



Invitation to the Virtual Annual General Meeting

of Aurubis AG on Thursday, February 15, 2024

Foreword

Dear shareholders,

We would like to cordially invite you to the virtual Annual General Meeting (AGM) of Aurubis AG on February 15, 2024 at 10:00 a.m. (CET).

Duly authorized and registered shareholders and their proxies can join the virtual Annual General Meeting via electronic communication and participate in the Annual General Meeting by this means.

Physical participation of shareholders and their proxies (with the exception of the company's proxies) is not possible.

You can find more details in this invitation in the section “Additional details on the invitation to the Annual General Meeting.”

The Agenda and the resolutions are outlined on the following pages.

The Executive Board and Supervisory Board recommend a dividend of € 1.40 per dividend-qualifying share under item 2 of the AGM Agenda.

We have compiled additional comprehensive information about the virtual Annual General Meeting, including the documents that we are required to provide, on our website at www.aurubis.com/agm2024.

We look forward to welcoming you on February 15, 2024!

Roland Harings Dr. Heiko Arnold Inge Hofkens Rainer Verhoeven

Content

Foreword

I. Agenda and proposed resolutions

1. Presentation of the established year-end financial statements and of the approved consolidated financial statements, of the combined management report with the explanatory report from the Executive Board regarding the information in accordance with Sections 289a (1) and 315a (1) of the German Commercial Code (HGB), of the Executive Board proposal for the utilization of the unappropriated earnings, and the report of the Supervisory Board, all for fiscal year 2022/23
2. Adoption of a resolution for the utilization of the unappropriated earnings
3. Adoption of a resolution for the postponement of formal approval of the members of the Executive Board for fiscal year 2022/23
4. Adoption of a resolution for the postponement of formal approval of the members of the Supervisory Board for fiscal year 2022/23
5. Adoption of a resolution for the appointment of the auditor and the Group auditor for the fiscal year 2023/24 annual financial statements and the auditor for the review of other interim financial reports for fiscal years 2023/24 and 2024/25 prior to the 2025 Annual General Meeting
6. Approval of the Compensation Report
7. Amendments to the Articles of Association regarding the due date of the compensation of the Supervisory Board and adjusting the Articles of Association pursuant to the amended wording of Section 123 (4) sentence 2 of the German Stock Corporation Act (AktG)

II. Reports and information on items on the Agenda

1. Compensation Report for fiscal year 2022/23 (Agenda item 6)

1	III. Additional details on the invitation to the Annual General Meeting	23
4		
	1. Requirements for participation in the virtual Annual General Meeting and exercise of the voting right	23
	2. Broadcast of the Annual General Meeting in the InvestorPortal and of the speeches on the internet	24
4		
	3. Total number of shares and voting rights at the time of the virtual Annual General Meeting	24
4		
	4. Procedure for exercising voting rights and representation by third parties	24
4		
	5. Shareholder rights in accordance with Sections 122 (2), 126 (1), 127, 130a and 131 (1) and (1d) of the German Stock Corporation Act (AktG)	25
4		
	6. Objection to resolutions of the Annual General Meeting	27
	7. Information in accordance with Section 124a of the German Stock Corporation Act (AktG) on the company's website	27
5		
	8. Binding character of the votes (pursuant to table 3 of the EU Implementing Regulation)	28
5		
	9. Information on data protection for shareholders and their proxies regarding data processing for the purposes of the virtual Annual General Meeting	28
5		
	10. Information pursuant to Implementing Regulation (EU) 2018/1212	31
6		
6		

Invitation to the Virtual 2024 Annual General Meeting

Aurubis AG, Hamburg

WKN 676 650
ISIN DE 000 676 650 4

**We invite our shareholders to attend the company's
virtual 2024 Annual General Meeting**

without the physical presence of the shareholders or their proxies

**on Thursday, February 15, 2024
at 10:00 a.m. (CET).**

The virtual Annual General Meeting will be broadcast with image and sound live on the internet for Aurubis AG shareholders. Duly authorized and registered shareholders and their proxies can join the virtual Annual General Meeting via electronic communication and participate in the Annual General Meeting by this means. The shareholder's voting rights can only be exercised — by the shareholder personally or by their proxy — by means of electronic postal voting or by issuing authorization to the company's proxies. Physical participation of shareholders and their proxies (with the exception of the company's proxies) is not possible. The location of the Annual General Meeting within the meaning of the German Stock Corporation Act (AktG) is Hovestrass 50, 20539 Hamburg, Germany.

