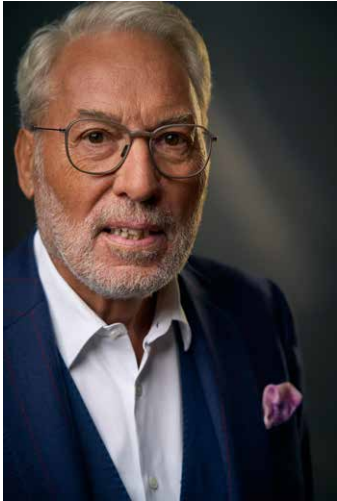


# Supervisory Board Report



**Prof. Dr. Fritz Vahrenholt**  
Chairman of the Supervisory Board  
of Aurubis AG

*Dear Shareholders,*

The focus of the 2023/24 fiscal year was on dealing with the aftermath of crises in fiscal year 2022/23, and setting off on a new beginning. The Supervisory Board filled three Executive Board positions, following the mutual agreement of termination arrangements with the former Executive Board members in light of the serious cases of fraud and theft at the Hamburg plant as well as occupational safety incidents.

These circumstances led the Supervisory Board to form the Special Committee for Security and Safety, with the purpose of supporting the Executive Board in addressing both the serious work accident at the Hamburg plant in May 2023 and the criminal activities directed against Aurubis. After the criminal activities that targeted Aurubis came to light in June 2023, the Executive Board kicked off a project to promote process security and plant safety, engaging renowned external consultants to assist in investigating the incidents, clarifying the facts surrounding the criminal activities that targeted Aurubis, reporting on the investigation process to the company, and issuing specific recommendations for improvements. Nearly all

of the planned plant security measures were implemented by the end of fiscal year 2023/24. The new Executive Board team's responsibility now is to continue strengthening the company culture and to implement the strategic investment targets as planned.

Aurubis generated operating earnings before taxes of €413 million. We would like to thank the employees, management, and the Executive Board for their commitment during 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, to the benefit of all relevant stakeholders.

The Supervisory Board was included in all decisions of fundamental importance for the company. With respect to company management, including in the Special Committee for Security and Safety, the Supervisory Board and its committees also closely supervised, carefully monitored, and advised the Executive Board in fiscal year 2023/24, and also performed the functions incumbent upon it by law, the Articles of Association, and rules of procedure.

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

In written monthly reports, 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](#).

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

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

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

The Supervisory Board Chairman held discussions with investors about important developments in the company as the need arose, as well as about topics specific to the Supervisory Board upon request.

### Consultations in the Supervisory Board

There were five regular and three extraordinary Supervisory Board meetings in fiscal year 2023/24. Three resolutions were adopted by written consent in lieu of a meeting. For Supervisory Board members, the rate of participation in Supervisory Board meetings was 99 %.

Prior to the meetings, separate preliminary meetings were regularly held by the shareholder representatives and the employee representatives. The Executive Board was not present for part of two Supervisory Board meetings.

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
<b>Supervisory Board members</b>	5 scheduled meetings and 3 extraordinary meetings as well as 1 Annual General Meeting	
Prof. Dr. Fritz Vahrenholt (Chairman)	9/9	100 %
Jan Koltze (Deputy Chairman)	8/9 <sup>1</sup>	89 %
Deniz Filiz Acar	9/9	100 %
Kathrin Dahnke	9/9	100 %
Christian Ehrentraut	9/9	100 %
Gunnar Groebler	9/9	100 %
Prof. Dr. Markus Kramer (until February 29, 2024)	5/5	100 %
Dr. Stephan Krümmer	9/9	100 %

	Number of meetings attended	Percentage of meetings attended
Dr. Elke Lossin	9/9	100 %
Daniel Mrosek	9/9	100 %
Dr. Sandra Reich	9/9	100 %
Stefan Schmidt	9/9	100 %

<b>Personnel/Compensation Committee</b>	5 meetings	
Prof. Dr. Markus Kramer (Chairman and member until February 29, 2024 and from October 1, 2024)	0/0	-
Gunnar Groebler (Chairman from March 1, 2024 to September 30, 2024)	5/5	100 %
Deniz Filiz Acar	5/5	100 %
Christian Ehrentraut	5/5	100 %
Jan Koltze	4/5 <sup>1</sup>	80 %
Dr. Stephan Krümmer (from March 1, 2024 to September 30, 2024)	5/5	100 %
Dr. Sandra Reich	5/5	100 %
Stefan Schmidt	5/5	100 %
Prof. Dr. Fritz Vahrenholt	5/5	100 %

