

Election notice for the election of the works council

– normal election procedure –

In accordance with the Works Constitution Act, a works council must be elected in accordance with § 3. It is composed of the following companies:

Rewe Markt GmbH / Rewe Digital GmbH	61191 Rosbach,	Raiffeisenstraße 5a, 5-9
	63128 Dietzenbach,	Robert-Bosch-Str. 2-6
	35410 Hungen,	Rewestraße 1
	34466 Wolfhagen,	Rewestraße 1
	65475 Raunheim,	Tejostraße 2
	65451 Kelsterbach,	Donaustraße 2
	63263 Neu-Isenburg,	An der Gehespitz 30
	60439 Frankfurt,	Emil-von-Behring-Str. 6
Rewe Grosshandels eG Hungen	35410 Hungen,	Rewestraße 1
Rewe Group Business Solutions GmbH	61191 Rosbach,	Raiffeisenstraße 5a, 5-9
Rewe DS AG & Co. KGaA	61191 Rosbach,	Raiffeisenstraße 5a, 5-9
Rewe KGaA	61191 Rosbach,	Raiffeisenstraße 5a, 5-9
Penny Markt GmbH	61191 Rosbach,	Raiffeisenstraße 5a, 5-9
Rewe Insurance Services GmbH	61191 Rosbach,	Raiffeisenstraße 5a, 5-9
Rewe Group Fruit Logistics GmbH	61191 Rosbach,	Raiffeisenstraße 5a, 5-9
Wilhelm Brandenburg GmbH & Co. OHG	60386 Frankfurt am Main,	Wächtersbacherstraße 101
Rewe Digital FFC GmbH	60489 Frankfurt	Gaugrafenstrasse 20a/e

Employees are advised of the following:

The works council election will take place in calendar week 13/2026. The election dates and locations are listed in Appendix 1.

The works council shall consist of 31 members.

The gender that is in the minority in the company must be represented on the works council in at least the same proportion as its numerical representation in the workforce

(Section 15 (2) BetrVG). This means that at least 10 women must be members of the works council.

Eligible employees are hereby requested to submit their lists of nominations to the election committee in the Works Council office for Logistics and Administration, Room 625 (6th floor), Raiffeisenstraße 5-9, 61191 Rosbach, within two weeks, by 4:00 p.m. on December 17, 2025, at the latest. Opening hours on working days are 8:00 a.m. to 4:00 p.m. Please arrange to submit your list by calling 06003 85 2747 or 06003 85 2228.

Only lists of candidates submitted by the deadline will be considered.

Further information:

1. Only those employees who are registered on the electoral roll are eligible to vote and stand for election to the works council (Section 2 (3) WO). All employees of the company who have reached the age of 16 are eligible to vote (Section 7 BetrVG). Employees of another employer who have been assigned to work at the company (e.g., temporary workers) are also eligible to vote, provided they have been employed at the company for more than three months (Section 7 sentence 2 BetrVG).

2. All eligible voters who have reached the age of 18 and who have been with the company for six months or who have worked mainly for the company as home workers () are eligible for election. Periods during which the employee was immediately previously employed by another company belonging to the same enterprise or group (§ 18 (1) AktG) are counted towards this six-month period of employment. Anyone who, as a result of a criminal conviction, does not have the capacity to obtain rights from public elections is not eligible for election (§ 8 (1) BetrVG).

Employees of another employer who have been assigned to perform work in accordance with the Temporary Employment Act are not eligible for election (Section 14 (2) sentence 1 AÜG).

