

Report of the Supervisory Board



**PROF. DR.
FRITZ
VAHRENHOLT**
Aurubis AG
Supervisory Board
Chairman

Dear Shareholders,

The 2022/23 fiscal year was shaped by exceptional events. As the fiscal year started, Aurubis was the target of a cyberattack. The quick and decisive action of employees succeeded in limiting its impact. Then a number of accidents cast a shadow on the company, one costing three lives. Furthermore, Aurubis was the target of criminal activities at its Hamburg plant, which had a significant financial effect due to the considerable precious metals shortfall they engendered.

These occurrences led the Supervisory Board to convene the Special Committee for Security and Safety, which is supporting the Executive Board in getting to the bottom of both the serious accident at the Hamburg plant in May 2023 and the criminal activities directed against Aurubis. After the criminal activities directed against Aurubis came to light in June 2023, the Executive Board initiated a project to promote process security and plant safety and engaged renowned and experienced external consultants to assist in clarifying the events. These have taken on the task of investigating the facts behind the criminal activities

directed against Aurubis, reporting to the Group on the progress of the investigation, and making specific recommendations for further development measures. The Supervisory Board also engaged an additional law firm in an advising role.

Thanks to its very robust business model, Aurubis still succeeded in generating operating earnings before taxes of € 349 million in spite of these occurrences. We would like to express our thanks to all employees, to management, and to the Executive Board for their exceptional dedication over the past fiscal year.

COLLABORATION BETWEEN THE SUPERVISORY BOARD AND EXECUTIVE BOARD

The joint target of the Executive Board and Supervisory Board is to increase the enterprise value of Aurubis AG and its Group companies over the long term.

The Supervisory Board was included in all decisions of fundamental importance for the company. With respect to company management, the Supervisory Board and its committees also closely supervised, carefully monitored, and advised the Executive Board in fiscal year 2022/23, and performed the functions incumbent upon it by law, the Articles of Association, and the rules of procedure.

The Supervisory Board was kept informed about the Group's earnings and business developments, the individual segments, and the company's financial position. The Executive Board provided explanations for and discussed any deviations from planned business performance with the Supervisory Board.

In a written monthly report, the Executive Board informed the Supervisory Board about the corporate strategy, the planning process, selected business transactions in the company and the Group, the associated opportunities and risks, and issues of compliance [Glossary, page 272](#).

The Supervisory Board discussed all the transactions that were of importance for the Group in detail on the basis of the Executive Board's reports.

The Supervisory Board passed the Executive Board's proposed resolutions after thorough review and consultation.

The Chairman of the Supervisory Board was also in contact with the Executive Board, in particular the Executive Board Chairman, outside of the meetings and communicated with them about current developments.

CONSULTATIONS IN THE SUPERVISORY BOARD

There were four scheduled and three extraordinary Supervisory Board meetings in fiscal year 2022/23. Three resolutions were adopted by written consent in lieu of a meeting. The participation rate for the Supervisory Board members in Supervisory Board meetings was 96%. The Executive Board was not present for part of one Supervisory Board meeting.

The following tables show the members' participation rate for Supervisory Board meetings and for the respective committee meetings.

Individual disclosure of meeting participation

	Number of meetings attended	Percentage of meetings attended
Supervisory Board plenum	4 scheduled meetings, 1 constitutive meeting, 3 extraordinary meetings, and 1 annual general meeting	
Prof. Dr. Fritz Vahrenholt (Chairman)	9/9	100%
Stefan Schmidt (Deputy Chairman until the 2023 Annual General Meeting)	9/9	100%
Jan Koltze (Deputy Chairman since the 2023 Annual General Meeting)	9/9	100%
Deniz Filiz Acar	9/9	100%
Andrea Bauer (until the 2023 Annual General Meeting)	3/4	75%
Kathrin Dahnke (since the 2023 Annual General Meeting)	4/5	80%
Christian Ehrentraut	9/9	100%
Gunnar Groebler	9/9	100%
Prof. Dr. Karl Friedrich Jakob (until the 2023 Annual General Meeting)	2/4	50%
Prof. Dr. Markus Kramer (since the 2023 Annual General Meeting)	5/5	100%
Dr. Stephan Krümmer	9/9	100%
Dr. Elke Lossin	9/9	100%

