefit/years of service method) |
| Other provisions | Discounted settlement amount (with best possible estimate) |
| Financial liabilities | |
| Liabilities measured at fair value through profit or loss | At fair value through profit or loss |
| Liabilities measured at amortised cost | (Amortised) cost |
| Lease liabilities | (Amortised) cost |
| Borrowings and other financial liabilities | (Amortised) cost or fair value |
| Other liabilities | (Amortised) cost |
| Trade payables and similar liabilities | |
| Trade payables | (Amortised) cost |
| Contract liabilities | (Amortised) cost |

Changes in presentation

For reasons of harmonisation, the "Services & Solutions sales" key figure that was previously used in the "Sales" section of the notes to the financial statements has been divided into the "Operational Services & Solutions sales" key figure that was used at the Capital Markets Day and "Other Services & Solutions sales" starting from the financial year 2024/25. The latter comprises Retail Media sales, customer deliveries from the stores and commission and fees received from Marketplace business in particular. There is no impact on the disclosures in the income statement. The prior-period figures for 2023/24 in the "Sales" section have been restated accordingly.

Changes to IAS 29 measurement

With effect from the first half of 2024/25, the basis of measurement for hyperinflation in accordance with IAS 29 for CECONOMY's Turkish subsidiary was changed from the consumer price index provided by the Statistical Office of the European Union (Eurostat), which was used previously, to the consumer price index published by the Turkish Statistical Institute (TÜİK). This change has been made because the TÜİK index is available more quickly, being published near the end of the first week after the respective reporting date, and to ensure that the same consumer price index is used in CECONOMY's IFRS consolidated financial statements and the financial statements of the Turkish country organisation in accordance with local commercial law. For reasons of materiality, it is not necessary for the IAS 29 adjustments to be retroactively restated.

Changes to segment reporting

Following the confirmation by the IASB in June 2024 of the agenda decision by the IFRS Interpretations Committee (IC) containing clarifications on segment reporting in accordance with IFRS 8, these clarifications have been applied for the first time in these financial statements for the year ending 30 September 2025. It was clarified that entities might be required to make additional disclosures on income and expense items at segment level, even if these are not regularly monitored by the chief operating decision-maker. As a result, CECONOMY now additionally reports the cost of materials and personnel expenses per segment in its segment reporting.

Judgements, estimates and assumptions

The preparation of these consolidated financial statements required **the use of judgements, estimates and assumptions** that affected the recognition and amount of the assets, liabilities, income, expenses and contingent liabilities.

Judgements

Information on significant judgements that have the greatest material effect on the amounts reported in these consolidated financial statements is included in the following disclosures in the notes:

- Determination of whether CECONOMY acts as principal or agent in sales transactions (note 1 Sales). If CECONOMY has obtained control over the goods or services before they are transferred to the customer, CECONOMY acts as principal. If the company does not obtain control over the goods or services sold (before transfer to the customer), CECONOMY acts as an agent. For example, CECONOMY acts as principal when it sells physical goods. In contrast, CECONOMY regularly acts as an agent when brokering the sale of software products, prepaid cards from external partners and warranties. The assessment requires discretion and depends on the respective contractual relationship.
- Allocation of the transaction price on the basis of the relative stand-alone selling prices for multicomponent transactions and the associated sales recognition (note 1 Sales). A standalone selling price is indicated by the observable price at which a good or service is sold separately in similar circumstances and to similar customers. At CECONOMY, multicomponent transactions take place, for example, when goods are sold in conjunction with service packages or extended warranties.
- Fair value measurements of financial instruments allocated to levels 2 and 3 in accordance with IFRS 9 and of goodwill in connection with impairment tests.
- Definition of cash-generating units (CGU) and groups of CGUs and allocation of goodwill: for the purpose of impairment testing, the goodwill is allocated to the groups of CGUs that correspond to the organisational unit for each country, as this is the lowest level at which the goodwill is monitored for internal management purposes and that is no larger than an operating segment.
- Where the specific provisions for accounting in hyperinflationary economies are applied, the effects of indexing non-monetary assets and liabilities, equity and the items of the statement of comprehensive income are shown in the "Gain or loss on net monetary position" item. To improve the presentation of operating profitability, the gain on the net monetary position (primarily from restatements of operating items) is recognised in other operating income as an item offsetting the negative effects in the operating earnings.
- Determination of lease term: At the commencement date, it is assessed whether the exercise of extension or termination options is reasonably certain. This assessment depends on facts and circumstances that provide an economic incentive for or against consideration of the option. In addition to economic incentives, the length of the basic rental period and past experience are also included in the assessment of the probability of exercise. Due to the diverse contract designs at CECONOMY, term clusters are formed over the non-cancellable basic rental period, which can be used to assess the consideration of the option. Every individual factor or circumstance must be reviewed separately in order ultimately to make an overall assessment of the probability of exercise.
- Receivables from suppliers: compensation is often negotiated by the supplier to CECONOMY on the basis of a target purchasing volume over the calendar year. At the end of the financial year, discretion is exercised regarding the achievement of the target purchasing volume at the end of the calendar year. An accrual is recognised on the basis of the probable purchasing volume.

Estimates and assumptions

Information on estimates and the underlying assumptions with significant implications for these consolidated financial statements can be found in the following disclosures in the notes:

- Group-wide definition of expected useful lives for depreciable assets (note 15 Depreciation/amortisation and impairment losses, note 19 Other intangible assets and note 20 Property, plant and equipment).
- Ad hoc impairment test of depreciable assets (note 15 Depreciation/amortisation and impairment losses, note 19 Other intangible assets and note 20 Property, plant and equipment).
- Annual impairment test of goodwill (note 18 Goodwill – including sensitivity analyses) and test at each reporting date for indicators of impairment of goodwill or investments accounted for using the equity method (note 22 Financial assets and investments accounted for using the equity method). Measurement of the lease liability and right-of-use asset from leases – especially to determine the probability of exercise of extension and termination options for leases, impairment of the right-of-use asset and the interest rate, which, in the absence of an incremental interest rate, is generally calculated on the basis of the respective incremental borrowing rate.
- Recoverability and definition of receivables – especially receivables from suppliers and from commission (note 23 Receivables from suppliers, other financial assets and other assets and note 26 Trade receivables and similar claims).
- Measurement of variable supplier compensation (note 23 Receivables from suppliers, other financial assets and other assets and note 25 Inventories).
- Measurement of contract assets (note 26 Trade receivables and similar claims).
- Measurement of inventories (note 25 Inventories).
- Calculation of provisions for pensions (note 28 Provisions for pensions and similar obligations).
- Calculation of other provisions, e.g. for operating model, warranties, taxes and risks from legal proceedings and procedures (note 29 Other provisions (non-current)/provisions (current)).
- Estimate of expected returns and the associated sales recognition (note 1 Sales).
- Calculation of deferred tax assets on loss carryforwards, in particular on the associated planning horizon (note 12 Income taxes).

Although the estimates and assumptions were made with great care, actual figures may differ in individual cases. The estimates and assumptions used for the consolidated financial statements are regularly reviewed. Changes are taken into account when better knowledge comes to light.

Impact of geopolitical tensions on accounting

The geopolitical situation in the financial year 2024/25 continued to be characterised by sustained and, in some cases, escalating conflicts, including the continued impact of the Russia-Ukraine war, tension in the Middle East and growing trade policy restrictions and sanction regimes. As previously, CECONOMY does not have any direct or indirect business activities in the affected regions. It ceased operations in Russia in 2018. The situation also indirectly affects consumer confidence and hence the Group's business development. The estimates and assumptions relevant to the consolidated financial statements were made to the best of our knowledge and belief on the basis of current events and measures. The ongoing uncertainty continues to make it difficult to predict the impact on assets, liabilities, income and expenses.

Capital management

The capital management strategy of CECONOMY aims to secure ongoing business operations, increase the value of the company, create a solid capital base to finance future growth and ensure capital service. This includes unrestricted access to the banking and capital markets in order to effectively manage the capital structure through the use of appropriate financing instruments. Another key aspect of the strategy is maintaining a sufficient supply of liquidity at all times with the aim of managing cash and liquidity reserves efficiently and securely. Identifying and quantifying financial risks and developing suitable risk diversification strategies form an important basis for this. The capital management strategy is intended to ensure CECONOMY's financial flexibility and independence at all times.

CECONOMY's capital management strategy has not changed compared with the previous year.

Equity and liabilities and net liquidity/net debt in the consolidated financial statements

Equity amounted to €485 million (30/09/2024: €515 million), while liabilities totalled €9,702 million (30/09/2024: €9,620 million).

Net debt reported in the statement of financial position amounted to €1,329 million as of 30 September 2025. Net debt of €1,621 million was reported in the previous year.

At €1,207 million, cash and cash equivalents were €198 million higher than in the previous year (30/09/2024: €1,010 million).

Borrowings decreased by €94 million to €2,537 million as of 30 September 2025 (30/09/2024: €2,630 million). This includes lease liabilities, which fell by €112 million to €1,613 million (30/09/2024: €1,725 million).

Adjusted for lease liabilities, net liquidity totalled €284 million as of 30 September 2025 (30/09/2024: €104 million).

| € million | 30/09/2024 | 30/09/2025 |
|---------------------------------------|---------------|---------------|
| Equity | 515 | 485 |
| Liabilities | 9,620 | 9,702 |
| Net liquidity (+)/net debt (-) | -1,621 | -1,329 |
| Borrowings | 2,630 | 2,537 |
| Cash and cash equivalents | 1,010 | 1,207 |

➤ Additional disclosures can be found in note 27 Equity, in note 30 Liabilities, in note 33.2 Cash and cash equivalents, in note 33.3 Borrowings and in note 34 Explanatory notes to the cash flow statement.

Local capital requirements

CECONOMY's capital management strategy always aims to ensure that the Group companies are capitalised in line with local requirements. All external capital requirements were met in the financial year 2024/25. These include compliance with a certain level of indebtedness or a fixed equity ratio, for example.

Notes to the income statement

1. Sales

Sales (net) result primarily from product sales and break down as follows:

| € million | DACH | | Western/Southern Europe | | Eastern Europe | | Others | | CECONOMY | |
|---|---------------|---------------|-------------------------|--------------|----------------|--------------|-----------|-----------|---------------|---------------|
| | 2023/24 | 2024/25 | 2023/24 | 2024/25 | 2023/24 | 2024/25 | 2023/24 | 2024/25 | 2023/24 | 2024/25 |
| Product sales | 11,039 | 11,048 | 6,745 | 6,976 | 3,168 | 3,360 | 3 | 1 | 20,955 | 21,385 |
| Operational Services & Solutions sales ¹ | 649 | 710 | 411 | 458 | 137 | 168 | 14 | 1 | 1,211 | 1,337 |
| Other Services & Solutions sales ¹ | 180 | 224 | 88 | 101 | 8 | 9 | 0 | 16 | 276 | 350 |
| Total sales | 11,868 | 11,983 | 7,243 | 7,534 | 3,313 | 3,537 | 18 | 19 | 22,442 | 23,072 |

¹ Change in presentation of Services & Solutions sales; see notes on accounting principles and methods in the consolidated financial statements

Compared with the previous year, Group sales increased by 2.8 per cent to €23,072 million. This includes effects from the application of IAS 29 (hyperinflation in Türkiye) in the amount of €-86 million (2023/24: €124 million).

Of the Group sales totalling €23,072 million (2023/24: €22,442 million), €5,719 million was attributable to online sales (2023/24: €5,136 million).

A total of 47 new stores were opened in the financial year 2024/25, including one store in each of Austria, Spain and Poland, three in each of Belgium and Türkiye, eight in Germany, ten in Italy and twenty in Switzerland. A total of ten stores were closed, including one in each of Germany, the Netherlands and Türkiye, two in Spain and five in Poland. The store network increased to 1,067 at the closing date.

2. Cost of materials

The cost of sales includes the cost of materials for purchased goods totalling €18,485 million (2023/24: €18,067 million).

3. Other operating income

| € million | 2023/24 | 2024/25 |
|--|------------|------------|
| Income from the disposal of fixed assets and from reversals of impairment losses | 15 | 7 |
| Income from rents and subleases including reimbursement of incidental rental costs | 7 | 8 |
| Services rendered to suppliers | 13 | 15 |
| Gain on net monetary position | 57 | 53 |
| Miscellaneous | 72 | 56 |
| Cost refunds | 56 | 62 |
| | 220 | 201 |

Income from services rendered to suppliers relates to marketing activities. Income from cost refunds primarily includes income for transport, travel, labour and material costs incurred.

The gain on the net monetary position resulted primarily from restatements of operating items in connection with hyperinflation in Türkiye. To improve the presentation of operating profitability, this was recognised in other operating income as an offsetting item to the negative effects in the operating result in the amount of €–71 million (2023/24: €–87 million).

In particular, miscellaneous other operating income includes income from claims for damages totalling €13 million (2023/24: €20 million). It also includes income from the derecognition of statute-barred liabilities of €8 million (2023/24: €10 million).

4. Selling expenses

| € million | 2023/24 | 2024/25 |
|------------------------|--------------|--------------|
| Personnel expenses | 1,476 | 1,541 |
| Non-personnel expenses | 1,808 | 1,835 |
| | 3,284 | 3,376 |

The higher level of personnel expenses was due mainly to wage and salary increases.

Non-personnel expenses increased primarily as a result of higher expenses for merchandise management. This was offset by lower energy and advertising costs.

5. General administrative expenses

| € million | 2023/24 | 2024/25 |
|------------------------|------------|------------|
| Personnel expenses | 315 | 314 |
| Non-personnel expenses | 331 | 372 |
| | 647 | 686 |

Non-personnel expenses increased largely as a result of expenses in connection with the takeover bid by JD.com as well as higher depreciation and amortisation.

6. Other operating expenses

| € million | 2023/24 | 2024/25 |
|--|----------|-----------|
| Goodwill impairment | 0 | 15 |
| Losses from disposals of property, plant and equipment and intangible assets | 5 | 4 |
| Expenses from the net investment in leases | 0 | 2 |
| Expenses from deconsolidation | 4 | 0 |
| | 9 | 21 |

Goodwill impairment of €15 million relates to the goodwill that was previously recognised for the group of cash-generating units in Poland.

7. Other investment result

The other investment result reported in the net financial result amounted to €1 million (2023/24: €15 million). The €15 million decline in the other investment result was due mainly to the €13 million reduction in income from profit and loss transfers from the investment in METRO PROPERTIES GmbH & Co. KG to €0 million (2023/24: €13 million).

The other investment result also decreased in the financial year 2024/25 because no income was generated from profit and loss transfers from the investment in METRO AG after income of €2 million in the previous year.

As in the previous year, no investment result from the investment in PJSC "M.video" was recognised in the financial year 2024/25, because the company decided not to distribute profits. Against the background of the trade and capital market restrictions imposed by the European Union and Russia, it is still practically impossible to recognise investment income from the investment in PJSC "M.video".

➤ Additional information on the investments can be found in note 22 Financial assets and investments accounted for using the equity method investments.

8. Net impairments on operating financial assets and contract assets

Net impairments amounted to €28 million in the financial year 2024/25 (2023/24: €10 million).

➤ Additional information on net impairments can be found in note 33.1 Impairments of capitalised financial instruments and contract assets.

9. Interest income/interest expenses

Interest income and interest expenses from financial instruments are allocated to the measurement categories in accordance with IFRS 9 based on the underlying transactions. The net interest result comprises the following:

| € million | 2023/24 | 2024/25 |
|--|-------------|-------------|
| Interest income | 70 | 52 |
| thereof from lease liabilities | (0) | (0) |
| thereof from financial instruments per measurement category in accordance with IFRS 9: | | |
| Loans and receivables including cash and cash equivalents | (0) | (0) |
| Financial instruments measured at amortised cost | (43) | (44) |
| Financial instruments measured at fair value through other comprehensive income | (0) | (0) |
| Financial instruments measured at fair value through profit or loss | (0) | (0) |
| Interest expenses | -247 | -241 |
| thereof from lease liabilities | (-66) | (-69) |
| thereof from financial instruments per measurement category in accordance with IFRS 9: | | |
| Financial instruments measured at fair value through profit or loss | (0) | (0) |
| Financial instruments measured at amortised cost | (-44) | (-56) |
| Net interest result | -177 | -190 |

Interest income declined by €-19 million, from €70 million to €52 million. This was due mainly to the income recognised in the previous year from the early refinancing of a bond maturing in June 2026. In this context, outstanding bonds were repurchased at below the underlying carrying amount, resulting in non-recurring income of €12 million in the previous year. Interest income in connection with tax refunds also fell by €4 million year on year. Interest income realised from plan assets within the meaning of IAS 19 (Employee Benefits) and recognised through profit or loss declined by €2 million. In the same way as in the previous year, interest income from banks accounted for the largest share of interest income in the financial year 2024/25 at €42 million (2023/24: €37 million).

Interest expenses declined by €6 million to €241 million (2023/24: €247 million). Among other things, this was due to the €6 million reduction in bank commission in Türkiye to €93 million (2023/24: €99 million). Interest expenses resulting from additional tax payments also fell by €6 million to €4 million (2023/24: €10 million). Additionally, interest expenses from direct and indirect commitments under post-employment benefit plans declined by €5 million to €14 million (2023/24: €19 million). The net interest expenses from these post-employment benefit commitments amounted to €10 million in the financial year 2024/25 (2023/24: €13 million). In contrast to these developments, interest expenses for bonds increased by €18 million to €44 million (2023/24: €26 million) due to the bond issued on 3 July 2024. Finally, interest expenses from leases also rose by €3 million to €69 million (2023/24: €66 million). These compensatory effects in connection with bonds and leases in particular meant that interest expenses declined only slightly overall. As in the previous year, interest expenses from leases and – due to high inflation and the resulting high local interest rate – Türkiye were the main contributors to interest expenses in the financial year 2024/25. Bank commission for the use of credit cards is also a major factor in Türkiye.

10. Other net financial result

Other financial income and expenses from financial instruments are allocated to the measurement categories in accordance with IFRS 9 on the basis of the underlying transactions. In addition to income and expenses from the measurement of financial instruments in accordance with IFRS 9, measurements of foreign currency items in accordance with IAS 21 are also taken into account.

| € million | 2023/24 | 2024/25 |
|---|-----------|------------|
| Other financial income | 34 | 24 |
| thereof from currency effects | (33) | (17) |
| thereof from currency hedges | (0) | (0) |
| Other financial expenses | -38 | -49 |
| thereof from currency effects | (-28) | (-35) |
| thereof from currency hedges | (-1) | (0) |
| Other net financial result | -4 | -24 |
| thereof from financial instruments per measurement category/benchmark in accordance with IFRS 9 | | |
| Loans and receivables including cash and cash equivalents | (0) | (0) |
| Financial instruments measured at amortised cost | (-2) | (-32) |
| Financial instruments measured at fair value through other comprehensive income | (0) | (0) |
| Financial instruments measured at fair value through profit or loss | (-1) | (4) |

Total comprehensive income from currency effects and measurement results from currency hedging transactions and currency hedging relationships essentially relates to MediaMarkt Türkiye.

Other financial income fell by €10 million, from €34 million in the previous year to €24 million in the financial year 2024/25. This was due mainly to income from currency effects, which declined by €16 million to €17 million (2023/24: €33 million). This was partially offset by income from the measurement of a termination option embedded in a loan, which is measured at fair value through profit or loss as a derivative financial instrument. This had a positive effect on other financial income of €4 million compared with the previous year.

Other financial expenses increased by €11 million to €49 million in the financial year 2024/25 (2023/24: €38 million). Other financial expenses increased due primarily to higher expenses from currency effects.

[Additional information on the potential impact of currency risks can be found in note 36 Management of financial risks.](#)

11. Net gains/losses by measurement category

The main effects on earnings from financial instruments can be presented as follows:

| | 2023/24 | | | | | | |
|---|----------------|---------------------------------------|----------------------------|--------------------|-------------------------|----------|---------------------|
| € million | Dividends paid | Interest income/ interest expenses | Changes in market value | Net impairments | Currency translation | Other | Net gains/losses |
| Financial assets at amortised cost | 0 | 43 | 0 | -9 | 14 | 0 | 48 |
| Financial assets at fair value through other comprehensive income (with recycling) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Financial assets at fair value through other comprehensive income (without recycling) | 15 | 0 | -16 | 0 | 0 | 0 | -1 |
| Financial assets/liabilities at fair value through profit or loss | 0 | 0 | -1 | 0 | 0 | 0 | -1 |
| Financial liabilities at amortised cost | 0 | -44 | 0 | 0 | -9 | 2 | -51 |
| Financial liabilities at fair value through profit or loss | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 15 | -1 | -17 | -9 | 5 | 2 | -4 |

2024/25

| € million | Dividends paid | Interest income/ interest expenses | Changes in market value | Net impairments | Currency translation | Other | Net gains/losses |
|---|----------------|---------------------------------------|-------------------------|-----------------|----------------------|-------|------------------|
| Financial assets at amortised cost | 0 | 44 | 0 | -28 | -5 | 0 | 12 |
| Financial assets at fair value through other comprehensive income (with recycling) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Financial assets at fair value through other comprehensive income (without recycling) | 1 | 0 | -8 | 0 | 0 | 0 | -8 |
| Financial assets/liabilities at fair value through profit or loss | 0 | 0 | 4 | 0 | 0 | 0 | 4 |
| Financial liabilities at amortised cost | 0 | -56 | 0 | 0 | -13 | -5 | -75 |
| Financial liabilities at fair value through profit or loss | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | -12 | -4 | -28 | -18 | -5 | -67 |

The earnings contribution from financial instruments fell by €63 million to €-67 million (2023/24: €-4 million). The reduction in the earnings contribution from financial instruments compared with the previous year is due firstly to lower income from profit and loss transfers from METRO PROPERTIES GmbH & Co. KG in the amount of €-13 million and METRO AG in the amount of €-2 million. Secondly, the net interest result from financial instruments deteriorated by €11 million; this was due in particular to the bond issued on 3 July 2024. In addition, net impairments on financial assets measured at amortised cost increased by €19 million year on year. This development was due in particular to the impairment of receivables from suppliers in Poland. Net income from currency effects also declined by €23 million.

The other net gains/losses from financial liabilities at amortised cost amounting to €-5 million (2023/24: €2 million) related primarily to positive earnings effects from the derecognition of time-barred liabilities amounting to €8 million (2023/24: €10 million) and loan and commitment fees of €10 million (2023/24: €5 million).

[A detailed description of impairments can be found in note 33.1 Impairments of capitalised financial instruments and contract assets.](#)

12. Income taxes

Expected income taxes for the individual countries and deferred taxes are recognised as income taxes.

| € million | 2023/24 | 2024/25 |
|---|------------|------------|
| Current taxes | -40 | -69 |
| thereof Germany | (-6) | (-21) |
| thereof international | (-34) | (-48) |
| thereof tax expense/income for the current period | (-44) | (-60) |
| thereof tax expenses/income from previous periods | (4) | (-9) |
| Deferred taxes | 28 | 7 |
| thereof Germany | (-5) | (-1) |
| thereof international | (34) | (8) |
| Income taxes | -11 | -62 |

The application of IAS 29 results in tax income of around €2 million in current taxes (2023/24: €1 million). In addition, deferred taxes include tax expenses of around €15 million (2023/24: tax income of €3 million). Adjusted for the effect of IAS 29, deferred tax income was approximately the same as in the previous year. The German income tax rate applicable to CECONOMY AG for the purposes of effective taxation is made up of the corporate income tax of 15 per cent plus the solidarity surcharge of 5.5 per cent and the trade tax rate of 14.7 per cent based on an average assessment rate of 420.15 per cent. Overall, this produces a total tax rate of 30.53 per cent, which is in line with the previous year's rate. The tax rate for the measurement of deferred taxes in Germany varied from 25.26 per cent to 30.53 per cent in the reporting year (2023/24: 30.53 per cent). The foreign income tax rates that are applied are based on the laws and regulations in force in the individual countries and range between 9.0 and 27.9 per cent (2023/24: 9 and 27.9 per cent).

| € million | 2023/24 | 2024/25 |
|---|-----------|----------|
| Deferred taxes in the income statement | 28 | 7 |
| thereof from temporary differences | (-39) | (-30) |
| thereof from loss and interest carryforwards | (65) | (52) |
| thereof from tax rate changes | (2) | (-15) |

The tax expense of €62 million (2023/24: €11 million) is €54 million higher than the expected income tax expense of €8 million (2023/24: €27 million) that would have resulted from applying the Group tax rate (30.53 per cent) to earnings before taxes.

The reconciliation of expected to recognised income tax is as follows:

| € million | 2023/24 | 2024/25 |
|--|-------------|--------------|
| Earnings before taxes | 88 | 28 |
| Expected income tax (30.53%) | -27 | -8 |
| Tax rate changes | 1 | -15 |
| Effects of differing national tax rates | 1 | -4 |
| Tax expenses and income relating to other periods | 4 | -8 |
| Effects from other tax types | -4 | -3 |
| Non-deductible business expenses for tax purposes | -17 | -45 |
| Effects of not recognised or impaired deferred taxes | 14 | 36 |
| Tax holidays | 20 | 11 |
| Permanent differences | 10 | -25 |
| Other deviations ¹ | -14 | -1 |
| Income taxes | -11 | -62 |
| Group tax rate (in %) | 12.8 | 223.7 |

¹ Primarily contains effects from IAS 29 (hyperinflation in Türkiye)

The reconciliation effect of tax rate changes primarily concerns the effect of the gradual reduction in corporate income tax in Germany and the associated selective adjustment of the tax rate for the measurement of deferred taxes in Germany.

The effects from other tax types relate to differences in connection with local taxes as well as effects from the aforementioned reduction in the tax rate in Germany.

The effects of not recognised or impaired deferred taxes primarily relate to the subsequent measurement of deferred tax assets on tax loss carryforwards as well as non-deductible interest expenses in the current period and the associated effect on deferred taxes on the interest carryforward.

Current income taxes were reduced by €17 million due to the utilisation of previously unrecognised tax losses in the financial year 2024/25. In addition, deferred tax income of €54 million (2023/24: €58 million) resulted in particular from the reversal of valuation allowances on deferred tax assets on tax loss carryforwards and temporary differences, which were primarily recognised in connection with the subsequent measurement of deferred taxes at the level of CECONOMY AG.

The Group falls under the scope of Pillar Two of the OECD's model rules on global minimum tax. The Group is obliged by law to pay a top-up tax in the amount of the difference between the effective Global Anti-Base Erosion (GLOBE) tax rate for each country and the minimum tax rate of 15 per cent.

CECONOMY carried out an analysis as of the reporting date to determine which jurisdictions could be impacted by the global minimum tax rules. The first step was to examine whether the CbCR Safe Harbour regulations were relevant. The analysis as of 30 September 2025 found that all the Group companies passed one of the Safe Harbour tests, meaning that the application of the global minimum tax rules will not result in any additional tax expense.

CECONOMY applies the temporary mandatory exemption regarding the recognition of deferred taxes from the introduction of global minimum tax as provided by the amendments to IAS 12 published in May 2023. Any resulting taxes would be reported in current tax expense/income.

13. Profit or loss for the period attributable to non-controlling interests

The profit or loss for the period attributable to non-controlling interests amounts to €1 million (2023/24: €1 million). In the financial year 2024/25 and in the previous year, non-controlling interests comprised primarily profit shares attributable to the store managers from MediaMarkt Netherlands.

14. Earnings per share

Undiluted earnings per share are calculated by dividing the profit or loss for the period attributable to shareholders of CECONOMY AG by the weighted number of shares outstanding.

| | 2023/24 | 2024/25 |
|---|-------------|--------------|
| (Weighted) number of no-par-value shares outstanding – undiluted | 485,221,084 | 485,221,084 |
| Profit or loss for the period attributable to shareholders of CECONOMY AG (€ million) – undiluted | 76 | –35 |
| Undiluted earnings per share in € | 0.16 | –0.07 |

Diluted earnings per share are calculated by dividing the profit or loss for the period attributable to shareholders of CECONOMY AG by the weighted number of shares outstanding adjusted for all dilutive effects of potential ordinary shares, as shown below:

| | 2023/24 | 2024/25 |
|---|-------------|--------------|
| (Weighted) number of no-par-value shares outstanding – undiluted | 485,221,084 | 485,221,084 |
| (Weighted) number of potential shares from convertible bonds | 27,859,778 | 27,859,778 |
| (Weighted) number of no-par-value shares outstanding – diluted | 513,080,862 | 513,080,862 |
| Profit or loss for the period attributable to shareholders of CECONOMY AG (€ million) – undiluted | 76 | –35 |
| Interest expenses on convertible bonds – after taxes (€ million) | 8 | 8 |
| Profit or loss for the period attributable to shareholders of CECONOMY AG (€ million) – diluted | 84 | –26 |
| Diluted earnings per share in € | 0.16 | –0.07 |

There was protection against dilution in both the financial year 2024/25 and the prior-year reporting period, as the diluted earnings per share led to an improvement in earnings per share due to the inclusion of the convertible bonds.

CECONOMY AG has not issued any preference shares as of 30 September 2025.

15. Depreciation/amortisation and impairment losses

The breakdown of amounts of depreciation/amortisation in the income statement and into the relevant asset categories is as follows:

| | 2023/24 | | | | |
|---|----------|-------------------------|-------------------------------|---------------------|------------|
| € million | Goodwill | Other intangible assets | Property, plant and equipment | Right-of-use assets | Total |
| Cost of sales | 0 | 0 | 0 | 0 | 0 |
| thereof depreciation/amortisation | (0) | (0) | (0) | (0) | (0) |
| thereof impairment losses | (0) | (0) | (0) | (0) | (0) |
| Selling expenses | 0 | 2 | 132 | 478 | 612 |
| thereof depreciation/amortisation | (0) | (2) | (126) | (478) | (606) |
| thereof impairment losses | (0) | (0) | (5) | (0) | (6) |
| General administrative expenses | 0 | 33 | 16 | 10 | 58 |
| thereof depreciation/amortisation | (0) | (32) | (16) | (9) | (57) |
| thereof impairment losses | (0) | (1) | (0) | (0) | (2) |
| Other operating expenses | 0 | 0 | 0 | 0 | 0 |
| thereof impairment losses | (0) | (0) | (0) | (0) | (0) |
| Earnings share from operating companies accounted for using the equity method | 0 | 0 | 0 | 0 | 0 |
| thereof impairment losses | (0) | (0) | (0) | (0) | (0) |
| Total | 0 | 35 | 148 | 488 | 671 |
| thereof depreciation/amortisation | (0) | (34) | (142) | (487) | (663) |
| thereof impairment losses | (0) | (1) | (5) | (0) | (7) |

| | 2024/25 | | | | |
|---|-----------|-------------------------|-------------------------------|---------------------|------------|
| € million | Goodwill | Other intangible assets | Property, plant and equipment | Right-of-use assets | Total |
| Cost of sales | 0 | 0 | 0 | 0 | 0 |
| thereof depreciation/amortisation | (0) | (0) | (0) | (0) | (0) |
| thereof impairment losses | (0) | (0) | (0) | (0) | (0) |
| Selling expenses | 0 | 2 | 151 | 467 | 621 |
| thereof depreciation/amortisation | (0) | (1) | (135) | (467) | (603) |
| thereof impairment losses | (0) | (1) | (17) | (0) | (18) |
| General administrative expenses | 0 | 41 | 17 | 10 | 68 |
| thereof depreciation/amortisation | (0) | (40) | (17) | (10) | (66) |
| thereof impairment losses | (0) | (2) | (1) | (0) | (2) |
| Other operating expenses | 15 | 0 | 0 | 0 | 15 |
| thereof impairment losses | (15) | (0) | (0) | (0) | (15) |
| Earnings share from operating companies accounted for using the equity method | 0 | 0 | 0 | 0 | 0 |
| thereof impairment losses | (0) | (0) | (0) | (0) | (0) |
| Total | 15 | 43 | 169 | 477 | 704 |
| thereof depreciation/amortisation | (0) | (41) | (151) | (477) | (669) |
| thereof impairment losses | (15) | (3) | (17) | (0) | (35) |

Of the impairment losses of €35 million (2023/24: €7 million), €17 million (2023/24: €5 million) related to property, plant and equipment and €15 million (2023/24: €0 million) to the goodwill that was previously recognised for the group of cash-generating units in Poland.

Of the impairment losses, the DACH segment accounts for €2 million (2023/24: €4 million), the Western/Southern Europe segment for €1 million (2023/24: €1 million), the Eastern Europe segment for €33 million (2023/24: €1 million) and the Others segment for €0 million (2023/24: €1 million).

16. Personnel expenses

Personnel expenses are comprised as follows:

| € million | 2023/24 | 2024/25 |
|--|--------------|--------------|
| Wages and salaries | 1,669 | 1,739 |
| Social security expenses, expenses for post-employment benefit plans and related employee benefits | 409 | 422 |
| thereof post-employment benefits | (28) | (27) |
| | 2,078 | 2,161 |

Wages and salaries reported under personnel expenses include expenses in connection with efficiency measures totalling €7 million (2023/24: €16 million). As in the previous year, variable remuneration amounted to €109 million in the financial year 2024/25.

The increase in wages and salaries was due to inflation-related salary increases as a result of collective wage agreements in Germany, among other things, as well as higher personnel expenses due to the workforce expansion in Spain, Türkiye, Switzerland and Italy.

The average number of employees in the Group during the year was as follows:

| Workforce by headcount | 2023/24 | 2024/25 |
|--------------------------------|---------------|---------------|
| Wage-/salary-earning employees | 48,434 | 48,399 |
| Trainees | 2,484 | 2,331 |
| | 50,918 | 50,730 |

This includes 17,662 part-time employees on a per-person basis (2023/24: 15,978). Of the employees, 4,887 are in management positions (2023/24: 4,968) and 43,512 are non-management staff (2023/24: 43,466). There were 28,588 members of staff employed outside Germany (2023/24: 28,355).

17. Other taxes

Other taxes (such as land tax, road tax, excise duties and transfer tax) break down as follows:

| € million | 2023/24 | 2024/25 |
|--|-----------|-----------|
| Other taxes | 25 | 27 |
| thereof from selling expenses | (24) | (23) |
| thereof from general administrative expenses | (1) | (3) |

Notes to the statement of financial position

18. Goodwill

Goodwill amounted to €508 million as of 30 September 2025 (30/09/2024: €524 million).

As of the reporting date, goodwill was broken down among the following groups of cash-generating units:

| | 30/09/2024 | | 30/09/2025 | |
|-----------------|------------|-----|------------|-----|
| | WACC | | WACC | |
| | € million | % | € million | % |
| Germany | 314 | 5.6 | 314 | 5.2 |
| Italy | 72 | 7.1 | 72 | 6.1 |
| Netherlands | 51 | 6.1 | 51 | 5.5 |
| Spain | 49 | 6.6 | 49 | 5.9 |
| Other countries | 38 | | 23 | |
| | 524 | | 508 | |

In accordance with IAS 36, goodwill is tested for impairment annually as of 30 September. However, if there are indications that goodwill may be impaired, it is also necessary to perform an impairment test during the year. This impairment test is performed at the level of a group of cash-generating units. At CECONOMY, this group is basically the organisational unit per country.

The impairment test compares the total carrying amounts of the group of cash-generating units with the recoverable amount. The recoverable amount is the fair value less selling expenses, which is calculated from discounted future cash flows using inputs from level 3 of the fair value hierarchy.

[↗ The fair value hierarchy is described in note 33.6 Carrying amounts and fair values by measurement category.](#)

The expected cash flows are based on a qualified planning process, taking into account the company's internal empirical values and external economic data. In the financial year 2024/25, the detailed planning period covers a total of five financial years. As in the previous year, it is assumed that the country organisations return after five financial years to a steady state that is suitable for the perpetual annuity calculation. It is assumed here that short-term to medium-term measures to increase economic profitability will be implemented by the end of the detailed planning period and will have a positive impact on sales and earnings. These earnings figures ultimately form the basis for the extrapolation following the detailed planning period. In line with the approach in previous years, an annual growth rate of 1.00 per cent is assumed in the financial years following the detailed planning period.

The weighted average cost of capital (WACC) is calculated as the capitalisation rate using the capital asset pricing model. The calculation uses a peer group of comparable companies for all groups of cash-generating units operating in the same business unit. The capitalisation rates are also determined assuming a base interest rate of 3.2 per cent (30/09/2024: 2.5 per cent), a market risk premium of 5.8 per cent (30/09/2024: 6.9 per cent) and a beta factor of 1.05 (30/09/2024: 1.32). Country-specific risk premiums are charged both for the cost of equity and for borrowing costs. The capitalisation rates after taxes calculated individually for each group of cash-generating units range from 5.2 to 7.9 per cent (30/09/2024: 5.6 to 8.9 per cent).

CECONOMY operated in a challenging market environment in the financial year 2024/25. This was characterised by a cautious economic outlook, uncertainty with regard to economic policy, unfavourable indicators from the labour market and – as a result – subdued consumer spending. Consumer sentiment was also adversely impacted by the fact that the geopolitical situation remained strained. These developments gave reason to test the recognised goodwill for impairment during the financial year 2024/25.

As part of the impairment test of recognised goodwill carried out during the year, indications of impairment of recognised goodwill were identified for the group of cash-generating units in Poland as of 31 March 2025. The previous earnings forecasts had to be adjusted following performance that was significantly below expectations. The required goodwill impairment test is carried out at the level of the cash-generating units summarised by country. The test identified an impairment loss of €32 million. When allocating the impairment losses identified for the group of cash-generating units in Poland as a whole, it was necessary to ensure that the carrying amounts of the relevant assets contained in these cash-generating units were not reduced to below their fair value. As a result, it was not possible to fully allocate the impairment losses identified. This allocation rule applied in particular to the capitalised property right-of-use assets. For these assets, the company examines whether the fee payable for the right-of-use asset is at least equal to the standard market rent in a subletting scenario at the level of the individual locations. If this is the case, it can be assumed that the respective right-of-use asset is not impaired. The unrecognised portion of the total impairment losses identified was in the mid-eight-figure euro range. The recoverable amount determined for the group of cash-generating units in Poland as of 31 March 2025 was in the high eight-figure euro range.

Of the impairment loss recognised in the Eastern Europe segment, €15 million relates to the impairment of recognised goodwill. This impairment loss is recognised in the income statement under "Other operating expenses". The remaining impairment loss of €17 million was allocated to other assets of the group of cash-generating units in Poland in accordance with the rules of IAS 36 "Impairment of Assets". In the income statement, €14 million of this expense is recognised under selling expenses and €3 million under general administrative expenses. The capitalisation rate for the group of cash-generating units in Poland derived using the capital asset pricing model and applied for the purpose of this impairment test was 6.84 per cent (30/09/2024: 7.26 per cent).

Despite a deterioration in the earnings position compared with the previous year's planning projections, none of the other ad hoc impairment tests carried out identified any indications of impairment of recognised goodwill.

In addition to the impairment test of recognised goodwill carried out during the year, the annual impairment test of goodwill in the financial year 2024/25 was performed as of 30 September 2024.

In the mandatory annual impairment test as of 30 September 2025, the following assumptions regarding the development of sales, EBIT and the EBIT margin targeted for measurement purposes were made for the goodwill deemed to be significant, with the assumptions made referring to an average growth rate over the five-year detailed planning period and the EBIT margin representing the ratio of EBIT to sales.

| | Sales | EBIT | EBIT margin | Detailed planning period (years) |
|-------------|---------------|--------------------|--------------------|----------------------------------|
| Germany | Slight growth | Significant growth | Significant growth | 5 |
| Italy | Slight growth | Significant growth | Significant growth | 5 |
| Netherlands | Slight growth | Slight decrease | Slight decrease | 5 |
| Spain | Slight growth | Slight decrease | Slight decrease | 5 |

The annual impairment tests did not result in any need for impairment of the goodwill recognised as of 30 September 2025.

Finally, three sensitivity analyses were carried out for each group of cash-generating units. The first sensitivity analysis assumed a growth rate that was one percentage point lower and thus a growth rate perpetual annuity of zero per cent for the perpetual annuity. In the second sensitivity analysis, the capitalisation rate for each group of cash-generating units was increased by 20 per cent. In the third sensitivity analysis, a flat-rate discount also of 20 per cent was applied to the assumed perpetual EBIT. The discounts calculated in this way are intended to take appropriate account of the uncertainties associated with the free cash flow forecasts. The sensitivity analyses did not result in any impairment for any of the groups of cash-generating units.

| € million | Goodwill |
|---|------------|
| Cost | |
| As of 01/10/2023 | 531 |
| Currency translation | 0 |
| Additions to consolidation group | 0 |
| Disposals | 0 |
| Reclassifications to IFRS 5 | 0 |
| Transfers | 0 |
| As of 30/09 / 01/10/2024 | 531 |
| Currency translation | 0 |
| Additions to consolidation group | 0 |
| Disposals | 0 |
| Reclassifications to IFRS 5 | 0 |
| Transfers | 0 |
| As of 30/09/2025 | 531 |
| Impairment | |
| As of 01/10/2023 | 7 |
| Currency translation | 0 |
| Additions | 0 |
| Additions to impairment | 0 |
| Disposals | 0 |
| Reclassifications to IFRS 5 | 0 |
| Reversals of impairment losses | 0 |
| Transfers | 0 |
| As of 30/09 / 01/10/2024 | 7 |
| Currency translation | 0 |
| Additions | 0 |
| Additions to impairment | 15 |
| Disposals | 0 |
| Reclassifications to IFRS 5 | 0 |
| Reversals of impairment losses | 0 |
| Transfers | 0 |
| As of 30/09/2025 | 22 |
| Carrying amount as of 01/10/2023 | 524 |
| Carrying amount as of 30/09/2024 | 524 |
| Carrying amount as of 30/09/2025 | 508 |

19. Other intangible assets

| € million | Intangible assets without goodwill | (thereof internally generated intangible assets) |
|--|------------------------------------|--|
| Cost | | |
| As of 01/10/2023 | 527 | (234) |
| Currency translation/indexing | 1 | (0) |
| Additions to consolidation group | 0 | (0) |
| Additions | 56 | (43) |
| Disposals | -24 | (-4) |
| Reclassifications to IFRS 5 | 0 | (0) |
| Transfers | 0 | (-1) |
| As of 30/09 / 01/10/2024 | 561 | (272) |
| Currency translation/indexing | 0 | (0) |
| Additions to consolidation group | 0 | (0) |
| Additions | 61 | (32) |
| Disposals | -14 | (-3) |
| Reclassifications to IFRS 5 | 0 | (0) |
| Transfers | 0 | (16) |
| As of 30/09/2025 | 607 | (317) |
| Depreciation/amortisation and impairment losses | | |
| As of 01/10/2023 | 362 | (105) |
| Currency translation/indexing | 1 | (0) |
| Additions | 34 | (17) |
| Additions to impairment | 1 | (0) |
| Disposals | -22 | (-4) |
| Reclassifications to IFRS 5 | 0 | (0) |
| Reversals of impairment losses | 0 | (0) |
| Transfers | 0 | (0) |
| As of 30/09 / 01/10/2024 | 376 | (119) |
| Currency translation/indexing | 0 | (0) |
| Additions | 41 | (25) |
| Additions to impairment | 3 | (0) |
| Disposals | -14 | (-3) |
| Reclassifications to IFRS 5 | 0 | (0) |
| Reversals of impairment losses | 0 | (0) |
| Transfers | 0 | (0) |
| As of 30/09/2025 | 406 | (142) |
| Carrying amount as of 01/10/2023 | 165 | (129) |
| Carrying amount as of 30/09/2024 | 184 | (153) |
| Carrying amount as of 30/09/2025 | 202 | (175) |

Other intangible assets include exclusively intangible assets with a finite expected useful life. These are primarily concessions, rights, licences and software. They are therefore amortised and only tested for impairment on an ad hoc basis. Software under development is tested for impairment at least once a year.

Of the additions, €32 million (2023/24: €43 million) is attributable to internally generated intangible assets. This relates primarily to software under development totalling €16 million (2023/24: €42 million) and internally developed software totalling €16 million (2023/24: €0 million). Other additions in the amount of €29 million (2023/24: €13 million) include concessions, rights and licences acquired from third parties of €28 million (2023/24: €10 million) and software under development purchased from third parties of €1 million (2023/24: €3 million).

Of the disposals, €12 million (2023/24: €20 million) is attributable to non-internally generated intangible assets and relates primarily to concessions, rights and licences purchased from third parties. Other disposals totalling €3 million (2023/24: €4 million) mainly relate to internally developed software.

Depreciation and amortisation amounted to €41 million (2023/24: €34 million). Of this figure, €40 million (2023/24: €32 million) is recognised in general administrative expenses, €1 million (2023/24: €2 million) in selling expenses and €0 million (2023/24: €0 million) in the cost of sales.

Impairments of €3 million were recognised in the financial year 2024/25 for sustained losses and site closures (2023/24: €1 million).

As in the previous year, there are no restrictions on ownership or title for intangible assets. Purchase obligations for intangible assets totalling €1 million (30/09/2024: €1 million) were entered into.

20. Property, plant and equipment

Changes in property, plant and equipment are presented in the table below.

| € million | Land and buildings | Other plant, business and office equipment | Assets under construction | Total |
|--|--------------------|--|---------------------------|------------|
| Cost | | | | |
| As of 01/10/2023 | 5 | 2,759 | 24 | 2,788 |
| Currency translation/indexing | 0 | 29 | -1 | 29 |
| Additions to consolidation group | 0 | 0 | 0 | 0 |
| Additions | 0 | 174 | 35 | 209 |
| Disposals | 0 | -133 | -4 | -137 |
| Reclassifications to IFRS 5 | 0 | 0 | 0 | 0 |
| Transfers | 0 | 1 | -15 | -14 |
| As of 30/09 / 01/10/2024 | 5 | 2,831 | 39 | 2,875 |
| Currency translation/indexing | 0 | 9 | 0 | 9 |
| Additions to consolidation group | 0 | 0 | 0 | 0 |
| Additions | 0 | 152 | 26 | 178 |
| Disposals | 0 | -114 | -6 | -120 |
| Reclassifications to IFRS 5 | 0 | 0 | 0 | 0 |
| Transfers | 0 | 21 | -21 | 0 |
| As of 30/09/2025 | 5 | 2,899 | 38 | 2,942 |
| Depreciation/amortisation and impairment losses | | | | |
| As of 01/10/2023 | 5 | 2,242 | 0 | 2,246 |
| Currency translation/indexing | 0 | 23 | 0 | 23 |
| Additions | 0 | 142 | 0 | 142 |
| Additions to impairment | 0 | 5 | 0 | 5 |
| Disposals | 0 | -118 | 0 | -118 |
| Reclassifications to IFRS 5 | 0 | 0 | 0 | 0 |
| Reversals of impairment losses | 0 | -6 | 0 | -6 |
| Transfers | 0 | -12 | 0 | -12 |
| As of 30/09 / 01/10/2024 | 5 | 2,277 | 0 | 2,282 |
| Currency translation/indexing | 0 | 7 | 0 | 7 |
| Additions | 0 | 151 | 0 | 151 |
| Additions to impairment | 0 | 13 | 5 | 17 |
| Disposals | 0 | -98 | 0 | -98 |
| Reclassifications to IFRS 5 | 0 | 0 | 0 | 0 |
| Reversals of impairment losses | 0 | -3 | 0 | -3 |
| Transfers | 0 | 0 | 0 | 0 |
| As of 30/09/2025 | 5 | 2,348 | 5 | 2,357 |
| Carrying amount as at 01/10/2023 | 0 | 517 | 24 | 541 |
| Carrying amount as of 30/09/2024 | 0 | 554 | 39 | 593 |
| Carrying amount as of 30/09/2025 | 0 | 551 | 33 | 585 |

Depreciation amounted to €151 million (2023/24: €142 million). Of this figure, €135 million (2023/24: €126 million) is recognised in selling expenses, €17 million (2023/24: €16 million) in general administrative expenses and €0 million (2023/24: €0 million) in the cost of sales.

Impairments totalling €17 million were recognised on property, plant and equipment in the financial year 2024/25 (2023/24: €5 million). Of this figure, €1 million (2023/24: €3 million) relates to capitalised reinstatement obligations and €16 million (2023/24: €2 million) to sustained losses and site closures. Sustained losses and site closures to which property, plant and equipment are allocated led here to impairment tests at the level of the respective store as a cash-generating unit. In this impairment test, the carrying amount of the cash-generating unit was compared with its recoverable amount. The recoverable amount was generally

determined here as the fair value less selling expenses, which is calculated from discounted future cash flows using inputs from level 3 of the fair value hierarchy. The comparison of the carrying amounts of these cash-generating units with the recoverable amounts resulted in the impairment stated.

The stores for which impairment was recognised on property, plant and equipment due to sustained losses in previous years underwent a test in the reporting period to determine whether the reasons for the impairment had ceased to exist. This test led to a reversal of impairment losses of €3 million in the financial year 2024/25 (2023/24: €6 million).

There were no restrictions on title in the form of mortgages or encumbrances on items of property, plant and equipment in the financial year 2024/25 or the previous year.

Purchase obligations totalling €10 million (30/09/2024: €12 million) were entered into for property, plant and equipment.

21. Right-of-use assets

When entering into a contract, CECONOMY assesses whether the contract is, or contains, a lease pursuant to IFRS 16. A contract is, or contains, a lease if it conveys the right to control the use of an identified asset for a certain period of time in exchange for payment of a fee. A lease agreement conveys the right to control the use of an identified asset if the lessee has the right throughout the period of use to obtain substantially all the economic benefits from the use of the identified asset and to make decisions on the use of the identified asset during the lease term.

All stores in the Group are leased. This largely involves land and buildings for the stores as well as additional warehouse space. These real estate leases are generally concluded for a non-cancellable basic rental period of five years, but generally always include extension or termination options for reasons of operational flexibility. Some leases contain additional rent adjustments based on the development of the consumer price index. The lease conditions are agreed individually; there are leases with fixed lease payments as well as variable rental conditions depending on sales. Leases for movable assets largely relate to leased vehicles and IT equipment as well as some leases for electronic shelf labels.

The carrying amounts of the right-of-use assets from leases developed as follows:

| € million | Real estate | Vehicle fleet | IT infrastructure | Business and office equipment | Total |
|---|--------------|---------------|-------------------|-------------------------------|--------------|
| Right-of-use assets as of 01/10/2023 | 1,668 | 1 | 1 | 5 | 1,676 |
| Currency translation/indexing | 12 | 0 | 0 | 0 | 12 |
| Additions | 491 | 2 | 0 | 0 | 493 |
| Disposals | -71 | 0 | 0 | 0 | -71 |
| Depreciation and amortisation/impairment losses | -483 | -1 | -1 | -2 | -488 |
| Reversals of impairment losses | 3 | 0 | 0 | 0 | 3 |
| Right-of-use assets as of 30/09/2024 | 1,620 | 2 | 0 | 3 | 1,626 |

| € million | Real estate | Vehicle fleet | IT infrastructure | Business and office equipment | Total |
|---|--------------|---------------|-------------------|-------------------------------|--------------|
| Right-of-use assets as of 01/10/2024 | 1,620 | 2 | 0 | 3 | 1,626 |
| Currency translation/indexing | 0 | 0 | 0 | 0 | 0 |
| Additions | 408 | 2 | 0 | 0 | 410 |
| Disposals | -51 | 0 | 0 | 0 | -51 |
| Depreciation and amortisation/impairment losses | -473 | -1 | 0 | -2 | -477 |
| Reversals of impairment losses | 0 | 0 | 0 | 0 | 0 |
| Right-of-use assets as of 30/09/2025 | 1,504 | 3 | 0 | 1 | 1,508 |

In addition to depreciation/amortisation/impairment and reversals of impairment losses, the following lease expenses were recognised in profit or loss for the period:

| € million | 2023/24 | 2024/25 |
|---|------------|------------|
| Interest expenses | 66 | 69 |
| Expenses for short-term leases recognised in accordance with IFRS 16.6 | 1 | 1 |
| Expenses for leases for low-value assets that are recognised in accordance with IFRS 16.6 | 16 | 16 |
| Expenses for variable lease payments | 36 | 41 |
| | 119 | 127 |

Sustained losses and decisions to close stores led to impairment tests at the level of the respective store as a cash-generating unit. In this impairment test, the carrying amount of the cash-generating unit was compared with its recoverable amount. The recoverable amount of the right-of-use asset for real estate was calculated on the basis of indexed benchmark rents for each store. In addition, the determined benchmark rents were discounted by an interest rate based on the respective current incremental borrowing rate over the remaining non-cancellable rental period. Store-related risk assessments and contract-specific circumstances were also included in the calculation. An analysis is conducted to determine whether the fair value of the right-of-use asset is reduced by other influences such as the contractual possibility of subletting, the quality of the location or other risks. These components are incorporated into a scoring model from which a discount on the recoverable benchmark rent can be derived.

A comparison of the carrying amounts of these cash-generating units with the recoverable amounts resulted in an impairment requirement of €0 million (2023/24: €0 million) and a reversal requirement of €0 million (2023/24: €3 million) in the financial year 2024/25.

The total cash outflows for leases amounted to €592 million in the financial year 2024/25 (2023/24: €587 million).

Variable lease payments

As well as fixed lease payments, real estate leases for retail spaces can also or exclusively include sales-based lease payments. The expected future variable lease payments for sales-based rents amount to €111 million (2023/24: €64 million) over a planning period of three years.

Extension or termination options

Many real estate leases contain extension or termination options, which CECONOMY can, in some cases, exercise up to one year before the end of the non-cancellable lease term. Where possible, endeavours are made to include extension options when entering into new leases in order to ensure operational flexibility. The options are used to limit the duration of the contract commitment as far as possible for individual contracts and thus to maximise operational flexibility in terms of the duration and the closure of stores. These options can generally be exercised only by CECONOMY and not by the lessor. At the commencement date, it is assessed whether the exercise of extension or termination options is reasonably certain.

[A description of the assessment of the probability that agreed extension and termination options will be exercised can be found in the notes on the Group accounting principles and methods.](#)

Whether the exercise of an extension option is sufficiently certain is reassessed if a significant event or a significant change in circumstances occurs.

The potential future lease payments from contractual options that could be exercised by 30 September 2035 but are not reported in the statement of financial position amount to €2,291 million (30/09/2024: €2,370 million). These unilateral options, which can be exercised only by CECONOMY, give the company more freedom in store decisions, but do not constitute a financial obligation as of the current closing date.

Future cash outflows from leases already concluded

As of 30 September 2025, there are future payment obligations of €1 million (30/09/2024: €13 million) for leases that have not yet commenced and have therefore not been taken into account in the measurement of lease liabilities.

Lease payments from subleases that CECONOMY will receive from properties in the future and that are classified as finance leases were immaterial in the financial year 2024/25. There were no finance leases in the previous year.

Lease payments from subleases that are classified as operating leases and that CECONOMY will receive in the future have a nominal amount of €7 million (30/09/2024: €6 million).

They break down as follows:

| € million | 30/09/2024 | 30/09/2025 |
|--------------|------------|------------|
| Up to 1 year | 3 | 2 |
| 1 to 2 years | 1 | 1 |
| 2 to 3 years | 1 | 1 |
| 3 to 4 years | 0 | 1 |
| 4 to 5 years | 0 | 1 |
| Over 5 years | 0 | 1 |
| | 6 | 7 |

22. Financial assets and investments accounted for using the equity method, including the earnings share of operating companies recognised at equity

Financial assets

Financial assets amounting to €80 million were recognised as of 30 September 2025 (30/09/2024: €108 million).

Financial assets include €38 million (30/09/2024: €65 million) in equity investments and €43 million (30/09/2024: €42 million) in loans.

As of 30 September 2025, financial assets include a 6.61 per cent stake in METRO PROPERTIES GmbH & Co. KG totalling €35 million (30/09/2024: €35 million). The investment in PJSC "M.video" is reported in financial assets with a "memo value" of €1 as of 30 September 2025 (30/09/2024: €10 million). CECONOMY's direct stake of around one per cent in METRO AG was sold in the financial year 2024/25 (30/09/2024: €18 million). These investments are measured at fair value through other comprehensive income in accordance with the option exercised.

With regard to the investment in METRO PROPERTIES GmbH & Co. KG, an expert was commissioned to prepare a value indication based on an outside-in analysis. Ultimately, no objective indications were identified that could have led to the conclusion that the recognition of the share at €35 million was inappropriate. This assessment specifically included assumptions regarding macro-economic developments in Türkiye in general and the development of the Turkish retail property market in particular, as the main value drivers of METRO PROPERTIES GmbH & Co. KG are real estate that is held and operated by subsidiaries and investees in Türkiye.

CECONOMY and what is now METRO AG entered into an option agreement for the remaining limited partnership share in METRO PROPERTIES GmbH & Co. KG on 19 September 2016. In this agreement, CECONOMY AG grants what is now METRO AG a call option and what is now METRO AG grants CECONOMY AG a put option at the pro rata enterprise value on the date the option is exercised with regard to this limited partnership share held by CECONOMY AG. Each of the options can be exercised only in certain periods of six months in each case. The call option can be exercised for the first time three years after the spin-off took effect. It has not been utilised. The put option can be exercised for the first time seven years after the spin-off took effect, thus no earlier than 13 July 2024. This option has also not been utilised to date.

The stake of approximately one per cent that CECONOMY AG holds directly in METRO AG was subject to a seven-year vesting period for tax purposes, with the result that it could not be sold without incurring negative tax consequences. This vesting period ended on 30 September 2023. On 4 April 2025, the Management Board of CECONOMY AG resolved to sell its non-strategic equity interest of around one per cent in METRO AG as part of a public delisting purchase offer. The sale was completed in the third quarter of 2024/25. Based on the delisting purchase offer submitted by EP Global Commerce GmbH, a sale price of €19 million was realised. Applying the accounting rules for investments in equity instruments and the standards set out in IFRS 5 "Non-current Assets Held for Sale and Discontinued Operations", the carrying amount of the investment in METRO AG at the derecognition date was the sale price. As a result, the sale is not included in net profit or loss for the financial year 2024/25.

The financial minority stake of 15 per cent held in PJSC "M.video" is measured at fair value, with fluctuations in the fair value being recognised through other comprehensive income. Upon the start of the Russian war of aggression against Ukraine, a reliable level 1 market valuation of the 15 per cent interest using the share price determined in restricted trading on the Moscow Stock Exchange was no longer possible on the reporting date. It therefore became necessary to change the fair value hierarchy level from 1 to 3 as of 31 March 2022. As of 30 September 2025, the shares in PJSC "M.video" are also measured on the basis of a level 3 market valuation, as it can still be assumed as of this reporting date that a market value for the shares in PJSC "M.video" cannot be reliably derived from the market price set on the Moscow Stock Exchange. As a result of the level 3 market valuation, the investment in PJSC "M.video" was reported with a "memo value" of €1 as of 30 September 2025 (30/09/2024: €10 million).

[↗ The fair value hierarchy is described in note 33.6 Carrying amounts and fair values by measurement category. The level 3 market valuation of the PJSC "M.video" investment is also discussed here.](#)

Information on other investments recognised at fair value through other comprehensive income is provided in the table below.

| € million | Fair value as of 30/09/2024 | Investment income recognised in 2023/24 | Fair value as of 30/09/2025 | Investment income recognised in 2024/25 |
|--------------------------------|--------------------------------|---|--------------------------------|---|
| METRO AG | 18 | 2 | – | 0 |
| PJSC "M.video" | 10 | 0 | 0 | 0 |
| METRO PROPERTIES GmbH & Co. KG | 35 | 13 | 35 | 0 |
| Other | 2 | 0 | 3 | 0 |
| Total | 65 | 15 | 38 | 1 |

A figure of €-8 million was recognised in other comprehensive income in connection with the market valuation of investments in the financial year 2024/25 (2023/24: €-16 million).

Investments accounted for using the equity method, including the earnings share of operating companies recognised at equity

Investments accounted for using the equity method totalling €264 million (30/09/2024: €275 million) were recognised as of 30 September 2025. The investment in the associate Fnac Darty S.A. is a material investment accounted for using the equity method and is recognised in CECONOMY's consolidated financial statements at a value of €262 million as of 30 September 2025 (30/09/2024: €272 million). In addition, a 20 per cent minority stake in Power Retail Sweden AB has been included in CECONOMY's consolidated financial statements using the equity method since 1 August 2023. This minority stake is recognised at €3 million as of 30 September 2025 (30/09/2024: €3 million).

Fnac Darty S.A., one of the leading French retailers of consumer electronics and household appliances, is classified as an associate within the meaning of IAS 28 and is included in CECONOMY's consolidated financial statements using the equity method. The equity interest amounts to 21.90 per cent as of 30 September 2025 (30/09/2024: 23.41 per cent).

As a result of the subsequent measurement of the investment in Fnac Darty S.A. accounted for using the equity method, a loss of €3 million was recognised in EBIT in the financial year 2024/25 (2023/24: profit of €27 million). In the financial year 2024/25, the loss from the subsequent measurement of the investment in Fnac Darty S.A. accounted for using the equity method consisted of the pro rata income for the period recognised in profit or loss totalling €5 million (2023/24: €26 million), effects from the change in the equity interest totalling €-17 million (2023/24: €0 million), effects from capital increases in the amount of €12 million (2023/24: €4 million) and amortisation of hidden reserves reduced by deferred taxes totalling €-3 million (2023/24: €-3 million). A figure of €0 million was recognised in other comprehensive income in the financial year 2024/25 (2023/24: €-3 million). Other items recognised directly in reserves retained from earnings amounted to €-1 million in the financial year 2024/25 (2023/24: €0 million). Information on total comprehensive income is published here by Fnac Darty S.A. for the second and fourth financial quarters of a calendar year, with this information serving as the basis for the subsequent measurement of the equity interest.

A dividend of €7 million (2023/24: €3 million) was also recognised in cash in the financial year 2024/25.

As of 30 September 2025, there were objective indications of the possible impairment of the investment in Fnac Darty S.A. recognised in the statement of financial position. In addition to economic risks and the continued strained geopolitical situation, which also have an impact on the business environment of Fnac Darty S.A., it was the ratio of Fnac Darty S.A.'s share price to the amortised cost of the shares reported in the statement of financial position in particular that gave rise to the indications of impairment. As a result, an expert was commissioned to prepare a value indication based on the discounted cash flow (DCF) method. In the final analysis, it was established that the carrying amount of the shares in Fnac Darty S.A. after application of the equity method totalling €262 million is within the value range determined using a scenario-based DCF method. Similarly, no substantial indications that the recoverable amount is lower than the carrying amount and that the shares in Fnac Darty S.A. are therefore impaired can be identified in an overall assessment of the alternative valuation methods used to validate the DCF result. As of the reporting date of 30 September 2025, the recoverability of the shares in Fnac Darty S.A. accounted for using the equity method can therefore be assumed.

RECONCILIATION OF FINANCIAL MARKET INFORMATION ON FNAC DARTY S.A. TO THE CARRYING AMOUNTS OF THE INVESTMENTS

| € million | 30/09/2024 | 30/09/2025 |
|---|------------|------------|
| Net assets 100% ¹ | 1,459 | 1,628 |
| CECONOMY's share in net assets | 341 | 357 |
| Cumulative impairment on the carrying amount of the investment | -406 | -406 |
| Cumulative reversals of impairment on the carrying amount of the investment | 150 | 150 |
| Other reconciliation effects ² | 187 | 161 |
| Carrying amount of the investment | 272 | 262 |

¹ Derived from the interim financial report as of 30 June 2024 and the half-year financial report as of 30 June 2025

² This primarily comprises disclosed hidden reserves relating to newly identified intangible assets and goodwill assets recognised when the shares in Fnac Darty S.A. were initially accounted for.

Disclosures on Fnac Darty S.A. can be found in the table below:

| € million | Fnac Darty S.A. | |
|---|-------------------------------|-------------------------------|
| | 30/09/2024 | 30/09/2025 |
| Size of share (in %) | 23.41 | 21.90 |
| Pro rata stock market value | 202 | 190 |
| Carrying amount | 272 | 262 |
| Disclosures on the income statement | H1 2024¹ | H1 2025² |
| Sales | 3,390 | 4,480 |
| Post-tax earnings from continuing operations | -75 | -86 |
| Post-tax earnings from discontinued operations | 2 | 0 |
| Other comprehensive income | 6 | 3 |
| Total comprehensive income | -68 | -83 |
| Dividends paid to the Group | 3 | 7 |
| Disclosures on the statement of financial position | 30/06/2024¹ | 30/06/2025² |
| Non-current assets | 3,922 | 4,914 |
| Current assets | 2,319 | 2,816 |
| Non-current liabilities | 2,083 | 2,864 |
| Current liabilities | 2,701 | 3,239 |

¹ Disclosures in accordance with the interim financial report as of 30/06/2024 for the period 01/01/2024 to 30/06/2024

² Disclosures in accordance with the half-year financial report as of 30/06/2025 for the period 01/01/2025 to 30/06/2025

A pro rata loss in the amount of €1 million (2023/24: €4 million) was recognised in EBIT in the financial year 2024/25 as a result of the subsequent measurement of the investment in Power Retail Sweden AB accounted for using the equity method. The published annual report for the past calendar year and other unpublished financial information of Power Retail Sweden AB serve as the basis for the update.

23. Receivables from suppliers, other financial assets and other assets

| € million | 30/09/2024 | | | 30/09/2025 | | |
|---------------------------------------|--------------|----------------|-------------|--------------|----------------|-------------|
| | Total | Remaining term | | Total | Remaining term | |
| | | Up to 1 year | Over 1 year | | Up to 1 year | Over 1 year |
| Receivables due from suppliers | 1,292 | 1,292 | 0 | 1,274 | 1,274 | 0 |
| Securities | 0 | 0 | 0 | 0 | 0 | 0 |
| Miscellaneous financial assets | 142 | 140 | 2 | 128 | 118 | 10 |
| Other financial assets | 142 | 140 | 2 | 128 | 118 | 10 |
| Other current tax assets | 125 | 125 | 0 | 111 | 111 | 0 |
| Prepaid expenses | 67 | 55 | 12 | 68 | 58 | 10 |
| Miscellaneous other assets | 1 | 1 | 0 | 1 | 1 | 0 |
| Other assets | 192 | 181 | 12 | 180 | 170 | 10 |

Receivables from suppliers totalling €1,274 million (30/09/2024: €1,292 million) primarily include both invoiced receivables and accruals for subsequent supplier compensation, such as staggered bonuses based on the calendar year, which depend on expected purchasing volumes, and advertising subsidies.

Other financial assets declined to €128 million (30/09/2024: €142 million). A significant component of miscellaneous financial assets comprises refund claims against a bank from the sale of receivables in the mobile communications area.

Other current tax assets include input taxes that cannot yet be offset of €62 million (30/09/2024: €65 million), VAT refund claims of €37 million (30/09/2024: €53 million) and other current tax assets of €12 million (30/09/2024: €7 million).

24. Deferred tax assets/deferred tax liabilities

The recognised deferred tax assets on loss carryforwards and temporary differences amounted to €963 million before offsetting (30/09/2024: €966 million) and decreased by €3 million compared with 30 September 2024. The balance sheet item Financial liabilities was calculated for both the current and the previous year in due consideration of the new regulations of IAS 12.

In the financial year 2024/25, CECONOMY AG recognised deferred tax assets on temporary differences of €607 million between the carrying amounts recognised in the consolidated financial statements and the tax bases of assets and liabilities. Deferred tax assets were also capitalised on loss and interest carryforwards in the amount of €357 million.

The deferred tax assets on loss and interest carryforwards relate primarily to CECONOMY AG. As a result of the consolidated tax group structures, taxable income of the Media-Saturn Group can now be transferred to CECONOMY AG and offset against the tax loss carryforwards and temporary differences. Against this backdrop and the positive development of the corporate planning, additional deferred taxes on loss carryforwards totalling €32 million were capitalised in the financial year 2024/25.

Deferred tax liabilities amounted to €617 million before offsetting (30/09/2024: €625 million) and decreased by €8 million compared with 30 September 2024. The balance sheet item Right-of-use assets was calculated for both the current year and the previous year in accordance of the new regulations of IAS 12.

Deferred tax assets and liabilities are offset within each company or tax group. After offsetting, deferred tax assets of €364 million and deferred tax liabilities of €18 million are recognised as of 30 September 2025.

The deferred taxes relate to the following statement of financial position items:

| € million | 30/09/2024 | | 30/09/2025 | |
|--|-----------------|------------------|------------|-------------|
| | Assets | Liabilities | Assets | Liabilities |
| Goodwill | 0 | 4 | 0 | 4 |
| Other intangible assets | 3 | 38 ¹ | 3 | 46 |
| Property, plant and equipment | 8 | 16 | 9 | 17 |
| Right-of-use assets | 0 | 438 ² | 0 | 400 |
| Financial assets/investments accounted for using the equity method | 0 | 2 ¹ | 0 | 3 |
| Other financial and non-financial assets | 14 ² | 20 ² | 35 | 9 |
| Inventories | 31 | 5 | 33 | 4 |
| Trade receivables and similar claims | 2 ² | 41 ² | 1 | 51 |
| Receivables from suppliers | 6 ² | 21 ² | 23 | 29 |
| Cash and cash equivalents | 0 | 0 | 2 | 0 |
| Assets held for sale | 0 | 0 | 0 | 0 |
| Provisions for pensions and similar obligations | 68 | 2 | 55 | 2 |
| Other provisions | 16 | 4 | 18 | 4 |
| Borrowings | 469 | 7 | 427 | 5 |
| Other financial and non-financial liabilities | 21 ³ | 15 ³ | 10 | 23 |
| Trade payables and similar liabilities | 25 ³ | 11 ³ | 14 | 19 |
| Liabilities related to assets held for sale | 0 | 0 | 0 | 0 |
| Write-downs of temporary differences | -23 | 0 | -23 | 0 |
| Loss carryforwards | 325 | 0 | 357 | 0 |
| Outside basis differences | 0 | 1 | 0 | 1 |
| Subtotal before offsetting | 966 | 624 | 963 | 617 |
| Offsetting | -609 | -609 | -599 | -599 |
| Carrying amount of deferred taxes | 356 | 15 | 364 | 18 |

¹ Retrospective reclassification of €2 million from other intangible assets to financial assets/investments accounted for using the equity method

² Reported under receivables and other assets (including right-of-use assets) in the financial year 2023/24

³ Reported under other financial and non-financial liabilities in the financial year 2023/24

The loss and interest carryforwards in the Group as a whole are presented in the table below:

| € million | 30/09/2024 | 30/09/2025 |
|--|------------|------------|
| Corporate tax losses | 3,462 | 3,408 |
| Trade tax losses | 3,323 | 3,142 |
| Interest carryforwards/other carryforwards | 58 | 96 |

Of the corporate income tax loss carryforwards as of 30 September 2025, €2,812 million (30/09/2024: €2,852 million) is attributable to German companies and €637 million (30/09/2024: €610 million) to companies outside Germany. The trade tax loss carryforwards include €105 million (30/09/2024: €152 million) in loss carryforwards relating to local taxes of companies outside Germany.

The tax loss carryforwards primarily relate to CECONOMY AG. The corporate income tax and trade tax carryforwards, each of which amount to €1,230 million, result from a valuation adjustment identified in the financial year 2023/24 in the course of a tax audit for previous years (matter originating in the 2016 assessment period). This has no effect on the deferred taxes as of the closing date. There is currently legal uncertainty regarding this matter.

Under a public takeover bid, shares of CECONOMY AG are to be acquired by JINGDONG HOLDING GERMANY GmbH ("JD"). The transfer of CECONOMY shares to JD depends largely on regulatory approvals (including foreign trade control) ("regulatory approval"). Regulatory approval is expected in the first half of 2026. At present, it is assumed that once regulatory approval has been given, the requirements for a detrimental (for tax purposes) acquisition of shares under Section 8c KStG will be met.

Following this detrimental (for tax purposes) acquisition of shares, a significant portion of the tax loss carryforwards of CECONOMY AG will no longer be available for offsetting against profits. Of this amount, a significant portion is attributed to tax loss carryforwards that are still subject to legal uncertainty. However, part of the tax loss carryforwards of CECONOMY AG will still be available to offset against profits even after the detrimental (for tax purposes) acquisition of shares. It is not possible to provide exact figures, as these depend on the future economic performance of the CECONOMY Group until the date of regulatory approval.

With regard to the deferred tax assets on tax loss carryforwards, a write-down in the middle tens of millions is expected. This is based among other things on the general assumption that tax loss carryforwards in "store companies" below Media-Saturn Deutschland GmbH will no longer be usable due to the detrimental acquisition of shares. Nevertheless, a significant portion of the deferred tax assets on tax loss carryforwards will remain.

In addition to the interest carryforward of €70 million (30/09/2024: €28 million), a carryforward item within the meaning of Section 4f of the German Income Tax Act (EStG) arose in the financial year 2017/18 in connection with the disposal of certain pension obligations, which will be reversed over 15 years and which amounted to €26 million as of 30 September 2025 (30/09/2024: €30 million).

For Group companies that reported a tax loss in the current year or the previous year, deferred tax assets of €67 million were recognised whose future settlement will require taxable income that exceeds the earnings effects of the reversal of temporary differences. These Group companies have no structural history of losses and are forecast to record a positive operating result.

With regard to the loss and interest carryforwards and temporary differences in the Group as a whole (see table above), no deferred tax assets are recognised on the basis of a current five-year plan in the following amounts, as it is unlikely that the claims will be realised in the short to medium term:

| € million | 30/09/2024 | 30/09/2025 |
|--|------------|------------|
| Corporate tax losses | 2,489 | 2,284 |
| Trade tax losses | 2,353 | 2,132 |
| Interest carryforwards/other carryforwards | 0 | 0 |
| Temporary differences | 91 | 95 |

In accordance with IAS 12 (Income Taxes), deferred tax liabilities must be recognised for the difference between the pro rata equity of a subsidiary recognised in the consolidated statement of financial position and the carrying amount of the investment for this subsidiary in the parent company's tax accounts (known as outside basis differences) if realisation is expected. These differences are due primarily to retained earnings at German and foreign subsidiaries. The retained earnings amounted to €177 million as of 30 September 2025. No deferred taxes were calculated on these retained earnings because they are reinvested for an indefinite period or are not subject to taxation. Any dividends from subsidiary corporations would be subject to dividend taxation. Dividends from countries outside Germany could also trigger withholding tax. As of 30 September 2025, deferred tax liabilities from outside basis differences of €1 million were recognised for planned dividend payments (30/09/2024: €1 million).

The table below shows the tax effects on the components of other comprehensive income:

| € million | 2023/24 | | | 2024/25 | | |
|--|--------------|-----------|-------------|--------------|-----------|-------------|
| | Before taxes | Taxes | After taxes | Before taxes | Taxes | After taxes |
| Currency translation differences from translating the financial statements of foreign operations | 12 | 0 | 12 | 13 | 0 | 13 |
| thereof currency translation differences from net investments in foreign operations | (0) | (0) | (0) | (0) | (0) | (0) |
| Valuation effects on financial instruments measured at fair value through other comprehensive income | -16 | 0 | -16 | -8 | 0 | -8 |
| Remeasurement of defined-benefit pension plans | -26 | 14 | -13 | 7 | -2 | 5 |
| Subsequent measurement of associates/joint ventures accounted for using the equity method | -3 | 0 | -3 | 0 | 0 | 0 |
| | -33 | 14 | -19 | 12 | -2 | 9 |

25. Inventories

Inventories increased by €96 million, from €3,114 million to €3,210 million. The increase is attributable primarily to the Western/Southern Europe segment, which accounted for €82 million.

Inventories include impairments totalling €65 million (30/09/2024: €80 million).

CECONOMY's inventories are subject to retentions of title customary under industry standards.

Inventories include assets in connection with rights of return totalling €16 million (30/09/2024: €16 million).

26. Trade receivables and similar claims

| € million | 30/09/2024 | 30/09/2025 |
|---|------------|------------|
| Trade receivables | 221 | 237 |
| Contract assets | 339 | 392 |
| Trade receivables and similar claims | 560 | 628 |
| thereof remaining term ≤12 months | (411) | (476) |
| thereof remaining term > 12 months | (149) | (152) |

The contract assets of €392 million (30/09/2024: €339 million) primarily represent claims for commission from mobile communications providers. This increase is due mainly to the business of brokering contracts, such as mobile phone contracts and insurance policies. As soon as the claim from a contract asset is substantiated, it is transferred to trade receivables.

The trade receivables and similar claims reported in current assets include items with a remaining term of more than one year amounting to €152 million (30/09/2024: €149 million) resulting primarily from claims against mobile communications providers.

Both trade receivables and contract assets contain continuing involvements from factoring programmes.

As part of the revolving sale of receivables from the Swiss customer financing programme, PayRed Card Services AG guarantees to service a limited number of customer defaults. A continuing involvement in the amount of the cumulative nominal volume of the default guarantees provided of €15 million (30/09/2024: €15 million) was recognised as a liability and the customer receivables in the same amount were not fully derecognised. As of 30 September 2025, the carrying amount of the original asset was €96 million (30/09/2024: €96 million).

The risk that a high default on receivables from Swiss customer receivables that have already been sold will impact CECONOMY's earnings is limited to the cumulative nominal volume of the default guarantee. Opportunities can arise where a low bad debt ratio leads to lower utilisation of the default guarantees.

There are no restrictions regarding the transferred assets.

Revolving commission receivables from contract partners in the mobile communications area are sold within the framework of two other factoring programmes. CECONOMY provides guarantees for partial defaults by the end customer up to a maximum

amount of €58 million (30/09/2024: €64 million). Accordingly, a continuing involvement was recognised as a liability and the customer receivables in the same amount were not fully derecognised. As of 30 September 2025, the carrying amount of the original asset was €150 million (30/09/2024: €180 million).

The risk that a high default on receivables from receivables that have already been sold will impact CECONOMY's earnings is limited to the cumulative nominal volume of the default guarantee. This risk is accounted for in the form of a provision of €5 million (30/09/2024: €13 million). Opportunities can arise where a low bad debt ratio leads to lower utilisation of the default guarantees.

There are no restrictions regarding the transferred assets.

[Information on the impairments can be found in note 33.1 Impairments of capitalised financial instruments and contract assets](#)

27. Equity

The subscribed capital has not changed in terms of the amount and composition compared with 30 September 2024 and amounts to €1,240,448,004.17. It is broken down as follows:

| No-par value bearer shares, pro rata interest in the share capital approx. €2.56 per share | | 30/09/2024 | 30/09/2025 |
|--|--------------------|----------------------|----------------------|
| | Number | 485,221,084 | 485,221,084 |
| Ordinary shares | € (approx.) | 1,240,448,004 | 1,240,448,004 |
| Total shares | Number | 485,221,084 | 485,221,084 |
| Total share capital | € (approx.) | 1,240,448,004 | 1,240,448,004 |

Each ordinary share carries one vote.

Authorised capital

The General Meeting held on 12 April 2022 authorised the Management Board, with the approval of the Supervisory Board, to increase the company's share capital on one or more occasions until 11 April 2027 up to a maximum of €321,600,000 by issuing new ordinary bearer shares in exchange for contributions in cash and/or in kind (Authorised Capital 2022/I).

The General Meeting held on 12 April 2022 also authorised the Management Board, with the approval of the Supervisory Board, to increase the company's share capital on one or more occasions until 11 April 2027 up to a maximum of €112,560,000 by issuing new ordinary bearer shares in exchange for contributions in cash and/or in kind (Authorised Capital 2022/II).

The Management Board is authorised, with the approval of the Supervisory Board, to exclude shareholders' subscription rights in certain pre-defined cases. Authorised Capital 2022/I and Authorised Capital 2022/II have not yet been utilised.

Contingent capital

The General Meeting held on 12 April 2022 resolved to contingently increase share capital by up to €89,476,079.21, divided into up to 35,000,000 no-par value ordinary bearer shares (Contingent Capital 2022/I). This contingent capital increase relates to the issuing of convertible bonds with a total nominal amount of €151,000,000, divided into 1,510 equal bearer partial bonds with a nominal amount of €100,000 ("convertible bonds"), in exchange for contributions in kind and serves exclusively to grant shares to the holders of convertible bonds. The convertible bonds grant their holders conversion rights to an initial total of up to 27,859,778 no-par value ordinary bearer shares in CECONOMY AG, each with a pro rata amount of the share capital of around €2.56 ("conversion shares"). Statutory subscription rights for shareholders were excluded. All convertible bonds were issued to Convergenta Invest GmbH.

The General Meeting held on 12 April 2022 also resolved to contingently increase share capital by up to €127,825,000, divided into up to 50,000,000 ordinary bearer shares (Contingent Capital 2022/II). This contingent capital increase relates to a Management Board authorisation, with the approval of the Supervisory Board, to issue bearer warrant or convertible bonds (jointly "bonds") on one or more occasions until 11 April 2027 in a total nominal amount of up to €1,000,000,000, and to grant or impose warrant rights or obligations on the holders of warrant bonds and conversion rights or obligations on the holders of convertible bonds for the ordinary bearer shares of CECONOMY AG with a pro rata amount of the share capital totalling up to €127,825,000 in accordance with the terms and conditions of the respective warrant or convertible bond, or to grant CECONOMY AG the right to grant ordinary shares in CECONOMY AG or another listed company in full or in part instead of repaying the bonds in cash. The Management Board is authorised, with the approval of the Supervisory Board, to exclude shareholders' subscription rights in certain pre-defined cases. No warrant and/or convertible bonds have yet been issued on the basis of the authorisation described above.

The General Meeting held on 12 April 2022 further resolved to contingently increase share capital by up to €44,738,750, divided into up to 17,500,000 ordinary bearer shares (Contingent Capital 2022/III). This contingent capital increase relates to a Management Board authorisation, with the approval of the Supervisory Board, to issue bearer warrant or convertible bonds (jointly "bonds") on one or more occasions until 11 April 2027 in a total nominal amount of up to €350,000,000, and to grant or impose warrant rights or obligations on the holders of warrant bonds and conversion rights or obligations on the holders of convertible bonds for the ordinary bearer shares of CECONOMY AG with a pro rata amount of the share capital totalling up to €44,738,750 in accordance with the terms and conditions of the respective warrant or convertible bond, or to grant CECONOMY AG the right to grant ordinary shares in CECONOMY AG or another listed company in full or in part instead of repaying the bonds in cash. The Management Board is authorised, with the approval of the Supervisory Board, to exclude shareholders' subscription rights in certain pre-defined cases. No warrant and/or convertible bonds have yet been issued on the basis of the authorisation described above.

Acquisition of treasury shares

On the basis of Section 71 para. 1 no. 8 AktG, the General Meeting held on 12 April 2022 authorised the company until 11 April 2027 to purchase treasury shares of any share class that represent a total of no more than ten per cent of the share capital at the time this authorisation becomes effective or – if this value is lower – of the share capital at the time such authorisation is exercised. This authorisation has not yet been exercised by the company or by an independent business or a business in which the company holds a majority interest, or by another business acting on behalf of the company or on behalf of an independent business or a business in which the company holds a majority interest.

➤ Further information on authorised capital, contingent capital and the authorisation to issue warrant or convertible bonds and to purchase treasury shares can be found in the combined management report – Disclosures in accordance with Section 315a sentence 1 HGB and Section 289a sentence 1 HGB and explanatory report by the Management Board.

Capital reserve

The capital reserve amounts to €165 million (30/09/2024: €389 million). The €223 million reduction in the capital reserve is due to withdrawals from the capital reserve in connection with an intra-Group merger. However, this did not affect consolidated equity as other reserves retained from earnings increased in the same amount. This transaction is shown under "Other changes".

Reserves retained from earnings

Reserves retained from earnings include the cumulative other comprehensive income and other reserves retained from earnings.

| € million | 30/09/2024 | 30/09/2025 |
|---|---------------|-------------|
| Gains/losses on remeasuring financial instruments measured at fair value through other comprehensive income | -176 | -166 |
| Currency translation differences from translating the financial statements of foreign operations | -31 | -18 |
| Remeasurement of defined-benefit pension plans | -242 | -235 |
| Subsequent measurement of associates/joint ventures, accounted for using the equity method | -190 | -194 |
| Income tax attributable to items of other comprehensive income | 68 | 66 |
| Other reserves retained from earnings | -542 | -372 |
| | -1,113 | -919 |

The €194 million increase in reserves retained from earnings to €-919 million in the financial year 2024/25 (30/09/2024: €-1,113 million) includes the offsetting effect of €223 million from withdrawals from capital reserves described in the notes on the capital reserve, which served to increase other reserves retained from earnings. Other comprehensive income of €9 million also contributed to the improvement in reserves retained from earnings. This improvement is due in particular to positive currency effects from translating the financial statements of foreign operations in the amount of €13 million (2023/24: €12 million) and positive effects of €7 million from the remeasurement of defined-benefit pension plans (2023/24: €-26 million). Valuation effects on financial instruments measured at fair value through other comprehensive income amounting to €-8 million (2023/24: €-16 million), which related to the subsequent measurement of the PJSC "M.video" investment in the amount of €-10 million (2023/24: €-10 million) and the METRO AG investment in the amount of €2 million (2023/24: €-6 million) in the financial year 2024/25, served to reduce other comprehensive income. Reserves retained from earnings in the financial year 2024/25 were also reduced by the loss for the period of €35 million attributable to the shareholders of CECONOMY AG.

The derecognition of the cumulative changes in market value in connection with the sale of the METRO AG investment, which was previously measured at fair value through other comprehensive income, was recognised in equity by way of a reclassification from valuation effects on financial instruments measured at fair value through other comprehensive income in the amount of €19 million to other reserves retained from earnings in the amount of €-19 million. This reclassification is shown under "Other changes".

Distributions amounted to €1 million in the financial year 2024/25 (2023/24: €5 million) and related to minority shareholders whose shares are recognised in full as liabilities due to put options.

[An overview of the tax effects on components of other comprehensive income can be found in note 24 Deferred tax assets/deferred tax liabilities.](#)

Non-controlling interests

Non-controlling interests include third-party interests in the equity of consolidated subsidiaries and amounted to €-1 million as of 30 September 2025 (30/09/2024: €-1 million).

There were no material non-controlling interests as of 30 September 2025.

Appropriation of net retained profit, dividends

The dividend distribution by CECONOMY AG is based on the annual financial statements of CECONOMY AG prepared in accordance with the German Commercial Code (HGB).

The HGB annual financial statements of CECONOMY AG as of 30 September 2025 report a balance sheet loss in the amount of €83 million for the financial year 2024/25 after a withdrawal of €223 million from capital reserves and €206 million from other reserves retained from earnings.

No dividend payment will be made for the 2024/25 financial year. The balance sheet loss of €83 million will be carried forward to new account.

28. Provisions for pensions and similar obligations

Provisions for post-employment benefit plans are recognised in accordance with the regulations of IAS 19 (Employee Benefits).

The provisions for post-employment benefit plans include obligations that relate mostly to benefits granted under company pension schemes. These are defined-benefit claims from direct commitments (employer's commitments) and from external pension providers (benevolent funds in Germany and pension funds or insurance companies outside Germany). The external provider's assets serve exclusively to finance pension claims and qualify as plan assets. The pension benefits are based on income and length of service in accordance with the respective benefit plans; the benefits based on length of service are granted on the basis of fixed amounts.

The most important defined-benefit pension plans are described below:

- CECONOMY grants employees in **Germany** a commitment to retirement, disability and surviving dependants' benefits. New commitments are granted in the form of defined-benefit commitments within the meaning of IAS 19 (defined-contribution commitments within the meaning of the German Company Pensions Act), which include a deferred compensation component and an employer matching component. The contributions are paid into a pension reinsurance policy, from which the benefits due are granted in the event of a pension claim. A provision is recognised for claims not covered by the reinsurance policy.
- In addition, there are also various pension plans that can no longer be taken out but that generally provide for lifetime pensions from retirement or from the time of a recognised disability. Benefits are, for the most part, defined as a fixed amount or as an annual increase. In special cases, benefits are calculated taking into account statutory pensions. These commitments provide for widow's/widower's benefits in varying amounts depending on the benefit that the former employee received or would have received in the event of disability. The old commitments are partly covered by assets held in provident funds, while the parts not covered by assets are covered by a provision. The bodies (Management Board, General Meeting and Advisory Board) of the benevolent funds are composed of both employer representatives and representatives of the beneficiaries. The Management Board is responsible for deciding on the use of funds and investments. It can engage third parties to manage the fund assets. There are no statutory minimum funding requirements. In the event that agreed benefits cannot be provided from the benevolent fund's assets, the employer must provide these benefits directly.
- CECONOMY spun off a significant portion of the existing pension obligations to former employees to an independent company in the financial year 2017/2018 as part of the German Reorganisation Act and subsequently sold this company. Due to the continuing liability under the German Transformation Act, the benefits due in the first ten years after the hive-down continue to be recognised by CECONOMY. The company's assets that are used exclusively to cover pension obligations are credited to CECONOMY's plan assets. The value of the assets covers the obligations. In addition, there is a bank guarantee for the continuing liability that would take effect in the event of any payment obligations. Therefore, the asset value was recognised at the amount of the obligations.

– In **Switzerland**, the Federal Law on Occupational Retirement, Survivors' and Disability Benefit Plans (BVG) imposes a legal requirement on the employer to insure their employees in a benefit plan. The statutory minimum benefits set out a defined pension plan with a guaranteed interest rate. The BVG also sets minimum contributions. Contributions are paid into a pension fund as a percentage of the pensionable salary and converted into retirement benefits upon retirement using conversion rates. The retirement plans are available to new employees. The pension fund takes the legal form of a foundation. Pension plans in Switzerland are recognised as defined-benefit plans. CECONOMY grants employees in Switzerland additional pension commitments over and above the statutory minimum entitlement.