I. Agenda and proposed resolutions

1. Presentation of the established year-end financial statements and of the approved consolidated financial statements, of the combined management report with the explanatory report from the Executive Board regarding the information in accordance with Sections 289a (1) and 315a (1) of the German Commercial Code (HGB), of the Executive Board proposal for the utilization of the unappropriated earnings, and the report of the Supervisory Board, all for fiscal year 2022/23

No resolution shall be made regarding the first item of the Agenda, as it is limited to the accessibility and explanation of the previously mentioned documents, and the adoption of a resolution by the Annual General Meeting on the established year-end financial statements, the approved consolidated financial statements, and the other documents is not intended by law. The Supervisory Board approved the annual financial statements for the AG and the consolidated financial statements for the Group presented by the Executive Board on December 19, 2023 pursuant to Section 172 of the German Stock Corporation Act (AktG); as such the annual financial statements are in accordance with Section 172 sentence 1 AktG. The Executive Board and, as far as the management report is concerned, the Supervisory Board shall explain the available documents within the course of the AGM. These documents are available for viewing on the internet at www.aurubis.com/agm2024. The resolution on the utilization of the unappropriated earnings is outlined under item 2 of the Agenda.

2. Adoption of a resolution for the utilization of the unappropriated earnings

The Executive Board and Supervisory Board propose that the unappropriated net income in the amount of € 203,664,752.42 reported in the adopted financial statements of Aurubis AG as at September 30, 2023 be used to pay a dividend to the shareholders of € 1.40 per dividend-qualifying no-par-value share, i.e., a total of € 61,122,642.00 on the subscribed capital of € 111,767,116.80, and that the amount of € 142,542,110.42 be carried forward.

The recommendation on the appropriation of earnings takes into account the company's treasury shares held directly or indirectly, which amounted to 1,297,693 shares on December 19, 2023 and are not dividend-qualifying in accordance with Section 71b of the German Stock Corporation Act (AktG). The company purchased these shares in the period from March 19, 2020 to November 2, 2020 as part of the share buyback program that the company decided to undertake on March 18, 2020. The number of dividend-qualifying shares can change until the Annual General Meeting. In this case, the shareholders participating in the AGM will be presented with an accordingly adjusted recommendation for the appropriation of earnings, with an unchanged dividend proposal of € 1.40 per dividend-qualifying no-par-value share. If the number of dividend-qualifying no-par value shares and thus the dividend total increases, the profit brought forward decreases accordingly. If the number of dividend-qualifying shares and thus the dividend total decreases, the profit brought forward increases accordingly.

Regarding this recommendation, please also note the shareholder's entitlement to their dividends on the third business day following the

resolution passed during the Annual General Meeting (Section 58 (4) sentence 2 of the German Stock Corporation Act (AktG)). The dividend shall be paid out on February 20, 2024 accordingly.

3. Adoption of a resolution for the postponement of formal approval of the members of the Executive Board for fiscal year 2022/23

The Executive Board and the Supervisory Board suggest that formal approval for the current Executive Board members for fiscal year 2022/23 (October 1, 2022 to September 30, 2023) be postponed for this time period. This is due to the ongoing investigation into the criminal activities directed against the company that resulted in precious metals shortfalls.