	Number of meetings attended	Percentage of meetings attended
Daniel Mrosek (since the 2023 Annual General Meeting)	5/5	100%
Dr. Sandra Reich	9/9	100%
Melf Singer (until the 2023 Annual General Meeting)	4/4	100%
Personnel/Remuneration Committee	2 meetings	
Prof. Dr. Markus Kramer (Chairman)	2/2	100%
Deniz Filiz Acar	2/2	100%
Christian Ehrentraut	2/2	100%
Gunnar Groebler	2/2	100%
Jan Koltze	2/2	100%
Dr. Sandra Reich	2/2	100%
Stefan Schmidt	2/2	100%
Prof. Dr. Fritz Vahrenholt	2/2	100%
Audit Committee	5 meetings	
Dr. Stephan Krümmer (Chairman)	5/5	100%
Deniz Filiz Acar (since the 2023 Annual General Meeting)	2/3	66%
Kathrin Dahnke (since the 2023 Annual General Meeting)	2/3	66%
Gunnar Groebler (until the 2023 Annual General Meeting)	2/2	100%
Jan Koltze	5/5	100%
Dr. Elke Lossin	5/5	100%
Dr. Sandra Reich	5/5	100%
Melf Singer (until the 2023 Annual General Meeting)	2/2	100%
Technology Committee	4 meetings	
Prof. Dr. Karl Friedrich Jakob (Chairman until the 2023 Annual General Meeting)	2/2	100%
Prof. Dr. Fritz Vahrenholt (Chairman since the 2023 Annual General Meeting)	2/2	100%
Christian Ehrentraut	4/4	100%
Gunnar Groebler (since the 2023 Annual General Meeting)	2/2	100%
Dr. Stephan Krümmer	4/4	100%
Daniel Mrosek (since the 2023 Annual General Meeting)	2/2	100%
Stefan Schmidt	4/4	100%

	Number of meetings attended	Percentage of meetings attended
Nomination Committee	1 meeting prior to the 2023 Annual General Meeting	
Prof. Dr. Fritz Vahrenholt	1/1	100 %
Gunnar Groebler	1/1	100 %
Prof. Dr. Karl Friedrich Jakob	1/1	100 %
Dr. Stephan Krümmer	1/1	100 %
Special Committee for Security and Safety as of September 14, 2023	2 meetings	
Prof. Dr. Fritz Vahrenholt (Chairman)	2/2	100 %
Gunnar Groebler	2/2	100 %
Jan Koltze	2/2	100 %
Dr. Elke Lossin	2/2	100 %
Conciliation Committee	Did not meet during the fiscal year	

The topics regularly covered in Supervisory Board meetings included business performance and human resources in the Group, and the development of the results, the raw material markets, and the foreign exchange markets. The Supervisory Board also dealt with the financial situation and the status of capital expenditure. The Supervisory Board was particularly closely involved in the implementation of the Group strategy, along with the construction of the recycling plant in the US, and has been intensively looking into the serious industrial accident at the Hamburg plant in May 2023 and the precious metals shortfall caused by criminal activities directed against Aurubis. During meetings, the chairs of the Personnel/Remuneration, Audit, and Technology Committees reported on their work, the suggestions made, and the results achieved.

On October 28, 2022, the Supervisory Board approved the Declaration of Conformity released on November 1, 2022 by written consent in lieu of a meeting.

At the December 6, 2022 meeting, the Performance Improvement Program (PIP), the cyberattack, and various investment requests were on the agenda. The Supervisory Board approved the projects Complex Recycling Hamburg (CRH) in Hamburg and the digital modernization and migration to S/4HANA, along with the expansion of the solar park in Pirdop, and the construction of an

air separation unit in Lünen. The Supervisory Board also authorized a change to the division of business responsibilities.