– Additional pension schemes are recognised in sum under **Other countries**.

The table below gives an overview of the percentage breakdown of the present value of defined-benefit obligations for CECONOMY countries with material obligations:

| % | 30/09/2024 | 30/09/2025 |
|-----------------|------------|------------|
| Germany | 83 | 78 |
| Switzerland | 14 | 18 |
| Other countries | 3 | 4 |
| | 100 | 100 |

CECONOMY's plan assets are split in percentage terms between the following countries:

| % | 30/09/2024 | 30/09/2025 |
|-----------------|------------|------------|
| Germany | 50 | 46 |
| Switzerland | 50 | 54 |
| Other countries | 0 | 0 |
| | 100 | 100 |

The above-mentioned obligations are assessed on the basis of actuarial calculations in accordance with the relevant principles of IAS 19. Measurements are based on the legal, economic and tax situation in each country.

The average assumptions for the key parameters shown below were based on measurements calculated on the basis of actuarial calculations.

| % | 30/09/2024 | | | 30/09/2025 | | |
|-------------------------|------------|-------------|-----------------|------------|-------------|-----------------|
| | Germany | Switzerland | Other countries | Germany | Switzerland | Other countries |
| Actuarial interest rate | 3.20–3.50 | 1.25 | 4.59 | 3.50–3.90 | 1.20 | 9.86 |
| Pension trend | 2.00 | 0.00 | n/a | 2.00 | 0.00 | n/a |

For the material part of the obligation in Germany (CECONOMY AG and CECONOMY Retail GmbH), the present value of defined-benefit obligations is measured at an actuarial interest rate of 3.50 per cent, which is determined on the basis of the yield of high-quality corporate bonds and the term of the underlying obligations. For the companies of the MediaMarktSaturn Retail Group in the eurozone (Germany, Austria and Italy), a uniform actuarial interest rate of 3.90 per cent is used, which is based on the corresponding average duration of the obligations in these countries. For countries without a liquid market to set interest rates of suitable corporate bonds, yields on government bonds were used as a reference when setting the actuarial interest rate instead.

In addition to the actuarial interest rate, the pension trend represents another key actuarial parameter. The rate of pension growth in Germany is based on inflation, to the extent that pension adjustments are to be determined with the rise in costs of living. In addition to the long-term pension trend of 2.0 per cent p.a., a one-off pension adjustment of 8.6 per cent was taken into account for the benefit increases due in 2026 when the present value of the defined-benefit obligation was calculated. This takes account of the high rate of inflation in recent years and thus the significant increase in the cost of living in Germany, in so far as this will only be reflected in future pension adjustments. At the companies outside Germany, the plan includes a capital payment or it is assumed that current pensions will not be increased.

The mortality rate calculations for the German Group companies are based on the 2018 G mortality tables of Prof. Klaus Heubeck. Measurements on the basis of actuarial calculations for outside Germany are based on country-specific mortality tables.

The level of the other parameters used when measuring pension obligations corresponds to CECONOMY's long-term expectations.

A sensitivity analysis is presented below showing the key parameters of the measurement regarding the present value of defined-benefit obligations. The actuarial interest rate and the inflation rate were identified as material parameters for the present value of defined-benefit obligations. The sensitivity analysis used the same methods as in the previous year. Changes to the parameters that are considered reasonably possible were taken into consideration. Stress tests or worst-case scenarios, on the other hand, are not included in the sensitivity analysis. The range of potential parameter changes was selected based on past observations over a number of years. The fact that potential future developments were inferred almost exclusively on the basis of past figures represents a methodological limitation.

The impact on the present value of defined-benefit obligations of the actuarial interest rate increasing/decreasing by 100 basis points or the pension trend increasing/decreasing by 25 basis points is shown below:

| € million | | 30/09/2024 | | | 30/09/2025 | | |
|-------------------------|------------------------------|------------|-------------|-----------------|------------|-------------|-----------------|
| | | Germany | Switzerland | Other countries | Germany | Switzerland | Other countries |
| Actuarial interest rate | Increase by 100 basis points | -21.40 | -6.10 | -1.40 | -18.00 | -6.70 | -1.70 |
| | Decrease by 100 basis points | 24.30 | 7.40 | 1.60 | 20.40 | 10.40 | 2.00 |
| Pension trend | Increase by 25 basis points | 4.20 | 1.30 | 0.00 | 4.00 | 1.40 | 0.00 |
| | Decrease by 25 basis points | -4.10 | 0.00 | 0.00 | -3.90 | 0.00 | 0.00 |

The influence of changes in employee turnover and mortality assumptions was analysed for the material plans. The resulting effects from an increase in life expectancy by one year amount to around four per cent to five per cent of the total obligation for plans that grant lifelong benefits. The resulting effects from employee turnover assumptions were assessed as immaterial and were not shown separately.

CECONOMY's commitments to defined-benefit pension claims expose it to various risks. These include the general actuarial risks arising from the measurement of the pension obligation (e.g. interest rate, inflation and longevity risks) and capital and investment risks for the plan assets.

With regard to the financing of future pension payments from indirect commitments and stable actuarial reserves, CECONOMY invests plan assets primarily in low-risk types of investment. Financing for direct pension commitments is secured by CECONOMY's operating cash flow.

The percentage breakdown of the fair value of plan assets among the individual asset categories is as follows:

| | 30/09/2024 | | 30/09/2025 | |
|---------------------------|------------|------------|------------|------------|
| | % | € million | % | € million |
| Fixed-interest securities | 20 | 41 | 22 | 43 |
| Shares, funds | 16 | 34 | 18 | 36 |
| Real estate | 23 | 47 | 28 | 56 |
| Other assets | 41 | 83 | 32 | 65 |
| | 100 | 205 | 100 | 200 |

Fixed-interest securities, shares and funds are regularly traded on active markets. Market prices are thus available. Within the "fixed-interest securities" asset category, investments are made only in corporate bonds, government bonds and German covered bonds with a high credit rating (investment grade). Geographical diversification minimises the risk in the "shares and funds" category.

The portfolio of other assets primarily comprises receivables from insurance companies in Germany. These are top insurance companies. Real estate assets and insured benefits are not traded on an active market.

The actual income from plan assets amounted to €7 million in the reporting period (2023/24: €9 million).

For the financial year 2025/26, employer payments to external pension providers of €3 million and employee contributions of €3 million to plan assets are expected, with these contributions to be incurred in Switzerland and Germany. The expected benefit payments for the next ten years break down as follows:

| € million | |
|--------------------------------------|-----|
| Benefit payments 2025/26 | 51 |
| Benefit payments 2026/27 | 47 |
| Benefit payments 2027/28 | 44 |
| Benefit payments 2028/29 | 37 |
| Benefit payments 2029/30 | 35 |
| Benefit payments 2030/2031–2034/2035 | 137 |

The changes in the present value of defined-benefit obligations are as follows:

| € million | 2023/24 | 2024/25 |
|---|------------|------------|
| Present value of defined-benefit obligations | | |
| At beginning of period | 495 | 484 |
| Recognised through profit or loss | 21 | 18 |
| Interest expenses | 19 | 14 |
| Current service cost | 2 | 3 |
| Past service cost (including plan curtailments and amendments) | 0 | 0 |
| Expenses from settlements | 0 | 1 |
| Recognised through other comprehensive income under "Remeasurement of defined-benefit pension plans" | 16 | 1 |
| Actuarial gains/losses from change | | |
| in demographic assumptions (–/+) | 0 | 3 |
| in financial assumptions (–/+) | 28 | –7 |
| due to experience-based adjustments (–/+) | –12 | 5 |
| Other effects | –48 | –46 |
| Benefit payments (incl. tax payments) | –55 | –49 |
| Contributions from plan participants | 4 | 3 |
| Change in consolidation group/transfers | 2 | 0 |
| Currency effects | 1 | 0 |
| At end of period | 484 | 457 |

Changes in the actuarial parameters led to an overall decrease of €4 million in the present value of the defined-benefit obligation (2023/24: increase of €28 million). The effects result primarily from the increase in the actuarial interest rate and were partially offset by the impact of changes in demographic assumptions in Türkiye. In particular, it is now assumed, following the introduction of new statutory provisions, that employees in Türkiye who have contributed to the social security system for at least 25 years will be able to claim pension payments upon retirement even if they have not yet reached the state pension age. The assumption concerning future employee turnover was also amended as a result of this development.

The weighted average duration of defined-benefit obligation for the countries with material pension obligations was:

| Years | 30/09/2024 | 30/09/2025 |
|-----------------|------------|------------|
| Germany | 7 | 6 |
| Switzerland | 10 | 10 |
| Other countries | 10 | 12 |

The present value of defined-benefit obligations is allocated to the individual groups of beneficiaries as follows:

| % | 30/09/2024 | 30/09/2025 |
|------------------|------------|------------|
| Active members | 15 | 19 |
| Former claimants | 10 | 11 |
| Pensioners | 75 | 70 |

The fair value of plan assets developed as follows:

| € million | 2023/24 | 2024/25 |
|---|------------|------------|
| Change in plan assets | | |
| Fair value of plan assets at beginning of period | 212 | 205 |
| Recognised through profit or loss | 6 | 4 |
| Interest income | 6 | 4 |
| Recognised through other comprehensive income under "Remeasurement of defined-benefit pension plans" | 3 | 3 |
| Gain/loss on plan assets not including return on plan assets (+/-) | 3 | 3 |
| Other effects | -16 | -12 |
| Benefit payments (incl. tax payments) | -36 | -31 |
| Settlement payments | 0 | 0 |
| Employer contributions | 12 | 15 |
| Contributions from plan participants | 4 | 3 |
| Change in consolidation group/transfers | 2 | 0 |
| Currency effects | 2 | 1 |
| Fair value of plan assets at end of period | 205 | 200 |

| € million | 30/09/2024 | 30/09/2025 |
|--|------------|------------|
| Financing status | | |
| Present value of defined-benefit obligations | 484 | 457 |
| Fair value of plan assets | -205 | -200 |
| Asset adjustment (asset ceiling) | 33 | 27 |
| Net liability/asset | 312 | 284 |
| thereof recognised as provision | (-312) | (-284) |
| thereof recognised as net assets | (0) | (0) |

At the company in Switzerland, the plan assets exceeded the value of the obligation at the closing date. As the company cannot derive any economic benefit from the overfunding, the amount recognised in the statement of financial position was reduced to €0 in accordance with IAS 19.64 (b). The effect of the asset ceiling changed as follows:

| € million | 30/09/2024 | 30/09/2025 |
|---|------------|------------|
| Changes in the effect of the asset ceiling | | |
| Asset adjustment at the start of the period | 17 | 33 |
| Interest expenses | 0 | 1 |
| Asset adjustment recognised in other comprehensive income | 15 | -7 |
| Currency effects | 1 | 0 |
| Asset adjustment at the end of the period | 33 | 27 |

The movements described above result in the following changes in the net provision:

| € million | 30/09/2024 | 30/09/2025 |
|---|------------|------------|
| Change in the net provision | | |
| Net provision at the start of the period | 300 | 312 |
| Effects recognised in the income statement | 15 | 14 |
| Changes recognised in other comprehensive income | 28 | -8 |
| Employer contributions | -12 | -15 |
| Direct benefit commitments (including tax payments) | -19 | -18 |
| Change in consolidation group/transfers | 0 | 0 |
| Currency effects | 0 | -1 |
| Net provision at the end of the period | 312 | 284 |

The pension expenses from direct and indirect commitments under post-employment benefit plans break down as follows:

| € million | 2023/24 | 2024/25 |
|--|-----------|-----------|
| Current service cost ¹ | 2 | 3 |
| Net interest expenses | 13 | 10 |
| Past service cost (including plan curtailments and amendments) | 0 | 0 |
| Settlements | 0 | 1 |
| Other pension expenses | 0 | 0 |
| Pension expenses | 15 | 14 |

¹ Contributions from employees are set off here.

As well as the expenses from defined-benefit pension commitments, expenses for defined-contribution pension commitments totalling €24 million were incurred for payments to external pension providers in the financial year (2023/24: €23 million) in addition to expenses for payments to statutory pension insurance providers totalling €180 million (2023/24: €176 million).

Media-Saturn Netherlands participates in a multi-employer plan that is classified as a defined-contribution pension plan. This plan is typical for the Netherlands and is subject to strict regulations. In the event of a shortfall in cover, Media-Saturn Netherlands is not obliged to compensate for this shortfall by making higher contributions in the future. In the event of a surplus, Media-Saturn Netherlands has no claim to this income. More than 33,000 companies in the retail industry participate in the plan, where contributions are collected for a total of more than 367,000 employees from all the companies. Media-Saturn Netherlands currently makes contributions to the plan for 5,248 employees. The contributions are calculated for five years. These correspond to a fixed percentage of an employee's salary (currently 24.75 per cent), where the employee pays part of the contributions if their salary is higher than €18,034 and no further contributions are payable if their salary is higher than €75,864. Contributions totalling around €12.9 million are expected to be made to the "Bedrijfspensioenfonds voor de Detailhandel" in the financial year 2024/25. The coverage ratio was 123.2 per cent in September 2025 (September 2024: 123.5 per cent). On settlement of or withdrawal from the plan, Media-Saturn Netherlands is not obliged to make up any shortfalls and also will not share in any asset surplus.

Provisions for obligations similar to pensions primarily include obligations from work anniversary and death benefits, continued salary payments in the event of death and partial retirement arrangements. Provisions totalling €14 million (30/09/2024: €15 million) were recognised for these obligations. The obligations are measured on the basis of actuarial reports. The measurement parameters used are essentially identical to those of the post-employment benefit plans.

29. Other provisions (non-current)/provisions (current)

Other provisions (non-current)/provisions (current) developed as follows in the reporting period:

| € million | Commitments related to real estate | Obligations from trade transactions | Taxes | Miscellaneous | Total |
|--|------------------------------------|-------------------------------------|-----------|---------------|------------|
| As of 30/09 / 01/10/2024 | 71 | 18 | 10 | 81 | 180 |
| Currency translation | 0 | 0 | 0 | 0 | 0 |
| Addition | 17 | 18 | 40 | 45 | 120 |
| Reversals | -18 | -1 | 0 | -10 | -28 |
| Utilisation | -7 | -18 | -43 | -32 | -100 |
| Change in consolidation group | 0 | 0 | 0 | 0 | 0 |
| Interest portion in addition/change in interest rate | 1 | 0 | 0 | 0 | 1 |
| Reclassifications to IFRS 5 | 0 | 0 | 0 | 0 | 0 |
| Transfer | 0 | 0 | 0 | 0 | 0 |
| As of 30/09/2025 | 64 | 17 | 7 | 83 | 172 |
| Long-term | 35 | 0 | 7 | 35 | 77 |
| Short-term | 29 | 17 | 0 | 49 | 95 |
| As of 30/09/2025 | 64 | 17 | 7 | 83 | 172 |

The provisions for real estate-related obligations relate to current obligations from rental agreements, such as incidental rental costs, totalling €29 million (30/09/2024: €34 million) and non-current reinstatement obligations totalling €35 million (30/09/2024: €37 million).

As in the previous year, the non-current provisions for tax risks mainly include provisions for VAT matters.

Miscellaneous non-current provisions of €35 million (30/09/2024: €41 million) mainly include provisions for obligations to former employees of €20 million (30/09/2024: €22 million), provisions for share-based payments of €7 million (30/09/2024: €3 million) and provisions for guarantee and warranty risks of €5 million (30/09/2024: €13 million). Miscellaneous current provisions of €49 million (30/09/2024: €40 million) mainly include provisions for transaction-related project costs of around €17 million (30/09/2024: €0 million) and provisions in connection with COVID-19 relief at MediaSaturn Austria of around €17 million (30/09/2024: €18 million). In addition, current provisions for legal risks were recognised in the amount of €3 million (30/09/2024: €5 million) and provisions for severance payments in the amount of €2 million (30/09/2024: €5 million). Current restructuring provisions totalling around €5 million (30/09/2024: €8 million) related primarily to severance payments.

Non-current provisions totalled €77 million (30/09/2024: €88 million). The real-estate-related provisions relate to reinstatement obligations. For this type of provisions, the payout dates are based on the respective remaining terms of the rental agreements.

In total, current assets that are expected to lead to payments within one year were recognised in the amount of €95 million (30/09/2024: €93 million).

➤ Additional information on provisions for share-based payments included in miscellaneous provisions can be found in note 42 Long-term incentive for executives.

The interest rates for non-interest-bearing non-current provisions range between 0.00 and 35.36 per cent (30/09/2024: 0.38 and 36.23 per cent) depending on the term, country and currency.

30. Liabilities

| € million | 30/09/2024 Total | Remaining term | | | 30/09/2025 Total | Remaining term | | |
|---|---------------------|-----------------|-----------------|-----------------|---------------------|-----------------|-----------------|-----------------|
| | | Up to 1 year | 1 to 5 years | Over 5 years | | Up to 1 year | 1 to 5 years | Over 5 years |
| Trade payables and similar liabilities | 5,824 | 5,747 | 77 | 0 | 6,061 | 5,992 | 69 | 0 |
| thereof notes payable (non-interest-bearing) | (463) | (463) | (0) | (0) | (460) | (460) | (0) | (0) |
| Bonds | 779 | 13 | 766 | 0 | 782 | 151 | 631 | 0 |
| Liabilities to banks | 54 | 54 | 0 | 0 | 49 | 49 | 0 | 0 |
| Promissory note loans | 72 | 1 | 72 | 0 | 92 | 1 | 91 | 0 |
| Lease liabilities | 1,725 | 467 | 1,048 | 210 | 1,613 | 460 | 966 | 187 |
| Borrowings | 2,630 | 535 | 1,885 | 210 | 2,537 | 661 | 1,689 | 187 |
| Payroll liabilities | 239 | 239 | 0 | 0 | 232 | 232 | 0 | 0 |
| Liabilities from other financial transactions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Miscellaneous financial liabilities | 138 | 125 | 0 | 13 | 123 | 109 | 0 | 14 |
| Other financial liabilities | 378 | 364 | 0 | 13 | 356 | 342 | 0 | 14 |
| Other tax liabilities | 200 | 200 | 0 | 0 | 186 | 186 | 0 | 0 |
| Deferred income | 28 | 19 | 9 | 0 | 18 | 15 | 3 | 0 |
| Miscellaneous non-financial liabilities | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other liabilities | 230 | 220 | 9 | 0 | 205 | 202 | 3 | 0 |
| Income tax liabilities | 35 | 35 | 0 | 0 | 56 | 56 | 0 | 0 |
| | 9,097 | 6,903 | 1,971 | 223 | 9,214 | 7,252 | 1,761 | 201 |

31. Trade payables and similar liabilities

| € million | 30/09/2024 | 30/09/2025 |
|---|--------------|--------------|
| Trade payables | 5,509 | 5,713 |
| Contract liabilities | 236 | 274 |
| Liabilities from continuing involvement | 79 | 73 |
| Trade payables and similar liabilities | 5,824 | 6,061 |
| thereof remaining term ≤12 months | (5,747) | (5,992) |
| thereof remaining term > 12 months | (77) | (69) |

The contract liabilities result from payments received that have not yet been recognised as sales. These primarily include deferred revenue from the sale of vouchers totalling €169 million (30/09/2024: €143 million) and deferred revenue from the sale of extended warranties totalling €14 million (30/09/2024: €17 million). The sales recognised in the financial year 2024/25 from performance obligations satisfied (or partially satisfied) in previous periods amount to €136 million (30/09/2024: €129 million).

The item with a remaining term of more than one year totalling €69 million (30/09/2024: €77 million) primarily includes the recognition of the continuing involvement.

The liabilities from continuing involvement were recognised in connection with three factoring programmes. The relevant assets are reported under the "Trade receivables and similar claims" item.

32. Other financial and non-financial liabilities

| € million | 30/09/2024 | | | 30/09/2025 | | |
|---|------------|----------------|-------------|------------|----------------|-------------|
| | Total | Remaining term | | Total | Remaining term | |
| | | Up to 1 year | Over 1 year | | Up to 1 year | Over 1 year |
| Payroll liabilities | 239 | 239 | 0 | 232 | 232 | 0 |
| Miscellaneous financial liabilities | 98 | 84 | 13 | 79 | 65 | 14 |
| Refund liabilities | 41 | 41 | 0 | 45 | 45 | 0 |
| Other financial liabilities | 378 | 364 | 13 | 356 | 342 | 14 |
| Other tax liabilities | 200 | 200 | 0 | 186 | 186 | 0 |
| Deferred income | 28 | 19 | 9 | 18 | 15 | 3 |
| Miscellaneous non-financial liabilities | 1 | 1 | 0 | 0 | 0 | 0 |
| Other liabilities | 230 | 220 | 9 | 205 | 202 | 3 |

Material items in other financial liabilities include liabilities from the acquisition of assets totalling €34 million (30/09/2024: €50 million), liabilities from put options held by non-Group shareholders totalling €14 million (30/09/2024: €13 million) and liabilities from the real estate sector totalling €10 million (30/09/2024: €9 million).

Other tax liabilities primarily include VAT, payroll and church tax and land tax.

Deferred income includes deferred rent and advertising subsidies as well as other deferred items.

33. Financial instruments

33.1 Impairments of capitalised financial instruments and contract assets

Capitalised financial instruments are generally impaired via an allowance account, which reduces the carrying amount of the financial assets.

General approach

The method for calculating impairment is based on the general approach and has to be applied in principle to all financial instruments that are measured at amortised cost or at fair value through other comprehensive income with recycling and are not subject to the simplified approach.

In the financial year 2024/25, CECONOMY applied the general approach, including stages 1 and 2, for the expected default risk exclusively for receivables from suppliers. For all other financial instruments covered by the general approach, only impairments that have already occurred within the meaning of stage 3 and where the amount of the risk provision is immaterial are recognised.

The following table shows the gross carrying amounts for the impairments on receivables from suppliers:

| € million | Stage 1 Credit risk unchanged since recognition | Stage 2 Increased credit risk | Stage 3 Credit-impaired | 30/09/2024 Total |
|--|--|-------------------------------------|----------------------------|---------------------|
| Suppliers with investment-grade credit ratings | 571 | 0 | 0 | 571 |
| Other suppliers | 580 | 123 | 34 | 737 |
| | 1,150 | 123 | 34 | 1,308 |

| € million | Stage 1 Credit risk unchanged since recognition | Stage 2 Increased credit risk | Stage 3 Credit-impaired | 30/09/2025 Total |
|--|--|-------------------------------------|----------------------------|---------------------|
| Suppliers with investment-grade credit ratings | 501 | 0 | 0 | 501 |
| Other suppliers | 654 | 107 | 46 | 807 |
| | 1,155 | 107 | 46 | 1,308 |

The impairments in the financial year 2024/25 for expected losses and losses already incurred for receivables from suppliers correspond to the general approach and are presented below:

| € million | Stage 1 Credit risk unchanged since recognition | Stage 2 Increased credit risk | Stage 3 Credit-impaired | Total |
|---|--|-------------------------------------|----------------------------|-----------|
| Risk provisioning as of 30/09/2023 | 2 | 1 | 18 | 20 |
| Newly granted/purchased financial assets | 0 | 0 | 1 | 1 |
| Remeasurement of impairment | 0 | 0 | 0 | 0 |
| Transfer to stage 1 | 0 | 0 | 0 | 0 |
| Transfer to stage 2 | 0 | 0 | 0 | 0 |
| Transfer to stage 3 | 0 | 0 | 0 | 0 |
| Sold financial assets | 0 | 0 | -5 | -5 |
| Other changes ¹ | 0 | 0 | 0 | 0 |
| Risk provisioning as of 30/09/2024 | 2 | 0 | 13 | 15 |

¹ Other changes include currency translation differences, changes to the consolidation group and changes to model parameters/assumptions.

| € million | Stage 1 Credit risk unchanged since recognition | Stage 2 Increased credit risk | Stage 3 Credit-impaired | Total |
|---|--|-------------------------------------|----------------------------|-----------|
| Risk provisioning as of 30/09/2024 | 2 | 0 | 13 | 15 |
| Newly granted/purchased financial assets | 0 | 0 | 19 | 20 |
| Remeasurement of impairment | 0 | 0 | 0 | 0 |
| Transfer to stage 1 | 0 | 0 | 0 | 0 |
| Transfer to stage 2 | 0 | 0 | 0 | 0 |
| Transfer to stage 3 | 0 | 0 | 0 | 0 |
| Sold financial assets | 0 | 0 | 0 | 0 |
| Other changes ¹ | 0 | 0 | 0 | 0 |
| Risk provisioning as of 30/09/2025 | 2 | 0 | 32 | 35 |

¹ Other changes include currency translation differences, changes to the consolidation group and changes to model parameters/assumptions.

Receivables from suppliers that were written down in the financial year 2024/25 and are still subject to enforcement measures amounted to €3 million (30/09/2024: €4 million).

Simplified approach

In the financial year 2024/25, the simplified impairment approach was applied for trade receivables measured at amortised cost and for contract assets, in each case excluding the part attributable to a continuing involvement.

Risk provisions for this item are generally measured on the basis of impairment matrices. Receivables were pooled in various portfolios with similar risk elements in order to calculate the expected credit losses. These portfolios correspond to CECONOMY's operating segments and are based on similar economic conditions and financial characteristics of the business activities.

If an individual approach is not taken, impairment on trade receivables is recognised using the impairment matrix. The table below shows the gross carrying amounts:

| € million | Total carrying amount 30/09/2024 | thereof not overdue, not impaired | thereof past due, not impaired | | | | |
|---|-------------------------------------|---|-----------------------------------|--------------------------------|------------------------------------|------------------------------------|---------------------------------------|
| | | | Due within the last 90 days | Past due for 91 to 180 days | Past due for 181 to 270 days | Past due for 271 to 360 days | Past due for more than 360 days |
| Expected default rate (in %) | 1.4 | 0.3 | 3.8 | 5.7 | 14.4 | 8.2 | 16.3 |
| Gross carrying amount excluding impaired receivables | 148 | 124 | 12 | 4 | 1 | 3 | 3 |
| Risk provisions | 2 | 0 | 0 | 0 | 0 | 0 | 1 |

| € million | Total carrying amount 30/09/2025 | thereof not overdue, not impaired | thereof past due, not impaired | | | | |
|---|-------------------------------------|---|-----------------------------------|--------------------------------|------------------------------------|------------------------------------|---------------------------------------|
| | | | Due within the last 90 days | Past due for 91 to 180 days | Past due for 181 to 270 days | Past due for 271 to 360 days | Past due for more than 360 days |
| Expected default rate (in %) | 1.1 | 0.3 | 2.3 | 4.5 | 11.3 | 14.8 | 15.1 |
| Gross carrying amount excluding impaired receivables | 151 | 124 | 16 | 6 | 2 | 1 | 2 |
| Risk provisions | 2 | 0 | 0 | 0 | 0 | 0 | 0 |

In addition to the risk provisions shown in the table above, specific bad debt allowances amounting to €19 million (30/09/2024: €17 million) were recognised on the gross carrying amount of €183 million (30/09/2024: €170 million).

Trade receivables that were written down in the financial year 2024/25 and are still subject to enforcement measures amount to €17 million (30/09/2024: €16 million).

Trade receivables and contract assets due from mobile communications providers are measured individually using the separate providers' credit risks. As in the previous year, a small risk provision was recognised on a gross carrying amount of €394 million (30/09/2024: €331 million). Of the gross carrying amount, 71.9 per cent (30/09/2024: 80.8 per cent) of the mobile communications providers have an investment-grade rating and hence a good to very good credit rating.

In addition to the above risk provisioning, no specific bad debt allowances were recognised on the gross carrying amount of trade receivables or contract assets due from mobile communications providers, as in the previous year.

| € million | 2023/24 | 2024/25 |
|--|-----------|-----------|
| Impairments as of 01/10 in accordance with IFRS 9 | 20 | 19 |
| Currency translation | 0 | 0 |
| Additions | 12 | 14 |
| Reversals | -8 | -6 |
| Reclassifications to IFRS 5 | 0 | 0 |
| Utilisation | -6 | -6 |
| Transfers | 1 | 0 |
| Impairments as of 30/09 in accordance with IFRS 9 | 19 | 20 |

➤ Additional information on credit rating and credit risks can be found in note 36 Management of financial risks and in the notes to the Group accounting principles and methods.

33.2 Cash and cash equivalents

| € million | 30/09/2024 | 30/09/2025 |
|---|--------------|--------------|
| Cheques and cash on hand | 53 | 45 |
| Cash at bank and other current liquid financial assets | 957 | 1,163 |
| | 1,010 | 1,207 |

➤ For details, please refer to the cash flow statement and note 34 Notes to the cash flow statement.

33.3 Borrowings

The term "borrowings" covers liabilities from bonds, liabilities to banks, promissory note loans and lease liabilities. Overall, borrowings declined by €94 million year on year, from €2,630 million to €2,537 million. This development is attributable mainly to the €112 million reduction in lease liabilities. This was partially offset by the issuance of a promissory note loan with a nominal amount of €20 million in the financial year 2024/25. As in the previous year, lease liabilities accounted for the largest portion of borrowings at €1,613 million (30/09/2024: €1,725 million).

CECONOMY AG utilises issues on the capital market for its medium-term and long-term financing. As of 30 September 2025, CECONOMY AG had several outstanding promissory notes with a total volume of €92 million and with a remaining term of up to three years. The outstanding promissory note loans are based on contractual provisions, e.g. regarding default, insolvency or change of control, that are typical for financial instruments of this kind.

CECONOMY AG also has two unsubordinated, unsecured and fixed-interest bonds outstanding with terms until 24 June 2026 and 15 July 2029. The bonds were issued in 2021 and 2024 respectively and each have a total nominal amount of €500 million. A tender offer for the bond issued in 2021 was successfully completed as part of the most recent issue. The total nominal amount of the bond tendered was €356 million. The remaining nominal value of the bond issued in 2021 is therefore €144 million. Both of the bonds include standard market clauses in line with the conditions at the issue date entitling investors to exercise their right of early redemption under certain circumstances.

As part of the Convergenta transaction, CECONOMY AG also issued convertible bonds in favour of Convergenta Invest GmbH in June 2022 with a nominal volume of €151 million and a term until 9 June 2027. In connection with the takeover bid by JD.com, the Convergenta shareholders have undertaken in the shareholders' agreement not to exercise the option under the convertible bonds or to sell the convertible bonds. The convertible bond includes contractual provisions, e.g. regarding default, insolvency or change of control, that are typical for financial instruments of this kind.

CECONOMY AG has a multi-currency commercial paper programme with a maximum volume of €500 million at its disposal for the procurement of short-term funds. No commercial paper was outstanding as of 30 September 2025 (30/09/2024: €5 million).

The Group had sufficient liquidity at all times. CECONOMY AG has comfortable liquidity reserves. In addition to the available liquidity, these include a €900 million syndicated credit facility that was concluded in March 2025. The new syndicated credit facility has a term of three years and includes two extension options each for an additional year. It replaced the previous credit facilities ahead of schedule. Neither the previous credit facilities nor the new syndicated credit facility were utilised at any time.

The table below provides an overview of the credit facilities:

UNUTILISED CREDIT FACILITIES OF CECONOMY AG

| € million | 30/09/2024 | | | 30/09/2025 | | |
|--|--------------|----------------|--------------|------------|----------------|-------------|
| | Total | Remaining term | | Total | Remaining term | |
| | | Up to 1 year | Over 1 year | | Up to 1 year | Over 1 year |
| Syndicated credit facilities | 1,060 | 0 | 1,060 | 900 | 0 | 900 |
| Utilisation | 0 | 0 | 0 | 0 | 0 | 0 |
| Unutilised syndicated credit facilities | 1,060 | 0 | 1,060 | 900 | 0 | 900 |

The default of a creditor can be covered at all times by the existing unutilised credit facilities and/or the available money and capital market programmes.

CECONOMY generally does not provide collateral for borrowings.

The tables below outline the maturity/interest rate structure of the borrowings from bonds and promissory note loans. The stated carrying amounts and fair values include accrued interest, the remaining term of which is less than one year in each case.

BONDS – MATURITY STRUCTURE

| | | 30/09/2024 | | | | 30/09/2025 | | | |
|----------|----------------|------------------|---------------|-----------------|------------|------------------|---------------|-----------------|------------|
| Currency | Remaining term | Nominal value | Nominal value | Carrying amount | Fair value | Nominal value | Nominal value | Carrying amount | Fair value |
| | | Million currency | € million | € million | € million | Million currency | € million | € million | € million |
| EUR | Up to 1 year | 5 | 5 | 13 | | 144 | 144 | 151 | |
| | 1 to 5 years | 795 | 795 | 766 | | 651 | 651 | 631 | |
| | Over 5 years | 0 | 0 | 0 | | 0 | 0 | 0 | |
| | Total | 800 | 800 | 779 | 792 | 795 | 795 | 782 | 822 |

BONDS – INTEREST RATE STRUCTURE

| | | | | 30/09/2024 | 30/09/2025 |
|-------------------|----------|----------------|--|----------------------------|----------------------------|
| | Currency | Remaining term | | Nominal value € million | Nominal value € million |
| | | | | | |
| Fixed interest | EUR | Up to 1 year | | 5 | 144 |
| | | 1 to 5 years | | 795 | 651 |
| | | Over 5 years | | 0 | 0 |
| Variable interest | EUR | Up to 1 year | | 0 | 0 |
| | | 1 to 5 years | | 0 | 0 |
| | | Over 5 years | | 0 | 0 |

PROMISSORY NOTE LOANS – MATURITY STRUCTURE

| | | 30/09/2024 | | | | 30/09/2025 | | | |
|----------|----------------|------------------|---------------|-----------------|------------|------------------|---------------|-----------------|------------|
| Currency | Remaining term | Nominal value | Nominal value | Carrying amount | Fair value | Nominal value | Nominal value | Carrying amount | Fair value |
| | | Million currency | € million | € million | € million | Million currency | € million | € million | € million |
| EUR | Up to 1 year | 0 | 0 | 1 | | 0 | 0 | 1 | |
| | 1 to 5 years | 72 | 72 | 72 | | 92 | 92 | 91 | |
| | Over 5 years | 0 | 0 | 0 | | 0 | 0 | 0 | |
| | Total | 72 | 72 | 72 | 70 | 92 | 92 | 92 | 92 |

PROMISSORY NOTE LOANS – INTEREST RATE STRUCTURE

| | | | | 30/09/2024 | 30/09/2025 |
|-------------------|----------|----------------|--|----------------------------|----------------------------|
| | Currency | Remaining term | | Nominal value € million | Nominal value € million |
| | | | | | |
| Fixed interest | EUR | Up to 1 year | | 0 | 0 |
| | | 1 to 5 years | | 72 | 72 |
| | | Over 5 years | | 0 | 0 |
| Variable interest | EUR | Up to 1 year | | 0 | 0 |
| | | 1 to 5 years | | 0 | 20 |
| | | Over 5 years | | 0 | 0 |

The fixed interest rates of the short-term borrowings and the interest reset dates of all fixed-interest borrowings correspond to the remaining terms shown. The interest reset periods of variable interest rates are less than one year.

➤ The effects of interest rate changes in the variable portion of the borrowings on CECONOMY's profit or loss for the period and equity are described in detail in note 36 Management of financial risks.

33.4 Offsetting financial assets and financial liabilities

Financial assets and financial liabilities that are subject to offsetting agreements, enforceable master netting arrangements and similar agreements were as follows:

| 30/09/2024 | | | | | |
|---|--|---|--|--|------------------------------|
| | (a) | (b) | (c) = (a) - (b) | (d) | (e) = (c) - (d) |
| | Gross amounts of recognised financial assets/liabilities | Gross amounts of recognised financial liabilities/assets that are netted in the statement of financial position | Net amounts of financial assets/liabilities that are recognised in the statement of financial position | Corresponding amounts that are not netted in the statement of financial position | |
| € million | | | | Financial instruments | Collateral received/provided |
| Financial assets | | | | | Net amount |
| Receivables from suppliers | 1,435 | 143 | 1,292 | 67 | 0 |
| Trade receivables and similar claims ¹ | 219 | 13 | 206 | 0 | 0 |
| Further financial assets | 250 | 0 | 250 | 0 | 0 |
| Cash and cash equivalents | 1,010 | 0 | 1,010 | 0 | 0 |
| | 2,914 | 156 | 2,758 | 67 | 0 |
| Financial liabilities | | | | | |
| Trade payables and similar liabilities ³ | 5,642 | 134 | 5,509 | 53 | 0 |
| Further financial liabilities | 3,030 | 23 | 3,008 | 13 | 0 |
| | 8,673 | 156 | 8,517 | 67 | 0 |

¹ Not including continuing involvement of €79 million and contract assets without continuing involvement of €275 million

² Not including continuing involvement of €79 million and contract liabilities of €236 million

| 30/09/2025 | | | | | |
|---|--|---|--|--|------------------------------|
| | (a) | (b) | (c) = (a) - (b) | (d) | (e) = (c) - (d) |
| | Gross amounts of recognised financial assets/liabilities | Gross amounts of recognised financial liabilities/assets that are netted in the statement of financial position | Net amounts of financial assets/liabilities that are recognised in the statement of financial position | Corresponding amounts that are not netted in the statement of financial position | |
| € million | | | | Financial instruments | Collateral received/provided |
| Financial assets | | | | | Net amount |
| Receivables from suppliers | 1,469 | 196 | 1,274 | 55 | 0 |
| Trade receivables and similar claims ¹ | 243 | 22 | 221 | 0 | 0 |
| Further financial assets | 208 | 0 | 208 | 0 | 0 |
| Cash and cash equivalents | 1,207 | 0 | 1,207 | 0 | 0 |
| | 3,128 | 218 | 2,910 | 55 | 0 |
| Financial liabilities | | | | | |
| Trade payables and similar liabilities ³ | 5,897 | 184 | 5,713 | 50 | 0 |
| Further financial liabilities | 2,926 | 34 | 2,893 | 5 | 0 |
| | 8,823 | 218 | 8,606 | 55 | 0 |

¹ Not including continuing involvement of €73 million and contract assets without continuing involvement of €334 million

² Not including continuing involvement of €73 million and contract liabilities of €274 million

The financial instruments that are not offset would be offsettable on the basis of the underlying framework agreements, but do not meet the offsetting criteria of IAS 32 (Financial Instruments: Presentation).

CECONOMY enters into offsetting agreements, enforceable master netting arrangements and similar agreements with individual suppliers. These agreements enable receivables from suppliers resulting from subsequent compensation, product returns and similar claims to be offset against trade payables to suppliers. A set-off is carried out if there is a legal claim to a set-off and the offsetting is unconditional.

33.5 Undiscounted cash flows of financial liabilities

The undiscounted cash flows of borrowings trade payables and derivatives carried as liabilities are as follows:

| € million | Carrying amount 30/09/2024 | Contractual cash flows | | | |
|---|-------------------------------|------------------------|--------------|--------------|--------------|
| | | Total amount | Up to 1 year | 1 to 5 years | Over 5 years |
| Financial liabilities | | | | | |
| Bonds | 779 | 961 | 39 | 922 | 0 |
| Liabilities to banks | 54 | 54 | 54 | 0 | 0 |
| Promissory note loans | 72 | 78 | 3 | 75 | 0 |
| Lease liabilities | 1,725 | 1,918 | 529 | 1,163 | 226 |
| Trade payables and similar liabilities ¹ | 5,588 | 5,588 | 5,524 | 64 | 0 |
| Currency derivatives carried as liabilities | 0 | 0 | 0 | 0 | 0 |

| € million | Carrying amount 30/09/2025 | Contractual cash flows | | | |
|---|-------------------------------|------------------------|--------------|--------------|--------------|
| | | Total amount | Up to 1 year | 1 to 5 years | Over 5 years |
| Financial liabilities | | | | | |
| Bonds | 782 | 922 | 178 | 745 | 0 |
| Liabilities to banks | 49 | 49 | 49 | 0 | 0 |
| Promissory note loans | 92 | 98 | 3 | 95 | 0 |
| Lease liabilities | 1,613 | 1,791 | 519 | 1,070 | 203 |
| Trade payables and similar liabilities ¹ | 5,787 | 5,787 | 5,728 | 59 | 0 |
| Currency derivatives carried as liabilities | 0 | 0 | 0 | 0 | 0 |

¹ This item does not include contract liabilities of €274 million (30/09/2024: €236 million).

In the financial year 2024/25, the reported carrying amounts of the bonds include a convertible bond of €136 million (30/09/2024: €128 million). The contractual cash flows of the convertible bond amount to €0 million for up to one year and €151 million for one to three years.

33.6 Carrying amounts and fair values by measurement category

Financial instruments are accounted for in accordance with IFRS 9 and allocated to the appropriate categories as follows:

| 30/09/2024 | | | | | |
|--|-----------------|--|-----------------------------------|---|------------------|
| € million | Carrying amount | Value in statement of financial position | | | Fair value |
| | | (Amortised) cost | Fair value through profit or loss | Fair value through other comprehensive income | |
| Assets | | | | | |
| Measured at amortised cost | 2,584 | 2,584 | 0 | 0 | 2,584 |
| Cash and cash equivalents | 903 | 903 | 0 | 0 | 903 |
| Receivables from suppliers | 1,292 | 1,292 | 0 | 0 | 1,292 |
| Trade receivables and similar claims ¹ | 206 | 206 | 0 | 0 | 206 |
| Loans and advance credit granted | 42 | 42 | 0 | 0 | 42 |
| Miscellaneous assets ² | 140 | 140 | 0 | 0 | 140 |
| Measured at fair value through profit or loss | 109 | 0 | 109 | 0 | 109 |
| Cash and cash equivalents ³ | 106 | 0 | 106 | 0 | 106 |
| Securities | 0 | 0 | 0 | 0 | 0 |
| Trade receivables and similar claims | 0 | 0 | 0 | 0 | 0 |
| Derivative financial instruments | 3 | 0 | 3 | 0 | 3 |
| Measured at fair value through other comprehensive income | 65 | 0 | 0 | 65 | 65 |
| Equity instruments | 65 | 0 | 0 | 65 | 65 |
| Debt instruments | 0 | 0 | 0 | 0 | 0 |
| Equity and liabilities | | | | | |
| Measured at amortised cost | 6,552 | 6,552 | 0 | 0 | 6,558 |
| Borrowings ⁴ | 905 | 905 | 0 | 0 | 911 ⁵ |
| Trade payables and similar liabilities ⁶ | 5,509 | 5,509 | 0 | 0 | 5,509 |
| Miscellaneous liabilities ⁷ | 138 | 138 | 0 | 0 | 138 |
| Measured at fair value through profit or loss | 0 | 0 | 0 | 0 | 0 |
| Derivative financial instruments | 0 | 0 | 0 | 0 | 0 |
| Miscellaneous liabilities | 0 | 0 | 0 | 0 | 0 |

¹ Not including continuing involvement of €79 million and contract assets without continuing involvement of €275 million

² Adjusted for refund claims against banks of €54 million that were not included in the previous year

³ Reported under "Measured at amortised cost" in the previous year

⁴ Not including lease liabilities of €1,725 million

⁵ Prior-year figure adjusted by €132 million due to change in derivation of fair value

⁶ Not including continuing involvement of €79 million and contract liabilities of €236 million

⁷ Not including liabilities of €239 million resulting from employee benefits. The miscellaneous liabilities reported in the previous year still included employee benefits.

30/09/2025

| € million | Value in statement of financial position | | | | |
|--|--|------------------|-----------------------------------|---|--------------|
| | Carrying amount | (Amortised) cost | Fair value through profit or loss | Fair value through other comprehensive income | Fair value |
| Assets | | | | | |
| Measured at amortised cost | 2,745 | 2,745 | 0 | 0 | 2,745 |
| Cash and cash equivalents | 1,088 | 1,088 | 0 | 0 | 1,088 |
| Receivables from suppliers | 1,274 | 1,274 | 0 | 0 | 1,274 |
| Trade receivables and similar claims ¹ | 221 | 221 | 0 | 0 | 221 |
| Loans and advance credit granted | 43 | 43 | 0 | 0 | 43 |
| Miscellaneous assets | 119 | 119 | 0 | 0 | 119 |
| Measured at fair value through profit or loss | 126 | 0 | 126 | 0 | 126 |
| Cash and cash equivalents | 120 | 0 | 120 | 0 | 120 |
| Securities | 0 | 0 | 0 | 0 | 0 |
| Trade receivables and similar claims | 0 | 0 | 0 | 0 | 0 |
| Derivative financial instruments | 7 | 0 | 7 | 0 | 7 |
| Measured at fair value through other comprehensive income | 38 | 0 | 0 | 38 | 38 |
| Equity instruments | 38 | 0 | 0 | 38 | 38 |
| Debt instruments | 0 | 0 | 0 | 0 | 0 |
| Equity and liabilities | | | | | |
| Measured at amortised cost | 6,760 | 6,760 | 0 | 0 | 6,800 |
| Borrowings ² | 923 | 923 | 0 | 0 | 963 |
| Trade payables and similar liabilities ³ | 5,713 | 5,713 | 0 | 0 | 5,713 |
| Miscellaneous liabilities ⁴ | 123 | 123 | 0 | 0 | 123 |
| Measured at fair value through profit or loss | 0 | 0 | 0 | 0 | 0 |
| Derivative financial instruments | 0 | 0 | 0 | 0 | 0 |
| Miscellaneous liabilities | 0 | 0 | 0 | 0 | 0 |

¹ Not including continuing involvement of €73 million and contract assets without continuing involvement of €334 million

² Not including lease liabilities of €1,613 million

³ Not including continuing involvement of €73 million and contract liabilities of €274 million

⁴ Not including liabilities of €232 million resulting from employee benefits

The classes are formed on the basis of similar risks and characteristics corresponding to the nature of the respective financial instruments. A further subdivision for individual financial assets and liabilities is shown the table above.

The fair value hierarchy comprises three levels and is determined on the basis of the market proximity of the inputs used in the valuation techniques. In cases where various inputs are critical for the measurement, the fair value is allocated to the hierarchy level corresponding to the lowest-level input that is relevant for the measurement.

Level 1 inputs: quoted (unadjusted) prices on active markets for identical assets or liabilities that the company can access on the measurement date

Level 2 inputs: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly

Level 3 inputs: unobservable inputs for the asset or liability

Equity instruments totalling €38 million (30/09/2024: €65 million) are subsequently recognised at fair value through other comprehensive income. Of this figure, €0 million (30/09/2024: €28 million) relates to shares in listed companies. The change compared with the previous year is due to the sale of the one per cent equity interest in METRO AG as part of a public delisting purchase offer as well as the level 3 market valuation of the 15 per cent equity interest in the Russian consumer electronics retailer PJSC "M.video", which is described in greater detail below.

Equity instruments at fair value through other comprehensive income that are not listed and for which there is no active market are recognised at €38 million (30/09/2024: €37 million). There are no plans to sell these equity instruments. At €35 million (30/09/2024: €35 million), the major component is the 6.61 per cent stake in METRO PROPERTIES GmbH & Co. KG.

The financial instruments measured at fair value in accordance with IFRS 9 are allocated as follows within the three-level fair value hierarchy:

| | 30/09/2024 | | | |
|--|------------|------------|----------|-----------|
| € million | Total | Level 1 | Level 2 | Level 3 |
| Assets | 174 | 124 | 0 | 50 |
| Measured at fair value through profit or loss | 109 | 106 | 0 | 3 |
| Cash and cash equivalents ¹ | 106 | 106 | 0 | 0 |
| Securities | 0 | 0 | 0 | 0 |
| Derivative financial instruments | 3 | 0 | 0 | 3 |
| Measured at fair value through other comprehensive income | 65 | 18 | 0 | 47 |
| Equity instruments | 65 | 18 | 0 | 47 |
| Equity and liabilities | 0 | 0 | 0 | 0 |
| Measured at fair value through profit or loss | 0 | 0 | 0 | 0 |
| Derivative financial instruments | 0 | 0 | 0 | 0 |
| Total | 174 | 124 | 0 | 50 |

¹ Reported under "Measured at amortised cost" in the previous year

| | 30/09/2025 | | | |
|--|------------|------------|----------|-----------|
| € million | Total | Level 1 | Level 2 | Level 3 |
| Assets | 164 | 120 | 0 | 44 |
| Measured at fair value through profit or loss | 126 | 120 | 0 | 6 |
| Cash and cash equivalents | 120 | 120 | 0 | 0 |
| Securities | 0 | 0 | 0 | 0 |
| Derivative financial instruments | 7 | 0 | 0 | 6 |
| Measured at fair value through other comprehensive income | 38 | 0 | 0 | 38 |
| Equity instruments | 38 | 0 | 0 | 38 |
| Equity and liabilities | 0 | 0 | 0 | 0 |
| Measured at fair value through profit or loss | 0 | 0 | 0 | 0 |
| Derivative financial instruments | 0 | 0 | 0 | 0 |
| Total | 164 | 120 | 0 | 44 |

Equity instruments (level 1) are measured on the basis of quoted market prices in active markets.

Cash and cash equivalents (level 1) include short-term investments in money market funds that meet the criteria for recognition as cash equivalents in accordance with IAS 7 "Statement of Cash Flows". They are measured on the basis of quoted market prices in active markets.

For interest rate swaps and foreign exchange transactions (all level 2), there is a mark-to-market valuation based on quoted exchange rates and yield curves available on the market.

The equity instruments without an active market recognised on the asset side of the statement of financial position totalling €38 million as of 30 September 2025 (30/09/2024: €47 million) are allocated to fair value level 3. The derivative financial instruments of €7 million capitalised as of 30 September 2025 (30/09/2024: €3 million) are allocated to fair value level 3 in the amount of €6 million (30/09/2024: €3 million) and to fair value level 2 in the amount of €0 million (30/09/2024: €0 million).

The fair value of the 15 per cent investment in the Russian consumer electronics retailer PJSC "M.video" declined by €10 million to €0 million as of 30 September 2025 (30/09/2024: €10 million).

Upon the start of the Russian war of aggression against Ukraine, a reliable level 1 market valuation of the 15 per cent interest using the share price determined in restricted trading on the Moscow stock exchange was no longer possible on the reporting date and it was necessary to change the fair value hierarchy level from 1 to 3 as of 31 March 2022. The shares in PJSC "M.video" were also measured on the basis of a level 3 market valuation as of 30 September 2025, as it was still assumed on this reporting date that a market value for the shares in PJSC "M.video" could not be reliably derived from the stock market price set on the Moscow Stock Exchange.

To take account of the ongoing uncertainty regarding investments in Russian equity interests and the low free float of the shares, a discount of around 66 per cent of their market value as of 30 September 2024 was applied in the previous year. The risks and uncertainties in connection with the equity interest in PJSC "M.video" increased further during the financial year 2024/25. This

assessment is based on the difficult market environment in which PJSC "M.video" operates as well as the negative impact of high financing costs. The relationship between the European Union and Russia also remains extremely strained. Consequently, sanctions and Russian counter-sanctions are still in force, making it difficult or even impossible to receive dividend payments or sell shares via the stock exchange. As a result of these developments that were observable during the financial year 2024/25, the level 3 market value was set at €0 million (30/09/2024: €10 million). The change in market value in the amount of €-10 million was recognised through other comprehensive income ("Valuation effects on financial instruments recognised at fair value through other comprehensive income").

As in the previous year, the fair value of the shares in METRO PROPERTIES GmbH & Co. KG amounts to €35 million. The fair value of the shares is determined by the value of the real estate behind the investment. Timely property transactions are also taken into account here, as is the expected development of the property portfolio belonging to METRO PROPERTIES. As in the previous year, an expert was commissioned in the financial year 2024/25 to carry out an indicative analysis to review the appropriateness of the recognised value. In the final analysis, the expert also did not identify any circumstances that might indicate that the recognised carrying amount of €35 million might be inappropriately high.

The derivative financial instruments allocated to level 3 relate primarily to a termination option embedded in a bond. CECONOMY can exercise this voluntarily by repaying the relevant financial debt ahead of schedule. The advantage of exercising a termination option depends on the refinancing options that CECONOMY would receive on the market for taking out alternative financing at the time it exercises the option. This refinancing interest rate represents the market interest rate at which CECONOMY could refinance itself while taking into account a risk premium (credit spread) specific to CECONOMY.

The fair value is determined using an option pricing model. Risk-free interest rates and credit spreads are simulated using a Hull-White one-factor model. Observable inputs are the risk-free yield curve and swaption volatilities quoted on the market. Unobservable inputs are the credit spread rates and the credit spread volatilities. The latter are estimated on the basis of the historical volatility of credit spread rates over two years.

An increase in the risk-free yield curve of 100 basis points as of the reporting date would, all other things being equal, lead to a reduction in the recognised value by €6 million and thus to a loss in this amount. A reduction in the risk-free yield curve of 100 basis points as of the reporting date would, all other things being equal, lead to an increase in the recognised value by €13 million and thus to a gain in this amount.

If all other influencing factors remained constant, an increase in credit spread rates of 100 basis points as of the reporting date would result in a reduction in the carrying amount and thus a loss of €6 million. A reduction in the credit spread rates of 100 basis points would, if all other influencing factors remained constant, result in an increase in the carrying amount and thus a gain of €14 million.

The other observable and non-observable inputs did not have any material effects as defined by the sensitivity analysis.

No transfers were made between levels 1 and 2 during the past reporting period and in the previous year.

No transfers to or from level 3 were made in the financial year 2024/25.

Financial instruments that are recognised at amortised cost in the statement of financial position, but for which the fair value is stated in the notes, are also classified in a three-tier fair value hierarchy.

As they are generally short-term in nature, the fair values of receivables from suppliers trade receivables and similar claims, trade payables and similar liabilities as well as cash and cash equivalents essentially correspond to their carrying amounts.

The fair values of bonds, liabilities to banks and promissory note loans are calculated based on the market interest curve in line with the zero-coupon method while taking account of credit spreads (level 2). The values include accrued interest as of the closing date.

The fair values of all other financial assets and financial liabilities that are not listed on a stock exchange correspond to the present values of the payments associated with these statement of financial position items. The country-specific yield curves applicable as of the closing date (level 2) were used in the calculation.

Other notes

34. Notes to the cash flow statement

The cash flow statement in accordance with IAS 7 (Statement of Cash Flows) shows how cash and cash equivalents in the Group have changed in the course of the financial year as a result of cash inflows and outflows.

Cash and cash equivalents include cheques and cash in hand as well as cash in transit and cash at bank and other short-term liquid financial assets with a term of up to three months.

The cash flow statement distinguishes between changes in funds from operating activities, investing activities and financing activities. Cash flows from discontinued operations are reported separately.

Cash flow from operating activities led to a cash inflow of €1,050 million in the financial year 2024/25. This compares with a cash inflow of €838 million in the previous year.

The €212 million increase in cash flow from operating activities was due in particular to the lower cash outflow from other operating cash flow. The cash outflow from other operating cash flow declined by €143 million to €21 million (2023/24: €163 million). This improvement was due firstly to a €46 million reduction in the cash outflow from other taxes to €7 million in the financial year 2024/25 (2023/24: €53 million). This change was attributable mainly to periodic adjustments to input tax refunds and tax payments, as well as effects in connection with import VAT and accruals and deferrals. Adjustments to existing tax liabilities, refund cycles and new tax requirements also had an effect on cash flows in individual countries. In addition, €26 million of the improvement in the other operating cash flow was due to the reversal effect of the earnings included in EBIT on companies accounted for using the equity method. This reversal effect, which is reported in the other operating cash flow, resulted in a cash inflow of €3 million in the financial year 2024/25 after a cash outflow of €23 million in the previous year. All in all, cash flows in connection with companies included in the consolidated financial statements using the equity method did not have any effect on the cash flow from operating activities. The lower cash outflows for payroll liabilities resulted in a further improvement in the other operating cash flow. The utilisation of reversal of payroll liabilities led to a cash outflow of €31 million in the previous year, whereas this figure declined by €27 million to €3 million in the financial year 2024/25. In addition, liabilities for bonuses were settled in the previous year, whereas no corresponding liabilities were recognised in the reporting year. Finally, the other operating cash flow was also affected by claims for damages that were recognised in the previous year and that resulted in corresponding income in the financial year 2024/25. This had a positive effect on the other operating cash flow of €29 million compared with the previous year.

In addition to other operating cash flow, the cash inflow from income taxes contributed to an improvement in the cash flow from operating activities. The cash inflow from income taxes amounted to €55 million in the financial year 2024/25 after a cash outflow of €28 million in the previous year. The improvement of €83 million is attributable mainly to tax refunds for previous years.

EBITDA developed positively thanks to an improvement in the operating result even as non-recurring negative effects also increased. Compared with the previous financial year, cash flow from operating activities improved by €27 million.

Scheduled depreciation and amortisation, impairment losses and reversals of impairment losses on intangible assets, property, plant and equipment, right-of-use assets and impairment losses and reversals of impairment losses on investments accounted for using the equity method and assets held for sale, which totalled €701 million (2023/24: €662 million), were attributable to property, plant and equipment in the amount of €166 million (2023/24: €142 million), goodwill in the amount of €15 million (2023/24: €0 million), other intangible assets in the amount of €43 million (2023/24: €35 million) and right-of-use assets in the amount of €477 million (2023/24: €485 million). No impairment losses or reversals of impairment losses on investments accounted for using the equity method and assets held for sale were recognised in the previous year or in the financial year 2024/25.

Conversely, the improvement in the change in net working capital was less pronounced. The change in net working capital led to a cash inflow of €165 million in the financial year 2024/25 after €190 million in the previous year. The improvement in net working capital in the reporting year was due in particular to the growth in trade payables and similar liabilities, although this was lower than the high increase recorded in the previous year.

The change in provisions for pensions and other provisions also led to a higher cash outflow than in the previous year. This served to reduce the cash flow from operating activities by €20 million year on year.

The gain of €53 million (2023/24: €57 million) on the net position of the monetary items resulting from the application of IAS 29 (Financial Reporting in Hyperinflationary Economies) and recognised in EBIT is reported as a cash outflow in the separate line "Gain or loss on net monetary position" within cash flow from operating activities. Together with the effect from the indexation of the opening balance of cash and cash equivalents in the amount of €61 million (01/10/2024: €70 million), the gain on the net

position of the monetary items is instead reported in cash flow from financing activities in the line "IAS 29 effects on cash flow from operating, investing and financing activities".

Cash flow from investing activities saw a cash outflow of €155 million in the financial year 2024/25 and thus was almost unchanged as against the previous year (2023/24: €162 million). The slight reduction in the cash outflow compared with the previous year is due firstly to the €21 million increase in cash inflows from asset disposals and other disposals. This was due in particular to the sale of the non-strategic equity interest of around one per cent in METRO AG as part of a public delisting purchase offer. This generated a cash inflow of €19 million in the financial year 2024/25.

Conversely, cash inflows from profit and loss transfers fell by €11 million year on year. This was due in particular to the €15 million reduction in cash inflows from profit and loss transfers from the investments in METRO PROPERTIES GmbH & Co. KG and METRO AG. This was partially offset by a €4 million increase in the cash inflow from profit and loss transfers from the investment in Fnac Darty S.A. The slight year-on-year decline in the cash inflow from interest received to €47 million (2023/24: €52 million) also served to increase the cash outflow from investing activities by €5 million compared with the previous year.

Cash outflows from investments in property, plant and equipment and other investments were essentially unchanged year on year at €190 million (2023/24: €193 million) and €59 million (2023/24: €59 million) respectively. As in the previous year, investments in property, plant and equipment had the greatest influence on cash flow from investing activities.

There were no cash inflows or outflows from company disposals in the financial year 2024/25 (2023/24: €-1 million).

The amount of the investments in property, plant and equipment shown as a cash outflow differs from the addition shown in the asset reconciliation by the amount of the non-cash transactions. These relate primarily to the changes in liabilities from acquisition of property, plant and equipment and effects from currency translation.

Cash flow from financing activities saw a cash outflow of €687 million in the financial year 2024/25 (2023/24: €585 million). The €102 million increase in the cash outflow compared with the previous year was due firstly to the net cash inflow in the previous year from the placement of a fixed-interest, unsecured bond and the early partial repurchase of an unsecured bond issued in 2021. This net cash inflow in the previous year led to a year-on-year reduction of €153 million in cash flow from financing activities. The change in other current borrowings, which resulted in a cash outflow of €7 million in the financial year 2024/25 (2023/24: cash inflow of €29 million), also served to reduce cash flow from financing activities by €36 million year-on-year. Interest paid of €218 million in the financial year 2024/25 (2023/24: €209 million) also led to a relatively higher cash outflow. This slight increase was due mainly to higher interest payments for bonds.

The above developments were partially offset by the net issuance of promissory note loans, which served to improve cash flow from financing activities by €70 million year on year. While the scheduled repayment of promissory note loans had an effect of €50 million in the previous year, the issuance of a promissory note loan in the financial year 2024/25 resulted in a cash inflow of €20 million. Cash flow from financing activities also improved year on year thanks to a €15 million reduction in the cash outflow from the net position of issued and repaid commercial paper used to procure short-term funding to €5 million in the financial year 2024/25 (2023/24: €20 million).

As in the previous year, repayments of lease liabilities had the greatest impact on cash flow from financing activities at €463 million (30/09/2024: €467 million).

Cash flows in connection with factoring programmes are recognised both in cash flow from operating activities and in cash flow from financing activities. For programmes in which customers pay CECONOMY directly, payment flows between customers and CECONOMY are shown in cash flow from operating activities, and payment flows between CECONOMY and the factor are recognised in cash flow from financing activities. However, if the customer pays the factor directly, cash flows between the factor and CECONOMY are recognised in the cash flow from operating activities. Customers' payments to the factor are classified as non-cash transactions of CECONOMY. In the financial year 2024/25, these non-cash transactions relating to factoring programmes amounted to €281 million (2023/24: €274 million).

The cash and cash equivalents were subject to restrictions on title amounting to €14 million (2023/24: €17 million).

The following tables show the reconciliation of changes from liabilities from financing activities:

| € million | 01/10/2023 | Cash flows | | Non-cash changes | | | 30/09/2024 |
|---|--------------|-------------|------------------|--------------------------------------|------------|---------------|--------------|
| | | Cash change | Currency-related | Acquisition or disposal of companies | Fair value | Miscellaneous | |
| Bonds | 645 | 122 | 0 | 0 | 0 | 12 | 779 |
| Liabilities to banks | 33 | 17 | 0 | 0 | 0 | 4 | 54 |
| Promissory note loans | 122 | -52 | 0 | 0 | 0 | 3 | 72 |
| Lease liabilities | 1,784 | -533 | -7 | 0 | 0 | 481 | 1,725 |
| Other liabilities in connection with financing activities | 12 | -15 | 0 | 0 | 0 | 16 | 13 |
| Liabilities from financing activities | 2,596 | -461 | -7 | 0 | 0 | 516 | 2,643 |

| € million | 01/10/2024 | Cash flows | | Non-cash changes | | | 30/09/2025 |
|---|--------------|-------------|------------------|--------------------------------------|------------|---------------|--------------|
| | | Cash change | Currency-related | Acquisition or disposal of companies | Fair value | Miscellaneous | |
| Bonds | 779 | -40 | 0 | 0 | 0 | 43 | 782 |
| Liabilities to banks | 54 | -17 | 0 | 0 | 0 | 12 | 49 |
| Promissory note loans | 72 | 18 | 0 | 0 | 0 | 2 | 92 |
| Lease liabilities | 1,725 | -532 | -10 | 0 | 0 | 430 | 1,613 |
| Other liabilities in connection with financing activities | 13 | -10 | 0 | 0 | 0 | 11 | 14 |
| Liabilities from financing activities | 2,643 | -581 | -10 | 0 | 0 | 498 | 2,550 |

As in the previous year, the non-cash changes of €498 million (2023/24: €516 million) reported under "Other" relate primarily to net additions to lease liabilities, which have their equivalent in the "Right-of-use assets" statement of financial position item. In addition, effects from unwinding of discounts and deferrals of interest expenses are presented here.

35. Segment reporting

Segmentation is in line with the Group's internal management and reporting.

The Chief Operating Decision Maker (CODM) of CECONOMY in accordance with IFRS 8 (operating segments) is the Management Board of CECONOMY AG. The Management Board members have joint responsibility for allocating resources and assessing the Group's operating profitability. CECONOMY operates in a unique business sector/segment: the electronics sector. Combined with a relatively homogeneous alignment, its products, services and customer groups and its sales methods are similar in all countries. As a result, management at CECONOMY is generally performed at a national level. The CODM of CECONOMY manages the company's activities on the basis of internal reporting that generally includes key figures for each country. Accordingly, resource allocation and performance measurement take place at a national level, while sales are allocated to geographical territories on the basis of the country in which the operating company is domiciled. This means that the individual countries represent the operating business segments of CECONOMY.

Under IFRS 8, operating segments may be aggregated for external reporting if they have similar economic characteristics and are comparable in terms of products, production processes, customer groups and distribution methods. Even if segments are aggregated, information on the business areas and the economic environment of the company and the financial impact of the business activities must also be determined.

All of the segments are comparable in terms of products, customer groups and distribution methods. As a result, similar economic characteristics were generally applied in aggregating the segments, such as the development of the gross margin and the cost ratio, economic conditions such as the development of gross domestic product, similar geographical areas, the same language, the same currency or currency risks and comparatively high inflation, including the consequences in terms of pricing. Hungary is allocated to the aggregated DACH business segment as Austria and Hungary are closely related at an operational level and hence are economically similar.

Based on the above characteristics of the operations, individual countries have been aggregated to form the following **business segments** that are also reportable:

– DACH: Germany, Austria, Switzerland, Hungary

– Western/Southern Europe: Belgium, Italy, Luxembourg, the Netherlands, Spain

– Eastern Europe: Poland, Türkiye

All non-reportable operating segments, as well as business activities that do not meet the criteria for being defined as an operating segment, are grouped together under "Others". This primarily includes companies with administrative and cross-divisional functions as well as smaller operating companies.

Further disclosures on the segments can be found in the summarised management report.

The main components of segment reporting are described below, in so far as they were relevant in the financial year or previous year:

– External sales represent the sales of the business segments with external parties.

– Internal sales show sales with other business segments.

– The cost of materials of €18,485 million (2023/24: €18,067 million) is a material component of the cost of sales of €18,918 million (2023/24: €18,481 million).

– Personnel expenses of €2,161 million (2023/24: €2,078 million) are reported in the cost of sales in the amount of €305 million (2023/24: €286 million), in selling expenses in the amount of €1,541 million (2023/24: €1,476 million) and in general administrative expenses in the amount of €314 million (2023/24: €315 million).

– Segment EBIT describes profit before net financial result and income taxes. Intra-Group rental agreements are presented in the segments as operating leases. The properties are leased at market terms. Location-related risks and risks relating to the value of non-current assets are recognised in the segments only if they are Group risks. This applies similarly to active and passive accruals and deferrals, which are recognised at segment level only if this would also be necessary in the consolidated statement of financial position.

– Segment EBITDA comprises EBIT before scheduled depreciation and amortisation, impairment losses and reversals of impairment losses on intangible assets, property, plant and equipment and right-of-use assets as well as impairment losses and reversals of impairment losses on investments accounted for using the equity method and assets held for sale.

– Adjusted EBIT, CECONOMY's key earnings figure for management purposes, is adjusted for non-recurring effects and earnings effects from companies accounted for using the equity method and portfolio changes in the financial year 2024/25. Non-recurring effects on earnings include effects in connection with the simplification and digitalisation of central structures and processes, impairments of assets in Poland, expenses in connection with the takeover bid by JD.com, and the accounting effects of the application of IAS 29 for Türkiye as a hyperinflationary economy. Non-recurring earnings effects in connection with the simplification and digitalisation of central structures and processes and the accounting effects of the application of IAS 29 for Türkiye as a hyperinflationary economy are not included in the adjusted EBIT for the previous year. Non-recurring effects totalled around €–137 million in 2024/25 (2023/24: €52 million). These primarily comprised €–13 million for the simplification and digitalisation of central structures and processes (2023/24: €–29 million) and €–121 million for other non-recurring effects (2023/24: €–46 million), including impairments of assets in Poland (€–34 million; 2023/24: €0 million), expenses in connection with the takeover bid by JD.com (€–32 million; 2023/24: €0 million), the accounting effects of the application of IAS 29 for Türkiye as a hyperinflationary economy (€–18 million; 2023/24: €–30 million), restructuring expenses in Poland (€–8 million; 2023/24: €0 million) and a sector-specific tax in Hungary (€–7 million; 2023/24: €–8 million). The effects on earnings from companies accounted for using the equity method and portfolio changes totalled €–3 million in the financial year 2024/25 (2023/24: €23 million).

The reconciliation of adjusted EBIT to EBIT for the financial year 2024/25 is presented below:

| € million | 2023/24 | 2024/25 |
|---|------------|------------|
| Adjusted EBIT | 305 | 378 |
| Simplification and digitalisation of central structures and processes | –29 | –13 |
| Other | –46 | –121 |
| Companies accounted for using the equity method and portfolio changes | 23 | –3 |
| EBIT | 254 | 241 |

➤ Further disclosures on the adjusted EBIT are provided in the section on the management system.

– Segment investments include additions (including additions to the scope of consolidation) to non-current intangible assets, property, plant and equipment, right-of-use assets and investments accounted for using the equity method. Exceptions to this are additions due to the reclassification of "assets earmarked for disposal" as non-current assets.

– Non-current segment assets comprise all the non-current assets. In particular, they do not include financial assets or tax items.

The reconciliation of non-current segment assets at Group assets is shown below:

| € million | 30/09/2024 | 30/09/2025 |
|--|---------------|---------------|
| Non-current segment assets | 3,216 | 3,080 |
| Inventories | 3,114 | 3,210 |
| Receivables from suppliers | 1,292 | 1,274 |
| Cash and cash equivalents | 1,010 | 1,207 |
| Trade receivables and similar claims | 560 | 628 |
| Deferred tax assets | 356 | 364 |
| Income tax assets | 158 | 49 |
| Financial assets | 108 | 80 |
| Other current tax assets ¹ | 125 | 111 |
| Prepaid expenses ¹ | 55 | 58 |
| Receivables from claims for damages ² | 20 | 6 |
| Other ^{1,2,3,4} | 121 | 120 |
| Group assets | 10,135 | 10,188 |

¹ Included in the "Other assets (current)" statement of financial position item

² Included in the "Other financial assets (current)" statement of financial position item

³ Included in the "Other financial assets (non-current)" statement of financial position item

⁴ Included in the "Other assets (non-current)" statement of financial position item

– The transfer pricing system between the segments is based on a cost-plus basis in addition to licence allocation, which includes cost relief in connection with routine services. The licence allocation, which is calculated on the basis of the segments' sales, covers the use of brands in the Group, among other things.

36. Management of financial risks

The Treasury department manages the financial risks of CECONOMY. Specifically, these include:

- Price risks
- Liquidity risks
- Credit risks
- Cash flow risks

➤ Further details on the risk management system can be found in the combined management report under Economic report – Earnings, financial and asset position – Financial and asset position – Financial management and in the Opportunity and risk report.

Price risks

Price risks for CECONOMY result from the fact that the value of a financial instrument is influenced by changes in market interest rates, exchange rates and share prices.

Interest rate risks

Interest rate risks result from changes in interest rates. Interest rate derivatives can be used to mitigate these risks if necessary.

CECONOMY's residual interest rate risk is calculated using sensitivity analyses in accordance with IFRS 7. The following assumptions are applied in analysing changes in interest rates:

- The total impact determined by sensitivity analyses relates to the portfolio at the closing date and expresses the effect for one year.
- Variable-interest, primary financial instruments, whose interest payments are not designated as an underlying transaction as part of cash flow hedges against interest rate changes, have an effect on sensitivity analysis earnings in the net interest result. The sensitivity for a change of 50 basis points is determined.

- Fixed interest primary financial instruments are not included in sensitivity analyses.
- Financial instruments that are designated as hedges as part of a cash flow hedge to hedge variable interest flows have an effect on the net interest result only when the cash flows are triggered. However, the measurement of the hedge at fair value affects reserves retained from earnings in equity.
- Interest rate derivatives that are not part of a qualifying hedging relationship in accordance with IAS 39 are recognised through profit or loss in the other net financial result due to measurement at fair value and in the interest result due to interest flows.

The remaining interest rate risk at the closing date results primarily from variable-interest receivables and liabilities from banks and from other current liquid financial assets (recognised at cash and cash equivalents) with a total investment balance after taking hedging transactions into account of €952 million (30/09/2024: €741 million).

With this overall balance, an interest rate increase of 50 basis points would result in a €5 million (2023/24: €4 million) increase in net interest income per year, while an interest rate reduction of 50 basis points would result in an opposing effect of €-5 million (2023/24: €-4 million).

CECONOMY is exposed to **currency risks** as a result of the international procurement of goods and as a result of costs and financing incurred in a currency other than that of the respective country or linked to the performance of another currency. There is a hedging obligation for the resulting foreign currency items in accordance with CECONOMY's Foreign Currency Risk Guideline. Exceptions are permitted where hedging is not economically reasonable and where there are statutory and regulatory restrictions in the respective countries. Forward currency contracts/options and interest rate and currency swaps can be used for hedging purposes.

The foreign currency risk arising from the exceptions is also presented in accordance with IFRS 7 using sensitivity analyses. The following assumptions are made in the analysis of depreciation or appreciation of the euro against foreign currencies:

The overall impact shown by sensitivity analyses relates in terms of its amount and earnings characteristics to the foreign currency holdings within the consolidated subsidiaries of CECONOMY and expresses the effect of depreciation or appreciation of the euro.

Depreciation of the euro has a positive effect if a subsidiary whose functional currency is the euro has a foreign currency receivable, or if a subsidiary whose functional currency is not the euro has a liability in euros. The table below shows the nominal volumes of currency pairs in this category with a plus sign.

Depreciation of the euro has a negative effect if a subsidiary whose functional currency is not the euro has a receivable in euros, or if a subsidiary whose functional currency is the euro has a foreign currency liability. Accordingly, the following table shows the nominal volumes of any currency pairs in this category with a minus sign.

By contrast, appreciation of the euro has the opposite effect for all currency pairs shown above.

The effects from the measurement of foreign currency items that are translated at the closing rate in accordance with IAS 21 and that do not have the character of equity are recognised in the income statement in the sensitivity analyses. In cases where the foreign currency items have the character of equity, known as net investments, the effects of the closing rate valuation are recognised in equity (other comprehensive income).

Forward currency contracts/options as well as interest rate and currency swaps that are not part of a qualified hedging relationship in accordance with IAS 39 are recognised in the income statement at fair value in the income statement. This is countered by the effects of the measurement of the hedged item held in foreign currency, hence the opposing effects are cancelled out if the hedge is fully effective.

The effects of the currency translation of financial statements whose functional currency is not the reporting currency of CECONOMY do not affect cash flows in local currency and are therefore not included in sensitivity analyses.

The remaining currency risk of CECONOMY, which primarily arises from the fact that certain currencies cannot be hedged for legal reasons or due to a lack of market depth, is as follows at the closing date:

| € million | Currency pair | Effect if euro depreciates/appreciates by 10% | | | |
|--------------------------------------|---------------|---|------------|--------|------------|
| | | Volume | 30/09/2024 | Volume | 30/09/2025 |
| Profit or loss for the period | | | +/- | | +/- |
| | PLN/EUR | +97 | +10 | +87 | +9 |
| | HUF/EUR | +25 | +2 | +23 | +2 |
| | TRY/EUR | +18 | +2 | +7 | +1 |
| | CHF/EUR | +3 | 0 | +4 | 0 |
| | USD/EUR | -4 | 0 | +1 | 0 |

In addition to the currency pairs shown in the table, there is a US dollar foreign currency item at a subsidiary whose functional currency is the Turkish lira (currency pair: USD/TRY). With a volume of USD 56 million (30/09/2024: USD 25 million), the US dollar depreciating by ten per cent would have a positive effect on profit or loss for the period of €6 million (2023/24: €3 million). Conversely, appreciation of the US dollar by ten per cent would have a negative effect on profit or loss for the period of €-6 million (2023/24: €-3 million).

Interest rate and currency risks are significantly reduced and limited by the principles laid down in CECONOMY's internal treasury guidelines. This stipulates that any hedging measures must be carried out within predefined limits and may not lead to an increase in the risk position under any circumstances. CECONOMY consciously accepts that the opportunities to use current or expected interest or exchange rate developments to optimise earnings are severely limited.

In addition, only marketable derivative financial instruments may be used for hedging purposes, the correct mathematical and accounting recognition and valuation of which are ensured in the treasury systems.

The following derivative instruments are used to reduce risk at the closing date:

| € million | 30/09/2024 | | | 30/09/2025 | | |
|------------------------------------|----------------|------------------|-----------------------|----------------|------------------|-----------------------|
| | Nominal volume | Fair values | | Nominal volume | Fair values | |
| | | Financial assets | Financial liabilities | | Financial assets | Financial liabilities |
| Currency transactions | | | | | | |
| Forward currency contracts/options | | | | | | |
| Within fair value hedges | 0 | 0 | 0 | 0 | 0 | 0 |
| Within cash flow hedges | 0 | 0 | 0 | 0 | 0 | 0 |
| Not in a hedge | 215 | 0 | 0 | 267 | 0 | 0 |
| | 215 | 0 | 0 | 267 | 0 | 0 |

The nominal volume primarily comprises forward currency contracts/options and results from the foreign currency amounts bought and sold, translated using the corresponding exchange rate as of the closing date. All fair values represent the theoretical value when the transactions are cancelled on the reporting date. Assuming that the transactions are held until maturity, these are unrealised gains and losses that will be offset by gains and losses on the underlying transactions if the hedge is fully effective until maturity.

In order to show this offsetting on an accrual basis, relationships are created between hedges and hedged items and presented as follows:

- In a fair value hedge, both the hedge and the hedged risk of the hedged item are recognised at fair value. Fluctuations in the value of both transactions are recognised in the income statement, where they are offset when the hedge is fully effective.
- Hedging transactions within cash flow hedges are also generally recognised at fair value. If the hedge is fully effective, the valuation changes are recognised in equity until the hedged cash flows or expected transactions affect earnings. Only then is it recognised in the income statement.
- Hedging transactions that are not in a hedging relationship in accordance with IAS 39 are recognised at fair value. Changes in their value are recognised in the income statement. Even if no formal hedging relationship has been established here, these are hedging transactions that are closely related to an underlying transaction and whose effect on profit or loss offsets that of the underlying transaction (natural hedge).

The currency derivatives used relate mainly to the Polish zloty.

The following maturity dates exist for derivative financial instruments:

| € million | 30/09/2024 | | | 30/09/2025 | | |
|------------------------------------|----------------|--------------|--------------|----------------|--------------|--------------|
| | Maturity dates | | | Maturity dates | | |
| | Up to 1 year | 1 to 5 years | Over 5 years | Up to 1 year | 1 to 5 years | Over 5 years |
| Currency transactions | | | | | | |
| Forward currency contracts/options | | | | | | |
| Within fair value hedges | 0 | 0 | 0 | 0 | 0 | 0 |
| Within cash flow hedges | 0 | 0 | 0 | 0 | 0 | 0 |
| Not in a hedge | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 |

The fair values of the financial assets and liabilities that mature during these time bands are shown under the maturity dates.

Liquidity risks

Liquidity risk describes the risk of being unable to obtain or provide cash, or of being able to do so only at higher cost. Liquidity risks arise, for example, due to the temporary failure of the capital markets, default by lenders, insufficient credit facilities or the absence of scheduled incoming payments. The Treasury department ensures that the financial requirements for the operating business and investments are covered as cost-effectively as possible and in sufficient amounts at all times. The necessary information is provided by means of Group financial planning for the individual Group companies on a rolling three-month basis after the end of the financial year and is subjected to a variance analyses. This financial planning is supplemented by short-term liquidity planning and is updated on a rolling basis.

Financing instruments include money market and capital market products (bonds, promissory notes, commercial paper, convertible bonds) and a multi-year syndicated credit facility.

To reduce the liquidity risk, a multi-year syndicated credit facility in the amount of €900 million is held. The standard market credit terms contained in the loan agreement, including the financial covenants to be complied with, were fulfilled at all times and are also expected to be complied with in the future. In addition, CECONOMY further strengthened its liquidity base through the early refinancing of the bond issued in 2021 by issuing an unsubordinated, unsecured five-year bond in the amount of €500 million on 5 July 2024.

CECONOMY therefore has a sufficient liquidity reserve to ensure that liquidity risks do not arise even if unexpected events have a negative financial impact on the liquidity situation. Please refer to the information on the corresponding statement of financial position items for details of financing instruments and credit facilities.

➔ Further details can be found under note 33.2 Cash and cash equivalents and note 33.3 Borrowings.

Intra-Group cash pooling allows Group companies to use the surplus liquidity of other company units to cover their liquidity requirements. This reduces the Group's amount of debt and thus its interest expenses. Furthermore, the collective expertise within the Treasury department is used to advise and support the Group companies in all relevant financial matters. This extends from planning the financing of investment projects to assisting the financial officers of the individual Group companies in their discussions with local banks and financial service providers. This ensures that CECONOMY's financial resources are used as effectively as possible and that all Group companies benefit from the creditworthiness and strength of CECONOMY with regard to their financing conditions.

Credit risks

Credit risks arise from the complete or partial default of a counterparty; for example, due to insolvency, in the context of financial investments and in the case of derivative financial instruments with positive market values. The maximum default risk to which CECONOMY is exposed at the closing date is reflected by the carrying amounts of the financial assets totalling €2,909 million (30/09/2024: €2,758 million).

There was no material collateral for financial assets as of the closing date.

The cash holdings included in cash and cash equivalents amounting to €45 million (30/09/2024: €53 million) are not subject to any significant default risk.

As part of the risk management of financial investments totalling €953 million (30/09/2024: €719 million) and asset-side derivative financial instruments totalling €0 million (30/09/2024: €0 million), minimum credit rating requirements and individual maximum exposure limits are set for all business partners of CECONOMY. Cheques and money in transit are not included in the calculation

of credit risks. This is based on a limit system laid down in the Treasury guidelines, which is based primarily on the classifications of international rating agencies, the development of the credit default swap or internal creditworthiness checks. Each counterparty at CEECONOMY is assigned an individual limit, compliance with which is monitored on an ongoing basis.

As of 30 September 2025, around 74 per cent (30/09/2024: around 80 per cent) of the investment volume was placed with counterparties with an investment grade rating, which therefore have good to very good credit ratings. Counterparties that do not yet have internationally recognised ratings are renowned financial institutions whose creditworthiness can be regarded as impeccable on the basis of analyses. CEECONOMY is also represented in countries whose financial institutions do not have an investment-grade rating due to their own country ratings. It is necessary and reasonable to cooperate with these institutions for reasons specific to the countries in question and in terms of cost and efficiency considerations. The share of the total volume in question is around 25 per cent (30/09/2024: around 19 per cent).

CEECONOMY's exposure to credit risks from financial investments is therefore low.

CEECONOMY takes into account the probability of default when an asset is initially recognised and determines whether the credit risk has increased continuously in each reporting period. In order to assess whether the credit risk increases significantly, the company compares the risk of default of the asset at the closing date with the default risk at the time of initial recognition. All available, appropriate and forward-looking information is taken into account. In particular, the following indicators are included:

- Internal rating models
- External credit information (if available)
- Actual or anticipated substantial negative changes in a borrower's business situation or financial position that are expected to substantially alter its ability to settle its obligations
- Significant increases in credit risk on other financial instruments of the same borrower
- Material changes in the borrower's expected performance and behaviour, including changes in the borrower's payment status within the Group and changes in the borrower's operating results

Macroeconomic information (such as market interest rates or growth rates) and other forward-looking information are taken into account in the internal rating model. For trade receivables and provider receivables, these are taken into account by means of an outlook for the following year via the annual change in corporate insolvencies in the corresponding operating segment.

The above analyses notwithstanding, a significant increase in credit risk is presumed if an obligor's contractual payment is more than 30 days past due. Financial assets are transferred from level 1 or 2 to level 3 as soon as there is objective evidence of impairment. The CEECONOMY Group also uses indicators including the following:

- Significant financial difficulty on the part of the debtor
- A breach of contract, such as default or delinquency in interest and/or principal payment
- Disappearance of an active market for the financial asset in question
- Concessions granted for economic or contractual reasons due to the financial difficulty of the debtor
- Increased probability of bankruptcy or forfeiture procedures

Consideration is also given to the matter of whether a financial asset is in default if the counterparty makes no contractual payments within 90 days of the due date. Financial assets are derecognised if there is no reasonable expectation of repayments; for example, if an obligor does not agree upon a repayment plan with the company. In the case of the derecognition of loans or receivables, the company continues to take enforcement measures to attempt to collect the receivable due. If amounts are claimed in return, these are recognised through profit or loss.

No significant changes were made to estimation techniques or assumptions in the reporting period.

Cash flow risks

Fluctuations in the cash flows of variable-interest assets and liabilities can be caused by a change in future interest rates. Stress tests are used to analyse the effects that changes in interest rates could have on cash flows and how they can be limited by hedging transactions in accordance with internal treasury guidelines.

37. Contingent liabilities

CECONOMY had contingent liabilities of €85 million as of 30 September 2025 (30/09/2024: €153 million). Of this figure, around €33 million (30/09/2024: €121 million) related to uncertain income tax and VAT issues. In addition, there are contingent liabilities of around €52 million (30/09/2024: €32 million) for guarantees to banks in connection with factoring programmes.

38. Other financial obligations

The nominal value of other financial obligations as of 30 September 2025 was €199 million (30/09/2024: €235 million) and primarily included purchase obligations for service contracts.

The demerger of the former METRO GROUP in the financial year 2016/2017 resulted in a statutory liability arising from a five- and ten-year extended liability in accordance with Section 133 paras. 1 and 3 of the German Transformation Act (UmwG). The legal entities involved in the demerger are jointly and severally liable for the liabilities (five years) and pension obligations (ten years) of CECONOMY AG as the transferring legal entity that were established before the demerger took effect. The related five-year period of continuing liability has now ended. With regard to the remaining subsequent liability from pension obligations, the liability amount is insignificant. In addition, the risk of this contingent liability being utilised is considered unlikely on the basis of publicly available information.

➤ Disclosures regarding the purchase obligations for other intangible assets, property, plant and equipment and lease obligations can be found in note 19 Other intangible assets, note 20 Property, plant and equipment and note 21 right-of-use assets.

39. Other legal matters

CECONOMY is not currently involved in legal disputes, investigations or other legal matters that could have a material impact on CECONOMY's economic situation or otherwise be of significant importance for CECONOMY.

40. Events after the closing date

After the end of the acceptance period on 10 November 2025, JD.com announced on 14 November 2025 that a total of 220,934,545 shares had been collected under the voluntary public takeover bid (cash offer) for all outstanding shares in CECONOMY AG.

After the end of an additional acceptance period on 10 November 2025, JD.com announced on 2 December 2025 that a total of 290,228,196 shares had been collected under the voluntary public takeover bid (cash offer) for all outstanding shares in CECONOMY AG. This corresponds to approximately 59.8 per cent of the share capital and voting rights in CECONOMY, including a total of 31.7 per cent of the total share capital, which the bidder secured by irrevocable tender agreements with the shareholders Convergenta, Haniel, freenet and Beisheim. Together with the remaining stake of Convergenta Invest GmbH, this results in a voting rights majority of 85.2 per cent in CECONOMY, as the voting rights from the shares held by Convergenta Invest are attributed to JD.com under the shareholder agreement.

41. Related party disclosures

Related parties with significant influence

As the parent company of CECONOMY, CECONOMY AG is not controlled by any company.

Convergenta Invest GmbH (Convergenta) is a German investment and holding company and has held a stake in CECONOMY AG since June 2022. With a stake of 29.2 per cent, it is the largest shareholder of CECONOMY AG (significant influence). As part of the investment in CECONOMY AG, Convergenta was granted convertible bonds with a total nominal amount of €151 million in addition to the ordinary shares already acquired. The convertible bonds give Convergenta the right to acquire new ordinary shares by conversion at any time until July 2027.

Business relations between CECONOMY and Convergenta consist primarily of the leasing of locations for the stores and administrative buildings. Lease payments, including incidental costs, amounted to €9 million in the financial year 2024/25 (2023/24: €11 million).

Obligations arising under the leases with Convergenta mature in subsequent years as follows:

| Future lease payments (nominal) in € million | 30/09/2025 |
|--|------------|
| Up to 1 year | 8 |
| 1 to 5 years | 22 |
| Over 5 years | 3 |
| | 33 |

In accordance with IFRS 16, these lease liabilities are recognised at present value and included in financial liabilities. Other than lease liabilities, there are no other liabilities to or receivables from Convergenta.

Business relations with related parties are contractually agreed at arm's-length conditions.

Key management personnel

In accordance with IAS 24, key management personnel at CECONOMY comprise the Management Board and the Supervisory Board of CECONOMY AG. Other than their remuneration, no further services were granted or received between CECONOMY and key management personnel. The remuneration of key management personnel in the Group that must be disclosed in accordance with IAS 24 comprises the remuneration of the active Management Board and Supervisory Board.