4. Adoption of a resolution for the postponement of formal approval of the members of the Supervisory Board for fiscal year 2022/23

The Executive Board and the Supervisory Board suggest that formal approval for the current Supervisory Board members for fiscal year 2022/23 (October 1, 2022 to September 30, 2023) be postponed for this time period. This is due to the ongoing investigation into the criminal activities directed against the company that resulted in precious metals shortfalls.

5. Adoption of a resolution for the appointment of the auditor and the Group auditor for the fiscal year 2023/24 annual financial statements and the auditor for the review of other interim financial reports for fiscal years 2023/24 and 2024/25 prior to the 2025 Annual General Meeting

Based on the suggestions of the Audit Committee, the Supervisory Board proposes adopting the following resolution:

- » Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, shall be appointed as auditor and Group auditor for the fiscal year 2023/24 (October 1, 2023 to September 30, 2024) annual financial statements.
- » Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, shall be appointed as auditor for any review of interim financial reports (half-year and quarterly financial reports) for fiscal year 2023/24 (October 1, 2023 to September 30, 2024), if and to the extent that such interim financial reports are prepared and subjected to an audit.
- » Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, shall be appointed as auditor for any review of interim financial reports for fiscal year 2024/25 (October 1, 2024 to September 30, 2025), if and to the extent that such interim financial reports are prepared and subjected to an audit prior to the regular 2025 Annual General Meeting.

In its recommendation, the Audit Committee explained that this was free of influence by a third party and that no clause of the type described in Article 16 (6) of EU Regulation No 537/2014 had been imposed on the Audit Committee.

Before submitting the nomination of the auditors, the Supervisory Board obtained a declaration from Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Hamburg, on their independence.

6. Approval of the Compensation Report

Section 120a (4) of the German Stock Corporation Act (AktG) provides that the general meeting of a listed company shall adopt a resolution on the approval of the Compensation Report for the preceding financial year; the report must have been prepared and audited in accordance with Section 162 AktG. In accordance with Section 162 (3) AktG, the Compensation Report prepared by the Executive Board and Supervisory Board was examined by the auditors as to whether it was prepared in accordance with Section 162 (1) and (2) AktG. The auditor's report on the audit of the Compensation Report is attached to the Compensation Report.

The Compensation Report for fiscal year 2022/23 can be found below under "II. Reports and information on items on the Agenda."

The Executive Board and the Supervisory Board suggest that the Compensation Report of Aurubis AG for fiscal year 2022/23, which was prepared and audited in accordance with Section 162 AktG, be approved.

7. Amendments to the Articles of Association regarding the due date of the compensation of the Supervisory Board and adjusting the Articles of Association pursuant to the amended wording of Section 123 (4) sentence 2 of the German Stock Corporation Act (AktG)

Section 12 (4) of the Articles of Association currently provides that the compensation of the Supervisory Board is due at the end of the respective fiscal year. Due to VAT requirements, the Supervisory Board compensation must be paid at the end of the current calendar year.

Pursuant to section 14 (2) sentence 2 of the Articles of Association, the proof required for participation in the Annual General Meeting and for the exercise of voting rights by shareholders must refer to the beginning of the twenty-first day prior to the Annual General Meeting, which corresponds to the wording of section 123 (4) sentence 2 AktG in the previous version. The draft bill on financing future-proof investment (Financing for the Future Act, Federal Law Gazette I 2023, No. 354) amended Section 123 (4) sentence 2 of the German Stock Corporation Act (AktG) to align with European law such that the proof must now refer to the "close of business on the twenty-second day prior to the annual meeting". This does not entail a substantive change in the deadline. Nevertheless, Section 14 (2) sentence 2 of the Articles of Association is to be adapted to the amended wording of the law.

The Executive Board and the Supervisory Board propose that the following resolutions be adopted:

a) Section 12 (4) of the Articles of Association shall be amended and reworded as follows:

"The compensation in accordance with paragraphs 1 and 2 shall be payable at the end of the respective fiscal year. Expenses shall be reimbursed immediately."

b) Section 14 (2) sentence 2 of the Articles of Association shall be adjusted as follows:

The words *"beginning of the twenty-first"* are replaced by the words *"close of business on the twenty-second"*.