In the exceptional hybrid meeting on December 20, 2022, consultations focused on the approval of the consolidated financial statements and the separate financial statements for Aurubis AG for 2021/22, including the Corporate Governance Report, and the preparations for the 2023 Annual General Meeting. The Supervisory Board also approved the expansion of the recycling plant under construction in Richmond County, US (Richmond 2).

In the meeting on February 15, 2023, the Executive Board reported on current business. The Supervisory Board authorized the expansion of the tankhouse in Pirdop and approved the construction of new anode furnaces, in addition to another investment request for the 2024 shutdown, FSH 2024, Phase 1, also in Hamburg.

At its constituent meeting immediately following the Annual General Meeting on February 16, 2023, the chair, deputy chair, and committee members were voted in.

In the exceptional meeting on April 3, 2023, the Executive Board reported on the status of the recycling plant under construction in Richmond County, US. The Supervisory Board approved the appointment of a new managing director for the site.

At the meeting on June 7, 2023, the Executive Board reported on the fatal accidents at the Hamburg plant and detailed measures for improving occupational safety and culture. All Supervisory Board members agreed to donate their attendance fees to the families of the workers who lost their lives. The Supervisory Board also reengaged with the project in Richmond County, US, and the investment request for the 2024 shutdown, FSH 2024, Phase 2, in Hamburg. The meeting was held in Stolberg, and the Supervisory Board toured the plant, renovated after the severe flooding, and thanked employees for their dedication.

On July 31, 2023, the Supervisory Board approved the Anode Furnace 2.0 project in Hamburg by written consent in lieu of a meeting.

At the meeting on September 14, 2022, the criminal activities directed against Aurubis at its Hamburg site, which had a significant financial effect due to the considerable metals shortfall they engendered, and the ad-hoc release from August 31, 2023, were the focus of the agenda. The Supervisory Board agreed to convene the Special Committee for Security and Safety to investigate the serious industrial accident at the Hamburg plant in May 2023, and the criminal activities directed against Aurubis. The committee met regularly during the reporting period. The Executive Board reported on plant security with a focus on the Hamburg plant. And finally, the Supervisory Board conducted a self-assessment and approved medium-term planning for the 2023/24 fiscal year. After an extraordinary inventory was completed, the financial impact of the considerable metals shortfall caused by the criminal activities directed against Aurubis was announced in an additional ad-hoc release on September 19, 2023. At the extraordinary Supervisory Board meeting that followed, the Executive Board informed the Supervisory Board of the result of the extraordinary inventory and its financial impact.

In accordance with the entire Executive Board's voluntary waiver, on September 29, 2023, the Supervisory Board resolved to set the individual target achievement for the variable compensation at 0% in total for all members of the Executive Board, due to the ongoing investigation into the criminal activities, along with the serious industrial accident at the Hamburg plant in fiscal year 2022/23. Furthermore, the Supervisory Board established the individual targets for fiscal year 2023/24 and the target values for the performance cash plan.

COMMITTEES

The Supervisory Board has formed a total of six committees (including the Special Committee for Security and Safety) to fulfill its duties and effectively support the Supervisory Board's work in meetings. The committees prepared the Supervisory Board's resolutions and topics to be considered at the meetings. The Conciliation Committee formed in accordance with Section 27 (3) of the German Codetermination Act (MitbestG) did not meet during the reporting year.

Statements on the composition and working procedures of the Supervisory Board and its committees can also be found in this year's declaration on corporate governance.

WORK WITHIN THE PERSONNEL/ REMUNERATION COMMITTEE

The Personnel/Remuneration Committee met twice during the reporting period. It deals with talent management and the development of internal Executive Board members in addition to the human resources situation at the Richmond County, US, site. Furthermore, the Personnel/Remuneration Committee is also responsible for drafting a proposal for the target achievement of the individual Executive Board compensation targets for fiscal year 2022/23, and for setting individual Executive Board compensation targets for fiscal year 2023/24.

