

Rules of Procedure of the Aurubis AG Supervisory Board

(replacing the version dated September 23, 2021)

The Supervisory Board establishes the following rules of procedure pursuant to § 11 (6) of the Articles of Association:

§ 1 General Information

The Supervisory Board performs its duties in accordance with legal regulations, the Articles of Association, and these rules of procedure. When performing its duties, the Supervisory Board works together with the other governing bodies in a spirit of trust and for the benefit of the company. The Supervisory Board shall regularly advise and monitor the Executive Board in the management of the company. Monitoring and auditing shall include sustainability issues in particular. The individual Supervisory Board members have the same rights and obligations and are not subject to any directives. Every member of the Supervisory Board is committed to the interests of the company. In their decisions, they may not pursue personal interests nor exploit for themselves any business opportunities to which the company is entitled. The Supervisory Board members must have the knowledge, abilities, and professional experience necessary to execute their tasks and be sufficiently independent. The company's international activities and potential conflicts of interest must be taken into account in executing the tasks.

Anyone who has reached 75 years of age may not be elected or reelected.

§ 2 Composition of the Supervisory Board

- (1) The composition of the Supervisory Board shall be such that in total its members possess the knowledge, skills and professional experience required to execute their tasks, and that the statutory gender quota is met.
- (2) The Supervisory Board designates concrete targets for its composition and compiles a skills profile for the entire Board. In so doing, the Supervisory Board takes diversity into account. The Supervisory Board skills profile also includes expertise in sustainability issues of importance to the company. The Supervisory Board's proposals to the General Annual Meeting take these goals into account and aim to fulfil the skills profile for the entire Board.
- (3) The election of the Chairman and the Deputy Chairman follows the provisions of § 9 of the Articles of Association. The Supervisory Board Chairman should be independent of the company and of the Executive Board.

§ 3 Duties and powers of the Supervisory Board Chairman

- (1) The Supervisory Board Chairman coordinates the work carried out in the Supervisory Board and presides over its meetings. If the Chairman is hindered in any way, the Deputy Supervisory Board Chairman assumes the Chairman's duties.
- (2) The Supervisory Board Chairman remains in regular contact with the Executive Board, especially the Executive Board Chairman, and consults with the Executive Board regarding the company's strategy, business development, risk situation, risk management, and compliance.

The Supervisory Board Chairman shall inform the Supervisory Board about important events that are of considerable significance for assessing the situation and development of the company, as well as its management, and about which he/she is informed by the Executive Board, and calls an extraordinary Supervisory Board meeting if necessary.

§ 4 Appointment of the Executive Board

- (1) The Supervisory Board appoints and dismisses the members of the Executive Board. The Supervisory Board ensures long-term succession planning together with the Executive Board. The initial appointment of Executive Board members should be three years at the most. A reappointment before the conclusion of the year prior to the end of the term of appointment, with a simultaneous annulment of the current appointment, is only possible under extraordinary circumstances.

The Supervisory Board shall take diversity into account in the composition of the Executive Board. If the Executive Board consists of more than three individuals, at least one woman and one man must be a member of the Executive Board.

- (2) The age limit for Executive Board appointments shall be the same as the age limit for Executive Board members in general. The age limit for Executive Board members has been reached when the member turns 65.

§ 5 Meetings and resolutions

The invitations to the meetings and the resolutions follow the provisions of §§ 10 and 11 of the Articles of Association.

§ 6 Confidentiality obligation

- (1) Each member of the Supervisory Board is obligated to maintain confidentiality regarding all privileged information and secrets of the company, particularly trade secrets and business secrets, that he/she is informed about through his/her work on the Supervisory Board and may not use them for personal purposes or for third parties. This also applies beyond the end of his/her term as Supervisory Board member. When the Supervisory Board member's mandate expires, he/she must

give all confidential documents to the Supervisory Board Chairman or destroy them.

- (2) Written reports that the Executive Board issues to the Supervisory Board shall be distributed to the Supervisory Board members if the Supervisory Board does not make a decision to the contrary in an individual case.