3. The lists of candidates must be signed by **at least** 50 employees who are eligible to vote (Section 14 (4) BetrVG). One of the signatories should be designated as the list representative.
4. Nomination lists may also be submitted by the trade unions represented in the company. A nomination list must be signed by two representatives (Section 14 (5) BetrVG).
5. Each list of nominations should contain at least twice as many candidates as there are works council members to be elected (Section 6 (2) WO). Where possible, employees from the individual organizational areas within the company and from the various types of employment should be taken into account (Section 15 (1) BetrVG).
6. The company employs 1,878 women and 3,965 men within the meaning of Section 5 (1) BetrVG. According to Section 15 (2) BetrVG, the gender that is in the minority in terms of numbers must be represented on the works council in at least proportionate numbers.
7. The individual candidates must be listed in recognizable order under their serial number with their surname, first name, date of birth, and type of employment in the company. The written consent of the candidates for inclusion in the list of nominations must be enclosed (Section 6 (3) WO).
8. If several nomination lists are submitted, the election shall be held in accordance with the principles of **proportional representation** (list voting). If only one valid nomination list is submitted, the election shall be held in accordance with the principles of **majority voting** (individual voting).
9. Voting is tied to the nomination lists. The valid nomination list(s) will be announced here and in the usual manner at the company by February 16, 2026, at the latest, unless an extension period is required in accordance with Section 9 WO.
10. Copies of **the election regulations** and the **voter list** are available for inspection. The copies can be viewed on working days during the hours specified in Appendix 2. In justified cases, the original voter list with the dates of birth can be viewed at the election committee's business address by arrangement with the election committee.
11. **Objections** to the accuracy of the electoral roll may only be lodged in writing with the election committee within two weeks of the election notice being issued, by 4:00 p.m. on December 17, 2025 (§ 4 (1) WO). Voters may not contest the election on the grounds that the voter list is incorrect unless they have previously lodged a proper objection to the accuracy of the voter list for the same reason. This does not apply if the voters contesting the election were prevented from lodging an objection. The employer may not contest the election on the grounds that the voter list is incorrect if this inaccuracy is based on information provided by the employer (cf. Section 19 (3) BetrVG).
12. Employees who are eligible to vote but who are prevented from casting their vote in person at the time of the election due to absence from the company, may apply to the election committee for the documents for postal voting to be sent to them (Section 24 (1) WO). Employees who are eligible to vote but who, due to the nature of their employment relationship, are not expected to be present at the company at the time of the election will receive the documents without having to make an express request (Section 24 (2) No. 1 WO). The same applies to employees who, for other reasons (in particular, suspension of employment or incapacity to work), are not expected to be present at the workplace between the date of the election notice and the date of the election (Section 24 (2) No. 2 WO). The postal voting documents must be received by 12:00 noon on March 27, 2026, at the latest.
13. The election committee has decided that written ballots will be used for the following parts of the company and micro-enterprises (Section 24 (3) WO): for the employees of Rewe Digital GmbH.
The election committee will send the documents for postal voting to those eligible to vote who are employed in these parts of the company and micro-enterprises.
documents for written voting will be sent by the election committee.
14. Nomination lists, objections, and other declarations must be submitted to the election committee (company address).

15. The counting of votes is public and will take place on March 27, 2026, at 2:30 p.m. in the canteen, Raiffeisenstraße 5-9 in 61191 Rosbach.

Appendix 1 – Polling locations and times

Appendix 2 – Display of the election regulations and voter lists

Business address of the election committee:

Works council office Mitte 2 Logistics and Administration, Raiffeisenstraße 5-9, 61191 Rosbach

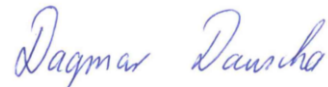
The election committee



Signature
Detlef Koch



Signature (Chairperson)
Peggy Zeretzki



Signature
Dagmar Dauscha

Sprache/Land	Ländername in eigener Sprache	Sprach-Code
Afghanisch	(Afghānistān) افغانستان	fa
Arabisch	(VAE) الإمارات العربية المتحدة	ar
Bulgarisch	България (Bulgariya)	bg
Englisch	United Kingdom / United States	en
Eritreisch	ኤርትራ (Eritra)	ar
Französisch	France	fr
Italienisch	Italia	it
Kroatisch	Hrvatska	hr
Marokkanisch	(Al-Maghrib) المغرب	ar
Polnisch	Polska	pl
Rumänisch	România	ro
Russisch	Россия (Rossiya)	ru
Türkisch	Türkiye	tr
Ungarisch	Magyarország	hu