<b>Audit Committee</b>	7 meetings	
Dr. Stephan Krümmer (Chairman)	7/7	100 %
Deniz Filiz Acar	7/7	100 %
Kathrin Dahnke	7/7	100 %
Jan Koltze	6/7 <sup>1</sup>	86 %
Dr. Elke Lossin	7/7	100 %
Dr. Sandra Reich	7/7	100 %

<b>Technology Committee</b>	4 meetings	
Prof. Dr. Fritz Vahrenholt (Chairman)	4/4	100 %
Christian Ehrentraut	4/4	100 %
Gunnar Groebler	3/4	75 %

	Number of meetings attended	Percentage of meetings attended
Dr. Stephan Krümmner	4/4	100 %
Daniel Mrosek	4/4	100 %
Stefan Schmidt	4/4	100 %

**Nomination Committee** Did not meet during the fiscal year

**Special Committee for Security and Safety (until June 7, 2024)** 19 meetings

Prof. Dr. Fritz Vahrenholt (Chairman)	19/19	100 %
Gunnar Groebler	17/19	89 %
Jan Koltze	18/19 <sup>1</sup>	95 %
Dr. Elke Lossin	19/19	100 %

**Conciliation Committee** Did not meet during the fiscal year

<sup>1</sup> Mr. Koltze was unable to participate in one meeting, respectively, due to illness.

The topics regularly covered in Supervisory Board meetings included the business performance, human resources in the Group, as well as the development of 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 as well as construction progress at the US recycling plant, Aurubis Richmond, Georgia (US). In the context of the reporting on Project SAFE, the Supervisory Board was regularly informed about the progress in planning and implementing the measures enacted to prevent future criminal activities.

During the meetings, the chairmen of the Personnel/Compensation, Audit, and Technology Committees reported on their work, the suggestions made, and the results achieved.

On October 28, 2023, the Supervisory Board approved the Declaration of Conformity that was published on October 30, 2023 by means of a written circulation procedure.

In the meeting on December 5, 2023, the Supervisory Board approved the investment proposals for the construction of the new precious metals processing facility (Precious Metals Refinery project, PMR) as well as for systems for reducing diffuse emissions (RDE project phase 2), both at the Hamburg site. Furthermore,

the Supervisory Board approved the increased budget for the construction of the Aurubis Richmond recycling plant in Georgia (US) during this meeting, in addition to the expansion of the solar park at the plant in Pirdop, Bulgaria. The Supervisory Board also addressed measures to improve plant security and avoid cases of theft and fraud.

In the extraordinary meeting on December 19, 2023, the Supervisory Board intensively discussed a possible reorganization of the Executive Board; this culminated in the Supervisory Board passing a resolution to initially wait for results from law firm Hengeler Mueller, which the Supervisory Board had commissioned to evaluate the responsibility of the Executive Board in connection with the criminal activities directed against the company that came to light in June and August 2023. Furthermore, consultations focused on the approval of the consolidated financial statements and the separate financial statements for Aurubis AG for 2022/23, including the Corporate Governance report, and the preparations for the 2024 Annual General Meeting.

In the extraordinary meeting on January 23, 2024, the Supervisory Board then extensively addressed the further developed assessment from the Hengeler Mueller law firm. This legal assessment establishes that the Executive Board demonstrated certain shortcomings in relation to the need for an adequate company organization to provide protection against fraud and theft, including an insufficient company culture in respect of this risk area. However, it also established aspects in which the Executive Board was absolved of responsibility: With regard to the criminal activities, it must be taken into consideration that these were crimes against the company that were executed with significant criminal intent and a high degree of organization. The assessment summarily concludes that the established misjudgments, when taken as a whole with other legal and business considerations, are not serious enough that the Supervisory Board would be obligated to pursue compensation for damages against the Executive Board members.