§ 7 Committees

- (1) Depending on the company's specific circumstances, the Supervisory Board forms professionally qualified committees from among its members. In addition to the legally mandated committee pursuant to § 27 (3) of the German Co-Determination Act, a Personnel/Compensation Committee, a Nomination Committee, a Technology Committee, and an Audit Committee must be established.
- (2) The committees fulfill the functions incumbent upon them through the rules of procedure and special Supervisory Board resolutions on behalf of, and as representatives of, the entire Supervisory Board. The Audit Committee addresses in particular the review of the accounting, the monitoring of the accounting process, the effectiveness of the internal control system, the risk management system, the internal audit system, the audit of the financial statements, particularly the selection and independence of the auditors, the quality of the audit, and the additional services provided by the auditors, and compliance. Additional details are outlined in the rules of procedure for the Audit Committee.
- (3) The Supervisory Board appoints one committee member as committee Chairman. The respective committee Chairman shall regularly report on the committee's work to the Supervisory Board. The respective Chairmen of the Audit Committee and the Personnel Committee should be independent of the company and of the Executive Board.
- (4) In accordance with Section 107 (4) Sentence 3 in conjunction with Section 100 (5) of the German Stock Corporation Act (AktG), at least one member of the Supervisory Board and Audit Committee must have expert knowledge in the area of accounting, and at least one additional member of the Supervisory Board and the Audit Committee must have expert knowledge in the area of auditing.

The Audit Committee Chairman shall have expert knowledge in at least one of the two fields. The Committee Chairman shall be independent from the company and from the Executive Board. The Committee Chairman shall also be independent from a controlling shareholder. The Supervisory Board Chairman shall not chair the Audit Committee.

- (5) Supervisory Board members that do not belong to the committee can take part in the committee meetings in a consulting capacity after agreeing on this with the committee Chairman.

- (6) The committees are convened by the respective Chairmen. Every member has the right to submit a request to the Chairman, along with reasons, asking that a committee meeting be called.
- (7) Minutes have to be taken during the committee meetings, which are then signed by the Chairman. The Chairman appoints the individual who takes the minutes.
- (8) The committees have a quorum if, after inviting all of the members, at least 2/3 of the members are present in person or participate in the resolution with a written vote. Members who are not present in meetings can submit their votes by phone, fax, or in similar form with the assistance of technical data transmission equipment and take part in negotiations in this way if none of the members object to this procedure prior to the meeting.
- (9) Committee resolutions are adopted with a simple majority of the submitted votes, provided that no other legally mandated majorities are prescribed.

§ 8 Participation of Executive Board in meetings

- (1) The Executive Board members take part in the Supervisory Board meetings if the Supervisory Board Chairman has not indicated otherwise. The Supervisory Board shall meet regularly without the Executive Board as well.
- (2) The Executive Board Chairman takes part in committee meetings if the committee Chairman has not indicated otherwise. The other Executive Board members take part in committee meetings if the committee Chairman requests their participation.
- (3) If the auditor is included as an expert, the Executive Board does not take part in this meeting unless the Supervisory Board or the committee considers the Executive Board's participation necessary.

§ 9 Conflicts of interest

- (1) Each member of the Supervisory Board ensures that he/she has enough time to carry out his/her mandate.
- (2) Each member of the Supervisory Board shall disclose to the Supervisory Board any conflicts of interest, especially those that can arise due to a consulting or supervisory function for a customer, supplier, lender, or other business partner.
- (3) The Supervisory Board shall provide information about any conflicts of interest that arise, and how they are handled, in its report to the shareholders at the Annual General Meeting. If a member of the Supervisory Board has a significant conflict of interest that is not merely temporary in nature, his/her mandate shall be terminated.

- (4) If a Supervisory Board member has a consulting or other service or work contract with the company, the contract requires the Supervisory Board's approval.
- (5) The Supervisory Board shall not include more than two former members of the Executive Board.
- (6) If Supervisory Board members or anyone closely associated with them purchase or sell company shares or related financial instruments (e.g., options, derivatives), the Supervisory Board members in question must inform the company about this without delay. This obligation to inform the company does not apply if the purchase and sale transactions are insignificant (below EUR 20,000.00 per calendar year).

§ 10 Self-assessment

The Supervisory Board shall regularly assess how effectively the entire Supervisory Board and its committees fulfill their duties.

Hamburg, August 16, 2022

The Supervisory Board