The remuneration for the members of the Management Board and Supervisory Board active during the financial year 2024/25 in accordance with IAS 24 totalled €9.0 million in the financial year 2024/25 (2023/24: €8.1 million). Of this figure, €5.5 million (2023/24: €6.0 million) is attributable to short-term benefits (not including share-based payment), €0.2 million (2023/24: €0.2 million) to post-employment benefits included in service cost and €3.4 million (2023: €1.9 million) to share-based payment. Termination benefits were not incurred in the reporting period or at previous year. The employee representatives appointed to CECONOMY's Supervisory Board receive remuneration in line with market conditions.

➤ The basic features of the remuneration system and the amount of remuneration paid to the Management Board and Supervisory Board in accordance with the German Commercial Code (HGB) are listed under note 43 Management Board and Supervisory Board. Further details on Management Board and Supervisory Board remuneration can be found in the remuneration report.

Other transactions with related parties in the form of associates

In the financial year 2023/24, Fnac Darty S.A. settled a receivable of €3 million resulting from the sale of the Portugal business by CECONOMY in the financial year 2022/23. In addition, CECONOMY received a euro amount in the low seven figures in the financial year 2023/24 as a result of licence and service agreements. Payments in the low seven figures were made as part of a purchase price mechanism. There were no material transactions with Fnac Darty S.A. in the financial year 2024/25.

There were no transactions with related parties other than those mentioned above in the financial year 2024/25 (2023/24: €0 million).

42. Long-term incentive for executives

Fundamentals

At the beginning of the financial year 2023/24, the Management Board decided to grant a long-term performance-related remuneration component to top executives. The modalities regarding performance targets, term and payment are generally based on the long-term performance-related component granted by the Supervisory Board to the Management Board.

➤ Further information can be found in the remuneration report.

Structure

The long-term performance-based component is granted annually and paid out after a performance period totalling four financial years. If a member joins or leaves the Management Board during a financial year, the LTI is granted and paid on a pro rata basis for the financial year. Financial performance targets are included in the calculation with a weighting of 70 per cent and non-financial performance targets with a weighting of 30 per cent. The performance targets for the LTI are set annually by management at the beginning of each financial year for all eligible executive employees. In doing so, the management takes into account the thresholds defined for the Management Board of CECONOMY AG. The LTI is based on a vesting system, i.e. the formulated objectives are broken down into the four individual years of the performance period. After the end of each financial year, the target achievement factors are measured and recorded for the individual financial and non-financial performance targets in accordance with the vesting system.

Financial performance targets of the LTI

The overall financial performance criteria, which are generally weighted equally at 70 per cent and in relation to each other, are the absolute total share return (ATSR) and the relative total share return (RTSR).

ATSR component: The ATSR target achievement factor is calculated as a percentage from the change in the end price of the ordinary share and the sum of the hypothetically reinvested dividends during the performance period in relation to the starting price of the ordinary share.

RTSR component: The target achievement factor of the RTSR component is calculated on the basis of the development of the shareholder return of the company's ordinary shares in the performance period relative to the benchmark indices, the MDAX and the STOXX Europe 600 Retail.

The relevant starting price of the company's ordinary share for the ATSR and RTSR components is calculated by taking the average of the XETRA closing prices over a period of 40 consecutive trading days immediately after the beginning of the financial year. One year later, the relevant end price for the respective tranche year is also calculated using the XETRA closing prices of the

company's ordinary share over a period of 40 consecutive trading days immediately after the beginning of the financial year. The opening and closing values for the benchmark indices for the RTSR component are calculated accordingly.

Non-financial LTI performance targets

The non-financial performance criteria of the LTI, which are generally weighted at 30 per cent, are each based on up to five specifically formulated quantitative objectives from the following subject areas:

- Employee satisfaction
- Climate and environmental protection
- HR development and training
- Diversity
- Corporate culture and compliance

Calculation of the LTI payment amount

The thresholds for the financial and non-financial performance targets of the LTI are determined at the beginning of each financial year by the Management Board at its discretion. In doing so, the management takes into account the thresholds defined for the Management Board of CECONOMY AG. Factors (achievement factors) are allocated to the degree of achievement for each indicator. To this end, the management determines the value for the lower threshold (entry hurdle), the target value for 100 per cent target achievement and the value for 300 per cent target achievement, at which the amount of the target achievement factor is capped. The subsequent amendment of targets or the comparative parameters is precluded.

After the end of each financial year, the target achievement factors are measured and recorded for the individual financial and non-financial performance targets in accordance with the vesting system. Intermediate values are interpolated on a straight-line basis. The weighted average of the achievement factors for the financial and non-financial performance targets forms the basis for the respective total achievement factor. It is limited to 3 in each case. The overall target achievement factor of the LTI for the respective year is determined from the resulting overall target achievement factors of the financial performance targets and the non-financial performance targets based on the defined weighting of the performance targets in relation to each other. This overall target achievement factor is also limited to 3. The overall target achievement factor of the LTI for the respective year is recorded. At the end of the four-year performance period, the target achievement factor for the total four-year period is then calculated as the arithmetic mean of the target achievement in each of the four years.

The target achievement factor calculated for the LTI for the four-year period as a whole is multiplied by the LTI target amount to give the payment amount. The payout amount is limited to a maximum of 200 per cent of the agreed individual target amount (payout cap).

The remuneration amount calculated for the LTI is paid out after the end of the performance period of the LTI in question. If a member leaves the Management Board during the year, any entitlements to the LTI not yet paid out that relate to the period up to the termination of the contract are paid on a pro rata basis in accordance with the originally agreed targets and at the original agreed due dates.

Objectives of the LTI tranche granted for the financial year 2024/25

The performance targets and weightings set by the Management Board for the tranche of the LTI granted to senior executives for the financial year 2024/25 are as follows:

Quantitative financial performance targets (70% weighting)

- RTSR (1/2 weighting)
- ATSR (1/2 weighting)

Quantitative non-financial performance targets (30% weighting)

- Diversity: Female representation in management positions (1/3 weighting)
- Employee satisfaction: Employee satisfaction/NPP (1/3 weighting)
- Climate and environmental protection: Reduction in carbon dioxide emissions (Scope 3) (1/3 weighting)

Pre-existing tranches in the financial year

In the financial year 2023/24, an LTI tranche was granted for the first time for executives with the modalities described above. The second LTI tranche was issued in the financial year 2024/25. No payment was therefore made in the past financial year.

The provision recognised for the LTI tranche granted in the financial year 2023/24 as of 30/09/2025 amounted to €1.388 million (30/09/2024: €0.549 million), while the provision recognised for the LTI tranche granted in the financial year 2024/25 as of 30/09/2025 amounted to €0.723 million. Accordingly, the expenses for the tranche granted in the financial year 2024/25 also amounted to €0.723 million. In addition, in the financial year 2024/25, expenses of €0.839 million were recognised for the tranche granted in the financial year 2023/24 (2023/24: €0.549 million).

| € million | Provision as of 30/09/2024 | Provision as of 30/09/2025 |
|---------------------|-------------------------------|-------------------------------|
| LTI tranche 2023/24 | 0.55 | 1.39 |
| LTI tranche 2024/25 | 0.00 | 0.72 |
| TOTAL | 0.55 | 2.11 |

43. Management Board and Supervisory Board

Remuneration of members of the Management Board in the financial year 2024/25

In accordance with the remuneration system valid for the financial year 2024/25, the remuneration of the active members of the Management Board of CECONOMY AG comprises non-performance-based fixed remuneration components and performance-based variable remuneration components. The fixed, non-performance-based remuneration consists of the fixed annual salary, the contributions for the post-employment benefit plans and other supplementary benefits (contributions to accident insurance, allowances for health/nursing insurance, assumption of costs for preventative health care, provision of a company car). The performance-based remuneration components are variable remuneration as a short-term incentive (STI) for the respective financial year and variable remuneration as a long-term incentive (LTI) over several financial years.

↗ The remuneration of members of the Management Board is discussed in detail in the remuneration report. The remuneration report has also been made permanently available on the company's website at www.ceconomy.de/en under Company – Corporate Governance.

The STI for the financial year 2024/25 was calculated using financial and non-financial performance criteria. These are based on the following key performance indicators; in the case of the first three performance criteria, in accordance with the company's consolidated financial statements (also adjusted for the effects of portfolio changes, for example):

- Earnings before interest and taxes (EBIT) on the basis of absolute EBIT figures
- Sales growth adjusted for exchange rates
- Net working capital (NWC) on the basis of absolute NWC values (four-quarter average)
- Customer satisfaction (NPS)

Provisions of €1.1 million were recognised for STI payments to members of the Management Board (2023/24: €1.9 million).

The LTI is granted annually and paid out after a performance period of four financial years in total. The expenses for the LTI are recognised proportionately over the four-year performance period. The payout amount is limited to a maximum of 200 per cent of the agreed individual target amount (payout cap). If a member joins or leaves the Management Board during a financial year, the LTI is granted and paid on a pro rata basis for the financial year.

The calculation for the LTI tranche issued on 1 October 2024 is based on financial performance targets with a weighting of 70 per cent and non-financial performance targets with a weighting of 30 per cent. The financial performance criteria, which are equally weighted, are the absolute total shareholder return (ATSR) and the relative total shareholder return (RTSR). For the LTI tranche issued on 1 October 2024, non-financial targets were defined in the areas of climate and environmental protection, diversity and employee satisfaction.

The remuneration of the members of the Management Board in office in the financial year 2024/25 (calculated in accordance with German Accounting Standard (GAS) No. 17 Reporting on the Remuneration of Members of Governing Bodies) amounts to €4.7 million (2023/24: €5.5 million). The figures shown for the previous year relate to the members of the Management Board in office in the financial year 2023/24.

For the tranche of the LTI running from the start of the financial year 2024/25, the target amounts are €0.62 million for Dr Kai-Ulrich Deissner, €0.08 million (pro rata) for Mr Remko Rijnders and €0.72 million (pro rata) for Dr Karsten Wildberger. The fair value at the grant date of this tranche of the LTI, as determined by external experts using a recognised actuarial valuation method, is €0.55 million for Dr Deissner, €0.07 million for Mr Rijnders and €0.65 million for Dr Wildberger. The provisions for all outstanding tranches of the LTI for members of the Management Board in office in the past financial year amount to €5.7 million (2023/24: €2.4 million).

The company post-employment benefit plan for members of the Management Board takes the form of a reinsured direct commitment with a defined-contribution component. It is funded jointly by the Management Board and the company. If a Management Board member contributes five per cent of that member's defined assessment basis, the company adds double the amount. Contributions by the company to the post-employment benefit plan are capped at €100,000 per year in each case.

The present value of the obligation volume for pension entitlements in accordance with IFRS for Management Board members in office in the financial year 2024/25 is €1.3 million (2024/25: €1.0 million). The present value of the obligation volume for pension entitlements in accordance with HGB for Management Board members in office in the financial year 2024/25 is €1.3 million (2023/24: €1.0 million). The figures shown for the previous year relate to the members of the Management Board in office in the financial year 2023/24.

Total compensation of the former members of the Management Board

Pension benefits of €3.0 million (2023/24: €3.1 million) were paid to former members of the Management Board of CECONOMY AG and companies merged into CECONOMY AG and their surviving dependants in the financial year 2024/25.

The present value of obligations for ongoing pensions and pension entitlements in accordance with IFRS for former Management Board members is €30.8 million (2023/24: €35.9 million). The corresponding present value of the obligation volume for ongoing pensions and pension entitlements in accordance with HGB for former Management Board members is €33.5 million (2023/24: €39.4 million).

Remuneration of the members of the Supervisory Board

The total remuneration of all members of the Supervisory Board for the financial year 2024/25 amounts to €2.0 million (2023/24: €1.9 million).

➔ Further information on the remuneration of Management Board and Supervisory Board members can be found in the remuneration report.

44. Group auditor's fees

Fees totalling €11 million were incurred for the services provided by the auditor PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft and other companies in the PwC network in accordance with the International Ethics Standards Board for Accountants Code of Ethics (2023/24: €11 million). Other companies in the PwC network accounted for a total of €4 million for audit services (2023/24: €4 million), while other assurance services, tax consultation services and other services each accounted for €0 million (2023/24: €0 million).

The total fee shown below was charged for the services provided by the auditor of the consolidated financial statements, PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft.

| € million | 2023/24 | 2024/25 |
|-------------------------------|----------|----------|
| Audit of financial statements | 6 | 6 |
| Other assurance services | 1 | 1 |
| Tax consultation services | 0 | 0 |
| Other services | 0 | 0 |
| Group auditor's fees | 7 | 7 |

Only services in compliance with the engagement of the auditor of the annual financial statements and the consolidated financial statements of CECONOMY AG were performed.

PwC's fee for auditing services relates primarily to the audit of the consolidated financial statements of CECONOMY AG, including the related work on IFRS reporting packages of the consolidated subsidiary and the annual financial statements of CECONOMY AG and various subsidiaries, including statutory extensions. In addition, interim financial statements and related IFRS reporting packages were reviewed.

Other assurance services include, for example, voluntary assurance services relating to the audit of closing balance sheets in connection with mergers, the audit of the separate non-financial Group report with limited assurance and certificates in connection with disposal and recycling obligations.

45. Declaration of conformity regarding the recommendations of the German Corporate Governance Code

CECONOMY AG makes the declaration of conformity issued jointly by the Management Board and Supervisory Board in accordance with Section 161 para. 1 AktG on the recommendations of the Government Commission on the German Corporate Governance Code of September 2025 and any declarations of conformity or amendments to declarations of conformity that are no longer current permanently available to the public on its website at www.ceconomy.de/en under Company – Corporate Governance.

46. Exemption options in accordance with Section 264 para. 3 and Section 264 b HGB

The following domestic subsidiaries in the legal form of a corporation or partnership have exercised the simplification option according to Section 264 para. 3 HGB or Section 264 b HGB respectively and therefore refrain from disclosing their 2024/25 annual financial statements and mostly from preparing the (HGB) notes and management report.

Operating companies and service entities

| | |
|--|-------------------|
| CECONOMY Data GmbH | Düsseldorf |
| CECONOMY Dreizehnte Gesellschaft für Vermögensverwaltung mbH | Ingolstadt |
| CECONOMY Retail International GmbH | Düsseldorf |
| DTB Deutsche Technikberatung GmbH | Köln |
| Imtron GmbH | Ingolstadt |
| Media Markt CCLXXV TV-HiFi-Elektro GmbH Ingolstadt | Ingolstadt |
| Media Markt CCXCVI TV-HiFi-Elektro GmbH Ingolstadt | Ingolstadt |
| Media Markt TV - HiFi - Elektro GmbH Egelsbach | Egelsbach |
| Media Markt TV-HiFi-Elektro GmbH Aachen Aquis Plaza | Aachen |
| Media Markt TV-HiFi-Elektro GmbH Aalen | Aalen |
| Media Markt TV-HiFi-Elektro GmbH Albstadt | Albstadt |
| Media Markt TV-HiFi-Elektro GmbH Alzey | Alzey |
| Media Markt TV-HiFi-Elektro GmbH Amberg | Amberg |
| Media Markt TV-HiFi-Elektro GmbH Ansbach | Ansbach |
| Media Markt TV-HiFi-Elektro GmbH Aschaffenburg | Aschaffenburg |
| Media Markt TV-HiFi-Elektro GmbH Augsburg | Augsburg |
| Media Markt TV-HiFi-Elektro GmbH Augsburg-Göggingen | Augsburg |
| Media Markt TV-HiFi-Elektro GmbH Bad Dürkheim | Bad Dürkheim |
| Media Markt TV-HiFi-Elektro GmbH Bad Kreuznach | Bad Kreuznach |
| Media Markt TV-HiFi-Elektro GmbH Bad Oeynhausen | Bad Oeynhausen |
| Media Markt TV-HiFi-Elektro GmbH Baden-Baden | Baden-Baden |
| Media Markt TV-HiFi-Elektro GmbH Bamberg | Bamberg |
| Media Markt TV-HiFi-Elektro GmbH Baunatal | Baunatal |
| Media Markt TV-HiFi-Elektro GmbH Bayreuth | Bayreuth |
| Media Markt TV-HiFi-Elektro GmbH Belm | Belm |
| Media Markt TV-HiFi-Elektro GmbH Bergisch Gladbach | Bergisch Gladbach |
| Media Markt TV-HiFi-Elektro GmbH Berlin Leipziger Platz | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Biesdorf | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Charlottenburg | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Friedrichshain | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Gropiusstadt | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Hohenschönhausen | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Marzahn | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Mitte | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Neukölln | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Prenzlauer Berg | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Schöneweide | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Spandau | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Steglitz | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Tegel | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Tempelhof | Berlin |
| Media Markt TV-HiFi-Elektro GmbH Berlin-Wedding | Berlin |

Operating companies and service entities

| | |
|--|--------------------------|
| Media Markt TV-HiFi-Elektro GmbH Bielefeld | Bielefeld |
| Media Markt TV-HiFi-Elektro GmbH Bischofsheim | Bischofsheim |
| Media Markt TV-HiFi-Elektro GmbH Bocholt | Bocholt |
| Media Markt TV-HiFi-Elektro GmbH Bochum | Bochum |
| Media Markt TV-HiFi-Elektro GmbH Bochum-Ruhrpark | Bochum |
| Media Markt TV-HiFi-Elektro GmbH Bonn | Bonn |
| Media Markt TV-HiFi-Elektro GmbH Brandenburg an der Havel | Brandenburg an der Havel |
| Media Markt TV-HiFi-Elektro GmbH Braunschweig | Braunschweig |
| Media Markt TV-HiFi-Elektro GmbH Bremen | Bremen |
| Media Markt TV-HiFi-Elektro GmbH Bremen-Habenhausen | Bremen |
| Media Markt TV-HiFi-Elektro GmbH Bremen-Waterfront | Bremen |
| Media Markt TV-HiFi-Elektro GmbH Bruchsal | Bruchsal |
| Media Markt TV-HiFi-Elektro GmbH Buchholz in der Nordheide | Buchholz |
| Media Markt TV-HiFi-Elektro GmbH Buxtehude | Buxtehude |
| Media Markt TV-HiFi-Elektro GmbH Castrop-Rauxel | Castrop-Rauxel |
| Media Markt TV-HiFi-Elektro GmbH Celle | Celle |
| Media Markt TV-HiFi-Elektro GmbH Chemnitz | Chemnitz |
| Media Markt TV-HiFi-Elektro GmbH Chemnitz-Röhrsdorf | Chemnitz |
| Media Markt TV-HiFi-Elektro GmbH Coburg | Coburg |
| Media Markt TV-HiFi-Elektro GmbH Cottbus/Groß Gaglow | Cottbus |
| Media Markt TV-HiFi-Elektro GmbH Darmstadt City | Darmstadt |
| Media Markt TV-HiFi-Elektro GmbH Dessau | Dessau-Roßlau |
| Media Markt TV-HiFi-Elektro GmbH Dietzenbach | Dietzenbach |
| Media Markt TV-HiFi-Elektro GmbH Donauwörth | Donauwörth |
| Media Markt TV-HiFi-Elektro GmbH Dorsten | Dorsten |
| Media Markt TV-HiFi-Elektro GmbH Dortmund-Eving | Dortmund |
| Media Markt TV-HiFi-Elektro GmbH Dortmund-Hörde | Dortmund |
| Media Markt TV-HiFi-Elektro GmbH Dortmund-Oespel | Dortmund |
| Media Markt TV-HiFi-Elektro GmbH Dresden Centrum | Dresden |
| Media Markt TV-HiFi-Elektro GmbH Dresden-Mickten | Dresden |
| Media Markt TV-HiFi-Elektro GmbH Dresden-Prohlis | Dresden |
| Media Markt TV-HiFi-Elektro GmbH Duisburg | Duisburg |
| Media Markt TV-HiFi-Elektro GmbH Düren | Düren |
| Media Markt TV-HiFi-Elektro GmbH Düsseldorf | Düsseldorf |
| Media Markt TV-HiFi-Elektro GmbH Eiche | Ahrensfelde |
| Media Markt TV-HiFi-Elektro GmbH Eisenach | Eisenach |
| Media Markt TV-HiFi-Elektro GmbH Eislingen | Eislingen |
| Media Markt TV-HiFi-Elektro GmbH Elmshorn | Elmshorn |
| Media Markt TV-HiFi-Elektro GmbH Emden | Emden |
| Media Markt TV-HiFi-Elektro GmbH Erding | Erding |
| Media Markt TV-HiFi-Elektro GmbH Erfurt Thüringen-Park | Erfurt |
| Media Markt TV-HiFi-Elektro GmbH Erfurt-Daberstedt | Erfurt |
| Media Markt TV-HiFi-Elektro GmbH Erlangen | Erlangen |
| Media Markt TV-HiFi-Elektro GmbH Erlangen Arcaden | Erlangen |
| Media Markt TV-HiFi-Elektro GmbH Eschweiler | Eschweiler |
| Media Markt TV-HiFi-Elektro GmbH Essen | Essen |
| Media Markt TV-HiFi-Elektro GmbH Essen Limbecker Platz | Essen |
| Media Markt TV-HiFi-Elektro GmbH Esslingen | Esslingen am Neckar |
| Media Markt TV-HiFi-Elektro GmbH Fellbach | Fellbach |
| Media Markt TV-HiFi-Elektro GmbH Flensburg | Flensburg |
| Media Markt TV-HiFi-Elektro GmbH Flensburg Galerie | Flensburg |
| Media Markt TV-HiFi-Elektro GmbH Frankfurt | Frankfurt am Main |
| Media Markt TV-HiFi-Elektro GmbH Frankfurt-Borsigallee | Frankfurt am Main |
| Media Markt TV-HiFi-Elektro GmbH Freiburg | Freiburg im Breisgau |
| Media Markt TV-HiFi-Elektro GmbH Friedrichshafen | Friedrichshafen |
| Media Markt TV-HiFi-Elektro GmbH Fulda | Fulda |
| Media Markt TV-HiFi-Elektro GmbH Gießen | Gießen |

Operating companies and service entities

| | |
|--|-------------------------|
| Media Markt TV-HiFi-Elektro GmbH Gifhorn | Gifhorn |
| Media Markt TV-HiFi-Elektro GmbH Goslar | Goslar |
| Media Markt TV-HiFi-Elektro GmbH Göttingen | Göttingen |
| Media Markt TV-HiFi-Elektro GmbH Greifswald | Greifswald |
| Media Markt TV-HiFi-Elektro GmbH Gründau-Liebos | Gründau |
| Media Markt TV-HiFi-Elektro GmbH Günthersdorf | Leuna |
| Media Markt TV-HiFi-Elektro GmbH Gütersloh | Gütersloh |
| Media Markt TV-HiFi-Elektro GmbH Hagen-Iserlohn | Hagen |
| Media Markt TV-HiFi-Elektro GmbH Halberstadt | Halberstadt |
| Media Markt TV-HiFi-Elektro GmbH Halle-Peißen | Peißen |
| Media Markt TV-HiFi-Elektro GmbH Halstenbek | Halstenbek |
| Media Markt TV-HiFi-Elektro GmbH Hamburg-Altona | Hamburg |
| Media Markt TV-HiFi-Elektro GmbH Hamburg-Billstedt | Hamburg |
| Media Markt TV-HiFi-Elektro GmbH Hamburg-Harburg | Hamburg |
| Media Markt TV-HiFi-Elektro GmbH Hamburg-Hummelsbüttel | Hamburg |
| Media Markt TV-HiFi-Elektro GmbH Hamburg-Nedderfeld | Hamburg |
| Media Markt TV-HiFi-Elektro GmbH Hamburg-Wandsbek | Hamburg |
| Media Markt TV-HiFi-Elektro GmbH Hameln | Hameln |
| Media Markt TV-HiFi-Elektro GmbH Hamm | Hamm |
| Media Markt TV-HiFi-Elektro GmbH Hanau | Hanau |
| Media Markt TV-HiFi-Elektro GmbH Hannover Ernst-August-Platz | Hannover |
| Media Markt TV-HiFi-Elektro GmbH Hannover-Vahrenheide | Hannover |
| Media Markt TV-HiFi-Elektro GmbH Hannover-Wülfel | Hannover |
| Media Markt TV-HiFi-Elektro GmbH Heide | Heide |
| Media Markt TV-HiFi-Elektro GmbH Heidelberg | Heidelberg |
| Media Markt TV-HiFi-Elektro GmbH Heidelberg-Rohrbach | Heidelberg |
| Media Markt TV-HiFi-Elektro GmbH Heilbronn | Heilbronn |
| Media Markt TV-HiFi-Elektro GmbH Henstedt-Ulzburg | Henstedt-Ulzburg |
| Media Markt TV-HiFi-Elektro GmbH Heppenheim | Heppenheim (Bergstraße) |
| Media Markt TV-HiFi-Elektro GmbH Herzogenrath | Herzogenrath |
| Media Markt TV-HiFi-Elektro GmbH Hilden | Hilden |
| Media Markt TV-HiFi-Elektro GmbH Hildesheim | Hildesheim |
| Media Markt TV-HiFi-Elektro GmbH Hof | Hof |
| Media Markt TV-HiFi-Elektro GmbH Homburg/Saar | Homburg |
| Media Markt TV-HiFi-Elektro GmbH Hückelhoven | Hückelhoven |
| Media Markt TV-HiFi-Elektro GmbH Hürth | Hürth |
| Media Markt TV-HiFi-Elektro GmbH Idar-Oberstein | Idar-Oberstein |
| Media Markt TV-HiFi-Elektro GmbH Ingolstadt | Ingolstadt |
| Media Markt TV-HiFi-Elektro GmbH Ingolstadt Westpark | Ingolstadt |
| Media Markt TV-HiFi-Elektro GmbH Isernhagen | Isernhagen |
| Media Markt TV-HiFi-Elektro GmbH Itzehoe | Itzehoe |
| Media Markt TV-HiFi-Elektro GmbH Jena | Jena |
| Media Markt TV-HiFi-Elektro GmbH Jena-City | Jena |
| Media Markt TV-HiFi-Elektro GmbH Kaiserslautern | Kaiserslautern |
| Media Markt TV-HiFi-Elektro GmbH Karlsfeld | Karlsfeld |
| Media Markt TV-HiFi-Elektro GmbH Karlsruhe | Karlsruhe |
| Media Markt TV-HiFi-Elektro GmbH Karlsruhe-Ettlinger Tor | Karlsruhe |
| Media Markt TV-HiFi-Elektro GmbH Kassel | Kassel |
| Media Markt TV-HiFi-Elektro GmbH Kempten | Kempten (Allgäu) |
| Media Markt TV-HiFi-Elektro GmbH Kempten beim Fenepark | Kempten (Allgäu) |
| Media Markt TV-HiFi-Elektro GmbH Kerpen | Kerpen |
| Media Markt TV-HiFi-Elektro GmbH Kiel | Kiel |
| Media Markt TV-HiFi-Elektro GmbH Kiel-Sophienhof | Kiel |
| Media Markt TV-HiFi-Elektro GmbH Kirchheim | Kirchheim unter Teck |
| Media Markt TV-HiFi-Elektro GmbH Koblenz | Koblenz |
| Media Markt TV-HiFi-Elektro GmbH Köln Hohe Straße | Köln |
| Media Markt TV-HiFi-Elektro GmbH Köln-Kalk | Köln |

Operating companies and service entities

| | |
|---|-------------------------|
| Media Markt TV-HiFi-Elektro GmbH Köln-Marsdorf | Köln |
| Media Markt TV-HiFi-Elektro GmbH Konstanz | Konstanz |
| Media Markt TV-HiFi-Elektro GmbH Krefeld | Krefeld |
| Media Markt TV-HiFi-Elektro GmbH Kulmbach | Kulmbach |
| Media Markt TV-HiFi-Elektro GmbH Lahr | Lahr |
| Media Markt TV-HiFi-Elektro GmbH Landau/Pfalz | Landau in der Pfalz |
| Media Markt TV-HiFi-Elektro GmbH Landsberg/Lech | Landsberg am Lech |
| Media Markt TV-HiFi-Elektro GmbH Landshut | Landshut |
| Media Markt TV-HiFi-Elektro GmbH Landshut West | Landshut |
| Media Markt TV-HiFi-Elektro GmbH Leinfelden-Echterdingen | Leinfelden-Echterdingen |
| Media Markt TV-HiFi-Elektro GmbH Leipzig Höfe am Brühl | Leipzig |
| Media Markt TV-HiFi-Elektro GmbH Leipzig-Paunsdorf | Leipzig |
| Media Markt TV-HiFi-Elektro GmbH Limburg | Limburg |
| Media Markt TV-HiFi-Elektro GmbH Lingen | Lingen (Ems) |
| Media Markt TV-HiFi-Elektro GmbH Lübeck | Lübeck |
| Media Markt TV-HiFi-Elektro GmbH Lübeck Dänischburg | Lübeck |
| Media Markt TV-HiFi-Elektro GmbH Lüdenscheid | Lüdenscheid |
| Media Markt TV-HiFi-Elektro GmbH Ludwigsburg | Ludwigsburg |
| Media Markt TV-HiFi-Elektro GmbH Ludwigshafen | Ludwigshafen/Rh. |
| Media Markt TV-HiFi-Elektro GmbH Lüneburg | Lüneburg |
| Media Markt TV-HiFi-Elektro GmbH Lünen | Lünen |
| Media Markt TV-HiFi-Elektro GmbH M059 | Ingolstadt |
| Media Markt TV-HiFi-Elektro GmbH M232 | Ingolstadt |
| Media Markt TV-HiFi-Elektro GmbH M258 | Ingolstadt |
| Media Markt TV-HiFi-Elektro GmbH Magdeburg | Magdeburg |
| Media Markt TV-HiFi-Elektro GmbH Magdeburg-Bördepark | Magdeburg |
| Media Markt TV-HiFi-Elektro GmbH Magdeburg-City | Magdeburg |
| Media Markt TV-HiFi-Elektro GmbH Main-Taunus-Zentrum | Sulzbach |
| Media Markt TV-HiFi-Elektro GmbH Mainz | Mainz |
| Media Markt TV-HiFi-Elektro GmbH Mainz-City | Mainz |
| Media Markt TV-HiFi-Elektro GmbH Mannheim | Mannheim |
| Media Markt TV-HiFi-Elektro GmbH Mannheim-City | Mannheim |
| Media Markt TV-HiFi-Elektro GmbH Mannheim-Sandhofen | Mannheim |
| Media Markt TV-HiFi-Elektro GmbH Marburg | Marburg |
| Media Markt TV-HiFi-Elektro GmbH Marktrechwitz | Marktrechwitz |
| Media Markt TV-HiFi-Elektro GmbH Marl | Marl |
| Media Markt TV-HiFi-Elektro GmbH Meerane | Meerane |
| Media Markt TV-HiFi-Elektro GmbH Memmingen | Memmingen |
| Media Markt TV-HiFi-Elektro GmbH Moers | Moers |
| Media Markt TV-HiFi-Elektro GmbH Mönchengladbach | Mönchengladbach |
| Media Markt TV-HiFi-Elektro GmbH Mühlldorf/Inn | Mühlldorf a. Inn |
| MEDIA MARKT TV-HiFi-Elektro GmbH Mülheim | Mülheim an der Ruhr |
| Media Markt TV-HiFi-Elektro GmbH München | München |
| Media Markt TV-HiFi-Elektro GmbH München-Haidhausen | München |
| Media Markt TV-HiFi-Elektro GmbH München-Pasing | München |
| Media Markt TV-HiFi-Elektro GmbH München-Solln | München |
| Media Markt TV-HiFi-Elektro GmbH Münster | Münster |
| Media Markt TV-HiFi-Elektro GmbH Münster Arkaden | Münster |
| Media Markt TV-HiFi-Elektro GmbH Nagold | Nagold |
| Media Markt TV-HiFi-Elektro GmbH Neckarsulm | Neckarsulm |
| Media Markt TV-HiFi-Elektro GmbH Neubrandenburg | Neubrandenburg |
| Media Markt TV-HiFi-Elektro GmbH Neuburg an der Donau | Neuburg an der Donau |
| Media Markt TV-HiFi-Elektro GmbH Neumünster | Neumünster |
| Media Markt TV-HiFi-Elektro GmbH Neunkirchen | Neunkirchen |
| Media Markt TV-HiFi-Elektro GmbH Neuss | Neuss |
| Media Markt TV-HiFi-Elektro GmbH Neuss Rheinpark-Center | Neuss |
| Media Markt TV-HiFi-Elektro GmbH Neustadt an der Weinstraße | Neustadt/Weinstraße |

Operating companies and service entities

| | |
|--|-------------------------------|
| Media Markt TV-HiFi-Elektro GmbH Neu-Ulm | Neu-Ulm |
| Media Markt TV-HiFi-Elektro GmbH Neuwied | Neuwied |
| Media Markt TV-HiFi-Elektro GmbH Nienburg | Nienburg |
| Media Markt TV-HiFi-Elektro GmbH Nordhausen | Nordhausen |
| Media Markt TV-HiFi-Elektro GmbH Nordhorn | Nordhorn |
| Media Markt TV-HiFi-Elektro GmbH Nürnberg-City | Nürnberg |
| Media Markt TV-HiFi-Elektro GmbH Nürnberg-Kleinreuth | Nürnberg |
| Media Markt TV-HiFi-Elektro GmbH Nürnberg-Langwasser | Nürnberg, Ortsteil Langwasser |
| Media Markt TV-HiFi-Elektro GmbH Nürnberg-Schoppershof | Nürnberg |
| Media Markt TV-HiFi-Elektro GmbH Oberhausen | Oberhausen |
| Media Markt TV-HiFi-Elektro GmbH Offenburg | Offenburg |
| Media Markt TV-HiFi-Elektro GmbH Oldenburg | Oldenburg |
| Media Markt TV-HiFi-Elektro GmbH Oldenburg Schlosshöfe | Oldenburg |
| Media Markt TV-HiFi-Elektro GmbH Osnabrück-City | Osnabrück |
| Media Markt TV-HiFi-Elektro GmbH Oststeinbek | Oststeinbek |
| Media Markt TV-HiFi-Elektro GmbH Paderborn | Paderborn |
| Media Markt TV-HiFi-Elektro GmbH Papenburg | Papenburg |
| Media Markt TV-HiFi-Elektro GmbH Passau | Passau |
| Media Markt TV-HiFi-Elektro GmbH Passau Stadtgalerie | Passau |
| Media Markt TV-HiFi-Elektro GmbH Peine | Peine |
| Media Markt TV-HiFi-Elektro GmbH Pforzheim | Pforzheim |
| Media Markt TV-HiFi-Elektro GmbH Pirmasens | Pirmasens |
| Media Markt TV-HiFi-Elektro GmbH Plauen | Plauen |
| Media Markt TV-HiFi-Elektro GmbH Porta Westfalica | Porta Westfalica |
| Media Markt TV-HiFi-Elektro GmbH Potsdam | Potsdam |
| Media Markt TV-HiFi-Elektro GmbH Potsdam-City | Potsdam |
| Media Markt TV-HiFi-Elektro GmbH Ravensburg | Ravensburg |
| Media Markt TV-HiFi-Elektro GmbH Recklinghausen | Recklinghausen |
| Media Markt TV-HiFi-Elektro GmbH Regensburg | Regensburg |
| Media Markt TV-HiFi-Elektro GmbH Regensburg im Donau-Einkaufszentrum | Regensburg |
| Media Markt TV-HiFi-Elektro GmbH Remscheid | Remscheid |
| Media Markt TV-HiFi-Elektro GmbH Rendsburg | Rendsburg |
| Media Markt TV-HiFi-Elektro GmbH Reutlingen | Reutlingen |
| Media Markt TV-HiFi-Elektro GmbH Rheine | Rheine |
| Media Markt TV-HiFi-Elektro GmbH Rosenheim | Rosenheim |
| Media Markt TV-HiFi-Elektro GmbH Rostock | Sievershagen |
| Media Markt TV-HiFi-Elektro GmbH Rostock-Brinckmansdorf | Rostock |
| Media Markt TV-HiFi-Elektro GmbH Rostock-City | Rostock |
| Media Markt TV-HiFi-Elektro GmbH Saarbrücken | Saarbrücken |
| Media Markt TV-HiFi-Elektro GmbH Saarbrücken-Saarterrassen | Saarbrücken |
| Media Markt TV-HiFi-Elektro GmbH Saarlouis | Saarlouis |
| Media Markt TV-HiFi-Elektro GmbH Sankt Augustin | Sankt Augustin |
| Media Markt TV-HiFi-Elektro GmbH Schiffdorf-Spaden | Schiffdorf-Spaden |
| Media Markt TV-HiFi-Elektro GmbH Schwabach | Schwabach |
| Media Markt TV-HiFi-Elektro GmbH Schwedt | Schwedt/Oder |
| Media Markt TV-HiFi-Elektro GmbH Schweinfurt | Schweinfurt |
| Media Markt TV-HiFi-Elektro GmbH Schwentinental | Schwentinental |
| Media Markt TV-HiFi-Elektro GmbH Schwerin | Schwerin |
| Media Markt TV-HiFi-Elektro GmbH Senden | Senden |
| Media Markt TV-HiFi-Elektro GmbH Siegen | Siegen |
| Media Markt TV-HiFi-Elektro GmbH Siegen City-Galerie | Siegen |
| Media Markt TV-HiFi-Elektro GmbH Sindelfingen | Sindelfingen |
| Media Markt TV-HiFi-Elektro GmbH Singen | Singen Hohentwiel |
| Media Markt TV-HiFi-Elektro GmbH Sinsheim | Sinsheim |
| Media Markt TV-HiFi-Elektro GmbH Smart Saarbrücken Europa-Galerie | Saarbrücken |
| Media Markt TV-HiFi-Elektro GmbH Solingen | Solingen |
| Media Markt TV-HiFi-Elektro GmbH Speyer | Speyer |

Operating companies and service entities

| | |
|--|----------------------|
| Media Markt TV-HiFi-Elektro GmbH Stade | Stade |
| Media Markt TV-HiFi-Elektro GmbH Stadthagen | Stadthagen |
| Media Markt TV-HiFi-Elektro GmbH Stralsund | Stralsund |
| Media Markt TV-HiFi-Elektro GmbH Straubing | Straubing |
| Media Markt TV-HiFi-Elektro GmbH Stuhr | Stuhr |
| Media Markt TV-HiFi-Elektro GmbH Stuttgart Königstraße | Stuttgart |
| Media Markt TV-HiFi-Elektro GmbH Stuttgart-Feuerbach | Stuttgart |
| Media Markt TV-HiFi-Elektro GmbH Traunreut | Traunreut |
| Media Markt TV-HiFi-Elektro GmbH Traunstein | Traunstein |
| Media Markt TV-HiFi-Elektro GmbH Trier | Trier |
| Media Markt TV-HiFi-Elektro GmbH Tübingen | Tübingen |
| Media Markt TV-HiFi-Elektro GmbH Ulm | Ulm |
| Media Markt TV-HiFi-Elektro GmbH Velbert | Velbert |
| MEDIA MARKT TV-HiFi-Elektro GmbH Viernheim | Viernheim |
| Media Markt TV-HiFi-Elektro GmbH Waltersdorf bei Berlin | Schönefeld |
| Media Markt TV-HiFi-Elektro GmbH Weiden | Weiden i.d.OPf. |
| Media Markt TV-HiFi-Elektro GmbH Weilheim | Weilheim |
| Media Markt TV-HiFi-Elektro GmbH Weiterstadt | Weiterstadt |
| Media Markt TV-HiFi-Elektro GmbH Wetzlar | Wetzlar |
| Media Markt TV-HiFi-Elektro GmbH Wiesbaden | Wiesbaden |
| Media Markt TV-HiFi-Elektro GmbH Wiesbaden-Äppelallee | Wiesbaden |
| Media Markt TV-HiFi-Elektro GmbH Wolfsburg | Wolfsburg |
| Media Markt TV-HiFi-Elektro GmbH Wolfsburg-City | Wolfsburg |
| Media Markt TV-HiFi-Elektro GmbH Worms | Worms |
| Media Markt TV-HiFi-Elektro GmbH Wuppertal | Wuppertal |
| Media Markt TV-HiFi-Elektro GmbH Wuppertal-City | Wuppertal |
| Media Markt TV-HiFi-Elektro GmbH Würzburg | Würzburg |
| Media Markt TV-HiFi-Elektro GmbH Würzburg - Alfred-Nobel-Straße | Würzburg |
| Media Markt TV-HiFi-Elektro GmbH Zella-Mehlis | Zella-Mehlis |
| Media Markt TV-HiFi-Elektro GmbH Zwickau | Zwickau |
| MediaMarktSaturn Augsburg GmbH | Augsburg |
| MediaMarktSaturn Berlin-Spandau GmbH | Berlin |
| MediaMarktSaturn Beschaffung und Logistik GmbH | Ingolstadt |
| MediaMarktSaturn Bochum-Hattingen GmbH | Bochum |
| MediaMarktSaturn Bremen GmbH | Bremen |
| MediaMarktSaturn Deutschland vierte Beteiligungsgesellschaft mbH | Ingolstadt |
| MediaMarktSaturn Dortmund GmbH | Dortmund |
| MediaMarktSaturn Frankfurt-Offenbach GmbH | Frankfurt am Main |
| MediaMarktSaturn Freiburg-Müllheim GmbH | Freiburg im Breisgau |
| MediaMarktSaturn fünfte Beteiligungsgesellschaft mbH | Ingolstadt |
| MediaMarktSaturn Global Business Services GmbH | Ingolstadt |
| MediaMarktSaturn Hamburg GmbH | Hamburg |
| MediaMarktSaturn Karlsruhe GmbH | Karlsruhe |
| MediaMarktSaturn Koblenz GmbH | Koblenz |
| MediaMarktSaturn Köln GmbH | Köln |
| MediaMarktSaturn Logistik Erfurt GmbH | Erfurt |
| MediaMarktSaturn München GmbH | München |
| MediaMarktSaturn Plattform Services GmbH | München |
| MediaMarktSaturn Retail Group GmbH | Ingolstadt |
| MediaMarktSaturn sechste Beteiligungsgesellschaft mbH | Ingolstadt |
| MediaMarktSaturn siebte Beteiligungsgesellschaft mbH | Ingolstadt |
| MediaMarktSaturn Zwickau GmbH | Zwickau |
| Media-Saturn Deutschland Beteiligungsgesellschaft mbH | Ingolstadt |
| Media-Saturn Deutschland GmbH | Ingolstadt |
| Media-Saturn Marketing GmbH | München |
| Media-Saturn Helvetia Holding GmbH | Ingolstadt |
| MMS E-Commerce GmbH | Ingolstadt |

Operating companies and service entities

| | |
|--|-----------------------|
| MMS Intangibles GmbH & Co. KG | Ingolstadt |
| MMS MyDelivery GmbH | Ingolstadt |
| MMS Portfolio GmbH | München |
| MMS Retail International GmbH | Düsseldorf |
| MMS Technology GmbH | Ingolstadt |
| MMS Verwertungsgesellschaft mbH | Ingolstadt |
| my-xplace GmbH | Ingolstadt |
| Power Service GmbH | Köln |
| Media Markt TV-HiFi-Elektro GmbH Ansbach Brücken Center | Ansbach |
| Saturn Electro-Handelsgesellschaft mbH Bad Homburg | Bad Homburg v.d. Höhe |
| Saturn Electro-Handelsgesellschaft mbH Berlin I | Berlin |
| Saturn Electro-Handelsgesellschaft mbH Berlin-Charlottenburg | Berlin |
| Saturn Electro-Handelsgesellschaft mbH Berlin-Gesundbrunnen | Berlin |
| Saturn Electro-Handelsgesellschaft mbH Berlin-Köpenick | Berlin |
| Saturn Electro-Handelsgesellschaft mbH Berlin-Schloßstraße | Berlin |
| Saturn Electro-Handelsgesellschaft mbH Bielefeld | Bielefeld |
| Saturn Electro-Handelsgesellschaft mbH Braunschweig | Braunschweig |
| Saturn Electro-Handelsgesellschaft mbH Chemnitz | Chemnitz |
| Saturn Electro-Handelsgesellschaft mbH Dresden | Dresden |
| Saturn Electro-Handelsgesellschaft mbH Duisburg | Duisburg |
| Saturn Electro-Handelsgesellschaft mbH Erfurt | Erfurt |
| Saturn Electro-Handelsgesellschaft mbH Euskirchen | Euskirchen |
| Saturn Electro-Handelsgesellschaft mbH Freising | Freising |
| Saturn Electro-Handelsgesellschaft mbH Gummersbach | Gummersbach |
| Saturn Electro-Handelsgesellschaft mbH Halle | Halle (Saale) |
| Saturn Electro-Handelsgesellschaft mbH Kaiserslautern | Kaiserslautern |
| Saturn Electro-Handelsgesellschaft mbH Kassel | Kassel |
| Saturn Electro-Handelsgesellschaft mbH Kleve | Kleve |
| Saturn Electro-Handelsgesellschaft mbH Krefeld | Krefeld |
| Saturn Electro-Handelsgesellschaft mbH Leipzig | Leipzig |
| Saturn Electro-Handelsgesellschaft mbH Leipzig-Hauptbahnhof | Leipzig |
| Saturn Electro-Handelsgesellschaft mbH Leonberg | Leonberg |
| Saturn Electro-Handelsgesellschaft mbH Ludwigsburg | Ludwigsburg |
| Saturn Electro-Handelsgesellschaft mbH Ludwigshafen | Ludwigshafen/Rhein |
| Saturn Electro-Handelsgesellschaft mbH Mülheim | Mülheim an der Ruhr |
| Saturn Electro-Handelsgesellschaft mbH München-Riem | München |
| Saturn Electro-Handelsgesellschaft mbH Neu-Isenburg | Neu-Isenburg |
| Saturn Electro-Handelsgesellschaft mbH Norderstedt | Norderstedt |
| Saturn Electro-Handelsgesellschaft mbH Pforzheim | Pforzheim |
| Saturn Electro-Handelsgesellschaft mbH Reutlingen | Reutlingen |
| Saturn Electro-Handelsgesellschaft mbH S030 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S032 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S050 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S059 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S081 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S104 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S214 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S251 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S295 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S310 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S313 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S314 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S320 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S321 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S329 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S337 | Ingolstadt |
| Saturn Electro-Handelsgesellschaft mbH S356 | Ingolstadt |

Operating companies and service entities

| | |
|--|-----------------|
| Saturn Electro-Handelsgesellschaft mbH Weimar | Weimar |
| Saturn Electro-Handelsgesellschaft mbH Wiesbaden | Wiesbaden |
| Saturn Techno-Markt Electro-Handelsgesellschaft mbH Düsseldorf-Königsallee | Düsseldorf |
| Saturn Techno-Markt Electro-Handelsgesellschaft mbH Köln | Köln |
| Saturn Techno-Markt Electro-Handelsgesellschaft mbH Leverkusen | Leverkusen |
| Saturn Techno-Markt Electro-Handelsgesellschaft mbH Mönchengladbach | Mönchengladbach |
| xplace GmbH | Göttingen |

47. Overview of material fully consolidated Group companies

| Name | Country | Registered office | 30/09/2024 | 30/09/2025 |
|--|-------------|----------------------|------------|------------|
| | | | Share in % | Share in % |
| CECONOMY AG | Germany | Düsseldorf | | |
| MediaMarktSaturn Retail Group GmbH | Germany | Ingolstadt | 100.0 | 100.0 |
| Media-Saturn Deutschland GmbH | Germany | Ingolstadt | 100.0 | 100.0 |
| MediaMarkt Österreich GmbH | Austria | Vösendorf | 100.0 | 100.0 |
| MEDIA MARKT SATURN, S.A. UNIPERSONAL | Spain | El Prat de Llobregat | 100.0 | 100.0 |
| Mediamarket S.p.A.con Socio Unico | Italy | Verano Brianza | 100.0 | 100.0 |
| Media Markt Saturn Holding Nederland B.V. | Netherlands | Rotterdam | 100.0 | 100.0 |
| Media Saturn Holding Polska Sp.z.o.o. | Poland | Warsaw | 100.0 | 100.0 |
| MEDIA MARKT TURKEY TİCARET LİMİTED ŞİRKETİ | Türkiye | Istanbul | 100.0 | 100.0 |

48. Corporate bodies of CECONOMY AG and their mandates

Members of the Supervisory Board¹

Christoph Vilanek (Chair of the Supervisory Board) (since 25/07/2025)

Supervisory Board, Board of Directors

- a) Stroer Management SE and Stroer SE & Co KGaA, Cologne (Chair)
EXARING AG, Munich (Chair) (until 31/05/2025)
VNR Verlag für die Deutsche Wirtschaft AG, Bonn
- b) Shelly Group SE, Sofia (Chair of the Board of Directors)

Thomas Dannenfeldt (Chair of the Supervisory Board) (until 24/07/2025)

Self-employed entrepreneur, St. Augustin

- a) None
- b) Nokia Oyj, Espoo, Finland

Jürgen Schulz (Deputy Chair)

Service Department Manager, Saturn Electro Handelsgesellschaft mbH, Bielefeld

Chair of the Works Council, Saturn Electro Handelsgesellschaft mbH, Bielefeld

- a) None
- b) None

Katrin Adt

CEO of Dacia Brand, Member of the Renault Group Leadership Team, Paris

- a) None
- b) None

Karin Dohm (until 16/12/2024)

Member of the Management Board, HORNBACH Baumarkt AG, Bornheim, and HORNBACH Management AG, Annweiler

- a) HORNBACH Immobilien AG, Bornheim
Heidelberger Druckmaschinen AG, Heidelberg
- b) Danfoss A/S, Nordborg, Denmark, Non-Executive Director

¹ As of: 12 December 2025

a) Memberships of other supervisory boards to be formed within the meaning of Section 125 para. 1 sentence 5, 1st alt. AktG

b) Memberships of comparable German and international supervisory bodies of commercial enterprises within the meaning of Section 125 para. 1 sentence 5, 2nd alt. AktG

Daniela Eckardt

Head of Customer Service, Saturn Alexanderplatz, Berlin

Member of the Works Council, Saturn Alexanderplatz, Berlin

- a) None
- b) None

Sabine Eckhardt

Supervisory Board member, Senior Advisor and Lecturer, Munich

- a) UniCredit Bank GmbH, Munich (until 01/05/2025)
Edel SE & Co. KGaA, Hamburg (Chair of the Supervisory Board)
- b) None

Henrike Eickholt

Regional Head of Department, ver.di Retail Department NRW, Düsseldorf

- a) Entsorgungsbetriebe Essen GmbH (Member of the Supervisory Board) (until 31/12/2024)
dm-drogerie markt Verwaltungs-GmbH, Karlsruhe (since 05/06/2025)
- b) None

Dr Stephan Fanderl (since 25/07/2025)

Managing Partner, euro delkredere GmbH & Co. KG, Mülheim a. d. Ruhr

Member of the Board of Trustees of the non-profit Kellerhals Foundation for the promotion of education and training in the retail sector

- a) None
- b) Chair of the Board of Directors, euro delkredere Swiss AG, Baar, Switzerland

Ludwig Glosser

Chair of the Works Council, MMS Technology GmbH, Ingolstadt

Lead Problem Manager and Sourcing Manager, IT Service Management, MMS Technology GmbH, Ingolstadt

- a) Raiffeisenbank im Donautal eG, Gaimersheim
- b) None

Corinna Groß

Federal Retail Trade Group Leader, ver.di, Federal Administration Berlin

- a) REWE Deutscher Supermarket AG & Co. KGaA, Cologne
REWE-ZENTRALFINANZ eG, Cologne
- b) None

Doreen Huber

Independent entrepreneur and investor

Consultant, EQT Ventures, Stockholm, Sweden

- a) None
- b) None

Jürgen Kellerhals

Self-employed entrepreneur

- a) None
- b) None

Peter Kimpel

Independent entrepreneur and senior advisor

- a) None
- b) None

Birgit Kretschmer

Chief Financial Officer, C&A Mode GmbH & Co. KG, Düsseldorf

- a) Mister Spex SE, Berlin
- b) None

Maria Laube (until 28/02/2025)

Chair of the Works Council, MediaMarkt Rosenheim

Retail sales specialist, large appliances department, MediaMarkt, Rosenheim

a) None

b) None

Paul Lehmann

Trade union secretary, ver.di Upper Franconia, Bayreuth

a) None

b) None

Sabine Nitzsche (since 17/12/2024)

Chief Financial Officer and Member of the Management Board, TÜV SÜD AG

Member of the Advisory Board, LBBW/BW-Bank

a) None

b) None

Julian Norberg

Division Manager and Authorised Signatory for Operational Excellence, Media-Saturn Deutschland GmbH, Ingolstadt

a) None

b) None

Erich Schuhmacher

Head of Finance/Investment Controlling/Balance Sheets/Taxes, Convergenta Invest und Beteiligungs GmbH, Salzburg, Austria

Managing Director of several shopping centres and retail companies in Germany and Austria

a) None

b) Tally Weijl Holding AG, Basel, Switzerland (Member of the Board of Directors)

Prime Footwear Investors AG, Appenzell, Switzerland (Member of the Board of Directors)

Jascha Sperl

Chair of the General Works Council, MediaMarkt, Heilbronn, Schwabisch Hall and Crailsheim

Deputy Chair of the Works Council, MediaMarkt, Heilbronn

Retail sales specialist, computer department, MediaMarkt, Heilbronn

a) None

b) None

Jürgen Trinkaus (since 30/04/2025)

Chair of the Works Council, Saturn, Düsseldorf

Expert advisor, mobile communications department, Saturn, Düsseldorf

a) None

b) None

Sylvia Woelke

Chair of the Works Council of the joint operation MediaMarktSaturn Retail Group GmbH, Media-Saturn Deutschland GmbH &

MediaMarktSaturn Beschaffung und Logistik GmbH, Ingolstadt

Corporate Risk Management & Internal Controls Manager, MediaMarktSaturn Retail Group GmbH, Ingolstadt

a) None

b) None

Committees of the Supervisory Board and their composition

Presidential Committee

Thomas Dannenfeldt (Chair) (until 24/07/2025)

Christoph Vilanek (Chair) (since 25/07/2025)

Jürgen Schulz

Katrin Adt

Sylvia Woelke

Audit Committee

Karin Dohm (Chair) (until 16/12/2024)
 Birgit Kretschmer (Chair) (since 17/12/2024)
 Sylvia Woelke (Deputy Chair)
 Ludwig Glosser
 Corinna Groß
 Peter Kimpel
 Sabine Nitzsche (since 17/12/2024)

Nomination Committee

Sabine Eckhardt (Chair)
 Thomas Dannenfeldt (until 24/07/2025)
 Doreen Huber (since 25/07/2025)
 Christoph Vilanek

Strategy Committee

Thomas Dannenfeldt (Chair) (until 24/07/2025)
 Christoph Vilanek (Chair) (since 25/07/2025)
 Jurgen Schulz (Deputy Chair)
 Doreen Huber
 Sylvia Woelke

Mediation Committee pursuant to Section 27 para. 3 MitbestG

Thomas Dannenfeldt (Chair) (until 24/07/2025)
 Christoph Vilanek (Chair) (since 25/07/2025)
 Jürgen Schulz
 Karin Dohm (until 16/12/2024)
 Corinna Groß (since 08/05/2025)
 Birgit Kretschmer (since 26/02/2025)
 Maria Laube (until 28/02/2025)

Members of the Management Board²

Dr Karsten Wildberger (Chief Executive Officer and Labour Director) (until 05/05/2025)

- a) Forschungszentrum Jülich GmbH, Jülich
- b) None

Dr Kai-Ulrich Deissner (Chief Executive Officer and Labour Director) (since 09/05/2025)

- a) None
- b) None

Dr Kai-Ulrich Deissner (Chief Financial Officer) (until 08/05/2025)

- a) None
- b) None

Remko Rijnders (Chief Financial Officer) (since 09/05/2025)

- a) None
- b) None

49. Shareholdings of CECONOMY AG as of 30 September 2025 in accordance with Section 313 HGB

The disclosures on the shareholdings of CECONOMY AG and the CECONOMY Group, which form part of these financial statements, can be found in a separate annex to the notes to the financial statements.

[➤ A complete list of all Group companies and associated companies in accordance with Section 313 HGB is available on the website at \[www.ceconomy.de/en\]\(http://www.ceconomy.de/en\) under Investor Relations – Publications.](#)

² As of: 12 December 2025

a) Memberships of other supervisory boards to be formed within the meaning of Section 125 para. 1 sentence 5, 1st alt. AktG

b) Memberships of comparable German and international supervisory bodies of commercial enterprises within the meaning of Section 125 para. 1 sentence 5, 2nd alt. AktG

12 December 2025

The Management Board

A handwritten signature in blue ink, consisting of a stylized 'K' followed by a series of loops and a long, sweeping horizontal stroke.

Dr Kai-Ulrich Deissner

A handwritten signature in blue ink, featuring a large, oval-shaped loop at the top, followed by a horizontal line and a small, stylized mark.

Remko Rijnders

Independent Auditor's Report

To Ceconomy AG, Düsseldorf

Report on the Audit of the Consolidated Financial Statements and of the Group Management Report

Audit Opinions

We have audited the consolidated financial statements of CECONOMY AG, Düsseldorf, and its subsidiaries (the Group), which comprise the statement of financial position as at 30 September 2025, and the reconciliation of profit or loss for the period to total comprehensive income, income statement, statement of changes in equity and cash flow statement for the financial year from 1 October 2024 to 30 September 2025, and notes to the consolidated financial statements, including material accounting policy information. In addition, we have audited the group management report of CECONOMY AG, which is combined with the Company's management report, for the financial year from 1 October 2024 to 30 September 2025. In accordance with the German legal requirements, we have not audited the content of the disclosures marked as unaudited in the sections "Features of the internal control system", "Opportunity and risk report", "Compliance management system" and "Earnings, financial and asset position" of the group management report.

In our opinion, on the basis of the knowledge obtained in the audit,

- the accompanying consolidated financial statements comply, in all material respects, with the IFRS Accounting Standards issued by the International Accounting Standards Board (IASB) (the IFRS Accounting Standards) as adopted by the EU and the additional requirements of German commercial law pursuant to § [Article] 315e Abs. [paragraph] 1 HGB [Handelsgesetzbuch: German Commercial Code] and, in compliance with these requirements, give a true and fair view of the assets, liabilities, and financial position of the Group as at 30 September 2025, and of its financial performance for the financial year from 1 October 2024 to 30 September 2025, and
- the accompanying group management report as a whole provides an appropriate view of the Group's position. In all material respects, this group management report is consistent with the consolidated financial statements, complies with German legal requirements and appropriately presents the opportunities and risks of future development. Our audit opinion on the group management report does not cover the content of the disclosures referred to above.

Pursuant to § 322 Abs. 3 Satz [sentence] 1 HGB, we declare that our audit has not led to any reservations relating to the legal compliance of the consolidated financial statements and of the group management report.

Basis for the Audit Opinions

We conducted our audit of the consolidated financial statements and of the group management report in accordance with § 317 HGB and the EU Audit Regulation (No. 537/2014, referred to subsequently as "EU Audit Regulation") in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW). We performed the audit of the consolidated financial statements in supplementary compliance with the International Standards on Auditing (ISAs). Our responsibilities under those requirements, principles and standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Group Management Report" section of our auditor's report. We are independent of the group entities in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. In addition, in accordance with Article 10 (2) point (f) of the EU Audit Regulation, we declare that we have not provided non-audit services prohibited under Article 5 (1) of the EU Audit Regulation. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions on the consolidated financial statements and on the group management report.

Key Audit Matters in the Audit of the Consolidated Financial Statements

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements for the financial year from 1 October 2024 to 30 September 2025. These matters were addressed in the

context of our audit of the consolidated financial statements as a whole, and in forming our audit opinion thereon; we do not provide a separate audit opinion on these matters.

In our view, the matters of most significance in our audit were as follows:

1. Recoverability of inventories
2. Recognition of compensation from suppliers under receivables
3. Recoverability of goodwill

Our presentation of these key audit matters has been structured in each case as follows:

- a) Matter and issue
- b) Audit approach and findings
- c) Reference to further information

Hereinafter we present the key audit matters:

1. Recoverability of inventories

- a) In the Company's consolidated financial statements a total of EUR 3,210 million (32 % of total assets) is reported under the "Inventories" consolidated balance sheet item. Inventories are initially recognized at cost in accordance with the average cost method. The carrying amount is reduced by payments from suppliers, which are classified as cost reductions. In addition, incidental acquisition costs are taken into account if they are directly attributable to the acquisition process. At the reporting date, the costs are compared against the net realizable values, which are determined by deducting the directly attributable selling costs to be incurred prior to the sale of the inventories from the sales proceeds expected to be generated. If the net realizable values are lower than the cost of the inventories, their carrying amount is written down by the amount of the difference. The net realizable values are in particular determined based on an analysis of days inventory outstanding. The impairment test resulted in a write-down on inventories as of the reporting date amounting to EUR 65 million in total.

The outcome of this valuation is dependent to a large extent on the estimates made by the executive directors with respect to the inputs for the analysis of days inventory outstanding and other factors having an influence on value, and is therefore subject to considerable uncertainty. Against this background and due to the complex nature of the valuation, this matter was of particular significance in the context of our audit.

- b) As part of our audit, we analyzed the impairment testing process and assessed identified internal controls with respect to implementation, appropriateness and effectiveness. Furthermore, we evaluated the key inputs used to calculate net realizable values based on historical data and our understanding of the business. We verified the accuracy of the calculation logic used in the impairment test. We were able to verify that the estimates and assumptions made by the executive directors in connection with the valuation of inventories were sufficiently documented and substantiated.
- c) The Company's disclosures relating to the inventories are contained in the "Statement of financial position" section of the "Notes to the Group accounting principles and methods" and in note 25 of the notes to the consolidated financial statements.

2. Recognition of compensation from suppliers under receivables

- a) In the Company's consolidated financial statements a total of EUR 1,274 million (13 % of total assets) is reported under the "Receivables from suppliers" consolidated balance sheet item. The Company and its suppliers enter into agreements concerning the subsequent granting of bonuses, rebates and other compensation. Depending on the type and timing of the payments granted, these agreements have a significant influence on not only the aforementioned balance sheet item but also on the Company's financial performance and the valuation of its inventories. These agreements are complex and require the use of judgments and estimates on the part of the executive directors, particularly in instances where the targets defined in the agreements relate to the calendar year and thus to a period that is different to the Group's financial year. Against this background, this matter was of particular significance in the context of our audit.
- b) As part of our audit, we analyzed the process used to determine the compensation and assessed identified internal controls with respect to implementation, appropriateness and effectiveness. We furthermore verified the basis of the data used for selected agreements and assessed the accounting treatment. In addition, we verified the appropriateness of the judgments and estimates used by the executive directors. We also compared the previous year's estimates against the actual figures in

order to judge the reliability of past estimates. We were able to verify that the estimates and assumptions made by the executive directors in connection with recognizing the compensation under receivables were sufficiently documented and substantiated.

- c) The Company's disclosures relating to the recognition of supplier payments are contained in the "Statement of financial position" section of the "Notes to the Group accounting principles and methods" and relating to the "Receivables from suppliers" balance sheet item are contained in note 23 of the notes to the consolidated financial statements.

3. Recoverability of goodwill

- a) In the Company's consolidated financial statements goodwill amounting in total to EUR 508 million (5 % of total assets) is reported. Goodwill is tested for impairment by the Company once a year or when there are indications of impairment to determine any possible need for write-downs. The impairment test is carried out at the level of the groups of cash-generating units to which the relevant goodwill is allocated. The carrying amount of the relevant cash-generating units, including goodwill, is compared with the corresponding recoverable amount in the context of the impairment test. The recoverable amount is generally determined on the basis of fair value less costs of disposal. The present value of the future cash flows from the respective group of cash-generating units normally serves as the basis of valuation. Present values are calculated using discounted cash flow models. For this purpose, the adopted medium-term business plan of the Group forms the starting point which is extrapolated based on assumptions about long-term rates of growth. Expectations relating to future market developments and assumptions about the development of macroeconomic are also taken into account. The discount rate used is the weighted average cost of capital for the respective group of cash-generating units.

Due to significant shortfalls in the group of cash-generating units "Poland", an impairment test was performed during the year as of March 31, 2025. As a result of the impairment test, after taking into account the fair value less costs of disposal for this group of cash-generating units, a full impairment of goodwill in the amount of EUR 15 million was recognized.

As a result of the regular impairment test on the reporting date, no additional impairment was identified.

The outcome of this valuation is dependent to a large extent on the estimates made by the executive directors with respect to the future cash inflows from the respective group of cash-generating units, the discount rate used, the rate of growth and other assumptions, and is therefore subject to considerable uncertainty. Against this background and due to the complex nature of the valuation, this matter was of particular significance in the context of our audit.

- b) As part of our audit, we assessed the methodology used for the purposes of performing the impairment test, among other things. After matching the future cash inflows used for the calculation against the adopted medium-term business plan of the Group, we assessed the appropriateness of the calculation, in particular by reconciling it with general and sector-specific market expectations. We discussed and examined supplementary adjustments to the medium-term business plan for the purposes of the impairment test with the members of the Company's staff responsible. In addition, we assessed the appropriate consideration of the costs of Group functions. In the knowledge that even relatively small changes in the discount rate used and the growth rates applied can have a material impact on the value of the entity calculated in this way, we focused our testing in particular on the parameters used to determine the discount rate applied, and assessed the calculation model. In order to reflect the uncertainty inherent in the projections, we evaluated the sensitivity analyses performed by the Company: We verified that the necessary disclosures were made in the notes to the consolidated financial statements relating to groups of cash-generating units for which a reasonably possible change in an assumption would result in the recoverable amount falling below the carrying amount of the cash-generating units including the allocated goodwill.

Overall, the valuation parameters and assumptions used by the executive directors are in line with our expectations and are also within the ranges considered by us to be reasonable.

- c) The Company's disclosures on goodwill are contained in the "Statement of financial position" section of the "Notes to the Group accounting principles and methods" and in note 18 of the notes to the consolidated financial statements.

Other Information

The executive directors are responsible for the other information.

The other information comprises the disclosures marked as unaudited in the sections "Features of the internal control system", "Opportunity and risk report", "Compliance management system" and "Earnings, financial and asset position" of the group management report as unaudited parts of the group management report.

The other information comprises further

- the statement on corporate governance pursuant to § 289f HGB and § 315d HGB
- the separate non-financial group report to comply with §§ 315b to 315c HGB
- the remuneration report pursuant to § 162 AktG [Aktiengesetz: German Stock Corporation Act], for which the supervisory board is also responsible
- all remaining parts of the annual report – excluding cross-references to external information – with the exception of the audited consolidated financial statements, the audited group management report and our auditor's report

Our audit opinions on the consolidated financial statements and on the group management report do not cover the other information, and consequently we do not express an audit opinion or any other form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information mentioned above and, in so doing, to consider whether the other information

- is materially inconsistent with the consolidated financial statements, with the group management report disclosures audited in terms of content or with our knowledge obtained in the audit, or
- otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Executive Directors and the Supervisory Board for the Consolidated Financial Statements and the Group Management Report

The executive directors are responsible for the preparation of the consolidated financial statements that comply, in all material respects, with IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to § 315e Abs. 1 HGB and that the consolidated financial statements, in compliance with these requirements, give a true and fair view of the assets, liabilities, financial position, and financial performance of the Group. In addition, the executive directors are responsible for such internal control as they have determined necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud (i.e., fraudulent financial reporting and misappropriation of assets) or error.

In preparing the consolidated financial statements, the executive directors are responsible for assessing the Group's ability to continue as a going concern. They also have the responsibility for disclosing, as applicable, matters related to going concern. In addition, they are responsible for financial reporting based on the going concern basis of accounting unless there is an intention to liquidate the Group or to cease operations, or there is no realistic alternative but to do so.

Furthermore, the executive directors are responsible for the preparation of the group management report that, as a whole, provides an appropriate view of the Group's position and is, in all material respects, consistent with the consolidated financial statements, complies with German legal requirements, and appropriately presents the opportunities and risks of future development. In addition, the executive directors are responsible for such arrangements and measures (systems) as they have considered necessary to enable the preparation of a group management report that is in accordance with the applicable German legal requirements, and to be able to provide sufficient appropriate evidence for the assertions in the group management report.

The supervisory board is responsible for overseeing the Group's financial reporting process for the preparation of the consolidated financial statements and of the group management report.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Group Management Report

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and whether the group management report as a whole provides an appropriate view of the Group's position and, in all material respects, is consistent with the consolidated financial statements and the knowledge obtained in the audit, complies with the German legal requirements and appropriately presents the opportunities

and risks of future development, as well as to issue an auditor's report that includes our audit opinions on the consolidated financial statements and on the group management report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with § 317 HGB and the EU Audit Regulation and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW) and supplementary compliance with the ISAs will always detect a material misstatement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements and this group management report.

We exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements and of the group management report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.
- Obtain an understanding of internal control relevant to the audit of the consolidated financial statements and of arrangements and measures (systems) relevant to the audit of the group management report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an audit opinion on the effectiveness of the internal control and these arrangements and measures (systems), respectively.
- Evaluate the appropriateness of accounting policies used by the executive directors and the reasonableness of estimates made by the executive directors and related disclosures.
- Conclude on the appropriateness of the executive directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the consolidated financial statements and in the group management report or, if such disclosures are inadequate, to modify our respective audit opinions. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to be able to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements present the underlying transactions and events in a manner that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Group in compliance with IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to § 315e Abs. 1 HGB.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming audit opinions on the consolidated financial statements and on the group management report. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinions.
- Evaluate the consistency of the group management report with the consolidated financial statements, its conformity with German law, and the view of the Group's position it provides.
- Perform audit procedures on the prospective information presented by the executive directors in the group management report. On the basis of sufficient appropriate audit evidence we evaluate, in particular, the significant assumptions used by the executive directors as a basis for the prospective information, and evaluate the proper derivation of the prospective information from these assumptions. We do not express a separate audit opinion on the prospective information and on the assumptions used as a basis. There is a substantial unavoidable risk that future events will differ materially from the prospective information.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with the relevant independence requirements, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter.

Other Legal and Regulatory Requirements

Report on the Assurance on the Electronic Rendering of the Consolidated Financial Statements and the Group Management Report Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB

Assurance Opinion

We have performed assurance work in accordance with § 317 Abs. 3a HGB to obtain reasonable assurance as to whether the rendering of the consolidated financial statements and the group management report (hereinafter the "ESEF documents") contained in the electronic file CECONOMYAG_KA+ZLB_ESEF-2025-09-30-de.xbri and prepared for publication purposes complies in all material respects with the requirements of § 328 Abs. 1 HGB for the electronic reporting format ("ESEF format"). In accordance with German legal requirements, this assurance work extends only to the conversion of the information contained in the consolidated financial statements and the group management report into the ESEF format and therefore relates neither to the information contained within these renderings nor to any other information contained in the electronic file identified above.

In our opinion, the rendering of the consolidated financial statements and the group management report contained in the electronic file identified above and prepared for publication purposes complies in all material respects with the requirements of § 328 Abs. 1 HGB for the electronic reporting format. Beyond this assurance opinion and our audit opinion on the accompanying consolidated financial statements and the accompanying group management report for the financial year from 1 October 2024 to 30 September 2025 contained in the "Report on the Audit of the Consolidated Financial Statements and on the Group Management Report" above, we do not express any assurance opinion on the information contained within these renderings or on the other information contained in the electronic file identified above.

Basis for the Assurance Opinion

We conducted our assurance work on the rendering of the consolidated financial statements and the group management report contained in the electronic file identified above in accordance with § 317 Abs. 3a HGB and the IDW Assurance Standard: Assurance Work on the Electronic Rendering of Financial Statements and Management Reports, Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB (IDW AsS 410 (06.2022)) and the International Standard on Assurance Engagements 3000 (Revised). Our responsibility in accordance therewith is further described in the "Group Auditor's Responsibilities for the Assurance Work on the ESEF Documents" section. Our audit firm applies the IDW Standard on Quality Management: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)).

Responsibilities of the Executive Directors and the Supervisory Board for the ESEF Documents

The executive directors of the Company are responsible for the preparation of the ESEF documents including the electronic rendering of the consolidated financial statements and the group management report in accordance with § 328 Abs. 1 Satz 4 Nr. [number] 1 HGB and for the tagging of the consolidated financial statements in accordance with § 328 Abs. 1 Satz 4 Nr. 2 HGB.

In addition, the executive directors of the Company are responsible for such internal control as they have considered necessary to enable the preparation of ESEF documents that are free from material non-compliance with the requirements of § 328 Abs. 1 HGB for the electronic reporting format, whether due to fraud or error.

The supervisory board is responsible for overseeing the process for preparing the ESEF documents as part of the financial reporting process.

Group Auditor's Responsibilities for the Assurance Work on the ESEF Documents

Our objective is to obtain reasonable assurance about whether the ESEF documents are free from material non-compliance with the requirements of § 328 Abs. 1 HGB, whether due to fraud or error. We exercise professional judgment and maintain professional skepticism throughout the assurance work. We also:

- Identify and assess the risks of material non-compliance with the requirements of § 328 Abs. 1 HGB, whether due to fraud or error, design and perform assurance procedures responsive to those risks, and obtain assurance evidence that is sufficient and appropriate to provide a basis for our assurance opinion.
- Obtain an understanding of internal control relevant to the assurance work on the ESEF documents in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an assurance opinion on the effectiveness of these controls.

- Evaluate the technical validity of the ESEF documents, i.e., whether the electronic file containing the ESEF documents meets the requirements of the Delegated Regulation (EU) 2019/815 in the version in force at the date of the consolidated financial statements on the technical specification for this electronic file.
- Evaluate whether the ESEF documents provide an XHTML rendering with content equivalent to the audited consolidated financial statements and to the audited group management report.
- Evaluate whether the tagging of the ESEF documents with Inline XBRL technology (iXBRL) in accordance with the requirements of Articles 4 and 6 of the Delegated Regulation (EU) 2019/815, in the version in force at the date of the consolidated financial statements, enables an appropriate and complete machine-readable XBRL copy of the XHTML rendering.

Further Information pursuant to Article 10 of the EU Audit Regulation

We were elected as group auditor by the annual general meeting on 26 February 2025. We were engaged by the supervisory board on 5 June 2025. We have been the group auditor of the CECONOMY AG, Düsseldorf, without interruption since the financial year 2022/23.

We declare that the audit opinions expressed in this auditor's report are consistent with the additional report to the audit committee pursuant to Article 11 of the EU Audit Regulation (long-form audit report).

REFERENCE TO AN OTHER MATTER – USE OF THE AUDITOR'S REPORT

Our auditor's report must always be read together with the audited consolidated financial statements and the audited group management report as well as the assured ESEF documents. The consolidated financial statements and the group management report converted to the ESEF format – including the versions to be filed in the company register – are merely electronic renderings of the audited consolidated financial statements and the audited group management report and do not take their place. In particular, the "Report on the Assurance on the Electronic Rendering of the Consolidated Financial Statements and the Group Management Report Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB" and our assurance opinion contained therein are to be used solely together with the assured ESEF documents made available in electronic form.

GERMAN PUBLIC AUDITOR RESPONSIBLE FOR THE ENGAGEMENT

The German Public Auditor responsible for the engagement is Verena Heineke.

Düsseldorf, 12 December 2025

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Verena Heineke
Wirtschaftsprüferin
[German Public Auditor]

Christian David Simon
Wirtschaftsprüfer
[German Public Auditor]

Responsibility statement of the legal representatives

To the best of our knowledge, and in accordance with the applicable reporting principles, the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and profit or loss of the Group, and the combined management report includes a true and fair view of the development and performance of the business and the position of the Group, together with a description of the principal opportunities and risks associated with the expected development of the Group.

12 December 2025

The Management Board



Dr Kai-Ulrich Deissner



Remko Rijnders

Remuneration Report

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REMUNERATION REPORT

In accordance with the provisions of Section 162 of the German Stock Corporation Act (Aktiengesetz – AktG), this remuneration report explains the application of the remuneration system for members of the CECONOMY AG Management Board and Supervisory Board and describes the amount and structure of remuneration individually granted and owed to current and former members of the Management Board and the Supervisory Board in the financial year 2024/25.¹ The remuneration report also complies with the recommendations and suggestions of the German Corporate Governance Code in the version dated 28 April 2022. This remuneration report will be presented to the General Meeting of CECONOMY AG, which is expected to take place on 18 February 2026, for approval in accordance with Section 120a para. 4 AktG.

The remuneration report for the financial year 2023/24 was approved by the General Meeting on 26 February 2025 with a majority of 97 per cent of the votes cast in accordance with Section 120a para. 4 AktG. The Management Board and Supervisory Board see this clear vote as confirmation of the format used in the remuneration report. It is therefore generally retained for this remuneration report.

Remuneration system for the Management Board

The Supervisory Board of CECONOMY AG has established the remuneration system for the Management Board outlined below. It was presented to the General Meeting of CECONOMY AG on 9 February 2022, which approved it with 91.98 per cent of the votes cast. A revised version of the remuneration system for the Management Board will be presented to the 2026 General Meeting of CECONOMY AG.

Immediately after the resolution of the General Meeting to approve the remuneration system, the resolution and the remuneration system were made publicly accessible in accordance with Section 120a para. 2 AktG. In the same way as for previous resolutions and remuneration systems, they can be found on the website at www.ceconomy.de/en under Company – Corporate Governance.

Procedures for the implementation and review of the remuneration system

The Supervisory Board decides on the remuneration system, its implementation and the determination of the specific remuneration of the Management Board after preparation by the Presidential Committee.

If the Supervisory Board consults external remuneration experts on the further development of the remuneration system and to assess that the specific Management Board remuneration is appropriate and customary, it assures itself that such experts are independent before engaging them.

The Supervisory Board has the option of appropriately taking extraordinary developments into account, particularly when granting variable remuneration. In justified cases, entitlements to the payment of variable remuneration can be denied (penalty) or remuneration already paid can be claimed back (clawback).

The subsequent amendment of targets or the comparative parameters for variable remuneration (repricing) is precluded. However, if this is necessary in the interests of the long-term well-being of the company, the Supervisory Board can temporarily deviate from this remuneration system. Such deviations are permitted only on the basis of a resolution by the Supervisory Board as a whole, setting out the reasons for and duration of the deviation. Temporary deviations from all components of the remuneration system and, in particular, the variable remuneration components are possible.

Remuneration components in accordance with the remuneration system

Overview of remuneration components

The total compensation of the members of the Management Board of CECONOMY AG is made up of non-performance-related fixed and performance-related variable remuneration components. The following chart provides an overview of the individual remuneration components in accordance with the remuneration system:

¹ To provide a clearer layout, decimal places are not shown in this remuneration report's tables in some cases. Figures in the tables may contain rounding differences.

Presentation of the remuneration components of Management Board remuneration

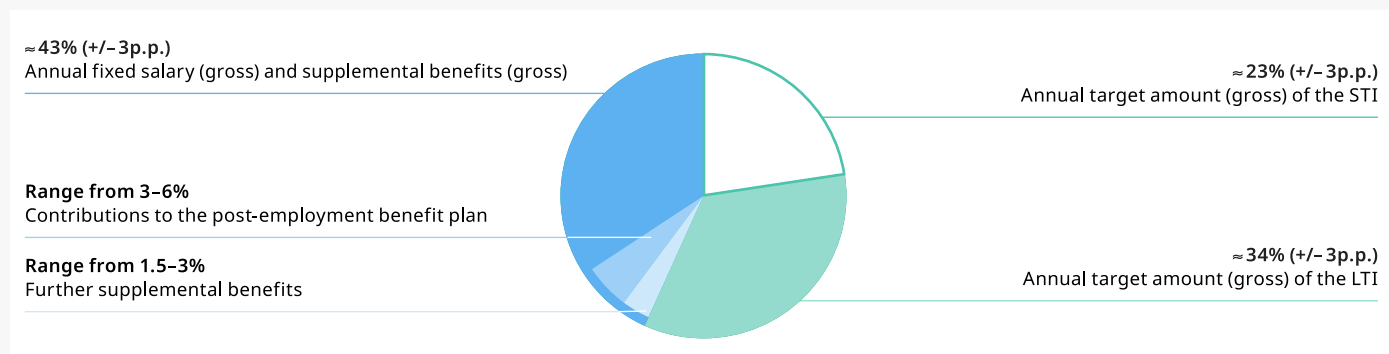
| Total remuneration | | | |
|---------------------------|--|--|---|
| Fixed salary | Supplemental benefits | Variable remuneration | |
| Annual fixed remuneration | Contributions to the post-employment benefit plan and specific further supplemental benefits (e. g. company car) | Short-term incentive (STI): Quantitative financial performance targets and quantitative non-financial performance targets defined for the financial year | Long-term incentive (LTI): Quantitative financial performance targets and quantitative non-financial performance targets defined for a four-year period |

Total target remuneration is designed so that, typically, the target amounts of the variable remuneration components outweigh the fixed remuneration components (fixed salary and supplementary benefits) and that, within the variable remuneration components, the share of long-term variable remuneration components (LTI) outweighs the share of short-term variable remuneration components (STI).

As a rule, a share of around 43 per cent of the target total remuneration of the individual Management Board member should be attributable to the annual fixed salary and supplementary benefits, a share of around 34 per cent to the annual target amount of the LTI and a share of around 23 per cent to the annual target amount of the STI. The relative share of contributions to the post-employment benefit plan should not exceed the range of 3 to 6 per cent of the target total remuneration while other supplementary benefits should not exceed 1.5 to 3 per cent of the target total remuneration.

The relative share of the different remuneration components within total target remuneration is visually presented as follows:

Relative share of the various remuneration components within total target remuneration



Information on the deviations from the remuneration system for the current members of the Management Board with regard to the weighting of the individual remuneration components can be found under "Deviations from the remuneration system".

Non-performance-based fixed remuneration

The non-performance-based fixed remuneration consists of the fixed annual salary, the contributions for the post-employment benefit plan and the other supplementary benefits.

Fixed salary

The fixed salary is agreed with each Management Board member as fixed remuneration and is paid in monthly instalments. If the Management Board member is a member of the Management Board for only part of a financial year, their fixed salary is paid on a pro rata basis.

Post-employment benefits

The members of the Management Board receive a post-employment benefit in the form of a defined-benefit direct contribution.

The post-employment benefits plan is financed jointly by the Management Board member and the company. The breakdown is defined as "5 + 10". If the Management Board member makes a personal contribution of 5 per cent of that member's defined assessment basis (fixed salary and target STI amount), the company pays double the contribution. If a Management Board

member departs before being entitled to pension benefits, the contributions are preserved at the level reached. Matching cover for the post-employment benefit plan is provided by Hamburger Pensionsrückdeckungskasse VVaG (HPR). The contributions bear interest according to the Articles of Association of HPR regarding participation features with a guarantee on contributions paid in.

Contributions by the company to the post-employment benefit plan are limited based on the set breakdown and assessment basis for each individual member of the Management Board. In addition, these contributions are limited to €100,000 per year in each case.

Members of the Management Board also have the option to convert future remuneration components from the fixed salary and variable remuneration into entitlements to post-employment benefit plans from HPR by way of tax-privileged deferred compensation. A retirement pension and early retirement regulations are not agreed.

Further details on the post-employment benefit plan for members of the Management Board are provided below under "Pension entitlements in the financial year 2024/25".

Supplementary benefits

In addition to the fixed salary and contributions to the post-employment benefit plan, the company exclusively grants the members of the Management Board the following supplementary benefits:

- Contributions to accident insurance
- Allowances for health/nursing insurance
- Assumption of costs for preventative health care
- Provision of a company car at the disposal of the member of the Management Board

This conclusive list of supplementary benefits is capped at a combined amount of €50,000 per year.

Performance-based variable remuneration

The performance-based remuneration components are variable remuneration as a short-term incentive (STI) for the respective financial year and variable remuneration as a long-term incentive (LTI) over several financial years. The components have different bases of assessment and success parameters according to the respective performance periods. The granting of the STI and the LTI, and the corresponding incentive effects of these variable performance-based remuneration components, is dependent on financial and non-financial performance criteria.

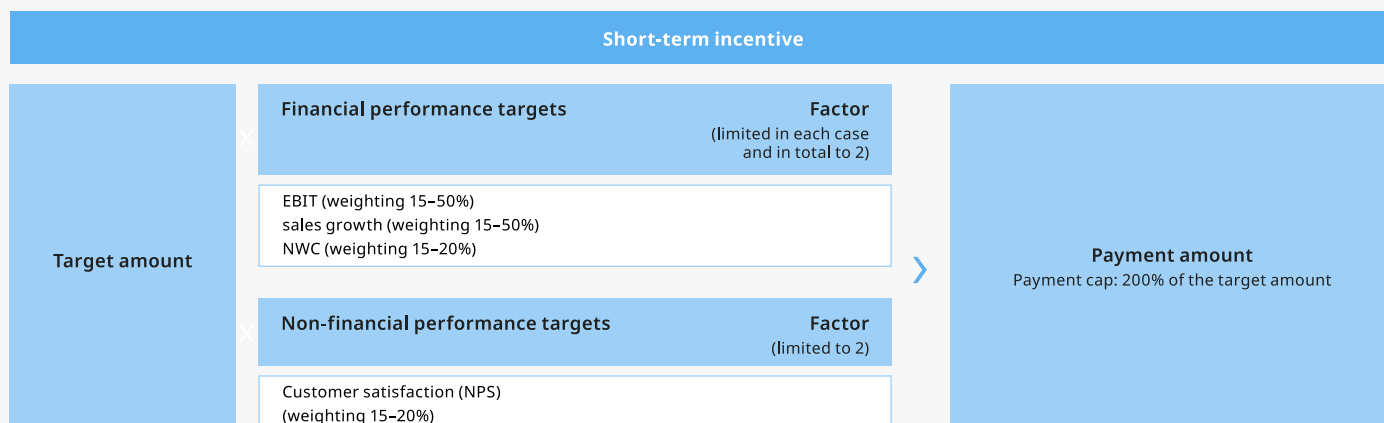
The variable remuneration granted to the members of the Management Board is predominantly share-based: Within the variable remuneration components, the proportion of long-term variable components predominates, whose largely financial performance criteria are, in turn, based on the key figures absolute shareholder return and relative shareholder return. As a result of both key figures, the amount of any payout is linked to the performance of CECONOMY AG's ordinary shares.

STI

The short-term performance-based component is granted for one financial year and paid out after the end of that year. If a member joins or leaves the Management Board during a financial year, the STI is granted and paid on a pro rata basis for the financial year. The STI for the financial year 2024/25 was calculated using financial and non-financial performance criteria. These are based on the following key performance indicators; in the case of the first three performance criteria, in accordance with the company's consolidated financial statements (for details see the "Performance targets and target achievement STI 2024/25" chart below):

- Earnings before interest and taxes (EBIT) on the basis of absolute EBIT figures
- Sales growth adjusted for exchange rates
- Net working capital (NWC) on the basis of absolute NWC values (four-quarter average)
- Customer satisfaction (NPS)

Short-term performance-based remuneration



The above performance criteria are weighted at the Supervisory Board's discretion. The performance criteria should lie within the ranges shown in the chart. If the Supervisory Board does not define a specific weighting, the previous year's weighting continues to apply.

STI performance targets

The Supervisory Board sets the performance targets for all members of the Management Board uniformly on the basis of the business planning submitted to it by the Management Board before the start of the financial year for which the STI is granted. Factors (achievement factors) are allocated to the degree of achievement for each indicator. For this purpose, the Supervisory Board determines the value for the lower threshold (entry hurdle), the target value for 100 per cent target achievement and the value for 200 per cent target achievement, at which the amount of the achievement factor is capped.

Calculation of the payment amount

After the end of the financial year, the degree of achievement is measured for each indicator based on the respective achievement factors. Intermediate values are interpolated on a straight-line basis.

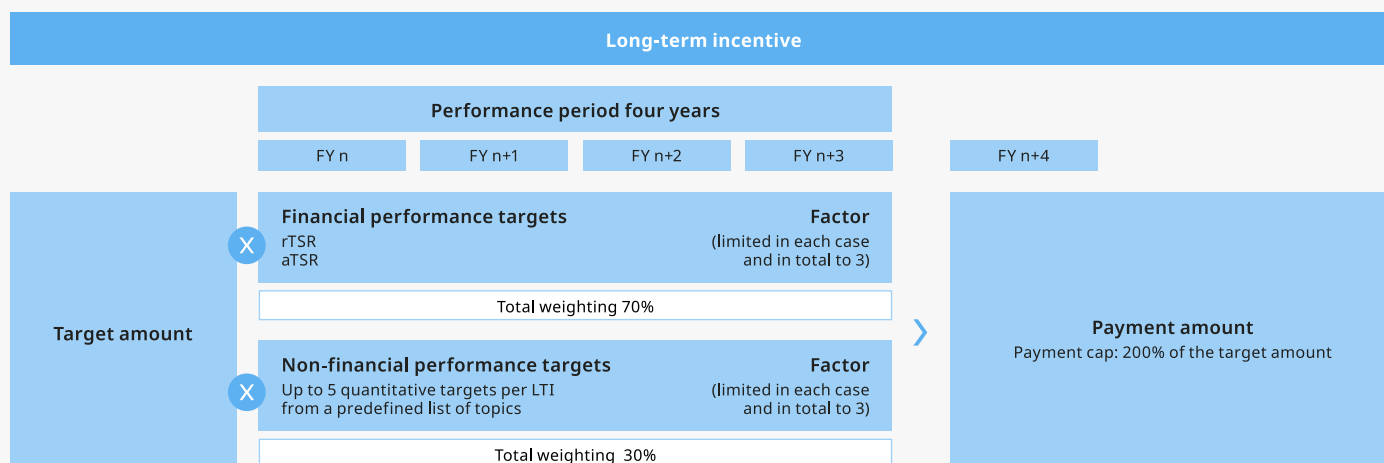
The total achievement factor is calculated from the individual established achievement factors based on their weighting. The STI payment amount is produced by multiplying the total achievement factor by the STI target amount. The payment amount is capped at double the target amount. Payment is made four months after the end of the financial year for which the STI in question was granted, but not before the consolidated financial statements for the respective financial year have been approved by the Supervisory Board. If a member leaves the Management Board during the year, any STI entitlements not yet paid out that relate to the period up to the termination of the contract are paid on a pro rata basis in accordance with the originally agreed targets and at the original agreed due dates.