WORK WITHIN THE TECHNOLOGY COMMITTEE

The Technology Committee met four times during the reporting period, intensively discussed a variety of investment projects, and prepared corresponding resolutions for the entire Supervisory Board. In addition to supervising the construction of a recycling plant in Richmond County, US, and its planned expansion, Richmond 2, the committee was also involved in planning the shutdowns in Hamburg and Pirdop. Furthermore, the Executive Board reported to the Supervisory Board on the planning of new anode furnaces, the Complex Recycling Hamburg (CRH) project in Hamburg, the expansion of the tankhouse in Pirdop, and the construction of an air separation unit in Lünen. In response to the serious accidents at the plant in Hamburg, the committee also dealt intensively with occupational safety at the plants and strategic measures for the safety culture of the Aurubis Group.

WORK WITHIN THE AUDIT COMMITTEE

The Audit Committee met five times during the reporting period. In four of the meetings, the Audit Committee reviewed the quarterly reports, the separate financial statements, and the consolidated financial statements for the past fiscal year, and discussed them with the Executive Board. The Audit Committee also addressed the accounting audit, the monitoring of the accounting process, and the effectiveness of the internal control system, risk management system, and internal auditing system. Furthermore, topics related to sustainability, such as the Sustainability Policy, Copper Mark certifications and the German Supply Chain Due Diligence Act, the auditing of the non-financial report, and compliance in the Group were also addressed. The Committee engaged with cyber risk and the implementation of the appropriate security measures. At the August 1, 2023 meeting, the current state of knowledge from the investigation into the

criminal activities directed at Aurubis at the Hamburg plant was the focal point of discussion. In its fifth meeting, the committee dealt with the budget and medium-term planning for fiscal year 2023/24.

The Audit Committee recommended the auditing firm Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, to the Supervisory Board as auditor for fiscal year 2022/23.

In accordance with Section 107 (4) in conjunction with Section 100 (5) of the German Stock Corporation Act (AktG) and Principle 15 of the German Corporate Governance Code in the version dated April 28, 2022 (DCGK 2022), the chairman of the Audit Committee in the year under review, Dr. Stephan Krümmer, and committee member Ms. Kathrin Dahnke possess special knowledge and experience in the application of accounting principles, internal control procedures, and annual audits due to their professional experience. Neither is a former member of the Group's Executive Board. An additional expert on the Audit Committee in accordance with Section 100 (5) of the German Stock Corporation Act (AktG) is Dr. Sandra Reich, who also has special expertise and experience in the application of accounting principles, internal control procedures, and annual audits.

Apart from the appointment of the auditors and the agreement of the fee with the auditors, the committee established its focal areas of the annual 2022/23 audit specifically. These include:

- » Revenue recognition including underlying ICS
- » Audit support of the current status of Project Fusion
- » Metal result

Before submitting the proposal for the election of the auditors, the Supervisory Board obtained the declaration from Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, on their independence. The audits were performed in accordance with German auditing regulations, taking into account the generally accepted standards for the audit of financial statements promulgated by the German Institute of Public Auditors (IDW); the International Standards on Auditing were also observed. The audits also covered risk management and compliance with reporting obligations on corporate governance in accordance with Section 161 of the German Stock Corporation Act (AktG).

The auditors' representatives attended three Audit Committee meetings and reported on the audit of the consolidated and separate annual financial statements.

WORK WITHIN THE SPECIAL COMMITTEE FOR SECURITY AND SAFETY

The Special Committee for Security and Safety convened by the Supervisory Board met regularly in the reporting period. It engaged with the serious industrial accident at the Hamburg plant in May 2023, and measures to further improve occupational safety, along with the criminal activities directed against Aurubis, which had a significant financial effect due to the considerable metals shortfall they engendered.

CORPORATE GOVERNANCE AND DECLARATION OF CONFORMITY

A regular self-assessment was performed by the Supervisory Board at its meeting on September 14, 2023. In open dialogue, the Supervisory Board declared its efficiency and the efficiency of its committees.