II. Reports and information on items on the Agenda

1. Compensation Report for fiscal year 2022/23 (Agenda item 6)

The following Compensation Report outlines the structure and level of the Aurubis AG Executive Board and Supervisory Board compensation.

The Compensation Report provides detailed and individualized information about the compensation granted and owed to active and former members of the Executive Board and Supervisory Board of Aurubis AG for reporting year 2022/23, as well as benefits promised for the reporting year. The Compensation Report was jointly prepared by the Executive Board and the Supervisory Board in accordance with the requirements of Section 162 of the German Stock Corporation Act (AktG). It also complies with the requirements of the German Corporate Governance Code (DCGK) in its current version dated April 28, 2022.

The Compensation Report has been audited by Deloitte GmbH in accordance with the requirements of Section 162 of the German Stock Corporation Act (AktG). The Compensation Report and the auditor's report on its audit of the Compensation Report are available on the Aurubis AG website. Additional detailed information about the compensation systems for Aurubis AG Executive Board and Supervisory Board members is also available on the company's website. www.aurubis.com/en/compensation

EVENTS IN COMPENSATION YEAR 2022/23

In fiscal year 2022/23, the Aurubis Group generated operating earnings before taxes of € 349 million (previous year: € 532 million). The considerable difference compared to the previous year is primarily attributable to the shortfall of metals due to the criminal activities directed against Aurubis. Furthermore, the key drivers of

the operating result in the reporting period included, in particular, considerably increased treatment and refining charges for copper concentrates, higher income from the Aurubis copper premium, increased revenues through the sale of wire rod at higher shape surcharges, and higher refining charges for the processing of recycling materials. Compared to the previous year, a considerably lower metal gain (metals shortfall) with decreasing metal prices, lower revenues from the sale of sulfuric acid due to lower sales prices, a drop in demand for flat rolled products, and higher costs caused by inflation, as well as launching costs for the strategic projects currently in implementation had a counteracting effect.

In light of the criminal activities directed against Aurubis, which resulted in a significant shortfall in metal inventories and the ad hoc announcements dated August 31, 2023 and September 19, 2023, along with the serious accident at the Hamburg plant in May, the Supervisory Board — with the agreement of the entire Executive Board — has made adjustments to the annual bonus for fiscal year 2022/23.

For the 2022/23 annual bonus, the Executive Board recommended a 0% assessment of target achievement for the "reduction of accidents (LTI)" target in the individual component due to the serious industrial accident at the Hamburg plant in May 2023.

In the 2022/23 fiscal year, the Executive Board members had a calculated overall target achievement of around 97% for the individual component. In light of the serious industrial accident at the Hamburg plant in May 2023, and the ongoing investigation into the criminal activities that targeted Aurubis, which led to financial effects due to a significant precious metal shortfall and the corresponding ad hoc announcements dated August 31, 2023, and September 19, 2023, the Executive Board proposed waiving individual

target achievement for the variable compensation for fiscal year 2022/23 to the Supervisory Board. In accordance with the voluntary waiver of the entire Executive Board, individual target achievement for the variable compensation was set at 0% in total for all members of the Executive Board.

On February 16, 2023, the Annual General Meeting approved the 2021/22 Compensation Report prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG) with 93.79% of votes cast, and approved the new compensation system for Aurubis AG Executive Board members ("2023 compensation system") with effect from October 1, 2023 in accordance with Section 120a of the AktG with 92.62% of votes cast. Executive Board salaries were not increased for the past 2022/23 fiscal year; no loans were granted. The new 2023 compensation system is described in detail at the end of this report. The design of the 2023 compensation system took shareholders' comments regarding the 2020 compensation system, made, for example, during the vote on the 2021/22 Compensation Report, along with the general expectations of institutional investors and share voting right consultants as to the features of a compensation system for the Executive Board, into consideration.