Details on the STI in the financial year 2024/25 are provided below under "Variable remuneration of the Management Board in the financial year 2024/25".

LTI

The long-term performance-based component is granted annually and paid out after a performance period totalling four financial years. If a member joins or leaves the Management Board during a financial year, the LTI is granted and paid on a pro rata basis for the financial year. The calculation in accordance with the remuneration system includes financial performance targets with a weighting of 70 per cent and non-financial performance targets with a weighting of 30 per cent. The Supervisory Board also defines the LTI performance targets for all members of the Management Board uniformly. The LTI of the remuneration system is based on a vesting system. According to the remuneration system, the targets that are applicable over the entire four-year performance period of an LTI tranche are broken down into the four individual years of the performance period.

Long-term performance-based remuneration



Financial performance targets of the LTI

The overall financial performance criteria, which are generally weighted equally at 70 per cent and in relation to each other, are the absolute total share return (ATSR) and the relative total share return (RTSR).

ATSR component: The ATSR target achievement factor is calculated as a percentage from the change in the end price of the ordinary share and the sum of the hypothetically reinvested dividends during the performance period in relation to the starting price of the ordinary share.

RTSR component: The target achievement factor of the RTSR component is calculated on the basis of the development of the shareholder return of the company's ordinary shares in the performance period relative to the benchmark indices, the MDAX and the STOXX Europe 600 Retail.

The relevant starting price of the company's ordinary share for the ATSR and RTSR components is calculated by taking the average of the XETRA closing prices over a period of 40 consecutive trading days immediately after the beginning of the financial year. One year later, the relevant end price for the respective tranche year is also calculated using the XETRA closing prices of the company's ordinary share over a period of 40 consecutive trading days immediately after the beginning of the financial year. The opening and closing values for the benchmark indices for the RTSR component are calculated accordingly.

Non-financial LTI performance targets

The non-financial LTI performance criteria in accordance with the 2021 remuneration system, which are generally weighted at 30 per cent in total, are based on up to five quantitative targets specifically formulated by the Supervisory Board for the following subject areas:

- Employee satisfaction
- Climate and environmental protection
- HR development and training
- Diversity
- Corporate culture and compliance

If the Supervisory Board does not define a specific weighting, the non-financial performance criteria are weighted equally to each other.

Calculation of the LTI payment amount

The thresholds for the financial and non-financial LTI performance targets are set by the Supervisory Board at its discretion at the end of the financial year preceding the year in which the LTI will be granted. Factors (achievement factors) are allocated to the degree of achievement for each indicator. For this purpose, the Supervisory Board defines the lower threshold (entry hurdle), the target for 100 per cent target achievement and the value for 300 per cent target achievement, at which the amount of the achievement factor is capped. The subsequent amendment of targets or the comparative parameters is precluded.

After the end of each financial year, the achievement factors are measured and recorded for the individual financial and non-financial performance targets in line with the vesting system of the 2021 remuneration system. Intermediate values are interpolated on a straight-line basis. The weighted average of the achievement factors for the financial and non-financial performance targets forms the basis for the respective total achievement factor. It is limited to 3 in each case. The overall target achievement factor of the LTI for the respective year is determined from the resulting overall target achievement factors of the financial performance targets and the non-financial performance targets based on the defined weighting of the performance targets in relation to each other. This overall target achievement factor is also limited to 3. The overall target achievement factor of the LTI for the respective year is recorded. At the end of the four-year performance period, the target achievement factor for the total four-year period is then calculated as the arithmetic mean of the target achievement in each of the four years.

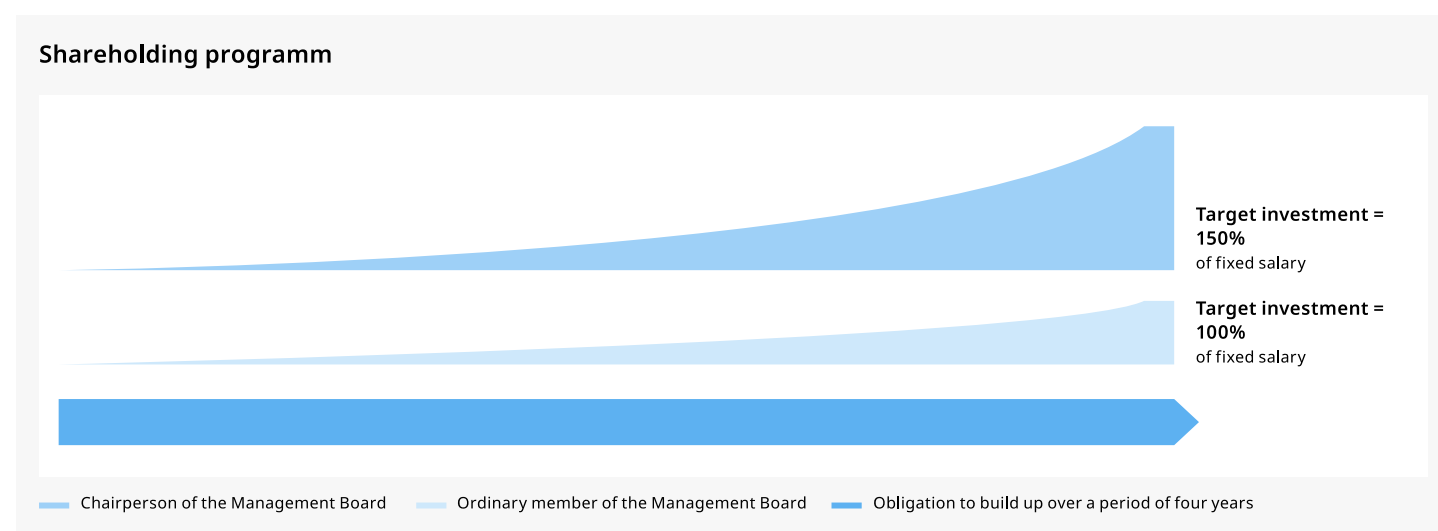
The target achievement factor calculated for the LTI for the four-year period as a whole is multiplied by the LTI target amount to give the payment amount. The payout amount is limited to a maximum of 200 per cent of the agreed individual target amount (payout cap).

The remuneration amount calculated for the LTI is paid out after the end of the performance period of the LTI in question. A requirement for this is that the entitled member of the Management Board of the company can prove the necessary investment in ordinary shares of the company according to the company's shareholding programme. If a member leaves the Management Board during the year, any entitlements to the LTI not yet paid out that relate to the period up to the termination of the contract are paid on a pro rata basis in accordance with the originally agreed targets and at the original agreed due dates.

Details on the LTI in the financial year 2024/25 are provided below under "Variable remuneration of the Management Board in the financial year 2024/25".

Shareholding programme

The remuneration system provides for a shareholding programme for current members of the Management Board. Under this shareholding programme, the members of the Management Board are obliged to acquire shares in the company in the amount of a certain target participation and to hold them for the duration of their Management Board service. The relevant target participation is 150 per cent of gross fixed salary for the Chair of the Management Board and 100 per cent of gross fixed salary for the ordinary members of the Management Board, applicable at the end of the build-up phase in both cases. The total equivalent value must be spent as the purchase price for the shares acquired by each Management Board member. The build-up phase covers a period of four years from the start of the contract as a member of the Management Board.



The Management Board members are obliged to provide evidence of their current shareholdings regularly and at the company's request. In order to receive payment from the LTI, a Management Board member must hold the relevant target investment in shares of the company. If the target investment is not sufficiently demonstrated, the respective Management Board member will receive no payments from the LTI. The obligations under the shareholding programme end at the same time as membership of the Management Board. Information on the deviations from the remuneration system for the current members of the Management Board with regard to the shareholding programme can be found under "Deviations from the remuneration system".

Total target remuneration

The total target remuneration of the individual member of the Management Board is the total of the fixed annual salary contractually agreed with the member of the Management Board, the supplementary benefits, the expenditure for the post-employment benefit plan and the annual STI and LTI target amounts. There is no provision for scheduled increases in compensation in line with length of service. This total target remuneration is appropriate to the responsibilities and performance of the respective member of the Management Board and the company's situation. It therefore fulfils the statutory requirements regarding the customary level of remuneration.

Maximum remuneration

The remuneration system stipulates maximum amounts, both as a whole and for the individual remuneration components. The maximum remuneration of the individual member of the Management Board is the total of the fixed annual salary contractually agreed with the member of the Management Board, the maximum amounts for the supplementary benefits and the post-employment benefit plan and the respective maximum variable remuneration components.

The maximum remuneration is €5,150,000 for the Chair of the Management Board and €2,650,000 for ordinary members of the Management Board. The Supervisory Board notes that these amounts are the maximum amounts possible assuming the consistent and maximum utilisation of the corresponding ranges.

The above maximum limits were complied with in the financial year 2024/25. The remuneration granted and owed to each of the members of the Management Board in office in the past financial year is less than the above amounts (see "Remuneration granted and owed to members of the Management Board" below).

Penalties and clawbacks of variable remuneration components

Once paid, the member of the Management Board in question can do as they please with their performance-based variable remuneration components. However, if a member of the Management Board breaches their statutory obligations within the meaning of Section 93 AktG during or up to the end of one year after the end of the respective performance period of an STI or LTI or if there is a reason for the revocation of the appointment of the Management Board member within the meaning of Section 84 para. 4 sentence 1 AktG, the entitlements to payment of the variable remuneration components (penalty) will be cancelled or can be reclaimed by the company after payment (clawback). Corresponding regulations are included in the Management Board contracts of members of the Management Board in office in the reporting period who are entitled to variable remuneration. Neither the penalty rules nor the clawback rules were utilised in the financial year 2024/25.

Deduction of remuneration for sideline activities

If members of the Management Board serve as supervisory board members or hold similar offices within the Group, the remuneration for these activities counts toward their Management Board remuneration.

In the event that a member of the Management Board performs a sideline activity outside the Group, it is contractually ensured that the Supervisory Board is authorised in accordance with recommendation G. 16 of the GCGC to decide whether and to what extent the remuneration for the non-Group sideline activity must be deducted from Management Board remuneration. By resolution dated 20 November 2020, the Supervisory Board determined that, until further notice, the remuneration granted for non-Group Supervisory Board mandates will not be offset.

Terms of service agreements

The term of Management Board contracts is always linked to the duration of the respective member's appointment to the Management Board. Contract terms are extended in each case for the period for which the member of the Management Board is re-appointed as a member of the Management Board. The Supervisory Board observes the limits of Section 84 AktG with regard to the term of appointment and reappointment.

First-time appointments as a member of the Management Board should typically not last for longer than three years.

Management Board contracts do not provide for a right of ordinary termination for either party. However, both the company and the Management Board member have the right to termination without notice for a compelling reason in accordance with Section 626 of the German Civil Code (BGB).

Regulations for the termination of Management Board service

If a member of the Management Board leaves the company regularly at the end of his or her term of office, entitlements acquired during the term of the service agreement do not fall due for payment prematurely. The same applies if a member of the Management Board ends his or her contract early.

In any case of premature termination of the appointment of the Management Board member – whether by mutual agreement, by revocation of the appointment or by resignation – the service contract ends automatically after expiry of the period specified in Section 622 para. 2 BGB without the need for a separate notice of termination.

In the event of early termination, the members of the Management Board receive compensation for the contractual entitlements that would have arisen over the remaining term of their employment agreements, generally in the form of a one-time payment. This severance pay is capped at the maximum of the annual remuneration for two years, comprising the fixed salary and the STI target amount. If the remaining term of the contract is less than two years at the time of termination, the amount of severance pay is reduced on a pro rata basis.

There is no entitlement to severance pay or other payments in the event of termination of the employment contract by the company without notice for a compelling reason (Section 626 BGB). Similarly, there is no entitlement to severance pay or other payments if the member of the Management Board resigns without a compelling reason.

In the event of contract termination, the LTI entitlements of a member of the Management Board not yet paid are forfeit in the following cases:

- Removal of a member of the Management Board from office for grave cause in accordance with Section 84 para. 4 AktG
- Termination of the employment contract of the Management Board member by the company for a compelling reason in accordance with Section 626 BGB
- Resignation by the member of the Management Board without cause

In the event of the death of a Management Board member during active service, the surviving dependants receive the fixed salary for the month of death and a further six months.

If the member of the Management Board becomes permanently unable to work during the term of his or her contract, the company is entitled to terminate that member's contract with notice of six months to the end of the quarter.

The Management Board contracts make no provision for benefits for early termination due to a change of control.

Horizontal remuneration comparison

The Supervisory Board regularly assesses the appropriateness and customary nature of the specific total remuneration of the Management Board members.

This is firstly assessed in accordance with the remuneration system by a horizontal comparison with MDAX companies. In this horizontal comparison, the target total remuneration currently planned/granted for the Chief Executive Officer and the other members of the Management Board of CECONOMY AG is compared against the total target remuneration granted at MDAX companies. This comparison was last made in July 2025 and, on the reporting date of 13 June 2025, showed that the total target remuneration was placed at the 48th percentile for the Chief Executive Officer (2024: 60th percentile) and at the 32nd percentile for the other Management Board member (2024: 58th percentile). The structure of Management Board remuneration is comparable to that of the peer group. Taking into account the company's size relative to the peer group, the Management Board remuneration is appropriate overall, in terms of both amount and structure.

Vertical remuneration comparison

The review of appropriateness, on the other hand, involves a vertical comparison with senior management and the workforce of CECONOMY in Germany as a whole. For this remuneration report, this comparison relates to the reporting date of 30 September 2025. The Supervisory Board also takes into account the ratio of Management Board remuneration to the remuneration of senior management and the workforce as a whole with regard to its development over time.

The Supervisory Board determined how to define senior management and the relevant workforce. By resolution dated 30 October 2018, the Supervisory Board defined the senior management of CECONOMY AG and the relevant workforce as follows:

- Senior management comprises the Leadership Team of MediaMarktSaturn Retail Group and the Vice Presidents of CECONOMY AG.
- The relevant workforce are all employees of MediaMarktSaturn Retail Group in Germany and of CECONOMY AG.

In December 2021, the Supervisory Board also resolved the following amendments to the presentation of the annual vertical remuneration comparison and the method for calculating the senior management remuneration relevant to the vertical remuneration comparison and the relevant workforce as a whole: The ratio of the target direct remuneration as the sum of the annual fixed remuneration and the annual bonus target amounts for the short-term and long-term variable remuneration of the Management Board members to the average target direct compensation of the senior management and to the average target direct compensation of the entire workforce in Germany (but excluding temporary staff) is determined, with the remuneration relationship for the remuneration of the Chief Executive Officer and for the average remuneration of the ordinary Management Board members being presented separately.²

The vertical remuneration comparison is therefore as follows:

RATIO OF TARGET REMUNERATION OF THE AVERAGE FOR THE RESPECTIVE CHIEF EXECUTIVE OFFICER TO ...

| Financial year | ... target remuneration of the senior management | ... target remuneration of the relevant workforce |
|----------------|--|---|
| 2024/25 | 9 | 66 |
| 2023/24 | 10 | 74 |
| 2022/23 | 10 | 73 |
| 2021/22 | 9 | 75 |
| 2020/21 | 7 | 76 |

RATIO OF TARGET REMUNERATION OF THE AVERAGE FOR THE OTHER MANAGEMENT BOARD MEMBERS TO ...

| Financial year | ... target remuneration of the senior management | ... target remuneration of the relevant workforce |
|----------------|--|---|
| 2024/25 | 4 | 32 |
| 2023/24 | 4 | 33 |
| 2022/23 | 5 | 36 |
| 2021/22 | 4 | 35 |
| 2020/21 | 4 | 37 |

Variable remuneration of the Management Board in the financial year 2024/25

This section of the remuneration report contains information on variable Management Board remuneration for the financial year 2024/25.

Strategic element of variable remuneration performance criteria

The aim of business strategy is for customers to regard the company as a trustworthy partner and source of advice for all questions relating to consumer electronics products. CECONOMY AG's remuneration system is geared toward promoting this business strategy and the long-term development of the company. This is achieved, in particular, by linking performance-based variable

² For all peer groups, absences due to maternity or paternity leave and other forms of leave of absence as well as social security contributions (employer contribution), contributions to the post-employment benefit plan and supplementary benefits are not taken into account.

remuneration to share price development and to clearly definable performance indicators aligned with the sustainable ongoing development of the company.

The short-term performance-based remuneration component (short-term incentive – STI) relating to the financial year creates incentives for continuously increasing operational success and customer satisfaction and for implementing initiatives to improve profitability. Due to its ongoing nature and the recurring reference to key figures that are important for CECONOMY AG, the component is geared toward promoting the business strategy. The STI rewards the company's operating development on the basis of financial and non-financial performance targets for the respective financial year. The performance targets are based on EBIT, sales growth and net working capital (NWC) as key performance indicators (KPIs) that are important for CECONOMY AG and on the important non-financial performance target for measuring customer satisfaction (net promoter score – NPS).

The long-term performance-based remuneration component (long-term incentive – LTI) rewards the company's development on the basis of quantitative financial and non-financial performance targets, each defined for a four-year period. The LTI is based predominantly on the share price and thus creates incentives for a sustainable and long-term increase in enterprise value, while also taking into account the concerns of shareholders and other stakeholders in the company. The financial performance targets of the LTI are therefore particularly geared toward the long-term development of the company. The non-financial targets are also intended to promote the company's sustainable and long-term development and to make it attractive to shareholders, who value this particularly highly. For the tranche of the LTI issued in the financial year 2024/25, targets were defined in the areas of climate and environmental protection, diversity and employee satisfaction. In addition, linking the payment of the LTI to the obligation to hold CECONOMY AG shares ensures that the members of the Management Board have a long-term interest in increasing the value of the company.

Variable remuneration target amounts

The tables below show the amount equivalent to 100 per cent target achievement for the STI and LTI for each Management Board member in office in the financial year 2024/25. They also show the minimum and maximum amounts for STI and LTI that can be individually achieved. These are the relevant amounts for the financial year 2024/25.

VARIABLE REMUNERATION TARGET AMOUNTS FOR THE FINANCIAL YEAR 2024/25

| € thousand | Dr Kai-Ulrich Deissner Chief Executive Officer and Labour Director (since 09/05/2025); Chief Financial Officer (01/02/2023 to 08/05/2025) | | | Remko Rijnders Chief Financial Officer (since 09/05/2025) ¹ | | |
|----------------------------------|--|---------------|---------------|---|---------------|---------------|
| | 100% target value | Minimum value | Maximum value | 100% target value | Minimum value | Maximum value |
| One-year variable remuneration | 420 | 0 | 841 | 300 | 0 | 600 |
| Multi-year variable remuneration | 616 | 0 | 1,232 | 200 | 0 | 400 |
| Total | 1,036 | 0 | 2,073 | 500 | 0 | 1,000 |

| € thousand | Dr Karsten Wildberger Chief Executive Officer and Labour Director (01/08/2021 to 05/05/2025) ¹ | | |
|----------------------------------|---|---------------|---------------|
| | 100% target value | Minimum value | Maximum value |
| One-year variable remuneration | 838 | 0 | 1,676 |
| Multi-year variable remuneration | 1,229 | 0 | 2,458 |
| Total | 2,067 | 0 | 4,134 |

¹ For better comparability, the figures shown relate to the full financial year. In accordance with the Management Board contracts of Dr Wildberger and Mr Rijnders, the variable remuneration for the financial year 2024/25 is paid out on a pro rata basis only for the duration of the term of the contract.

Targets and target achievement (STI and LTI)

Specific STI targets and target achievement for the financial year 2024/25

The Supervisory Board resolved the one-year variable remuneration targets shown in the chart below for the financial year 2024/25. The definition and weighting of the targets correspond to the relevant remuneration system. As provided for in the remuneration system, the Supervisory Board has set the targets uniformly for all members of the Management Board. The chart below also shows the STI target achievement for the financial year 2024/25 (achievement factors) both for the individual performance targets and for overall target achievement.

Performance targets and target achievement STI 2024/25

| KPI | EBIT ¹ in € million | Sales growth ² in % | NWC ³ in € million | NPS total ⁴ score in points | NPS repair ⁴ score in points |
|--------------------|-----------------------------------|-----------------------------------|----------------------------------|---|--|
| 0% target value | 300.00 | ±0.0 | -770.27 | 59.00 | 29.00 |
| 100% target value | 375.00 | +4.72 | -962.84 | 62.00 | 33.00 |
| 200% target value | 450.00 | +9.43 | -1,155.41 | 65.00 | 37.00 |
| Weighting | 35% | 25% | 20% | 15% | 5% |
| Target achievement | 1.04x | 1.27x | 1.23x | 0.60x | 1.36x |
| Total bonus factor | 1.08x | | | | |

¹ Earnings before interest and taxes (EBIT) adjusted for the effects of portfolio changes and restructuring programmes (restructuring expenses and unplanned extraordinary income) if the Supervisory Board of CECONOMY AG has approved these programmes, and for the earnings effects from companies accounted for using the equity method. EBIT calculated in this way for the financial year 2024/25 corresponds to the adjusted EBIT of €378 million reported for the Group. The basis is the reported Group EBIT €241 million. In financial year 2024/25, one-off effects amounted to around €-137 million. These were mainly related to €-13 million for the simplification and digitalisation of central structures and processes, as well as €-121 million for other non-recurring effects. The latter include the impairment of assets in Poland in the amount of €-34 million, expenses in connection with the takeover bid by JD.com in the amount of €-32 million and accounting effects from the application of IAS 29 for the hyperinflationary country Turkey in the amount of €-18 million. The adjustments for the impairment of assets in Poland and the expenses in connection with the takeover bid by JD.com, which were not yet included in the original target setting, were approved by the Supervisory Board at its meeting on 16/12/2025 in order to appropriately take account of exceptional developments in accordance with the remuneration system.

² Measurement of target achievement: actual 2024/25 compared to forecast 2023/24, which was the basis for budget planning 2024/25.

³ Absolute net working capital, calculated as the average of the four budget cut-off points 31/12/2024, 31/03/2025, 30/06/2025 und 30/09/2025.

⁴ NPS (Net Promoter Score) measures Customer satisfaction (Scala from -100 to +100). "NPS total" takes into account all customer touchpoints (e.g., store, online shop, delivery), while "NPS repair" measures only customer satisfaction with repairs in the after-sales segment.

Objectives of the LTI tranche granted for the financial year 2024/25

The performance targets and weightings set by the Supervisory Board for the tranche of the LTI granted to the members of the Management Board of CECONOMY AG for the financial year 2024/25 are as follows

Performance targets of the long-term incentive 2024/25

| LTI performance targets | | |
|---|--|---|
| Quantitative financial performance targets 70% weighting | | |
| rTSR (relative total shareholder return compared to index performance) | aTSR (absolute total shareholder return) | |
| Weighting 1/2 | Weighting 1/2 | |
| Quantitative non-financial performance targets 30% weighting | | |
| Diversity Proportion of woman in management positions | Employee satisfaction Average NPP based on satisfaction surveys of employees in the Group | Climate and environment protection Reduction of carbon dioxide emissions (Scope 3) |
| Weighting 1/3 | Weighting 1/3 | Weighting 1/3 |

The above performance targets and weightings are consistent with the remuneration system.

For each of the LTI performance targets, the Supervisory Board has defined a lower threshold, a target value and a value for capping target achievement. The target ranges and target achievement are reported in specific detail in the remuneration report for the financial year in question after the respective tranche expires or is paid out. In order to provide a picture of the

performance of the current LTI tranches, the fair values at the end of the financial year for all current LTI tranches of the members of the Management Board in office in the financial year are shown below as a voluntary disclosure:

LTI FAIR VALUES ACCORDING TO IFRS AT THE END OF THE FINANCIAL YEAR 2024/25

| € thousand | Dr Kai-Ulrich Deissner Chief Executive Officer and Labour Director (since 09/05/2025); Chief Financial Officer (01/02/2023 to 08/05/2025) | Remko Rijnders Chief Financial Officer (since 09/05/2025) | Dr Karsten Wildberger Chief Executive Officer and Labour Director (01/08/2021 to 05/05/2025) |
|-----------------|---|---|--|
| | | | |
| 2021/22 tranche | – | – | 1,299 |
| 2022/23 tranche | 682 ¹ | – | 2,144 |
| 2023/24 tranche | 1,002 | – | 2,255 |
| 2024/25 tranche | 1,136 | 147 ¹ | 1,332 ¹ |
| Total | 2,820 | 147 | 7,030 |

¹ Granted on a pro rata basis due to Management Board service during only part of the financial year

Target achievement and payout of the 2020/21 LTI tranche

The targets and target achievement of the 2020/21 LTI tranche, which was paid out in the financial year 2024/25, are shown in the chart below:

| Performance targets and target achievement LTI 2020/21 | | | | | | | |
|--|-------------------------------|---------------------------|--|--|--|--|---|
| KPI | Financial performance targets | | Non-financial performance targets | | | | |
| | rTSR ¹ in % | aTSR ² in % | Female share Level 1+2 ³ in % | Female share Level 3 ³ in % | NPP ⁴ score in points | NPS ⁵ score in points | CO ₂ -Reduktion ⁶ in t tonnes |
| 0% target value | –20.00p.p. | +11.51% | +1.99p.p. | +2.67p.p. | +0 | +3 | –39.6 |
| 100% target value | +5.00p.p. | +31.18% | +4.99p.p. | +7.67p.p. | +12 | +7 | –59.6 |
| 200% target value | +55.00p.p. | +83.69% | +9.99p.p. | +12.67p.p. | +24 | +13 | –79.6 |
| Weighting | 40% | 40% | 2.5% | 2.5% | 5% | 5% | 5% |
| Target achievement | 0.00x | 0.00x | 0.94x | 0.55x | 3.00x | 3.00x | 0.00x |
| Total bonus factor | 0.34x | | | | | | |

¹ rTSR describes the relative performance of the CECONOMY common share (ISIN: DE0007257503) compared with the performance of two indices, the MDAX (ISIN: DE0008467416) and the STOXX® Europe 600 Retail (ISIN: CH0102634984), over a defined period.

² aTSR describes the performance of the CECONOMY common share (ISIN: DE0007257503) over a defined period, measured as the percentage change compared with the initial share price.

³ The proportion of women refers to the share of female employees in the total workforce, here at management levels 1+2 (top management level and the direct reporting level below) and 3 (direct reporting level to level 2).

⁴ NPP (Net Promoter People) measures Employee satisfaction (Scala from –100 to +00).

⁵ NPS (Net Promoter Score) measures Customer satisfaction (Scala from –100 to +100).

⁶ Reduction of CECONOMY's CO₂ emissions (Scopes 1 and 2), measured in tonnes of CO₂ equivalents.

Remuneration granted and owed to members of the Management Board

In accordance with Section 162 para. 1 sentence 1 AktG, the remuneration report must report on the remuneration granted and owed to each individual member of the Management Board in the last financial year. "Granted" in this sense means all remuneration components actually received in/for the reporting period, i.e. the underlying activity has already been performed and all the performance criteria are met. The time of the actual payment is not necessarily relevant in this context. "Owed" means all legally established liabilities relating to remuneration components that are due but have not yet been fulfilled.

The following remuneration components are therefore recognised as remuneration granted and owed for the financial year 2024/25 in the tables below:

- Base salary and supplementary benefits paid in the financial year 2024/25
- The one-year variable remuneration paid for the financial year 2024/25 (STI; actual payment in January 2026); the degree of overall target achievement as shown under "Variable Management Board remuneration in the financial year 2024/25" above is 1.08.
- The payout amount for the 2020/21 LTI tranche, which was paid out in the reporting year. The degree of overall target achievement as shown under "Variable Management Board remuneration in the financial year 2024/25" above is 0.34.

The remuneration granted and owed for the financial year 2023/24 is also disclosed voluntarily below. For this, the following remuneration components were reported:

- Base salary and supplementary benefits paid in the financial year 2023/24
- The one-year variable remuneration paid for the financial year 2023/24 (STI; actual payment in January 2025); there were no LTI payouts in the financial year 2023/24.

The contributions to the post-employment benefit plan for members of the Management Board discussed under "Post-employment benefit plan" above do not constitute remuneration granted or owed within the meaning of Section 162 para. 1 sentence 1 AktG and are therefore not included in supplementary benefits (see "Pension entitlements in the financial year 2024/25" below for the post-employment benefit plan).

REMUNERATION GRANTED AND OWED TO MEMBERS OF THE MANAGEMENT BOARD

| € thousand | Dr Kai-Ulrich Deissner Chief Executive Officer and Labour Director (since 09/05/2025); Chief Financial Officer (until 08/05/2025) | | | | Remko Rijnders Chief Financial Officer (since 09/05/2025) | | | |
|--|--|----------------------------|--------------|----------------------------|--|----------------------------|------------|----------------------------|
| | 2023/24 | | 2024/25 | | 2023/24 | | 2024/25 | |
| | | as % of total remuneration | | as % of total remuneration | | as % of total remuneration | | as % of total remuneration |
| Total fixed non-performance-based components | 714 | 55 | 1,068 | 70 | – | – | 370 | 74 |
| Fixed salary | 700 | 54 | 1,053 | 69 | – | – | 335 | 67 |
| Supplementary benefits | 14 | 1 | 15 | 1 | – | – | 35 | 7 |
| Special payments | – | 0 | – | 0 | – | – | – | 0 |
| Total variable remuneration components | 580 | 45 | 456 | 30 | – | – | 129 | 26 |
| One-year variable remuneration (STI) | 580 | 45 | 456 | 30 | – | – | 129 | 26 |
| Multi-year variable remuneration (LTI) | – | 0 | – | 0 | – | – | – | 0 |
| Total compensation pursuant to Section 162 AktG | 1,294 | 100 | 1,524 | 100 | – | – | 499 | 100 |

| € thousand | Dr Karsten Wildberger Chief Executive Officer and Labour Director (until 05/05/2025) | | | | Florian Wieser Chief Financial Officer (until 31/12/2022) | | | |
|--|--|----------------------------|--------------|----------------------------|--|----------------------------|-----------|----------------------------|
| | 2023/24 | | 2024/25 | | 2023/24 | | 2024/25 | |
| | | as % of total remuneration | | as % of total remuneration | | as % of total remuneration | | as % of total remuneration |
| Total fixed non-performance-based components | 1,472 | 52 | 900 | 60 | 0 | – | 0 | 0 |
| Fixed salary | 1,450 | 52 | 886 | 59 | – | – | – | 0 |
| Supplementary benefits | 22 | 1 | 14 | 1 | – | – | – | 0 |
| Special payments | – | – | – | 0 | – | – | – | 0 |
| Total variable remuneration components | 1,335 | 48 | 595 | 40 | – | – | 74 | 100 |
| One-year variable remuneration (STI) | 1,335 | 48 | 533 | 36 | – | – | – | 0 |
| Multi-year variable remuneration (LTI) – 2020/21 tranche | – | – | 62 | 4 | – | – | 74 | 100 |
| Total compensation pursuant to Section 162 AktG | 2,807 | 100 | 1,495 | 100 | – | – | 74 | 100 |

| Dr Bernhard Düttmann Chief Executive Officer and Labour Director (until 31/07/2021) | | | | |
|---|----------------------------|---|----------------------------|-----|
| € thousand | 2023/24 | | 2024/25 | |
| | as % of total remuneration | | as % of total remuneration | |
| Total fixed non-performance-based components | - | - | 0 | 0 |
| Fixed salary | - | - | - | 0 |
| Supplementary benefits | - | - | - | 0 |
| Special payments | - | - | - | 0 |
| Total variable remuneration components | - | - | 371 | 100 |
| One-year variable remuneration (STI) | - | - | - | 0 |
| Multi-year variable remuneration (LTI) – 2020/21 tranche | - | - | 371 | 100 |
| Total compensation pursuant to Section 162 AktG | - | - | 371 | 100 |

Former members of the Management Board of CECONOMY AG and of companies merged into CECONOMY AG who left the Management Board more than ten years ago, as well as their surviving dependants, were granted pension payments of €3.0 million in the financial year 2024/25 (2023/24: €3.1 million). This corresponds to 100 per cent of the benefits granted to this group of persons.

Pension entitlements in the financial year 2024/25

The members of the Management Board receive pension entitlements on the basis of a defined-contribution system (defined-contribution commitment pursuant to German company pension law) described above as part of the explanation of the remuneration system under "Non-performance-based fixed remuneration". In the event of entitlement due to invalidity or death, this commitment stipulates that the company will increase the plan assets by the attribution capital. The additional capital corresponds to the sum of the contributions that would have been credited to the Management Board member for each calendar year up to a total contribution period of ten years, but not exceeding the age of 60. A provision is recognised for this component. The individual service costs and present values of pension entitlements for the financial year 2024/25 are as follows:

PENSION ENTITLEMENTS (HGB AND IFRS)

| € thousand | Dr Kai-Ulrich Deissner Chief Executive Officer and Labour Director (since 09/05/2025); Chief Financial Officer (until 08/05/2025) | | Dr Karsten Wildberger Chief Executive Officer and Labour Director (until 05/05/2025) | | Total |
|---|---|-----|---|--|-------|
| | | | | | |
| Expense – post-employment benefit plan (IFRS) | 104 | 85 | | | 189 |
| Expense – post-employment benefit plan (HGB) | 97 | 51 | | | 148 |
| Provision recognised by 30/09/2025 (IFRS) | 12 | 0 | | | 12 |
| Provision recognised by 30/09/2025 (HGB) | 11 | 0 | | | 11 |
| Present value of pension obligations (IFRS) | 430 | 904 | | | 1,334 |
| Present value of pension obligations (HGB) | 430 | 904 | | | 1,334 |

Mr Remko Rijnders did not participate in the post-employment benefit plan for members of the Management Board of CECONOMY AG in the financial year 2024/25 (further details can be found under "Deviations from the remuneration system"). In the financial year 2024/25, payments of €4,108.74 were made into a Dutch pension plan for Mr Remko Rijnders. These are included in the supplementary benefits for the remuneration granted.

Remuneration of Supervisory Board members

The remuneration system for the members of the Supervisory Board of CECONOMY AG is regulated in Article 13 of the Articles of Association of CECONOMY AG and was last approved by the General Meeting on 26 February 2025 with a majority of 99.95 per cent of the voting share capital represented. The corresponding resolution of the General Meeting in accordance with Section 113 para. 3 AktG is available on the website at www.ceconomy.de/en under Company – Corporate Governance.

In accordance with Article 13 of the Articles of Association of CECONOMY AG, the members of the Supervisory Board receive fixed annual remuneration payable at the end of each financial year. The individual amount of Supervisory Board remuneration accounts for the amount of work and the responsibility of the individual Supervisory Board members as a result of their supervisory role. The basic amount of remuneration for the individual member is €70,000.

The resolution proposed by the Management Board and the Supervisory Board concerning the amendment of Article 13 para. 2 of the Articles of Association was adopted by the General Meeting on 26 February 2025 with a majority of 99.85 per cent of the votes cast. As a result of this amendment, the Chair of the Supervisory Board will receive three and a half times the basic amount of remuneration in future, rather than three times this amount as previously. In line with the resolution by the General Meeting, the amended remuneration for the Chair of the Supervisory Board takes effect from the beginning of the month after the corresponding amendment to the Articles of Association is entered in the commercial register. As the amendment was entered in the commercial register on 22 April 2025, the amended remuneration applies from 1 May 2025. The Deputy Chair continues to receive twice the remuneration of an ordinary Supervisory Board member.

In principle, it is envisaged for all committees that the committee chair receives double and the other committee members one and a half times the standard remuneration. As an exception, the remuneration for the chair of the Nomination Committee is one and a half times the standard remuneration and one and a quarter times the standard remuneration for the other members of the Nomination Committee. Chairship and membership of the Mediation Committee in accordance with Section 27 para. 3 MitbestG are not remunerated separately.

However, the higher remuneration for membership or chairship of a committee applies only if at least two meetings or other resolutions took place in the financial year in question. The table below illustrates the factors that may be applicable to the fixed annual remuneration for individual Supervisory Board members:

REMUNERATION FACTORS

| | |
|--|------------------|
| Chair of the Supervisory Board | 3.5 ¹ |
| Deputy Chair of the Supervisory Board | 2 |
| Committee Chair | 2 |
| Committee members | 1.5 |
| Committee Chair (Nomination Committee) | 1.5 |
| Committee members (Nomination Committee) | 1.25 |
| Members of the Supervisory Board | 1 |

¹ since 01/05/2025

If a member of the Supervisory Board holds several offices as (Deputy) Chair of the Supervisory Board or as a member or Chair of a committee at the same time, he or she will receive remuneration only for one office in accordance with Article 13 para. 2 sentence 4 of the Articles of Association and, in the case of varying remuneration, for the office with the highest remuneration.

Members of the Supervisory Board who have sat on the Supervisory Board only for part of the financial year receive one twelfth of the remuneration for each month of service or part thereof. Members of the Supervisory Board who leave the company within a month and are reappointed receive only one twelfth of the annual remuneration for that month. This applies accordingly to memberships in a committee, the chairship or vice chairship of the Supervisory Board or chairship of a committee.

In accordance with the provisions of the Articles of Association, the company also reimburses the members of the Supervisory Board for expenses incurred in the exercise of their office. Any value-added tax payable on the remuneration and reimbursement of expenses is also reimbursed to the members of the Supervisory Board.

In the financial year 2024/25, the remuneration system for the Supervisory Board was applied in all aspects in accordance with Article 13 of the company's Articles of Association, as amended. The following table shows the remuneration granted and owed to the current and former members of the Supervisory Board for the past financial year 2024/25, including the respective relative share in accordance with Section 162 AktG. As there is no provision for variable remuneration for the Supervisory Board, 100 per cent of the remuneration consists of the fixed remuneration set out in the Articles of Association.

REMUNERATION GRANTED AND OWED TO MEMBERS OF THE SUPERVISORY BOARD IN THE FINANCIAL YEAR 2024/25

| € thousand | Additional functions in the financial year 2024/25 | Fixed remuneration ¹ |
|--|---|---------------------------------|
| Christoph Vilanek | Chair of the Supervisory Board, Chair of the Presidential Committee of the Supervisory Board, Chair of the Strategy Committee, Chair of the Mediation Committee (all of the above positions since 25/07/2025), member of the Nomination Committee | 127 |
| Jürgen Schulz | Vice Chair of the Supervisory Board and the Strategy Committee, member of the Presidential Committee of the Supervisory Board, member of the Mediation Committee | 140 |
| Katrin Adt | Member of the Presidential Committee | 105 |
| Thomas Dannenfeldt (Member of the Supervisory Board until 24/07/2025) | Chair of the Supervisory Board, Chair of the Presidential Committee of the Supervisory Board, Chair of the Strategy Committee, Chair of the Mediation Committee and member of the Nomination Committee | 184 |
| Karin Dohm (Member of the Supervisory Board until 16/12/2024) | Chair of the Audit Committee, member of the Mediation Committee | 35 |
| Daniela Eckardt | | 70 |
| Sabine Eckhardt | Chair of the Nomination Committee | 105 |
| Henrike Eickholt | | 70 |
| Dr Stephan Fanderl (Member of the Supervisory Board since 25/07/2025) | | 18 |
| Ludwig Glosser | Member of the Audit Committee | 105 |
| Corinna Groß | Member of the Audit Committee, member of the Mediation Committee | 105 |
| Doreen Huber | Member of the Nomination Committee (since 25/07/2025), member of the Strategy Committee | 105 |
| Jürgen Kellerhals | | 70 |
| Peter Kimpel | Member of the Audit Committee | 105 |
| Birgit Kretschmer | Chair of the Audit Committee (since 17/12/2024, previously member); member of the Mediation Committee (since 17/12/2024) | 135 |
| Maria Laube (Member of the Supervisory Board until 28/02/2025) | | 29 |
| Paul Lehmann | | 70 |
| Sabine Nitzsche (Member of the Supervisory Board since 17/12/2024) | Member of the Audit Committee (since 17/12/2024) | 88 |
| Julian Norberg | | 70 |
| Erich Schuhmacher | | 70 |
| Jascha Sperl | | 70 |
| Jürgen Trinkhaus (Member of the Supervisory Board since 30/04/2025) | | 35 |
| Sylvia Woelke | Member of the Presidential Committee of the Supervisory Board, member of the Audit Committee and member of the Strategy Committee | 105 |
| Total | | 2,015 |

¹ Fixed remuneration represents a relative share of 100 per cent of remuneration for members of the Supervisory Board.

Comparison

The following table illustrates the annual change in the company's earnings performance, the remuneration granted and owed to current and former members of the Management Board and members of the Supervisory Board and the average remuneration of employees on a full-time equivalent basis over the last five financial years.

For the development of Management Board and Supervisory Board remuneration, the remuneration granted and owed is taken into account as shown above under "Remuneration granted and owed to members of the Management Board" and "Remuneration of members of the Supervisory Board".

As in the vertical remuneration comparison carried out by the Supervisory Board, the scope of employee includes all employees of the MediaMarktSaturn Retail Group in Germany and CECONOMY AG. As part of the comparison, average employee remuneration takes account of target remuneration at the end of the financial year on a full-time basis (including absences due to maternity or paternity leave and other forms of leave of absence as well as social security contributions (employer contribution) and supplementary benefits).

Earnings performance is shown using the company's net profit or loss under commercial law, adjusted EBIT and Group sales.

COMPARATIVE PRESENTATION IN ACCORDANCE WITH SECTION 162 PARA. 1 SENTENCE 2 NO. 2 AKTG

| | 2020/21 | | 2021/22 | | 2022/23 | | 2023/24 | | 2024/25 |
|--|-------------|-------------------|-------------|-------------------|-------------|-------------------|-------------|-------------------|-------------|
| | | in % ¹ | | in % ¹ | | in % ¹ | | in % ¹ | |
| Earnings performance (€ million) | | | | | | | | | |
| Adjusted EBIT | 237 | -12.2 | 208 | 16.8 | 243 | 25.5 | 305 | 23.9 | 378 |
| Sales | 21,361 | 1.9 | 21,768 | 2.2 | 22,242 | 0.9 | 22,442 | 2.8 | 23,072 |
| CECONOMY AG net profit or loss under HGB | 177 | -71.2 | 51 | 27.5 | 65 | 213.8 | 204 | -418.6 | -650 |
| Average annual remuneration of employees in Germany on a full-time basis (€ thousand) | 48.6 | 4.9 | 51.0 | 2.5 | 52.3 | 7.5 | 56.2 | 2.0 | 57.3 |
| Members of the Management Board (€ thousand) | | | | | | | | | |
| Dr Kai-Ulrich Deissner | - | - | - | - | 1,225 | 5.6 | 1,294 | 17.8 | 1,524 |
| Remko Rijnders (since 09/05/2025) | - | - | - | - | - | - | - | - | 499 |
| Former members of the Management Board (€ thousand) | | | | | | | | | |
| Dr Karsten Wildberger (until 05/05/2025) | 2,754 | -39.8 | 1,658 | 48.3 | 2,459 | 14.2 | 2,807 | -46.7 | 1,495 |
| Florian Wieser (until 31/12/2022) | 340 | 258.8 | 1,220 | -76.0 | 293 | - | - | - | 74 |
| Dr Bernhard Düttmann (until 31/07/2021) | 1,446 | -95.9 | 59 | - | - | - | - | - | 371 |
| Former members who left the Management Board more than ten years ago ² | 2,273 | 1.5 | 2,306 | 11.7 | 2,575 | 10.8 | 2,854 | 4.9 | 2,994 |
| Members of the Supervisory Board (€ thousand) | | | | | | | | | |
| Christoph Vilanek | 77 | 20.8 | 93 | 3.2 | 96 | -8.9 | 88 | 45.0 | 127 |
| Jürgen Schulz | 77 | 36.4 | 105 | 8.6 | 114 | 22.8 | 140 | 0.0 | 140 |
| Katrin Adt | - | - | 93 | 12.9 | 105 | 0.0 | 105 | 0.0 | 105 |
| Thomas Dannenfeldt (until 24/07/2025) | 150 | 40.0 | 210 | 0.0 | 210 | 0.0 | 210 | -12.5 | 184 |
| Karin Dohm (until 16/12/2024) | 153 | -8.5 | 140 | 0.0 | 140 | 0.0 | 140 | -75.0 | 35 |
| Daniela Eckardt | 77 | -9.1 | 70 | 0.0 | 70 | 0.0 | 70 | 0.0 | 70 |
| Sabine Eckhardt | 77 | 51.9 | 117 | -5.1 | 111 | -5.4 | 105 | 0.0 | 105 |
| Henrike Eickholt | - | - | - | - | - | - | 41 | 71.4 | 70 |
| Dr Stephan Fanderl (since 25/07/2025) | - | - | - | - | - | - | - | - | 18 |
| Ludwig Glosser | 115 | -8.7 | 105 | 0.0 | 105 | 0.0 | 105 | 0.0 | 105 |
| Corinna Groß | - | - | - | - | 50 | 110.0 | 105 | 0.0 | 105 |
| Doreen Huber | - | - | 47 | 61.7 | 76 | -7.9 | 70 | 50.0 | 105 |
| Jürgen Kellerhals | - | - | 47 | 48.9 | 70 | 0.0 | 70 | 0.0 | 70 |
| Peter Kimpel | - | - | - | - | - | - | 35 | 200.0 | 105 |
| Birgit Kretschmer | - | - | - | - | - | - | 70 | 92.5 | 135 |
| Maria Laube (until 28/02/2025) | - | - | - | - | 41 | 70.7 | 70 | -58.3 | 29 |
| Paul Lehmann | - | - | - | - | 41 | 70.7 | 70 | 0.0 | 70 |
| Sabine Nitzsche (since 17/12/2024) | - | - | - | - | - | - | - | - | 88 |
| Julian Norberg | - | - | - | - | 41 | 70.7 | 70 | 0.0 | 70 |
| Erich Schuhmacher | - | - | 18 | 288.9 | 70 | 0.0 | 70 | 0.0 | 70 |
| Jascha Sperl | - | - | - | - | - | - | 29 | 140.0 | 70 |
| Jürgen Trinkhaus (since 30/04/2025) | - | - | - | - | - | - | - | - | 35 |
| Sylvia Woelke | 153 | -8.5 | 140 | -4.3 | 134 | -21.6 | 105 | 0.0 | 105 |

¹ Change compared with previous financial year

² Exclusively pension payments to former members of the Management Board of CECONOMY AG and of companies merged into CECONOMY AG who left the Management Board more than ten years ago and their surviving dependants

Deviations from the remuneration system

Deviation due to the previous interim situation

The reorganisation of the Management Board with Dr Deissner as Chief Executive Officer and Mr Rijnders as Chief Financial Officer was originally intended as an interim measure. With this in mind, the Supervisory Board increased only Dr Deissner's fixed salary, while his variable remuneration components were not increased accordingly. Similarly, the additional responsibilities taken on by Mr Rijnders as a member of the Management Board were largely compensated by way of appropriate fixed remuneration. This resulted in a deviation from the weighting and composition of the remuneration components as prescribed by the remuneration system, as the variable remuneration components did not reach the prescribed relative share of the total target remuneration. As his appointment was originally an interim measure, it was also not intended for Mr Rijnders to participate in CECONOMY AG's shareholding programme as set out in the remuneration system; similarly, he did not initially participate in the post-employment benefit plan for Management Board members.

These deviations from the remuneration system were necessary for the company's long-term benefit. The appointment of Dr Wildberger to a ministerial role in the German federal government at short notice required the Supervisory Board to resolve the issue of appointing a new Chief Executive Officer extremely promptly. As Dr Deissner and Mr Rijnders were originally expected to take up their positions on an interim basis only, it was considered inappropriate to temporarily increase the variable remuneration components, particularly given that the objective of the LTI is to incentivise the achievement of long-term targets. Mr Rijnders did not initially participate in the shareholding programme or the post-employment benefit plan for Management Board members for the same reason.

With the extension of the appointment of Dr Deissner as Chief Executive Officer and Mr Rijnders as a member of the Management Board, their Management Board contracts were amended with effect from 1 October 2025 and have complied with the composition and weighting of the remuneration components as prescribed by the remuneration system since this date.

Deviations due to the takeover bid by Jingdong Holding Germany GmbH

In amending the Management Board contracts of Dr Deissner and Mr Rijnders with effect from 1 October 2025, the Supervisory Board resolved a deviation from the remuneration system with regard to the timing of the determination of the targets for the long-term variable remuneration, its share-based components and participation in the company's shareholding programme. These deviations were also necessary for the company's long-term benefit.

The announcement of the public takeover offer by Jingdong Holding Germany GmbH to the shareholders of CECONOMY AG has had a significant impact on the price of the company's shares and is expected to continue to have a lasting effect on the share price regardless of the further development of the takeover. The financial performance targets for the long-term variable remuneration component, which are linked to the company's share price, have therefore lost their incentive effect or have been permanently impaired in their incentive effect. With this being the case, the Supervisory Board will not determine the financial performance criteria for the long-term remuneration for the tranche allocated at the beginning of the financial year 2025/26 until a later date and, if necessary, will determine non-share-based targets if the share price does not have an incentive effect in the longer term. Given its long-term nature, the participation of the Management Board members in the shareholding programme would also not be logical in light of the takeover offer, so a deviation from the remuneration system is necessary in this respect as well.

16 December 2025

Christoph Vilanek
Chair of the Supervisory Board

Dr Kai-Ulrich Deissner
Chief Executive Officer and Labour Director

Auditor's Report

To Ceconomy AG, Düsseldorf

We have audited the remuneration report of CECONOMY AG, Düsseldorf, for the financial year from October 1, 2024 to September 30, 2025 including the related disclosures, which was prepared to comply with § [Article] 162 AktG [Aktiengesetz: German Stock Corporation Act].

Responsibilities of the Executive Directors and the Supervisory Board

The executive directors and the supervisory board of CECONOMY AG are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of § 162 AktG. The executive directors and the supervisory board are also responsible for such internal control as they determine is necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

Our responsibility is to express an opinion on this remuneration report, including the related disclosures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany) (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts including the related disclosures stated in the remuneration report. The procedures selected depend on the auditor's judgment. This includes the assessment of the risks of material misstatement of the remuneration report including the related disclosures, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the preparation of the remuneration report including the related disclosures. The objective of this is to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the executive directors and the supervisory board, as well as evaluating the overall presentation of remuneration report including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Audit Opinion

In our opinion, based on the findings of our audit, the remuneration report for the financial year from October 1, 2024 to September 30, 2025, including the related disclosures, complies in all material respects with the accounting provisions of § 162 AktG.

Reference to an Other Matter – Formal Audit of the Remuneration Report according to § 162 AktG

The audit of the content of the remuneration report described in this auditor's report includes the formal audit of the remuneration report required by § 162 Abs. [paragraph] 3 AktG, including the issuance of a report on this audit. As we express an unqualified audit opinion on the content of the remuneration report, this audit opinion includes that the information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the remuneration report.

Restriction on use

We issue this auditor's report on the basis of the engagement agreed with CECONOMY AG. The audit has been performed only for purposes of the company and the auditor's report is solely intended to inform the company as to the results of the audit. Our responsibility for the audit and for our auditor's report is only towards the company in accordance with this engagement. The auditor's report is not intended for any third parties to base any (financial) decisions thereon. We do not assume any responsibility, duty of care or liability towards third parties; no third parties are included in the scope of protection of the underlying

engagement. § 334 BGB [Bürgerliches Gesetzbuch: German Civil Code], according to which objections arising from a contract may also be raised against third parties, is not waived.

Düsseldorf, December 16, 2025

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Verena Heineke
Wirtschaftsprüferin
[German Public Auditor]

Christian David Simon
Wirtschaftsprüfer
[German Public Auditor]

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THE MANAGEMENT BOARD'S COMMITMENT

As one of Europe's largest electronics retailers, climate and resource protection gives us a real opportunity to make a difference. While technology makes our lives better and opens new possibilities, we are also keen to play our part in ensuring more sustainable solutions in the electronics industry.

We are making continuous steps toward climate neutrality and want to advance the circular economy to conserve resources. More sustainable business models will help us to remain competitive in the long term.

The path to a more sustainable electronics industry is a challenging one, but we are in no doubt that it is the right path to take. With targeted measures for reducing emissions, repair and trade-in concepts and a higher proportion of sustainable products, we are demonstrating how technology and sustainability can go hand in hand and serve as the basis for a liveable future.

This report represents the start of a new chapter. For the first time, we are fulfilling the requirements of the Corporate Sustainability Reporting Directive (CSRD). In doing so, we apply the European Sustainability Reporting Standards (ESRS), which enable large companies to present their sustainability performance in a way that is more comparable. They also help us to communicate our focal points more clearly.

As a European electronics retailer with more than two billion customer contacts every year and around 50,000 employees, we have firmly embedded sustainability in our corporate strategy. With this in mind, we have gradually integrated corresponding action areas into our business processes in recent years. Using this as a basis, we are continuing to enhance our approach. We rely on specific, measurable targets and provide regular and transparent reports on the progress we have made and the challenges we still face.

Our sustainability strategy has three focus areas: social responsibility, climate change mitigation and the circular economy. Our employees have a critical role to play on our journey to greater sustainability. We provide them with targeted training that gives them practical knowledge, and we promote diversity within our teams. This diversity brings us valuable perspectives that help us to understand our customers' needs even better. We not only ensure fair working conditions internally, we also expect our suppliers to uphold them. We use tried-and-tested control mechanisms to check for compliance with social standards in our supply chains and measure our progress using specific metrics.

In the area of climate change mitigation, we are systematically reducing our environmental footprint. Our climate targets are reviewed and confirmed by the Science Based Targets initiative (SBTi). They are based on scientific findings and comply with the requirements of the Paris Agreement. To achieve these objectives, we work across all areas: We are optimising operations at our stores, expanding our range of energy-efficient products and improving our logistics. In the area of logistics-related emissions, for example, we are using lower emissions last-mile service providers, making route planning more efficient thanks to regional hubs and implement a ship-from-store approach whereby orders are fulfilled from their nearest store. We are also combining supply flows at centralised distribution centres, introducing wet glue machines for biodegradable adhesive tapes across all locations, and using customised fit-to-size packaging machines in order to lower our material consumption and carbon emissions.

With regard to the circular economy, we are developing practical alternatives to conventional consumption models. Our "BetterWay" approach promotes products that are more energy-efficient or longer lasting or whose production is more sustainable, thereby helping our customers to make more conscious purchasing decisions. This is proving to be a success: Our BetterWay products already accounted for 25.1 per cent of sales in the financial year 2024/25. We also repair devices and sell refurbished products. Our partner-based trade-in programme has already saved thousands of devices from being scrapped and given them a second life. To attract even more customers to our trade-in service, we launched an international trade-in campaign this year together with our brand ambassador Jürgen Klopp. This was rolled out in all eleven countries in which we operate. Sustainability is also reflected in our financial and financing structure. In the past financial year, we successfully established a sustainability-linked revolving credit facility. This important milestone demonstrates our long-term commitment to responsible business practice.

We have made considerable progress with our sustainability development in recent years. This report illustrates the specific actions we have taken and the success we have achieved. However, we are not resting on our laurels. We are working continuously to become even better – for our company and our customers.

The Management Board of CECONOMY AG



Dr Kai-Ulrich Deissner



Remko Rijnders

OVERVIEW

About this report

CECONOMY AG has prepared a separate non-financial Group report for the financial year 2024/25 in accordance with Section 315b and 315c of the German Commercial Code (HGB) in conjunction with Section 289c to 289e HGB and Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investments and amending Regulation (EU) 2019/2088 and the related delegated acts for CECONOMY in accordance with the "Act to Strengthen Non-Financial Reporting by Companies in their Management Reports and Group Management Reports" (CSR Directive Implementation Act, CSR-RUG). In preparing the separate non-financial Group report, CECONOMY used the European Sustainability Reporting Standards (ESRS) as a framework in accordance with Section 315c para. 3 in conjunction with Section 289d of the German Commercial Code (HGB) and applied its content with the exception of the publication of the report as part of the combined management report of CECONOMY AG. The report has otherwise been prepared in accordance with the ESRS standards. The initial use of the ESRS as a framework is based on the significance of the ESRS as sustainability reporting standards adopted by the European Commission.

➤ Further information on the materiality analysis can be found in the section on the sustainability strategy and sustainability management.

The separate non-financial Group report contains the key information on CECONOMY with regard to the five legally required aspects of environmental, employee and social matters, respect for human rights, and combating corruption and bribery. The aspects required under the HGB are allocated to the ESRS issues as follows and can be found in the respective chapters:

| HGB aspect | ESRS issue |
|----------------------------------|---|
| Environmental issues | ESRS E1 Climate Change |
| | ESRS E5 Resource Use and Circular Economy |
| Employee issues | ESRS S1 Own Workforce |
| | ESRS S2 Workers in the Value Chain |
| Social issues | ESRS S4 Consumers and End-Users |
| Respect for human rights | ESRS S2 Workers in the Value Chain |
| Combating corruption and bribery | ESRS G1 Business Conduct |

The content of this report is based on the sustainability strategy of CECONOMY and a double materiality analysis that was initiated in the financial year 2023/24 and finalised in the financial year 2024/25. The content of this separate non-financial Group report has been audited by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft in accordance with ISAE 3000 (Revised) with limited assurance.

➤ The corresponding Assurance Report on this audit can be found in the section of the same name.

General Disclosures (ESRS 2)

Basis for preparation

General basis for preparation (BP-1)

Basis for reporting (BP-1_01, para. 5a)

This sustainability statement has been prepared on a consolidated basis.

Disclosures on the consolidation group (BP-1_02, para. 5b i)

CECONOMY's consolidated reporting on environmental, social and governance (ESG) issues follows the same organisational definitions as the consolidated financial statements. This means that all companies included in the financial statements are also included in ESG reporting.

For its reporting on greenhouse gas (GHG) emissions, CECONOMY has opted to apply the operational control approach. This means that emissions are included if they result from activities over which the company has the authority to determine and implement operational policies and procedures.

Subsidiaries included (BP-1_03, para. 5b ii)

For the financial year 2024/25, all of CECONOMY's subsidiaries with registered offices in the European Union are exempt from the obligation to prepare single-entity or consolidated sustainability reports in accordance with Section 289b HGB. This provision implements Article 19a para. 9 and Article 29a para. 8 of Directive 2013/34/EU in German law.

Coverage of upstream and downstream value chain (BP-1_04, para. 5c AR 1)

CECONOMY's non-financial reporting covers the entire value chain, from the upstream value chain through its own business activities to the downstream value chain. The materiality analysis of material impacts, risks and opportunities was conducted for the entire upstream and downstream value chain. The policies, actions and targets in respect of material issues cover the entire value chain. In addition, the option to apply the phased-in reporting requirements was used, which allows the disclosure of certain mandatory information to be deferred to future years.

Option to omit information (BP-1_05, para. 5d)

CECONOMY has not exercised the option to omit specific information corresponding to intellectual property, know-how or the results of innovation.

Use of exemption (BP-1_06, para. 5e)

CECONOMY does not exercise the option to omit detrimental information as provided for in Section 289e HGB. This provision implements Article 19a para. 3 and Article 29a para. 3 of Directive 2013/34/EU in German law.

Definition of time horizons (BP-2)

Definition of time horizons (BP-2_01, para. 9a, E1 SBM-3_19b, AR 77b)

The time horizons applied in this reporting correspond to those applied in the consolidated financial statements. Short-term is defined as the reporting period covered by the consolidated financial statements, i.e. one year; medium-term is defined as the period from the end of the short-term horizon up to three years; and long-term is defined as a period of more than three years.

For the strategic orientation in respect of environmental issues, CECONOMY applies different time horizons with regard to target achievement in particular. Longer time horizons allow for a comprehensive understanding of environmental consequences that goes beyond merely reacting to short-term trends or crises. These time horizons are described in greater detail under E1 SBM-3_19b.

Reasons for applying the definitions (BP-2_02, para. 9b)

To harmonise the structure of risk management throughout the entire company, CECONOMY has adjusted the original definitions under the CSRD to reflect the time horizons already applied within the company.

Value chain estimation (BP-2_03-06, para. 10a, 10b, 10c, 10d)

Metrics include upstream and/or downstream value chain data estimated using indirect sources, such as sector-average data or other proxies.

The use of estimates in performance metrics, especially where upstream and/or downstream value chain data is included, is described in the following table:

| ESRS issue | ESRS reference | Metric | Location in the value chain | Basis of preparation | Description of resulting degree of accuracy | Planned actions to improve accuracy in the future |
|---------------------|---|---------------------|-----------------------------|---|--|--|
| E1 – Climate Change | E1-6 Gross Scopes 1, 2, 3 and total GHG emissions | Scope 3.5 Emissions | Own operations | The Scope 3.5 emissions for 20 Express stores in Switzerland were extrapolated based on the ratio of emissions to sales for all of the stores in Switzerland. | The proportion of extrapolated values is in the one-tenth of a percentage point range. | No actions possible as the waste generated by these stores is charged on a flat-rate basis via ancillary costs |
| E5 – Waste | E5-5 – Metrics related to resource use and circular economy | All waste metrics | Upstream | The waste volume for 20 Express stores in Switzerland was extrapolated based on the ratio of waste volume to sales for all of the stores in Switzerland. | The proportion of extrapolated values is in the one-tenth of a percentage point range. | No actions possible as the waste generated by these stores is charged on a flat-rate basis via ancillary costs |

All in all, metrics relating to own business activities are based to a large extent on primary data, while metrics along the value chain are often estimated and hence involve a higher degree of measurement uncertainty. All assumptions and potential uncertainties are documented. The basis of preparation and the resulting degree of accuracy are described for each of the metrics listed. Where applicable, actions to improve the accuracy of individual metrics in the future are also discussed.

Sources of estimation and outcome uncertainty (BP-2_07-09, para. 11a, 11b i, 11b ii)

Assumptions concerning quantitative metrics and monetary amounts contained in this sustainability report that are subject to a high degree of measurement uncertainty and information on the sources of this uncertainty are discussed in the respective chapter.

Changes in sustainability information (BP-2_10-12, para. 13a, 13b, 13c)

Due to the first-time preparation of the separate non-financial report in partial compliance with the content requirements of the ESRS in order to fulfil the reporting obligations of Sections 289b to 289e HGB and Sections 315b and 315c HGB, which continue to apply, there is no obligation to report on prior periods. However, this report does contain comparisons of individual metrics that are disclosed voluntarily in the respective chapters.

Validation of metrics by an external body (MDR-M 77b)

The measurement of the metrics published in this report has not been validated by an external body.

Reporting errors in prior periods (BP-2_13-15, para. 14a, 14b, 14c)

As this is the first year in which CECONOMY is reporting in accordance with the ESRS standards, these data points are not applicable.

Disclosures stemming from other legislation or pronouncements (BP-2_16-17, para. 15)

CECONOMY has included disclosures stemming from the reporting requirements of the HGB in the report. In addition, the "Environmental information" chapter of this report contains the disclosures in accordance with Article 8 of Regulation 2020/852 (EU Taxonomy Regulation).

Governance

The role of the administrative, management and supervisory bodies (GOV-1)

Number of executive and non-executive members (GOV-1_01-02, para. 21a)

The separation of corporate management and corporate control is a key element of the corporate governance of German stock corporations. Tasks and responsibilities are clearly divided between the Management Board and Supervisory Board of CECONOMY AG (two-tier board structure). The Management Board has two members, while the Supervisory Board is composed of 20 members pursuant to the statutory provisions and the Articles of Association of the company.

Representation of employees and other workers (GOV-1_03, para. 21b)

CECONOMY and its statutory bodies – the Management Board, the Supervisory Board and the General Meeting – are subject to the statutory provisions of German stock corporation law and co-determination law. In line with the principle of equal co-determination, the Supervisory Board includes ten employee representatives (half of the total number of members, i.e. ten of twenty). These ten employee representatives comprise seven employees (including one senior manager) of CECONOMY and its German subsidiaries and three representatives of trade unions. Other workers who are not employees of CECONOMY or its subsidiaries are not represented on the Supervisory Board.

Percentage by gender and other aspects of diversity (GOV-1_04-06, para. 21c, 21d)

Management Board

CECONOMY AG is subject to the provision of Section 76 para. 3 of the German Stock Corporation Act, under which a statutory quota on gender representation applies if the Management Board comprises three or more members. As the Management Board of CECONOMY AG currently comprises two members (both of whom are male), the statutory quota does not currently apply.

In addition to professional expertise and personal suitability, the members of the Management Board have a varied background in terms of their education, experience and professional history. In particular, the career paths of the Management Board members include various leadership roles in Germany and abroad, meaning that they have the requisite international management experience and expertise in light of the international nature of the business activities of CECONOMY AG and the CECONOMY Group.

➔ Details can be found in the CVs that are available on the website at www.ceconomy.de/en under Company – Management Board.

Supervisory Board

There is a diversity strategy and a skills matrix for the Supervisory Board. The results achieved are illustrated in the qualification matrix regarding the distribution of skills within the Supervisory Board, which can be found in the corporate governance declaration. The entire body is assessed with regard to the respective skills. The number of Supervisory Board members with good or very good knowledge/expert knowledge is also shown. In addition, the composition of the Supervisory Board is diverse, as its

members have varied backgrounds in terms of their education, experience and professional history. Details can be found in the CVs of the Supervisory Board members that are updated annually and published on the website at www.ceconomy.de/en under Company – Supervisory Board. In principle, the members of the Supervisory Board take responsibility for undertaking any training or professional development measures necessary to fulfil their duties. CECONOMY AG supports the Supervisory Board members with a wide range of webinars encompassing modules on all topics relevant to the company, including ESG. In addition, the members of the Supervisory Board are informed regularly and as required about current changes in legislation, new accounting and auditing standards and innovations in corporate governance issues.

Nine of the Supervisory Board members are female and eleven are male. Nine members of the Supervisory Board (45 per cent) have gained professional experience abroad or have citizenship other than German citizenship. The members of the Supervisory Board are characterised by a broad age range.

Percentage of independent board members (GOV-1_07, para. 21e)

In the opinion of the Supervisory Board of CECONOMY AG, all of the shareholder representatives on the Supervisory Board are independent of the company and its Management Board and independent of any controlling shareholder within the meaning of Sections C.6 and C.7 of the German Corporate Governance Code (GCGC).

Responsible administrative, management and supervisory bodies (GOV-1_08, para. 22a)

The following bodies are responsible for the oversight of impacts, risks and opportunities in respect of sustainability:

- Management Board
- Supervisory Board

Responsibilities under mandates and policies (GOV-1_09, para. 22b)

The Management Board has overall responsibility for managing the company. It defines the organisational structure, decides on strategic objectives and determines the company's orientation, including the sustainability strategy. The Management Board also systematically identifies and evaluates risks in respect of environmental, social and governance aspects and the impact of the company's business activities on the environment and society. Below the Management Board, there are dedicated departments for sustainability, human resources and governance issues. They work in close cooperation with the country organisations to ensure that the company's strategic objectives are achieved.

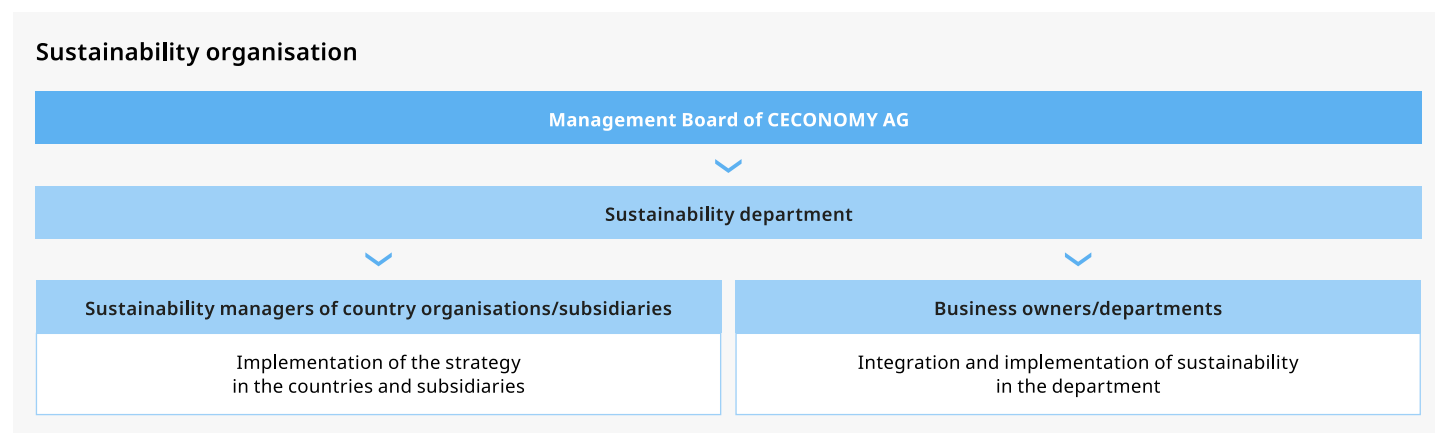
The Supervisory Board is responsible for advising and monitoring the Management Board in its performance of its management tasks. This includes taking sustainability into account. The Supervisory Board and Management Board discuss the progress made in implementing the business and sustainability strategy at regular meetings. They also discuss business policy, company development and planning, the risk situation, risk management, the internal control system and compliance issues.

The Audit Committee of the Supervisory Board supports the Supervisory Board in the preparation of its discussions and resolutions on the approval of the single-entity and consolidated financial statements, the combined management report and the review of the separate non-financial report. It monitors the financial reporting process and evaluates the effectiveness of the internal control system, risk management, and internal audit and review processes. The Audit Committee also addresses issues relating to compliance, sustainability reporting and the quality of the audit of the financial statements.

Management's role and delegation of the role to positions or committees (GOV-1_10-11, para. 22c, 22 c i, 22 c iii)

Sustainability management is the responsibility of the Chair of the Management Board of CECONOMY AG. The Management Board is monitored by the Supervisory Board. The Vice President Sustainability reports directly to the Chair of the Management Board and is responsible for CECONOMY's sustainability issues. Their department is responsible for developing the strategy, updating the key performance indicators and tracking all targets and progress. It also has overarching responsibility for reporting this information. They are supported by the local sustainability managers in the various country organisations and subsidiaries as well as the respective points of contact from all relevant departments. The sustainability managers of the countries act as local contacts and have the task of conveying the sustainability strategy to their countries and identifying appropriate country-specific activities on this basis. As part of effective sustainability management, the Management Board ensures a high level of transparency both internally and externally, defines the company's overall strategy, strengthens the conditions for the respective sustainability initiatives in the various areas of the company and monitors their development. The Management Board and the Supervisory Board assess and update CECONOMY AG's targets and strategy of CECONOMY AG together with the Vice President Sustainability at regular meetings. In sustainability reporting, the Management Board also makes the final decision on material topics and on which key performance indicators will be reported.

The Sustainability department at CECONOMY AG promotes discussion with internal and external stakeholders and advances sustainability communication. Together with the Sustainability department, the sustainability managers from the countries, the subsidiaries and the specialist departments form the sustainability organisation.



Application of dedicated controls and procedures to the management of impacts, risks and opportunities (GOV-1_13, para. 22c iii, AR 3)

Sustainability management is integrated into all levels of the organisational structure at CECONOMY. This includes established processes and controls for managing material impacts, risks and opportunities. These will be specified in the coming years as part of the further development of sustainability reporting.

Definition of targets related to material impacts, risks and opportunities (GOV-1_14, para. 22d, AR 3)

The Management Board and Supervisory Board are informed about the definition of targets related to material impacts, risks and opportunities once a year.

In addition, the Supervisory Board is regularly informed by the Management Board about all relevant issues, including the strategy. The Management Board defines new targets as required and discusses the progress made in implementing the strategy.

Skills and expertise to oversee sustainability matters (GOV-1_15-16, para. 23a, AR 5)

The Supervisory Board has resolved a skills matrix in accordance with the GCGC that also includes ESG skills. Four Supervisory Board members currently have "good or very good knowledge" with regard to ESG skills. In order to increase its focus on ESG, the Supervisory Board has decided to appoint Sabine Eckhardt and Daniela Eckardt as ESG officers. Both of the ESG officers perform a support and advisory function. They mainly adopt a strategic focus on ESG issues outside reporting and on incentive mechanisms. The Supervisory Board strives to achieve a diverse Supervisory Board and Management Board, particularly but not exclusively with regard to aspects such as gender, education, experience and professional background, age and internationality of the members. The objective of the diversity policy is that the Supervisory Board and Management Board should each cover the skills profile resulting from the company-specific situation. This also includes knowledge in the area of sustainability management. The Management Board has also responded to the importance of ESG by establishing a dedicated specialist department to support it in the performance of its tasks. At an organisational level, sustainability is currently assigned to the CEO.

[The expertise of the Supervisory Board can be seen in the skills matrix in the corporate governance declaration.](#)

The Sustainability department possesses a wealth of collective sustainability-related expertise. The reporting line to the Management Board is described under GOV-1_10-11. In turn, the Management Board informs the Supervisory Board about current material developments (including on an ad hoc basis as applicable). The Sustainability department also regularly reports to Supervisory Board meetings. Furthermore, the Sustainability department offers the Supervisory Board training on current developments and is available to answer information requests as required.

Relationship between skills and expertise and the material impacts, risks and opportunities (GOV-1_17, para. 23b)

A relevant number of Supervisory Board members have expertise in the area of sustainability and, in particular, specialist knowledge in areas such as climate change, environmental protection, the circular economy, social responsibility and corporate governance. This skills are related to the content of CECONOMY's material impacts, risks and opportunities. The same applies to the members of the Management Board. This expertise enables the Supervisory Board to effectively discuss sustainability-related issues with the Management Board, including strategy, processes and reporting obligations.

The role of the administrative, management and supervisory bodies in corporate governance (G1 GOV-1)

The role of the administrative, management and supervisory bodies in respect of corporate governance (G1 GOV-1_5a)

Responsibility for upholding compliance requirements lies with the Management Board of CECONOMY AG and the management bodies of the individual Group companies. As Chief Assurance Officer (CAO), the Executive Vice President heads the Compliance, Privacy and Audit departments. As Chief Compliance Officer (CCO), the Vice President Compliance & Privacy is responsible for compliance matters at CECONOMY AG and MMSRG. However, specialist reports can be submitted directly to the Management Board at any time. The CAO and the CCO report to the Management Board on business conduct on a regular basis. The CCO also reports to the Supervisory Board and the Audit Committee on the most important issues regarding business conduct on a regular basis. In coordination with CECONOMY AG, the Compliance Management department of MMSRG centrally manages compliance issues and is aided in this at the various country organisations by the local compliance officers (LCO). Together with Compliance Management and the Compliance Committee, which coordinates discussions of the issues at CECONOMY, the LCOs form the compliance organisation.

The expertise of the administrative, management and supervisory bodies in respect of corporate governance aspects (G1 GOV-1_5a)

New Management Board members receive training on business ethics that covers topics such as the compliance management system and allegation management processes. In addition, the Supervisory Board undertakes mandatory training twice a year that serves as further training on topics such as the compliance management system and allegation management processes.

[➤ The expertise of the Supervisory Board can be seen in the skills matrix in the corporate governance declaration.](#)

Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies (GOV-2)

Information provided to the administrative, management and supervisory bodies (GOV-2_01, para. 26a)

The Management Board is regularly informed about material impacts, risks and opportunities, the implementation of due diligence in the area of sustainability and the results and effectiveness of the plans, actions, metrics and targets resolved. The Vice President Sustainability discusses the progress made in the area of sustainability with the Management Board at least once a month. The Supervisory Board and the Audit Committee of the Supervisory Board of CECONOMY are also informed about the above topics by the Vice President Sustainability on a regular basis, and in any case at least once a quarter.

Consideration of impacts, risks and opportunities (GOV-2_02, para. 26b)

Sustainability issues are regularly addressed by the Management Board as part of its oversight of the corporate strategy as well as by the Supervisory Board. This includes evaluating and considering impacts, risks and opportunities.

List of material impacts, risks and opportunities (GOV-2_03, para. 26c, SBM-3_01)

The Vice President Sustainability was actively involved in developing the double materiality analysis. The Management Board, the Supervisory Board and the Audit Committee of the Supervisory Board were presented with the results of the materiality analysis including the material impacts, risks and opportunities identified. The corresponding list can be found in this chapter under "Material impacts, risks and opportunities and their interaction with strategy and business model" (SBM-3).

Integration of sustainability-related performance in incentive schemes (GOV-3)

Integration of sustainability-related performance in incentive schemes (GOV-3_01-05, para. 29, 29a, 29b, 29c, 29d, AR 7, E1 GOV-3_01-03, para. 13)

Non-financial LTI (long-term incentive) performance targets

The non-financial LTI performance criteria in accordance with the 2021 remuneration system, which are generally weighted at 30 per cent in total, are based on up to five quantitative targets specifically formulated by the Supervisory Board for the following subject areas:

- Employee satisfaction
- Climate and environmental protection
- HR development and training
- Diversity
- Corporate culture and compliance

If the Supervisory Board does not define a specific weighting, the non-financial performance criteria are weighted equally to each other.

From the five subject areas mentioned, the Supervisory Board has selected the following three non-financial performance targets for the tranche of the LTI granted to the Management Board members and senior executives for the financial year 2024/25 and weighted them as follows:

- Quantitative non-financial performance targets (30% weighting)
 - Diversity: Female representation in management positions (1/3 weighting)
 - Employee satisfaction: Employee satisfaction/NPP (1/3 weighting)
 - Climate and environmental protection: Reduction in carbon dioxide emissions (Scope 3) (1/3 weighting) The percentage of the remuneration recognised in the current period that is linked to climate-related considerations is 10 per cent.

The performance-based remuneration components are variable remuneration as a short-term incentive (STI) for the respective financial year and variable remuneration as a long-term incentive (LTI) over several financial years. The granting of the STI is dependent on financial and non-financial performance criteria (customer satisfaction/NPS). The components have different bases of assessment and success parameters according to the respective performance periods.

The variable remuneration granted to the members of the Management Board is predominantly share-based.

Within the variable remuneration components, the proportion of long-term variable components predominates; in turn, these are largely based on financial performance criteria relating to the absolute shareholder return and relative shareholder return metrics. The amount of the final payment depends on the degree of overall target achievement, which comprises the degree of achievement of the two metrics linked to the performance of CECONOMY AG's ordinary shares as well as the degree of achievement of the sustainability targets.

As described above, the performance of Management Board members and senior executives is evaluated and remunerated on the basis of specific sustainability targets as part of the long-term incentive (LTI).

[Further information on remuneration components can be found in the remuneration report.](#)

Responsibilities (GOV-3_06, para. 29e)

The Supervisory Board decides on the remuneration system, its implementation and the determination of the specific remuneration of the Management Board after preparation by the Presidential Committee and arranges for the remuneration system to be approved by the General Meeting with the frequency required by law. If the Supervisory Board consults external remuneration experts on the further development of the remuneration system and to assess that the specific Management Board remuneration is appropriate and customary, it assures itself that such experts are independent before engaging them.

The Supervisory Board has the option of appropriately taking extraordinary developments into account, particularly when granting variable remuneration. In justified cases, entitlements to the payment of variable remuneration can be denied (penalty) or remuneration already paid can be claimed back (clawback).

The subsequent amendment of targets or the comparative parameters for variable remuneration (repricing) is precluded. However, if this is necessary in the interests of the long-term well-being of the company, the Supervisory Board can temporarily deviate from this remuneration system. Such deviations are permitted only on the basis of a resolution by the Supervisory Board as a whole, setting out the reasons for and duration of the deviation. Temporary deviations from all components of the remuneration system and, in particular, the variable remuneration components are possible.

Integration of sustainability-related performance in incentive schemes (ESRS E1 GOV-3)

Integration of sustainability-related performance in incentive schemes (GOV-3_01-05, para. 29, 29a, 29b, 29c, 29d, AR 7, E1 GOV-3_13)

Statement on due diligence (GOV-4)

Overview of the due diligence process (GOV-4_01, para. 30, 32, AR 8, AR 9, AR 10)

The requirements of corporate due diligence in the area of sustainability are included in the assessment of material impacts at CECONOMY. In the context of human rights, risks to potentially affected rights holders are taken into consideration in particular.

This risk analysis forms the basis for the human rights due diligence approach that incorporates both human rights and environmental risks.

Developments at a national and international level are continuously observed, particularly with regard to how terms are understood, how risks, opportunities and impacts are assessed and how appropriate due diligence obligations are structured. Implementation is based on the United Nations Guiding Principles on Business and Human Rights. The OECD Guidance for Responsible Business Conduct also serves as an important reference. The approach selected is reviewed regularly and enhanced as required. A Group-wide risk and due diligence process for the identification, prevention, reduction or elimination of human rights and environmental risks has been implemented.

| Core elements of due diligence | Sections of the report |
|--|--|
| | GOV-1: Management responsibilities |
| | GOV-1: Oversight of sustainability IROs |
| a) Embedding due diligence in governance, strategy and business model | GOV-2: Sustainability matters addressed by management |
| | GOV-3: Incentive systems |
| | SBM-3: Double materiality assessment |
| | Governance of sustainability due diligence |
| | Stakeholder overview |
| b) Engaging with affected stakeholders in all key steps of the due diligence | GOV-2: Sustainability matters addressed by management |
| | IRO-1: Double materiality assessment process |
| | Sustainability due diligence |
| | SBM-3: Double materiality assessment |
| c) Identifying and assessing adverse impacts | SBM-3: Double materiality assessment result |
| | IRO-1: Double materiality assessment process |
| | Sustainability due diligence |
| | E1: Climate change |
| | E5-2: Management of impacts on resource use and circular economy |
| d) Taking actions to address those adverse impacts | S1-4: Management of impacts on own workforce |
| | S4-4: Management of impacts on consumers and end-users |
| | Sustainability due diligence |
| e) Tracking the effectiveness of these efforts and communicating | Sustainability due diligence |

Risk management and internal controls over sustainability reporting (GOV-5)

Risk management and internal controls over sustainability reporting (GOV-5_01, para. 36a, AR 11)

CECONOMY has published a voluntarily audited non-financial Group report and a sustainability report for a number of years now. As a result, it has extensive expertise in key areas such as climate change mitigation, products, the circular economy and social responsibility. To ensure the quality and reliability of its sustainability reporting, CECONOMY uses a structured system comprising a materiality analysis, a risk-orientated management approach, internal control mechanisms and external safeguards.

The materiality analysis involves the regular review and prioritisation of relevant sustainability issues. The aim is to focus the reporting content on material impacts, risks and opportunities in order to ensure transparent and targeted communication.

A risk-orientated approach guarantees the systematic integration of ESG (environmental, social and governance) risks into the company-wide risk management system. These risks are identified, assessed and managed at several organisational levels in order to detect potential impacts at an early stage and ensure that they are addressed appropriately. The internal control mechanisms (ICS) are based on standardised processes for validating, reviewing and approving sustainability data. Most non-financial data is now recorded systematically and reviewed in accordance with the principle of dual control. Global data is collected using centrally controlled processes in order to ensure uniform data quality and methodological consistency. This ensures the completeness and integrity of the data and allows precise estimates to be made as required, including with regard to the upstream and downstream value chain.

The scope of application of risk management extends to all relevant sustainability issues that are identified as being reportable in accordance with the statutory requirements (including the EU taxonomy and the German Supply Chain Due Diligence Act) and the materiality analysis.

[Further information on the risk management system and the internal control system can be found in the opportunity and risk report and in the description of the features of the internal control system.](#)

Risk assessment and prioritisation (GOV-5_02, para. 36b, AR 11)

CECONOMY has a company-wide risk management system into which sustainability aspects are also systematically integrated.

Sustainability risks are identified, assessed and prioritised on the basis of structured processes and clearly defined criteria. Current and potential future risks that could arise from environmental, social and human rights aspects and governance issues are taken into account. Risks are assessed on the basis of their probability of occurrence and the potential extent of their impact on the company, the environment and society.

Risks whose severity and relevance require an immediate or strategically important response are prioritised. This prioritisation serves as a basis for decision-making when it comes to risk prevention, reduction or monitoring measures and the allocation of internal responsibilities.

The documented results of risk assessment and prioritisation are integrated into company management and form part of the non-financial Group report. They also form the basis for the performance of appropriate due diligence and the continuous enhancement of CECONOMY's sustainability strategy.

With regard to sustainability reporting, CECONOMY is exposed to a risk with regard to compliance with regulatory requirements. Thanks to corresponding internal control measures, however, the probability of occurrence of this risk is considered to be low.

The key control measures in connection with the introduction of the CSRD include a Group-wide CSRD project sponsored by the CFO of CECONOMY. A steering committee comprising representatives of the Legal, Human Resources, Accounting, Controlling and Sustainability departments and the human rights officers regularly monitored the implementation and progress of the project at six-week intervals during the financial year.

Main risks identified and their mitigation strategies (GOV-5_03, para. 36 c, AR 11)

The main risks in connection with non-financial reporting are:

- Interpreting the regulatory requirements concerning the report contents.
- Collecting and gathering the required report contents.

CECONOMY is reporting on the first year using the European Sustainability Reporting Standards (ESRS) as a framework. One of the difficulties in preparing the report was correctly interpreting the directive and the standards as well as the required content for the individual data points. The aim of the project team was to address identified risks at an early stage through strategically designed processes and transparent dialogue with the auditor responsible. CECONOMY has obtained an increasingly detailed understanding of the directive and the required content by way of regular communication with external experts.

In gathering the content of the report, the central project team developed processes, including internal controls, that ensure the clarity of the content to be delivered and the plausibility of the data processed. The central project team is also working to implement a solution for generating an automated CSRD report in the future.

Integration into internal functions and processes (GOV-5_04, para. 36d)

The existing internal control system for financial reporting has already been expanded in recent years to include critical reporting processes for sustainability reporting and the relevant controls. As part of the enhancement of the internal control system for sustainability reporting, material reporting processes were analysed, existing controls were reviewed and new controls were defined, implemented and tested with a view to ensuring reliable reporting.

Reporting to the administrative, management and supervisory bodies (GOV-5_05, para. 36e)

As part of the CSRD implementation project, the responsible bodies, including the Management Board and Supervisory Board, received reports on how CECONOMY is combating the risks identified in non-financial reporting and on quality assurance in the reporting process at regular intervals. Any deviations or required actions are communicated transparently and taken into account in strategic and operational decisions. The Chief Financial Officer was also the sponsor of the CSRD implementation project and was informed about the status of implementation and, later in the project, about reporting at six-week intervals.

This regular flow of information ensures that the senior management bodies are included in the sustainability reporting process and can perform their oversight function effectively.

Strategy

Strategy, business model and value chain (SBM-1)

The Group's "Experience Electronics" strategy is built on four pillars. CECONOMY's ambition is to set itself apart from the competition by offering leading products and services:

- **Employee experience:** Our employees are our greatest asset. They offer personalised service across all channels – with the human touch.
- **Shopping experience:** We combine the on-site experience in our modernised stores with innovative digital offerings more effectively than our competitors and offer the most relevant product range.
- **Usage experience:** We offer the most customer-centred service to support customers throughout the entire life cycle.
- **Impact experience:** We offer the most comprehensive range of sustainable products and services in the circular economy.

Significant groups of products and/or services (SBM-1_01, para. 40a i, AR12, AR 13)

The retail business is the core of CECONOMY's business. However, CECONOMY has become far more than just a retailer. The company is gradually developing into a platform that combines different business models under a single roof. It refers to this concept as an "omnichannel service platform". Building on its strong customer relationships, CECONOMY has successfully developed and expanded high-growth business areas. These growth segments not only enhance customers' shopping experience but also contribute to improved profitability for the company through attractive margins.

The foundation of CECONOMY's platform is retail ("Retail Core") for consumer electronics and related product categories. The omnichannel offering focuses on experiences, combining the best of physical retail and digital services. The company works continuously to increase profitability through targeted margin management. Sustainability is firmly enshrined within the product range and is supported by MediaMarktSaturn's "BetterWay" initiative. In addition, CECONOMY unlocks further market potential through new categories such as refurbished products.

Services & Solutions complements the product range with a broad portfolio of services. This is a key differentiator from competitors and strengthens the company's brand. The offering is based on its customers' most important needs and is constantly being expanded. It includes insurance, repairs, installation services, mobile communications, sustainability services and more. Commercially, this segment is the most significant earnings contributor of the company's growth businesses. CECONOMY benefits from attractive commissions and is increasingly successful in engaging customers with subscription models.

The MediaMarktSaturn Marketplace expands the product range with products from external partners. This allows CECONOMY to broaden its assortment, introduce new categories and improve availability for customers. In addition to the benefit for customers, this means that CECONOMY generates category-dependent commission income without taking on inventory risk. With regard to the circular economy, the Marketplace also acts as a central sales channel for refurbished products within the Group, meaning that customers are offered more sustainable and resource-efficient alternatives in all product categories.