On the grounds of this conclusion, the Supervisory Board passed a resolution to not pursue compensation for damages at that time and will also recommend the formal approval of the Executive Board members who have meanwhile departed, for fiscal years 2022/23 and 2023/24 at the 2025 Annual General Meeting.

On January 23, 2024, the Supervisory Board passed a resolution to prematurely terminate, by mutual agreement, the Executive Board appointments of Dr. Heiko Arnold effective from February 29, 2024, Rainer Verhoeven effective from June 30, 2024, and Roland Harings effective from the end of the past fiscal year, as well as to temporarily second Supervisory Board member Prof. Dr. Markus Kramer to the Executive Board

for the period from March 1, 2024 to September 30, 2024. The division of business responsibilities was adjusted accordingly. Prof. Dr. Markus Kramer assumed most of Dr. Heiko Arnold's responsibilities. He also served as Chief Transformation Officer, took on complete responsibility for Human Resources, and acted as Director of Industrial Relations.

In the meeting on February 9, 2024, the Executive Board reported on current business. The Supervisory Board approved the investment proposal for the second phase of the 2025 shutdown in Pirdop.

In the extraordinary meeting on April 29, 2024, the Supervisory Board passed a resolution to appoint Steffen Hoffmann as the new Chief Financial Officer effective from October 1, 2024.

In the meeting on June 20, 2024, the Supervisory Board passed a resolution to appoint Dr. Toralf Haag as the new Chief Executive Officer and Tim Kurth as Chief Operations Officer, with both appointments effective from September 1, 2024. Furthermore, the Executive Board reported on the implementation status of strategic investment projects with a focus on the Aurubis Richmond recycling plant in Georgia (US).

In the extraordinary meeting on August 21, 2024, the Supervisory Board approved the sale of Aurubis Buffalo, Inc. to the Wieland Group.

In the meeting on September 23, 2024, the Supervisory Board passed a resolution on the Executive Board's target achievement for fiscal year 2023/24 and established the individual targets for the Executive Board for fiscal year 2024/25 as well as the target values for the performance share plan. Moreover, the Supervisory Board discussed current business and approved the budgets for the new air separation unit at the Lünen site and the Industrial Heat 2 project at the Hamburg site. They likewise adopted the new Executive Board team's new division of business responsibilities.

## 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 the meetings. The responsibilities of the Special Committee for Security and Safety were transferred to the Technology Committee in June 2024. The committees prepared the Supervisory Board's resolutions and topics to be considered in the meetings.

Neither the Conciliation Committee formed in accordance with Section 27 (3) of the German Codetermination Act (MitbestG) nor the Nomination Committee met during the reporting year.

Statements concerning 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/Compensation Committee

The Personnel/Compensation Committee met five times during the reporting period. It dealt with the reorganization of the Executive Board in particular. Furthermore, the Personnel/Compensation Committee worked on developing a recommendation for target achievement for the individual Executive Board compensation targets for fiscal year 2023/24 as well as establishing the individual Executive Board compensation targets for the 2024/25 fiscal year.

## Work within the Technology Committee

The Technology Committee met four times during the reporting period and dealt with various investment projects including the progress of the Aurubis Richmond recycling plant in Georgia (US) and its planned expansion. The committee also intensively addressed the construction of the new precious metals processing facility (PMR project) and the second phase of the project to reduce diffuse emissions at the Hamburg site. For the Pirdop site, the expansion of the solar park was discussed in particular. Battery recycling and the strategy for further decarbonizing the Group were also topics of discussion.

In addition, the committee dedicated a great deal of time to improving occupational safety in the plants and implementing additional strategic steps to enhance safety culture in the Aurubis Group.

## Work within the Audit Committee

The Audit Committee met seven times during the reporting period. The 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. It also addressed the accounting audit and monitoring of the accounting process, as well as the effectiveness of the internal control system, risk management system, internal auditing system, and compliance. The committee discussed the budget and mid-term planning for fiscal year 2024/25 as well.

The sustainability aspects addressed included the audit of the non-financial report, conformity with the obligations of the Supply Chain Due Diligence Act, and future CSRD reporting requirements for the Aurubis Group.

The Audit Committee also addressed the impacts and developments of the criminal activities directed against the company and the execution of corresponding protective measures in an extraordinary meeting on November 10, 2023 and in all subsequent meetings.