The Executive Board and the Supervisory Board reported on corporate governance at Aurubis AG, in accordance with Principle 23 of DCGK 2022, in the declaration and report on corporate governance.

On October 30, 2023, the Executive Board and Supervisory Board of Aurubis AG issued the updated Declaration of Conformity to the German Corporate Governance Code (DCGK), in accordance with Section 161 of the German Stock Corporation Act (AktG), and made it permanently accessible to the public at www.aurubis.com. Aurubis AG complies with the Code recommendations with two exceptions. Additional information can be found in the Declaration of Conformity.

When taking office, the members of the Supervisory Board are trained by the Legal department and informed by the Executive Board about the special features of the company's business model, among other topics. A plant tour is also conducted. The Supervisory Board members are informed in more detail and undergo any training that may prove necessary due to new regulatory requirements, for example.

CONFLICTS OF INTEREST

There were no conflicts of interest among Executive Board or Supervisory Board members that should have been disclosed to the Supervisory Board or announced at the Annual General Meeting. There were no significant transactions with an Executive Board member or parties related to an Executive Board member.

AUDIT OF THE SEPARATE FINANCIAL STATEMENTS OF AURUBIS AG AND THE CONSOLIDATED FINANCIAL STATEMENTS OF THE GROUP

The company's financial statements prepared by the Executive Board in accordance with the German Commercial Code (HGB), the consolidated financial statements prepared in accordance with IFRS (International Financial Reporting Standards) for the fiscal year from October 1, 2022 to September 30, 2023, and the Combined Management Report for the company and the Group have been audited in accordance with the resolution passed at the company's Annual General Meeting on February 16, 2023 and the subsequent appointment of Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, as auditors by the Supervisory Board. Auditor Mr. Christian Dinter oversaw the audit of the Group and the company. The auditors have issued an unqualified auditors' report. Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, has been the appointed auditor since fiscal year 2018/19 and audited Aurubis for the fifth time.

The meeting of the Supervisory Board to approve the financial statements was held on December 19, 2023. All members of the Supervisory Board received copies of the financial statements, the audit reports, and the Executive Board's recommendation on the appropriation of the net earnings and all other documents in good time before this meeting. These documents were discussed in detail at the Supervisory Board meeting to approve the financial statements. The auditors participated in this meeting, reported in detail on how the audit had been performed and what their main audit findings were, and were available to provide the Supervisory Board with further information, discuss the documents, and make additional comments. The Supervisory Board concurred with the results of the audit.

This agreement was reached following a detailed discussion on the auditors' findings, and thorough consideration of the auditors' report and of the Executive Board's recommendation regarding the appropriation of the net income. It was also based on the Supervisory Board's own review of the separate financial

statements of Aurubis AG, the consolidated financial statements, and the Combined Management Report for the company and the Group. The Supervisory Board concluded that no objections needed to be raised and, in accordance with the recommendations of the Audit Committee, approved the separate financial statements of Aurubis AG, which were thus adopted, as well as the consolidated financial statements and the Combined Management Report at the meeting on the financial statements. The Supervisory Board concurred with the Executive Board's recommendation on the utilization of the unappropriated earnings.

AUDIT OF THE SEPARATE NON-FINANCIAL REPORT

The Supervisory Board reviewed the Non-Financial Report and did not raise any objections.

The Supervisory Board consulted with the Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, on the audit. On the basis of the audit conducted and the audit evidence acquired, Deloitte concluded that no findings were revealed that would lead Deloitte to draw the conclusion that the audited parts of the consolidated separate Non-Financial Report for Aurubis AG for the time period from October 1, 2022 to September 30, 2023, are not, in all significant respects, in accordance with Sections 315b and 315c in conjunction with Sections 289b to 289e of the German Commercial Code (HGB), and with the EU Taxonomy Regulation, and additional legal acts or interpretations.