The Koenic, ISY, PEAQ and ok. private labels offer customers attractive value-for-money alternatives to the familiar manufacturers. Through exclusive products and partnerships, private labels are increasingly becoming a differentiating factor. Control over the supply chain and economies of scale mean that CECONOMY generates higher margins. In addition to economic efficiency, CECONOMY takes care to ensure responsible corporate governance along the entire supply chain. All private label suppliers are subject to regular audits as part of our corporate responsibility approach in order to ensure compliance with social and labour law standards. As part of a comprehensive sustainability strategy, additional measures including a sustainable packaging guideline have also been established with the aim of promoting the use of environmentally friendly materials and systematically reducing packaging waste.

Space-as-a-Service business gives partners access to CECONOMY's retail space and infrastructure, enabling them to leverage the company's reach for their brands and products. The portfolio includes fully integrated brand shops and boutiques as well as high-traffic areas at store entrances ("entrance statement") and inside stores ("experience zones"). These specially designed spaces allow customers to experience partners' products in person in a hands-on environment. In this way, CECONOMY increases the value of its retail space, generates recurring revenue streams and deepens its relationships with the industry. In addition, integrated repair and recycling services help to promote the circular economy and increase awareness of more sustainable consumption. In this way, Space-as-a-Service is contributing to the enhancement of the business model with a view to resource conservation.

Retail Media enables manufacturers and brands to reach customers at key moments in the purchase decision process across CECONOMY's channels. Partners pay for promotional placements and for advertising space on the company's digital and physical

channels. This offering is complemented by data-driven reports that allow partners to target their campaigns more effectively. This enables CECONOMY to tap into a profitable business in a rapidly growing market.

[Further information on the business model can be found in the "Strategy" chapter.](#)

Significant markets and/or customer groups (SBM-1_02, para. 40a ii; AR 12, AR 13)

CECONOMY's product and service portfolio aims to address all target groups. In the reporting period, CECONOMY concentrated on eleven countries.

Headcount of employees by geographical areas (SBM-1_03-04, para. 40a iii; AR 12, AR 13)

Development of employee numbers by country and segment as of the reporting date 30 September:

| | Full-time equivalents ¹ | | By headcount | |
|--------------------------------|------------------------------------|---------------|---------------|---------------|
| | 2024 | 2025 | 2024 | 2025 |
| Germany | 14,862 | 14,604 | 17,335 | 17,377 |
| Austria | 2,025 | 1,969 | 2,447 | 2,405 |
| Switzerland | 664 | 722 | 828 | 939 |
| Hungary | 1,359 | 1,350 | 1,392 | 1,381 |
| DACH | 18,909 | 18,644 | 22,002 | 22,102 |
| Belgium | 1,089 | 1,057 | 1,209 | 1,167 |
| Italy | 4,049 | 4,132 | 4,850 | 5,005 |
| Luxembourg | 70 | 69 | 73 | 74 |
| Netherlands | 2,420 | 2,221 | 3,780 | 3,416 |
| Spain | 5,278 | 5,420 | 6,377 | 6,640 |
| Western/Southern Europe | 12,905 | 12,899 | 16,289 | 16,302 |
| Poland | 2,726 | 2,437 | 2,817 | 2,598 |
| Türkiye | 3,799 | 4,038 | 3,800 | 4,042 |
| Eastern Europe | 6,526 | 6,475 | 6,617 | 6,640 |
| Others | 2,650 | 2,664 | 2,832 | 2,844 |
| CECONOMY | 40,990 | 40,682 | 47,740 | 47,888 |

¹ Rounding differences may occur

Breakdown of total revenue as included in the financial statements by significant ESRS sectors (SBM-1_06-20, para. 40 b-d iv.)

In the financial year 2024/25, €21,385 of total sales (which amounted to €23,072 million) related to the "distribution and trade" category, while a further €1,687 million related to the "professional services" category (Services & Solutions). As ESRS sectors have yet to be developed, they are not available and hence are not applied in this report.

All of the remaining data points under these paragraphs do not apply to CECONOMY and hence are not reported.

Sustainability-related goals in terms of products, customers, geographical areas and stakeholders (SBM-1_21, para. 40e; AR 12, AR 13)

As the European market leader, CECONOMY is setting new standards for customer experience, the conscious discovery of technology and support for customers in their everyday lives with its "Experience Electronics" vision. The "impact experience" makes sustainability one of four cornerstones of the company's strategic advancement.

[The corporate strategy can be found in the Strategy section of the Group management report.](#)

CECONOMY is pursuing a comprehensive sustainability strategy with clear objectives: the increasing demands on companies to reduce greenhouse gas emissions, conserve resources and comply with legal requirements, while at the same time viewing sustainability as an integral part of corporate growth, are leading to higher minimum standards in terms of business activities and ESG transparency. To fulfil these requirements, CECONOMY is continuously working on the implementation of its sustainability strategy. The aim is to ensure that business activities are in line with the expectations of all stakeholders.

CECONOMY is pursuing an ambitious mission with regard to ESG that can also be found in the "Sustainability management" section of the annual report.

Mission 1: "We want to offer a climate-conscious technology experience."

CECONOMY has set itself ambitious climate targets, validated by the Science Based Targets initiative (SBTi), to reduce its direct and indirect carbon emissions by 2033. Through continuous improvement in its energy requirements, CO₂-optimised logistics and, above all, a wider range of more energy-efficient products with a corresponding increase in the demands it makes of its suppliers, CECONOMY is enabling the climate-conscious consumption of consumer electronics.

CECONOMY takes responsibility for emissions caused directly or indirectly by its business activities throughout the value chain. To reduce its environmental footprint, the company continuously optimises its operating processes and enables its customers to engage with consumer electronics in a climate-conscious manner. In doing so, CECONOMY is guided by the goals of the Paris Agreement for limiting global climate change. To make an effective contribution, CECONOMY has set itself ambitious, science-based targets for the period to 2033 that were validated by the SBTi in the reporting period. CECONOMY's Scope 1 and 2 emissions result from energy consumption in its own business activities, and in particular from the electricity consumption of its stores. The company is continuously improving its energy performance through the ongoing modernisation of stores and administrative buildings as well as efficient energy management. However, Scope 3 accounts for the majority of its emissions, particularly the energy consumed in using the products sold by CECONOMY. To address this, the company is expanding its range of more energy-efficient products and working closely with suppliers to actively advance their development.

Mission 2: "We want to offer the most sustainable range of consumer electronics products and be a pioneer in the circular economy in Europe"

CECONOMY offers more energy-efficient and resource-saving product alternatives as well as refurbished devices and appliances. Service offerings such as repairs help to conserve resources by making products appealing and usable for customers for longer or making them available for second or third use.

The aim is to support customers in leading a sustainable lifestyle and enable them to consume in a conscientious way that conserves resources – from purchase and the longest possible usage to the proper disposal or recycling of their products. For this reason, CECONOMY regularly reviews its minimum standards for more sustainable products and continuously expands its portfolio of corresponding products. At the same time, the range of refurbished products is growing. Established services such as repairs and product trade-ins and new, sustainable business models relating to financing, including options to return products, are also making an effective contribution to the circular economy.

Mission 3: "We want to assume social responsibility for our employees, suppliers and society."

Social responsibility toward CECONOMY's employees, its partners along the supply chain and the society in which it operates form the basis for the company's business activities. This includes fairness, transparency and diversity.

For CECONOMY, employee development under the heading of "employee experience" is one of four central pillars of the corporate strategy. Accordingly, the company places particular emphasis on appreciating the work of all employees and on their targeted development, motivation and empowerment. The focus is on the core topics of employee involvement and talent development as well as promoting diversity, e.g. through optimised recruitment processes and targeted support in various talent programmes. At the same time, CECONOMY is committed to upholding labour laws and human rights, both in its own business area and throughout the supply chain. The company therefore works continuously to enhance its risk management in order to ensure compliance with human rights standards and works in close cooperation with suppliers to identify and address potential risks at an early stage. To this end, CECONOMY has implemented a strategy for sustainable supply chain management and continues to refine this on an ongoing basis.

[➤ Further information on science-based targets can be found in the chapter on ESRS E1 below.](#)

Assessment of significant products, markets and customers in relation to sustainability-related targets (SBM-1_22, para. 40f; AR 12, AR 13)

As part of its strategic focus on sustainability, CECONOMY has conducted an assessment of its most significant products, markets and customer groups in relation to sustainability-related targets. The aim of this analysis was to identify the areas in which the company has the greatest influence over environmental and social aspects and where there are also relevant opportunities for sustainable developments.

The assessment also took products, markets and customers into consideration. Private labels and third-party brands were analysed in terms of their environmental compatibility, durability, reparability and energy efficiency and were allocated to more sustainable product categories on the basis of MediaMarktSaturn's "BetterWay" initiative. The company also examined the extent to which the product range contributes to the achievement of sustainability targets such as reducing carbon emissions or promoting the circular economy. The geographical markets were evaluated in terms of regulatory requirements, customers' sustainability needs and local environmental conditions, with a particular emphasis on the EU member states in which CECONOMY is active.

The customer segments were examined in terms of their expectations concerning sustainable products and services. CECONOMY increasingly takes sustainability criteria into account in its customer contact in order to increase awareness of responsible consumption.

This assessment forms the basis for the targeted further development of sustainable product strategies, the expansion of sustainable services (e.g. repairs and refurbishment) and increased stickiness thanks to conscientious action.

Elements of the undertaking's strategy that relate to or impact sustainability aspects, including the main challenges ahead and critical solutions or projects to be put in place, where relevant to sustainability reporting (SBM-1_23, para. 40g; AR 12, AR 13)

The future challenges for CECONOMY in the area of sustainability are determined largely by changes in regulatory conditions, rising expectations in society and environmental and economic developments. In particular, the European Green Deal, which aims to make Europe the first climate-neutral continent by 2050, is setting new standards for companies across all sectors. In light of these ambitious plans, CECONOMY considers it important to ensure that its business processes, value chains and product portfolios are systematically geared toward sustainability. To address these challenges and achieve its sustainability targets, CECONOMY has initiated a number of solutions and projects that are being systematically enhanced and scaled up. One of the key focal points is a reduction in direct carbon emissions. Among other things, work is continuing on energy efficiency projects at the brick-and-mortar stores and logistics centres and the switch to renewable energy is being expanded further. CECONOMY is also optimising its logistics processes by using low-emission transport solutions and making its last-mile operations more sustainable, for example.

With regard to the circular economy, CECONOMY is continuously expanding its range of repair services, refurbishment programmes and trade-in systems for old electrical devices in order to lengthen the lifetime of products, conserve resources and increase circularity along the value chain. At the same time, the sustainability features of the product range are being made more transparent. The standardised labelling of more sustainable products is intended to make it easier for customers to make conscious purchasing decisions.

To strengthen resilience in the supply chain, CECONOMY is increasingly integrating ESG criteria into its supplier management. Targeted audits, risk analyses and qualification measures are aimed at ensuring that social and environmental standards are complied with and continuously improved.

CECONOMY is also investing in the establishment and expansion of a Group-wide ESG data and reporting system that will enable the systematic controlling and monitoring of sustainability targets and transparent reporting to internal and external stakeholders.

[➤ The corporate strategy can be found in the Strategy section of the Group management report.](#)

Business model and value chain (SBM-1_25, para. 42, AR 14)

CECONOMY purchases its products from renowned manufacturers around the world and combines procurement, logistics and distribution in compliance with high quality standards. In addition to purchasing products and selling them at its stores, the company's value chain includes aftersales services, repairs and customer support. Products for various private labels are also designed internally, manufactured by partners and sold by CECONOMY under the umbrella of Imtron GmbH. CECONOMY works in close cooperation with suppliers and partners to ensure that the market is supplied efficiently and sustainably. The MediaMarktSaturn Marketplace extends the product range beyond CECONOMY's own retail business. Customers can seamlessly access a manufacturer's full range ("long tail") and new categories from outside the core product range, such as "garden & BBQ", "sport & fitness" or "baby & kids". With regard to the circular economy, the Marketplace also acts as a central sales channel for all refurbished products within the Group.

Inputs and approach to gathering, developing and securing those inputs (SBM-1_26, para. 42a)

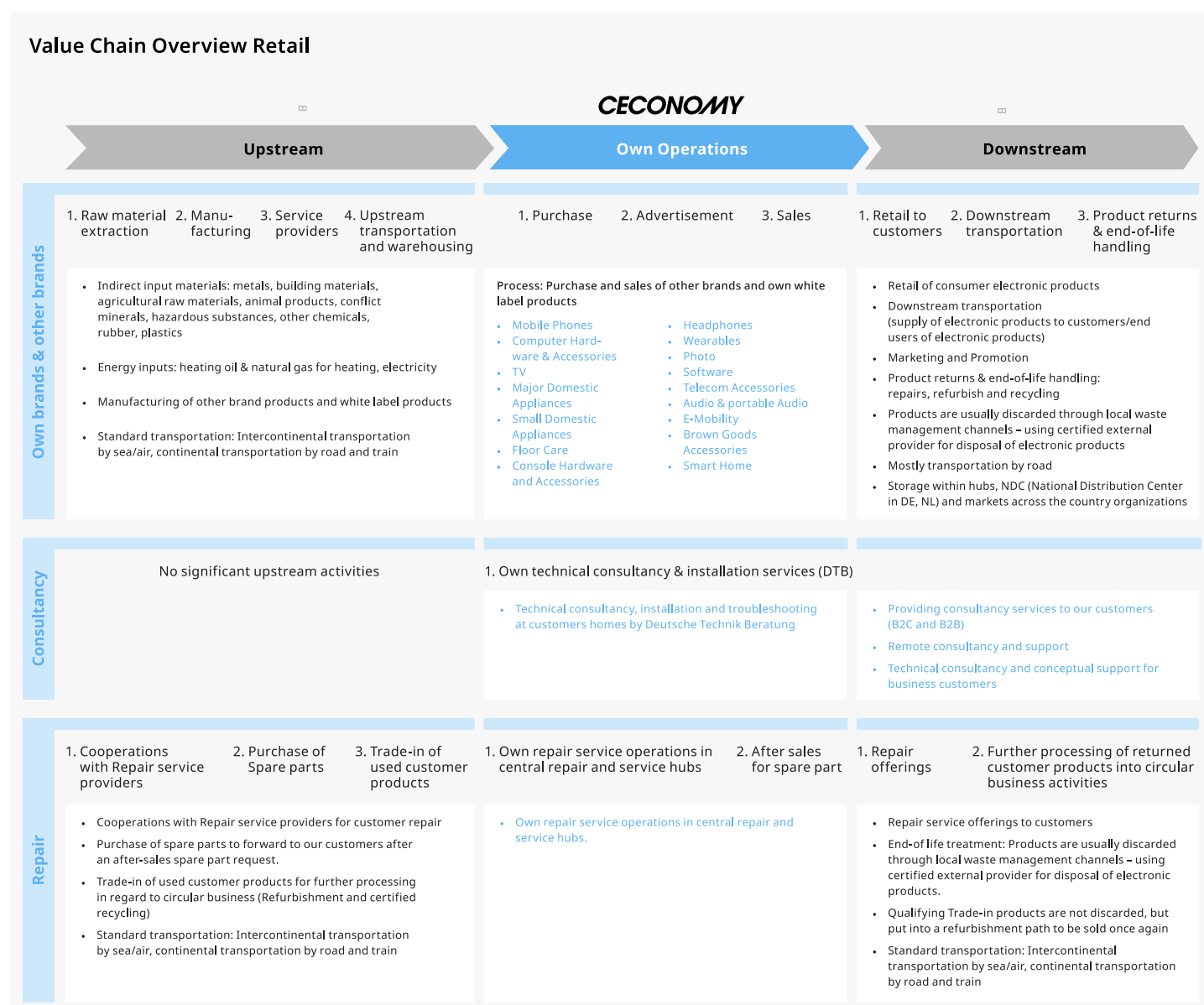
The inputs for designing the business model come from market analyses, customer feedback, long-standing supplier relationships and technological trends. The main inputs include consumer goods in the area of consumer electronics (e.g. household appliances, smartphones, IT products), energy, digital infrastructures, specialist expertise and skilled staff. Products are purchased via global supply chains in cooperation with brand-name manufacturers and through the targeted expansion of private labels. Sustainable procurement practices and long-term partnerships with suppliers are central elements when it comes to ensuring availability, quality and compliance along the supply chain. CECONOMY also makes continuous investments in digital systems, logistics processes and training for employees in order to improve its efficiency and customer focus. In accordance with the requirements of the German Supply Chain Due Diligence Act (LkSG), risk-based information on social and environmental responsibility along the supply chain is also taken into account in the decision-making processes in order to ensure due diligence with respect to human rights and environmental standards. In doing so, CECONOMY applies high quality and data protection standards.

Outputs and outcomes (SBM-1_27, para. 42b)

Sustainability is firmly integrated into CECONOMY's strategy – in fact, it constitutes a central element. In line with its corporate strategy, the Group is undergoing a fundamental transformation in order to satisfy ever-changing customer preferences. CECONOMY's main outputs are the sale of electronic products, digital services (e.g. device setup, repair, recycling) and advisory and service solutions at brick-and-mortar stores and digitally. These services generate a high degree of benefit for customers by giving them simple, reliable and interconnected purchasing experiences. "We create experience electronics to enhance people's lives." This purpose expresses two key aspects of the strategy: "Our customers are at the heart of everything we do. And we go far beyond transactional business: We build deep and long-lasting relationships with our customers – the most important value drivers of our company. We bring experience electronics to life across four pillars." CECONOMY also takes responsibility for the products it offers throughout their entire life cycle. As part of this circular economy strategy, CECONOMY provides customers with advice, repairs and other services. The expected benefit results from the fact that customers can access a broad range of services to extend the product life cycle and make use of alternatives to making new purchases. The company aims to set itself apart from its competitors through leading products and services. CECONOMY offers long-term added value for investors thanks to its stable market position and growth in its service business, among other things. Additional stakeholders such as business partners, suppliers and employees benefit from transparent, responsible business practices and the continuous enhancement of the corporate strategy with a view to sustainable value creation.

Upstream and downstream position and the undertaking's position (SBM-1_28, para. 42c; AR 15)

CECONOMY has evaluated the value chain for three different levels: the retail of consumer electronics with private labels and third-party brands, advisory and installation services, and repair services.



Private labels and other brands

Upstream

Private labels and third-party brands play a central role in CECONOMY's business model. In its upstream activities, indirect input materials such as metals, building materials and plastics (see diagram) are extremely important. These activities also include energy consumption, product manufacturing and transport.

Own operations

CECONOMY's own operations begin with the purchase of the aforementioned products. Other important areas include marketing these products and selling them to customers. Products under private labels are marketed in addition to products from third-party brands.

Downstream

In its downstream activities, CECONOMY distributes consumer electronics. When customers require delivery, transport takes place in cooperation with logistics partners. Old or defective devices and appliances are also taken back. These are typically disposed of via local waste management systems. CECONOMY works with certified external service providers in this process. Transport takes place mainly by road, while storage takes place at hubs, national distribution centres and sales outlets.

Advisory and installation services and repairs

Upstream

In the repairs arm of its business model, CECONOMY works with repair contractors in its upstream activities. The company purchases spare parts for aftersales requests from customers and participates in the trade-in of used customer products. CECONOMY makes use of intercontinental and continental transport services.

Own operations

With its subsidiary Deutsche Technikberatung, CECONOMY supports customers with technical advice, installation and trouble-shooting in their homes. CECONOMY also offers a repair service at central repair and service hubs.

Downstream

In its downstream activities in connection with Deutsche Technikberatung, CECONOMY offers (remote) advisory services for customers (B2C and B2B) as well as technical consultation and conceptual support for business customers. CECONOMY also offers its customers repair services as well as disposing of their old or defective products. In addition, the company offers a qualified trade-in solution to prevent products that are still in a good condition from being disposed of. Instead, they are refurbished so that they can be resold. Here, too, CECONOMY makes use of intercontinental and continental transport services.

Interests and views of stakeholders (SBM-2)

The undertaking's key stakeholders (SBM-2_01-02, para. 45a, 45 a i, AR 16)

CECONOMY's key stakeholders are shown in the following list:

- **Shareholders, investors, banks and credit institutions:** Expect an adequate return on their invested capital. Investors with an ESG focus in particular are increasingly interested in sustainable investments.
- **Customers and users:** Are increasingly interested in sustainable products and want to understand their impact along the value chain.
- **Employees and applicants:** Expect fair working conditions and opportunities for long-term development.
- **Business partners and suppliers:** Expect a fair and reliable business relationship that promotes open dialogue and close co-operation in order to support and strengthen fair working conditions.
- **Politicians and associations:** Demand compliance with statutory provisions; CECONOMY also provides specialist expertise to support political decision-making processes.

Categories of stakeholders and engagement with them (SBM-2_03, para. 45a ii, AR 16)

Taking stakeholder interests into consideration is an important element of sustainability management at CECONOMY. It enables the company to understand and address the expectations of different groups. Internal stakeholders such as employees and external stakeholders such as customers and suppliers are included in this process.

Organisation of stakeholder engagement (SBM-2_04, para. 45a iii, AR 16)

To enable a better understanding of the expectations and perspectives of its stakeholders, CECONOMY continuously monitors opinions by maintaining a dialogue between stakeholders and representatives of the individual areas. Investors are regularly addressed via roadshows and investor calls where sustainability issues are also included on the agenda. In the area of marketing, the results of continuous brand health tracking feed into strategic brand management as evidence. Employees are consulted via surveys like the Net People Pulse (NPP), while the HR department also remains in regular contact with the Works Council. Sustainability issues are also addressed as part of regular press calls with the public and the media. For consumers and end-users, the net promoter score (NPS) is an established element of continuous customer feedback.

Purpose of engagement (SBM-2_05, para. 45a iv, AR 16)

Open engagement with stakeholders helps CECONOMY to understand their expectations and perspectives and engage in a solution-orientated dialogue. This dialogue promotes mutual understanding between the stakeholders and CECONOMY. It also serves as a source of new ideas, contributes to innovation and supports the development of CECONOMY's sustainability strategy and reporting.

Consideration of outcomes (SBM-2_06, para. 45a v, AR 16)

The views of different stakeholders are taken into consideration in the materiality assessment process. Insights relevant to the decision-making process are also continuously contributed to the corresponding committees by company representatives. For example, this is achieved by means of presentations on topic-specific matters such as climate change mitigation, the circular economy and social issues to the committees. In addition, topics of strategic relevance concerning the overall sustainability strategy are discussed by the committees and jointly evaluated or decided upon.

Relationship with strategy and business model (SBM-2_07, para. 45b, AR 16)

The actions taken enable CECONOMY to systematically record, understand and adequately represent the views and interests of key stakeholders in connection with the corporate strategy and the business model. Stakeholder perspectives were put forward by representatives in order to ensure their inclusion in the materiality analysis. This ensured that the analysis reflected the different stakeholder groups and a wide range of environmental, social and governance topics. Additional information can be found in this chapter under "Description of the processes to identify and assess material impacts, risks and opportunities" (IRO-1).

Amendments to the strategy and/or the business model (SBM-2_08, para. 45c i)

There were no material amendments to CECONOMY's strategy and/or business model in the financial year 2024/25.

Information provided to the administrative, management and supervisory bodies (SBM-2_12, para. 45d)

The Management Board, the Supervisory Board and the Audit Committee of the Supervisory Board are all informed about the results of the materiality assessment in the form of presentations reflecting the views and interests of the affected stakeholders in respect of the company's impacts.

Own workforce (ESRS S1)

Inclusion of interests of the undertaking's own workforce in the strategy and business model (SBM-2_12, AR 4, AR 5)

CECONOMY's goal is to make electronics and digitalisation come alive for European customers. Staying true to its principle of "experience electronics", which aims to ensure an attractive customer experience that is consistent across all channels, requires around 50,000 employees¹. It is therefore very important to CECONOMY to ensure good, fair and responsible working conditions for its entire workforce. A positive and sustainable employee experience is one of the four strategic pillars – and therefore essential to the Group's ongoing business success. Specifically, the Group understands this to mean, for example, standing up for diversity and the development and advancement of employees.

Taking the interests of its own workforce into consideration is an important element of CECONOMY's corporate strategy and business model. In line with its strategic orientation, the perspectives and needs of employees are systematically recorded and integrated into decision-making processes. This is achieved through regular dialogue, employee surveys and direct communication using various channels, such as staff appraisals and feedback sessions.

The most important interests of the workforce – such as fair working conditions, opportunities for professional development, work-life balance and the promotion of a positive corporate culture – are included as central factors in the long-term orientation of the corporate strategy. The consideration of topics such as diversity and inclusion and the promotion of development opportunities also helps to improve employee retention and create a sustainable, growth-orientated workplace.

¹ Unless stated otherwise, the metrics for employees do not include trainees or students.

With regard to the business model, this means that CECONOMY takes into account the needs of its own workforce as well as its customers and external stakeholders in order to promote a positive working environment that contributes to the company's innovative strength and long-term success.

Workers in the value chain (ESRS S2)

Inclusion of interests of value chain workers in the strategy and business model (SBM-2_9, AR 4, AR 5)

The interests of and potential impacts on value chain workers are systematically integrated into CECONOMY's strategic orientation and its business model. As part of human rights risk management, CECONOMY identifies potential material negative impacts on the working conditions and other labour rights of value chain workers and takes proactive steps to counteract these impacts. In doing so, CECONOMY applies tried-and-tested due diligence processes in compliance with the German Supply Chain Due Diligence Act (LkSG) and international standards such as the ILO conventions and the United Nations Guiding Principles on Business and Human Rights.

In particular, the strategic consideration of these interests takes the form of requirements for business partners, mandatory codes of conduct such as the CECONOMY Code of Conduct, supplier assessments and audits, and training and preventative measures along the supply chain. Findings from risk assessments and stakeholder dialogues are applied directly in entrepreneurial decision-making processes and influence the selection of CECONOMY's suppliers and investment decisions, for example. This ensures that human rights due diligence is not merely implemented in the company's operations, but is understood as an integral element of the business model.

Consumers and end-users (ESRS S4)

Inclusion of interests of consumers and end-users in the strategy and business model (SBM-2_8, AR 3, AR 4)

As an international consumer electronics retail company, CECONOMY is pressing ahead with digitalisation and uses intelligent networking of different data and information for its own business model. Responsible handling of data from customers, employees, business partners and investors is therefore very important in the context of its business activities and processes. Advances in digitalisation are facilitating data processing, which can have effects on the rights and freedoms of individuals.

Data protection means protecting the personality rights and privacy of every individual against the misuse or unauthorised use of data. Millions of customers entrust their data to the company in connection with its e-commerce activities. Furthermore, the protection of employee, business partners and CECONOMY shareholder data is a top priority. Alongside data protection, the Information Security department is of central importance at CECONOMY in safeguarding the confidence of our customers, business partners and other stakeholders.

The interests of consumers and end-users are an important element of CECONOMY's strategy and business model. The company is responding to the rise in demand for sustainable and environmentally friendly products by offering a growing range of resource-efficient, repairable products and environmentally friendly services such as repairs and trade-in programmes. CECONOMY provides transparent information on the origin, materials and sustainability of products so that consumers can make well-founded purchasing decisions.

The company also places great value on outstanding customer service and one-to-one support accompanied by personalised shopping experiences. CECONOMY promotes innovations that make use of technological progress while also strengthening sustainability. Customer feedback is actively integrated into product development, while the company promotes responsible consumption by providing information on the impact of purchasing decisions. These measures help to strengthen customer confidence and support CECONOMY's long-term market position.

Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3)

Disclosure of material impacts, risks and opportunities (SBM-3_01, para. 48a, SBM-3_04-07, para. 48c, 48c i, 48c ii, 48c iii, 48c iv, GOV-2_03, para. 26c, E1 SBM-3, para. 18, 19, S1 SBM-3, para. 13-16, S4 SBM-3, para. 9-12)

The table below contains a description of CECONOMY's material impacts, risks and opportunities (IROs) resulting from the materiality assessment (see disclosure requirement IRO-1). It includes a description of where these material impacts, risks and opportunities are concentrated within the company's own business activities and the upstream and downstream value chain. All of the material IROs presented relate to the company as a whole.

All material negative and positive impacts in the area of climate change and the circular economy relate to the environment. All material negative and positive impacts in the area of own workforce, workers in the value chain and business ethics relate to

people. All material negative impacts are connected to the strategy and the business model. All material positive impacts arise from the strategy and the business model.

CECONOMY is involved in material upstream or downstream impacts via its business relationships. CECONOMY is directly involved in material impacts resulting from its own activities.

| Sub-sub-topic (where available) | Description of IRO | Location in the value chain | Time horizons |
|---|--|--------------------------------|----------------------------|
| ESRS E1 – Climate Change | | | |
| Sub-topic: Climate change mitigation | | | |
| | Actual negative impact: Contribution to global warming/climate crisis through greenhouse gas emissions from the transport and extraction of raw materials (e.g. metals, crude oil, rare earths, etc.) and the production of products and chemical reactions (without transport) (e.g. for the production of materials such as metals, glass, chemicals) | Upstream | Long-term (> 3 years) |
| | Actual negative impact: Contribution to global warming/climate crisis through greenhouse gas emissions in connection with energy consumption and own transport (e.g. heating/cooling, own deliveries/vehicle fleet) | Own operations | Long-term (> 3 years) |
| | Actual negative impact: Contribution to global warming/climate crisis through greenhouse gas emissions from the use of sold products | Downstream | Long-term (> 3 years) |
| Sub-topic: Energy | | | |
| | Actual negative impact: High energy consumption (electricity, heat [gas, heating energy]) and thus strain on the environment and natural resources required for the operation of stores, warehouses and offices | Own operations | Medium-term (1-3 years) |
| ESRS E5 – Resource Use and Circular Economy | | | |
| Sub-topic: Resource outflows in relation to products and services | | | |
| | Actual positive impact: Decrease use of (non-renewable) resources and increase maintaining of resources in the economy by prolonging product durability through BetterWay services such as repairs, trade-in and refurbishment, resulting in a lower environmental impact | Own operations | Short-term (1 year) |
| | Actual negative impact: Environmental impact of the sale of products and packaging that has not been designed with the principles of the circular economy (reparability, durability, recyclability) | Own operations | Short-term (1 year) |
| | Opportunity: Sales growth by offering new, sustainability-orientated services, e.g. repair and refurbishment services, trade-in or measures to extend product lifetime | Own operations | Medium-term (1-3 years) |
| Sub-topic: Waste | | | |
| | Actual negative impact: Impact on the environment through increased waste generation (especially from old products, batteries and transport packaging) and inappropriate waste management that is not consistent with the principles of the waste hierarchy (e.g. landfilling or incineration instead of recycling) | Own operations (packaging) | Short-term (1 year) |
| | Actual negative impact: Impact on the environment through increased waste generation (especially from old products, batteries and transport packaging) and inappropriate waste management that is not consistent with the principles of the waste hierarchy (e.g. landfilling or incineration instead of recycling) | Downstream (e-waste) | Short-term (1 year) |
| ESRS S1 – Own Workforce | | | |
| Sub-topic: Working conditions | | | |
| Secure employment | Potential negative impact: Negative impact on employee health (fitness, stress, burnout) and motivation due to poor working conditions such as unsecure employment, long working hours or inadequate wages | Own operations | Long-term (> 3 years) |
| Working time | Opportunity: Improved reputation and sales growth due to increased employee satisfaction and performance as a result of appropriate working conditions such as secure employment, appropriate working time and adequate wages | Own operations | Medium-term (1-3 years) |
| Appropriate remuneration | Risk ² : Cost increase due to rising wage and benefit levels due to competition for talent | Own operations | Medium-term (1-3 years) |
| Sub-topic: Equal treatment and opportunities for all | | | |
| Gender equality and equal pay for work of equal value | Potential negative impact: Discrimination and falling employee satisfaction due to a gender-specific pay gap among employees | Own operations | Medium-term (1-3 years) |
| Training and skills development | Potential negative impact: Limited career opportunities with an impact on employees' lifestyle, economic situation and health due to discrimination and unequal treatment in terms of promotion and development, especially with regard to training and professional development opportunities | Own operations | Medium-term (1-3 years) |

| Sub-sub-topic (where available) | Description of IRO | Location in the value chain | Time horizons |
|---|---|--------------------------------|----------------------------|
| Training and skills development | Opportunity: Increased efficiency and sales growth through accessible skills development and employee training | Own operations | Short-term (1 year) |
| Diversity | Actual positive impact: Stronger employee rights and reduced mental stress due to non-discrimination and equal treatment based on defined characteristics | Own operations | Short-term (1 year) |
| ESRS S2 – Workers in the Value Chain | | | |
| Sub-topic: Working conditions | | | |
| Working time | Potential negative impact: Additional work strain and stress for the workforce of suppliers in the case of high workload (e.g. extended working hours) | Upstream, downstream | Short-term (1 year) |
| Adequate wages | Potential negative impact: Negative impact on the living conditions and financial situation of workers due to inadequate remuneration or restrictions on collective bargaining and collective bargaining coverage | Upstream, downstream | Medium-term (1-3 years) |
| Social dialogue | Potential negative impact: Violation of workers' rights of co-determination due to limited or no employee representation, the absence of collective bargaining and restrictions on freedom of association | Upstream, downstream | Medium-term (1-3 years) |
| Freedom of association, including the existence of works councils | Potential negative impact: Violation of workers' rights of co-determination due to limited or no employee representation, the absence of collective bargaining and restrictions on freedom of association | Upstream, downstream | Medium-term (1-3 years) |
| Collective bargaining | Potential negative impact: Negative impact on the living conditions and financial situation of workers due to inadequate remuneration, suppression of collective bargaining or the absence of collective bargaining coverage | Upstream, downstream | Medium-term (1-3 years) |
| Health and safety | Potential negative impact: Health hazards (including accident, illness and death) due to the absence of health protection (e.g. failure to provide ergonomic workplaces and work equipment) and the absence of occupational safety (e.g. for machinery) or the sale of defective products that could endanger workers | Upstream, downstream | Short-term (1 year) |
| Sub-topic: Other work-related rights | | | |
| Child labour | Potential negative impact: Violation of human rights due to modern slavery (child labour, forced labour) | Upstream, downstream | Short-term (1 year) |
| Forced labour | Potential negative impact: Violation of human rights due to modern slavery (child labour, forced labour) | Upstream, downstream | Short-term (1 year) |
| ESRS S4 – Consumers and End-Users | | | |
| Sub-topic: Information-related impacts for consumers and end-users | | | |
| Privacy | Actual negative impact: Breach of the right to protection of personal data and negative consequences for customer privacy in the event of data loss (e.g. due to cyber attacks) or data protection breaches | Downstream | Medium-term (1-3 years) |
| Privacy | Risk ² : Costs due to fines, loss of confidence and lost sales as a result of customer data loss (e.g. due to cyber attacks) | Downstream | Short-term (1 year) |
| ESRS G1 – Business Conduct | | | |
| Sub-topic: Corporate culture | | | |
| | Potential negative impact: Lower identification and commitment, (psychological) stress and risk of violations of the law due to the absence of shared values and an inadequate corporate culture | Own operations | Short-term (1 year) |
| Sub-topic: Whistleblower protection | | | |
| | Potential negative impact: Failure to provide adequate whistleblower protection can prevent employees from reporting unethical conduct in the procurement process. This can encourage a culture of secrecy and impunity, allow misconduct to go unchecked and potentially lead to legal and reputational risk for the company. | Own operations | Short-term (1 year) |
| Sub-topic: Supplier relationship management including payment practices | | | |
| | Potential negative impact: Payment practices with suppliers can directly impact supplier livelihoods and business sustainability. CECONOMY could exert significant pressure on their suppliers through aggressive payment practices, such as extended payment terms or delayed payments, which can strain suppliers financially and destabilize the supply chain. Additionally, a dominant position may lead to one-sided relationship management, where suppliers are forced to accept unfavorable terms and may cut corners on quality and labor conditions to meet cost targets, potentially impacting the end product and the industry's reputation. | Own operations | Medium-term (1-3 years) |

² Risks identified on the basis of the double materiality analysis. However, there are no material risks from the company's own operations or business relationships, products and services that are very likely to have a serious negative impact on the non-financial aspects within the meaning of Section 289c HGB.

| Sub-sub-topic (where available) | Description of IRO | Location in the value chain | Time horizons |
|---|---|--------------------------------|------------------------|
| Sub-topic: Corruption and bribery | | | |
| Prevention and detection including training | Potential negative impact: Inadequate prevention and detection of corruption and bribery within the company can lead to unethical practices and damage the integrity of the company and the trust of society | Own operations | Short-term (1 year) |
| Incidents | Potential negative impact: Incidents of corruption and bribery within the company or the supply chain can have serious implications, including legal consequences, financial loss and reputational damage. These incidents may foster a culture of dishonesty and unethical behavior, negatively impacting relationships with stakeholders, hindering business growth, and undermining efforts to foster transparency and accountability in business operations. | Own operations | Short-term (1 year) |

Effects of material impacts, risks and opportunities on the business model, value chain, strategy and decision-making (SBM-3_03, para. 48b)

CECONOMY integrates all material impacts, risks and opportunities into its strategy in both their actual and potential form. Connections to the business model, the value chain, decision-making processes and the corresponding actions are also taken into account. CECONOMY continuously analyses the impact of material influencing factors in order to allow it to minimise negative impacts, reinforce positive effects, reduce risks and take advantage of opportunities. The relationship between the respective impacts, risks and opportunities and the strategy and business model is discussed at the beginning of each topic-specific chapter.

Current financial effects of material risks and opportunities (SBM-3_08, para. 48d)

The current range of BetterWay services creates concrete opportunities for CECONOMY. Depending on the service offered, these opportunities relate either to customer retention or to the generation of additional sales and earnings. The trade-in service and the gift card that customers receive for trading in products generate additional sales in one of CECONOMY's sales channels even if the products traded in were originally purchased elsewhere. In the case of refurbished sales, CECONOMY addresses different groups of buyers with new price points. In addition to the prospect of sales, this also has positive effects in terms of the earnings contribution.

Resilience of the strategy and business model (SBM-3_10, para. 48f)

CECONOMY ensures its resilience through a strategy that is entirely geared toward customers and through its platform-based business model. Technological developments and market and competitive scenarios are systematically analysed on a continuous basis. These analyses enable the company to respond at an early stage to external changes such as shifts in customer preferences, new regulatory requirements or potential disruptions to operations. CECONOMY uses market intelligence approaches to the data-driven analysis of purchasing behaviour, markets and competitors. Structured information on the development of product groups, categories, markets and competitors is systematically collected, evaluated and made usable for strategic and operational decisions. In particular, the insights from these analyses are taken into account in the process of designing the product range, enhancing offerings and optimising sales channels. At the same time, continuous competitive analyses enable the early identification of changes in the market, innovative business models and potential unique selling points compared with competitors. CECONOMY's platform-based business model allows it to address changed requirements together with its partners and diversify its revenue streams in order to ensure long-term growth and sustainable company development.

Changes compared with the previous reporting period (SBM-3_11, para. 48g)

The material topics described in the separate non-financial Group report for 2023/24 were identified solely on the basis of an impact materiality analysis. By contrast, the impacts, risks and opportunities for CSRD reporting were identified on the basis of a double materiality analysis taking both impact materiality and financial materiality into account. For the reporting year 2024/25, the topics were also analysed in greater detail including sub-topics and sub-sub-topics in line with the ESRS requirements.

Entity-specific disclosures (SBM-3_12, para. 48h)

CECONOMY's IRO reporting for the financial year 2024/25 includes additional entity-specific disclosures under the "Resource outflows in relation to products and services" sub-topic. In particular, this relates to entity-specific metrics in area E5-5.

Impact, risk and opportunity management

Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1_01-10, para. 53a, 53 b, 53 b i, 53 b ii, 53 b iii, 53 b iv, 53 c, 53 c i, 53 c ii, 53 c iii, IRO-1_20a, AR 9, AR 10, IRO-2_13, para. 59)

Step 1: Development of a harmonised longlist of sustainability topics to be assessed

The list of relevant sustainability topics was created through a combination of research and cooperation with subject matter experts. It was based on the overview of topics contained in ESRS 1 AR 16, supplemented by additional sources such as

CECONOMY's previous separate non-financial Group reports, external frameworks (including the Sustainability Accounting Standards Board, Global Reporting Initiative and Sustainable Development Goals) and ESG ratings from ISS ESG, MSCI and the Carbon Disclosure Project. CECONOMY's annual reports and the company's strategic priorities were also taken into consideration. After an initial draft was prepared centrally, the list of topics was coordinated with subject matter experts. The resulting list of topics and their sub-topics and sub-sub-topics (in accordance with ESRS 1 AR 16) then formed the basis for the identification of impacts, risks and opportunities in step 2.

Step 2: Identification of impacts, risks and opportunities

Indicative positive and negative impacts, risks and opportunities were identified along the entire value chain, including the upstream supply chain, the company's own business activities and the downstream value chain. Following an initial description of these aspects, relevant experts were consulted for each topic-specific ESRS standard in order to refine and enhance the content. These revised descriptions then formed the basis for the assessment in step 3. Different contextual factors were taken into account, including CECONOMY's business model, the value chain, direct and indirect business relationships and local conditions.

Step 3: Assessment of impacts, risks and opportunities

The assessment was based on the content identified in step 2. A systematic assessment model was used to assess both impact materiality and financial materiality. Impacts were assessed qualitatively using a severity system encompassing the three aspects of scope, magnitude and remediability as well as the probability of occurrence. Risks and opportunities were assessed in terms of their financial impact and their probability of occurrence. A standardised scale from 0 to 5 was applied for the criteria of severity, scope, magnitude, remediability and financial impact, while a scale from 1 to 5 was applied for the probability of occurrence. The assessment was performed on a gross basis, i.e. without taking account of actions to prevent or reduce the impacts. Written explanations were documented for each aspect of the assessment. For the overall assessment of each impact, the aspects were added together and multiplied by their probability of occurrence. For the overall assessment of each opportunity and risk, the financial impact was multiplied by the probability of occurrence. Impacts, opportunities and risks were classified as material if their overall assessment fell within the top third of the overall scale.

Step 4: Consolidation and validation of results

The results of the assessed impacts, risks and opportunities were consolidated by the central Sustainability team and coordinated with the sustainability officers of the country organisations in order to obtain a comprehensive picture of the material topics for CECONOMY. Risks and opportunities were also validated by Risk Management. To ensure consistency and accuracy, the assessments were reviewed by specialist departments that also contributed stakeholder perspectives. Interim and final results were presented to the CSRD Steering Committee, the Management Board, the Audit Committee and the Supervisory Board for validation and approval at separate meetings.

CECONOMY ensured that a wide range of perspectives were taken into account in the materiality analysis by involving stakeholders and their representatives in the process. To adequately represent the different stakeholder groups, suitable company representatives were selected and actively included in steps 1 to 4. In step 4, the members of the administrative, management and supervisory bodies were informed about the results and approved the assessments and the final result.

CECONOMY included different perspectives in its stakeholder engagement. The stakeholders and their representatives are categorised as follows:

| Stakeholder | Representative | Stakeholder type (in accordance with ESRS 1_22 and ESRS 1_AR 6, AR 8) |
|--|------------------------|---|
| Shareholders/investors | Investor Relations | Users of sustainability information and affected stakeholders |
| Banks and credit institutions | Treasury | Users of sustainability information and affected stakeholders |
| Business partners and suppliers | Commercial & Marketing | Users of sustainability information and affected stakeholders |
| Customers | Commercial & Marketing | Users of sustainability information and affected stakeholders |
| Employees and applicants | Human Resources | Users of sustainability information and affected stakeholders |
| Works Council/employee representatives | Works Council | Users of sustainability information |
| Public and media | Communications | Users of sustainability information |
| Politicians and associations | Public Affairs | Users of sustainability information and affected stakeholders |
| Authorities (e.g. BAFA) | Legal | Users of sustainability information |
| Employees and applicants | Human Resources | Users of sustainability information and affected stakeholders |

Extensive discussions on the identification, assessment, validation and refinement of impacts, risks and opportunities took place during the various phases of the materiality analysis. The Sustainability team worked continuously to ensure that the relationships between impacts, dependencies, risks and opportunities were taken into account in full.

As part of its global sustainability management, CECONOMY assesses risks both within the company and along the value chain. Further information can be found in this chapter under "Risk management and internal controls over sustainability reporting" (GOV-5).

CECONOMY will update the double materiality analysis in future in order to ensure that impacts, risks and opportunities are comprehensively monitored.

Decision-making process and related internal control procedures (IRO-1_11, para. 53d)

All of the parties involved – including the CSRD project team, the Sustainability department, subject matter experts, Risk Management, the Steering Committee and the Chief Financial Officer, acting as the project sponsor – worked in close cooperation during the different phases of the materiality analysis. Regular cooperation and discussions at six-weekly intervals ensured continuous coordination between the central and decentralised levels. The interim results and the final results of the approval process were presented to the CSRD Steering Committee, the Management Board, the Supervisory Board and the Audit Committee of the Supervisory Board.

Integration of the process to identify, assess and manage impacts, risks and opportunities into the risk management process (IRO-1_12, para. 53e, f)

The sustainability-related impacts, risks and opportunities identified in the sustainability assessment have been integrated into the company's risk management framework and the company-wide risk reporting process. To ensure consistency, the financial threshold for the classification of a risk as material in the double materiality assessment was adjusted to reflect the cash flow thresholds applied in risk management practice.

Input parameters (IRO-1_14, para. 53g)

The list of topics contained in ESRS 1 AR 16, the content of CECONOMY's previous non-financial statements, external frameworks (including the Sustainability Accounting Standards Board, Global Reporting Initiative and Sustainable Development Goals) and additional references such as ratings from ISS ESG, MSCI and the Carbon Disclosure Project were used as input parameters.

Process compared with the previous reporting period (IRO-1_15, para. 53h)

Due to the first-time preparation of this separate sustainability report in accordance with the content requirements of the ESRS in order to fulfil the reporting obligations of Sections 289b to 289e HGB and Sections 315b and 315c HGB, which continue to apply, there is no obligation to report on prior periods.

Description of the processes to identify and assess material climate-related impacts, risks and opportunities (E1 ESRS 2 IRO-1)

Impacts on climate change, in particular greenhouse gas (GHG) emissions (IRO-1_20a, AR 9, AR 10, IRO-1_53a)

CECONOMY's double materiality assessment includes the assessment of impacts, risks and opportunities. A detailed description of the overall approach and the assessment can be found in the "Methods and assumptions in the process" (IRO-1_53a) sections and in the following sections of this chapter. CECONOMY has identified material negative impacts due to greenhouse gas emissions along the value chain and within its own operations and due to the high level of energy consumption in its own business activities.

Description of the processes to identify and assess material impacts, risks and opportunities in the area of resource use and the circular economy (E5 ESRS 2 IRO-1)

Description of the processes to identify and assess material impacts, risks and opportunities (E5.IRO-1_01, para. 11)

CECONOMY's double materiality assessment includes the assessment of impacts, risks and opportunities. A detailed description of the overall approach and the assessment can be found in the "Methods and assumptions in the process" (IRO-1_53a) sections and in the following sections of this chapter. CECONOMY has identified a material positive impact in connection with an opportunity and a material negative impact due to resource outflows in relation to products and services within its own operations. It has also identified material negative impacts due to waste within its own operations in relation to packaging and along the downstream value chain in relation to electronic waste (e-waste).

Screening of assets and business activities (IRO-1_11a)

CECONOMY has screened its assets and business activities in relation to products and services. Further information on the business activities can be found under "Significant groups of products and/or services" (SBM-1 40).

Consultations, in particular with affected communities (IRO-1_11b)

The relationships with affected communities are indirect and the consultations with these communities were performed by appointed representatives within the company. Further information on the representatives appointed can be found in this chapter under "Consultations with affected stakeholders" (IRO-1_53b iii).

Description of the processes to identify and assess material impacts, risks and opportunities in connection with business conduct (G1 ESRS 2 IRO-1)

Description of the processes to identify and assess material impacts, risks and opportunities (G1 IRO-1)

CECONOMY's double materiality assessment includes the assessment of impacts, risks and opportunities. A detailed description of the overall approach and the assessment can be found in the "Methods and assumptions in the process" (IRO-1_53a) sections and in the following sections of this chapter. CECONOMY has identified material negative impacts in the area of business ethics within its own operations.

Sustainability disclosures in accordance with ESRS (IRO-2)

List of published disclosure requirements (IRO-2_01, para. 56, AR 19)

| ESRS chapter | Section of sustainability report (disclosure requirement) | Page number |
|--------------|---|----------------------------|
| ESRS 2 | General basis of preparation (BP-1) | From p. 225 |
| | Definition of time horizons (BP-2) | From p. 226 |
| | The role of the administrative, management and supervisory bodies (GOV-1) | From p. 227 |
| | Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies (GOV-2) | From p. 230 |
| | Integration of sustainability-related performance in incentive schemes (GOV-3) | From p. 230 |
| | Statement on due diligence (GOV-4) | From p. 231 |
| | Risk management and internal controls over sustainability reporting (GOV-5) | From p. 232 |
| | Strategy, business model and value chain (SBM-1) | From p. 234 |
| | Interests and views of stakeholders (SBM-2) | From p. 239 |
| | Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3) | From p. 241 |
| ESRS E1 | Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1) | From p. 244 |
| | Sustainability disclosures in accordance with ESRS (IRO-2) | From p. 247 |
| | Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3) | From p. 251 |
| | Transition plan for climate change mitigation (E1-1) | From p. 256 |
| | Policies related to climate change mitigation and adaptation (E1-2) | From p. 257 |
| | Actions and resources in relation to climate change policies (E1-3) | From p. 259 |
| | Targets in relation to climate change policies (E1-4) | From p. 261 |
| | Energy consumption and mix (E1-5) | From p. 265 |
| | Gross Scopes 1, 2 and 3 and total GHG emissions (E1-6) | From p. 266 |
| | GHG removals and GHG mitigation projects financed through carbon credits (E1-7) | From p. 271 |
| ESRS E5 | Internal carbon pricing (E1-8) | From p. 271 |
| | Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3) | From p. 271 |
| | Policies related to resource use and circular economy (E5-1) | From p. 272 |
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| | Actions and resources related to consumers and end-users (S4-4) | From p. 327 |
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| | Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3) | From p. 332 |
| | Corporate culture and business conduct policies (G1-1) | From p. 332 |
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List of data points from cross-cutting standards and technical standards derived from other EU legislation

| Disclosure requirement and related data point | SFDR reference | Pillar 3 reference | EU Benchmark Regulation (BMR) reference | European Climate Law reference | Materiality | Page number |
|--|----------------|--------------------|---|--------------------------------|--------------|-------------|
| ESRS 2 GOV-1 Board's gender diversity, para. 21d | x | | X | | | From p. 227 |
| ESRS 2 GOV-1 Percentage of board members who are independent, para. 21e | | | X | | | From p. 228 |
| ESRS 2 GOV-4 Statement on due diligence, para. 30 | X | | | | | From p. 231 |
| ESRS 2 SBM-1 Involvement in activities related to fossil fuels, para. 40d (i) | X | X | X | | | From p. 235 |
| ESRS 2 SBM-1 Involvement in activities related to chemical production, para. 40d (ii) | X | | X | | | From p. 235 |
| ESRS 2 SBM-1 Involvement in activities related to controversial weapons, para. 40d (iii) | X | | X | | | From p. 235 |
| ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco, para. 40d (iv) | | | X | | | From p. 235 |
| ESRS E1-1 Transition plan to reach climate neutrality by 2050, para. 14 | | | | X | | From p. 256 |
| ESRS E1-1 Undertakings excluded from Paris-aligned benchmarks, para. 16g | | X | X | | | From p. 256 |
| ESRS E1-4 GHG emission reduction targets, para. 34 | X | X | X | | | From p. 261 |
| ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), para. 38 | X | | | | | From p. 265 |
| ESRS E1-5 Energy consumption and mix, para. 37 | X | | | | | From p. 265 |
| ESRS E1-5 Energy intensity associated with activities in high climate impact sectors, para. 40-43 | X | | | | | From p. 266 |
| ESRS E1-6 Gross Scopes 1, 2, 3 and total GHG emissions, para. 44 | X | X | X | | | From p. 267 |
| ESRS E1-6 Gross GHG emissions intensity, para. 53-55 | X | X | X | | | From p. 268 |
| ESRS E1-7 GHG removals and carbon credits, para. 56 | | | | X | | From p. 271 |
| ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, para. 66 | | | X | | Not material | |
| ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk, para. 66a | | X | | | Not material | |
| ESRS E1-9 Location of significant assets at material physical risk, para. 66c | | | | | | |
| ESRS E1-9 Breakdown of the carrying amount of its real estate assets by energy efficiency class, para. 67c | | X | | | Not material | |
| ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities, para. 69 | | | X | | Not material | |

| Disclosure requirement and related data point | SFDR reference | Pillar 3 reference | EU Benchmark Regulation (BMR) reference | European Climate Law reference | Materiality | Page number |
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| ESRS 2-4 Amount of each pollutant listed in Annex II to the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, para. 28 | X | | | | Not material | |
| ESRS E3-1 Water and marine resources, para. 9 | X | | | | Not material | |
| ESRS E3-1 Dedicated policy, para. 13 | X | | | | Not material | |
| ESRS E3-1 Sustainable oceans and seas, para. 14 | X | | | | Not material | |
| ESRS E3-4 Total water recycled and re-used, para. 28c | X | | | | Not material | |
| ESRS E3-4 Total water consumption in m ³ per net revenue on own operations, para. 29 | X | | | | Not material | |
| ESRS 2 – SBM-3 – E4, para. 16a (i) | X | | | | Not material | |
| ESRS 2 – SBM-3 – E4, para. 16b | X | | | | Not material | |
| ESRS 2 – SBM-3 – E4, para. 16c | X | | | | Not material | |
| ESRS E4-2 Sustainable land/agriculture practices or policies, para. 24b | X | | | | Not material | |
| ESRS E4-2 Sustainable oceans/seas practices or policies, para. 24c | X | | | | Not material | |
| ESRS E4-2 Policies to address deforestation, para. 24d | X | | | | Not material | |
| ESRS E5-5 Non-recycled waste, para. 37d | X | | | | | From p. 282 |
| ESRS E5-5 Hazardous waste and radioactive waste, para. 39 | X | | | | | From p. 282 |
| ESRS 2 SBM3 – S1 Risk of incidents of forced labour, para. 14f | X | | | | | From p. 292 |
| ESRS 2 SBM3 – S1 Risk of incidents of child labour, para. 14g | X | | | | | From p. 292 |
| ESRS S1-1 Human rights policy commitments, para. 20 | X | | | | | From p. 294 |
| ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, para. 21 | | | X | | | From p. 294 |
| ESRS S1-1 Processes and measures for preventing trafficking in human beings, para. 22 | X | | | | | From p. 295 |
| ESRS S1-1 Workplace accident prevention policy or management system | X | | | | | From p. 292 |
| ESRS S1-3 Grievance/complaints handling mechanisms, para. 32c | X | | | | | From p. 298 |
| ESRS S1-14 Number of fatalities and number and rate of work-related accidents, para. 88b and 88c | X | | X | | Not material | |
| ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness, para. 88e | X | | | | Not material | |
| ESRS S1-16 Unadjusted gender pay gap, para. 97a | X | | X | | | From p. 309 |
| ESRS S1-16 Excessive CEO pay ratio, para. 97b | X | | | | | From p. 309 |
| ESRS S1-17 Incidents of discrimination, para. 103a | X | | | | | From p. 310 |
| ESRS S1-17 Non-compliance with United Nations Guiding Principles on Business and Human Rights and OECD guidelines, para. 104a | X | | X | | | From p. 310 |
| ESRS 2 SBM3 – S2 Significant risk of child labour or forced labour in the value chain, para. 11b | X | | | | | From p. 311 |
| ESRS S2-1 Human rights policy commitments, para. 17 | X | | | | | From p. 314 |
| ESRS S2-1 Policies related to value chain workers, para. 18 | X | | | | | From p. 314 |
| ESRS S2-1 Non-compliance with United Nations Guiding Principles on Business and Human Rights and OECD guidelines, para. 19 | X | | X | | | From p. 314 |
| ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8, para. 19 | | | X | | | From p. 314 |
| ESRS S2-4 Human rights issues and incidents connected to the upstream and downstream value chain, para. 36 | X | | | | | From p. 330 |
| ESRS S3-1 Human rights policy commitments, para. 16 | X | | | | Not material | |
| ESRS S3-1 Non-compliance with United Nations Guiding Principles on Business and Human Rights, IAO principles or OECD guidelines, para. 17 | X | | X | | Not material | |
| ESRS S3-4 Human rights issues and incidents, para. 36 | X | | | | Not material | |
| ESRS S4-1 Policies related to consumers and end-users, para. 16 | X | | | | | From p. 324 |
| ESRS S4-1 Non-compliance with United Nations Guiding Principles on Business and Human Rights and OECD guidelines, para. 17 | X | | X | | | From p. 323 |
| ESRS S4-4 Human rights issues and incidents, para. 35 | X | | | | | From p. 330 |
| ESRS G1-1 United Nations Convention against Corruption, para. 10b | X | | | | Not material | |
| ESRS G1-1 Protection of whistleblowers, para. 10d | X | | | | Not material | |

| Disclosure requirement and related data point | SFDR reference | Pillar 3 reference | EU Benchmark Regulation (BMR) reference | European Climate Law reference | Materiality | Page number |
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| ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, para. 24a | X | | X | | | From p. 337 |
| ESRS G1-4 Standards of anti-corruption and anti-bribery, para. 24b | X | | | | | From p. 337 |

Determination of material information, including the use of thresholds (IRO-2_13, para. 59, IRO-1_01-10)

Material information is determined in accordance with the provisions of ESRS 2 IRO-1_01-10.

ENVIRONMENTAL INFORMATION

Climate Change (ESRS E1)

Strategy

Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3)

Resilience of the business model in relation to climate-related risks (ESRS 2 SBM-3_48a)

CECONOMY recognises climate change to be a challenge for the company, its industry and society. An analysis of the entire value chain – from procurement through the distribution of products, product use and end-of-life treatment – shows that greenhouse gas emissions arise both in upstream supply chain processes, in CECONOMY's own operations and during the use phase of products. Based on these insights, CECONOMY implements targeted measures to reduce emissions and strengthen the resilience of its business model against both physical and transition risks. The climate strategy is aligned with the Sustainable Development Goals (SDGs), in particular SDG 13, to ensure long-term strategic and operational resilience.

Material impacts, risks and opportunities and their interaction with the strategy and business model (ESRS 2 SBM-3_48b)

As Europe's leading consumer electronics retailer, CECONOMY considers climate change to be a challenge. The environmental, social and economic impacts associated with climate change affect not only the industry in which CECONOMY operates, but also its customers, business partners and society as a whole. CECONOMY is aware that activities along the entire value chain – from procurement through distribution and product use to end-of-life treatment – have a direct influence on the climate.

Upstream procurement processes for CECONOMY's product portfolio generate emissions arising in particular from the extraction of raw materials such as metals, rare earths or crude oil, as well as from energy-intensive industrial manufacturing and chemical processes.

CECONOMY's own business operations also generate direct and indirect emissions. These arise from activities such as the use of the company's vehicle fleet and the operation of stores, warehouses and offices – mainly through heating, ventilation, cooling and electricity consumption.

CECONOMY's largest material contribution to climate change results from the use phase of the electrical devices and appliances sold by CECONOMY. Due to their electricity consumption, these products cause greenhouse gas emissions throughout their service lives.

In order to ensure sustainable growth and development, CECONOMY addresses climate protection through its sustainability strategy. This includes measures such as intelligent energy and resource management to reduce its own operational emissions and strategic adjustments to the product portfolio to influence emissions during the product use phase. Climate transformation is considered a central component of sustainable value creation.

Description of the process in relation to impacts on climate change (E1 IRO-1_01, para. 20a, AR 9)

CECONOMY's double materiality assessment encompasses the assessment of impacts, risks and opportunities. A detailed description of the overall approach and the assessment can be found in the "Methods and assumptions in the process" (IRO-1_53a) sections.

The sector approach based on a gross assessment was selected for the identification and assessment of actual and potential impacts on climate change along the entire value chain, including the company's own business activities, products and services. This meant that no company-specific mitigation actions were taken into account, with sectoral standards being applied instead. Relevant stakeholders were also involved in the process, especially from the areas of Procurement, Sustainability, Logistics and Facility Management as well as external partners. The assessment framework is regularly reviewed and adjusted to reflect regulatory, scientific and market developments.

Scope of resilience analysis (E1 SBM-3_02, para. 19a), timing and performance of resilience analysis (E1 SBM-3_03_19b, AR 7b), time horizons applied to the resilience analysis (E1 SBM-3_05, para. AR 7b, BP-2_01, para. 9a, AR 11b)

CECONOMY uses climate-related scenario analyses to systematically identify and assess physical and transition risks and opportunities in connection with climate change. To this end, various future climate scenarios were simulated in order to analyse their potential impact on the business activities and the entire value chain and to enable an assessment of the resilience of CECONOMY's corporate strategy and activities with regard to the impact of climate change.

A comprehensive resilience analysis led by a specially created working group was conducted in the period from December 2024 to June 2025. Internal and external experts and relevant stakeholders were consulted. Geographical models and relevant scientific publications were also used.

The time horizons for the analysis go beyond the requirements of ESRS 2 (BP-2_9a "Definition of time horizons") in order to ensure that the long-term impacts of physical and transition risks and transition opportunities are taken into account comprehensively.

The time horizons applied in the resilience analysis are consistent with the content of the underlying climate and business scenarios that were applied in determining the material physical and transition risks. These scenarios are based on scientifically recognised climate models and take account of different global warming pathways, regulatory conditions and potential changes in consumer and market behaviour.

The selected time horizons are also consistent with the greenhouse gas reduction targets reported in section E1-4. This consistency ensures that the company can apply the results of the resilience analysis in its strategic planning, the definition of targets and the management of climate change mitigation actions.

The following time horizons were applied for the analysis of physical climate risks:

- Short-term: by 2030
- Medium-term: by 2050
- Long-term: by 2085

The following time horizons were applied for the analysis of transition risks and opportunities:

- Short-term: by 2030
- Medium-term: by 2040
- Long-term: by 2050

Climate-related physical risks in own operations and along the upstream and downstream value chain (E1 IRO-1_02, E1 IRO-1_08, para. 20b, 21, AR 11, E1 IRO-1_15; para. 21), use of climate-related scenario analysis (E1 IRO-1_15; para. 21, IRO-1_02, IRO-1_08, para. 20b, 21, AR 11, IRO-1_09, 15; para. 20c, 21, AR 12), types of climate-related risk (E1 SBM-3_01, para. 18), explanation of which of the undertaking's operations and the value chain as well as which material physical and transition risks have been excluded from the analysis (ESRS 2 SBM-3_02, AR 6), examination by the undertaking of whether its assets and business activities may be exposed to climate-related hazards (E1 IRO-1_04, para. AR 11a, E1 IRO-1_06, para. AR 11c) Physical risks result from the direct impacts of climate change and can be broken down into acute and chronic risks:

- **Acute physical risks** relate to extreme weather events that occur at short notice, such as flooding, storms, heavy rain, forest fires or heatwaves. They can lead to business interruptions, infrastructural damage or supply chain problems.
- **Chronic physical risks** arise from long-term changes to the climate, such as sustained temperature rises, changes in precipitation patterns, rising sea levels or water shortages. These developments may have a negative impact on production sites, energy supply or the availability of raw materials, for example.

CECONOMY has systematically analysed the potential physical risks in its own operations and along the upstream value chain. In the upstream chain, key suppliers and critical logistics locations were assessed at a regional level in order to identify potential disruptions to the availability of materials. For the company's own business activities (stores, warehouses, office buildings), a location-specific analysis was conducted on the basis of geographical coordinates. The downstream value chain was not analysed as part of the resilience analysis as the physical climate risks in this area are classified as immaterial. CECONOMY's product range (e.g. consumer electronics, IT and communications technology) is structurally resilient and will remain in demand in the long term even in the event of climate-related changes. Furthermore, CECONOMY is not materially dependent on individual key customer groups or specific regional sales markets.

Physical risks were assessed on the basis of two scenarios published by the Intergovernmental Panel on Climate Change (IPCC) that are known as Representative Concentration Pathways (RCPs). These scenarios show different pathways for the development of greenhouse gas concentrations and their impact on global warming between now and the end of the 21st century.

RCP 4.5 – Stabilisation scenario (moderate emissions) RCP 4.5 describes a stabilisation pathway in which global greenhouse gas emissions peak around 2040 before steadily declining as a result of moderate climate policy and technological advances.

- Forecast global warming to 2100: approximately 2.4-2.6°C above the pre-industrial baseline
- Impacts: Growing frequency of extreme weather events (e.g. heatwaves, flooding), but at a comparatively manageable level. Many ecosystems and regions remain in danger, especially those that are already subject to pronounced climate fluctuations today.

RCP 8.5 – Scenario with high emissions ("business as usual") RCP 8.5 assumes a future scenario with no notable actions to reduce greenhouse gas emissions. It is characterised by high population growth, sustained dependence on fossil energy sources and only limited implementation of climate change mitigation actions.

- Forecast global warming to 2100: over 4°C above the pre-industrial baseline
- Impacts: Serious and far-reaching consequences, including more frequent and more intense extreme weather events, a significant rise in sea levels, extensive disruption to ecosystems and considerable risks to global economic systems, human health and critical infrastructures.

These two scenarios were selected to cover a broad spectrum of potential future climate conditions and enable a robust analysis of physical risks in line with current sustainability and reporting standards.

CECONOMY assessed the exposure of assets and operating activities to climate-related hazards on the basis of the two scenarios described above. It also took account of global and regional trends from climate research and relevant specialist literature as well as opinions on historical events from experts within the company. The assessment looked at the probability of occurrence, magnitude and duration of potential physical hazards in all material areas of the value chain. This analysis formed the basis for a categorisation by degree of exposure (high/medium/low) and adaptability (high/medium/low). An analysis of vulnerability to physical climate risks for 2085 was not conducted as this long-term time horizon is not considered to be relevant to CECONOMY's business model. In particular, this is due to the short-term nature of the company's operational planning period, the typically limited lease terms of the properties used and the fact that significant investment and location decisions are based on short to medium time horizons. Accordingly, CECONOMY predominantly concentrates on risks that can be expected within the 2030 and 2050 time horizons.

Climate-related transition risks and opportunities in own operations and along the upstream and downstream value chain (E1 IRO-1_09; para. 20c, 21, AR 12, E1 IRO-1_15; para. 21), use of climate-related scenario analysis (E1 IRO-1_15; para. 21, IRO-1_09, 15; para. 20c, 21, AR 12); types of climate-related risk (E1 SBM-3_01, para. 18)

Transition risks and opportunities result from the transition to a low-carbon economy. They result in particular from regulatory, technological, market-related and reputational changes:

- **Policy and legal:** Stricter environmental legislation, carbon pricing, reporting obligations or new sustainability standards.
- **Technology:** Existing technologies are replaced by low-emission innovations or investments in obsolete technology lose their value.
- **Market:** Change in demand, e.g. rising demand for more energy-efficient products or the decline of business models that are harmful to the environment.
- **Reputation:** Stakeholders such as investors, customers or employees perceive companies negatively if they do not pursue ambitious climate targets or engage in transparent reporting. Conversely, an ambitious climate strategy with transparent reporting can lead to positive perception.

In identifying and assessing climate-related transition risks and opportunities, the classification of the Task Force on Climate-related Financial Disclosures (TCFD) was taken into account along the entire value chain. The risks and opportunities already identified internally at CECONOMY were allocated to the aforementioned aspects (policy and legal, technology, market and reputation).

In line with the regulatory requirements, the "Net Zero by 2050" scenario published by the International Energy Agency (IEA) was applied in the assessment. This scenario takes account of political, technological and macroeconomic conditions as well as energy consumption and the energy mix with a view to reducing carbon emissions to net zero by the middle of the century.

Disclosure of critical assumptions about how the transition will affect the surrounding macroeconomic trends, energy consumption and mix and technology deployment assumptions (E1 SBM-3_03, AR 7a, para. 19b, AR 13c)

In conducting the resilience analysis, CECONOMY made crucial assumptions concerning the impact of climate change on relevant macroeconomic conditions, energy consumption and technological developments. These assumptions form the basis for the assessment of the long-term adaptability of the business model in the context of different climate scenarios.

- Macroeconomic conditions: The transition to a low-carbon economy is being accelerated by stricter regulation and financial incentives. Consumer spending on longer lasting goods is stable and purchasing decisions are increasingly based on sustainability aspects.
- Energy and electricity mix: It is assumed that energy consumption at the company's own operating premises will decline in the long term thanks to further efficiency improvements, digitalisation and the increased use of energy-efficient technologies. CECONOMY also expects renewable energies to be increasingly available in the relevant markets.
- Technology: The transformation is being accelerated by progress in terms of efficiency, digitalisation and logistics. CECONOMY anticipates scalable solutions that will lower emissions and increase efficiency, as well as growing demand for energy-efficient products.

Examination of whether assets and business activities could be affected by transition events (E1 IRO-1_11, para. AR 12a), examination of the extent to which assets and liabilities may be exposed and are sensitive to identified transition events (E1 IRO-1_12, para. 12b), identification of transition events and assessment of exposure based on the climate-related scenario analysis (E1 IRO-1_13, para. AR 12c), identification of assets and business activities that are incompatible with or needsignificant efforts to be compatible with a transition to a climate-neutral economy (E1 IRO-1_14, para. AR 12d)

CECONOMY has examined whether assets and business activities could be negatively impacted by transition events (whether relating to regulation, technology, market conditions or society). Among other things, this analysis took account of new regulatory requirements, technological innovations, customer preferences and changes in the competitive situation. The aim is to enable an early response in order to safeguard the company's long-term competitiveness.

The two-stage assessment looked at exposure and vulnerability. Brick-and-mortar locations and product-related regulation involve the greatest exposure. The insights gained are used to prioritise measures such as investments in efficiency, sustainable products and the ESG data structure. A scenario analysis (1.5°C pathway) was used to identify potential transition risks (e.g. rising energy and commodity prices, stricter regulation, reputational and process risks) and opportunities (e.g. climate-friendly products, changes in consumer behaviour). This did not give rise to any material risks, whereas material opportunities were identified in the circular economy (repair, refurbishment, trade-in). No fundamental incompatibility was identified, but it was established that the design of the product range needs to be geared toward more sustainable and energy-efficient products in the medium to long term. Measures have been initiated to ensure the transformation and climate neutrality.

Areas of uncertainty of the resilience analysis and to what extent the assets and business activities at risk are considered within the definition of the corporate strategy, investment decisions, and current and planned mitigation actions (ESRS 2 SBM-3_06, AR 8a)

As part of the climate-related resilience analysis, uncertainties were identified in connection with limited data availability, complex cause-and-effect relationships and the long-term nature of climate-related forecasts. These uncertainties affect the following areas in particular:

- Regional physical risks: Projections concerning physical risks such as extreme weather events and rising temperatures are subject to uncertainty, especially with regard to the frequency, intensity and local impact on individual operating sites and logistics infrastructures.
- Regulatory transition risks: The future regulatory framework with regard to reporting obligations and ecodesign-related product requirements is subject to extremely dynamic development, meaning that its financial impact can be forecast only to a limited extent.
- Technological developments: The availability, maturity and economic efficiency of climate-related technologies (e.g. zero-emission logistics, energy self-sufficient buildings) involve assumptions that will need to be reviewed over time.
- Changes in consumer behaviour: Expected changes in purchasing behaviour due to rising sustainability requirements are difficult to quantify and depend on external factors such as the development of prices, communication and regulation.

Product range and supplier decisions are increasingly being made on the basis of environmental criteria in order to reduce transition risks and anticipate future regulatory requirements. CECONOMY addresses the identified uncertainties by continuously enhancing its Group-wide climate risk management.

Compatibility of the climate scenarios used with climate-related assumptions in financial reporting (E1 IRO-1, AR 15)

At the time of reporting, climate-related assumptions from the scenario analyses were not yet fully integrated into the central assumptions applied in financial reporting. However, CECONOMY intends to further strengthen the coherence between strategic climate analysis and financial reporting in the medium term. To this end, assumptions concerning the development of energy prices, regulatory changes and demand structures are being gradually integrated into planning and assessment processes. The question of whether climate-related assumptions could lead to material financial impacts is regularly examined as part of Group-wide risk management. The resilience analysis conducted did not identify any material financial risks that currently necessitate the immediate adjustment of the assumptions applied in financial reporting. Despite this, CECONOMY plans to further intensify the connection between climate scenarios and financial reporting in order to ensure that future developments are adequately presented in the context of the sustainability strategy.

Results of the resilience analysis (ESRS 2 SBM-3_04, 05, para. 19c, AR 8, AR 13), explanation of how the estimated anticipated financial effects from material physical and transition risks and the mitigation actions and resources were considered (ESRS 2 SBM-3_05, AR 7c)

Physical climate risks

CECONOMY's resilience analysis shows that physical risks are considered to be low, both for its retail locations (stores) and for its supply chain as a whole. This applies to direct risks such as extreme weather events (e.g. heatwaves, heavy rain, flooding) as well as indirect impacts such as supply chain disruption or infrastructure failures.

The probability of occurrence of physical risks was classified as "possible" in the resilience analysis. Although there are fundamental climate-related hazards, the company's presence at over 1,000 locations with a broad geographical distribution means it is not materially dependent on individual locations. As a result, physical risks are considered to be limited on the whole.

In addition, it must be noted that, as a lessee, CECONOMY has only a limited influence over structural measures and infrastructural climate change adaptations. In particular, this is due to the structure of its property usage: All stores and office spaces are leased, meaning that CECONOMY can control structural adaptations and infrastructural climate change mitigation and adaptation actions only to a limited extent. This limited influence reduces the degree of strategic flexibility when it comes to preventative adaptation actions (e.g. building insulation, flood protection). At the same time, discussions with lessors are planned in order to enable the company to influence relevant investment decisions in areas such as energy supply, emergency planning and building technology in the context of existing rental agreements.

The physical hazard to central supplier and logistics locations is also currently considered to be low. CECONOMY acts as a retailer. A significant portion of its supply chain consists of internationally established manufacturers with stable global procurement, production and logistics structures. These manufacturers typically have their own risk management systems for handling climate-related interruptions. In many of its product groups, CECONOMY also has alternative procurement options and redundancies in its logistics networks.

Transition risks and opportunities

In the course of the resilience analysis, CECONOMY did not identify any material climate-related transition risks that would have a significant impact on the company's business model or strategic orientation. The current corporate strategy and the existing operational and financial control mechanisms are considered to be sufficiently robust to handle the potential impact of regulatory changes, market shifts or technological developments in connection with the transition to a climate-neutral economy.

At the same time, a material strategic opportunity was identified in the area of the circular economy (ESRS E5 Resource Use and Circular Economy): The expansion of the service range in the area of sustainability – especially repair and refurbishment services, trade-in models and measures to extend product lifetime – offer potential for additional sales. These activities not only conserve resources, but also strengthen the long-term resilience of CECONOMY's business model in light of the growing regulatory and social expectations concerning circular business models.

Result

Based on the current conditions, CECONOMY has a high degree of resilience to physical and transition climate risks. The risks are systematically recorded in the Group-wide risk management system and are incorporated into strategic planning along with the results of climate-related scenario analyses. This enables the identification and management of potential impacts at an early stage and the development of targeted adaptation strategies.

To limit potential risks and strengthen future viability, extensive mitigation actions have been defined (for details, see "Actions and resources related to climate change", E1-3) and assigned corresponding financial and human resources. These are aimed at counteracting both physical and transition risks at an early stage and minimising the financial risk potential for the long term. In particular, the key future measures include:

- Continuous upgrading of infrastructure, e.g. through structural actions to improve the climate resilience of stores and logistics centres in close cooperation with lessors
- Continued switchover to renewable energies and energy-efficient operating models (e.g. LED technology)
- Ongoing monitoring and assessment of regulatory developments (e.g. EU taxonomy, CSRD, ESG regulations)
- Integration of climate-related criteria into the design of the product range, e.g. by increasing the proportion of BetterWay products
- Expansion of internal control and monitoring systems for the assessment of transition risks, including carbon accounting and progress monitoring with regard to the climate pathway
- Transparent reporting on climate-related metrics in line with the applicable disclosure requirements.

CECONOMY will review and systematically evaluate the effectiveness of these actions in the future and make adjustments as required in order to respond to changes in conditions and ensure the robust management of potential financial impacts. The aim is to minimise risks while also utilising market opportunities, e.g. through sustainable product lines and repair services.

The circular economy offers crucial potential: In addition to increased customer retention, the targeted expansion of CECONOMY's repair, refurbishment and trade-in services will allow it to tap into additional revenue streams and make a contribution to resource conservation. Above and beyond this, CECONOMY is pursuing a climate change mitigation strategy including the optimisation of private label production, close cooperation with suppliers and a growing range of more energy-efficient products with lower carbon emissions. In doing so, the company is making itself more competitive and ensuring that it is well prepared for future requirements.

Description of the undertaking's ability to adjust or adapt its strategy and business model to climate change (ESRS 2 SBM-3_07, para. AR 8b)

CECONOMY recognises the far-reaching environmental, social and economic changes that go hand in hand with progressive climate change and is prepared to systematically adapt its strategy and business model to reflect these developments. The company's long-term competitiveness will depend to a large extent on its ability to take advantage of climate-related opportunities and effectively mitigate risks.

CECONOMY aims to actively shape the transformation in order to establish a sustainable, climate-compatible business model. Today, climate-related criteria are already being taken into account in central strategic decision-making processes, especially in the areas of energy supply, logistics and the product range.

CECONOMY's business model – particularly with regard to brick-and-mortar and digital retail business and services – offers structural flexibility when it comes to responding to climate-related changes. This includes the continuous switchover to energy efficiency and decarbonisation actions at locations, the gradual integration of sustainable product criteria in the design of the product range, the promotion of circular business models such as repair, refurbishment and trade-in services, and the further development of customer solutions with a positive effect on the climate (e.g. advice on more energy-efficient products, smart home technologies).

CECONOMY sees adaptability not merely as an isolated response, but as a guiding strategic principle. The company endeavours to integrate future climate risks into its management approach at an early stage. This applies to both physical and transition risks. The climate strategy is closely linked to the company's overarching transformation objectives and is continuously being refined.

Transition plan for climate change mitigation (E1-1)

CECONOMY will develop a transition plan within the meaning of the ESRS in the 2025/26 financial year. The company has already developed and implemented actions and targets in relation to decarbonisation. Further information can be found in sections E1-3 and E1-4.

Impact, risk and opportunity management

Policies related to climate change mitigation and adaptation (E1-2)

Key contents of the policy (E1-2_24, MDR-P_65a, AR 16, AR 17, AR 18)

As a leading retailer of consumer electronics, CECONOMY's business activities have an impact on the climate and the consumption of natural resources. CECONOMY uses its position to actively advance climate protection and manage resources responsibly. It focuses on concrete, measurable progress: Operating processes are analysed and optimised in order to effect specific reductions in emissions in the company's direct business activities.

At the same time, CECONOMY works closely with partners along the entire value chain – from the manufacture and use of products to their eventual recycling – with the aim of lowering carbon emissions. This includes a gradual reduction in absolute direct and indirect greenhouse emissions in accordance with the SBTi Corporate Net-Zero Standard by 2032/33.

To achieve these goals, CECONOMY applies the requirements of the Paris Agreement and has formulated science-based climate targets that have been validated by the SBTi. With its ambitious targets and firm commitment, CECONOMY is making an active contribution to limiting global warming.

One key step in this process is identifying sources of emissions at its stores and offices, in its logistics network and during the production and use phase of the products it sells. To minimise these emissions, CECONOMY develops targeted climate change mitigation actions and calculates its carbon footprint annually in accordance with the Greenhouse Gas Protocol (GHG Protocol).

With these measures, CECONOMY is addressing the material impacts, risks and opportunities in connection with climate change mitigation requirements along the upstream and downstream value chain and in its own business activities. Energy consumption is a particular focal point, especially in the downstream value chain.

A large proportion of the operational energy requirements is attributable to the electricity consumption of the stores. To reduce this consumption, CECONOMY employs an efficient energy management system and is working to continuously modernise its store and office spaces.

Scope of application (E1-2_24, MDR-P_65b)

The provisions of this sustainability framework apply to all employees of the CECONOMY Group. This includes all members of the Management Board, managing directors, managers and all other employees as well as all other Group companies controlled by CECONOMY.

CECONOMY's energy management is concentrated on facilities within its operational area of responsibility. Financial companies, companies with fewer than five employees and companies with non-controlling shareholders do not fall within the scope of this sustainability framework for the purpose of CECONOMY's energy management.

Responsibility for implementation (E1-2_24, MDR-P_65c)

The Management Board of CECONOMY bears overall responsibility for sustainability. The Vice President Sustainability reports directly to the Management Board of CECONOMY and is responsible for all sustainability matters. This includes developing the sustainability strategy, updating key metrics and tracking targets and progress.

Local sustainability managers in CECONOMY's country organisations and subsidiaries implement the strategy at an operational level in conjunction with the contact persons from all of the relevant departments. They are responsible for promoting an awareness of sustainability and identifying country-specific measures on the basis of CECONOMY's overarching framework.

Effective sustainability management at CECONOMY includes a high degree of transparency both internally and externally. The Management Board defines the overarching strategic orientation, establishes the conditions for relevant initiatives and regularly monitors progress. The Management Board and Supervisory Board examine the strategy and the targets together with the Vice President Sustainability at regular meetings and make adjustments as required.

CECONOMY's Sustainability department promotes a continuous dialogue with internal and external stakeholders and works to make targeted enhancements to sustainability communication. This dialogue enables the systematic development of solutions for the climate, the environment and resource management.

Responsibility for energy management at all facilities lies with CECONOMY's country organisations and their managers for construction and store policies, who report to the responsible Chief Executive Officer or Chief Operating Officer. Building-related energy consumption is functionally coordinated by the Real Estate & Store Concepts department.

Commitment to standards and initiatives (E1-2_24, MDR-P_65d)

CECONOMY supports the global net zero target for limiting global warming to 1.5°C as set out in the IPCC special report on global warming. This commitment is consistent with CECONOMY's support for the principles and objectives of the Kyoto Protocol and the Paris Agreement.

CECONOMY has been a signatory of the United Nations Global Compact since 2021, thereby underlining its voluntary commitment to responsible business practices. Based on the materiality analysis, seven Sustainable Development Goals (SDGs) have been identified to which CECONOMY can make the greatest contribution:

- SDG 5: Gender equality
- SDG 7: Affordable and clean energy
- SDG 8: Decent work and economic growth
- SDG 9: Industry, innovation and infrastructure
- SDG 12: Responsible consumption and production
- SDG 13: Climate action
- SDG 17: Partnerships for the goals

CECONOMY applies the GHG Protocol Corporate Accounting and Reporting Standard as the basis for the company-wide reporting of greenhouse gas emissions. Targets, reviews and progress monitoring are performed in accordance with the SBTi Corporate Net-Zero Standard. To prevent the most serious impacts of climate change, CECONOMY voluntarily signed up to the European Commission's Sustainable Consumption Pledge initiative in the financial year 2021/22 and committed itself to the science-based targets of the SBTi in the financial year 2023/24.

Consideration of stakeholders (E1-2_24, MDR-P_65e)

Stakeholder inclusion is a central element of sustainability management at CECONOMY as a means of integrating relevant perspectives, promoting transparency and jointly developing sustainable solutions to environmental, social and economic challenges. Accordingly, CECONOMY takes the interests of its most important internal and external stakeholders into consideration, including employees, customers, suppliers and shareholders.

Access and communication (E1-2_24, MDR-P_65f)

CECONOMY's framework is publicly available on the company's website.

Consideration of sustainability aspects in the policy (E1-2_01, para. 25, AR 16, AR 17, AR 18)

CECONOMY's sustainability framework addresses the material impacts, risks and opportunities in connection with the company's business activities. These are regularly analysed, reported on and managed using defined targets and actions. With regard to climate change, the framework focuses on climate change mitigation actions and energy use. As part of the SBTi target achievement plan, CECONOMY has identified Group-wide actions for reducing emissions across all relevant areas.

CECONOMY has implemented an efficient energy management system supported by extensive data infrastructure, including energy meters and sensors for temperature and air quality. Energy consumption at its locations is continuously monitored and analysed to enable efficient responses to changes in consumption. In addition, employees are encouraged to be more aware of the importance of saving energy.

CECONOMY is continuously advancing the Group-wide switchover to renewable energy sources. Purchased electricity for the stores and its head offices account for a significant proportion of its energy requirements. 100 per cent of electricity purchased directly from energy suppliers is generated from alternative energy sources.

Actions and resources in relation to climate change policies (E1-3)

Decarbonisation levers and key actions planned (E1-3_01, para. 28, 29a, E1.MDR-A_01-12, MDR-A_68a, para. 29a) and time horizons (E1.MDR-A_01-12, para. 28, MDR-A_68c) and expected reduction due to climate change mitigation actions (E1-3_04, para. 29b)

To reduce its greenhouse gas emissions, CECONOMY has identified central decarbonisation levers with an impact across different sources of emissions (scopes). The measures listed form part of CECONOMY's decarbonisation strategy and are being systematically rolled out and continuously enhanced in accordance with the climate targets up to the financial year 2032/33.

In its own business activities (Scope 1 and 2), CECONOMY focuses mainly on the purchase of green electricity, the comprehensive upgrading of lighting to LED technology and increasing the use of electric vehicles within its vehicle fleet. CECONOMY also has an efficient energy management system and is working to continuously modernise its stores in order to lower energy consumption at its locations. This is achieved in its role as lessee of the respective spaces and administrative buildings. The extensive data basis required for efficient energy and resource management is obtained from energy meters and sensors for temperature and air quality. The electricity consumption of the locations is continuously measured and analysed in order to enable an immediate and efficient response in the event of rising consumption due to irregularities. Building automation and the optimisation of heating, ventilation and air conditioning technology represents another pillar. Various measures have also been implemented according to the situation at the individual stores, such as deactivating outside advertising in the evenings and at night and reducing the lighting in the selling spaces.

In the area of Scope 3 emissions, a reduction in the emissions of sold products (Scope 3.11) is a central aspect of the decarbonisation strategy. Targeted and effective actions are intended to achieve an ambitious reduction in emissions in this specific area, which is responsible for a substantial share of around 60 per cent per cent of total emissions (financial year 2024/25). To support this goal, CECONOMY is concentrating on the four most important measures:

- Increasing the proportion of more energy-efficient products sold: CECONOMY is specifically expanding its range to include products with high energy efficiency. This measure enables customers to choose products that consume less energy during operation and hence contribute to a significant reduction in emissions during their useful lives.
- Supplier engagement: close collaboration with suppliers is aimed at advancing the development of more energy-efficient products while also optimising manufacturing processes.
- Improvement and continuous optimisation of data: the ongoing changeover to primary data for the energy consumption of sold products enables more precise recording and analysis, which forms a solid basis for the development of targeted actions.
- Customer engagement: CECONOMY works to improve awareness and expertise in the area of sustainability and energy efficiency among its employees and customers. Employees are provided with targeted training on energy efficiency classes and sustainable product features in order to ensure professional customer interactions and high-quality advice. For example, the Green Ambassadors programme was launched in Germany, Austria and Hungary in the reporting year. Specially trained employees at the stores promote the sale of more sustainable products and help customers to make conscientious purchasing decisions. At the same time, customers are informed about energy-efficient product options and made aware of more sustainable purchasing decisions by way of targeted communication measures, including online and in store.

For Scope 3.1 (purchased goods and services), the focus is on supplier inclusion and awareness with a view to reducing the carbon emissions generated in the production of the goods purchased by CECONOMY. With regard to its private label products, CECONOMY has established a continuous process for evaluating and optimising product properties and material flows in order to make these products increasingly sustainable. The first product-specific carbon footprints were calculated in the financial year 2023/24. In the coming financial year, this project will be continued and expanded in close cooperation with suppliers in order to effect the calculation of additional specific carbon footprints. The focus will be on top-selling products that cause significant emissions in the production and use phase, as these offer the greatest potential for reducing emissions along the value chain.

The comprehensive introduction of wet glue machines at all packing stations ensures the use of environmentally friendly packaging adhesive tapes made from renewable and biodegradable materials. This measure is making a substantial contribution to the reduction in packaging waste and the substitution of conventional plastic-based adhesive tapes. In addition, fit-to-size packaging machines are used in Spain and the Netherlands. This technology allows shipping packaging to be tailored to the exact size of the respective product, leading to a significant reduction in the quantity of materials used in outer packaging and void filling. Both of these measures are making an important contribution to the optimisation of resource usage and the reduction of product-related emissions in the upstream value chain.

Several actions have already been implemented in Scope 3.4 (logistics-related emissions):

Since the financial year 2021/22, logistics have been undergoing a transformation away from the separation of e-commerce and retail business in favour of an integrated, centralised omnichannel network. This network allows central procurement and the bundling of delivery flows to stores through central distribution centres in each country. As part of this, goods flows are increasingly planned and managed centrally. CECONOMY can thus systematically reduce transport flows, manage and decrease inventories transparently across all sales channels and warehouse locations, and simultaneously lower carbon emissions. The transformation has already been successfully implemented in the Netherlands and Germany.