In connection with this, the extraordinary meeting on March 11, 2024 focused on the internal control system (ICS).

The Audit Committee recommended the auditing firm Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, to the Supervisory Board as auditor for fiscal year 2023/24.

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.

Both Kathrin Dahnke and Dr. Sandra Reich are also sustainability experts on the Supervisory Board.

Apart from the appointment of the auditors and agreeing the fee with the auditors, the committee established its focal areas for the annual 2023/24 audit, specifically:

- » Support from the auditors regarding the implementation of Project SAFE measures
- » Support from the auditors for the current status of the Fusion project
- » Metal result

Before submitting the proposal for the election of the auditors, the Supervisory Board obtained the declaration from Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, concerning their independence. The audits were performed in accordance with the 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 of the Special Committee for Security and Safety

The Special Committee for Security and Safety, formed by the Supervisory Board, met regularly during the reporting period and weekly during the first few months. It dealt with the serious work accidents at the Hamburg plant in May 2023 and the steps to further improve occupational safety in the Group. Moreover, the committee's work focused on investigating the criminal activities directed against Aurubis and Project SAFE, which was initiated to improve plant security. The responsibilities of the Special Committee for Security and Safety were transferred to the Technology Committee in June 2024.

## Corporate governance and Declaration of Conformity

The routine self-assessment takes place every two years, most recently on September 14, 2023.

The Executive Board and the Supervisory Board reported on corporate governance at Aurubis AG in accordance with Principle 23 of the 2022 German Corporate Governance Code and in the declaration and report on corporate governance.

On October 29, 2024, 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](http://www.aurubis.com). Aurubis AG complies with the Code recommendations with one exception. 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. Plant tours are also provided. The Supervisory Board members are informed in more detail as needed, for example due to new regulatory requirements, and take part in relevant training accordingly.

## 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, 2023 to September 30, 2024, 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 15, 2024 and the subsequent appointment of Deloitte GmbH Wirtschaftsprüfungsgesellschaft as auditors by the

Supervisory Board. Auditor Dr. Claus Buhleier oversaw the audit of the Group and the company. The auditors have issued respective unqualified auditors' reports. Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, has been the appointed auditor since fiscal year 2018/19 and audited Aurubis for the sixth time.

The meeting of the Supervisory Board to approve the financial statements was held on December 4, 2024. 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 of 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 at the meeting on the financial statements, along with the consolidated financial statements and the Combined Management Report. 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 audited the non-financial report and had no reservations.

The Supervisory Board included Deloitte GmbH Wirtschaftsprüfungsgesellschaft in the audit. Deloitte came to the conclusion that, based on the procedures performed and the evidence obtained, nothing had come to Deloitte's attention that led them to believe that the audited portions of the separately compiled non-financial report of Aurubis AG for the period from October 1, 2023 to September 30, 2024 was not

prepared, in all material respects, in accordance with Sections 315b and 315c in conjunction with 289b to 289e HGB and with the EU Taxonomy Regulation and other legal acts or interpretations.

### Changes in the Supervisory Board

Prof. Dr. Markus Kramer was seconded from the Supervisory Board to the Executive Board from March 1, 2024 until September 30, 2024, in order to assume Dr. Heiko Arnold's key responsibilities. In addition, Prof. Dr. Markus Kramer took on the role of Chief Transformation Officer, was responsible for Human Resources, and served as Director of Industrial Relations during this period. He was also responsible for Finance during part of this time. His appointment as Supervisory Board member was suspended during this posting

Hamburg, December 4, 2024

The Supervisory Board



Prof. Dr. Fritz Vahrenholt  
Chairman

## The Supervisory Board

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

### Prof. Dr. Fritz Vahrenholt, Hamburg

Supervisory Board Chairman

Currently no professional occupation

- » Encavis AG, Hamburg<sup>1</sup>  
Member of the Supervisory Board

### Jan Koltze, Hamburg<sup>2</sup>

Deputy Chairman of the Supervisory Board

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

- » Beiersdorf AG, Hamburg<sup>1</sup>  
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, Hamburg<sup>2</sup>

Works Council member relieved of duty and Chairwoman of the Works Council of Aurubis AG, Hamburg