CHANGES IN THE SUPERVISORY BOARD

Ms. Andrea Bauer, Prof. Dr. Karl Friedrich Jakob, and Mr. Melf Singer stepped down from the Supervisory Board as of the Annual General Meeting on February 16, 2023. We would like to thank these Supervisory Board members for their many years of successful work for the benefit of the Aurubis Group. The participants of the Annual General Meeting elected Ms. Kathrin Dahnke, Prof. Dr. Markus Kramer, and Mr. Daniel Mrosek.

Hamburg, December 19, 2023

Supervisory Board



Prof. Dr. Fritz Vahrenholt
Chairman

Supervisory Board

Detailed CVs of the Supervisory Board members are available on our Group website www.aurubis.com/en/about-us/management/supervisory-board.

Prof. Dr. Fritz Vahrenholt, Hamburg

Chairman of the Supervisory Board
Currently no professional occupation

- » Encavis AG, Hamburg¹
Member of the Supervisory Board

Jan Koltze, Hamburg²

Deputy Chairman of the Supervisory Board
since February 16, 2023

District Manager of the Mining, Chemical, and
Energy Industrial Union Hamburg-Harburg

- » Beiersdorf AG, Hamburg¹
Member of the Supervisory Board
- » ExxonMobil Central Europe Holding GmbH, Hamburg
Member of the Supervisory Board
- » Maxingvest AG, Hamburg
Member of the Supervisory Board

Deniz Filiz Acar, Hamburg²

Works Council member relieved of duty and Deputy
Chairwoman of the Works Council of Aurubis AG, Hamburg
Deputy Head of Training in HR Training Department

- » No further offices

Kathrin Dahnke, Bielefeld — since February 16, 2023

Independent business consultant

- » Fraport AG, Frankfurt am Main¹
Member of the Supervisory Board since May 23, 2023
- » B.Braun SE, Melsungen
Member of the Supervisory Board
- » Knorr-Bremse AG, Munich¹
Member of the Supervisory Board
- » Jungheinrich AG, Hamburg¹
Member of the Supervisory Board

Christian Ehrentraut, Lünen²

Works Council member relieved of duty and
Chairman of the Works Council of Aurubis AG in Lünen
Deputy Shift Leader in the Smelting Department, KRS/MZO

- » No further offices

Gunnar Groebler, Hamburg

Chairman of the Executive Board of Salzgitter AG, Salzgitter¹

- » Ilseburger Grobblech GmbH, Ilseburg³
Chairman of the Supervisory Board
- » KHS GmbH, Dortmund³
Member of the Supervisory Board
- » Mannesmann Precision Tubes GmbH, Mülheim/Ruhr³
Member of the Supervisory Board
- » Peiner Träger GmbH, Peine³
Chairman of the Supervisory Board
- » Salzgitter Flachstahl GmbH, Salzgitter³
Chairman of the Supervisory Board
- » Salzgitter Mannesmann Grobblech GmbH, Mülheim³
Chairman of the Supervisory Board
- » Salzgitter Mannesmann Handel GmbH, Düsseldorf³
Chairman of the Supervisory Board
- » Semco Maritime A/S, Esbjerg, Denmark
Member of the Board of Directors

Prof. Dr. Markus Kramer, Heidelberg — since February 16, 2023

Executive Director KMH Optimum GmbH, Heidelberg

- » BCT Technology AG, Willstätt
Member of the Supervisory Board

¹ Stock exchange-listed company.

² Elected by the employees.

³ Group companies of Salzgitter AG.