At present, more and more suppliers are being brought in to supply stores centrally through the warehouse. In addition to the central distribution centre, regional hubs in Germany, Spain and Türkiye also commenced operation in recent financial years. These hubs cover the two-person handling stock (large products) for nearby stores and can be used to offer customers additional services such as assembly, installation, end-of-life treatment of old appliances and repairs as effectively as possible. In addition, route optimisation has made it possible to offer customers delivery windows with a high degree of accuracy while also reducing carbon emissions.

Sustainable logistics also aims to systematically reduce the environmental impact of transport and warehouse operations. With this in mind, CECONOMY has set itself the target of cultivating options for climate-neutral delivery to customers in more than 80 cities in all countries by the financial year 2025/26. This goal was achieved ahead of schedule in 2024 with more than 100 cities. Activities in the reporting year focused on increasing reach within the cities. In "zero last mile delivery", CECONOMY can offer customers green deliveries in Spain, Switzerland, the Netherlands, Austria and Germany to date. In Spain and Switzerland, for example, stores are now increasingly turning to electric vehicles to deliver to customers. In Germany, the cooperation with Uber was the first step toward expanding climate-neutral delivery. The company also works with logistics providers that have demonstrated their commitment to avoiding carbon emissions and that focus on electrifying their vehicle fleets. The amended "ship-from-store" logistics concept, whereby customers receive deliveries from the closest store, as well as pick-up continue to offer potential for reducing carbon emissions.

As well as the greater transparency of CO₂ consumption, the focus is increasingly on returns logistics, product re-use and the use of sustainable packaging materials. In the area of packaging materials in particular, CECONOMY is focusing on environmentally friendly concepts and is working on using sustainable raw materials and reducing packaging. One such example is sustainable packing tape that can be disposed of in a paper and card recycle bin together with the box. In addition, some products are dispatched in their original packaging without additional outer packaging.

CECONOMY is also striving to gradually increase the share of primary consumption and volume data in all scopes in order to achieve a continuous improvement in the calculation methodology and data quality.

CECONOMY's resilience analysis shows that there are no material physical risks for its retail locations (stores) or its supply chain as a whole. Accordingly, no climate change adaptation actions have been identified.

The reduction in GHG emissions from the individual climate change mitigation actions achieved compared to the base year is 56 per cent in Scope 1 and Scope 2 and 23 per cent in Scope 3. The remaining expected reduction in GHG emissions compared to the base year is a low single-digit percentage in Scope 1 and Scope 2 and a high single-digit percentage in Scope 3.

Scope (E1-3, para. 28, MDR-A_68b)

CECONOMY's climate actions cover all significant areas of the company and encompass both direct and indirect emissions and climate-related risks and opportunities. The focus is on achieving a systematic reduction in greenhouse gas emissions in Scopes 1, 2 and – where possible – 3, as well as adapting the company's processes to reflect the foreseeable consequences of climate change.

In particular, the actions cover the company's own operating premises (stores, administrative locations and warehouses), transport and logistics processes within the supply chain, the product life cycle (especially the use phase by end customers and end-of-life treatment) and the supplier network.

The actions used in implementing the climate strategy are both technical and organisational in nature. In the area of emission reduction (mitigation), they include energy efficiency programmes (e.g. conversion to LED lighting, optimisation of heating, cooling and ventilation systems), the purchase of electricity from renewable sources, the electrification of the vehicle fleet and Scope 3 actions (selection of more carbon-efficient suppliers, integration of environmental criteria into procurement processes, decarbonisation of transport and logistics processes, gradual increase in the proportion of more energy-efficient products in the product range). The actions in the area of climate change adaptation include, in particular, assessing locations with regard to physical risks (e.g. flooding, storms), climate risk monitoring in facility management and risk controlling and the expansion of business continuity plans to enable an improved response to extreme weather events.

Financial and human resources are provided for the successful implementation of the climate policy. For example, CECONOMY provides funding for investments in energy efficiency, building technology and the electrification of the vehicle fleet and a budget for climate reporting, consulting and data management systems. In addition, internal training programmes and ESG-specific training are provided for relevant functions in order to improve employee awareness of the relevant topics. Centralised sustainability governance supports operational implementation by the specialist departments and ensures that progress is continuously monitored.

The impact of the actions is regularly monitored using standardised metrics, especially on GHG emissions (Scope 1–3), energy consumption and the achievement of internal SBTi reduction targets.

Financial resources allocated to action plans (E1-3_06-08, para. 29c)

CECONOMY ensures that sufficient financial resources are available for the implementation of climate change mitigation and adaptation actions. This supports a strategically managed, effective and transparent transformation in line with the climate targets. Annual budgets for all actions are defined as part of strategic financial planning. This planning includes operating expenditure for current measures such as energy efficiency projects as well as capital expenditure for infrastructure, technology and the vehicle fleet. The monetary amounts relating to the implementation of the actions for the financial year 2024/25 are not significant. The CapEx and OpEx budgets for the coming financial years up to 2033 will be successively defined as soon as additional reduction actions have been modelled and prioritised.

Metrics and targets

Targets in relation to climate change policies (E1-4)

Tracking effectiveness of policies and actions through targets (E1 MDR-T 01-13, para. 32)

CECONOMY measures the effectiveness of its climate policies and actions using clearly defined, phased climate targets in line with international standards like those published by the SBTi. Target achievement is regularly monitored and taken into account in the internal controlling and reporting processes.

The main elements of target tracking are:

- Target hierarchy for each of Scope 1, Scope 2 and relevant Scope 3 categories:
 - Short-term targets (to 2027/28), for supplier engagement target
 - Medium-term targets (to 2032/33), for SBTi targets
- Monitoring and KPIs: Progress is recorded using key performance indicators (KPIs) such as absolute emissions (t CO₂e), emissions intensity (e.g. CO₂e/net revenue) and energy consumption per country.
- Reporting: The results are included in the annual sustainability report. Additionally, they are regularly compared with the requirements of the EU taxonomy and regulatory requirements.
- Deviation analysis and adjustment: In cases where targets are not achieved or the conditions change, the packages of actions are reviewed and adjusted as required.

With this structured approach, CECONOMY ensures that climate targets are tracked transparently and effectively and enables the data-driven management of the transition to a climate-neutral economy.

Relationship between targets and policy objectives (E1 MDR-T 01-13, para. 32, MDR-T_80a, AR 24, AR 25, AR 26)

All of the climate protection actions that CECONOMY has already implemented and is planning for the future are central components of the overarching climate strategy. The company is guided by the goals formulated by the Paris Agreement for limiting global climate change. In order to achieve these goals, it is extremely important to achieve comprehensive transparency regarding all emissions, as this is the only way that meaningful reduction measures can be initiated and implemented. To track the progress made, CECONOMY calculates its carbon footprint annually in accordance with the requirements of the Greenhouse Gas Protocol (GHG Protocol).

GHG reduction targets for Scope 1, 2 and 3 (E1-4_18, para. 34b, AR 24), target level (E1 MDR-T 01-13, MDR-T_80b, AR 24, AR 25, AR 26)

CECONOMY wants to make an effective contribution to climate change mitigation. To this end, CECONOMY has defined a carefully considered target level for reducing its greenhouse gas emissions along the value chain based on science-based targets. The

target definition takes account of all material emission categories in accordance with the GHG Protocol and is consistent with the requirements of the SBTi. The target levels for Scope 1 and 2 have been formulated in accordance with a 1.5°C-compatible climate pathway. The target level for Scope 3 is consistent with a "well below 2°C" climate pathway. The achievement of these targets is a central element of CECONOMY's transformation strategy.

The target levels are broken down as follows:

- Scope 1 and Scope 2: CECONOMY pledges to achieve an absolute reduction of 58.8 per cent³ by the financial year 2032/33 compared with the base year 2018/19.
- CECONOMY pledges to reduce its GHG emissions for the relevant Scope 3.1 category (purchased goods and services of its private label products) by 32.5 per cent by the financial year 2032/33 compared with the base year 2021/22.
- CECONOMY pledges to reduce its GHG emissions for the relevant Scope 3.11 category (use of sold products) of its private label and third-party brand products by 32.5 per cent by the financial year 2032/33 compared with the base year 2021/22.
- CECONOMY pledges to reduce its GHG emissions for the relevant Scope 3.4 category of its transport and distribution activities by 32.5 per cent by the financial year 2032/33 compared with the base year 2021/22.
- CECONOMY pledges to require 74 per cent of its retail suppliers to set their own science-based targets by the financial year 2027/28 based on their emissions in Scope 3.1 (purchased goods and services).

Along with the climate targets validated by the SBTi, CECONOMY has defined additional climate targets as part of the Sustainable Consumption Pledge.

The Sustainable Consumption Pledge is a continuation of the Green Consumption Pledge initiative that was launched by the European Commission in 2021 as part of the European Climate Pact. CECONOMY is one of the first European retailers to have participated voluntarily in the EU pilot project right from the start. This EU-wide initiative calls on companies to get involved in climate change mitigation and build a greener Europe. By signing, companies promise to help accelerate the green transition. The commitment calls on signatories to uphold at least three of five core principles. The key issues for CECONOMY are carbon emissions, transparency, industry best practices and the sale of sustainable products.

By signing the Sustainable Consumption Pledge, CECONOMY has committed to the following targets:

Pledge 1 – CECONOMY commits to calculate its carbon footprint and reduce emissions in line with the SBTi targets.

Pledge 2 – CECONOMY commits to calculate and improve the environmental performance of the company with the following pledge: CECONOMY pledges to increase the number of sustainable products (BetterWay products) in its range to 6,000 by the end of 2025, compared with 1,200 products in the base year 2021. The data used to calculate and report on the targets set is verified by the company's auditor as part of the audit of this report with limited assurance. This target was achieved ahead of schedule in the reporting period.

Pledge 3 – CECONOMY pledges to publish the targets and progress made on all the above annually in its sustainability report, in its annual non-financial report and on its website.

Scope (E1 MDR-T 01-13, MDR-T_80c, AR 24, AR 25, AR 26)

CECONOMY's climate targets cover the company's entire emissions inventory and encompass all of the relevant greenhouse gas emissions for CECONOMY from Scope 1, Scope 2 and the material Scope 3 categories.

The following emissions categories have been identified as not relevant for CECONOMY's GHG accounting and hence are not taken into account in the climate targets: 3.9 (downstream transportation and distribution), 3.10 (processing of sold products), 3.13 (downstream leased assets) and 3.14 (franchises). See also "List of Scope 3 GHG emission categories included in the inventory (E1-6_27, AR 46i)" and "Disclosure of the reporting boundaries and calculation methods used in estimating Scope 3 GHG emissions (E1-6_29, AR 46h)".

The climate targets apply on a Group-wide basis to all geographical regions and all activities included in the strategic orientation and the systematic emissions inventory.

³ Of this figure, around 30 per cent relates to Scope 1 emissions and around 70 per cent to market-based Scope 2 emissions. Although the location-based Scope 2 emissions are collected and published annually, the market-based emissions are applied in tracking the achievement of the SBTi targets.

Baseline value and base year (E1 MDR-T 01-13, MDR-T_80d, AR 24, AR 25, AR 26)

Baseline values and base year: see gross Scope 1, 2 and 3 GHG emissions and total GHG emissions under E1-6.

Period and interim targets (E1 MDR-T 01-13, MDR-T_80e, AR 24, AR 25, AR 26)

CECONOMY's targets encompass short-term and medium-term time horizons.

With regard to its medium-term targets, CECONOMY has pledged to reduce CO₂ emissions in Scope 1 and 2 as well as selected Scope 3 categories by 2032/33. To support the Scope 3 targets, CECONOMY has additionally adopted the short-term target of requiring at least 74 per cent of its retail suppliers (based on the emissions in Scope 3.1) to define and implement their own science-based climate targets by the financial year 2027/28. This interim target is used as a performance indicator in assessing the progress made in the upstream supply chain and is regularly monitored.

Once the company has achieved the current SBTi climate targets for 2032/33, new short-term SBTi targets will be defined including the recalculation and adjustment of the base years in accordance with the SBTi requirements.

Methodologies and significant assumptions (E1 MDR-T 01-13, MDR-T_80f, AR 24, AR 25, AR 26)

CECONOMY applies internationally recognised standards and methodologies in determining company-wide GHG emissions and identifying science-based reduction targets. Data collection and assessment are based on the Greenhouse Gas Protocol (GHG Protocol) and guided by the requirements of the SBTi. Emissions are recorded in line with the three scopes set out in the GHG Protocol. This takes into account direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2, location-based and market-based) and relevant upstream and downstream Scope 3 emissions. Emissions are calculated on the basis of activity data (e.g. energy consumption, cost of goods sold, transport volumes) combined with recognised emission factors from international databases.

The reduction targets were defined on the assumption of stable business activities and largely unchanged product portfolios. Changes to the business model, e.g. due to strategic acquisitions or divestments, are taken into account in regular reviews of the targets. The SBTi target categories were selected following a materiality analysis based on emission contributions and opportunities for exercising influence. For calculating emissions from the product use phase (Scope 3.11), average energy consumption and typical product lifetimes were applied.

Emissions data is collected annually, validated and verified by the company's auditor as part of the audit of this report with limited assurance. The methodology is regularly reviewed and adapted to reflect new scientific insights or regulatory requirements. By using these methodologies, CECONOMY ensures that its climate targets are robust, traceable and compatible with international sustainability standards.

Scientific evidence as a basis (E1 MDR-T 01-13, MDR-T_80g, AR 24, AR 25, AR 26), disclosures on how GHG reduction targets and/or other targets are defined (E1-4_01, para. 33, E1-4_22, para. 34e, 16a)

CECONOMY applies the SBTi requirements in defining its climate targets. The target for Scope 1 and 2 emissions is consistent with the 1.5°C target and is based on scientific insights on limiting global warming. In the case of Scope 3 emissions, which account for a significant proportion of CECONOMY's total emissions, the company applies the SBTi criteria for a "well below 2°C" pathway. In this way, CECONOMY ensures that its own climate targets are consistent with the requirements of the Paris Agreement and make a credible contribution to the work of limiting climate change. Progress is regularly reviewed and adjusted in consultation with the responsible committees as required. See the "Target level (E1 MDR-T 01-13, MDR-T_80b, AR 24, AR 25, AR 26)" section in this chapter.

Stakeholder inclusion (E1 MDR-T 01-13, MDR-T_80h, AR 24, AR 25, AR 26)

Stakeholder inclusion is a central element of sustainability management at CECONOMY. The company takes the perspectives of internal and external stakeholders into account – including employees, customers, suppliers and shareholders – in order to promote transparency and develop sustainable solutions to environmental, social and economic challenges.

Changes to targets and metrics (E1 MDR-T 01-13, MDR-T_80i, AR 24, AR 25, AR 26)

To date, CECONOMY has made no changes to the defined targets, the corresponding metrics or the underlying measurement methodologies. Furthermore, no material assumptions, restrictions, data sources or data collection processes were adjusted within the defined time horizons.

Performance against targets (E1 MDR-T 01-13, MDR-T_80j, AR 24, AR 25, AR 26)

The progress made against the defined targets is regularly reviewed and reported to the Management Board and Supervisory Board of CECONOMY. In the financial year 2024/25, the degree of target achievement in relation to the SBTi-compliant climate targets for 2033 was 56 per cent for Scope 1 and Scope 2 and 23 per cent for Scope 3. This meant that CECONOMY achieved the progress for each emission category shown under "Gross Scopes 1, 2 and 3 and total GHG emissions (E1-6)".

Representativeness of the baseline value for measuring progress (E1-4_20, para. AR 25a)

The base years applied by CECONOMY in defining its climate targets have been selected so as to realistically reflect the key emission drivers in the company and hence enable the valid measurement of progress.

For Scope 1 and Scope 2, the financial year 2018/19 was defined as the base year as this provides a complete and consistent picture of emission data and is representative of the company's operating activities at the time

The financial year 2021/22 was defined as the base year for Scope 3 targets, including purchased goods and services (3.1), transport and distribution (3.4) and use of sold products (3.11). This year serves as a reliable data basis, as robust information on product-related emissions and supply chain structures is available for this period.

Data availability, data quality and relevance to the respective emission source were taken into account in selecting the base years. CECONOMY ensures that the baseline values applied adequately reflect the actual conditions within the company at the respective time in order to enable the traceable and transparent measurement of progress compared with the defined reduction targets.

Description of how the baseline value affects the target, its achievement and the presentation of progress (E1-4_21, para. AR 25b)

The defined baseline values (base years) are the key comparative parameters used in assessing the progress made toward achieving the defined targets. They determine how ambitious a target is, how progress is measured and how transparently development can be presented. CECONOMY has defined a specific base year for each emission category based on data availability, the completeness of the emission inventory and the SBTi requirements.

These baseline values influence the targets insofar as all reduction targets are calculated in relation to the respective base years, while progress is assessed based on the change in annual emission volumes compared with the respective baseline value.

To ensure traceability and comparability, the emission levels for the base years are disclosed, the annual actual figures are presented in relation to the target curve and the baseline values are recalculated in accordance with the SBTi and ESRS requirements in the event of material structural changes or methodological adjustments.

This methodology ensures that progress is presented consistently in the sustainability report and allows stakeholders to clearly assess whether CECONOMY is on track to achieve its targets and at what speed.

Description of the expected decarbonisation levers and their overall qualitative contribution to achieving the GHG emission reduction target (E1-4_23, para. 34f, 16b, E1-3_04, para. 29b)

In order to achieve its climate targets, especially the reduction targets for Scope 1, Scope 2 and relevant Scope 3 categories validated by the SBTi, CECONOMY has identified central decarbonisation levers. These actions contribute to the reduction in emissions to a varying extent and are implemented in the short-term and medium-term horizons.

The most important decarbonisation levers for Scope 1 and 2 are:

- Electrification of the vehicle fleet (Scope 1): Gradual conversion to all-electric company cars
- Purchase of electricity from renewable energy sources (Scope 2, market-based method): Comprehensive switch to green electricity contracts
- Energy efficiency measures in buildings: Conversion to LED lighting, smart control systems, temperature and light sensors

The most important decarbonisation levers for Scope 3 encompass the following measures:

- Supplier engagement: By 2027/28, 74 per cent of retail suppliers will be required to set their own science-based climate targets based on the emissions for Scope 3.1 (purchased goods and services).
- Targeted expansion of the product range to include more energy-efficient products
- Product and packaging actions: Introduction of fit-to-size packaging machines and wet glue machines to reduce packaging materials
- Promotion of circular services: Expansion of repair services, trade-in programmes and refurbishment services to extend product life cycles

– Optimisation of logistics (Scope 3.4): Selection of low-emission transport service providers (e.g. green last mile). Decarbonisation of external warehouses through conversion to renewable energies, heat pumps, LED lighting

The expected and achieved reduction in GHG emissions from the individual climate change mitigation actions defined in the financial year 2024/25 will be disclosed for the first time in the reporting year 2025/26.

In addition to the company's own decarbonisation actions, CECONOMY's emission forecasts take account of external developments that could support its GHG inventory. In particular, this includes the expected greening of the grid, i.e. the continued decarbonisation of national power generation in the countries in which CECONOMY is active. This development is expected to contribute to a reduction in location-based emissions (Scope 2) and a reduction in usage-related emissions in Scope 3.11 (use of sold products). The latter results from the fact that customers will increasingly use mains power with lower carbon emissions to operate electrical devices and appliances in the future. Upstream supplier processes could also benefit from the use of energy sources with lower emissions, which would indirectly influence the company's Scope 3.1 emissions (purchased goods and services). However, these external developments do not fall within the company's direct area of influence. Accordingly, greening the grid is not reported as an active action, but is merely taken into account in the overall emission forecasts. These actions are cumulatively designed to achieve a reduction in absolute emissions by 2032/33 (compared with the base year 2018/19 for Scope 1 and 2 and the base year 2021/22 for Scope 3). The decarbonisation levers identified will be defined in greater detail and expanded over the coming years in order to allow their quantitative contribution to the achievement of the climate targets to be presented in an increasingly robust and transparent manner. At the same time, CECONOMY is working to identify and model additional decarbonisation levers in other scope categories and prioritise them in terms of their effectiveness.

Consideration of different climate scenarios in identifying relevant developments and determining decarbonisation levers (E1-4_24, AR 30c)

To ensure that its decarbonisation strategy is well-founded, CECONOMY has taken account of different climate-related scenarios to enable it to identify relevant environmental, social, technological, market-related and political developments and derive effective decarbonisation actions from them.

In doing so, CECONOMY applies climate scenarios involving both qualitative and quantitative analyses, especially those that are consistent with the 1.5°C limit on global warming set out in the Paris Agreement. Scenarios with less ambitious climate pathways are also taken into account in order to allow potential risk dimensions to be assessed more effectively.

Energy consumption and mix (E1-5) (E1-5_01-17, para. 37-39, AR 32, 33, 35)

| | Base year 2018/19 | Financial year 2024/25 |
|--|-------------------|------------------------|
| (1) Fuel consumption from coal and coal products (thousands of MWh) | - | - |
| (2) Fuel consumption from crude oil and petroleum products (thousands of MWh) | 61.8 | 33.3 |
| thereof heating oil | (2.7) | (1.6) |
| thereof diesel | (53.8) | (21.7) |
| thereof petrol | (5.3) | (10.0) |
| thereof LPG | (-) | (0.0) |
| (3) Fuel consumption from natural gas (thousands of MWh) | 54.3 | 42.1 |
| (4) Fuel consumption from other fossil sources (thousands of MWh) | - | - |
| (5) Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources (thousands of MWh) | 545.6 | 61.2 |
| thereof electricity | (524.3) | (47.7) |
| thereof district heating | (19.1) | (12.7) |
| thereof district cooling | (2.2) | (0.8) |
| (6) Total fossil energy consumption (thousands of MWh) (calculated as the sum of lines 1 to 5) | 661.7 | 136.7 |
| Share of fossil sources in total energy consumption (%) | 100 | 29 |
| (7) Consumption from nuclear sources (thousands of MWh) | - | - |
| Share of consumption from nuclear sources in total energy consumption (%) | 0 | 0 |
| (8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (thousands of MWh) | - | - |
| (9) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (thousands of MWh) | - | 331.3 |
| (10) Consumption of self-generated non-fuel renewable energy (thousands of MWh) | - | 0.5 |
| (11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10) | - | 331.8 |
| Share of renewable sources in total energy consumption (%) | 0 | 71 |
| Total energy consumption (thousands of MWh) (calculated as the sum of lines 6, 7 and 11) | 661.7 | 468.478 |

Renewable energy production in MWh (E1-5, 16)

In the financial year 2024/25, a photovoltaic system installed by the lessor was operated at MediaMarktSaturn's central distribution hub in Germany. CECONOMY uses 7.5 per cent of the system's output under a leasing model. The total electricity generated by the system from renewable sources amounted to around 416 MWh in the reporting period. Of this figure, 353 MWh was consumed directly at the distribution hub itself, with the rest being fed into the public power grid.

Methodologies and significant assumptions (E1-5, MDR-M 77a)

Internal operating data and standardised emission factors were applied in recording and calculating energy consumption and the energy mix. The information is collected systematically on the basis of actual consumption data for electricity, gas and other energy sources. If consumer data for a certain emission source is not available for the entire reporting period, this data is estimated or forecast on the basis of previous months/years.

It is assumed that the operating conditions during the reporting period are representative of the average energy consumption. This methodology ensures that energy consumption and the energy mix are recorded in a transparent and traceable manner in accordance with the applicable regulatory requirements.

Energy intensity based on net revenue (E1-5_17-19, para. 40, 41)

| | Comparative | N | % N / N-1 |
|--|-------------|-------|-----------|
| Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/monetary unit) | n/a | 20.32 | n/a |

High climate impact sectors used to determine energy intensity (E1-5_20, para. 42)

In determining energy intensity, CECONOMY applies sector-specific standards for high climate impact companies in accordance with the provisions of ESRS E1. As a retail company with an extensive supply chain, complex logistics and large selling spaces, CECONOMY falls within the category of wholesale and retail and is classified as energy- and emission-relevant on a cross-sector basis in accordance with European guidelines.

Energy intensity is determined by reference to electricity and heat consumption at brick-and-mortar sites in particular.

This means that CECONOMY recognises retail as the sectoral basis with a relevant climate impact and measures relevant parameters, such as energy consumption and total emissions per net revenue, in order to transparently record energy efficiency and the progress made toward decarbonisation.

Reconciliation of net revenue from activities in high climate impact sectors to the corresponding line items or notes in the financial statements (E1-5_21, para. 43)

| | |
|---|-------------------|
| Net revenue from activities in high climate impact sectors used to calculate energy intensity | €23,072.2 million |
| Net revenue (other) | 0 |
| Total net revenue (financial statements) | €23,072.2 million |

Gross Scopes 1, 2 and 3 and total GHG emissions (E1-6)

Effects of significant events and changes in circumstances (relevant to GHG emissions) that occur between the reporting dates of the entities in the value chain and the date of the undertaking's financial statements (E1-6_16, AR 42c), significant changes in the definition of what constitutes the reporting undertaking and its value chain and explanation of their effect on the year-to-year comparability of the reported GHG emissions (E1-6_14, para. 47)

There were no significant changes in the definition of what constitutes the reporting undertaking in the reporting period 2024/25. Similarly, there were no significant events or changes in circumstances relevant to GHG emissions at CECONOMY or within the relevant value chain that would have materially influenced the reported GHG data. In particular, there were no regulatory changes with an impact on system boundaries or emission categories, no relevant changes relating to production volumes, the supplier structure or logistics processes with a material influence on Scope 1, 2 or 3 emissions, and no acquisitions or divestments that could have impaired the comparability of the emission data. The consolidation group applied in collecting GHG emission data (Scope 1, 2 and 3) is identical to the previous year.

As there have been no adjustments to the organisational reporting framework or the system-side definition of the value chain, the reported emission data is fully comparable across the reporting years in question. This applies to both emissions from the company's operations (Scope 1 and 2) and relevant indirect emissions in the upstream and downstream value chain (Scope 3). Accordingly, GHG reporting for the current reporting period is based on stable and consistent conditions. It was not necessary to revise or retrospectively restate the reported data to reflect subsequent events.

Breakdown of Scope 1, Scope 2 and Scope 3 emissions (E1-6.01-35, para. 44, 50, 51, 52)

The reporting on gross Scope 1 and Scope 2 GHG emissions is based on the same consolidation group as the consolidated financial statements.

| | Base year 2018/19 | Absolute value (comparison) | 2024/25 (N) | Reduction compared to prior period (N/N-1) (%) | Reduction compared to base year (%) | 2032/33 | Annual % of target/ base year |
|---|----------------------|-----------------------------------|-------------|---|---|-------------|-------------------------------------|
| Scope 1 GHG emissions | | | | | | | |
| Gross Scope 1 GHG emissions (thousands of t CO ₂ e) | 31.7 | - | 19.5 | - | 39 | n/a | 4.2 |
| thereof natural gas | (11.1) | - | (8.5) | - | 23 | n/a | n/a |
| thereof heating oil | (0.7) | - | (0.4) | - | 42 | n/a | n/a |
| thereof diesel (stationary consumption) | (-) | - | (0.1) | - | (-) | n/a | n/a |
| thereof vehicle fleet | (14.7) | - | (8.3) | - | 43 | n/a | n/a |
| thereof fugitive gases | (5.2) | - | (2.2) | - | 59 | n/a | n/a |
| Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%) | - | - | - | - | - | n/a | n/a |
| Scope 2 GHG emissions | | | | | | | |
| Location-based gross Scope 2 GHG emissions (thousands of t CO ₂ e) | 247.8 | - | 135.1 | - | 45 | n/a | n/a |
| Market-based gross Scope 2 GHG emissions (thousands of t CO ₂ e) | 73.7 | - | 26.9 | - | 64 | n/a | 4.2 |
| thereof electricity | (66.5) | - | (24.4) | - | 63 | n/a | n/a |
| thereof district heating | (6.5) | - | (2.3) | - | 65 | n/a | n/a |
| thereof district cooling | (0.6) | - | (0.1) | - | 77 | n/a | n/a |
| Scope 1 + 2 GHG emissions (thousands of t CO₂e) | | | | | | | |
| Total GHG emissions (market-based) | 105.4 | - | 46.3 | - | 56 | n/a | n/a |
| GHG emissions excluding vehicle fleet (market-based) | 90.7 | - | 38.0 | - | 58 | n/a | n/a |
| Scope 1 + 2 GHG emissions within scope of SBTi climate target (thousands of t CO₂e) | 105.4 | - | 46.3 | - | 56 | 43.4 | 4.2 |

| | Base year 2021/22 | Absolute value (comparison) | 2024/25 (N) | Reduction compared to prior period (N/N-1) (%) | Reduction compared to base year (%) | 2032/33 | Annual % of target/ base year |
|--|----------------------|-----------------------------------|-----------------|---|---|------------|-------------------------------------|
| Scope 3 GHG emissions | | | | | | | |
| Total indirect gross (Scope 3) GHG emissions (thousands of t CO ₂ e) | 26,375.9 | - | 21,229.5 | - | 20 | n/a | n/a |
| Scope 3.1 – Purchased goods & services | 8,195.8 | - | 7,623.7 | - | 7 | n/a | n/a |
| thereof Scope 3.1 – Non-tradables | (318.3) | - | (272.5) | - | 14 | n/a | n/a |
| thereof Scope 3.1 – Procurement of private label products | (509.6) | - | (707.8) | - | -39 | 202.7 | 2.9 |
| thereof Scope 3.1 – Procurement of third-party brand products | (7,368.0) | - | (6,643.4) | - | 10 | n/a | n/a |
| Scope 3.2 – Capital goods | 178.7 | - | 115.8 | - | 35 | n/a | n/a |
| Scope 3.3 – Fuel- and energy-related emissions | 43.8 | - | 17.4 | - | 60 | n/a | n/a |
| Scope 3.4 – Upstream transportation and distribution | 518.0 | - | 210.1 | - | 59 | 349.6 | 2.9 |
| Scope 3.5 – Waste | 15.0 | - | 14.7 | - | 2 | n/a | n/a |
| Scope 3.6 – Business travel | 3.0 | - | 4.8 | - | -59 | n/a | n/a |
| Scope 3.7 – Employee commuting | 46.0 | - | 51.5 | - | -12 | n/a | n/a |
| Scope 3.8 – Upstream leased assets | 104.3 | - | 7.3 | - | 93 | n/a | n/a |
| Scope 3.11 – Use of sold products | 16,616.5 | - | 12,589.9 | - | 24 | 11,551.8 | 2.9 |
| thereof Scope 3.11 – Use of own-brand products | (1,217.5) | - | (1,143.1) | - | 6 | n/a | n/a |
| thereof Scope 3.11 – Use of third-party brand products | (15,399.0) | - | (11,446.9) | - | 26 | n/a | n/a |
| Scope 3.12 – End-of-life treatment of sold products | 649.2 | - | 572.1 | - | 12 | n/a | n/a |
| thereof Scope 3.12 – End-of-life treatment of sold own-brand products | (23.8) | - | (45.5) | - | -91 | n/a | n/a |
| thereof Scope 3.12 – End-of-life treatment of sold third-party brand products | (625.5) | - | (526.6) | - | 16 | n/a | n/a |
| Scope 3.15 – Investments | 5.5 | - | 22.2 | - | -304 | n/a | n/a |
| Scope 3 GHG emissions within scope of SBTi climate target (t CO₂e) | 17,644.1 | - | 13,507.8 | - | 23 | n/a | n/a |

| | Base year ¹ | Absolute value (comparison) | 2024/25 (N) | Reduction compared to prior period (N/N-1) (%) | Reduction compared to base year (%) | 2032/33 | Annual % of target/ base year |
|---|------------------------|-----------------------------|-------------|--|-------------------------------------|---------|-------------------------------|
| Total GHG emissions | | | | | | | |
| Total GHG emissions (location-based) (thousands of t CO ₂ e) | 26,650.2 | - | 21,384.1 | - | 20 | n/a | n/a |
| Total GHG emissions (market-based) (thousands of t CO ₂ e) | 26,476.1 | - | 21,275.9 | - | 20 | n/a | n/a |
| Total GHG emissions (within scope of SBTi climate target) (thousands of t CO ₂ e) | 17,241.3 | - | 13,358.7 | - | 23 | n/a | n/a |
| Biogenic emissions | | | | | | | |
| Biogenic CO ₂ emissions from the combustion or biodegradation of biomass (Scope 1) (thousands of t CO ₂) | - | - | - | - | - | n/a | n/a |
| Biogenic CO ₂ emissions from the combustion or biodegradation of biomass (Scope 2) (thousands of t CO ₂) | - | - | - | - | - | n/a | n/a |
| Biogenic CO ₂ emissions from the combustion or biodegradation of biomass (Scope 3) (thousands of t CO ₂) | - | - | - | - | - | n/a | n/a |

¹ The base year for Scope 1 and Scope 2 GHG emissions is the financial year 2018/19, while the base year for Scope 3 GHG emissions is the financial year 2021/22.

GHG intensity based on net revenue (E1-6_32-35, para. 53-55, AR 55)

| | Comparative | N | % N / N-1 |
|--|-------------|-------|-----------|
| Total GHG emissions (location-based) per net revenue (t CO ₂ e/currency unit) | 913.2 | 926.8 | 1.49% |
| Total GHG emissions (market-based) per net revenue (t CO ₂ e/currency unit) | 908.7 | 922.1 | 1.47% |

| | |
|---|-------------------|
| Net revenue used to calculate GHG intensity | €23,072.2 million |
| Net revenue (other) | 0 |
| Total net revenue (financial statements) | €23,072.2 million |

Application of the location-based and market-based methods to calculate Scope 2 GHG emissions (E1-6_18-22, AR 45d)

In calculating indirect energy-related GHG emissions (Scope 2), CECONOMY applies both the location-based method and the market-based method in order to ensure a complete and transparent picture of company-related emissions.

The location-based method quantifies Scope 2 emissions based on average emission factors for the national or regional electricity mix at the location at which the energy is consumed. This method reflects physical electricity consumption irrespective of individual energy contracts or guarantees of origin.

The market-based method takes into account the specific contractual agreements on electricity purchases, especially the proportion of electricity from renewable energy sources. The contractual instruments used by CECONOMY for the market-based calculation of Scope 2 emissions in the financial year 2024/25 include guarantees of origin (GoOs), international guarantees of origin (I-RECs, only for locations in Türkiye) and power supply contracts for certified green electricity. Of the total purchased electricity in the reporting year, 69 per cent was attributable to guarantees of origin, 4 per cent to international guarantees of origin and 27 per cent to power supply contracts for certified green electricity.

CECONOMY uses both figures as the basis for controlling and reporting. Market-based emissions are applied in tracking the achievement of the SBTi targets. Both figures are calculated, analysed internally and disclosed annually.

Scope 3 GHG emissions from activities within the upstream and downstream value chain (E1-6_25, AR 46g), list of the Scope 3 GHG emission categories included in the inventory (E1-6_27, AR 46i), justification for excluded Scope 3 emission categories (E1-6_26, AR 46i)

CECONOMY discloses the Scope 3 GHG emissions resulting from activities in its upstream and downstream value chain. Scope 3 emissions account for the largest share of CECONOMY's company-related emissions. They include all indirect emissions not falling under Scope 1 and 2 and are generated by activities performed by third parties that are caused by CECONOMY's business activities. Emissions are recorded in line with the categorisation set out in the GHG Protocol (Corporate Value Chain Standard) based on a combination of primary data, information from suppliers, emission factors and modelling.

In recording indirect GHG emissions in accordance with the provisions of the GHG Protocol Corporate Value Chain (Scope 3) Standard, CECONOMY performed a materiality analysis of all 15 categories of the GHG Protocol Scope 3 Standard. The following categories were identified as material and hence are included in the GHG inventory:

- 3.1 Purchased goods and services: Relevant emission drivers resulting from private label products, emissions from production and the upstream value chain.
- 3.2 Capital goods: Investments in longer lasting operating equipment such as IT, facilities and buildings generate upstream emissions.
- 3.3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2) Indirect emissions due to upstream emissions from the supply of electricity and heat.
- 3.4 Upstream transportation and distribution: Emissions from logistics and the supply chain, especially the transport of goods from suppliers to warehouses and stores.
- 3.5 Waste generated in operations: Disposal and recycling of operational waste (e.g. packaging, electronic waste).
- 3.6 Business travel: Relevant transport-related emissions, especially due to flights and hotels.
- 3.7 Employee commuting: Indirect emissions from employees' daily journeys to and from work.
- 3.8 Upstream leased assets: Relevant emissions from buildings or facilities used in the company's operations but not operated by the company.
- 3.11 Use of sold products: Energy consumption of sold devices and appliances during their service lives.
- 3.12 End-of-life treatment of sold products: End of life cycle of sold devices and appliances, including recycling or landfill.
- 3.15 Investments: GHG emissions from financial investments or participations.

The following Scope 3 categories were classified as not relevant to the business model and hence are not included in the inventory:

- Scope 3.9: Downstream transportation and distribution: This category relates to emissions from the distribution of products after they have left the company. As CECONOMY delivers to end customers as a retailer and does not engage in any downstream distribution (e.g. to wholesalers or interim storage), this category is not relevant. Logistics-related emissions are already recorded in Scope 3.4 (upstream transportation and distribution).
- Scope 3.10: Processing of sold products: CECONOMY sells only finished consumer goods (electronics, household appliances) and does not produce or process intermediate products. There is no emission-relevant processing by downstream parties. As such, this category is not applicable to CECONOMY's business model.
- Scope 3.13: Downstream leased assets CECONOMY does not have notable business operations in the letting or leasing of devices or products to third parties. This category is not applied due to lack of relevance.
- Category 3.14: Franchises CECONOMY operates its stores in its own right. There are no independent franchise holders with operational responsibility, meaning that there is no relevant emission source in accordance with this category.

If the structure of the business model or the assessment of the categories changes in the future, CECONOMY will conduct a corresponding review and integrate the categories that are currently excluded if it considers this to be appropriate.

The share of primary data is disclosed only for emissions in Scopes 3.1, 3.4 and 3.6, as these are the only categories in which primary data from suppliers and producers are applied. The share in the reporting year 2024/25 was 0.12 per cent. The share of primary data is defined as emissions calculated on the basis of primary data from suppliers or other partners in the value chain.

The emission intensity for Scope 3.11 is 108.8 kg of GHG emissions. The intensity is calculated by comparing the Scope 3.11 GHG emissions in kilograms of CO₂e with the products sold.

Methodologies, significant assumptions and emission factors used to calculate or measure GHG emissions (E1-6_15, AR 39b)

At CECONOMY, GHG emissions are calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol) Corporate Standard and, for Scope 3, the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions. CECONOMY also applies the methodological recommendations published by the SBTi.

The calculation of Scope 1 emissions (direct emissions) is based on real consumption data (e.g. heating oil, natural gas, vehicle fleet) and the conversion of this data to emissions using specific emission factors. Scope 2 (indirect emissions from electricity/heat)

are calculated using both the location-based method and the market-based method. The calculation of Scope 3 emissions (upstream and downstream) is based on a combination of primary data, model-based approaches and economic approximations (e.g. spend-based methods) depending on the respective category and data availability.

GHG emissions are partially calculated on the basis of estimates and general emission factors reflecting the current state of the art. Although data gaps and methodological assumptions may affect accuracy, these are reduced through continuous improvements in data collection. CECONOMY calculates the emissions using emission factors from DEFRA/BEIS (UK Department for Business, Energy & Industrial Strategy), ecoinvent and downstream LCI databases as well as the national electricity mix and electricity mix disclosures from energy suppliers. The market-based calculation (Scope 2) is based on guarantees of origin (GoOs, I-RECs) with specific emission factors = 0 g CO₂e/kWh. If no guarantee of origin is available, the standard electricity mix for the respective country is assumed. In addition, the emission factors do not make a distinction between biomass and biogenic CO₂ emissions. Scope 3.11 emissions (use of products sold) are calculated on the basis of typical energy consumption (average figures according to manufacturer information or product group statistics), assumed service lives and the average electricity emission factor for the respective sales market. CECONOMY uses recognised calculation tools.

CECONOMY regularly updates all of the factors and assumptions it uses to reflect the latest scientific findings, regulatory requirements and updates to the GHG Protocol methodology.

Types of contractual instruments used for the sale and purchase of energy with bundled or unbundled energy generation attributes (E1-6_23, AR 45d)

CECONOMY purchases energy at its sites under standardised supply contracts with external suppliers. Both market-based and location-based methods are applied. To improve its GHG footprint and achieve its climate targets, CECONOMY also uses contractual instruments with unbundled attributes.

CECONOMY currently uses unbundled contractual instruments such as guarantees of origin (GoOs) and International Renewable Energy Certificates (I-RECs) as well as pooled supply contracts with a defined proportion of green energy to decarbonise its electricity supply. These instruments are applied in the market-based and location-based calculation of Scope 2 emissions and are continuously enhanced in line with the climate targets.

Disclosure of the reporting boundaries and calculation methods used in estimating Scope 3 GHG emissions (E1-6_29, AR 46h)

In recording Scope 3 GHG emissions, CECONOMY applies the operational control boundary defined in the GHG Protocol Corporate Standard. This means that all activities in the upstream and downstream value chain over which CECONOMY exercises a material influence on procurement, usage or end-of-life treatment are recorded.

Scope 3 accounting covers all material sources of emissions along the value chain. This includes private label products and logistics activities as well as downstream usage and end-of-life treatment. Investments and capital-intensive procurements also fall within the reporting boundaries where these are materially relevant.

Scope 3 emissions are collected and calculated in line with the GHG Protocol Scope 3 Calculation Guidance in conjunction with ESRS requirements. CECONOMY applies a mix of methodologies depending on the category and the availability of data:

| Category | Calculation methodology | Underlying data |
|---|--|--|
| 3.1 – Purchased goods and services | Spend-based and hybrid approach | Purchasing data (private labels), product life cycle data, emission factors from databases (e.g. ecoinvent, DEFRA) |
| 3.2 – Capital goods | Average emission factors | Investment volumes and sector-specific factors |
| 3.3 – Energy-related activities | Standard factors | Electricity mix, fuel consumption |
| 3.4 – Transportation and distribution | Distance-weighted and fuel-based approach | Logistics data (external/internal), transport volumes, distances |
| 3.5 – Waste | Activity-based approach | Waste disposal data by fractions and waste disposal method |
| 3.6 – Business travel | Supplier-specific and spend-based approach | Travel data from booking systems, CO ₂ figures from service providers |
| 3.7 – Commuting | Statistical modelling | Assumptions regarding routes and commuter behaviour |
| 3.8 – Upstream leased assets | Pro rata methodology | Energy data from leased assets, area |
| 3.11 – Use of sold products | Product use phase model | Average lifetime energy consumption of products (private labels and third-party brands), sales figures |
| 3.12 – End-of-life treatment of sold products | Weight-based and material mix | Waste flows by product type, recycling rates |
| 3.15 – Investments | Portfolio-weighted emissions | Reporting by participations and estimates based on capital allocation |

Sectoral averages and emission factors from recognised sources (e.g. GHG Protocol, DEFRA, ecoinvent) are applied where primary data is unavailable. Accuracy varies depending on the category and the availability of data.

Data quality is regularly reviewed and adjusted in the event of material changes. In the future, CECONOMY intends to rely on primary data-based and supplier-specific emission levels to a greater extent, particularly in the area of Scope 3.1 emissions for private label products.

Reconciliation of net revenue to the financial statements for the calculation of GHG emission intensity (E1-6_32, para. 55)

In calculating GHG emission intensity, CECONOMY applies the net revenue reported as "net sales" in the audited consolidated financial statements prepared in accordance with International Financial Reporting Standards (IFRS). This revenue encompasses all consolidated companies and, in particular, includes revenue from the sale of products via MediaMarkt and Saturn's sales channels and from the private label business (e.g. via Imtron).

GHG emission intensity is calculated as the ratio of the calculated GHG emissions to the reported net revenue. It is reported separately for Scope 1 and Scope 2 and – additionally – for material Scope 3 categories.

The net sales used in the calculation are identical to the figures reported in the IFRS consolidated financial statements. No adjustments, reclassifications or special provisions were applied in determining the intensity. The calculation is based on the current financial key figures for the respective reporting year.

With this methodology, CECONOMY ensures that GHG emission intensities are based on consistent and comparable data and transparently depict the relationship between environmental impact and economic output.

GHG removals and GHG mitigation projects financed through carbon credits (E1-7)

CECONOMY does not finance any GHG removals through carbon credits.

Internal carbon pricing (E1-8)

CECONOMY does not apply internal carbon pricing systems.

Resource Use and Circular Economy (ESRS E5)

Since the topics on resource use and the circular economy set out in the standard cannot be mapped to CECONOMY's business model, the following chapter addresses only the Minimum Disclosure Requirements relating to Policies, Actions and Targets (PAT) for a company-specific topic under the sub-topic "resource outflows in relation to products and services," as well as the topic of "waste." No information is provided on other data points required under ESRS E5.

Strategy

Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3)

Material impacts and opportunities and their interaction with the strategy and business model (ESRS 2, SBM-3_48b)

CECONOMY's material impacts and opportunities in connection with resource use and the circular economy are closely connected to the company's efforts to systematically integrate principles of circularity into its business model. These aspects influence the company's strategic orientation as well as its day-to-day operations, particularly in light of the growing share of business attributable to circular services. The actual impacts and opportunities in connection with resource outflows and waste generation result directly from the strategic shift toward a more circular, service-orientated business model. The company's strategy promotes circular business approaches in a targeted manner via BetterWay services, which includes offering repairs, trade-in and refurbishment as well as green electricity contracts. These services – with the exception of green electricity contracts, which promote more sustainable energy consumption – extend the useful life of products, thereby reducing resource consumption and supporting the recirculation of materials within the economy. The associated positive environmental impacts are directly aligned with CECONOMY's strategic objective of reducing its environmental footprint and promoting sustainable consumption patterns.

At the same time, negative environmental impacts may result from the sale of products and packaging that are not yet fully designed in accordance with the principles of the circular economy such as reparability, durability and recyclability. This highlights a partial misalignment between the current product portfolio and the strategic objective of fully supporting circularity. CECONOMY recognises this challenge and is working on systematically integrating ecodesign principles into product development to a greater extent. The BetterWay products that form part of the company's strategy also promote a targeted reduction in the consumption of non-renewable resources. Two product categories are particularly important when it comes to achieving the

respective targets: products that contain recycled plastics, thereby reducing the use of new raw materials, and large household appliances with improved energy efficiency, which serve to reduce both resource consumption and the resulting CO₂ emissions. At the same time, rising demand for sustainability-orientated products and services are resulting in considerable business opportunities. By expanding its portfolio in the area of repairs, refurbished products, trade-in programmes and lifetime extension, CECONOMY is increasing stickiness, strengthening customer loyalty and tapping into additional sales potential. Despite this, there are still negative environmental impacts due to the generation of waste in the company's own operating processes and along the downstream value chain, e.g. due to transport packaging and old products and batteries reaching the end of their useful lives. If waste is not handled in accordance with the waste hierarchy, e.g. if it is sent to landfill or incinerated instead of being recycled, there is a risk of environmental damage and loss of resources.

All in all, the integration of principles of the circular economy into the company's strategy reflects its fundamental shift from a traditional retail model that focused primarily on the sale of new products toward a more sustainable, service-orientated and solution-focused approach to business. With the BetterWay portfolio of products and services, CECONOMY is laying the foundations for its long-term competitiveness while also contributing to the achievement of environmental and social objectives.

Impact and opportunity management

Policies related to resource use and circular economy (E5-1)

Key contents of the policy (E5-1_14, MDR-P_65a, AR 10, E5-1_15a)

With more than two billion customer interactions every year, CECONOMY is aware of the important role it plays in promoting sustainable business practices in the area of consumer electronics – particularly with regard to its customers' purchasing and usage behaviours. With a focus on extending product lifetimes during the use phase, the company directs its measures particularly towards reducing source outflows and preventing and reducing e-waste.

Resource outflows

The BetterWay programme is CECONOMY's approach to mitigating the environmental impact of the sale of products and packaging that are not fully designed in accordance with the principles of the circular economy. It includes sustainable product offerings and services that contribute to prolonging product lifetimes, thereby ensuring that valuable resources are retained within the economic cycle for longer. Among other things, the BetterWay programme includes:

- **BetterWay products:** CECONOMY's sustainability strategy focuses on the procurement and promotion of products with improved sustainability properties, such as higher energy efficiency, reduced water consumption, a higher share of recycled materials and greater reparability. Refurbished products form part of the BetterWay range as refurbishing leads to a demonstrable increase in product lifetime.
- **BetterWay services:** BetterWay describes services that contribute to the extension of the product lifetime or to product re-use. This includes the trade-in and resale of used products, repair services during and after the warranty period, the statutory take-back requirement for e-waste and offers such as green electricity contracts.

As part of the BetterWay approach, CECONOMY works in close cooperation with suppliers to ensure high standards in line with the principles of the circular economy. This not only reduces its environmental impact, but also promotes more considered consumer behaviour on the part of its customers. The expansion of the BetterWay portfolio opens up clear business opportunities while simultaneously meeting the growing demand for affordable sustainability. BetterWay products and services extend the lifetime of products, increase stickiness and position CECONOMY as a conscientious provider in the customer electronics sector.

Waste

CECONOMY takes responsibility for reducing environmental impacts throughout the product life cycle – including the waste generated in the process. One significant challenge is the growing volume of waste, especially from old products, used batteries and transport packaging. Improper handling, e.g. landfilling or incineration instead of recycling, can lead to considerable environmental damage including higher emissions, the loss of valuable raw materials and impacts on ecosystems. The company adopts a two-pronged approach to waste-related issues focusing on the areas with the greatest environmental impact. The first level encompasses the company's own operating premises including selling spaces and logistics centres. The second level relates to downstream activities, especially take-back schemes for products and batteries after customers have finished using them. On this basis, CECONOMY has developed a waste policy that is based on the European waste hierarchy: prevention, re-use, recycling, recovery and – as a last resort – disposal. In doing so, it aims to transition from a linear model to a circular model in which waste is seen as a reusable material.

To reduce waste at the point of origin, the company is optimising packaging solutions and promoting product designs that support repair and re-use. At the same time, the take-back system for old products and batteries is being expanded further in order

to ensure safe and efficient recovery. CECONOMY also informs customers about proper waste disposal and recycling by way of targeted communication actions and by ensuring that take-back schemes are easily accessible. This systematic focus on the waste hierarchy not only reduces environmental impacts, but also allows valuable materials to be recovered and re-used in production processes. This approach supports the company's overarching sustainability targets and promotes a circularity-orientated economy in which resources are conserved.

Monitoring processes in relation to resource inflows, resource outflows and waste (E5-1, para. 14, MDR-P_65a)

CECONOMY has established regular monitoring and controlling processes to ensure that the defined KPIs are achieved on schedule and to the required standard of quality. This includes monthly and quarterly reporting on BetterWay products and services. Activities relating to circularity are regularly presented to the Management Board and Supervisory Board, including progress reports on the strategic reduction of environmental impacts. To ensure that the principles of the circular economy are implemented effectively, the company also engages in a regular dialogue with its top 20 suppliers, which are collectively responsible for around 80 per cent of total sales. In addition, CECONOMY reviews and evaluates topics in connection with resource use and waste management in cooperation with external experts in order to ensure compliance with relevant standards and tried-and-tested practices.

Scope of application (E5-1_14, MDR-P_65b)

The provisions of this policy apply to all employees of the company. This includes all members of the Management Board, management bodies, managers and all other employees as well as all other Group companies controlled by CECONOMY. No business areas, regions, activities or stakeholders are excluded from the scope of application of the policy.

Responsibility for implementation (E5-1_14, MDR-P_65c)

The Management Board of CECONOMY bears overall responsibility for the topic of sustainability and for the underlying sustainability framework. The Vice President Sustainability reports directly to the Management Board and is responsible for controlling all sustainability issues within the Group. This includes the further development of the sustainability strategy, updating relevant KPIs and monitoring targets and progress. In the country organisations and subsidiaries, the Group-wide sustainability framework is implemented at an operational level by local sustainability managers in conjunction with contact persons from all of the relevant departments. They promote awareness of sustainability within the company and derive country-specific measures from the overarching strategy. Effective sustainability management also requires a high degree of transparency both internally and externally. The Management Board defines the overall strategic orientation, establishes suitable conditions for the implementation of relevant initiatives and regularly monitors progress. The Management Board and the Supervisory Board engage in regular coordination with the Vice President Sustainability in order to analyse and refine the strategy and the targets. The Sustainability department supports a continuous dialogue with internal and external stakeholders and works to enhance sustainability communication. This enables the systematic development of solutions for climate, environmental and resource-related issues. Alongside the sustainability organisation, the Services & Solutions area – whose Vice President also reports directly to the Management Board – is responsible for all service-related activities. In particular, this includes BetterWay services such as trade-in and repairs, which are managed by local service officers in the respective country organisations. Supplier Management and Category Management, which are responsible for strategic procurement and operational supplier management, also report directly to the Management Board via their respective Vice Presidents. In the country organisations, this role is performed by the Managing Director Commercial, who ensures that CECONOMY's sustainability-related requirements are successfully integrated into the local purchasing and procurement processes.

Commitment to standards and initiatives (E5-1_14, MDR-P_65d)

Products are part of the BetterWay initiative if they fulfil defined sustainability standards or have corresponding certifications.

Consideration of stakeholders (E5-1_14, MDR-P_65e)

Stakeholder inclusion is a central element of sustainability management at CECONOMY as a means of integrating relevant perspectives, promoting transparency and jointly developing sustainable solutions to environmental, social and economic challenges. Accordingly, CECONOMY takes the interests of its most important internal and external stakeholders into consideration, including employees, customers, suppliers and shareholders.

Provision and information (E5-1_14, MDR-P_65f)

CECONOMY's sustainability framework is publicly available on the company's website. The company offers its employees training programmes and courses on sustainability and the circular economy under the BetterWay umbrella.

Actions and resources related to resource use (E5-2, E5 MDR-A 01-12, para. 19)

BetterWay products – reduced resource consumption

Actions related to resource use (E5-2_19, MDR-A_68a, MDR-A_68b, MDR-A_68c, MDR-A_68e, MDR-T 80a)

CECONOMY sees itself as a role model and a pioneer for the entire industry. With this in mind, the Group has undertaken to help customers to adopt a more sustainable lifestyle by continuously increasing the number of sustainable products in its portfolio and communicating their sustainability benefits in a targeted manner.

CECONOMY offers BetterWay products in order to further reduce the negative environmental impacts from the sale of products that are not designed in accordance with the principles of the circular economy. For example, these products obtain a good energy efficiency class within the European Union, meaning that they contribute to lower energy consumption throughout their entire useful lives. A further element of the BetterWay portfolio relates to products that can be manufactured using certified recycled plastics. This helps to reduce the use of primary raw materials and promotes resource efficiency in production. Customers often find it difficult to identify more sustainable products, especially in the electronics sector. CECONOMY places great value on providing customers with information during the purchase process so that they find it easier to make well-founded purchasing decisions.

Products form part of the BetterWay initiative if they fulfil at least one of the following criteria:

1. **Certification by an independent body:** The product has been certified as sustainable by an independent certification body with a Type 1 Ecolabel (DIN ISO 14024) such as Blue Angel, EPEAT or TCO. The product groups included are laptops, monitors, PCs and printers.
2. **CECONOMY-specific BetterWay criteria:** For products for which no external certification is available, the product complies with the product group-specific BetterWay criteria defined by CECONOMY in conjunction with TÜV Rheinland Consulting GmbH. These criteria are regularly reviewed for each relevant product group and are based on the EU energy label and additional sustainable technical product properties of the respective product group. The product groups included are large appliances like washing machines, refrigerators, dryers and dishwashers in particular.
3. **Proof of recycled materials:** The product has a valid certificate confirming the use of recycled materials. Since August 2024, recycling certificates have been accepted under the BetterWay programme for product groups for which no Type 1 Ecolabel is available and which have low or no energy consumption. This includes telecoms accessories, smart home products, wearables, headphones, portable audio products, computer accessories and console accessories. The accepted certificates are currently:
 - Global Recycled Standard (GRS)
 - Recycled Claim Standard (RCS 100)
 - Recycled Claim Standard (RCS Blended)
 - Recycled Content Standard (SCS)
 - Recycled Content Standard for Electrical and Electronics Equipment (SCS103)
 - Environmental Claim Validation for Recycled Content (UL2809-2)
 - Recycled Content Certification (SGS)

CECONOMY is seeking to continuously advance its private label products with a view to circular practices by regularly evaluating and reviewing product properties, production and packaging.

The financial year 2024/25 was a successful one for BetterWay products. The portfolio was expanded with the inclusion of new product groups and products with certified recycled plastics were consistently offered to customers.

CECONOMY is pursuing the aim of further expanding the BetterWay programme by adding new product groups and updating existing ones. In particular, the company is planning to introduce the new EU energy label for dryers, smartphones and tables in all countries. It will also expand the range of sustainable products by cooperating with additional suppliers who use certified

recycled materials. This includes identifying new suppliers who offer products made from certified recycled materials as well as expanding the range of products with recycled content.

To support the BetterWay initiative, CECONOMY also introduced the Green Ambassadors programme in Germany, Austria and Hungary. Specially trained employees at the stores promote more sustainable consumption, inform customers about conscientious purchasing decisions and raise awareness of the principles of the circular economy. At the same time, the programme supports the company's targets in the area of climate and energy efficiency and empowers employees to spread the word about sustainability. Following its successful roll-out in the financial year 2024/25, the company is examining the potential for expanding the programme.

Metrics and targets – BetterWay products

Targets related to resource use and circular economy (E5-3)

Targets related to resource use and circular economy (E5-3_23, MDR-T_80a , MDR-T_80b, MDR-T_80c, AR 24, AR 25, AR 26)

CECONOMY has defined the following targets:

| Target | Description of target | Target level | Scope of application | Timeframes and targets | Methodologies and significant assumptions | Actual performance |
|--|--|-------------------------|--|-------------------------------|--|-------------------------------|
| Number of BetterWay products (T1) | Number of products in the effective product range in all countries that form part of the BetterWay initiative and satisfy the defined environmental criteria | The target is absolute. | Own operations, effective product range in all countries | Financial year 2024/25: 6,450 | Data for this target is available in the internal system; no assumptions are made. | Financial year 2024/25: 7,486 |
| Share of sales attributable to BetterWay products (T2) | Share of sales attributable to BetterWay products compared with all products sold in the Group | The target is relative. | Own operations – BetterWay products sold in all countries via all sales channels | Financial year 2024/25: 20% | Data for this target is available in the internal system; no assumptions are made. | Financial year 2024/25: 25.1% |

Baseline value and base year (ESRS 2, MDR-T, para. 80d)

Targets 1 and 2 are measured for the financial year 2024/25.

Scientific evidence (ESRS 2, MDR-T, para. 80g)

Detailed scientific expertise is not a decisive factor in defining the targets for BetterWay products. Instead, the targets are based on business analyses using primary and secondary data such as market trends.

Stakeholder inclusion (ESRS 2, MDR-T, para. 80h)

Internal stakeholders, including the Group's service and solution managers, category managers and sustainability managers, were included in the target-setting process.

Changes to targets and metrics (ESRS 2, MDR-T, para. 80i)

To date, CECONOMY has made no changes to the targets, metrics, measurement methodologies, assumptions, restrictions, data sources or processes.

Relationship between targets and resource inflows and outflows (E5-3_08, para. 24f)

The targets were defined in line with the principle of reducing the use of non-renewable resources.

Mandatory or voluntary targets (E5-3_13, para. 27)

The targets are voluntary disclosures in connection with the BetterWay programme and are not required by law.

Entity-specific metrics related to resource use and circular economy

| Metric | Description of metric | Calculation methodology | Assumptions | Result in the financial year 2024/25 |
|--|---|--|---|--------------------------------------|
| Number of BetterWay products (M1) | Number of BetterWay products | BetterWay products in the full product range forming part of the BetterWay initiative. BetterWay products are products that satisfy defined environmental criteria for their respective product group. Products must also form part of the effective product range in order to be counted as BetterWay products. | Data for this metric is available in the internal systems; no assumptions are made. | 7,486 |
| Share of sales attributable to BetterWay products (M2) | Share of sales attributable to BetterWay products | This ratio compares the annual total sales attributable to all of the Group's products with the annual sales attributable to BetterWay products. | Data for this metric is available in the internal systems; no assumptions are made. | 25.1% |

External validation (ESRS 2, MDR-M, para. 77b)

The disclosed metrics 1 and 2 were validated and verified solely by the company's auditor as part of the audit of this report with limited assurance.

Actions and resources related to resource use and circular economy (E5-2) (E5 MDR-A 01-12, para. 19)

Refurbished products – increased conservation of resources

Actions related to resource use and circular economy (E5-2.19, MDR-A_68a, MDR-A_68b, MDR-A_68c MDR-A_68e, MDR-T 80a)

CECONOMY is continuously expanding its range of refurbished products in order to reduce its environmental impact and take advantage of opportunities related to the circular economy. This gives used devices and appliances a second life and allows customers to consciously use fewer resources when purchasing technology.

To ensure the necessary quality for its customers, CECONOMY offers only refurbished products that satisfy defined quality criteria in terms of their appearance, functionality and safety.

Every product follows a grading structure based on a playbook that is available to all internal and external sellers that offer refurbished products. The assessment is based on the respective product category and takes both the visual appearance of the product and the condition of the hardware into account. In the case of smartphones – the most important category by some distance – the battery condition must be at least 85 per cent in order to be graded "good" or "very good" and over 90 per cent in order to be graded "excellent". There are also specific requirements for the spare parts used in repairs and the CE conformity of all products.

In the reporting year 2024/25, the range of refurbished products was expanded significantly and the presentation of refurbished products in the online shops was optimised. In addition to the main product groups of smartphones and laptops, MediaMarktSaturn customers can now also purchase refurbished tablets, large appliances, small kitchen appliances, vacuum cleaners, IT accessories and vintage games. Thanks to the optimised presentation in the online shops, customers can now filter by the grading levels "excellent", "very good" and "good" when browsing refurbished products.

Customer returns from CECONOMY's own sales activities (online and offline) are also fed back into circulation. Returned products are offered for sale again following a functional test and after being refurbished internally as required. CECONOMY aims to ensure that the majority of returned products are fed back into circulation through continuous process optimisation, targeted marketing via stores, online platforms and external partners and its many years of operational experience, thereby preventing the need to scrap devices and appliances that are still in working order.

Every returned product goes through a standardised grading process that is controlled centrally. Products in undamaged original packaging are resold directly. Visual inspections and functional tests are performed where the packaging has been opened or there are clear signs of use. The products are then refurbished according to their category and repaired prior to resale if required.

Devices that store personal data are fully erased, including a factory reset and the certified removal of all personal information. Large appliances that work with water are also cleaned and descaled. Missing accessories are reordered and replaced. Recycling is used only as a last resort, especially if tests or repairs are not possible or economically viable.

CECONOMY again demonstrated its continuous commitment to promoting the circular economy in the consumer electronics sector in the financial year 2024/25. Targeted initiatives in the area of refurbishment extended product life cycles, conserved resources and gave customers the opportunity to make more sustainable consumption choices.

CECONOMY further expanded the range of refurbished products in all of the countries in which it operates. Key measures included improved product presentation at the point of sale, the use of customer returns to increase availability and the integration of additional Marketplace providers. New product categories were introduced and investments were made in dedicated refurbishment capacities. The growth in sales of refurbished products was driven in particular by the expansion of the product range and the addition of new Marketplace providers in various countries, including the integration of customer returns. The increase in the share of refurbished products sold – especially via the Marketplace – underlines the growing relevance of this category.

CECONOMY began placing targeted adverts for refurbished products on search pages in order to increase the reach of the offering and further improve visibility. To support further growth and strengthen customer confidence in refurbished products, pilot initiatives were launched at stores in various countries. These pilots build on the successful model in Türkiye and will be expanded further in the next financial year.

Metrics and targets – refurbished products

Targets related to resource use and circular economy (E5-3)

Targets related to resource use and circular economy (E5-3_23, MDR-T_80a , MDR-T_80b, MDR-T_80c, AR 24, AR 25, AR 26)
CECONOMY has defined the following targets:

| Target | Description of target | Target level | Scope of application | Timeframes and targets | Methodologies and significant assumptions | Actual performance | |
|------------------|---|-------------------------|--|---------------------------------|--|--|--|
| Refurbished (T3) | The number of refurbished products sold across all sales channels | The target is absolute. | Products sold in own operations via CECONOMY's sales channels in all countries within a full financial year. | Financial year 2024/25: 139,174 | The data for this target is available in the internal system; no assumptions are made. | Financial year 2024/25: 336,172 | |
| | | | | Financial year 2025/26: 400,000 | | | |
| | | | | Financial year 2026/27: 500,000 | | | |
| | Share of sales attributable to refurbished products compared with all products sold via Marketplace | The target is relative. | | Financial year 2024/25: 12% | | Financial year 2024/25: 15.6% share of sales via Marketplace | |
| | | | | Financial year 2025/26: 15% | | | |
| | | | | Financial year 2026/27: 15% | | | |

Baseline value and base year (ESRS 2, MDR-T, para. 80d)

Target 3 is measured without baseline values as a specific target is defined rather than a growth rate.

Scientific evidence (ESRS 2, MDR-T, para. 80g)

Detailed scientific expertise does not play a role in defining the targets for the circular economy. Instead, the targets are based on business analyses using primary and secondary data such as market trends.

Stakeholder inclusion (ESRS 2, MDR-T, para. 80h)

Internal stakeholders, including the Group's service and solution managers and sustainability managers, were included in the target-setting process. Reports from external stakeholders such as trade associations were also taken into account in defining the targets for the circular economy.

Changes to targets and metrics (ESRS 2, MDR-T, para. 80i)

To date, CECONOMY has made no changes to the targets, metrics, measurement methodologies, assumptions, restrictions, data sources or processes.

Mandatory or voluntary targets (E5-3_13, para. 27)

The targets are voluntary disclosures based on the company's key topics and are not required by law.

Entity-specific metrics related to resource use and circular economy

| Metric | Description of metric | Calculation methodology | Assumptions | Result in the financial year 2024/25 |
|-------------------------------|---|--|-------------|--------------------------------------|
| Refurbished products (M3, M4) | Number of refurbished products sold across all sales channels, less returns | Refurbished products are recorded and labelled in a clear and verifiable manner in order to ensure correct reporting | None | 336,172 |
| | Share of sales attributable to refurbished products compared with all products sold via Marketplace, less returns | GMV volume in € of the refurbished products sold via Marketplace compared with total Marketplace GMV | | 15.6% |

External validation (ESRS 2, MDR-M, para. 77b)

The disclosed metrics 3 and 4 were validated and verified solely by the company's auditor as part of the audit of this report with limited assurance.

Labelling and definition of metrics (ESRS 2, MDR-M, para. 77c)

Further details on the metrics and their definition can be found in the tables.

Actions and resources related to resource use and circular economy (E5-2) (E5 MDR-A 01-12, para. 19)

Resource-saving services – increase in the long-term economic use of resources thanks to BetterWay services for extending product shelf life

Actions related to resource use and circular economy (E5-2_19, MDR-A_68a, MDR-A_68b, MDR-A_68c, MDR-A_68e)

CECONOMY actively supports product solutions and service concepts that promote more sustainable consumption. Under the guiding principle of the circular economy, the Group already offers services that contribute to the extension of the product lifetime – including maintenance, repairs and accessories like screen protectors – while also enabling responsible recycling at the end of the product life cycle. CECONOMY again demonstrated its continuous commitment to promoting the circular economy in the consumer electronics sector in the financial year 2024/25.

Green energy contracts

In order to help customers to achieve a more sustainable lifestyle, CECONOMY brokers services relating to green energy. It suggests special offers as part of the sales process. Only green energy contracts are offered. In the financial year 2024/25, customers in Germany, Spain, Belgium, Italy and the Netherlands were able to enter into corresponding energy contracts with external service providers both in-store and online.

Repair services

Customers can extend the lifetime of defective products by making use of maintenance and repair services. Products that are not working or that require servicing can be handed in at stores for repair or servicing at the in-store SmartBars or at aftersales service points in the entrance area. Trained employees at the SmartBars perform repairs on mobile phones, tablets and laptops. The services offered include screen protection, Ready2Use, calibration, software services, printing services, service checks both remotely and at the customer's premises, and immediate repairs. The aftersales service centre coordinates repairs via external workshops or at company's own central repair workshops on the customer's behalf. These services play an important role in extending the lifetime of products and hence make a major contribution to conserving resources.

The repair services are available for incidents both during and after the warranty period. Employees examine the problem together with the customer so that the required solution can be provided, whether this means fixing partial damage or performing a complete repair. CECONOMY is authorised by the respective suppliers to perform certain repairs internally, including access to spare parts and making the repair service available for products purchased elsewhere. Urgent smartphone repairs are performed directly in-store by specially trained employees with technical expertise at the SmartBars. Working in partnership with suppliers, CECONOMY is taking action to reduce in-warranty repairs and promote out-of-warranty repairs instead of less sustainable outcomes such as recycling.

The main focal points in the reporting year were reducing the turnaround times for all repairs, expanding the range of immediate repairs and evaluating new formats such as do-it-yourself repair solutions. These measures are intended to give customers greater flexibility while also extending the service lives of their products. In addition, several measures identified on the basis of customer feedback (net promoter score) were implemented at short notice, including automated status mails and the improved management of shipping times. The specific repair NPS also forms part of CECONOMY's bonus programme, thereby underlining the strategic importance of repairs within the Group.

Trade-in service

Many electronic devices that are still in working order are not used by customers or are disposed of despite still being usable. The trade-in service gives customers a fast and simple valuation of their used devices and offers them a gift card for the corresponding amount if they choose to trade them in. Products that are traded in are professionally refurbished ahead of being returned to the circular economy. If this is not possible, they are recycled correctly.

The trade-in programme was launched in 2019 as a pilot project and has been continuously enhanced in the meantime. Since the financial year 2022/23, the trade-in service process has been available in all countries, both online and in store.

The product groups accepted via MediaMarktSaturn's trade-in service are smartphones, tablets, smartwatches, PCs, laptops and video game consoles. Additional product groups are being continuously reviewed and will be added to the service where possible.

To support the return and re-use of electronic products, activities in the reporting year focused on optimising the trade-in experience. Sales teams were trained to help customers through the process and pricing models were refined. The partner network was expanded to ensure seamless integration into online and offline sales channels. In September 2025, CECONOMY introduced a new multi-buyer platform that will be rolled out to all countries over the coming years. This platform enables more attractive trade-in prices and increases customer participation by offering a larger portfolio of returned products. Additionally, some of the products that are traded in are returned to the refurbished sales cycle, thereby expanding the offering of refurbished products.

Metrics and targets – sustainable services

Targets related to resource use and circular economy (E5-3)

Targets related to resource use and circular economy – sustainable services (E5-3_23, MDR-T_80a , MDR-T_80b, MDR-T_80c, AR 24, AR 25, AR 26)

CECONOMY has defined the following targets:

| Target | Description of target | Target level | Scope of application | Timeframes and targets | Methodologies and significant assumptions | Actual performance |
|---------------|---|--|---|---|--|-----------------------------------|
| Trade-in (T3) | Total number of products traded in across all sales channels and countries | The target is absolute. | Own operations – target T3 relates to all products traded in across all of CECONOMY's available sales channels | Financial year 2024/25: 508,512 Financial year 2025/26: 650,000 | The data for this target is provided by external partners that perform trade-in services; no assumptions are made. | Financial year 2024/25: 487,139 |
| Trade-in (T4) | Percentage of products traded in that were refurbished | The target is expressed as a percentage of all products traded in. | Own operations – all countries | Financial year 2024/25: > 90% Financial year 2025/26: > 90% Financial year 2026/27: > 90% | The data for this target is provided by external partners that perform trade-in services; no assumptions are made. | Financial year 2024/25: 92% |
| Repairs (T5) | Total number of products handed in by customers and repaired in all countries | The target is absolute. | Own operations – target T5 encompasses all repairs initiated via the central repair system, both during and after the warranty period, including repairs performed internally and by external service providers | Financial year 2024/25: 3.4 million Financial year 2025/26: 3.5 million Financial year 2026/27: 3.5 million | The data for this target is available in the internal system; no assumptions are made. | Financial year 2024/25: 3,041,782 |

Baseline value and base year (ESRS 2, MDR-T, para. 80d)

Targets 3, 4 and 5 are measured for the financial year 2024/25 as specific targets are defined rather than a growth rate.

Scientific evidence (ESRS 2, MDR-T, para. 80g)

Detailed scientific expertise is not a decisive factor in defining the targets for the circular economy. Instead, the targets are based on business analyses using primary and secondary data such as market trends.

Stakeholder inclusion (ESRS 2, MDR-T, para. 80h)

Internal stakeholders, including the Group's service and solution managers and sustainability managers, were included in the target-setting process. Reports from external stakeholders such as trade associations were also taken into account in defining the targets for the circular economy.

Changes to targets and metrics (ESRS 2, MDR-T, para. 80i)

To date, CECONOMY has made no changes to the targets, metrics, measurement methodologies, assumptions, restrictions, data sources or processes.

Mandatory or voluntary targets (E5-3.13, para. 27)

The targets are voluntary disclosures based on the company's key topics and are not required by law.

Entity-specific metrics related to resource use and circular economy

| Metric | Description of metric | Calculation methodology | Assumptions | Result in the financial year 2024/25 |
|---|--|--|-------------|--------------------------------------|
| Trade-in (M5) | Number of products traded in, less cancellations | All trade-ins are processed via a trade-in system to ensure proper control | None | 487,139 |
| Repairs (M6, M7, M8) | Number of repairs registered in the service system | A specific service system is used for each repair to ensure proper control | None | 3,041,782 |
| Total number of green electricity contracts sold (M9) | Green electricity contracts sold via MediaMarktSaturn's sales channels | Based on the number of green electricity contracts registered | None | 161,473 |

External validation (ESRS 2, MDR-M, para. 77b)

The disclosed metrics 5 to 9 were validated and verified solely by the company's auditor as part of the audit of this report with limited assurance.

Labelling and definition of metrics (ESRS 2, MDR-M, para. 77c)

Further details on the metrics and their definition can be found in the tables.

Actions and resources related to resource use and circular economy – waste (E5-2) (E5 MDR-A 01-12, para. 19)

CECONOMY's business processes, products and services result in waste being generated at its stores, head offices and by customers. CECONOMY is aware of the corresponding environmental impact and engages in continuous efforts to reduce the volume of waste generated. Handling waste properly and reducing waste are top priorities for the company.

CECONOMY has defined waste separation policies, provides store employees with annual training on waste separation and performs checks to ensure that waste is handled correctly. The Group also works only with certified disposal partners. To make it easier for customers to return valuable resources and to ensure compliance with the existing statutory provisions, old electronic devices and packaging waste can be returned free of charge so that they can be recycled correctly or re-used as part of a trade-in programme.

The management of old products and packaging waste is the responsibility of the respective country organisations. Organisational requirements for the correct collection, separation and disposal of waste are in place for every country. Waste disposal partners are selected at a national level and waste volumes are monitored.

Old products that have reached the end of their usage phase represent the most important category of waste at CECONOMY. Customers can return old products in store or hand them over directly to the delivery company when receiving a delivery of a new product. Old products that are returned by customers are collected in the prescribed collection containers at MediaMarktSaturn stores or central warehouses and are sorted. CECONOMY is actively promoting its trade-in programme in order to prevent e-waste and increase re-use and refurbishment. Through a growing portfolio of returned products and targeted campaigns customers are informed about the residual value of their products so that they can be refurbished or correctly recycled.

Actions related to resource use and circular economy – waste (E5-2.19, MDR-A_68a, MDR-A_68b, MDR-A_68c, MDR-A_68e)

CECONOMY is committed to reducing the environmental impact of waste throughout the entire product life cycle, from waste prevention to responsible waste disposal.

Waste prevention at source

The first and most effective step is to prevent waste generation in a first place. CECONOMY actively optimises packaging for business-to-business and business-to-consumer logistics in order to ensure that only the necessary materials are used in transport. At the same time, the subsidiary Imtron has made packaging more sustainable by cutting down on the materials used and minimising the use of ink, thereby significantly reducing waste even before the product reaches the customer.

Extended product lifetime through re-use

In addition to waste prevention, CECONOMY focuses on the re-use of products and materials. Suppliers are encouraged to adjust their processes to prioritise the re-use of products, especially returns, products that are defective on arrival (DOAs) and products that are sent back to suppliers. At the same time, the company re-uses special packaging within its own logistics operations in order to ensure closed material cycles and minimise waste. The trade-in programme also plays a crucial role in extending the lifetime of products. Professional refurbishment allows products to be returned to the sales cycle and helps to prevent unnecessary waste.

Ensuring responsible recycling

Waste that cannot be re-used is recycled in an environmentally friendly manner in cooperation with certified waste disposal companies. These partners process the materials in accordance with statutory and sustainability-oriented standards in order to ensure that recyclable materials are processed properly.

Energy generation where recycling is not possible

If recycling is not an option, CECONOMY ensures that waste is not merely disposed. Instead, the company's waste disposal partners generate usable energy by incinerating the waste and thereby reduce the amount of waste taken to landfill sites.

Prevention of improper disposal

CECONOMY implements strict measures concerning waste separation in order to rule out the risk of improper disposal. All non-recyclable waste is handed over to certified partners who comply with the relevant regulations, thereby ensuring environmentally friendly handling and complete traceability.

Amount of waste (E5-5 07-11, para. 37a, 37b, 37c, 37d)

The total amount of e-waste and other waste is presented in detail in the "Waste and e-waste resource outflow metrics" tables. These tables provide comprehensive data including the total weight of the waste generated, broken down into hazardous and non-hazardous waste, and the recovery methods used. They also contain metrics on waste management practices, such as incineration, landfill and other disposal operations.

Composition of waste (E5-5 12-13, para. 38, 38a)

The waste data is collected at national level for all facilities – including stores, offices and logistics sites – and aggregated centrally. Some waste volumes are determined on the basis of calculations by recycling partners.

Waste is defined as all materials, substances or objects that leave a CECONOMY site for disposal or treatment. The Group distinguishes between two main categories of waste:

- E-waste in the downstream value chain
- Waste from the company's own operating premises

Waste classification

- Hazardous

- Non-hazardous

Waste categories

- Returned electrical and electronic devices and appliances
- Packaging
- Paper and cardboard
- Wood
- Plastics
- Glass
- Metal
- Mixed waste

Composition of waste – materials present in waste (E5-5 14, para. 38b)

As CECONOMY does not perform disassembly or material recovery processes itself, the company does not have access to any detailed data on the precise composition of e-waste fractions, e.g. the share of biomass, rare earths, plastics or other categories of material. The information generated in these downstream processes remains with the waste disposal contracted companies, which apply their own reporting and compliance frameworks.

However, CECONOMY monitors the total volume of e-waste collected and ensures that all partners comply with the relevant environmental and recycling regulations.

Total amount of hazardous waste and radioactive waste generated (E5-5 39)

CECONOMY does not generate any radioactive waste. Further information on hazardous waste can be found in the "Metrics on (electronic) waste for resource outflows (E5-5_07-11)" table.

Methodologies used to calculate data, criteria and assumptions (E5-5 40, AR 33)

CECONOMY determines waste volumes and data on the handling of waste primarily on the basis of calculations and information provided by the contracted recycling partners. In the case of locations within shopping centres, waste volumes are calculated mainly on the basis of assumptions, taking the sales volume of the respective point of sale to estimate the total volume of waste generated.

Metrics and targets – waste

Targets related to resource use and circular economy (E5-3)

Targets related to resource use and circular economy (E5-3_19, MDR-T_81a)

Although waste management and resource conservation are integral elements of CECONOMY's sustainability strategy, no specific waste-related targets are reported for the current reporting year. CECONOMY will adopt waste-related targets in the financial year 2025/26.

Metrics related to resource use and circular economy (E5-5)

Waste (E5-5_07-11, para. 37a, 37b, 37c, 37d)

Metrics on (electronic) waste for resource outflows:

| Category | Hazardous waste | Non-hazardous waste | Total |
|---|-----------------|---------------------|------------|
| (a) Total amount of waste generated (t) | 46,207.4 | 39,776.9 | 85,984.3 |
| (b) Total amount by weight diverted from disposal (t) | 45,380.2 | 36,522.6 | 81,902.8 |
| thereof prepared for re-use | (-) | (-) | (-) |
| thereof recycled | (45,380.2) | (36,522.6) | (81,902.8) |
| thereof other recovery operations | (-) | (-) | (-) |
| (c) Amount directed to disposal (t) | 827.2 | 3,254.3 | 4,081.5 |
| thereof incinerated | (826.7) | (2,149.9) | (2,976.6) |
| thereof landfilled | (0.5) | (1,104.4) | (1,104.9) |
| thereof other disposal operations | (-) | (-) | (-) |
| (d) Total amount of non-recycled waste (t) | | | 4,081.5 |
| (d) Percentage of non-recycled waste (%) | | | 5% |

EU Taxonomy

CECONOMY has an impact on the environment and the climate through its business operations, especially at its stores, administrative units and logistics. The Group takes responsibility for the emissions caused by its business activities along the entire value chain, both directly and indirectly, and continuously develops measures to optimise operating processes in order to sustainably reduce its environmental footprint.

Notes on the company's approach

One of the relevant tools for tracking sustainable business activity is Regulation (EU) 2020/852 (EU Taxonomy Regulation). Among other things, the EU taxonomy was developed in order to achieve the objectives of the European Green Deal. It defines sustainable economic activities as well as technical screening criteria for a large number of economic sectors. The EU Taxonomy

Regulation is a classification system that defines economic activities that help achieve the following six environmental objectives: (1) climate change mitigation, (2) climate change adaptation, (3) sustainable use and protection of water and marine resources, (4) transition to a circular economy, (5) pollution prevention and control, and (6) protection and restoration of biodiversity and ecosystems.

The EU Taxonomy Regulation, especially its delegated regulations, forms the basis for a range of current and future European Union initiatives for a more sustainable economy. This transformation is supported by improved sustainability reporting. Under Section 315b para. 1 HGB, CECONOMY is obliged to add a consolidated non-financial statement to the combined management report in which it discloses information in accordance with Article 8 para. 1 of the EU Taxonomy Regulation on how and to what extent CECONOMY's activities are linked to economic activities that are to be classified as environmentally sustainable economic activities in accordance with the EU Taxonomy Regulation. To ensure this can be measured and to improve these measurements, the EU Taxonomy Regulation introduced key performance indicators. A total of six key performance indicators were established for non-financial companies subject to the EU Taxonomy Regulation: the proportion (as a percentage) of taxonomy-eligible and taxonomy-aligned economic activities in terms of turnover, capital expenditure and operating expenditure.

In accordance with the EU Taxonomy Regulation and the supplementary delegated acts, CECONOMY reported the proportion of its taxonomy-compliant capital expenditure in relation to the EU taxonomy environmental objectives of "climate change mitigation" and "climate change adaptation" for the first time for the financial year 2021/22 and the proportion of its taxonomy-aligned Group-wide turnover, capital expenditure and operating expenditure in relation to these objectives for the first time for the financial year 2022/23. CECONOMY reported on the taxonomy eligibility of a further four environmental objectives in the financial year 2023/24 – (3) sustainable use and protection of water and marine resources, (4) transition to a circular economy, (5) pollution prevention and control, and (6) protection and restoration of biodiversity and ecosystems – and has also reported on their taxonomy alignment since the current financial year.

An economic activity is taxonomy-eligible if it matches the activity description laid down in the relevant delegated acts. In order to be classified as taxonomy-aligned, a taxonomy-eligible economic activity must meet the three criteria stipulated in Article 3 of the EU Taxonomy Regulation. Firstly, the economic activity must contribute substantially to one of the environmental objectives by meeting the respective technical screening criteria. Secondly, it must not significantly harm any of the other environmental objectives (DNSH – "do no significant harm"). In addition, the undertaking carrying out the activity must have implemented minimum safeguards that are aimed at protecting human rights in particular, but also relate to bribery and corruption, taxation and fair competition.

Taxonomy-eligible economic activities

To determine taxonomy eligibility, CECONOMY initially identified the relevant activities. To this end, a project team compared all of the company's activities across all business areas and companies with the activities defined in Annexes 1 and 2 to the Climate Law Act (Delegated Regulation (EU) 2021/2139 as amended, Environmental Law Act (EU) 2023/2486) and the new Annexes 3 to 6 added for CECONOMY in the financial year 2023/24. All these economic activities were reviewed and assessed on the basis of the turnover generated, investment expenditure and operating costs for each activity and a top-down analysis was carried out by assigning the economic activities described in the legal acts (taking into account the NACE codes) to the activities of CECONOMY. The activities identified on this basis were then allocated to the economic activities defined in the EU taxonomy. The results of this top-down analysis were reviewed and confirmed on a bottom-up basis by individual areas and subsidiaries. As the central management holding company, CECONOMY AG covers basic functions such as accounting, controlling, treasury, legal and compliance. The focus of the operating business is the MediaMarktSaturn Retail Group with the MediaMarkt and Saturn brands. As Europe's largest consumer electronics retailer, the company's main activities are trading activities of all kinds, especially the retail of consumer electronics, the manufacture and development of corresponding products and the provision of associated services and solutions for private and business customer, including trade-related digital business models and brokerage services.

The first stage of the EU Taxonomy Regulation focuses on the sectors with the highest CO₂ emissions. It does not yet explicitly discuss the retail sector. In connection with environmental objective (1) "climate change mitigation", which, unlike environmental objective (2) "climate change adaptation", is about combating the causes of climate change instead of the effects of climate change and compensating for them through targeted countermeasures, the following economic activities were identified as taxonomy-eligible in sectors 6. Transport and 7. Construction and real estate in the financial year 2021/22:

- 6.5. Transport by motorbikes, passenger cars and light commercial vehicles (at CECONOMY: cars leased to transport people: employees' company cars)
- 6.6. Freight transport services by road (at CECONOMY: trucks leased to transport goods between logistics centres, between logistics centres and stores and to the customer)

- 7.3. Installation, maintenance and repair of energy efficiency equipment (at CECONOMY: energy efficiency renovation and maintenance work in existing buildings; installation and replacement of energy-efficient light sources (LED lamps))
- 7.7. Acquisition and ownership of buildings (at CECONOMY: acquisition of properties and exercising ownership of these properties/leased buildings and recognition as right-of-use assets by stores, logistics centres and administrative units)
- 8.1. Data processing, hosting and related activities⁴

No relevant economic activities could be identified from environmental objectives (3) sustainable use and protection of water and marine resources, (5) pollution prevention and control or (6) protection and restoration of biodiversity and ecosystems.

In connection with the environmental objective (4) transition to a circular economy, the following economic activities were identified as taxonomy-eligible in sectors 1. Manufacturing industry/production of goods and 5. Services in the financial year 2023/24:

- 1.2. Manufacture of electrical and electronic equipment (at CECONOMY: commissioned manufacture of private label products (PEAQ, KOENIC, ok., ISY) by Imtron GmbH)
- 5.1. Repair, refurbishment and remanufacturing (at CECONOMY: performance of repairs outside the statutory warranty period on behalf of the customer; acceptance and transfer of defective customer devices outside the statutory warranty period to external repair service providers, immediate repairs (e.g. screen replacement, battery replacement of small IT devices at stores))
- 5.2. Sale of spare parts (at CECONOMY: sale of spare parts to customers to restore the functionality of a defective product)
- 5.4. Sale of second-hand goods (at CECONOMY: sale of refurbished third-party products to customers; resale of customer returns that were repaired or refurbished prior to resale; income from commissions on the sale of refurbished goods via affiliated white label shops)
- 5.6 Marketplace for the trade of second-hand goods for re-use (at CECONOMY: Marketplace business in five countries as an intermediary for retail with refurbished products in order to bring together buyers looking for such a product with sellers or suppliers of these products)

In its reporting in the financial year 2024/25, CECONOMY reviewed the assessment of the economic activities carried out in the previous year and found no change in the taxonomy-eligible economic activities previously identified for the Group.

Determining taxonomy key performance indicators

Taxonomy key performance indicators and reporting on taxonomy-eligible economic activities are determined in accordance with Annex 1 of Delegated Regulation (EU) 2021/2178 dated 6 July 2021. The financial figures relevant to CECONOMY are taken from the IFRS consolidated financial statements of CECONOMY AG for the financial year 2024/25. Capital expenditure (CapEx) for the financial year 2024/25 in accordance with the content requirements for this key performance indicator on the basis of the EU Taxonomy Regulation is presented below, as is the approach to operating expenditure.

Sales

Turnover under the EU Taxonomy Regulation is the part of net turnover generated by products or services, including intangible goods, associated with taxonomy-aligned economic activities (numerator), divided by net turnover (denominator) within the meaning of Article 2 point 5 of the Directive 2013/34/EU. Turnover covers the revenue recognised pursuant to International Accounting Standard (IAS) 1, para. 82(a) as adopted by Commission Regulation (EC) No. 1126/2008 (1) in accordance with IFRS 15 and IFRS 16, as recognised in the consolidated financial statements.