Deputy Head of Training in the HR Training department

No further offices

### Kathrin Dahnke, Bielefeld

Independent business consultant

- » Fraport AG, Frankfurt am Main<sup>1</sup>  
Member of the Supervisory Board
- » B. Braun SE, Melsungen  
Member of the Supervisory Board
- » Knorr-Bremse AG, Munich<sup>1</sup>  
Member of the Supervisory Board
- » Jungheinrich AG, Hamburg<sup>1</sup>  
Member of the Supervisory Board

### Christian Ehrentraut, Lünen<sup>2</sup>

Works Council member relieved of duty and Chairman of the Works Council of Aurubis AG in Lünen

Deputy Chairman of the General Works Council

Deputy Shift Leader in the Smelting Department, KRS/MZO

No further offices

<sup>1</sup> Quoted company.

<sup>2</sup> Elected by the employees.



### Gunnar Groebler, Hamburg

Chairman of the Executive Board of Salzgitter AG, Salzgitter<sup>1</sup>

- » Ilsenburger Grobblech GmbH, Ilsenburg<sup>3</sup>  
Chairman of the Supervisory Board
- » KHS GmbH, Dortmund<sup>3</sup>  
Chairman of the Supervisory Board since April 1, 2024
- » Mannesmann Precision Tubes GmbH, Mülheim/Ruhr<sup>3</sup>  
Chairman of the Supervisory Board since July 1, 2024
- » Peiner Träger GmbH, Peine<sup>3</sup>  
Chairman of the Supervisory Board
- » Salzgitter Flachstahl GmbH, Salzgitter<sup>3</sup>  
Chairman of the Supervisory Board
- » Salzgitter Mannesmann Grobblech GmbH, Mülheim/Ruhr<sup>3</sup>  
Chairman of the Supervisory Board
- » Salzgitter Mannesmann Handel GmbH, Düsseldorf<sup>3</sup>  
Chairman of the Supervisory Board
- » Semco Maritime A/S, Esbjerg, Denmark until April 2024  
Member of the Board of Directors
- » Heidelberg Material AG, Heidelberg<sup>1</sup>, since May 16, 2024  
Member of the Supervisory Board

### Prof. Dr. Markus Kramer, Heidelberg — (mandate suspended from March 1, 2024 to September 30, 2024)

Executive Director of KMH Optimum GmbH, Heidelberg

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

### Dr. Stephan Krümmer, Hamburg

Currently no professional occupation

No further offices

### Dr. Elke Lossin, Buchholz in der Nordheide<sup>2</sup>

Manager of the Analytical Laboratory at Aurubis AG, Hamburg

No further offices

### Daniel Mrosek, Stolberg<sup>2</sup>

Works Council member relieved of duty and Chairman of the Works Council of Aurubis Stolberg GmbH & Co. KG, Stolberg

Process Mechanic

No further offices

### Dr. Sandra Reich, Gräfelfing

Independent business consultant for sustainable finance

- » Talanx AG, Hanover<sup>1</sup>  
Member of the Supervisory Board
- » GLS Gemeinschaftsbank eG, Bochum  
Member of the Supervisory Board

### Stefan Schmidt, Lüdinghausen<sup>2</sup>

Head of Operations at the Aurubis AG Recycling Center, Lünen

No further offices

<sup>1</sup> Quoted company.

<sup>2</sup> Elected by the employees.

<sup>3</sup> Group company of Salzgitter AG.

## Supervisory Board committees

### 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

### Personnel/Compensation Committee until February 29, 2024 and from October 1, 2024

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

### Personnel/Compensation Committee from March 1, 2024 to September 30, 2024

Gunnar Groebler (Chairman)  
Deniz Filiz Acar  
Christian Ehrentraut  
Jan Koltze  
Dr. Stephan Krümmer

Dr. Sandra Reich  
Stefan Schmidt  
Prof. Dr. Fritz Vahrenholt

### Nomination Committee until February 29, 2024 and from October 1, 2024

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

### Nomination Committee from March 1, 2024 to September 30, 2024

Kathrin Dahnke (Chairwoman)  
Gunnar Groebler  
Dr. Stephan Krümmer  
Prof. Dr. Fritz Vahrenholt

### Technology Committee

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

### Special Committee for Security and Safety from September 14, 2023 to June 7, 2024

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