

**DIVERSITY, EQUITY AND INCLUSION POLICY OF THE BOARD OF DIRECTORS
OF METRO INC. (the “Company”)**

The Company recognizes the importance of diversity of thought, background, skills and experience in the design and composition of the Board of Directors, and strives to create an open and receptive environment where all voices are heard, respected and feel included.

The Governance and Corporate Responsibility Committee reviews the profile, experience and skills of each of the nominees for the position of director and recommends the nominees who best meet the criteria established for director succession planning.

In making its decision to select a nominee, the Board of Directors, takes into account, amongst other things, the skills and the availability of the potential nominee as well as the items contained in the list of competencies and expectations of directors developed by the Board of Directors. The Board of Directors also takes into consideration the profiles of each director already serving on the Board and strives to foster diversity, particularly in terms of experience, skills, geographical representation, and personal attributes such as age, gender, visible and invisible disabilities, ethnicity, being a member of a visible minority, being a member of Indigenous People, and being a member of the LGBTQ2+⁽¹⁾ community.

In particular, the Company has established as one of its objectives to maintain board composition in which persons who identify as women comprise a minimum of 30 to 40% of Board members, in compliance with the Catalyst Accord. In addition, in order to better represent the communities served by the Company, the Company has established an additional objective of ensuring that at least one Board member belongs to one of the following groups: visible minorities, ethnic minorities, people with visible or invisible disabilities, Indigenous peoples or members of the LGBTQ2+ community.

In addition, the Board of Directors strives to recognize and address any inequity in its policies, procedures and actions so as to foster an environment where all directors are fairly and equally treated.

- (1) LGBTQ2+ means lesbian, gay, bisexual, trans, queer, two-spirit and the “+” sign is used to represent all the other identities not already listed in the acronym.

Adopted on September 22, 2015 and amended on September 20, 2016, April 20, 2022 and November 14, 2023