Capital expenditure

Capital expenditure under the EU Taxonomy Regulation covers additions to property, plant and equipment and intangible assets during the financial year considered before depreciation, amortisation and any remeasurements, including those resulting from revaluations and impairments for the relevant financial year and excluding fair value changes, as well as additions to tangible and intangible assets resulting from business combinations. Costs accounted for on the basis of IAS 16, IAS 38, and IFRS 16 must also be included.

Capital expenditure comprises total investment in assets or processes in connection with taxonomy-eligible and taxonomy-aligned activities (numerator) divided by capital expenditure accounted for on the above basis as recognised in the consolidated financial statements.

⁴ This activity was not reported in the two previous reports due to immateriality. For transparency and completeness, it is being reported again starting from this financial year.

The additions in the financial year as reported in the "Additions" line of the asset reconciliation for other intangible assets and property, plant and equipment in CECONOMY's annual report and the additions to right-of-use assets in the financial year constitute the capital expenditure and thus the denominator of the key performance indicator. The recognition and measurement rules as presented in the notes to the consolidated financial statements apply accordingly. The numerator equals the part of the capital expenditure included in the denominator that meets any of the following criteria:

- Assets or processes are associated with taxonomy-aligned economic activities.
- The capital expenditure is part of a CapEx plan to expand taxonomy-aligned economic activities or to allow taxonomy-eligible economic activities to become taxonomy-aligned. There was no such capital expenditure in the financial year 2024/25.
- It relates to the purchase of output from taxonomy-aligned economic activities and individual measures enabling the Group to reduce greenhouse gas and carbon emissions from its economic activities (especially investments in buildings and transport).

Operating expenditure

Operating expenditure under the EU Taxonomy Regulation includes direct non-capitalised costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets.

Operating expenditure is not material for CECONOMY's business model, as it is geared toward the sale and not the manufacture of products. Accordingly, CECONOMY has operating expenditure as defined by the EU taxonomy amounting to just €216 million in the financial year 2024/25. As a result, no material taxonomy-eligible operating expenditure was identified for the financial year 2024/25.

The taxonomy-eligible key performance indicators were based on the existing financial reporting systems and thus on the basis of capital and operating expenditure, as defined and reported in the consolidated financial statements. Processes to report key performance indicators and the relevant accounts were analysed in detail by the project team in order to assign these to the economic activities identified and to exclude double counting.

Key performance indicators and qualitative information

Essentially, the small proportion of taxonomy-eligible turnover and capital expenditure can be justified by the fact that CECONOMY's business operations align with the economic activities listed in the EU Taxonomy Regulation only to a limited extent. The largest share of taxonomy-eligible capital expenditure is in the construction and real estate sector, including economic activity 7.7. Acquisition and ownership of buildings, under which capital expenditure from right-of-use assets is included. As in the previous year, the already low capital expenditure relating to economic activities 5.2. Sale of spare parts, 5.6 Marketplace for the trade of second-hand goods for re-use and 8.1 Data processing, hosting and related activities is immaterial, so this expenditure is no longer reported in the financial year 2024/25.

The table below shows the taxonomy-eligible and taxonomy-aligned key performance indicators for CECONOMY's economic activities in the financial year 2024/25, each in absolute figures and as a percentage of the Group's capital expenditure: Economic activities with immaterial key performance indicators are not shown.

EU taxonomy key performance indicators – capital expenditure

| € million | Taxonomy-eligible economic activity (Annex 1 – Climate change mitigation and Annex 4 – Transition to a circular economy) | 2024/25 | |
|---|--|----------|--------------------|
| | | Absolute | Share of total (%) |
| Manufacturing industry/production of goods | 1.2. Manufacture of electrical and electronic equipment | 0.5 | 0.1 |
| Services | 5.1. Repair, refurbishment and remanufacturing | 2.3 | 0.4 |
| | 5.4. Sale of second-hand goods | 0.6 | 0.1 |
| Transport | 6.5. Transport by motorbikes, passenger cars and light commercial vehicles | 13.6 | 2.1 |
| | 6.6. Freight transport services by road | 0.1 | 0.0 |
| Construction and real estate | 7.3. Installation, maintenance and repair of energy efficiency equipment | 0.8 | 0.1 |
| | 7.7. Acquisition and ownership of buildings | 59.5 | 9.2 |
| Total capital expenditure on taxonomy-eligible activities | | 77.4 | 11.9 |
| Total capital expenditure on taxonomy-aligned activities | | 0.0 | 0.0 |
| Total capital expenditure on non-taxonomy-eligible activities | | 572.6 | 88.1 |
| Total capital expenditure | | 649.6 | 100.0 |

EU taxonomy key performance indicators – turnover

| € million | Taxonomy-eligible economic activity (Annex 4 – Transition to a circular economy) | 2024/25 | |
|--|--|----------|--------------------|
| | | Absolute | Share of total (%) |
| Manufacturing industry/production of goods | 1.2. Manufacture of electrical and electronic equipment | 659.8 | 2.9 |
| Services | 5.1. Repair, refurbishment and remanufacturing | 39.1 | 0.2 |
| | 5.2. Sale of spare parts | 5.1 | 0.0 |
| | 5.4. Sale of second-hand goods | 67.9 | 0.3 |
| | 5.6. Marketplace for the trade of second-hand goods for re-use | 5.4 | 0.0 |
| Total turnover from taxonomy-eligible activities | | 777.3 | 3.4 |
| Total turnover from taxonomy-aligned activities | | 0.0 | 0.0 |
| Total turnover from non-taxonomy-eligible activities | | 22,295.0 | 96.6 |
| Total turnover | | 23,072.2 | 100.0 |

Taxonomy-aligned economic activities

Since this financial year, CECONOMY has reported not only on turnover and capital expenditure in connection with all taxonomy-eligible economic activities, but also on the proportion of this turnover and capital expenditure that can be classified as taxonomy-aligned. In order for a taxonomy-eligible activity to be classified as taxonomy-aligned, it must be examined for compliance with the above criteria with a positive outcome.

CECONOMY did not identify any taxonomy-aligned products in the area of manufacturing industry/production of goods.

In the area of services, repair, refurbishment and manufacturing are performed primarily by external service providers. The spare parts and second-hand goods sold are mostly packaged by the respective manufacturers. The server infrastructure for the trade of second-hand goods for re-use is also provided externally by a combination of various cloud providers. In the area of transport and construction/real estate, activities relate to externally purchased vehicles and leased properties. Accordingly, the Group does not have all the information necessary to perform an independent assessment of alignment for the aforementioned economic activities. With regard to taxonomy alignment, CECONOMY is therefore reliant on information from external parties.

The large number of relevant addressees means that requesting information for an external assessment of alignment in the area of services is highly complex. As the taxonomy-eligible turnover and capital expenditure – and hence the potentially taxonomy-aligned amounts – are low in any case, an assessment in this area was not carried out. Due to the low proportion of capital expenditure relating to new registrations of all-electric vehicles within the meaning of the EU taxonomy in relation to total capital expenditure and the lack of necessary information, no further assessment of alignment was carried out with regard to transport. For construction and real estate, CECONOMY asked suppliers for evidence of compliance with the criteria listed in Article 3 of the EU Taxonomy Regulation. Based on the information available and the feedback received, CECONOMY was unable to demonstrate that the capital expenditure conformed to the taxonomy.

Proportion of OpEx from products or services associated with taxonomy-aligned economic activities – disclosure covering financial year 2024/25

| Economic activities (1) | Code(s) (2) | Absolute OpEx (€ million) (3) | Proportion of OpEx (%) (4) | Substantial contribution criteria | | | | | DNSH (do no significant harm) criteria | | | | | Taxonomy-aligned proportion of OpEx, FY 2024/25 (%) (18) | Taxonomy-aligned proportion of OpEx, FY 2023/24 (%) (19) | Category (enabling activity) (E) (20) | Category (transitional activity) (T) (21) |
|---|-------------|-------------------------------|----------------------------|-----------------------------------|-----------------------------------|------------------------------------|--------------------------|-------------------|--|--------------------------------------|--------------------------------------|---------------------------------------|-----------------------------|--|--|---------------------------------------|---|
| | | | | Climate change mitigation (%) (5) | Climate change adaptation (%) (6) | Water and marine resources (%) (7) | Circular economy (%) (8) | Pollution (%) (9) | Biodiversity and ecosystems (%) (10) | Climate change mitigation (Y/N) (11) | Climate change adaptation (Y/N) (12) | Water and marine resources (Y/N) (13) | Circular economy (Y/N) (14) | Pollution (Y/N) (15) | Biodiversity and ecosystems (Y/N) (16) | | |
| A. Taxonomy-eligible activities | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (taxonomy-aligned) | | | | | | | | | | | | | | | | | |
| OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1.) | | 0.0 | 0.0 | | | | | | | | | | | | 0 | 0 | |
| A.2. Taxonomy-eligible but not environmentally sustainable activities (non-taxonomy-aligned activities) | | | | | | | | | | | | | | | | | |
| OpEx of taxonomy-eligible but not environmentally sustainable activities (non-taxonomy-aligned activities) (A.2.) | | 0.0 | 0.0 | | | | | | | | | | | | 0 | 0 | |
| Total (A.1. + A.2.) | | 0.0 | 0.0 | | | | | | | | | | | | 0 | 0 | |
| B. Non-taxonomy-eligible activities | | | | | | | | | | | | | | | | | |
| OpEx of non-taxonomy-eligible activities (B.) | | 215.7 | 100.0 | | | | | | | | | | | | | | |
| Total (A. + B.) | | 215.7 | 100.0 | | | | | | | | | | | | | | |

Template 1 – Nuclear and fossil gas related activities

| Line | Description | Answer |
|--|--|--------|
| Nuclear energy related activities | | |
| 1. | The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle. | No |
| 2. | The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies. | No |
| 3. | The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades. | No |
| Fossil gas related activities | | |
| 4. | The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels. | No |
| 5. | The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels. | No |
| 6. | The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels. | No |

SOCIAL INFORMATION

Own Workforce (ESRS S1)

Strategy

Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3)

Material impacts, risks and opportunities and their interaction with the strategy and business model (ESRS 2 SBM-3_48b)

The "employee experience" is one of four central pillars of CECONOMY's corporate strategy. The business model is built to a large extent on a motivated, qualified and resilient workforce that enables the company to offer high-quality services and drive innovation, especially in connection with the transition from a traditional electronics retailer to a customer-orientated solution provider.

For these reasons, CECONOMY is especially committed to ensuring that the performance of all employees is valued and that they are enabled, motivated and given targeted opportunities for professional development. The focus is on the core topics of employee involvement and talent development as well as promoting diversity, e.g. through optimised recruitment processes and targeted measures in various talent programmes. At the same time, CECONOMY is committed to upholding labour laws and human rights in its own operations and along the supply chain.

Significant impacts, risks and opportunities (IROs) in connection with employees are directly related to CECONOMY's business model, as the workforce plays a central role in the achievement of the company's targets. CECONOMY has a positive impact thanks to its diverse and inclusive working environment and the resulting material opportunities, such as the creation of flexible working time models and access to extensive training opportunities for all employees. Potential negative impacts include insecure employment, long working hours or inadequate remuneration. Actual negative impacts can arise from discrimination and unequal treatment in terms of promotion and development, especially with regard to training and professional development opportunities. A potential increase in personnel expenses represents a risk for CECONOMY, especially in light of the growing competition for qualified specialists.

Relationship between actual and potential impacts and the undertaking's strategy and business model (ESRS 2, SBM-3_13a, 48b)

With regard to the company's own workforce, CECONOMY's business model and strategy result in a clear commitment to long-term value creation, employee well-being and responsible corporate governance. The company actively works to advance actual positive impacts, such as reduced stress thanks to a supportive working environment and the promotion of diversity and non-discrimination.

Additional challenges, such as high staff turnover, the skills shortage or a low level of employee retention, can have a direct impact on productivity, customer satisfaction and, ultimately, the company's economic output. At the same time, potential developments – such as growing expectations in terms of the work-life balance, diversity or digital skills – require anticipatory and adaptable HR management in order to ensure the company's future viability.

CECONOMY addresses these challenges by ensuring that sustainability aspects relating to its workforce are integrated into its strategy. Among other things, this takes the form of actions in the areas of training and professional development, diversity and inclusion, and employee co-determination. By promoting a supportive and inclusive corporate culture and providing regular training opportunities and fair working conditions, the company not only limits risks, but also makes itself more appealing as an employer, attracts talented individuals and increases its long-term organisational resilience.

CECONOMY's strategy with regard to the "employee experience" is closely connected to its business targets and ensures not only that human capital is protected, but also that it is promoted in a targeted manner as the key to sustainable development and transformation.

[➤ An overview of the significant impacts, risks and opportunities can be found under data point SBM-3_01 in the "General Disclosures \(ESRS 2\) chapter.](#)

Relationship between actual risks and opportunities and the undertaking's strategy and business model (ESRS 2, SBM-3_13b)

The main actual risk to CECONOMY, namely the risk of a significant increase in costs due to growing competition for talented employees, would have a direct impact on the economic success of the company's business activities. The transformation into a solution provider as described above will not be possible without a sufficient number of motivated employees. At the same time,

aspects such as flexible and appropriate working hours and increased efficiency due to targeted training open up opportunities with the potential to strengthen the company's output, both directly and indirectly.

Scope of application in respect of workers (ESRS 2, SBM-3_01, para. 14, AR 6, AR 7)

CECONOMY's central regulations regarding employees, e.g. concerning anti-discrimination, professional development or training, relate primarily to its own workforce. The company also seeks to include non-employees, but this cannot be guaranteed in all cases. Generally speaking, all individuals who work for CECONOMY and who could be affected by the significant impacts of the company's activities fall within the scope of application of these regulations.

Description of types of employees and non-employees in the undertaking's own workforce (ESRS 2, SBM-3_02, para. 14a)

Employees describe individuals who are directly employed by CECONOMY or an affiliated company. Non-employees are employees of other companies who are typically provided by agencies or affiliated with CECONOMY on the basis of other contractual provisions. Generally speaking, all employees and non-employees are affected by the significant impacts of CECONOMY's activities.

Disclosures in the case of material negative impacts (ESRS 2, SBM-3_03, para. 14b)

CECONOMY is an international group with business operations in numerous countries, each of which has its own laws. CECONOMY is aware of the variety of different legal conditions and has established internal regulations and policies in order to ensure that potential negative impacts can occur only in isolated cases and in specific contexts. Based on extensive personnel-related metrics, the results of employee surveys and the close cooperation with social partners, there is no evidence to suggest that such isolated cases originate from CECONOMY. All of the identified significant negative impacts on the company's workforce can be characterised as widespread in contexts where CECONOMY operates within the meaning of ESRS 2 para. 14b and are not related to individual incidents.

Negative impacts

Working conditions:

- Secure employment: Negative impact on employee health (fitness, stress, burnout) and motivation due to poor working conditions such as unsecure employment, long working hours or inadequate wages

Equal treatment and opportunities for all:

- Gender equality and equal pay for work of equal value: Discrimination and falling employee satisfaction due to a gender-specific pay gap among employees
- Training and skills development: Limited career opportunities with an impact on employees' lifestyle, economic situation and health due to discrimination and unequal treatment in terms of promotion and development, especially with regard to training and professional development opportunities

Disclosures in the case of material positive impacts (ESRS 2, SBM-3_04, para. 14c)

CECONOMY strives to provide a positive, inclusive, and motivating work environment. It ensures discrimination-free working conditions and equal opportunity throughout the Group. This serves to strengthen the rights of employees and managers and reduce mental stress. This also includes ensuring diversity at every level of the company. In order to realise the resulting positive impact on its employees, CECONOMY tracks the percentage gender distribution at the top level of management in a monthly KPI report that is presented to the Management Board. It has also defined actions with a view to ensuring a higher proportion of women at the top level of management and at other levels right from the application process. For example, these include mandatory diversity training for all employees involved in the application process, the preferential appointment of women to management positions where the applicants are equally qualified, and the obligation to ensure that at least one woman is included in every application procedure for a management position and, where a man is appointed, to document the reasons as to why female candidates did not meet the requirements. CECONOMY implements these activities on a Group-wide basis in order to ensure that CECONOMY's entire workforce benefits from the positive impact.

Positive impacts

Equal treatment and opportunities for all:

- Diversity: Stronger employee rights and reduced mental stress due to non-discrimination and equal treatment based on defined characteristics

Description of material risks and opportunities for the undertaking arising from impacts and dependencies on its own workforce (ESRS 2, SBM-3_05, para. 14d)

Under the sustainability aspect of adequate wages, CECONOMY's materiality analysis identified the risk of rising costs due to higher wages and salaries and additional non-cash benefits in the competition for talented employees as a material risk in connection with the company's own workforce. The option for employees to shape their own working hours and the provision of

suitable training measures are considered to be opportunities for employees and the company, as they contribute to a continuous improvement in employee motivation and performance.

Risks

Working conditions:

- Adequate wages: Cost increase due to rising wage and benefit levels due to competition for talent

The materiality analysis also identified two significant opportunities in connection with the company's own workforce:

Opportunities

Working conditions:

- Working time: Improved reputation and sales growth due to increased employee satisfaction and performance as a result of appropriate working conditions such as secure employment, appropriate working time and adequate wages

Equal treatment and opportunities for all:

- Training and skills development: Increased efficiency and sales growth through accessible skills development and employee training

Material impacts arising from transition plans (ESRS 2, SBM-3_06, para. 14e)

CECONOMY has not prepared a CSRD-compliant transition plan. This decision is based in particular on the fact that climate-related actions have already been integrated into existing processes: Climate-related considerations and actions – e.g. energy efficiency, reduction of emissions in operations, supply chain optimisation – are already taken into account both in CECONOMY's general corporate strategy and operational management and in the SBTi science-based climate targets. At present, a separate climate transition plan would not lead to any additional advantages in terms of content or management. Additionally, as a retail company, CECONOMY's business model does not currently involve any significant transition or physical climate risks requiring the comprehensive transformation or adaptation of the business model. CECONOMY's activities and location are not materially affected by risks relating to climate change, and hence nor are its employees.

Operations at significant risk of incidents of forced labour or child labour (ESRS 2, SBM-3_07-10, para. 14 f i, 14 f ii, 14 g i, 14 g ii)

CECONOMY does not have any operations at significant risk of incidents of forced labour or child labour, meaning that there are no countries or geographic areas with operations considered at risk.

Disclosure of how the undertaking has developed an understanding of potentially vulnerable persons (ESRS 2, SBM-3_11, para. 15, AR 8)

The establishment of a regular HR dashboard and a comparison with competitors have prompted CECONOMY to adopt an even more targeted focus on various aspects of diversity (including gender, nationality and sexual orientation). Gender equality was addressed as a first important step. This is actively positively influenced by the actions described elsewhere in this report (e.g. process specifications in recruiting, see S1-5_46, MDR-T_80b). As part of its materiality analysis, CECONOMY did not make any additional distinction with regard to persons or groups of persons from among its workforce who are at increased risk in terms of the extent to which they are affected by actual or potential negative impacts.

Disclosure of which of the undertaking's material risks and opportunities arising from impacts and dependencies on people in its own workforce relate to specific groups of people (SBM-3_12, para. 16)

The identified opportunity of an improved reputation and sales growth due to increased employee satisfaction – based on appropriate working conditions such as secure employment, appropriate working time and fair remuneration – relates to the CECONOMY Group's entire workforce. Non-employees are also affected by appropriate working time and give rise to costs. The risk of rising costs due to higher wages and other remuneration components in response to the competition for talented employees also affects the workforce in its entirety. By contrast, the opportunity for increased efficiency and sales growth through accessible skills development and targeted training measures relates solely to CECONOMY's employees, as non-employees do not typically participate in the Group's internal training.

Impact, risk and opportunity management

Policies related to own workforce (S1-1)

Key contents of the policy (S1-1_01, para. 19, S1-1_04, para. 20a, S1-1_10, 12, 13, para. 24a, 24c, 24d, MDR-P_65a)

CECONOMY's goal is to make electronics and digitalisation come alive for European customers. Living up to the strategic principle of "Experience Electronics", which aims to ensure a consistent, attractive customer experience across all channels, requires the involvement of around 50,000 employees. Accordingly, it is very important to CECONOMY to ensure good, fair and responsible

working conditions for its entire workforce. A positive and sustainable "employee experience" is one of the four strategic pillars and hence an important prerequisite for the Group's long-term business success. CECONOMY ensures that all employees are treated with dignity, respect and fairness regardless of their role or location. Further information on how the company handles potential human rights impacts can be found under "Measures to remediate human rights impacts" (S1-1_20c).

To ensure compliance with these obligations, CECONOMY has implemented binding policies and internal regulations on topics such as non-discrimination, training and professional development, working time, occupational safety and freedom of assembly. This ensures that employees work under conditions that promote well-being and equality. Monitoring mechanisms to identify and remediate potential violations include regular audits, employee surveys and grievance procedures.

By integrating these principles into the corporate culture and governance, CECONOMY creates a working environment in which fair treatment, inclusion and social responsibility are firmly established.

Working conditions

Secure employment:

- For CECONOMY, working conditions are an important factor that affects the motivation and health of employees throughout the Group. In particular, the continued strengthening of employment security is an important aspect that the company monitors and addresses in the form of a corresponding policy. The primary aim is to prevent material negative impacts of precarious work. This is measured in terms of the number of instances in which employees do not benefit from social protection in the case of important life events such as illness, unemployment, injury/disability, parenthood or retirement. A lack of security can lead to negative impacts on employee health (e.g. reduced fitness, stress or burnout) or demotivated employees, which has a direct impact on the company's targets. The aforementioned policy underlines the importance of comprehensive protection for employees against work-related risks and the company's willingness to examine the need for action and introduce measures that go beyond the statutory requirements in the absence of national or regional/professional regulations. Local managers are actively encouraged to develop solution-orientated responses to particular cases of hardship in order to benefit both the affected employees and the company. Irrespective of economic considerations, CECONOMY pursues the objective of ensuring that all employees are appropriately protected in the case of such events as part of its commitment to socially responsible corporate governance.

Working time:

- Appropriate working time is another important tool for CECONOMY, allowing it to offer different working conditions that meet the needs of the individual employees. This relates primarily to the specific possibility of increasing employee satisfaction and performance by improving working conditions – such as secure employment, adequate wages or appropriate working hours – thereby improving the company's reputation and leading to increased sales. CECONOMY supports local managers and individual employees in the use of remote working models wherever this is possible and consistent with business requirements. As a retail company with local operations spanning around 1,000 stores in 11 countries and a wide range of different occupational groups, final decisions on working time must be taken at a local level. CECONOMY regularly informs its employees about the relevant regulations and has established a section for regular feedback on this topic as part of the annual performance review process.

Adequate wages:

- CECONOMY employs around 50,000 people and pursues a long-term strategy to ensure fair working conditions. In particular, this includes competitive remuneration that allows employees to earn a living. The development of remuneration in the different regions is subject to constant monitoring and management in order to safeguard the company's appeal as an employer and enable it to attract specialists and retain them for the long term. At the same time, the economic impacts must be taken into account: With personnel expenses accounting for a large proportion of the company's total costs, there are potential risks in connection with rising remuneration that could have a direct impact on the company's cost structure and competitiveness.

Equal treatment and opportunities for all

Gender equality and equal pay for work of equal value:

- CECONOMY seeks to be an inclusive employer that offers fair working conditions in the sense of "equal pay for work of equal value". At an international retail company, equality must be ensured at a local level, while the central HR department defines the general principles and guidelines. In light of the different countries in which CECONOMY operates and the company's history, it does not focus directly on the "gender pay gap" KPI. However, the company is working hard to increase the proportion of women at various levels up to and including the top level of management. In the long term, this will also have a positive impact on the potential gender pay gap.

Diversity:

- CECONOMY's goal is to continue to promote diversity and inclusion, to prevent discrimination and harassment within the company, to establish principles for a discrimination-free culture and to define procedures for handling corresponding reports. For

CECONOMY, diversity among its employees and managers is one of the key factors in achieving sustained business success. All employees are treated equally and are encouraged to act toward one another with respect, dignity, openness and tolerance. CECONOMY supports its employees in developing their skills and performance and ensures that all employees, managers and applicants are given the same opportunities – irrespective of their ethnic, national or social background, age, physical and mental capabilities, gender, sexual orientation or identity, marital status, political affiliation, union membership, religion, ideology or any other form of potential discrimination. Discrimination and harassment in the workplace or in work-related contexts are strictly prohibited regardless of the person or objective concerned. This applies to both individual actions and structural forms of discrimination or harassment. Managers are responsible for exemplifying the values of diversity, equality and respect within their teams. They are required to internalise these principles and put them into practice in order to create a secure and inclusive workplace. All employees are urged to raise and report cases of discrimination or harassment immediately.

Training and skills development:

– CECONOMY emphasises the strategic importance of training and skills development. Targeted employee development is a key means of improving the efficiency of a motivated workforce and successfully marketing increasingly complex products, services and solutions. At the same time, however, a lack of development or career opportunities or the presence of inequality can also be an important factor in employee dissatisfaction or even stress.

CECONOMY addresses the material impacts in connection with the topics of "working conditions" (sub-topics: "secure employment", "working time" and "adequate wages") and "equal treatment and opportunities for all" (sub-topics: "gender equality and equal pay for work of equal value", "training and skills development" and "diversity"). These aspects are taken into account systematically within the company's own business activities.

Scope of application (S1-1_01, para. 19, MDR-P_65b)

The policies apply to all employees of the CECONOMY Group. This includes all members of the Management Board, managing directors, managers and all other employees as well as all other Group companies controlled by CECONOMY. The company undertakes to comply with the applicable statutory provisions in all of the countries in which it is active.

Responsibility for implementation (S1-1_01, para. 19, MDR-P_65c)

Overall responsibility for human resources lies with the CEO of the company, who has the role of Labour Director and is responsible for HR policies, guidelines and conditions. The Chief Human Resources Officer (CHRO) of CECONOMY manages all HR matters on behalf of the CEO. The CHRO and the teams allocated to this area engage in a close and continuous dialogue with the subsidiaries. The Human Resources department of MediaMarktSaturn Retail Group GmbH coordinates all strategic HR matters and supports and advises the HR departments of the country organisations and subsidiaries. The CHRO, who is also a member of the MMSRG Management Board, is responsible for the Group's various HR functions. Key project successes and recommendations are presented to and discussed by the MMSRG Management Board. There are also regular digital meetings involving the HR departments and managers of the country organisations and subsidiaries of MMSRG and CECONOMY AG. The HR Sounding Board supports the implementation of policies and guidelines. It is an important body comprising the managing directors from the operating business of all country organisations and representatives of the HR department.

Commitment to standards and initiatives (S1-1_01, para. 19, S1-1_03, para. 20, S1-1_07, para. 21, MDR-P_65d, AR 12)

CECONOMY ensures that all policies relating to labour law are fully compliant with internationally recognised human rights and labour standards. This sustainability framework is consistent with CECONOMY's Code of Conduct and Human Rights Declaration, the German General Act on Equal Treatment (AGG), the applicable EU directives on anti-discrimination, the Diversity Charter and the relevant United Nations conventions. CECONOMY undertakes to respect fundamental human and labour rights in accordance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the corresponding national laws: These frameworks form the basis for CECONOMY's approach to workers' rights, working conditions and corporate responsibility. Although there are no legally binding provisions concerning training and skills development, the Charter of Fundamental Rights of the European Union states that everyone has the right to education and to have access to vocational and continuing training (Article 14).

Protection for human rights is firmly embedded in the company's processes. A risk management process for the implementation of due diligence has been established and is regularly refined. The due diligence process itself is based on the German Supply Chain Due Diligence Act (LkSG), which itself is closely connected to the OECD Guidelines for Multinational Companies.

Consideration of stakeholders (S1-1_01, para. 19, S1-1_05, para. 20b, MDR-P_65e)

CECONOMY maintains a dialogue with all stakeholders, including employees, shareholders, customers, suppliers, authorities, associations, non-governmental organisations and the wider public. CECONOMY is aware that the meaningful involvement of employees is essential if it is to promote a positive, inclusive and productive working environment. In accordance with the principles listed above, structured mechanisms have been established to ensure an open dialogue, the participation of employees and the consideration of their concerns.

Provision and information (S1-1_01, para. 19, MDR-P_65f)

CECONOMY's sustainability framework is publicly available on the company's website. The HR policies are also described in greater detail in specific policies on diversity, secure employment, training and development and working time. These are available on the company's website and provide stakeholders with additional insights into this specific topic.

Measures to remediate human rights impacts (S1-1_06, para. 20c)

In accordance with the principles and declarations listed above, CECONOMY is committed to ensuring effective access to legal redress for all negative human rights impacts in connection with its activities. Clear procedures have been established to identify and address potential violations of human and labour rights within the company's workforce and ensure their effective remediation.

In order to meet its obligations, the company has introduced confidential grievance mechanisms, whistleblower protections and mediation procedures to enable employees to report concerns safely and without fear of reprisal. These channels are accessible and transparent and are regularly reviewed to ensure their effectiveness. They are regularly reported to the most important management bodies, including the Management Board and the Supervisory Board. CECONOMY also works with employee representatives, trade unions and external human rights organisations to improve remedial measures and ensure compliance with international labour standards.

In the event of human rights violations, CECONOMY takes corrective action that may include financial compensation, the adjustment of policies or disciplinary measures, while also ensuring that the insights gained are used to make continuous improvements.

CECONOMY also conducts annual and ad hoc risk analyses to identify potential human rights and environmental risks within its own business activities and along the entire supply chain. When evaluating new business activities, potential human rights risks are systematically included in the respective risk assessments and decision-making processes.

All evidence of adverse impacts must be documented and made available to the decision-makers responsible in order to ensure that losses are prevented or mitigated to the greatest possible extent.

Process for monitoring effectiveness (MDR-P 65a)

The number of cases without sufficient protection, the proportion of part-time contracts and appropriate training and professional development measures are monitored annually. The same is true for the associated KPIs, which reflect negative trends in the number of cases and the sickness rate. The results of the NPP (Net Promoter People) employee survey, which is conducted twice yearly, also serve to alert management to any perceived deterioration in working conditions. CECONOMY promotes a culture in which employees and external parties, including external individuals, are encouraged to report known or suspected compliance violations. These reports can be submitted openly or anonymously via various channels, including the Chief Compliance Officer, the compliance whistleblower system and the HR department. All reports are taken seriously and are handled fairly, consistently and confidentially in accordance with a defined process. Whistleblowers are protected against retaliation, discrimination and reprisal provided that they act in good faith.

Measures to remediate human rights impacts (S1-1_03-06, para. 20, 20a, 20b, 20c)

The key actions are described in the policies in connection with the company's own workforce, and in particular under "Equal treatment and equal opportunities for all" (S1-1): Priority of these values for the company, responsibility of all managers and employees, and obligation to report violations and channels for doing so.

Disclosures on whether and how the policies are consistent with relevant internationally recognised instruments (S1-1_07, para. 21)

The key international instruments are already presented under "Commitment to standards and initiatives" (S1-1_01, para. 19, S1-1_03). They include EU directives on anti-discrimination, the German General Act on Equal Treatment (AGG), the Diversity Charter and relevant United Nations conventions.

Policies explicitly addressing trafficking in human beings, forced labour, compulsory labour and child labour (S1-1_08, para. 22)

The company's Code of Conduct clearly states that forced labour and work based on trafficking in human beings or other forms of inhuman treatment are not tolerated, including in accordance with the international ILO standards. Protecting the rights of children is emphasised in particular.

Workplace accident prevention (S1-1_09, para. 23)

CECONOMY has an occupational health and safety policy adopted by the Executive Committee that sets out extensive regulations concerning the protection of employees and other stakeholders. In addition to the defined targets, the policy includes measures such as regular training and (unannounced) site visits.

Disclosure of policies related to inclusion and/or support for persons at particular risk of vulnerability in the undertaking's own workforce (S1-1_10-11, para. 24a, 24b, S1-1_12, para. 24c)

The "Anti-discrimination and employee diversity" chapter of the company's Code of Conduct aims to eliminate discrimination (including harassment) and promote equal opportunity and other ways of promoting diversity and inclusion. These requirements are underlined further by a separate anti-discrimination policy that was issued in 2022, which applies to the entire CECONOMY Group. It sets out a fundamental prohibition on discrimination based on identity, ethnicity, skin colour, age, gender, capabilities, sexual orientation, religion or ideology, disability and other characteristics. The policy also emphasises the company's commitment to employee diversity and equal opportunity, which relates to how employees are treated but also to its conduct with regard to customers. Managers play a particularly important role when it comes to exemplifying proper conduct, as well as systematically preventing misconduct within their teams and reporting incidents where necessary. The anonymous whistleblower system is also available for reports in this context.

Above and beyond this policy, specific CECONOMY units have enforced additional obligations. One example is the inclusion agreements introduced by the local companies in Germany, which set out regulations for advancing the professional inclusion of people with severe disabilities and equivalent status. In addition to taking people with severe disabilities into account when making appointments to an extent that exceeds the statutory quotas, the agreements aim to design the working environment and workstations in such a way that the people concerned can contribute their skills and knowledge to the greatest possible extent. They also set out additional measures for employees to enable their continued employment as required, including the option of consulting an inclusion team comprising persons of trust and HR management in individual cases.

Disclosure of whether and how these policies are implemented through specific procedures to ensure discrimination is prevented, mitigated and acted upon once detected, as well as to advance diversity and inclusion (S1-1_13, para. 24d)

CECONOMY primarily uses communication and training measures as tools for preventing, containing and combating discrimination. CECONOMY's employees are required to complete mandatory anti-discrimination training. Managers and all employees involved in the application process are also obliged to complete diversity training and are encouraged to participate in training on unconscious bias. Managers are obliged to exemplify, create and actively promote a safe and respectful working environment that is free of discrimination. This includes independently taking appropriate action to protect against discrimination and harassment within their own area of responsibility. A failure to report observed incidents of discrimination or harassment using the prescribed channels – including by people who are not involved – constitutes a violation in its own right. This is examined as part of the established consequence management system and may be punished. All employees are provided with transparent and mandatory information on the existence of and significant changes to the anti-discrimination policy and the Code of Conduct, which is required to be observed by all CECONOMY Group employees, as well as the existing training obligations in this respect.

Additional requirements have been introduced in order to effectively prevent discrimination in the selection process for management positions. At least one female candidate must be actively considered as part of the application process. If a male candidate is ultimately appointed, the reasons why the female candidate did not meet the requirements must be transparently documented. Where the applicants are equally suited to the respective role, female candidates will be given priority until gender parity among the managers is achieved.

Reportable disclosures if the undertaking has not adopted any policies (S1.MDR-P_07-08, para. 62)

At the reporting date, CECONOMY did not have any policies on the "gender equality and equal pay for work of equal value" or "adequate wages" material sustainability aspects. With regard to gender equality and equal pay for work of equal value, the fundamental provisions concerning this aspect are already covered by a corresponding framework. With regard to adequate wages, a formal framework has not been adopted as managing the related risk of rising personnel expenses due to the competition for talented employees requires a dynamic decision-making process that would not be best served by the adoption of a rigid policy.

Processes for engaging with own workforce and workers' representatives (S1-2)

Influence of own workforce's perspectives (S1-2_01-06, para. 27, 27a, 27b, 27c, 27d, 27e, AR 21, AR 22, AR 23, AR 24)

CECONOMY has a long-standing tradition of extensive cooperation with employee representatives at different levels of the company. As expressly set out in the Code of Conduct, employees have freedom of association. They form works councils at many individual Group companies, e.g. at stores in Germany and Austria. The operating holding company MMSRG also has a works council that is informed about the course of business on a regular basis (at least every four weeks) and that contributes its own ideas and content. Additionally, many of the country organisations maintain close contact with relevant trade unions, such as in Italy and Germany.

These meetings, which are held regularly and on an ad hoc basis as required, discuss the status quo and hence the actual impact on employees. CECONOMY also makes a point of discussing planned actions and potential impacts on the workforce at an early stage.

Employee representatives from all of the country organisations meet twice yearly at the EuroForum, a platform for discussing overarching employee concerns with the Management Board and designated specialists. For example, this includes considerations regarding standardised work wear at all MediaMarktSaturn stores. Organising this event is a centralised HR task falling within the responsibility of the CHRO, which has a dedicated department for labour law and industrial relations. It goes without saying that the employee representatives are also welcome to suggest topics for discussion.

In accordance with the requirements on corporate governance, the Supervisory Board of CECONOMY AG, which meets every eight weeks, is also composed of an equal number of employer and employee representatives who are elected every five years. In addition to supervising the company's management, the Supervisory Board is tasked with discussing employee concerns and ensuring that they are taken into account in key decisions. Furthermore, targeted consultations are conducted in the case of special projects such as planned acquisitions or cost-cutting measures.

Employees can also make their voices heard via the regular and formal dialogue events with their elected representatives. The Management Board and the entire management team frequently visit the various regions and stores and can be approached at any time. In addition, all employees are invited to participate in the anonymous NPP employee survey, which is conducted twice a year. The NPP includes questions with predefined response options as well as space to write more detailed answers. A comprehensive process for handling the input from the survey has been established at all of the country organisations. This ensures that discussions and improvement measures are consolidated and communicated to all teams right up to company management level.

Perspective of groups who are vulnerable to impacts and/or marginalised (S1-2_07, para. 28)

The Group-wide Code of Conduct serves as the defined basis for taking different perspectives into consideration. CECONOMY has also been a signatory of the Charter of Diversity for more than six years, meaning that it expressly commits to diversity and equal opportunity. In terms of specific implementation, the perspectives of different groups of employees are collected either via established structures in cooperation with the company's social partners, such as the representatives of disabled employees in Germany, or via specific networks such as WiR (Women in Retail), which focuses on the targeted advancement of women at MediaMarktSaturn throughout Europe. This initiative is headed by successful female colleagues from CECONOMY's senior management. A dedicated website was launched in 2024 (<https://mediamarktsaturn.com/women-mms>) and regular events and actions take place, including mentoring. New standards have been established in recruiting. In addition, workshops aimed at raising awareness of potentially marginalised groups were held within the HR community.

Processes to improve negative impacts and channels for own workforce to raise concerns (S1-3)

Approach to and processes for providing or contributing to remedy (S1-3_01, para. 32a, AR 27, S1-3_07, para. 32e, AR 32)

CECONOMY's material economic activities take place in countries with a functional and effective justice system and an active civil society that offer numerous channels for raising grievances. In addition to these publicly available processes for obtaining remedy, CECONOMY itself actively provides additional mechanisms. The country organisations are active in industry associations that ensure transparency at a national level and enter into negotiations on aspects such as working conditions, often with the support of strong trade unions and other employee representatives. It goes without saying that the company ensures all employees have freedom of association as expressly set out in the Code of Conduct. As a consequence, many of the country organisations have both local and organisation-wide works councils that engage in a regular dialogue with the Management Board, e.g. twice yearly at the EuroForum.

To ensure that material disadvantages are reported and remediated, CECONOMY promotes a culture of reporting known or suspected violations. These reports can be submitted openly or anonymously via various channels, including the Chief Compliance Officer, the compliance whistleblower system and the HR department. All reports are taken seriously and are handled fairly, consistently and confidentially in accordance with a defined process. Whistleblowers are protected against retaliation, discrimination and reprisal provided that they act in good faith.

Processing involves the receipt and initial evaluation of reports followed by their assignment to investigating bodies and the tracking of the actions taken. Results and decisions arising from compliance investigations are documented, with decisions being taken either by the compliance team or the responsible local compliance officer depending on the severity of the allegations. The number of incidents and their severity are reported to the Management Board, the Audit Committee and the Supervisory Board on a quarterly basis and monitored by these bodies.

CECONOMY's culture of speaking up, its communication of channels for reporting violations and the training it provides are intended to ensure the effectiveness of the measures for the long term. The clearly defined process for handling reports, a compliance organisation that is firmly integrated throughout the entire Group and the regular involvement of management and supervisory bodies allow effectiveness to be monitored seamlessly. These factors also guarantee that measures to improve effectiveness can be quickly defined and implemented as required.

In accordance with the OECD Guidelines for Multinational Enterprises, CECONOMY complies with applicable law and cooperates in good faith with the aforementioned judicial and out-of-court remedy mechanisms. CECONOMY's operational grievance mechanisms also provide a transparent process for determining remedy on a case-by-case basis. These procedures cumulatively provide highly effective options for reporting identified negative impacts and initiating remedy.

Specific channels and procedures for handling complaints (S1-3_02,05, para. 32b, 32c, AR 27, 28)

Various channels are available to the company's own workforce to raise their concerns or needs directly with the company and have them addressed:

- Employees can contact their line manager at any time
- Employees can also contact the HR department at any time
- Feedback can be provided as part of annual performance reviews and the half-yearly Net Promoter People (NPP) employee survey
- Employees can contact the local compliance officer (LCO) at the respective CECONOMY Group company
- Employees can contact CECONOMY's Chief Compliance Officer (CCO)
- Employees can submit reports to the compliance team

All of these channels were set up by the company itself. In addition, there is a whistleblower system for employees and external parties (SpeakUp) that can be used to report compliance violations in particular. To ensure anonymity, the whistleblower system was established with the use of external mechanisms.

Employees of the relevant CECONOMY Group companies also have the option of reporting their concerns or needs to the responsible employee representatives such as works councils or, if they are trade union members, addressing them to the respective union.

The company has a procedure for handling grievances in connection with employee concerns that is set out in the framework for dealing with reports. This includes a reporting system to ensure transparency for the relevant contact persons at all times.

Processes supporting the availability of channels (S1-3_06, para. 32d)

The channels described under S1-3_02_05 have all been set up by the company itself. Their function and the grievances raised are reviewed by the Management Board and the supervisory bodies at regular intervals. Some of these bodies, such as the Supervisory Board, also include independent representatives from outside the company, e.g. from trade unions.

Effectiveness of channels (S1-3_07, para. 32e, AR 32, S1-3_01, para. 32a, AR 27, S1-3_07)

The procedure for tracking issues raised is described under S1-3_01 (Data collection and evidence of remedy).

Knowledge of structures or processes and policies for protection against retaliation (S1-3_08-09, para. 33)

All employees received mandatory training on the relevant channels as part of the roll-out of the anti-discrimination policy. The SpeakUp whistleblower portal can be accessed online from any device, including by affected people from outside the company. The Code of Conduct and the anti-discrimination policy explicitly set out the protection of individuals and clearly define corresponding actions. The constant use of the whistleblower system suggests that employees trust that it provides the necessary protection against retaliation. If this were theoretically not the case, a quick response would be ensured via the established social partnership structures and targeted action would be taken to rectify potential process weaknesses in order to further strengthen trust in the process in the long term.

Actions and resources related to own workforce (S1-4)

Summarised description of action plans and resources (S1.MDR-A, para. 37)

Most important current and future actions (S1-4_01; para. 38a; MDR-A_68a; AR 22; AR 42)

Based on CECONOMY's analyses, no specific action plans are required in many areas in order to manage impacts on employees significantly more effectively. As a conscientious employer, CECONOMY takes potential impacts seriously. As shown in the following paragraphs, it has developed a range of actions that were already implemented in the past reporting year with a view to strengthening positive effects and limiting potential negative impacts in a targeted manner.

In a company with around 50,000 employees like CECONOMY, it is not unusual for the topic of training and skills development to play a prominent role. Among other things, potential negative impacts are prevented by ensuring that all employees participate in regular development appraisals. At the same time, positive effects are reinforced by actions such as the comprehensive sales training that is available to all employees to support them in their successful development.

Working conditions

Secure employment:

- Dialogue with local employee representatives is used to track the most urgent employee concerns and adjust the company's activities in this area as required (continuous).
- Best practices on the provision of additional employee benefits are regularly shared in the local business units and decisions on their potential introduction are taken firstly within the international HR community and then by the Executive Committee (continuous).
- The current status of social protection in the individual country organisations is discussed annually at the international HRLT meeting and the focal points for the next period are agreed (continuous).

As a result, CECONOMY expects the number of country organisations in which employees are protected against the aforementioned risks by way of statutory or voluntary mechanisms and safeguarded in an emergency to be sustainably high.

Equal treatment and opportunities for all

Gender equality and equal pay for work of equal value:

- S1.MDR-A_13-14: CECONOMY is following developments with regard to the gender pay gap extremely closely so that it can monitor the existing negative impacts. Reflecting the fact that there are no specific targets, however, there are no specific actions aimed exclusively at changing the unadjusted gender pay gap, as this is influenced by various factors that go beyond gender. The current actions to promote gender equality are concentrated on increasing the proportion of women at the top level of management and are reported in conjunction with the material positive impacts on diversity.

Training and skills development:

- CECONOMY continuously derives specific measures from the Net Promoter People (NPP) employee survey, which explicitly asks about employee satisfaction with training and development opportunities (continuous).
- At the same time, the company is developing additional career models such as a specialist career path to supplement the traditional hierarchical management career (continuous).
- The introduction of a structured performance appraisal process is continuing throughout the entire Group with the aim of managing employee development in a targeted manner. This is supported by a monthly HR KPI dashboard in which the aspect of diversity, equity and inclusion (DEI) is given particular importance as a means of further strengthening the organisation as a whole (continuous).

All in all, these continuous actions serve to increase employee satisfaction and reduce the potential negative impacts on the lifestyle, economic situation and health of employees as a result of low satisfaction.

Equal treatment and opportunities for all

Diversity:

- CECONOMY ensures that diversity is promoted by providing mandatory diversity training for all employees involved in the recruitment process. Existing requirements are also implemented within the recruitment process: Where candidates are equally qualified, women applying for senior management positions will be given priority until gender parity is achieved at this level. In addition, recruiters and HR consultants are required to interview at least one female candidate before appointing a male candidate to a senior management position and, if the female candidate is rejected, to document the reasons why she did not meet the job requirements. The progress achieved in increasing female representation is continuously monitored in the monthly HR KPI dashboard.

Training and skills development:

- The company promotes a culture of continuous learning and development by ensuring that the corresponding corporate principles are reinforced by targeted training and exemplary management conduct in all units and at all hierarchical levels. At the same time, training opportunities on relevant products, services and sales techniques are provided to store employees in all of the countries in which the company is active. The frequent introduction of new products means that continuous training is essential. In addition, the network of internal coaches, excellence circles and company-wide information sharing are actively

maintained and these elements are now firmly integrated into the corporate principles. The impact of all of these actions on sales of products, services and solutions at the stores is continuously monitored.

Working conditions

Adequate wages:

- Disclosing actions to manage personnel expenses would entail the risk of revealing strategic company information. Accordingly, these actions are not publicly disclosed. At the same time, it is in CECONOMY's interest to be an attractive employer in all of the markets in which it operates so that it can find and retain employees. For this reason, the Group observes the relevant developments extremely closely and identifies actions to be implemented at short notice where necessary.

Current personnel expense ratio (S1_MDR-M_01)

The current personnel expense ratio is 7.3 per cent. This is based on the consolidated sales and consolidated personnel expenses reported in CECONOMY's financial statements. The methodologies and assumptions described in the financial statements apply with regard to these figures.

Working conditions

Working time:

- CECONOMY is pursuing various current measures with a view to enabling part-time work agreements with its employees on request. Firstly, CECONOMY is ensuring that all employees have access to information on, and hence are informed about, existing part-time positions. Secondly, various channels are available to employees to officially express their desire to work part-time and have this documented. This includes filling in a comment box as part of their annual performance review or contacting the responsible HR contact persons or employee representatives directly. Both of these measures underline CECONOMY's commitment to ensuring that all employees can openly express their desire to work part-time at any time in the confidence that their request will be taken seriously and carefully examined. In addition, feedback on satisfaction with the available part-time positions is collected systematically as part of the regular employee survey (NPP). Any potential improvements are identified and actions are derived and implemented. If a request for part-time work cannot be satisfied at a given time, the request remains valid and can be revisited and regularly reviewed as part of the performance management process or through discussion with employee representatives. Alternative options – e.g. moving within the company to a position with a part-time model or other flexible forms of work, such as remote work – may also be examined depending on the respective situation.

All in all, these continuous actions contribute to rising employee satisfaction, especially with regard to working time. As well as strengthening CECONOMY's external image as an attractive employer, a motivated and dedicated workforce means improved sales performance at the stores.

Equal treatment and opportunities for all

Training and skills development:

- The company promotes a culture of continuous learning and development by ensuring that the corresponding corporate principles are reinforced by targeted training and exemplary management conduct in all units and at all hierarchical levels. At the same time, training opportunities on relevant products, services and sales techniques are provided to store employees in all of the countries in which the company is active.
- The frequent introduction of new products means that continuous training is essential. In addition, the network of internal coaches, excellence circles and company-wide information sharing are actively maintained and these elements are now firmly integrated into the corporate principles. The impact of all of these actions on sales of products, services and solutions at the stores is continuously monitored.

Scope (S1-4_37, MDR-A_68b)

All of the actions described above apply to all employees in all countries in which CECONOMY operates.

Time horizons (S1-4_37, MDR-A_68c)

All of the actions described above are continuous and will remain in place indefinitely.

Action taken to provide or enable remedy (S1-4_02, para. 38b)

In the event of negative impacts actually occurring, managers have the option of responding locally and pragmatically. CECONOMY also provides centralised support, including apps that promote a healthy lifestyle, external advice on dealing with stressful life events, internal and external coaching and mentoring programmes, and the possibility of reporting grievances via the compliance contact persons or the anonymous SpeakUp whistleblower system.

Additional actions (S1-4_03, para. 38c)

CECONOMY does not provide for any actions above and beyond those described above.

Assessment of effectiveness of actions (S1-4_04, para. 38d, AR 38, AR 39)

CECONOMY uses various methodologies to track and assess the effectiveness of these actions and initiatives. For example, the figures on employee health and employee satisfaction in the individual country organisations form part of HR KPI reporting, which is prepared and presented to the Management Board on a regular basis. The international HR team also uses a number of metrics and feedback channels to evaluate the status of the workforce and the effectiveness and efficiency of the actions. In addition to the metrics in its centralised and specific systems, CECONOMY is proud to offer formal and informal channels that collectively ensure transparency and responsibility for an inclusive working environment. This includes the employee survey and the regular dialogue with employee representatives at various levels of the organisation. All of the actions relating to negative impacts are focused on preventing potential health impacts in a broader sense rather than providing or enabling remedy in individual cases.

The effectiveness of these actions in terms of the achievement of outcomes for the company's workers is recorded and tracked by way of the employee survey (NPP), which explicitly asks about employee satisfaction with training and development opportunities. Short-term changes between two consecutive NPPs in the space of six months are analysed in the HR KPI dashboard and presented to senior management. Longer-term trends are also analysed.

Identification of necessary and appropriate actions (S1-4_05, para. 39, AR 33)

At CECONOMY, there are two main processes for identifying what actions are needed and appropriate in response to actual or potential negative impacts on its own workforce.

Firstly, there is a long-standing tradition of extensive cooperation with employee representatives at different levels of the company. This means that the employee representatives described under S1-2 (Processes for engaging with own workforce and workers' representatives) represent the first effective channel for identifying necessary and appropriate actions in response to potential negative impacts on CECONOMY's own workforce.

In addition to the regular and formal dialogue events with elected employee representatives, direct communication between CECONOMY and its employees helps the company to identify necessary and appropriate actions. The Management Board and the entire management team frequently visit the various regions and stores and can be approached to discuss the need for action at any time. In addition, all employees are invited to participate in the anonymous NPP employee survey, which is conducted twice a year.

Actions planned or underway to mitigate risks arising from impacts and dependencies on the undertaking's own workforce and to pursue opportunities in relation to its own workforce (S1-4_06-07, para. 40a and b)

All of the relevant actions are described in section S1-4 (Actions and resources related to own workforce).

Prevention of material negative impacts (S1-4_08, para. 41)

CECONOMY complies with applicable national and, where applicable, European law. In many cases, this already provides extensive protection against negative impacts on the company's own workforce. To ensure legally compliant conduct, CECONOMY works to stay informed at all times about the current status of the relevant laws and directives. In its Human Rights Declaration and its Code of Conduct, CECONOMY also undertakes to uphold human and labour rights in line with recognised standards such as the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the conventions and recommendations of the International Labour Organisation and the ten principles of the United Nations Global Compact.

Protection for human rights is firmly embedded in CECONOMY's processes. A risk management system for the implementation of due diligence has been established and is continuously enhanced with a focus on CECONOMY's own workforce as well as its suppliers. For example, the company examines whether and to what extent the introduction of new products and services, the expansion of business activities or M&A transactions entail human rights risks. The same due diligence is applied to the termination of individual business activities, such as the closure of store locations. In these cases, the company typically takes actions that go well beyond the established internal jobs portal such as the provision of internal or external coaching and intensive career guidance, including in close cooperation with the local employment agencies. The channels and processes presented (e.g. compliance officers or employee representatives) can also be used to report additional actual or potential impacts on sales or in connection with the use of data.

Furthermore, CECONOMY itself actively provides additional mechanisms aimed at preventing material impacts. The country organisations are active in industry associations that ensure transparency at a national level and enter into negotiations on aspects such as working conditions, often with the support of strong trade unions and other employee representatives. It goes without saying that the company ensures all employees have freedom of association as expressly set out in the Code of Conduct. As a consequence of the above, many of the country organisations have both local and organisation-wide works councils that engage in a regular dialogue with the Management Board, e.g. twice yearly at the EuroForum.

CECONOMY also provides a number of channels for reporting and remediating potential negative impacts and promotes a culture of reporting known or suspected violations; see also the information on the existing remedy mechanisms in accordance with ESRS S1-3 (Specific channels and procedures for handling complaints).

Management of material impacts (S1-4_09, para. 43, S1-4_05, para. 39)

The fundamental resources for managing CECONOMY's material impacts in relation to its own workforce are already described in the section on the processes for identifying necessary and appropriate actions in response to potential or actual material impacts (see ESRS S1-4 39). In addition, HR managers from all of the country organisations convene at the twice-yearly HRLT (Human Resources Leadership Team) meeting to evaluate developments relating to the material impacts on a Group-wide basis and adopt additional actions as required.

Metrics and targets

Engagement with the undertaking's own workforce or employee representatives in setting the targets (S1-5_01-03; para. 47a, 47b, 47c)

For all of the targets listed, these priorities are generally shared and regularly discussed with employees and employee representatives. The prevention of negative health impacts due to the absence of protection mechanisms is an important aspect of the cooperation for CECONOMY and its social partners alike. The results of employee feedback are also taken into account in defining the targets. Employee participation in NPP surveys, including the opportunity to provide feedback in free text fields, ensures that the targets are geared toward the actual needs of the workforce. Suggestions by the employer based on benchmarks or strategic priorities are also discussed with the employee representatives and adjustments are made as required.

The local HR departments regularly discuss the most important actions with the established social partners, such as the works council. As well as providing them with information about the current status, this allows the representatives to make suggestions and propose improvements arising from their own discussions with employees that could be conducive to the achievement of the targets. At the same time, these bodies can also discuss suggestions by the employer resulting from best practices in other country organisations. In addition to this, employees have the opportunity to actively contribute their views, make specific suggestions and propose improvements as part of the NPP survey, which is conducted twice yearly.

Best practices from the individual country organisations are then discussed at the international HRLT in order to develop uniform standards and effective actions to be applied across national boundaries. At the same time, the local units provide feedback on existing programmes and actions so that these can be used to fine-tune the targets.

Targets related to own workforce (S1-5)

Working conditions

Secure employment:

– **Description of targets (S1-5 para. 46, MDR-T_81b, AR 24, AR 25, AR 26):** CECONOMY pursues the goal of ensuring that its employees enjoy the greatest possible social protection – particularly with regard to major life events as defined in the ESRS (e.g. illness, unemployment, injury/disability, parental leave and retirement). As a potential interim step, it seeks to ensure a gradual reduction in the number of cases in which there is no sufficient protection, whether in respect of certain groups of employees or specific life situations. From a Group perspective, operational responsibility for this matter lies with the individual country organisations, which adopt corresponding regulations and ensure their implementation at a local level.

– **Tracking effectiveness (S1-5 46, MDR-T_81b, 81b i, 81b ii):** The company ensures the effectiveness of the policies and actions in connection with potential negative impacts by regularly reviewing central metrics. These metrics include:

- The proportion of countries in which there is no protection against the relevant life events
- The employee health ratio as an indicator of the potential effects resulting from this
- The NPP score as an indicator of employee satisfaction
- Qualitative employee feedback on protection against life events

Data on the proportion of countries within the CECONOMY Group is collected via the local HR officers once a year, as these developments are long-term in nature. The other metrics are included in monthly HR KPI reports that are presented to the company's management and that cover all employees in all of the countries in which CECONOMY operates. The aim is to recognise signs of demotivation and potential adverse health impacts at an early stage so that they can be counteracted effectively.

Progress is measured on the basis of trends. A falling health ratio accompanied by declining employee satisfaction and increased qualitative feedback on the absence of protection mechanisms indicates that action is required. In the same way, the effectiveness of the relevant policies, actions and regulations is discussed and evaluated qualitatively at the international HRLT meeting.

Progress is not measured by reference to any defined targets, ambitions or specific baseline periods. Progress in terms of the effectiveness of the policies and measures is reflected in particular in a reduction in the number of countries without corresponding protection mechanisms. The long-term target remains ensuring that all employees are protected in full. However, achieving this target depends on internal process and, in particular, country-specific statutory conditions. It goes without saying that a reduction in the proportion of countries with protection measures in place is unacceptable for CECONOMY. The need for an additional response in the form of actions results in particular if the NPP survey gives rise to multiple instances of qualitative feedback on the absence of social protection.

Equal treatment and opportunities for all

- Gender equality and equal pay for work of equal value: **S1.MDR-T_14-19 (ESRS 2, para. 72)**: CECONOMY is following developments with regard to the gender pay gap extremely closely so that it can monitor the existing negative impacts. However, no specific targets are defined as the unadjusted gender pay gap is influenced by various factors that go beyond gender (e.g. hierarchical level, length of service, education). This makes it difficult to define meaningful targets. One of the most important factors – the proportion of women at the top level of management – enjoys the highest priority in terms of promoting gender equality and is reported and tracked as a separate metric as it has a material positive impact on diversity. See also the measures under S1-4_01.

Training and skills development:

- **Description of targets (S1-5_46, MDR-T_81b, AR 24, AR 25, AR 26)**: CECONOMY's first target in the area of training is to continuously increase the proportion of employees who participate in regular performance and career development reviews. This serves to promote employee advancement and development and increase satisfaction and motivation. As another target, CECONOMY aims to maintain the average number of training hours at an appropriate level throughout the Group. "Appropriate" in this respect means that employee development and advancement is perceptible by the workforce in such a way as to increase satisfaction and motivation. However, CECONOMY also has to take the economic environment into account, which is why it refrains from defining a uniform level for each month, year or country organisation.

- **Tracking effectiveness (S1-5_46, MDR-T_81b, 81b i, 81b ii)**: With regard to the first target (continuous development appraisals), the company ensures the effectiveness of the policies and actions to reduce potential negative impacts by regularly reviewing central metrics. These include:

- The proportion of employees participating in regular performance and career development appraisals
- The NPP score as an indicator of employee satisfaction
- Qualitative employee feedback on the effectiveness of performance and career development appraisals

With regard to the second target (number of training hours per employee), the company also ensures the effectiveness of the policies and actions by regularly reviewing central metrics. These include:

- The average number of training hours per employee
- The NPP score as an indicator of employee satisfaction
- Qualitative employee feedback on the effectiveness of training

These metrics are included in monthly HR KPI reports that are presented to the company's management and that cover all employees in all of the countries in which CECONOMY operates. The aim is to identify individual development potential at an early stage, to promote employee development equitably through targeted actions and to maintain a high level of employee satisfaction.

Progress is measured on the basis of trends. A fall in the number of employees participating in development appraisals or a fall in the average number of training hours in conjunction with increased qualitative feedback on a lack of professional development opportunities indicates that action is required. Potential actions can be seen under "Actions to be reported".

Progress is not measured by reference to any defined targets, ambitions or specific baseline periods. Progress in terms of the effectiveness of the policies and measures is reflected in the maximisation of the proportion of employees participating in

regular performance and career development appraisals and the maintenance of an appropriate average number of training hours within the Group accompanied by high employee satisfaction. If these metrics each deteriorate by more than ten per cent in two successive years, progress is no longer considered to be occurring and countermeasures are discussed and adopted at the half-yearly HRLT meeting. The need for an additional response in the form of actions may result if the NPP survey gives rise to an increase in qualitative employee feedback regarding the benefit of performance and career development appraisals or the lack of training.

Diversity:

– **Description of targets (S1-5_46, MDR-T_81b, AR 24, AR 25, AR 26):** CECONOMY aims to continuously increase the percentage of women at the top levels of management, especially in the governing bodies (boards) of the individual companies. CECONOMY is also seeking to continuously increase the percentage of women at the levels immediately below this in order to enable the internal promotion of suitable female candidates to the top levels of management. In this respect, the individual companies and country organisations – which is the level at which appointments and promotions are controlled – are relevant from a Group perspective.

– **Tracking effectiveness (S1-5_46, MDR-T_81b, 81b i, 81b ii):** The company ensures the effectiveness of the policies and actions aimed at promoting a potential positive impact on non-discrimination by regularly reviewing central metrics. These include:

- Percentage of women at the top level of management
- Percentage of women at the two levels below the top level of management
- The NPP score as an indicator of employee satisfaction
- Qualitative employee feedback on CECONOMY's ambition of achieving gender parity at the top levels of management and its success in doing so.

Although these developments are long-term in nature, CECONOMY records the percentages on a monthly basis. Together with the other metrics, they are included in monthly HR KPI reports that are presented to the company's management and that cover all employees in all of the countries in which CECONOMY operates.

Progress is measured on the basis of trends. Stagnation in the percentage of women at the top level of management and the two levels directly below this, in conjunction with falling employee satisfaction and increased qualitative feedback on insufficient ambition and success in promoting gender parity at the top levels of management, indicate that action is required. In the same way, the effectiveness of the relevant policies, actions and regulations is discussed and evaluated qualitatively at the international HRLT meeting.

Progress is not measured by reference to any defined targets, ambitions or specific baseline periods. Progress in terms of the effectiveness of the policies and measures is reflected in an increase in the percentage of women at the top three levels of management. The target is for the level of representation to reflect the gender distribution in the population as a whole. However, the time it will take to achieve this target depends on the effectiveness of internal actions (including recruitment and strengthening the employer brand) as well as societal conditions and biases. It goes without saying that a reduction in the percentage of women at the top three levels of management is unacceptable for CECONOMY. If this metric stagnates for three successive years, progress is no longer considered to be occurring and countermeasures are discussed and adopted at the half-yearly HRLT meeting. The need for an additional response in the form of actions may result if the NPP survey gives rise to an increase in qualitative employee feedback regarding CECONOMY's ambition of achieving gender parity at the top levels of management and its success in doing so.

Working conditions:

Adequate wages:

– **S1.MDR-T_14-19 (ESRS 2, para. 72):** CECONOMY does not publish any targets for the material risk of rising costs due to an increase in wages and salaries and additional non-cash benefits in the competition for talented employees, as any such targets would relate to the personnel expense ratio. CECONOMY's target personnel expense ratio is confidential as it would allow for conclusions to be drawn with regard to the Group's strategic ambitions.

Working time:

– **Description of targets (S1-5_46, MDR-T_81b, AR 24, AR 25, AR 26):** CECONOMY endeavours to organise part-time work agreements with its employees on request wherever it is possible and practicable to do so. Voluntary part-time work agreements have long been in extensive use at CECONOMY, making them a crucial factor in ensuring employee satisfaction and motivation by offering attractive working conditions.

– **Tracking effectiveness (S1-5 46, MDR-T_81b, 81b i, 81b ii):** The company ensures the effectiveness of the policies and actions in connection with the identified material opportunity by regularly reviewing central metrics. These include:

- The proportion of employees with part-time work agreements at country and company level
- The NPP score as an indicator of employee satisfaction
- Qualitative employee feedback on opportunities for part-time work

These metrics are included in monthly HR KPI reports that are presented to the company's management and that cover all employees in all of the countries in which CECONOMY operates. The aim is to promote a balance between part-time and full-time work arrangements that takes the needs of employees and the company into account in equal measure.

Progress is measured on the basis of defined targets and trends. A reduction in the proportion of part-time agreements accompanied by declining employee satisfaction and increased qualitative feedback on the absence of opportunities for part-time work indicates that action is required. Potential actions include adjusting working time models or providing managers with targeted training. In the same way, the effectiveness of the relevant policies and actions is discussed and evaluated qualitatively at the half-yearly HRLT meeting.

Progress is not measured by reference to any defined targets, ambitions or specific baseline periods. Progress in terms of the effectiveness of the policies and measures is reflected in an appropriate proportion of employees with part-time work agreements accompanied by high employee satisfaction. If these metrics each deteriorate by more than ten per cent in two successive half-years, progress is no longer considered to be occurring and countermeasures are discussed and adopted once a year and at regular discussions with the international HR directors during the year. The need for an additional response in the form of actions may result if the NPP survey gives rise to an increase in qualitative employee feedback regarding the absence of opportunities for part-time work.

Equal treatment and opportunities for all

Training and skills development:

– **Description of targets (S1-5_46, MDR-T_81b, AR 24, AR 25, AR 26):** CECONOMY's first target in this context – to maintain the average number of training hours at an appropriate level throughout the Group – was already described above in the section on the prevention of negative impacts due to the absence of development opportunities. "Appropriate" in this respect means a country-specific level that is clearly differentiated depending on the economic situation of the country organisation, the maturity of the market environment or CECONOMY's product mix, for example. The current level may serve as a starting point for determining the scope.

The specified target concerning the number of training hours is also viewed as a strategic opportunity, as it serves the goals of employee advancement and development, improved efficiency and sales growth.

In connection with this opportunity, CECONOMY's second target is to achieve a further increase in the proportion of country organisations that integrate specific sales training modules into the onboarding process and offer additional training and to maintain this level at 100 per cent in the long term. This is aimed at ensuring that all sales employees receive the support they need to perform their work successfully.

– **Status quo (S1_MDR-M_02):** Proportion of country organisations that have integrated specific sales modules into their onboarding process and that offer additional training to provide employees with the necessary sales support, thereby increasing the likelihood of realising the aforementioned positive effects.

Proportion of countries that offer specific sales modules (calculated on the basis of country information):

100%

This metric is calculated by asking all country organisations once a year about the extent to which such training is offered. The information is consolidated and evaluated centrally in accordance with the principle of dual control and the figure is calculated on this basis (number of countries with sales modules divided by total number of active countries).

– **Tracking effectiveness (S1-5 46, MDR-T_81b, 81b i, 81b ii):** For the second target, the company ensures the effectiveness of the policies and actions in connection with the material opportunity by regularly reviewing central metrics. These include:

- Proportion of country organisations that have integrated specific sales modules into their onboarding process and that offer additional training to provide employees with the necessary sales support

- Total consolidated sales
- Qualitative employee feedback on the effectiveness on onboarding sales training for their sales success

CECONOMY's sales are included in the monthly financial reports that are presented to the company's management and that cover all employees in all of the countries in which CECONOMY operates. The two other metrics are recorded once yearly (proportion of country organisations with sales modules) and twice yearly (qualitative feedback as part of the NPP employee survey).

Progress is measured on the basis of trends. An unchanged or declining proportion of country organisations that have integrated specific sales modules into their onboarding process and that offer additional training to provide employees with the necessary sales support, in conjunction with increased negative qualitative feedback on the effectiveness of onboarding sales modules for their sales success or the sales success of their team, indicates that action is required. Potential actions can be seen under "Actions to be reported".

Progress is not measured by reference to any defined targets, ambitions or specific baseline periods. Progress in terms of the effectiveness of the policies and measures is reflected in a rising proportion of country organisations with specific sales modules in their onboarding process accompanied by sales growth. If these metrics each stagnate or decline for three successive years, progress is no longer considered to be occurring and countermeasures are discussed and adopted once a year and at regular discussions with the international HR directors during the year. The need for an additional response in the form of actions may result if the NPP survey gives rise to an increase in qualitative employee feedback regarding the low effectiveness of the onboarding sales modules for their sales success or the sales success of their team. In addition, the network of internal coaches that has been built up in recent years is known at every location and can serve as a point of contact for qualitative feedback.

Characteristics of the undertaking's employees (S1-6)

Total number of employees by headcount and breakdowns by gender and by country (S1-6_01-03, para. 50a, AR 57)

| Gender | Number of employees (headcount) |
|---------------------------|---------------------------------|
| Male | 29,432 |
| Female | 18,966 |
| Non-binary | Not currently applicable |
| Prefer not to say | Not currently applicable |
| Total number of employees | 48,399 |

Gender details are currently entered in the HR systems when records are being set up for new employees. They are based on the name of the person, in some cases combined with the assessment of the person recording the data. CECONOMY is retaining this practice in most countries.

The process is being changed in countries in which the law provides for a third gender. For CECONOMY, this is currently the case for Germany, Austria and the Netherlands. In these countries, the HR questionnaire for new employees is being updated and expanded to include an explicit question on gender in line with the CSRD categories: male/female/non-binary/prefer not to say. In other words, future new employees will have the opportunity to actively select their gender details as soon as they join the company. The "prefer not to say" option reflects the voluntary nature of this disclosure.

In addition, all employees in these three countries will be informed that they now have the option of changing their gender details in CECONOMY's HR systems if they wish to do so. This also reflects the CSRD categories.

Repeated communication measures and the permanent option for employees to change their gender data (e.g. via a corresponding intranet link) serves to satisfy the desire of employees for self-determination while also gradually improving the quality of the company's data pool for future reports.

As and when the law changes to allow people to officially register additional genders in other countries in which CECONOMY operates, the corresponding HR processes will be updated accordingly and employees will be given the same options.

Total number of employees by country (S1-6_04-06, para. 50a, 50d)

| Country | Number of employees (headcount) |
|-----------------------|---------------------------------|
| Austria | 2,468 |
| Belgium | 1,200 |
| Switzerland | 923 |
| Holding company/other | 2,832 |
| Germany | 17,571 |
| Spain | 6,653 |
| Hungary | 1,416 |
| Italy | 5,050 |
| Luxembourg | 74 |
| Netherlands | 3,544 |
| Poland | 2,719 |
| Türkiye | 3,948 |

Total number of permanent employees, temporary employees and non-guaranteed hours employees and breakdown by gender (S1-6_07, para. 50b, 50d).

| | 30/09/2025 | | | | |
|----------------------------------|---------------|---------------|--------------------|-------------------|---------------|
| | Female | Male | Other ¹ | Prefer not to say | Total |
| Total number of employees | 18,966 | 29,432 | n/a | n/a | 48,399 |
| Permanent employees | 16,605 | 24,918 | n/a | n/a | 41,523 |
| Temporary employees | 2,352 | 4,491 | n/a | n/a | 6,843 |
| Non-guaranteed hours employees | 0 | 0 | 0 | 0 | 0 |
| Full-time employees | 9,963 | 20,667 | n/a | n/a | 30,630 |
| Part-time employees | 9,005 | 8,772 | n/a | n/a | 17,777 |

¹ Gender as reported by employees

Total number of employees who have left the undertaking (S1-6_11, para. 50c AR 59) 15,975

This figure describes the cost-effective number of employees who left the CECONOMY Group during the reporting period. The cost-effective number of employees comprises all permanent and temporary employees with the exception of passive employees who did not cause any costs for the Group at the respective reporting date, such as absentees due to long-term sickness. The figure can be found in CECONOMY's HR reporting system and is applied uniformly in all reports in accordance with the above definition.

Rate of employee turnover in the reporting period (S1-6_12, para. 50c) 33 per cent

This figure is calculated as the cost-effective number of employees who left the CECONOMY Group during the reporting period divided by CECONOMY's average cost-effective number of employees during the reporting period. The figure can be found in CECONOMY's HR reporting system.

Contextual information necessary to understand the employee data (S1-6_13-17, para. 50d-f)

The figures shown relate to the cost-effective number of employees (all employees excluding passive employees, e.g. absentees due to long-term sickness) of the CECONOMY Group at the reporting date 30 September 2025 and can be found in the HR reporting system.

CECONOMY's reporting of gender distribution data (male/female) continue the established practice from its annual report and sustainability reporting. The additional entries in the tables reflecting the "Other" and "Prefer not to say" CSRD reporting requirements are empty or have a value of zero as the corresponding information was not available to CECONOMY at the reporting date.

The progress that is being made toward a new process to enable the expanded recording of gender data in countries in which the law provides for a third gender can be found in the disclosures on the total number of employees by headcount and by gender.

Diversity metrics (S1-9)

Definition of the top management level and gender distribution in number and percentage at top management level (S1-9_01-02, S1-9_06, para. 66a, AR 71)

| Gender | Gender distribution by number at top management level (S1-9_01) | Gender distribution by percentage at top management level (S1-9_02) |
|------------|---|---|
| Male | 1,170 | 83.7% |
| Female | 228 | 16.3% |
| Non-binary | Not currently available | Not currently available |

The figures shown relate to the cost-effective number of employees at the top management level of the CECONOMY Group at the reporting date, which also serves as the basis of calculation for the percentage. In accordance with ESRS S1 AR 71, the top management level is defined as two levels, namely level 1 and level 2 below the administrative and supervisory bodies.

Distribution of employees by age group (S1-9_03-05, para. 66b)

| Age group | Number of employees (headcount) |
|----------------|---------------------------------|
| Under 30 years | 15,932 |
| 30-50 years | 23,562 |
| Over 50 years | 8,394 |

The figures shown relate to the cost-effective number of employees of the CECONOMY Group at the reporting date and can be found in the HR reporting system.

Adequate wages (S1-10)

Disclosure of adequate wages (S1-10_01, para. 69)

100 per cent of employees are remunerated in line with an adequate benchmark.

Employees in countries below the applicable adequate wage benchmark

100 per cent of employees are remunerated in line with an adequate benchmark.

| Countries where employees earn below the applicable adequate wage benchmark (S1-10_02) | Percentage of employees that earn below the applicable adequate wage benchmark (S1-10_03) |
|--|---|
| Belgium | 0% |
| Netherlands | 0% |
| Luxembourg | 0% |
| Switzerland | 0% |
| Spain | 0% |
| Hungary | 0% |
| Türkiye | 0% |
| Poland | 0% |
| Austria | 0% |
| Germany | 0% |
| Italy | 0% |

This metric is collected from the country organisations once a year. The country organisations determine the relevant wage benchmark (per hour worked) based on a clear process specification and compare this with the wage actually paid to each employee. The metric (number of employees below the wage benchmark divided by the total number of active employees) is calculated and double-checked by a second person and is merely consolidated centrally.

Training and skills development metrics (S1-13)

Status quo (S1_MDR-M_02)

Proportion of country organisations that have integrated specific sales modules into their onboarding process and that offer additional training to provide employees with the necessary sales support, thereby increasing the likelihood of realising the aforementioned positive effects.

Proportion of countries that offer specific sales modules (calculated on the basis of country information): 100%

Training (S1-13_02-03, para. 83a, b)

| Gender | Training hours per employee (S1-13 03) |
|------------|--|
| Male | 28.67 |
| Female | 28.58 |
| Non-binary | n/a |
| Total | 28.63 |

The training data is taken from the MyLearning system, which records all completed training activities, with a minor manual adjustment for Germany to reflect classroom-based training that had not yet been recorded in the system at the reporting date. The average training hours per employee are calculated based on the cost-effective number of employees according to the HR reporting system using the same methodology as in the annual financial statements and taking part-time employees into account.

Performance reviews

The performance review process is conducted annually for selected groups of employees, including central functions, branch management and other defined roles. The process includes a self-assessment by the employee and an assessment by their line manager. It concludes with a joint agreement on the final results of the assessment, including defined development measures and targets for the current and next financial year.

86 per cent of employees participated in regular performance reviews in the financial year 2024/25. CECONOMY is permitted to omit the disclosures required in ESRS S1-13 in the first year in which it prepares a sustainability statement (phase-in). The above disclosures are therefore made on a voluntary basis. Gender-specific reporting is planned to be introduced only in future reporting cycles.

The figure shown is the cost-effective number of employees at CECONOMY. The cost-effective number of employees comprises all permanent and temporary employees with the exception of passive employees who did not cause any costs for the Group at the respective reporting date, such as absentees due to long-term sickness. The figure can be found in CECONOMY's HR reporting system and is applied uniformly in all reports in accordance with the above definition.

Remuneration metrics (S1-16)

Gender pay gap (S1-16_01, para. 97a, AR 98-102)

19.7 per cent

The gender pay gap shown here is unadjusted, meaning it is expressed as the average gross remuneration per hour of all male employees minus the average gross remuneration per hour of all female employees, divided by the average gross remuneration per hour of all male employees.

Ratio of total remuneration of the highest paid individual to the median total remuneration for all employees (S1-16_02, para. 97b, AR 101, 102)

104

The figure shown is calculated as the total remuneration of the highest paid employee divided by the median total remuneration for all employees (excluding the highest paid employee).

Contextual information (S1-16_03, para. 97c)

The HR metrics are calculated throughout the Group and in all of the country organisations using the same definitions, which are set out in an HR KPI manual. Unless explicitly stated otherwise in this report, the data is generated directly by the HR systems and relates in all cases to the cost-effective number of employees.

Incidents, complaints and severe human rights impacts (S1-17)

Total number of incidents of discrimination, including harassment (S1-17_01-06, para. 103a-c)

| | |
|---|---------------------------------|
| Total number of incidents of discrimination, including harassment, reported in the reporting period in accordance with ESRs S1-17 103 a.) (S1-17_01): | 21 justified/64 total |
| Number of complaints filed through channels for people in the undertaking's own workforce to raise concerns in accordance with ESRs S1-17 103 b.) (S1-17_03): | 703 compliance-relevant reports |
| Number of complaints filed through the National Contact Points for OECD Multinational Enterprises in accordance with ESRs S1-17 103 b.) (S1-17_04): | 0 |
| Total amount of material fines, penalties and compensation for damages in accordance with ESRs S1-17 103 c.) (S1-17_05): | 0 |

Contextual information (S1-17_07, para. 103d, AR 103-106)

The figures reported are taken from the compliance reporting systems. The compliance-relevant reports are reports concerning discrimination or harassment.

Workers in the Value Chain (ESRS S2)

Strategy

Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3)

Material impacts, risks and opportunities and their interaction with the strategy and business model (ESRS 2 SBM-3_48b)

The "impact experience" is a central element of CECONOMY's strategy. It encompasses the company's vision with regard to climate protection, the use of resources and social responsibility toward employees, along the entire value chain and in the communities in which it is active.

As part of this social responsibility, identifying and managing material impacts, risks and opportunities in connection with workers in the value chain is firmly enshrined within CECONOMY's sustainability strategy and business model.

CECONOMY has established structured due diligence processes in its supply chain in accordance with the German Supply Chain Due Diligence Act (LkSG) and on the basis of internationally recognised standards like the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the conventions and recommendations of the International Labour Organisation (ILO) and the ten principles of the United Nations Global Compact.

These processes enable the systematic identification, evaluation and prioritisation of risks and opportunities in the area of human rights and working conditions within the company's business relationships. CECONOMY has identified potential negative impacts in its value chain that could have an adverse effect on the rights, well-being and living conditions of value chain workers.

CECONOMY recognises that respect for workers' rights and the protection of appropriate working conditions along the entire value chain are key prerequisites for responsible and sustainable business activity. In particular, risks can arise in connection with working time, remuneration, co-determination, health and safety, and protection against exploitation.

Phases of increased workload can result in longer working hours and increased work stress at individual stages of the value chain. These conditions entail the risk of negative impacts on workers' physical and mental health. Inadequate remuneration, particularly in combination with restrictions on collective bargaining or limited collective wage coverage, can also adversely affect the living conditions and economic stability of value chain workers.

Social dialogue and the right to freedom of association and co-determination are fundamental elements of fair working conditions. Where employee representation such as works councils are absent or collective bargaining is limited, this can have the effect of weakening co-determination rights and employee participation in work-related decision-making processes. Restricted collective bargaining practice can also contribute to inadequate wages and working conditions.

If measures to ensure health and safety in the workplace are absent or inadequate, this can lead to an increased risk of accident, injury or illness. Among other things, this includes insufficiently ergonomic workplace equipment and inadequate safety precautions when working with machinery. Furthermore, products that fail to meet the required quality and safety standards can cause additional risks in the downstream value chain.

Incidents of child labour and forced labour are particularly serious. Their occurrence represents a severe violation of fundamental human rights and is classified as a modern form of slavery. Such practices endanger the health, safety and personal development of the individuals affected and are inconsistent with international labour and human rights standards.

With this in mind, CECONOMY adopts clear policies, supplier requirements and control mechanisms to prevent these risks and promote humane working conditions along the entire value chain.

CECONOMY expects its suppliers to comply with the requirements of the Supplier Code of Conduct, which reflects the standards issued by the Responsible Business Alliance (RBA). Private label suppliers are also subject to a Code of Conduct based on the standards of the amfori Business Social Compliance Initiative (BSCI), the RBA and the SA8000 Standard (Social Accountability International).

These frameworks set out clear expectations of CECONOMY's business partners, particularly with regard to preventing negative impacts in connection with working time, appropriate remuneration, social dialogue, freedom of association, collective bargaining, health and safety, child labour and forced labour.

Relationship between material impacts and the strategy or business model (ESRS 2, SBM-3_10a, 10ai, 10aII, 10b)

Central policies such as the Supplier Code of Conduct, which is based on the RBA Code of Conduct, and the Human Rights Declaration play an important role in controlling CECONOMY's approach in the area of impact management. They define the strategy and objectives in respect of human rights in CECONOMY's supply chain and provide an overview of how human rights and environmental due diligence is ensured. These policies define clear expectations in terms of human rights, labour practices and environmental responsibility and apply to all of CECONOMY's direct suppliers worldwide. They help the company to identify, prevent and address negative impacts. The conditions and the possibilities available to the individual suppliers are taken into account.

Potential impacts on workers in the value chain are closely related to CECONOMY's strategy and business model, as a sustainable supply chain and the continuous improvement of social and environmental standards are firmly enshrined in the company's key objectives. These obligations are taken into account when evaluating supplier performance and are integrated into the respective processes in order to ensure that value creation is consistent with the prevention and mitigation of negative impacts on workers throughout the value chain.

Scope of application in respect of workers in the value chain (ESRS 2, SBM-3_01-03, para. 11, 11a, 11a i-v)

CECONOMY's reporting includes all value chain workers who are materially impacted by the company's business activities, products and services. These workers work for suppliers, contractors and service providers in both the upstream and downstream value chain.

In line with its commitment to responsible business conduct, CECONOMY undertakes to identify, prevent and mitigate human rights risks and work-related risks throughout the entire value chain. As part of its due diligence approach, CECONOMY actively monitors working conditions and other work-related rights within the value chain.

This includes:

- Upstream value chain: Workers at goods suppliers, logistics service providers and other non-goods suppliers such as IT service providers, energy suppliers, insurance companies or shop fitters.
- Downstream value chain: Workers at waste disposal and recycling companies, downstream logistics service providers and other providers downstream of the point of sale.
- Workers at CECONOMY locations that are not part of its own workforce: People who work on CECONOMY's operating premises but are not directly employed by the company, e.g. security staff and contract labourers employed via external service providers.

CECONOMY recognises the importance of protecting the rights of these workers and integrates them into its risk assessments, its supplier relationship processes and its wider sustainability strategy.

Geographies with a significant risk of child labour or forced labour (ESRS 2, SBM-3_04, para. 11b)

As part of its commitment to respect for human rights, CECONOMY has implemented risk management processes and instruments to systematically evaluate and address these risks throughout its entire global supply chain.

CECONOMY monitors the production sites for its private labels in China and Türkiye, which have been classified by amfori BSCI as "very high risk countries". These sites are subject to regular amfori BSCI audits. The sustainable supply chain software that CECONOMY uses to regularly screen all suppliers reflects this methodology.

Disclosures in the case of material negative impacts (ESRS 2, SBM-3_05, para. 11c)

On the basis of its own double materiality analysis, CECONOMY has identified potential negative impacts along its supply chain, especially in the area of work-related rights and working conditions, due to the global nature of the consumer electronics sector. Further information can be found in the above section on "Geographies with a significant risk of child labour or forced labour" (SBM-3_11b).

Disclosure of how the undertaking has developed an understanding of potentially vulnerable persons (ESRS 2, SBM-3_08, para. 12)

CECONOMY undertakes to respect and protect human rights along its entire value chain. CECONOMY applies a structured due diligence process within its supply chain in order to identify, prevent and mitigate risks of negative human rights impacts irrespective of the personal characteristics or group memberships of the affected parties. Further information on the key types of workers in the supply chain who could be negatively affected can be found under "Scope of application in respect of workers in the value chain" (SBM-3_11) in this chapter.

Impact, risk and opportunity management

Policies related to value chain workers (S2-1)

Key contents of the policy (S2-1_16, MDR-P_65a, AR 10)

CECONOMY undertakes to protect human rights and the environment not only within its own business activities, but also along its entire supply chain. Accordingly, the integration of human rights into the corporate strategy is a central element of the overall sustainability framework. Human rights and environmental aspects are systematically taken into account in the corresponding processes and workflows, which are coordinated with the strategic targets in the area of human rights as derived from international standards and legal provisions.

CECONOMY recognises its particular responsibility as a retail company in respect of customers, employees, suppliers, business partners and everyone involved in manufacturing the products it sells. In addition to the Code of Conduct, these values, expectations and obligations are set out in the Group-wide Human Rights Declaration and the Supplier Code of Conduct.

In this respect, CECONOMY's expectations of its suppliers include the following aspects in particular:

- Suppliers must not tolerate any form of child labour or forced labour.
- Working time must not exceed the limits defined under local law and overtime must be voluntary.
- Suppliers must comply with all provisions regarding the remuneration of their workers.
- Suppliers must respect the right of all employees to establish or join trade unions of their choice, engage in collective bargaining and freely assemble. The right of employees to refrain from participating in such activities must also be respected.
- Suppliers must provide a safe and healthy working environment in order to prevent work-related injuries and illnesses.

CECONOMY's Supplier Code of Conduct defines standards to ensure that employees are treated with dignity and respect, working conditions are safe and business activities are environmentally friendly. The Group requires its business partners to comply with the standards set out in the Supplier Code of Conduct as well as all applicable national laws and regulations. The Supplier Code of Conduct applies to all direct business partners and all other suppliers, subsidiaries, affiliates and subcontractors that produce goods and/or perform services for CECONOMY or that are otherwise involved with the production of goods and/or the performance of services for CECONOMY.

The requirements of the Supplier Code of Conduct are based on the RBA Code of Conduct and are derived from the internationally recognised standards listed in the above section.

The Supplier Code of Conduct defines the basic principles for business conduct in five areas: labour, health and safety, environment, ethics, and management systems.

CECONOMY strives to proactively identify, analyse and remediate actual and potential negative impacts on human rights and the environment along its supply chain through sustainability and risk management. CECONOMY monitors its suppliers and conducts regular risk analyses as part of the due diligence process. To support this process, suppliers are requested to perform evaluations and/or to disclose information on their approach to human rights, including relevant policies and procedures.

Within Imtron, the CECONOMY AG subsidiary responsible for the distribution of private label electronics products, the Sustainability, Contracts & Compliance department has central responsibility for monitoring compliance with the defined criteria and requirements. For example, it examines whether business partners have completed a valid amfori BSCI audit. This department also checks all orders placed by Imtron to ensure that a valid and successful audit has taken place. This voluntary approval condition means not only that Imtron's purchasing decisions are taken on the basis of sustainability requirements, including those of amfori BSCI, but also that the order process includes fundamental approval requirements. This means that business partners are subject to a minimum standard and ensures commitment on the part of all manufacturers.

Above and beyond its own business activities, CECONOMY uses the influence and support of its business partners to establish the required structures and processes for ensuring human rights compliance in its supply chain. This approach addresses the material impacts in connection with working conditions (such as working time, adequate wages, social dialogue, freedom of association, collective bargaining, health and safety) and other work-related rights (especially concerning child labour and forced labour) in the company's upstream and downstream value chain.

Scope of application (S2-1_16, MDR-P_65b)

The provisions of this sustainability framework apply to all employees of the CECONOMY Group. This includes all members of the Management Board, managing directors, managers and all other employees as well as all other Group companies controlled by CECONOMY. The Group respects the applicable laws in the countries in which CECONOMY operates.

CECONOMY expects its suppliers and business partners to comply with the principles set out in the sustainability framework and to establish processes for ensuring respect for human rights. This applies globally to all direct suppliers within CECONOMY's upstream and downstream value chain, including suppliers of goods, packaging, private label products, non-commercial goods, services and logistics.

Responsibility for implementation (S2-1_16, MDR-P_65c)

The Management Board bears overall responsibility for sustainability and this sustainability framework. The Vice President Sustainability reports directly to the Management Board and monitors all matters relating to sustainability. This includes developing the sustainability strategy, updating key performance indicators and tracking targets and progress.

Local sustainability managers at the country organisations and subsidiaries implement the strategy at an operational level in conjunction with the contact persons from all of the relevant departments. They are responsible for promoting an awareness of sustainability and identifying country-specific measures on the basis of the overarching sustainability framework.

Effective sustainability management requires a high degree of transparency both internally and externally. The Management Board defines the overall strategic orientation, strengthens the conditions for relevant initiatives and regularly monitors progress. The Management Board and the Supervisory Board examine and refine the strategy and the targets together with the Vice President Sustainability at regular meetings.