PRINCIPLES OF THE COMPENSATION SYSTEM FOR EXECUTIVE BOARD MEMBERS

The Supervisory Board of Aurubis AG resolved the compensation system applicable for fiscal year 2022/23 at its meeting on July 29, 2020, in accordance with Section 87a of the German Stock Corporation Act (AktG). The participants of the Annual General Meeting approved the compensation system pursuant to Section 120a (1) of the German Stock Corporation Act (AktG) on February 11, 2021, on the basis of 96.04% of the votes cast. It has applied to all current Executive Board members since October 1,

2020 and until September 30, 2023 (“2020 compensation system”, referred to as “2021 compensation system” in the 2021/22 Compensation Report).

The compensation system for the Executive Board takes the stipulations of the German Stock Corporation Act (AktG) and most of the recommendations and suggestions of the German Corporate Governance Code in the version dated April 28, 2022 into consideration. In its entirety, the compensation system makes a significant contribution to fostering and implementing the company strategy by linking the payout to relevant, ambitious performance criteria. A key target of the company strategy is financial growth at the Group level. An important driver for financial growth is the set of performance criteria that are accounted for in Aurubis’ company management. All Aurubis Group companies are managed at Group level according to segments, using operating EBT (operating earnings before taxes) and operating ROCE (ratio of earnings before taxes and the financial result, plus the operating result from investments measured using the equity method, to capital employed) as the financial performance indicators. In this respect, the two performance indicators EBT and ROCE represent the financial development of the Aurubis Group and are therefore key performance criteria for the variable compensation.

To ensure that the interests of our shareholders are considered in the compensation system, part of the variable compensation is dependent on the development of the Aurubis share price. This incentivizes Executive Board members to boost enterprise value for our shareholders and make the company more attractive on the capital market. To promote sustainable company development, the annual performance criteria account for ecological and social responsibility as well.

COMPENSATION GOVERNANCE

The Supervisory Board as a whole is responsible for the structure of the compensation system for the Executive Board members and for establishing individual compensation. The Personnel Committee supports the Supervisory Board in this process, monitors the compensation system to ensure that it is appropriate, and prepares the Supervisory Board’s resolutions on this matter. The Personnel Committee recommends that the Supervisory Board make changes as needed. In the event of significant changes to the compensation system, but at least every four years, the compensation system is presented to the shareholders at the Annual General Meeting for approval.

The 2020 compensation system has applied to all current Executive Board members since October 1, 2020. For former Executive Board member Dr. Thomas Bünger, who left the Executive Board on September 30, 2021 after his contract expired, the previous compensation system, which the participants of the Annual General Meeting authorized on March 1, 2018 and which was first used in fiscal year 2017/18 (“2017 compensation system”), applied in fiscal year 2020/21 as well. This is explained in detail in the Annual Report 2016/17. Any deviations from the current compensation system are presented transparently.

In establishing the total compensation for the individual Executive Board members, the Supervisory Board ensures that the level is proportionate to the tasks and achievements of the respective Executive Board member, as well as to the company’s position, and doesn’t exceed the typical compensation without a special reason. The Supervisory Board reviews whether the level of compensation that Executive Board members receive is appropriate by means of benchmarking with comparable companies (horizontal basis of

comparison). To assess on a horizontal basis whether Executive Board compensation is typical, the companies of the MDAX and SDAX are used as a comparison group because these companies are comparable in terms of size and complexity in particular. In the process, the Supervisory Board regularly considers how the Aurubis Group’s economic situation has developed compared to the companies of the MDAX and SDAX. Additionally, the Supervisory Board reviews whether the Executive Board’s compensation is typical from the point of view of the company’s internal compensation structure (vertical basis of comparison). The ratio of the Executive Board’s compensation to the compensation received by the upper management level and the workforce is considered for this purpose, including over time. According to the Supervisory Board’s definition, the upper management level comprises the senior vice presidents of Aurubis AG. The workforce comprises all employees of Aurubis AG (both those who are covered by collective wage agreements and those who are not).