Dr. Stephan Krümmer, Hamburg

Currently no professional occupation

- » No further offices

Dr. Elke Lossin, Buchholz in der Nordheide²

Manager of the Analytical Laboratory at Aurubis AG, Hamburg

- » No further offices

Daniel Mrosek, Stolberg² — since February 16, 2023

Works Council member relieved of duty and

Chairman of the Works Council at

Aurubis Stolberg GmbH & Co. KG, Stolberg

Process engineer

- » No further offices

Dr. Sandra Reich, Gräfelting

Independent business consultant for Sustainable Finance

- » Talanx AG, Hanover¹
Member of the Supervisory Board
- » GLS Gemeinschaftsbank eG, Bochum
Member of the Advisory Board

Stefan Schmidt, Lüdinghausen²

Deputy Chairman of the Supervisory Board

until February 16, 2023

Head of Operations at the Aurubis AG Recycling Center, Lünen

- » No further offices

Andrea Bauer, Dortmund — until February 16, 2023

Former Chief Financial Officer of Nobian B.V., Amersfoort, Netherlands

- » technotrans SE, Sassenberg¹
Member of the Supervisory Board
- » Noventi SE, Munich
Member of the Supervisory Board

Prof. Dr. Karl Friedrich Jakob, Dinslaken — until February 16, 2023

Currently no professional occupation

- » Albert-Schweitzer-Einrichtungen für Behinderte gGmbH, Dinslaken
Member of the Supervisory Board
- » RWTÜV GmbH, Essen
Member of the Supervisory Board
- » TÜV Nord AG, Hanover
Member of the Supervisory Board
- » Universitätsklinikum Essen, Essen
Member of the Supervisory Board

Melf Singer, Schwarzenbek² — until February 16, 2023

Day Shift Foreman of the Acid Plant at Aurubis AG, Hamburg

- » No further offices

Supervisory Board committees since February 16, 2023

Conciliation Committee in accordance with Section 27 (3) of the German Codetermination Act

Prof. Dr. Fritz Vahrenholt (Chairman)

Jan Koltze (Deputy Chairman)

Gunnar Groebler

Dr. Elke Lossin

Audit Committee

Dr. Stephan Krümmer (Chairman)

Deniz Filiz Acar

Kathrin Dahnke

Jan Koltze

Dr. Elke Lossin

Dr. Sandra Reich

¹ Stock exchange-listed company.

² Elected by the employees.

Personnel/Remuneration Committee

Prof. Dr. Markus Kramer (Chairman)
 Deniz Filiz Acar
 Christian Ehrentraut
 Gunnar Groebler
 Jan Koltze
 Dr. Sandra Reich
 Stefan Schmidt
 Prof. Dr. Fritz Vahrenholt

Nomination Committee

Kathrin Dahnke (Chairwoman)
 Gunnar Groebler
 Prof. Dr. Markus Kramer
 Dr. Stephan Krümmer

Technology Committee

Prof. Dr. Fritz Vahrenholt (Chairman)
 Christian Ehrentraut
 Gunnar Groebler
 Dr. Stephan Krümmer
 Daniel Mrosek
 Stefan Schmidt

Special Committee for Security and Safety since September 14, 2023

Prof. Dr. Fritz Vahrenholt (Chairman)
 Gunnar Groebler
 Jan Koltze
 Dr. Elke Lossin

Supervisory Board committees until February 16, 2023**Conciliation Committee in accordance with Section 27 (3) of the German Codetermination Act**

Prof. Dr. Fritz Vahrenholt (Chairman)
 Stefan Schmidt (Deputy Chairman)
 Andrea Bauer
 Christian Ehrentraut

Audit Committee

Dr. Stephan Krümmer (Chairman)
 Gunnar Groebler
 Jan Koltze
 Dr. Elke Lossin
 Dr. Sandra Reich
 Melf Singer

Personnel/Remuneration Committee

Prof. Dr. Fritz Vahrenholt (Chairman)
 Deniz Filiz Acar
 Andrea Bauer
 Christian Ehrentraut
 Gunnar Groebler
 Prof. Dr. Karl Friedrich Jakob
 Jan Koltze
 Stefan Schmidt

Nomination Committee

Prof. Dr. Fritz Vahrenholt (Chairman)
 Gunnar Groebler
 Prof. Dr. Karl Friedrich Jakob
 Dr. Stephan Krümmer

Technology Committee

Prof. Dr. Karl Friedrich Jakob (Chairman)
 Christian Ehrentraut
 Dr. Stephan Krümmer
 Stefan Schmidt