The Sustainability department promotes dialogue with internal and external stakeholders and works to make continuous enhancements to sustainability communication. CECONOMY's aim is to use this dialogue to systematically develop solutions for climate, environmental and resource-related challenges.

The sustainability framework for value chain workers is monitored in close cooperation with the CECONOMY Group's Human Rights Officer.

Commitment to standards and initiatives (S2-1_16, MDR-P_65d)

CECONOMY undertakes to respect and comply with globally recognised standards and agreements that form an important basis of this sustainability framework. This includes:

- the United Nations Universal Declaration of Human Rights
- the United Nations Guiding Principles on Business and Human Rights
- the OECD Guidelines for Multinational Enterprises
- the conventions and recommendations of the International Labour Organisation (ILO)
- the ten principles of the United Nations Global Compact.

CECONOMY is a signatory of the United Nations Global Compact and undertakes to uphold its ten principles, which cover the areas of human rights, labour standards, environmental protection and anti-corruption. This underlines our commitment to

responsible business and ensures that the business activities of CECONOMY and its suppliers are consistent with internationally recognised standards for ethical and sustainable conduct.

CECONOMY's expectations of its suppliers are based on the ethical principles set out in the RBA Code of Conduct. The world's largest industry coalition dedicated to responsible business conduct in global supply chains, RBA sets industry-wide standards for responsible business conduct in areas such as labour, health and safety, the environment, business ethics and management systems.

Consideration of stakeholders (S2-1_16, MDR-P_65e)

The suppliers and partners in CECONOMY's supply chain play a key role in the Group's sustainability transformation. Understanding and reflecting the social requirements made of CECONOMY by stakeholders of all kinds is a central element of the company's approach to sustainability management. These stakeholders include customers, suppliers, employees, shareholders and local communities.

Provision and information (S2-1_16, MDR-P_65f)

CECONOMY's sustainability framework is publicly available on the company's website.

Human rights policy commitments (S2-1_01, para. 17)

CECONOMY's human rights due diligence strategy is based on a structured framework that is geared toward the requirements of the LkSG and other applicable legal provisions. The Group demonstrates its commitment to transparency and responsibility through regular reporting on actions and the progress made. The key pillars of this approach are:

- Establishment of a comprehensive due diligence process: CECONOMY conducts detailed risk analyses in order to identify and address human rights risks along its entire supply chain.
- Strengthening of supplier contracts and relationships: CECONOMY integrates sustainability clauses into supplier contracts in order to ensure compliance with the requirements of the LkSG and to promote the protection of human rights along the entire value chain.
- Implementation of monitoring mechanisms: Risk management is monitored by the Human Rights Officer. The Vice President Sustainability reports all measures relating to the implementation of the LkSG to the Human Rights Officer. On this basis, the Human Rights Officer evaluates the effectiveness and adequacy of the risk management system taking into account the statutory requirements and the specific risk situation of the company and its functions.
- Establishment of grievance mechanisms: CECONOMY has developed accessible and trustworthy grievance mechanisms that allow for suspected violations to be reported by employees in their own business areas and by external parties.
- Remediation of identified violations: Where violations are identified, CECONOMY works with suppliers to develop and implement corrective action plans. CECONOMY undertakes to provide appropriate remedy, including processing reports by whistleblowers.
- Stakeholder and employee integration: CECONOMY actively participates in industry coalitions and initiatives, such as RBA and amfori BSCI, in order to promote cooperation and strengthen human rights standards along the value chain.
- Transparent reporting: CECONOMY regularly discloses its human rights due diligence actions and their outcomes in accordance with the requirements of the LkSG. This reporting provides insights into the risks identified, the actions taken and the effectiveness of the processes for protecting human rights in its own business operations and in supply chains.

Addressing forced labour, trafficking in human beings and child labour (S2-1_05, 06, para. 18)

CECONOMY's Code of Conduct, its Human Right Declaration and its Supplier Code of Conduct, which is mandatory for all suppliers, expressly address the topics of forced labour, trafficking in human beings and child labour.

Reporting cases of non-compliance with the Guiding Principles (S2-1_08, 09, para. 19)

CECONOMY's policies with regard to workers in the value chain are geared toward internationally recognised instruments that are relevant to these workers, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. These frameworks are included in the company's Supplier Code of Conduct and in the corresponding due diligence processes. This ensures that expectations in terms of human rights, labour standards and humane working conditions are consistent with global standards and that they are realised throughout the entire value chain.

Compliance topics and potential violations are reported to the Management Board and the Audit Committee of the Supervisory Board, with the Human Rights Officer, the Compliance department and the representative of the respective business area or specialist department also being consulted. No material incidents were reported in the reporting period.

Processes for engaging with value chain workers (S2-2)

Consideration of the perspectives of value chain workers (S2-2_01-07, para. 22a-e, 23)

CECONOMY places great value on understanding and integrating the perspectives of value chain workers as part of its commitment to responsible procurement and ethical business conduct. This is achieved through a combination of structured due diligence processes, stakeholder engagement and compliance with international standards. This takes the form of a recurring cycle of review, analysis and continuous improvement at existing suppliers:

CECONOMY conducts comprehensive annual risk analyses in accordance with the LkSG as part of its supply chain due diligence. This enables the identification and evaluation of potential human rights risks and work-related risks within the global value chain, with a particular focus on work-related rights and working conditions including freedom of association and occupational health and safety.

This approach is supported by CECONOMY's membership of the RBA, which enables a continuous dialogue with key stakeholders such as NGOs and employee and industry representatives. CECONOMY participates in joint initiatives via the RBA's platforms that strengthen worker's voices and promote continuous improvements in suppliers' practices.

In addition, CECONOMY's membership of the United Nations Global Compact underlines its commitment to the ten principles, especially those relating to human rights and labour standards. This framework supports the Group's efforts to ensure respect for workers in its own workforce and along its supply chain.

Feedback mechanisms, external audits, channels for raising grievances and supplier evaluations are some of the tools used by the company to ensure that the concerns and rights of value chain workers are identified, taken into consideration and addressed. In this context, suppliers of private label products are regularly subject to external audits by amfori BSCI, which counts CECONOMY among its members. These audits provide important insights into work-related rights and working conditions at the production sites and form an integral component of the company's monitoring and improvement processes in conjunction with the aforementioned supplier risk analysis.

The outcomes of these evaluations are integrated directly into risk management and supplier engagement strategies so that workers' voices are taken into consideration in CECONOMY's sustainability actions and business decisions.

Operational responsibility (S2-2_04, para. 22c; AR17, AR18)

The Sustainability department, which is headed by the Vice President Sustainability, coordinates and implements the company's human rights due diligence processes. It identifies risks along the supply chain, defines preventive and corrective actions to prevent human rights violations and monitors their implementation.

The Procurement department is responsible for integrating sustainability criteria and human rights requirements into the procurement process. This includes integrating human rights clauses into supplier contracts and ensuring that suppliers comply with the company's own standards as well as the relevant statutory provisions.

Processes to remediate negative impacts and channels for value chain workers to raise concerns (S2-3)

Approach to providing or contributing to remedy (S2-3_01, para. 27a)

CECONOMY undertakes to actively address negative impacts on human rights and work-related matters and, where necessary, to provide or contribute to effective remedy. In accordance with international standards and the due diligence obligations, CECONOMY's approach includes the establishment of accessible grievance mechanisms, the direct involvement of affected stakeholders and the timely provision of remedy in order to rectify identified problems.

No material negative impacts on value chain workers requiring remedy were identified in the reporting period. As such, the effectiveness of the remedy cannot be assessed.

Specific channels for concerns or needs (S2-3_02, para. 27b, AR 22)

CECONOMY established a Group-wide grievance procedure at an early stage and has expanded it since 2023 with regard to positions on human rights and environmental protection. The grievance procedure is described in the Rules of Procedure, which are publicly accessible. Incoming grievances and complaints are recorded and processed by impartial employees. The procedure gives all individuals within and outside the Group the opportunity to report potential misconduct.

The grievance procedure is available to all via various channels:

- Via CECONOMY's SpeakUp compliance system: <https://www.ceconomy.de/en/company/compliance/speakup/>
- By telephoning the Chief Compliance Officer
- By e-mailing compliance@ceconomy.de or compliance@mediamarktsaturn.com
- Employees can also submit grievances or complaints directly to their line manager, the Chief Compliance Officer or their local compliance officer.

All details and links are described in the Rules of Procedure, which are publicly accessible: https://www.ceconomy.de/media/rules_of_procedure_en_1.pdf

➤ The SpeakUp compliance system can be found here: <https://www.ceconomy.de/en/company/compliance/speakup/>

Processes supporting the availability of channels (S2-3_03, para. 27c)

The CECONOMY Group's online grievance mechanism is a secure web-based whistleblowing platform that facilitates the confidential reporting of potential violations in the areas of human rights, labour practices and ethical conduct. The tool is currently available in more than 70 languages, which ensures that it can be widely used by people in different regions and functions along the value chain.

The platform allows users to submit reports anonymously. It is available 24 hours a day, meaning that it can be used in every time zone and location. All of the reports submitted via the system are examined by allocated internal teams and processed in accordance with the due diligence and remedy procedures.

Effectiveness of channels (S2-3_04, para. 27d, AR 27)

CECONOMY takes its responsibility seriously and places particular value on the statutory provisions concerning whistleblower protection. The company considers every report by a whistleblower to be a valuable source of information on potential or impending violations. Accordingly, mandatory internal policies are in place to protect whistleblowers. Employees involved in the grievance procedure are subject to a particular duty of secrecy and treat the information received in strict confidence with regard to third parties.

Knowledge of structures or processes and policies for protection against retaliation (S2-3_05-06, para. 28, AR 25, AR 26, G1-1, para. 7-9, MDR-P_65a)

In line with its commitment to protecting human rights, CECONOMY has introduced policies that explicitly prohibit any form of retaliation against individuals who report concerns in good faith. Whistleblower protection, the confidentiality of the reports submitted and the independence of the employees involved in the grievance process are also described in the Rules of Procedure that are publicly accessible on the company's website.

As part of accepting CECONOMY's Code of Conduct, CECONOMY requires its business partners to maintain programmes that ensure confidentiality, anonymity and whistleblower protection among suppliers and employees unless this is prohibited by law. The corresponding measures for CECONOMY's employees form part of the Compliance department's training and awareness activities. Additional information on the respective policies can be found under ESRs G1-1 (Whistleblower protection).

Individuals who report concerns in good faith are protected against any form of retaliation. Retaliation is not tolerated under any circumstances. All reporting channels are clearly communicated to employees and external stakeholders, including via the company's intranet and on its corporate website.

Reports submitted via whistleblower channels are handled with the greatest care, urgency and confidentiality in full compliance with the applicable provisions of data protection law. Access to the reports submitted is strictly limited to authorised compliance staff at local and Group level. This is expanded to include other relevant internal departments or external experts (e.g. investigators or auditors) if this is necessary to ensure that they are handled appropriately. All of the individuals involved in the process have received training on how to handle reports in accordance with internal policies and the applicable statutory provisions. All reports are comprehensively documented and recorded. They are investigated in accordance with the principles of procedural fairness and impartiality. Compliance employees act independently and objectively throughout the entire process. All parties involved are considered to be innocent until proven otherwise based on clear and conclusive evidence. Confirmed compliance violations are treated with the necessary seriousness and may result in appropriate disciplinary action.

Actions and resources related to value chain workers (S2-4)

Summarised description of action plans and resources (S2-4, para. 31)

CECONOMY has implemented a comprehensive plan supported by dedicated resources to improve working conditions and guarantee compliance with labour standards along its entire value chain. This framework ensures that the identification of risks leads directly to targeted actions. Key elements are described in the following section.

Most important current and planned actions (S2-4_01, 02, para. 32a-b)

To ensure robust human rights and environmental standards along the entire value chain, CECONOMY has defined the following actions for identifying, mitigating and remediating negative impacts in accordance with internationally recognised standards and the company's sustainability obligations with regard to responsible procurement.

The actions apply to all suppliers and hence to all workers in the value chain. The process is continuous and is planned to continue in the medium to long term. It focuses on due diligence in areas such as human rights, labour rights and environmental protection in particular.

Onboarding of new suppliers and contractual obligations

CECONOMY ensures that its direct suppliers enter into mandatory contractual obligations to comply with the company's human rights and sustainability expectations. The corresponding contractual arrangements, such as framework purchase agreements and general terms and conditions of business, contain standard clauses on sustainability.

In the case of private labels, all new direct suppliers must sign a Code of Conduct based on the standards of the amfori Business Social Compliance Initiative (BSCI), the Responsible Business Alliance (RBA) and the SA8000 Standard (Social Accountability International).

CECONOMY informs its contractual partners of their responsibility for protecting human rights in its supply chain through risk management and reporting obligations and for ensuring compliance with CECONOMY's Supplier Code of Conduct, the RBA Code of Conduct, the amfori BSCI Code of Conduct or a comparable standard. The contractual partners undertake to implement the expectations set out in the Supplier Code of Conduct throughout their entire supply chain.

Risk assessment

Since the financial year 2022/23, CECONOMY has carried out a comprehensive software-based risk analysis of the supply chain and a risk analysis of its own operations across all country organisations with regard to human rights and environmental aspects as part of its risk management.

This process identifies the main risks within the company and along the supply chain, especially with regard to direct suppliers. CECONOMY also carries out risk analyses on an ad hoc basis in the event of a significant change to or expansion of the risk situation in the supply chain.

Remedy and risk-based actions

Building on the risk analysis carried out in the reporting period, CECONOMY implements targeted control measures for suppliers that are considered to have a heightened risk with regard to human rights or the environment. Among other things, this includes direct contact with the suppliers in question to obtain additional information on their approach to human rights, as well as the development and implementation of corrective action plans with defined timeframes and the close monitoring of implementation where necessary.

amfori BSCI membership and audits

Imtron GmbH, a subsidiary of CECONOMY AG with responsibility for the distribution of the company's private label electronics, is a member of the amfori Business Social Compliance Initiative (BSCI). All of Imtron's direct suppliers must sign a BSCI-based Supplier Code of Conduct. As part of this membership, regular audits of production sites are conducted by third parties in order to review continuous compliance with the standards. If it is established that an existing supplier does not comply with the BSCI standards, it is initially granted a grace period to ensure compliance with the standards, typically three months. If compliance is not achieved within this period, business relationships with the respective supplier are terminated. Compliance with supplier requirements is monitored by internal data management that is continuously updated with audit data from the amfori BSCI database.

Participation in initiatives

Information on CECONOMY's participation in industry-wide multi-stakeholder initiatives and other initiatives (e.g. Responsible Business Alliance, amfori BSCI, United Nations Global Compact) can be found under ESRS S2-2.

Knowledge transfer

E-learning on human rights is available to all CECONOMY employees. It is mandatory for groups of employees who are affected by the requirements of the LkSG and is carried out on a two-year cycle. As part of the implementation of the platform for sustainable supply chains this year, the company plans to provide training on human rights in accordance with the LkSG to suppliers that have been identified as at risk in relation to human rights or the environment.

Additional actions (S2-4_03, para. 32c, AR 39)

All current and planned actions to prevent, mitigate or remediate material negative impacts on value chain workers can be found in the above paragraph "Most important current and planned actions" (S2-4_01, 02, para. 32a-b).

Effectiveness of actions (S2-4_04, para. 32d, AR 33, AR 34, AR 35)

The effectiveness and appropriateness of the actions forming part of the due diligence process in accordance with the LkSG are reviewed by CECONOMY's Human Rights Officer at least once a year, taking into account the statutory requirements and the specific risk situation of the company and its functions.

Identification of necessary and appropriate actions (S2-4_05, para. 33a, AR 29)

In accordance with the requirements of the LkSG, CECONOMY evaluates the appropriateness of its actions using a structured, risk-based evaluation process based in particular on the results of the annual risk analysis, audit reports and reported grievances.

The actions are examined in terms of the criteria of suitability, effectiveness and proportionality and are adjusted as required to ensure compliance with the LkSG requirements and prevent or mitigate identified human rights risks in the supply chain.

Actions in relation to material negative impacts (S2-4_06, para. 33b)

CECONOMY works to mitigate and remedy material negative impacts on value chain workers in a targeted manner in cases where such impacts are identified, such as risks in relation to working conditions and other work-related risks. This includes directly involving the suppliers concerned, initiating corrective action plans with clearly defined timeframes and follow-up assessments to ensure the effectiveness of the actions taken.

The measures are prioritised based on the severity and probability of occurrence of the impacts in accordance with CECONOMY's due diligence obligations under the LkSG and international standards.

Procedures for providing or enabling remedy in the event of material negative impacts on workers in the value chain (S2-4_07, para. 33c)

Where material negative impacts on value chain workers are identified, CECONOMY has established clear procedures for enabling and supporting effective remedy. This includes developing and monitoring corrective action plans in cooperation with suppliers, follow-up assessments to review implementation and access to grievance mechanisms so that the affected individuals can report concerns confidentially.

Prevention of material negative impacts (S2-4_10, para. 35, AR 32)

CECONOMY implements a comprehensive due diligence process encompassing regular risk analyses, preventive actions and the involvement of suppliers. Sustainability and human rights requirements are integrated into supplier contracts and procurement processes, while monitoring activities such as audits and compliance audits help to ensure that potential risks are identified at an early stage and mitigated.

Consideration of actual and potential impacts on value chain workers in decisions to terminate business relationships and addressing negative impacts resulting from termination (S2-4, AR 32)

Where significant violations are detected, e.g. based on amfori BSCI audits, CECONOMY prioritises the involvement of suppliers with a view to providing or enabling remedy. Terminating the business relationship is considered only as a last resort if no satisfactory improvement to remediate the violation is achieved within a defined timeframe for corrective action.

Severe issues and incidents (S2-4_11, para. 36)

No confirmed severe human rights violations or incidents in connection with value chain workers were reported in the current reporting period.

Management of material impacts (S2-4_12, para. 38)

CECONOMY provides dedicated resources to manage material impacts on value chain workers and ensure an effective response to identified risks. This includes a cross-functional due diligence team headed by the Sustainability department and supported by Legal, Compliance and Procurement.

These resources enable the consistent monitoring, evaluation and improvement of preventive actions and remedy in accordance with CECONOMY's human rights strategy and legal obligations.

Metrics and targets

Targets related to value chain workers (S2-5)

Summarised description of targets (S2-5_MDR-T_01-13, para. 41)

In accordance with the overarching objectives of CECONOMY's sustainability framework, which are aimed at reducing negative impacts on working conditions and the work-related rights of value chain workers, the following targets have been defined:

Target 1: Continuous contractual guarantees in the case of private label suppliers: 100 per cent of Imtron's new direct goods suppliers must sign a Supplier Code of Conduct based on the amfori BSCI, RBA or SA8000 standards.

| Disclosure requirement ESRS 2, MDR-T, para. 80a-j | Description |
|---|---|
| (a) Relationship between target and objectives | <p>This target implements the company's sustainability and human rights policy in practice by ensuring formal compliance with international labour and ethical standards on the part of all new direct suppliers.</p> <p>100 per cent of new direct goods suppliers must sign a Supplier Code of Conduct (SCoC) based on amfori BSCI, RBA or SA8000.</p> <p>Target type: Relative</p> |
| (b) Defined target level | <p>Unit: % of direct suppliers newly added in the respective year</p> <p>Activities: Procurement of direct goods (e.g. components, finished products)</p> <p>Value chain: Tier 1 (new direct upstream suppliers)</p> |
| (c) Scope of target | <p>Geography: Global business activities</p> <p>Baseline value: 100 per cent of new suppliers compliant</p> |
| (d) Baseline value and base year | <p>Base year: 2014</p> <p>Target period: Financial year 2024/25</p> |
| (e) Timeframe and milestones | <p>Milestones: Full compliance (100 per cent) by the end of the financial year 2024/25; annual review and continuous internal tracking</p> <p>Suppliers must sign a compliant Supplier Code of Conduct (SCoC) as part of onboarding.</p> |
| (f) Methodologies and assumptions | The data is recorded and tracked by the Sustainability, Contracts & Compliance department. |
| (g) Scientific basis | <p>Not applicable – social compliance target.</p> <p>Developed in conjunction with Procurement, Sustainability and Legal.</p> |
| (h) Stakeholder inclusion | Affected suppliers were consulted. |
| (i) Changes and comparability | <p>Implemented annually in accordance with EU and national law since 2014</p> <p>Monitoring: continuous</p> <p>Metrics: % of new suppliers with signed SCoC</p> <p>Review: continuous monitoring by the Sustainability, Contracts & Compliance department, annual reporting to the Imtron Management Board</p> |
| (j) Actual performance | Target achieved, 100 per cent compliance (included in contracts with business partners) |

Target 2: Performance of social audits: All direct goods suppliers of private labels (Imtron) with very high risk potential according to the amfori BSCI definition are monitored in terms of the validity of their audits. Follow-up audits are carried out in these countries and the tracking of audit results is intensified.

- More than 97 per cent of private label suppliers have a valid audit as an average for the year
- 100 per cent of private label suppliers with current orders have a valid audit, as orders are approved only if there is a valid audit.

| Disclosure requirement ESRS 2, MDR-T, para. 80a-j | Description |
|---|--|
| (a) Relationship between target and objectives | <p>This target supports CECONOMY's commitment to compliance with labour and human rights standards in high-risk countries through systematic social audits of all direct suppliers of private label goods.</p> <p>(T1) More than 97 per cent of private label suppliers have a valid audit as an average for the year.</p> <p>(T2) 100 per cent of suppliers with current orders must have a valid audit.</p> <p>Target type: Relative</p> |
| (b) Defined target level | <p>Unit: % of suppliers audited within the scope of application</p> <p>Activities: Procurement of direct private label goods</p> <p>Value chain: Tier 1 (direct upstream suppliers)</p> <p>Geography: Countries with extremely high risk potential according to the amfori BSCI risk classification (China, Türkiye)</p> |
| (c) Scope of target | Baseline value: 97 per cent of suppliers with valid audits |
| (d) Baseline value and base year | Base year: 2014 |
| (e) Timeframe and milestones | <p>Target period: Financial year 2024/25</p> <p>Milestones: monthly monitoring and annual review</p> <p>Audits must be based on amfori BSCI, RBA, SA8000 or comparable standards.</p> <p>Validity is monitored via the amfori BSCI database. Orders are approved only if there is a valid audit.</p> |
| (f) Methodologies and assumptions | The basis is the country risk classification in accordance with the amfori BSCI risk classification. |
| (g) Scientific basis | Not applicable – social compliance target. |
| (h) Stakeholder inclusion | The target was developed in cooperation with Product Management, Compliance and Sustainability. Supplier onboarding and audit training programmes were designed on the basis of consultations with amfori. |
| (i) Changes and comparability | <p>Implemented since 2014.</p> <p>Monitoring: monthly via the amfori BSCI database</p> <p>Metrics: % of suppliers with valid audits; % compliance at the time of PO approval</p> <p>Review: monthly internal review and annual external reporting</p> <p>Progress (T1): Target achieved, more than 97 per cent of private label suppliers have a valid audit as an average for the year.</p> |
| (j) Actual performance | Progress (T2): Target achieved, 100 per cent compliance among active suppliers ¹ |

¹ Exceptions permitted where suppliers require more time to present a valid audit.

These targets support CECONOMY's wider strategy concerning due diligence in its supply chain, which is based on the OECD guidelines and the United Nations Guiding Principles on Business and Human Rights. They also contribute directly to CECONOMY's sustainability strategy in the area of social impacts.

Information on the further management of the "working conditions" and "other work-related rights" sub-topics through CECONOMY's actions can be found in the disclosures on the monitoring processes under "Most important current and planned actions" (S2-4_01, 02, para. 32a-b).

Disclosure of whether and how value chain workers, their legitimate representatives or credible proxies were directly involved in the definition of targets, their achievement and the identification of lessons or improvements as a result of the undertaking's performance (S2-5_01-03, para. 42a-c)

The targets for private label suppliers are based on recognised international frameworks and stakeholder expectations. To date, all value chain workers have been involved directly via audit feedback and grievance mechanisms realised via the amfori BSCI platform. Lessons and areas for improvement resulting from these assessments are applied in the continuous improvement of CECONOMY's responsible procurement strategy.

Consumers and End-Users (ESRS S4)

Strategy

Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3)

Material impacts, risks and opportunities of the undertaking and their interaction with the strategy and business model (ESRS 2, SBM-3_48b)

The protection of personal data and the right to privacy are material sustainability issues for CECONOMY, as it processes large volumes of customer data in connection with its retail activities and digital services. As the "customer experience" is one of

CECONOMY's four strategic pillars and hence lies at the heart of its business focus, this means that consumers and end-users are key stakeholders.

Potential risks result from the expected negative impacts of data breaches, e.g. due to cyber attacks or inadequate security measures, which could lead to violations of privacy and losses for customers – including the misuse of personal information or identity theft.

Data breaches of this nature can also involve significant financial and reputational risks for CECONOMY. In particular, this relates to the risk of fines imposed by regulators, legal liability and the loss of customer confidence, which can ultimately have an adverse effect on sales and competitiveness. In response to this, CECONOMY has established data protection and privacy as integral elements of its risk management system and governance structure. The company continuously invests in IT infrastructure, employee training and compliance mechanisms in accordance with all of the applicable data protection legislation, especially the EU General Data Protection Regulation (GDPR). CECONOMY's business model is based to a large extent on maximum data protection and transparency, especially in areas such as customer accounts, e-commerce and loyalty programmes. As such, the protection of privacy and data security are not just a legal obligation, but also a strategic factor in the company's success.

CECONOMY seeks to minimise negative impacts on individuals and safeguard the company's long-term resilience and stakeholder confidence through the proactive management of data protection risks and compliance with the highest data protection standards.

Disclosure of whether and how the actual and potential impacts on consumers and/or end-users in accordance with ESRS 2 IRO-1 inform the undertaking's strategy and business model and contribute to their adaptation (ESRS 2, SBM-3_9a, 9b)

The actual impacts in connection with data protection – especially the risk of unauthorised access to or loss of personal customer data – are closely connected to CECONOMY's digital business model and its customer-centred strategy. As a leading retailer of consumer electronics with extensive online and offline activities, CECONOMY collects and processes large volumes of personal data through activities such as loyalty programmes, online purchases or interactions with customer service. This makes the company naturally vulnerable to negative data protection impacts and risks, especially in light of growing cyber threats and stricter regulatory requirements.

One potential impact involves the violation of individuals' right to privacy and data protection, e.g. due to a cyber attack leading to the loss or misuse of customer data. This may lead to direct losses for the individuals affected and have significant indirect consequences for the company, including fines, reputational damage and customer churn.

To counteract these negative impacts and risks, CECONOMY has integrated data protection and cybersecurity aspects into its digital strategy and operational processes. Strong data governance practices, GDPR-compliant policies, regular risk analyses and technical safeguards such as encryption and secure authentication are central elements of the measures taken. The protection of privacy and data security is not just a regulatory requirement, but an important factor in the company's success when it comes to retaining customer confidence, enabling digital growth and protecting the company's brand. To this end, CECONOMY's strategy is directly shaped by its commitment to preventing negative negative consequences in the area of data protection.

Scope of application in respect of consumers and/or end-users (SBM-3_01, para. 10)

In addition to the purchase of consumer electronics, CECONOMY offers its customers a range of additional services, including but by no means limited to financing, product insurance, purchasing advice, setup services, contract brokerage and loyalty programmes. This can require it to process a wide range of data. The services performed by the company are being continuously extended and expanded for the benefit of its customers. Accordingly, all consumers and end-users who do not interact with CECONOMY on a purely anonymous basis – e.g. purchasing goods in person to take away – fall within the scope of disclosure in accordance with ESRS 2, as they may be materially affected by the company's data processing to varying extents.

Types of consumers and/or end-users affected by material impacts (SBM-3_02, para. 10a)

To the extent that consumers and end-users make use of CECONOMY's products and services and provide the company with personal data in the process – e.g. creditworthiness data or other sensitive information on their individual life circumstances – they may be fundamentally affected by the material impacts of the company's business activities. They trust that CECONOMY will process their data properly and use it solely to the extent required in connection with the respective product or service.

Types of consumers and/or end-users affected by material impacts of the undertaking's operations and value chain (SBM-3_03, para. 10a i-v)

Where the personal data of customers and end-users is processed, the data subjects are fundamentally exposed to material impacts. This applies to customers in store and online, as well as interested parties or persons who receive advice. The material impacts do not result from the data processing itself, but from specific incidents such as the improper or unlawful handling of

personal data. Impacts may also be caused by external factors that are only indirectly connected to data processing in connection with CECONOMY's products and services, i.e. undesired events triggered by third parties that cannot be fully prevented in advance. Information relating to products or services that is relevant under data protection law is provided to customers and end-users – both online and in store – in a suitable form in connection with the respective service in order to ensure that they are given transparent information on how their data is processed.

Occurrence of negative impacts on consumers and/or end-users (SBM-3_04, para. 10b)

Customers and end-users can generally be affected by material negative impacts in relation to their right to the protection of personal data depending on the respective product and/or the content of the service purchased and/or used. In individual cases, these impacts may be widespread, especially if they can be traced back to a specific incident.

Material risks and opportunities for the undertaking arising from impacts and dependencies on consumers and/or end-users (SBM-3_06, para. 10d)

Material risks relate in particular to the reputational damage, financial loss, interruption to operations and other legal consequences that may occur as a result.

Development of an understanding of consumers and/or end-users with particular characteristics or those at greater risk of harm (SBM-3_07, para. 11 AR 7)

The nature and extent of the processing of personal data varies considerably depending on how products and services are used, which itself can vary considerably from individual to individual. For example, consumers and end-users may be exposed to heightened data protection risk due to the use of online shops, apps, customer accounts and connected products as well as the use of financing and insurance services or loyalty programmes. A detailed understanding of these risks is developed through continuous processes such as evaluations of data protection consequences, stakeholder dialogues, the analysis of reported grievances, supplier audits and technical tests.

Impacts of material risks and opportunities arising from impacts and dependencies on specific groups of consumers and/or end-users (SBM-3_08, para. 12 AR 8)

All of the material risks that exist are risks with no impacts on specific groups of consumers and/or end-users.

Impact, risk and opportunity management

Policies related to consumers and end-users (S4-1)

Key contents of the policies (S4-1 para. 15, MDR-P_65a)

Privacy

In a world in which digital technologies are rapidly advancing and being used in every area of people's lives, data protection is increasingly becoming one of CECONOMY's central responsibilities as a company. Modern electronic devices such as smartphones, laptops or even household appliances routinely record, store and analyse all kinds of information about their usage and the environment in which they are used. This growing connectivity opens up new opportunities for innovation and customer service, but it also entails increased risks when it comes to protecting individuals' privacy in particular.

As Europe's leading electronics retailer, CECONOMY recognises its particular responsibility not only to comply with statutory provisions, but also to act as a role model when it comes to handling personal data carefully and respectfully. Customers, employees and business partners place their trust in CECONOMY every day, and the company is obliged to justify this trust by handling data carefully and transparently. CECONOMY considers data protection to be a fundamental element of its promise to act with integrity and place people at the heart of everything it does.

When processing personal data, CECONOMY ensures strict compliance with the requirements of the German Federal Data Protection Act (BDSG), the EU General Data Protection Regulation (GDPR) and the applicable laws in the countries in which the company is active. CECONOMY is aware that personal data is more than just information – it represents the privacy and dignity of the individual. With this in mind, CECONOMY ensures that all personal data is processed legally, fairly and transparently. Data is collected only for specific, clearly defined and legitimate purposes and is never used in ways that are incompatible with the original purposes.

CECONOMY is aware of the far-reaching consequences of data breaches. For example, the loss of customer data due to a cyber attack not only violates the privacy of the affected individuals, but could also undermine customers' trust in CECONOMY. Incidents of this nature can damage the company's reputation, disrupt its business operations and cause considerable financial costs, including the possibility of fines and lost sales. For this reason, CECONOMY has implemented comprehensive policies and procedures – including data protection policies and rules governing the use of video surveillance systems – to ensure that personal

data is handled responsibly throughout the entire company. The responsibilities are clearly defined in a RACI matrix so that each task and decision within the data protection process is assigned and administered transparently.

Rather than a one-off project or a box to be ticked, CECONOMY sees data protection as a continuous commitment that demands permanent vigilance, regular examination and a willingness to make improvements. To satisfy its obligations under the GDPR, CECONOMY has implemented a continuous improvement process on the basis of the "plan-do-check-act" (PDCA) cycle. This approach allows data protection practices to be systematically planned, implemented, monitored and optimised. CECONOMY adopts a zero-tolerance policy with regard to the lawfulness of data processing so that every action is legally compliant and meets the highest ethical standards.

The processing of personal data is always proportionate and limited to what is required for the respective purpose. CECONOMY makes every effort to ensure that data is correct and up to date and responds immediately to correct or erase incorrect data. The protection of personal data also includes safeguarding it against unauthorised access, misuse, accidental loss or damage. Implementation involves a wide range of technical and organisational actions to ensure that personal data is safeguarded at all times. These actions are described in detail in the cybersecurity policy.

Scope of application (MDR-P_65b)

The provisions of this sustainability framework apply to all employees of the CECONOMY Group. This includes all members of the Management Board, managing directors, managers and all other employees as well as all other Group companies controlled by CECONOMY, as well as consumers and end-users. CECONOMY takes care to ensure compliance with the applicable laws in the countries in which it operates.

Responsibility for implementation (MDR-P_65c)

The Management Board of CECONOMY bears ultimate responsibility for sustainability throughout the company as a whole, including the overarching framework for data protection and cybersecurity. CECONOMY recognises that data protection is not primarily an IT-related issue; it goes far beyond technical systems, instead encompassing organisational processes, employee awareness and a culture of responsibility throughout the company as a whole.

While the Chief Technology Officer (CTO) is responsible for integrating cybersecurity into CECONOMY's business and technology strategies and ensuring a secure technology architecture, effective data protection also depends on robust, clearly defined processes and transparent governance. The steering committee for the information security management system (ISMS) plays a central role by approving and issuing central ISMS guidelines and policies, setting out the strategic orientation of information security and supporting risk management as a body to which issues can be escalated.

The Chief Information Security Officer (CISO) also monitors the implementation of CECONOMY's cybersecurity programmes. However, successful data protection requires the active participation of all areas of the company. This includes developing and ensuring compliance with structured processes, the clear allocation of responsibilities and the promotion of a company-wide understanding that data protection constitutes a shared obligation.

By integrating data protection into its day-to-day processes through training, clear policies and continuous improvement, CECONOMY ensures that both technical and non-technical aspects are taken into account. This reflects the company's commitment to conscientious and sustainable conduct.

Commitment to/compliance with standards or third-party initiatives (S4-1_01, 06, 07, para. 15, 17, MDR-P_65d)

The German Corporate Governance Code, IDW PS 980 and the relevant statutory regulations at European, national and state level as well as relevant decisions by the data protection authorities are observed. CECONOMY undertakes to uphold the highest standards in the area of human rights and labour practices along the entire value chain. By identifying and remediating violations, the company helps to strengthen the trust of consumers and end-users and comply with the principles of responsible corporate governance. CECONOMY is committed to respecting and protecting the data privacy rights of its customers and end-users as described in the United Nations Guiding Principles on Business and Human Rights. The company has also implemented comprehensive information security management systems based on recognised standards (such as ISO/IEC 27001). No incidents of non-compliance with these guiding principles in the downstream value chain involving consumers or end-users were reported in the reporting period.

Consideration of stakeholders (MDR-P_65e)

CECONOMY maintains a dialogue with all stakeholders, including employees, shareholders, customers, suppliers, government authorities and associations.

Provision and information (MDR-P_65f)

CECONOMY's sustainability framework is publicly available on the company's website.

Human rights policy commitments (S4-1_03, para. 16a)

CECONOMY undertakes to respect the fundamental right of all consumers and end-users to privacy and the protection of their personal data in accordance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.

In light of the growing dependence on digital services and the sensitive nature of the personal data processed, protecting the privacy of consumers and end-users represents an important human rights issue for CECONOMY. Any data breach could have significant negative impacts on the privacy, security and trust of individuals, which is why CECONOMY has placed this topic at the heart of its human rights policy and practices.

As CECONOMY's Code of Conduct emphasises the importance of handling personal data with care, the company's Human Rights Declaration expressly recognises the right to privacy as a fundamental human right and sets out extensive obligations concerning the protection of personal data. These obligations are reflected in the company's data protection and privacy policy, which ensures full compliance with the applicable provisions of data protection law including the EU General Data Protection Regulation (GDPR) and, where necessary, defines standards that go above and beyond the statutory requirements.

Engagement with consumers and end-users (S4-1_04, para. 16b)

Establishing and maintaining the trust of consumers and end-users is a top priority for CECONOMY, particularly when it comes to protecting their personal data. To ensure open and transparent communication, CECONOMY provides several easily accessible, uncomplicated and strictly confidential channels that individuals can use to ask questions, raise concerns or report potential data protection issues. These channels include special customer service hotlines and secure online contact forms in addition to direct communication at MediaMarkt and Saturn stores and via digital platforms. Each question or complaint by a consumer or end-user is handled in strict confidentiality and in full compliance with CECONOMY's defined data protection and compliance procedures. Every report is immediately logged on receipt, examined and forwarded to the responsible team for evaluation. CECONOMY has implemented clear processes to ensure that all concerns are evaluated thoroughly and objectively and the privacy of the data subject is protected at all times.

If additional information is required to understand or process a concern and the consumer or end-user has provided contact details, CECONOMY enters into direct contact – always while respecting the privacy of the consumer or end-user – in order to clarify the details or provide comprehensive answers to questions. CECONOMY's aim is to process all matters quickly and transparently and to keep the data subject informed throughout the entire process.

If a report indicates a potential data breach, CECONOMY takes prompt action in accordance with its internal incident response protocols. This includes arranging for an immediate investigation by specialist data protection and information security teams, evaluating potential impacts and, where applicable, taking corrective action to mitigate risks and prevent recurrence. CECONOMY undertakes to comply with all relevant statutory provisions, including reporting obligations to supervisory authorities and data subjects in accordance with the GDPR and other applicable regulations.

CECONOMY also sees every reported grievance and every incident as an opportunity to develop and improve. All cases are systematically documented and analysed in order to identify patterns, causes and potential weaknesses in CECONOMY's processes or systems. The insights gained are applied in optimising internal policies, improving employee training and strengthening CECONOMY's entire data protection framework.

By promoting a culture of openness, responsibility and continuous improvement, CECONOMY ensures that its actions with regard to consumers and end-users are proactive as well as reactive, thereby underlining its commitment to the highest standards of data protection and customer service.

Remedy for human rights impacts (S4-1_05, para. 16c)

CECONOMY provides accessible grievance and complaint mechanisms for consumers and end-users whose data protection rights may be affected. These mechanisms ensure the transparent processing of complaints and effective remedy, including informing the affected parties about data breaches in accordance with the requirements of the GDPR.

CECONOMY takes its responsibility for the entire value chain seriously. To this end, the company has implemented systems for identifying, reporting and remediating violations of the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.

CECONOMY has established an anonymous reporting system allowing employees, suppliers and consumers to report potential violations of these standards. The system is regularly advertised in order to ensure awareness of the standards and reporting processes. CECONOMY undertakes to examine all reported cases seriously and to take appropriate action. This includes:

- Close dialogue with the affected suppliers in order to develop improvement plans.
- Training programmes to ensure that employees and suppliers are aware of the importance of compliance with human rights and labour standards.
- Risk-related audits and reviews of supplier practices.

Processes for engaging with consumers and end-users (S4-2)

Influence of the perspectives of consumers and end-users (S4-2_01, para. 20 AR 17)

With a view to sustainability in data protection, it is important that decisions and activities for dealing with actual and potential impacts are informed by the perspectives of consumers and end-users. CECONOMY actively takes customer expectations and concerns into account through feedback channels, surveys on data usage and evaluations of support requests, among other things. The company integrates the feedback into the enhancement of its data protection processes, e.g. the design of transparent consent mechanisms or user communication, in order to strengthen trust and identify data protection risks at an early stage. Taking consumer concerns and needs into account allows the company to develop sustainable data protection practices that strengthen the trust of consumers in the long term. To develop a sustainable data protection environment, it is essential for companies to communicate transparently with consumers and take their feedback seriously.

Engagement with consumers and/or end-users or their legitimate representatives (S4-2_02, para. 20a AR 14)

Engagement with consumers and end-users typically takes place directly. Further engagement via legitimate representatives is not ruled out.

Stage(s) at which engagement occurs and the type and frequency of engagement (S4-2_03, para. 20b AR 16)

Consumers and end-users have the opportunity to inform themselves about data protection matters or raise concerns via various contact channels at any time. This enables them to obtain relevant information and submit grievances. A prompt response is provided in all cases. Consumers and end-users can specifically also contact the external Data Protection Officer at any time. In this way, consumers and end-users are engaged both in order to meet legal requirements and on their own request. With regard to the need for information, comprehensive data protection information is always made easily accessible via posters or links wherever this is required in order to satisfy legal obligations to inform customers and end-users.

Operational responsibility (S4-2_04, para. 20c, AR 15, AR 16)

All CECONOMY employees require a fundamental understanding of how personal data is processed. To this end, all employees must complete basic data protection training. Additional knowledge is communicated to employees depending on how closely and extensively their work involves the processing of personal data. To ensure the availability of detailed data protection knowledge, the individual companies have specialist staff – in some cases including data protection officers – and the holding company has a department that deals solely with data protection issues. The respective managers at the individual companies participate in regular training and awareness programmes on data protection. The full Management Board is responsible for data privacy, making it the highest-ranking position within the company with responsibility for this area.

Assessment of engagement (S4-2_05, para. 20d)

CECONOMY assesses the effectiveness of its engagement with consumers and end-users based on various aspects. Firstly, CECONOMY prepares country-specific reporting on data protection issues, allowing it to track the development of the number of grievances and data protection incidents reported. The development of the engagement with the data protection authorities is also carefully observed. Feedback from regular surveys of consumers and end-users is taken into account in this assessment, as is the feedback submitted directly via the available feedback channels or the external Data Protection Officer. Internally, mandatory employee training and the data protection policy ensure that employees have the necessary awareness, while internal audits are carried out at regular intervals to ensure that the required conditions are complied with on a long-term basis.

Perspectives of consumers and/or end-users who are vulnerable to impacts and/or marginalised (S4-2_06, para. 21 AR 17)

The feedback mechanisms implemented by CECONOMY help it to gain a greater insight into the perspectives of consumers and end-users. CECONOMY employs user-friendly technologies to enable the participation of all groups of consumers and end-users to the greatest possible extent. It is also open to cooperation with any interest groups, such as consumer protection organisations. The high number of customer interactions (two billion customer contacts every year) does not necessitate the expansion of the feedback mechanisms described above. Accordingly, CECONOMY has not established any additional specific processes for engaging with customers in relation to data protection issues as there is no need for it to do so. However, CECONOMY continuously examines the effectiveness of the respective feedback mechanisms and adjusts them as required.

Processes to improve negative impacts and channels for consumers and end-users to raise concerns (S4-3)

Provision of or contribution to remedy (S4-3_01, para. 25a, AR 18)

CECONOMY is prepared to receive reports on data protection via all of the communication channels it has established. It assigns incoming reports based on the topic concerned, so consumers and end-users are essentially free to choose their preferred means of communication. In particular, incoming reports on potential data breaches are immediately forwarded to specialist employees so that an initial evaluation can be performed and the next steps can be initiated promptly in line with any statutory reporting requirements. The same applies in cases where consumers or end-users contact CECONOMY to exercise their data protection rights (in European countries in which the General Data Protection Regulation applies, this may include the right of access by the data subject in accordance with Art. 15 GDPR, the right to rectification in accordance with Art. 16 GDPR, the right to erasure in accordance with Art. 17 GDPR, the revocation of consent to include their e-mail address on a newsletter mailing list etc.) or other rights. To simplify matters, CECONOMY also applies the stringent European data protection standards in countries with different legal standards, such as Switzerland or Türkiye, meaning that standardised rules are applied throughout the Group where possible. Consumers or end-users can also make contact entirely anonymously, e.g. by contacting the external Data Protection Officer directly or by using the SpeakUp whistleblower system, which is designed specifically for anonymous reports.

To ensure the effectiveness of the remedy initiated, CECONOMY examines whether the expected improvements are achieved. It does so by tracking the stages of processing, by carrying out internal audits as applicable, by evaluating grievances and recurrent incidents, and by analysing the feedback from the affected consumers and end-users. Processes are adjusted as required based on these findings in order to ensure a cycle of continuous improvement.

Channels for raising concerns and needs (S4-3_02, para. 25b, AR 19, AR 21)

CECONOMY provides consumers and end-users with various channels for addressing data protection concerns or obtaining information. In particular, this includes a central e-mail address for data protection enquiries, a postal address for both the Data Protection Officer and the company, a telephone hotline, a chat function, personal contact with employees, data protection-related information on the respective company websites, and a whistleblower system that can be used anonymously. The contact channels are published on the website and displayed in store. Employees are also provided with regular information so that they can tell consumers and end-users about the contact channels available to them on request.

In this way, the company ensures that consumers and end-users are able to communicate their data protection concerns to CECONOMY in a simple, accessible and confidential manner.

Availability of channels (S4-3_03, para. 25c)

CECONOMY observes the availability of the channels through measurements based on continuous customer surveys. It responds immediately to any incoming reports that indicate reduced availability in order to ensure that the channels are available at all times. CECONOMY also monitors the number of questions and grievances reported via the channels.

Issue tracking and effectiveness of channels (S4-3_04, para. 25d, AR 24)

All reports received are handled confidentially and processed using an organisational structure with binding processes, clear responsibilities and policies in order to ensure a quick and appropriate response to all incidents with an actual or potential impact on the personal data of consumers and end-users. CECONOMY ensures the effectiveness of the centrally managed channels it has established by way of target group-specific communication and information (e.g. FAQs, online help pages, chatbots) tailored to the specific needs of identified target groups of users (e.g. customers, users of digital services) and through direct customer feedback, such as surveys on customer satisfaction.

Knowledge of structures and processes (S4-3_05, para. 26, AR 23)

The use of the aforementioned channels suggests that consumers and end-users are aware of and trust the structures and processes for reporting concerns. CECONOMY's Code of Conduct and the Allegation Management Guideline ensure that individuals who raise concerns are protected against any form of retaliation, which serves to increase trust in these structures and processes. At the same time, consumers and end-users can use the contact channels to remain in continuous contact.

Policies to protect individuals against retaliation when they use such structures and processes (S4-3_06, para. 26, G1-1, para. 7-9, MDR-P_65a)

Disclosures on this data point can be found under G1-1.

Actions and resources related to consumers and end-users (S4-4)

Consideration of actual and potential impacts on consumers and end-users in decisions to terminate business relationships and addressing negative impacts resulting from termination (S4-4, AR 29)

As part of its corporate responsibility, CECONOMY considers the actual and potential impacts on consumers and end-users, particularly with regard to data protection law, in decisions to terminate business relationships. CECONOMY carries out a risk-based analysis before terminating a business relationship, such as with a third-party provider of digital services, a payment service provider or a cloud service provider. In particular, it examines the extent to which the termination of a contract could have an impact on the protection of customers' personal data, e.g. due to data migration, restricted access or data loss.

Description of actions planned or underway to prevent, mitigate or improve material negative impacts on consumers and/or end-users (S4-4.01, para. 31a, MDR-A 68a, b, c)

CECONOMY has taken various actions to prevent, mitigate or improve negative impacts on consumers and end-users in the area of data protection. CECONOMY has taken the following actions with regard to the "Violation of the right to protection of personal data and negative consequences for customer privacy in the event of customer data loss (e.g. due to a cyber attack) or a data protection breach" material negative impact:

Code of Conduct and data protection policy: CECONOMY has implemented an overarching Code of Conduct and a comprehensive Group data protection policy that clearly governs the handling of personal data. The Code of Conduct is binding for all employees and sets out clear rules. The data protection policy is consistent with the legislative requirements, especially the General Data Protection Regulation (GDPR), and is regularly evaluated to ensure that the company remains compliant at all times. It reflects the data protection principles for all CECONOMY companies. The Group has thereby committed itself to a uniform level of data protection. In addition, there are company-wide and department-specific policies and procedural instructions on the structuring and standardisation of data processing.

CECONOMY's employees receive regular training on data protection and data security. The aim is to ensure awareness of the responsible handling of customer data and guarantee that all employees comply with the corresponding policies and procedures. CECONOMY uses advanced technical and organisational actions to ensure that customers' personal data is safeguarded at all times. This includes encryption technologies, firewalls and regular vulnerability management to prevent unauthorised access, as well as clear role and authorisation concepts.

To strengthen trust among consumers, CECONOMY provides transparent information on how the company records, uses and stores personal data. The privacy statements are easily accessible and easy to understand, which allows customers to make informed decisions. CECONOMY has established processes to enable consumers to exercise their data protection rights, including the right to information, rectification and erasure of their data. Customer service and data protection staff are available to process corresponding requests quickly and efficiently.

CECONOMY has a comprehensive data protection management system (DMS) that helps it to monitor compliance with data protection requirements even more effectively and ensure that the company can continue to respond proactively to new challenges in the area of data protection in the future. Appropriate measures on accountability, data protection management, documentation, duties to provide information and the rights of data subjects are implemented on an ongoing basis. The DMS is continuously enhanced in line with the company's needs.

These permanent actions underline CECONOMY's commitment to minimising material negative impacts on consumers and end-users in the area of data protection. The aim is to offer a secure, trust-based shopping experience in which data protection-enhancing solutions are already implemented in advance.

Description of whether and how action has been taken to provide or enable remedy in relation to actual material impacts (S4-4.02, para. 31b, MDR-A 68d)

CECONOMY has taken specific action to remediate material impacts or enable remedy.

This includes the regular performance of systematic risk assessments to identify potential negative impacts on consumers and end-users. These assessments are a central component of the company's process and are regularly updated to enable CECONOMY to respond to changes in the market and the regulatory environment.

Specific remedy has been developed on the basis of the risks identified. Among other things, this includes improving the security and protection of personal data in order to better reflect the legal requirements and consumers' needs. Potential improvements are implemented as quickly and as far as possible and reasonable.

In addition, CECONOMY actively seeks out dialogue with consumers and end-users in order to understand their perspectives and find out how it can better address their concerns. This takes the form of customer surveys and regular feedback. The information collected is integrated directly into the optimisation of processes and services.

CECONOMY has implemented a monitoring system to ensure the effectiveness of the actions taken. This system enables the continuous monitoring of the impact of the actions and allows the company to make adjustments as required.

CECONOMY plans to further expand the existing actions and develop new initiatives in order to strengthen its resilience to potential negative impacts. For example, this includes introducing innovative technologies to improve customer interaction and service quality, as well as the continuous integration of data protection at an organisational level.

With these actions, CECONOMY is demonstrating its commitment to proactively addressing actual material impacts on consumers and end-users while continuously improving data protection. The aim is to ensure a secure and positive experience for all customers.

Description of how the effectiveness of these actions and initiatives in delivering intended outcomes for consumers and/or end-users is tracked and assessed (S4-4_04, para. 31d)

With regard to material impacts, CECONOMY has established clear processes for systematically tracking and evaluating the effectiveness of actions and initiatives in order to achieve the desired outcomes for consumers and end-users.

Feedback loops: CECONOMY uses feedback from consumers as a valuable tool for evaluating the effectiveness of its initiatives. Customer surveys, reviews and direct feedback are collected and evaluated. The insights gained are applied in continuously improving offers and services.

Internal reviews: Regular internal assessments of the actions taken enable CECONOMY to review the implementation and effectiveness of the initiatives. This helps to identify strengths and weaknesses and offers recommendations for measures to optimise the processes. The results of the assessments and tracking are regularly documented in internal reports.

With this structured approach to the tracking and assessment of its actions, CECONOMY demonstrates its commitment to creating added value for consumers and end-users. The aim is to establish positive customer relationships and achieve sustained results.

Description of the process for identifying necessary and appropriate action in response to actual or potential negative impacts on consumers and/or end-users (S4-4_05, para. 32a)

CECONOMY has implemented extensive processes for identifying which actions are necessary and appropriate to respond to particular actual or potential negative impacts on consumers and end-users.

CECONOMY carries out data protection risk assessments that are suitable for systematically identifying potential negative impacts on consumers and end-users. These assessments take account of all obvious factors, including statutory and regulatory requirements and consumer feedback. CECONOMY includes relevant stakeholders in the risk identification process.

CECONOMY has developed clear internal policies that set out the procedure for identifying and assessing negative impacts. These policies define responsibilities and workflows to ensure that all relevant aspects are taken into account.

After actions are implemented, a systematic evaluation is carried out to review their effectiveness. This encompasses an analysis of the impacts on consumers and end-users as well as a review of whether the actions have had the desired effect.

With this structured approach, CECONOMY demonstrates its commitment to responding proactively to negative impacts on consumers and end-users. The aim is to strengthen customer satisfaction and trust while simultaneously achieving the company's targets on a sustained basis.

Description of the approach to taking action in relation to specific negative impacts on consumers and/or end-users (S4-4_06, para. 32b)

In accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD), CECONOMY has implemented extensive actions to safeguard the data protection rights of consumers and end-users. These actions are intended to minimise potential negative impacts on users' privacy and data protection while also identifying opportunities to improve the company's practices.

CECONOMY has established a data protection-enhancing approach to product design, marketing and sales. This includes:

- Data minimisation: Only the data that is strictly necessary to offer customers the desired products and services and a customer experience that meets their expectations is collected. The necessity and relevance of the information are carefully considered when deciding whether to collect data.
- Transparent communication: CECONOMY ensures that consumers and end-users are informed clearly and comprehensibly about the collection, processing and storage of their data. This is achieved through easily accessible privacy statements that are regularly updated.
- Safeguards: Technical and organisational safeguards have been implemented to protect customers' personal data against unauthorised access, loss or misuse. This includes encryption technologies and the provision of regular training on data protection to CECONOMY's employees.

To manage material risks relating to data protection, CECONOMY carries out risk analyses that are suited to identifying potential process weaknesses. These analyses enable the company to work proactively to remediate weaknesses before they cause problems.

CECONOMY recognises the importance of cooperating with other relevant parties, especially data protection supervisory authorities. CECONOMY enables the exchange of best practices and participation in industry-specific events. This helps to maintain data protection at a high level and strengthen the trust of consumers and end-users.

The effectiveness of the data protection actions taken is regularly evaluated by way of internal audits and feedback from consumers and end-users. These evaluations help CECONOMY to make continuous improvements and ensure that it adequately reflects changing legal requirements and customer expectations.

Description of how the undertaking ensures that processes to provide or enable remedy in the event of material negative impacts are available and effective (S4-4_07, para. 32c)

CECONOMY is committed to protecting the data protection rights of consumers and end-users and ensuring that suitable remedy is available and effective in the event of material negative impacts.

Accordingly, it has established clear processes for responding quickly and effectively to material negative impacts in the area of data protection. These include:

- Risk assessment: A comprehensive risk assessment is carried out in order to identify potential risks that could have a negative impact on the privacy of consumers and end-users. These assessments are regularly updated to reflect new challenges.
- Quick response: A clearly defined reporting and emergency management process is applied in the event of a data breach. The responsible employees ensure that the incident is immediately analysed and communicated to authorities and the data subjects concerned and that remedy is provided.
- Remedy: The actions to provide remedy comprise both technical and organisational steps. For example, this includes ensuring data protection through data cleansing, implementing additional safeguards and training employees in order to prevent similar incidents from occurring in the future.

The effectiveness of the remedy provided is ensured by way of regular reviews and audits. CECONOMY carries out systematic evaluations in order to assess the outcomes of the actions taken. These reviews can help to identify weaknesses and facilitate continuous improvements.

Communication with consumers and end-users is a central element of CECONOMY's approach. The Group ensures that data subjects are informed about their rights and how they can obtain support in the event of a data breach.

CECONOMY works closely with data protection authorities and relevant organisations to ensure that the remedy corresponds to the status quo and meets the statutory requirements. This cooperation enables CECONOMY to improve its responsiveness to data breaches.

Description of actions planned or underway to mitigate material negative impacts arising from impacts and dependencies on consumers and end-users and how the undertaking tracks effectiveness in practice (S4-4_08, para. 33a)

CECONOMY appreciates the material data protection risks arising from impacts and dependencies in connection with consumers and end-users. To proactively counteract these risks in the area of data protection, the company has developed a comprehensive strategy encompassing both preventative and reactive actions as well as steps to monitor effectiveness.

CECONOMY conducts regular risk assessments to identify potential threats in connection with the processing of personal data. These assessments take account of both internal and external factors with a potentially negative impact on data protection. This proactive approach enables CECONOMY to detect risks at an early stage and take appropriate action.

CECONOMY has implemented a number of measures to mitigate the risks identified, including:

- Data protection by design and default: Data protection is taken into account from the very start when developing new services. This means that processes and systems are designed in such a way as to guarantee the protection of personal data.
- Training and awareness: Employees receive regular data protection training in order to raise awareness of the importance of protecting personal data and to ensure that all employees comply with the applicable provisions of data protection law.
- Technological and organisational safeguards: CECONOMY uses various technologies and actions to safeguard personal data.

The effectiveness of these actions is ensured by way of continuous monitoring and regular audits. CECONOMY carries out internal assessments in order to review the implementation of the data protection policies and determine whether the actions taken are having the desired effect. In addition, feedback from consumers and end-users is examined in order to facilitate continuous improvements to the existing processes.

CECONOMY complies with all of the applicable statutory requirements in the area of data protection and continuously adjusts its practices to reflect new statutory provisions. This ensures that CECONOMY not only complies with the law, but also maintains consistently high data protection standards.

Disclosure of whether and how the undertaking avoids causing negative impacts on consumers and/or end-users through its own practices (S4-4_10, para. 34)

CECONOMY has taken clear action to avoid material negative impacts on consumers and end-users in the area of data protection. CECONOMY places particular value on tried-and-tested practices in relation to data processing and data use.

CECONOMY pursues a data protection-orientated approach in all areas of its business activities. The specific actions include:

- Ethical data use: CECONOMY applies transparent and ethical practices when it comes to collecting and processing personal data. Privacy statements are clearly formulated so that consumers and end-users know exactly how their data is used. This helps to avoid misunderstandings and negative impacts.
- Data protection-enhancing marketing: When marketing products and services, CECONOMY takes care to ensure that only relevant information is communicated to customers without being intrusive. CECONOMY avoids practices that could be perceived as invasive advertising and respects its customers' preferences when it comes to advertising and the use of their data.
- Consent and options: CECONOMY implements mechanisms that make it easy for consumers to consent to the processing of their data or withdraw their consent. In connection with customer programmes in particular, consumers are given the option of which data to share and can amend their preferences at any time.

CECONOMY is aware that, in the business world, there may be an inherent conflict between preventing material negative impacts on consumers and the company's objectives. CECONOMY has implemented the following approaches to counteract this:

- Integrity in the business model: Protecting customers' privacy is a particular priority for CECONOMY. Decisions relating to data protection are taken not only from a business perspective, but also from the perspective of ethical responsibility toward consumers and end-users.
- Internal policies and training: Employees receive regular training on the provisions of data protection law in order to ensure that they understand the importance of consumer protection and take this into account in their day-to-day decisions. CECONOMY is actively advocating for the rights of consumers and end-users through a strong corporate culture that promotes data protection.

To ensure the effectiveness of its actions to prevent negative impacts, CECONOMY carries out regular reviews and audits and applies feedback from consumers and end-users in order to continuously improve its practices and make adjustments that serve the protection of data and the rights of natural persons.

Disclosure of severe human rights issues and incidents connected to consumers and/or end-users (S4-4_11, para. 35)

CECONOMY takes potentially severe human rights issues seriously. To date, no significant incidents or grievances relating to human rights violations in the area of data protection have been reported in connection with consumers or end-users.

Assessment of the management of material impacts (S4-4_12, para. 37)

CECONOMY has provided extensive resources for managing the material impacts on consumers and end-users in the area of data protection.

CECONOMY has defined clear responsibilities in order to ensure the effective management of the material impacts:

- Data Protection Officer: A specialist Data Protection Officer has been appointed with responsibility for monitoring compliance with the provisions of data protection law, identifying risks and developing risk mitigation strategies. The Data Protection Officer also acts as a contact person for consumers and supervisory authorities.
- Internal data protection teams: CECONOMY has established internal teams that focus on different aspects of data protection. These teams are responsible for implementing data protection policies, training, monitoring data protection processes, assessing risks and advising the specialist departments on all matters relating to data protection.

Metrics and targets**Targets related to consumers and end-users (S4-5)**

S4.MDR-T_14-19: CECONOMY has undertaken to comply with all of the requirements of EU data protection law and has not currently defined any specific targets regarding data protection in accordance with the ESRS.

GOVERNANCE INFORMATION

Business Conduct (ESRS G1)

Strategy

Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3)

Material impacts, risks and opportunities and their interaction with the strategy and business model (ESRS 2 SBM-3_48b)
CECONOMY is aware of the material negative impacts that may result from a lack of shared values and an inadequate corporate culture. This includes reduced employee identification with and commitment to the company's values, psychological stress and a heightened risk of legal violations. The absence of adequate protection for whistleblowers can also result in grievances not being reported. This would encourage a culture of silence and impunity and allow unethical conduct to become established, with potentially severe legal consequences and impacts on the company's reputation. As such, business conduct based on integrity and conscientiousness is an integral component of sustainable corporate governance for CECONOMY and an important pillar of the company's strategy. Promoting a corporate culture based on shared values and ensuring ethical conduct and transparency along the entire value chain are key conditions for ensuring that customers, employees, partners and investors have trust in the company. For this reason, CECONOMY places a particular focus on preventing corruption and bribery, ensuring compliance with legal and ethical standards, and fair and partnership-oriented relationships with suppliers, which are reflected in responsible procurement and fair payment terms. A binding Code of Conduct has been established, employees receive regular training and a whistleblower system has been made available as part of the company-wide compliance management system. In this way, CECONOMY is counteracting risks in the form of violations of the law, reputational damage and loss of trust in an increasingly regulated and sensitive market environment.

Relationship between actual and potential impacts and the undertaking's strategy and business model (ESRS 2, SBM-3_9a)
The potential negative impacts identified – such as a lack of identification on the part of employees, mental strain, unethical conduct due to the absence of whistleblower mechanisms, corruption or unfair procurement practices – are in direct contradiction of CECONOMY's strategic aspiration of combining long-term economic success with societal acceptance in its role as a company that acts responsibly. Integrating business practices based on integrity and a value-based corporate culture are central elements of the company's strategy. This forms the basis for trust-based relationships with employees, customers, suppliers and other stakeholders, as well as helping to prevent the aforementioned risks. CECONOMY's business model is based on a cooperative, multi-stage supplier network and a high degree of public visibility in respect of consumers. For this reason, a loss of reputation triggered by the company's own ethical transgressions or issues involving suppliers would not only have a short-term impact on trust in the company, but could also directly impair its economic performance. The specific strategic response to these potential impacts encompasses the implementation of a Group-wide compliance management system, actions to promote fair supplier management and clear governance structures that ensure respect for ethical standards. These elements are firmly integrated into the business model and help CECONOMY to minimise risks while taking advantage of opportunities – such as stable business relationships, increased employee retention and a positive perception on the market – in a targeted manner.

Impact, risk and opportunity management

Corporate culture and business conduct policies (G1-1)

Key contents of the policies (G1-1, para. 7-9, MDR-P_65a, S2-3_05-06, para. 28, AR 25, AR 26, S4-3_06, para. 26)

CECONOMY firmly believes that a strong corporate culture forms the basis for conscientious conduct, mutual trust and sustained success. CECONOMY is fully committed to continuously to strengthen its corporate culture – not only to protect its own organisation, but also to create a fair, sustainable and trustworthy environment for everyone it works with. To this end, internal regulations have been established that are consistent with the United Nations Convention against Corruption, especially an anti-corruption policy and an anti-money laundering policy.

Corporate culture

CECONOMY's corporate culture provides guidance, strengthens employees' identification with the company and contributes to the prevention of psychological stress and potential legal violations. The company follows basic principles such as integrity, respect, responsibility and transparency – values that guide its day-to-day decisions and its broader strategic orientation alike.

Successful cooperation within the CECONOMY Group is built on mutual trust. The trust of employees, customers, business partners and the public is considered to be an important foundation for long-term economic success. In line with the guiding principle of the "honourable merchant", CECONOMY is aware that the absence of shared values can lead to uncertainty and stress on the

part of employees. This has the potential to lessen their motivation, identification and commitment and increase the risk of misconduct. To counteract this, CECONOMY actively promotes a corporate culture that aims to set clear guidelines for employees and strengthen their sense of belonging. In addition, a formal assessment of how employees assess the culture within the CECONOMY Group takes place every two years in the form of interviews conducted on the basis of a random sample.

The CECONOMY Code of Conduct serves as a central point of reference and defines shared values and behaviours that apply to the entire Group. It goes beyond mere compliance with statutory provisions and emphasises the company's commitment to transparency, integrity, fairness and mutual respect. Violations of these basic principles, internal policies or statutory provisions may have significant reputational and economic consequences for the company and are not tolerated under any circumstances. Abusing a professional position for personal gain, to benefit third parties or to disadvantage the company leads to legal and disciplinary action.

As well as defining the set of values that apply throughout the Group, the Code of Conduct sets out binding compliance standards for all employees. New employees are provided with the latest version of the Code of Conduct together with their employment contract as part of their onboarding and are required to acknowledge that they have read and understood its content.

Whistleblower protection

As a secure and trustworthy reporting environment is essential in order to recognise compliance risks at an early stage and combat them, CECONOMY is committed to whistleblower protection. Without adequate protection and trust in the reporting channels, unethical conduct could go undetected. This could have severe legal and reputational consequences for the company.

To counteract risks of this nature, CECONOMY takes a proactive approach to preventing and detecting corruption and bribery both within the company itself and along the entire supply chain. Ethical conduct and compliance are fundamental principles of the company's business activity. This includes strict compliance with the applicable global provisions on whistleblower protection. All employees, stakeholders and individuals affected by CECONOMY's business activities are encouraged to report potential compliance violations. The reporting process is consistent with international laws and standards and ensures confidentiality, fairness and comprehensive protection across all phases of the process.

Individuals who report concerns in good faith are protected against any form of retaliation. Retaliation is not tolerated under any circumstances. All reporting channels are clearly communicated to employees and external stakeholders, including via the company's intranet and on its corporate website.

Reports submitted via whistleblower channels are handled with the greatest care, urgency and confidentiality in full compliance with the applicable provisions of data protection law. Access to the reports submitted is strictly limited to authorised compliance employees at local and Group level. This is expanded to include other relevant internal departments or external experts (e.g. investigators or auditors) if this is necessary to ensure that they are handled appropriately. All of the individuals involved in the process have received training on how to handle reports in accordance with the internal policies and the applicable statutory requirements. All reports are comprehensively documented and recorded. They are investigated in accordance with the principles of procedural fairness and impartiality. The compliance employees act independently and objectively throughout the entire process. All parties involved are considered to be innocent until proven otherwise based on clear and conclusive evidence. Confirmed compliance violations are treated with the necessary seriousness and may lead to corresponding disciplinary action. These principles are enshrined in CECONOMY's internal corporate culture and provide the foundations for the company's relationships with suppliers and business partners. In order to strengthen and maintain a robust compliance framework, CECONOMY continuously reviews and improves its processes for dealing with compliance violations. This serves to reinforce a transparent and resilient compliance culture throughout the entire company.

Scope of application (MDR-P_65b)

The provisions of this policy apply to CECONOMY as a whole, including all subsidiaries and entire upstream and downstream value chain. There are no exceptions for specific business areas, regions, activities or stakeholder groups.

Responsibility for implementation (MDR-P_65c)

Responsibility for upholding compliance requirements lies with the Management Board of CECONOMY AG and the management bodies of the individual Group companies. The Chief Assurance Officer (CAO) heads the Compliance, Data Protection and Internal Audit departments. As Chief Compliance Officer, the Vice President Compliance & Privacy is responsible for compliance matters at CECONOMY AG and the MediaMarktSaturn Retail Group (MMSRG). Specialist reports can be submitted directly to the Management Board at any time.

In coordination with CECONOMY AG, the Compliance Management department of MMSRG centrally manages compliance issues. It is aided in this by the local compliance officers (LCO) at the various country organisations. The LCOs form the compliance

organisation along with the Compliance Management department and the Compliance Committee, which deals with major compliance cases.

The compliance structure is divided into three key areas: prevention, detection and response. It is responsible for all compliance activities, coordinates training and professional development, monitors compliance with internal and external provisions and supports the development and implementation of globally binding internal standards. Compliance issues and potential violations are regularly reported to the Management Board and the Audit Committee of the Supervisory Board.

Commitment to standards and initiatives (MDR-P_65d)

The Management Board of the company has the responsibility and legal obligation to ensure an adequate governance system. In particular, this includes opportunity and risk management, the internal control system, the compliance management system and Group Internal Audit. These elements collectively form the governance, risk and compliance system (GRC system). Among other things, this is based on the German Corporate Governance Code. CECONOMY's own compliance management system is based on the IDW PS 980 standard.

Consideration of stakeholders (MDR-P_65e)

CECONOMY considered the interests of its key stakeholders and took them into account when developing the framework. The Code of Conduct, which is based on the values prescribed by the Management Board, was coordinated with Group Internal Audit, the Human Resources department, the Cybersecurity department and other relevant stakeholders. It goes above and beyond the statutory requirements. The CECONOMY Group's Code of Conduct defines the principles and standards that determine the Group's working principles and management. Misconduct within the company is not tolerated, and a zero-tolerance policy is adopted with regard to violations of compliance provisions. This can have serious consequences including disciplinary measures and may lead to cases being reported to the responsible authorities if necessary.

Provision and information (MDR-P_65f)

CECONOMY's sustainability framework and Code of Conduct are publicly available on the company's website.

Whistleblower protection (G1-1_05, para. 10c, 10c i, 10c ii, G1-1_12, para. 11_1)

CECONOMY's ethical and compliant conduct includes strict adherence to global laws concerning whistleblowing, including Directive (EU) 2019/1937. Procedures are in place to independently and objectively investigate incidents of business misconduct, including offences of corruption and bribery. These go beyond the processes for tracking reports submitted by whistleblowers as set out in the applicable laws implementing Directive (EU) 2019/1937. Accordingly, all employees, stakeholders and individuals affected by the Group's business activities are encouraged by way of awareness measures to report potential compliance violations. CECONOMY's approach to dealing with reports of this nature is consistent with the global provisions on whistleblowers and ensures a confidential and fair process with protection for those who submit reports in good faith. Reports are processed by a trained compliance organisation. The contact details of the compliance organisation are published internally and are available to all employees. As discussed in greater detail in the Code of Conduct, any form of retaliation against whistleblowers is strictly prohibited.

Training policy (G1-1_10, para. 10g)

To provide employees with clear guidelines for the conduct that is expected of them and prevent conflicts of interest in day-to-day working life, CECONOMY places great value on regular training and continuous communication. Managers play a key role in ensuring compliance. Due to their leadership position, they have particular responsibility to act as role models for their teams. For this reason, all of the Group's managers must complete mandatory compliance e-training and participate in corresponding training programmes at least once a year. The programme covers a wide range of compliance issues, including data protection, antitrust law, conflicts of interest and anti-corruption.

Disclosure of the functions at most risk of corruption and bribery (G1-1_11, para. 10h)

The risk of corruption and bribery cannot be ruled out for any of CECONOMY's functions. This means that all employees, managers and supervisory bodies are potentially at risk.

Supplier relationship management (G1-2)

Key contents of the policies (G1-2_14, MDR-P_65a)

CECONOMY is aware that responsible payment practices towards suppliers have a direct impact on their financial stability and the overall sustainability of the supply chain. As part of its corporate responsibility, the company undertakes to adhere to fair and cooperative payment terms that treat all suppliers equally regardless of their size. CECONOMY also undertakes to engage in reliable payment practices.

To this end, CECONOMY's payment process is largely automated and payments are executed based on the due date of each order, which is also calculated automatically on the basis of the supplier's master data. This ensures that invoices are automatically included in the respective payment run when they are due and that they are paid on time, thereby eliminating a potential cause of delayed payments.

Payment practices – especially with regard to payment terms and delayed payments – were identified as a key topic in the double materiality assessment. Unfair practices could force suppliers to accept a loss in quality, neglect labour standards or even withdraw from the market, which in turn would entail risks for CECONOMY (e.g. reputational damage, supply disruption, legal consequences). By ensuring fair purchasing and payment practices irrespective of supplier size, CECONOMY can establish long-term partnerships that promote innovation, quality and sustainability.

Scope of application (G1-2, MDR-P_65b)

The provisions of this sustainability framework apply to CECONOMY as a whole, including all subsidiaries. There are no exceptions for specific business areas, regions, activities or stakeholder groups. The Group's responsible purchasing practices apply globally to all direct suppliers, including suppliers of products, packaging, private label products, non-commercial goods, services and logistics.

Responsibility for implementation (G1-2, MDR-P_65c)

The Management Board of CECONOMY AG bears overall responsibility for sustainability and this framework. In particular, as the Management Board member responsible for finance, the CFO administers all aspects of payment arrangements and delegates their implementation to the Vice President Treasury, who is responsible for determining the payment terms and approving any deviations from them.

Consideration of stakeholders (G1-2, MDR-P_65e)

CECONOMY actively includes suppliers in the development and enhancement of the principles governing its payment terms. For example, feedback is collected in bilateral discussions and taken into account.

Provision and information (G1-2, MDR-P_65f)

CECONOMY's sustainability framework and Code of Conduct are publicly available on the company's website.

Description of approaches to relationships with suppliers, taking account of risks to the undertaking related to its supply chain and impacts on sustainability matters (G1-2_02, para. 15a AR 2-3)

CECONOMY pursues a structured approach to cooperation with its suppliers based on cooperative partnership, clear requirements and continuous dialogue. This is based on CECONOMY's Supplier Code of Conduct, which sets out binding standards concerning human rights, working conditions, environmental protection and business ethics.

A risk-based assessment of suppliers is carried out with regard to potential risks to the company arising from the supply chain. Factors such as geographical origin, industry-specific risks and the strategic importance of the individual suppliers are taken into account.

In addition to protecting itself against business risks, the company is keen to ensure that sustainability aspects are taken into account in the supply chain. In particular, this includes labour and human rights standards and environmental requirements such as resource conservation and emission reduction. This integrated approach ensures that potential risks in connection with the supply chain are detected at an early stage and effectively controlled and that impacts on sustainability aspects are addressed responsibly.

Disclosure of whether and how social and environmental criteria are taken into account in the selection of suppliers (G1-1_03, para. 15b, AR 2-3)

In addition to economic considerations, social and environmental criteria are taken into account systematically in the process of selecting and commissioning suppliers. This is based on a binding Supplier Code of Conduct that sets out requirements concerning human rights, working conditions, occupational safety, environmental protection and business ethics.

CECONOMY also carries out amfori BSCI audits for private labels in critical procurement markets in order to ensure an independent evaluation of labour and social standards.

Prevention and detection of corruption and bribery (G1-3)

Description of the procedures in place to prevent, detect and address allegations or incidents of corruption and bribery (G1-3_01, para. 18a)

CECONOMY is actively engaged in combating corruption and bribery. To this end, it has adopted an anti-corruption policy that supplements the Code of Conduct and guarantees high ethical standards and compliance with the relevant laws. It sets out clear guidelines for offering and accepting gifts, invitations and other benefits in order to ensure that these are not used to exert an improper influence on business decisions and to promote transparency in all actions and undertakings. Procedures for permanently monitoring business spending have been introduced with a view to preventing bribery and corruption in the company's own operations. Transparency is an important element of these procedures. Every gesture, whether in the form of gifts, meals or other forms of hospitality, must be reported to a line manager when offered or accepted. In addition to ensuring that all transactions comply with CECONOMY's principles, this helps to create transparency and a sense of responsibility. CECONOMY supports a culture of speaking up and provides specific channels for employees to report misconduct. In addition, corresponding procedures are in place for dealing with reports and incidents of corruption and bribery.

Separation of the investigators or investigating committee from the chain of management involved in the matter (G1-3_02, para. 18b)

All reports or incidents indicating potential violations of CECONOMY's anti-corruption policy and all actions that are subject to the laws on combating corruption and bribery are immediately investigated by employees of the compliance organisation or, in serious cases, by the Compliance Committee in accordance with the policy on handling reports. This applies regardless of whether they are reported internally or via the whistleblower system.

Information on the process to report outcomes to the members of the administrative, management and supervisory bodies (G1-3_03, para. 18c)

Confirmed violations are immediately addressed and corrective action is taken as necessary. In addition, the statistics on compliance-relevant allegations are reported to the responsible management team, the Compliance Committee and the Audit Committee of CECONOMY AG as part of regular quarterly reporting.

Information on how policies are communicated to relevant individuals (prevention and detection of corruption and bribery) (G1-3_05, para. 20)

All new employees receive compliance e-training in accordance with the Code of Conduct as part of their onboarding. This covers the topics addressed by the Code of Conduct, especially anti-corruption, conflicts of interest, data protection, antitrust law, anti-money laundering and general information on internal policies. For each of these topics, employees are provided with information on ethical standards and expectations, the potential consequences of violations and the communication channels available to them for reporting compliance violations, such as the whistleblower system.

The compliance e-training consists of theoretical training followed by a quiz to test whether participants have understood the content. The anti-corruption training module that forms part of this training on the Code of Conduct is mandatory for all employees, and hence for all functions at risk. In addition, compliance employees conduct in-person or remote training for managers every two years in which the risks are discussed in detail.

All employees and members of management are required to complete the compliance e-training as part of their onboarding. After this, the training is repeated every two years. Furthermore, additional information on compliance-relevant issues is regularly provided via internal channels.

Information on the nature, scope and depth of anti-corruption and anti-bribery training programmes (G1-3_06, 08 para. 21a, 21c AR 8)

All new employees receive compliance e-training on business conduct in accordance with the Code of Conduct as part of their onboarding. This training covers the topics set out in the Code of Conduct, especially anti-corruption. Employees are provided with information on ethical standards and expectations, the potential consequences of a failure to comply with the corresponding policies and guidelines, the channels available to them for reporting grievances or incidents (such as the whistleblower system) and the availability of and access to these regulations. The compliance e-training consists of a theoretical section followed by a knowledge test to ensure that participants have understood the content. The anti-corruption training that forms part of this compliance e-training must be completed every two years. In addition, the Compliance department ensures that managers receive annual anti-corruption training by providing e-learning modules in a two-yearly cycle and delivering supplementary in-person training in the years in between so that potential risks are discussed in detail.

Percentage of functions at risk covered by training programmes (G1-3_07, para. 21b AR 4)

At least 90 per cent

Actions and resources related to corruption or bribery (G1.MDR-A_01-12)

Instead of relying on isolated action plans or individual initiatives, CECONOMY integrates the management of anti-corruption and anti-bribery efforts into all relevant business areas and functions as part of its central governance and compliance structures. The most important instruments include a binding Code of Conduct and detailed policies on combating corruption and bribery that set out clear expectations concerning lawful and ethical conduct throughout the entire company. These standards apply to all employees and are implemented on a uniform Group-wide basis. To ensure that these principles are also applied in practice, CECONOMY provides all employees with regular mandatory training. The aim is to raise awareness, internalise the rules of conduct and promote a culture of integrity.

CECONOMY's compliance employees are responsible for monitoring adherence to the provisions on combating bribery, investigating potential violations and monitoring risk-based audits and potential controls. The resources for this function are allocated at the holding company and at a local level and are reviewed at least once yearly to ensure that they are effective.

As the prevention of corruption and bribery are integrated into CECONOMY's overarching governance system, no separate additional action plans are considered to be necessary at present. The company continuously reviews the effectiveness of its policies and training on the basis of internal audits, monitoring mechanisms and incident evaluations.

Metrics and targets

Targets related to governance

The topics of "corporate culture", "whistleblowers" and "supplier relationship management including payment practices" are not governed by aggregated targets, but by internal policies, guidelines and process descriptions. The company has established internal monitoring processes to control the effectiveness of the internal framework and the progress made in terms of the actions concerning material sustainability-related impacts, risks and opportunities. Further details can be found under "Key contents of the policies" (G1-1_7, MDR-P_65a) in this chapter.

Incidents of corruption or bribery (G1-4)

Number of convictions and amount of fines for violations of anti-corruption and anti-bribery laws (G1-4_01-02, para. 24a)

CECONOMY did not record any incidents, convictions or fines in connection with violations of anti-corruption and anti-bribery laws in the reporting period. In addition, there are no current legal proceedings in connection with corruption or bribery involving the company or its employees. Furthermore, CECONOMY has not identified any actual impacts or incidents of corruption or bribery directly relating to business relationships within its value chain.

Actions taken to address breaches in anti-corruption and anti-bribery procedures (G1-4_03, para. 24b)

No breaches in anti-corruption and anti-bribery procedures were identified in the reporting period, meaning that no action was required to be taken in this respect.

Payment practices (G1-6)

Payment practices and their coordination (G1-6_01-05, para. 33a-d):

| | Financial year 2024/25 |
|---|---------------------------|
| Average time it takes the undertaking to pay an invoice (in days) | 91 |
| Payments made on time (in %) | 93 |

CECONOMY's payment terms are typically based on individual agreements with suppliers. As no distinction is made based on supplier size or category, there is no evidence to suggest that small and medium-sized enterprises (SMEs) are treated unequally. The average time taken by the MediaMarktSaturn Retail Group to pay invoices issued by SME suppliers is 91 days.

The basis of calculation for this metric is the date on which the goods are received. Invoices are weighted by volume and a rolling twelve-month average is calculated as of September. As the MediaMarktSaturn Retail Group's data system does not make a distinction based on supplier size, an approximation is applied based on the EU definition of an SME.

Consumer electronics is the main supplier category at CECONOMY. As entries and payment runs are standardised SAP processes, the actual payment period is typically the same as the contractually agreed payment period.

There were no pending legal proceedings for late payments (in respect of SMEs) as of 30 September 2025.

Payment terms vary from country to country and are aligned, among other factors, with the respective local legal requirements

Assurance Report of the Independent German Public Auditor on a Limited Assurance Engagement in Relation to a Separate Non-Financial Group Report

To Ceconomy AG, Düsseldorf

Assurance Conclusion

We have conducted a limited assurance engagement on the separate non-financial group report of Ceconomy AG, Düsseldorf, (hereinafter the „Company“) to comply with §§ [Articles] 315b to 315c HGB [Handelsgesetzbuch: German Commercial Code] including the disclosures contained in this separate non-financial group report to fulfil the requirements of Article 8 of Regulation (EU) 2020/852 (hereinafter the „Non-Financial Group Reporting“) for the financial year from 1 October 2024 to 30 September 2025.

Not subject to our assurance engagement were the external sources of documentation or expert opinions mentioned in the Non-Financial Group Reporting, which are marked as unassured.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Non-Financial Group Reporting for the financial year from 1 October 2024 to 30 September 2025 is not prepared, in all material respects, in accordance with § 315c in conjunction with §§ 289c to 289e HGB and the requirements of Article 8 of Regulation (EU) 2020/852 as well as with the supplementary criteria presented by the executive directors of the Company.

We do not express an assurance conclusion on the external sources of documentation or expert opinions mentioned in the Non-Financial Group Reporting, which are marked as unassured.

Basis for the Assurance Conclusion

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the "German Public Auditor's Responsibilities for the Assurance Engagement on the Non-Financial Group Reporting" section.

We are independent of the Company in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has complied with the quality management system requirements of the IDW Standard on Quality Management: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)) issued by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW). We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Emphasis of Matter - Principles for the Preparation of the Non-Financial Group Reporting

Without modifying our assurance conclusion, we refer to the disclosures in the Non-Financial Group Reporting, which describe the principles for the preparation of the Non-Financial Group Reporting. According to these, the Company has applied the

European Sustainability Reporting Standards (ESRS) to the extent specified in section "General basis for preparation of the sustainability statement (BP-1)" of the Non-Financial Group Reporting.

Responsibility of the Executive Directors and the Supervisory Board for the Non-Financial Group Reporting

The executive directors are responsible for the preparation of the Non-Financial Group Reporting in accordance with the relevant German legal and European regulations as well as with the supplementary criteria presented by the executive directors of the Company. They are also responsible for the design, implementation and maintenance of such internal controls that they have considered necessary to enable the preparation of a Non-Financial Group Reporting in accordance with these regulations that is free from material misstatement, whether due to fraud (i.e., manipulation of the Non-Financial Group Reporting) or error.

This responsibility of the executive directors includes establishing and maintaining the process performed by the Company to identify the disclosures to be included in the Non-Financial Group Reporting (hereinafter the "materiality assessment"), selecting and applying appropriate reporting policies for preparing the Non-Financial Group Reporting, as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The supervisory board is responsible for overseeing the process for the preparation of the Non-Financial Group Reporting.

Inherent Limitations in the Preparation of the Non-Financial Group Reporting

The relevant German statutory legal and European regulations contain wording and terms that are still subject to considerable interpretation uncertainties and for which no authoritative, comprehensive interpretations have yet been published. As such wording and terms may be interpreted differently by regulators or courts, the legal conformity of measurements or evaluations of sustainability matters based on these interpretations is uncertain.

These inherent limitations also affect the assurance engagement on the Non-Financial Group Reporting.

German Public Auditor's Responsibilities for the Assurance Engagement on the Non-Financial Group Reporting

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Non-Financial Group Reporting has not been prepared, in all material respects, in accordance with the relevant German legal and European regulations as well as with the supplementary criteria presented by the executive directors of the Company, and to issue an assurance report that includes our assurance conclusion on the Non-Financial Group Reporting.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also:

- obtain an understanding of the process to prepare the Non-Financial Group Reporting, including the materiality assessment process carried out by the Company to identify the information to be included in the Non-Financial Group Reporting.
- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misleading representations, or the override of internal controls. In addition, the risk of not detecting a material misstatement within value chain information from sources not under the control of the company (value chain information) is generally higher than the risk of not detecting a material misstatement of value chain information from sources under the control of the company, as both the executive directors of the Company and we, as assurance practitioners, are ordinarily subject to limitations on direct access to the sources of value chain information.
- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the Procedures Performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgement.

In conducting our limited assurance engagement, we have, amongst other things:

- evaluated the suitability of the criteria as a whole presented by the executive directors in the Non-Financial Group Reporting.
- inquired of the executive directors and relevant employees involved in the preparation of the Non-Financial Group Reporting about the preparation process, including the materiality assessment process carried out by the company to identify the information to be included in the Non-Financial Group Reporting, and about the internal controls relating to this process.
- evaluated the reporting policies used by the executive directors to prepare the Non-Financial Group Reporting.
- evaluated the reasonableness of the estimates and the related disclosures provided by the executive directors. If, in accordance with the ESRS, the executive directors estimate the value chain information to be reported for a case in which the executive directors are unable to obtain the information from the value chain despite making reasonable efforts, our assurance engagement is limited to evaluating whether the executive directors have undertaken these estimates in accordance with the ESRS and assessing the reasonableness of these estimates, but does not include identifying information in the value chain that the executive directors have been unable to obtain.
- performed analytical procedures and made inquiries in relation to selected information in the Non-Financial Group Reporting.
- considered the presentation of the information in the Non-Financial Group Reporting.
- considered the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Non-Financial Group Reporting.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is solely towards the Company. We do not accept any responsibility, duty of care or liability towards third parties.

Düsseldorf, 12 December 2025

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Wirtschaftsprüfungsgesellschaft

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Wirtschaftsprüferin
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Information and Financial Calendar

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Disclaimer

This report contains forward-looking statements that are based on certain assumptions and expectations of the management at the time of publication. These statements are therefore subject to risks and uncertainties. Many of these risks and uncertainties are determined by factors that are beyond the control of CECONOMY AG and cannot be reliably estimated at present. Risks and uncertainties are described in particular in the opportunity and risk report, but are not necessarily limited to these. Force majeure events, such as a pandemic, natural disasters or military conflicts, can also have an impact on business activities and results that cannot be predicted in advance. The actual results, performance and success of CECONOMY AG may therefore differ significantly from the results stated in the forward-looking statements. CECONOMY AG accepts no special obligation to publicly correct or update these forward-looking statements to reflect events or circumstances that have occurred after the publication date of this report. This does not affect CECONOMY AG's statutory duties of information and publication. The brands and trademarks cited within this report, which may be protected by third parties, are subject without restriction to the terms of the relevant trademark law and the ownership rights of the respective registered owners. The copyright for any published items created by CECONOMY AG remains the property of CECONOMY AG. Reproduction or use of such graphics, video sequences and texts in other electronic or printed publications is not permitted without the express consent of CECONOMY AG.

Language

The annual report is published in German and English. In the event of differences, the German version of the annual report is authoritative.

Rounding differences

For computational reasons, rounding differences to mathematically exact values (monetary units, percentages etc.) may occur in tables, graphics and references.

Published on 17 December 2025

Financial calendar 2025/26

| | |
|-------------------------|--|
| 11 February 2026 | Quarterly statement Q1 2025/26 |
| 18 February 2026 | General Meeting |
| 13 May 2026 | Half-year financial report Q2/H1 2025/26 |
| 30 July 2026 | Quarterly statement Q3/9M 2025/26 |
| 27 October 2026 | Trading statement Q4/FY 2025/26 |
| 14 December 2026 | Annual Report FY 2025/26 |

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