AN OVERVIEW OF THE COMPENSATION COMPONENTS

The 2020 compensation system is made up of fixed compensation components (basic compensation, pension plans, and fringe benefits) and variable compensation components (annual bonus, deferred stock, and performance cash plan). Moreover, the compensation system also includes arrangements for additional compensation-related legal transactions (e.g., malus and clawback guidelines and regulations regarding commitments when an Executive Board member steps down). The following table provides an overview of the components of the current compensation system:

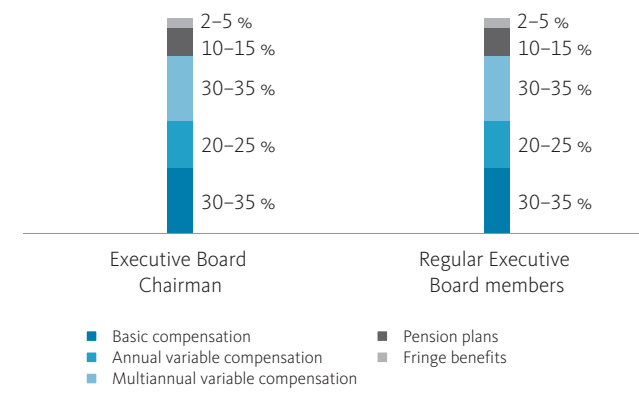
Fundamentals of the 2020 compensation system

Fixed compensation	Basic compensation (30–35%)	Fixed annual basic compensation that is paid out monthly in equal installments
	Pension plans (10–15%)	<ul style="list-style-type: none"> » Entitlement to the company pension plan in the form of a pension commitment, financed through a liability insurance policy » Defined contribution company pension plan in the form of a capital commitment, financed through a liability insurance policy
	Fringe benefits (2–5%)	<ul style="list-style-type: none"> » Insurance premiums » Use of a company car
Variable compensation	Variable compensation for one year (20–25%)	<ul style="list-style-type: none"> » Type: annual bonus » Performance criteria: <ul style="list-style-type: none"> » Operating EBT (60%) » Individual performance of the Executive Board member (40%) » Payout: <ul style="list-style-type: none"> » 2/3 in cash after the fiscal year has concluded » 1/3 transferred to deferred stock » Caps: <ul style="list-style-type: none"> » Executive Board Chairman <ul style="list-style-type: none"> » 2/3 cash payout capped to correspond to 125% of the target amount » 1/3 transfer to deferred stock capped to correspond to 125% of the target amount » Regular member of the Executive Board <ul style="list-style-type: none"> » 2/3 cash payout capped to correspond to 125% of the target amount » 1/3 transfer to deferred stock capped to correspond to 125% of the target amount » No discretionary special bonus was agreed
	Variable compensation for several years (30–35%)	<ul style="list-style-type: none"> » Type: deferred stock » Vesting period: 3 years (2 years in the 2017 compensation system¹) » Cap: 150% of the starting value » Payout: in cash at the end of the 3-year vesting period
		<ul style="list-style-type: none"> » Type: performance cash plan » Performance period: 4 years (3 years in the 2017 compensation system¹) » Performance criterion: operating ROCE (100%) » Cap: 125% of the target amount » Payout: in cash at the end of the 4-year performance period
Malus and clawback	Possibility of a partial or full reduction (malus) or reclamation (clawback) of the variable compensation (variable compensation for one year and several years) in the event of a compliance offense or errors in the consolidated financial statements	
Premature termination of Executive Board contract	In the event of premature termination of an Executive Board contract without good cause, a severance payment will be made within the scope of the compensation system. Such payment is limited to two years' total annual compensation and does not provide compensation for any period longer than the remaining term of the employment contract	
Post-contractual non-compete clause	The employment contracts do not include any post-contractual non-compete clauses	
Change of control	There are no promises of payments in the event of the Executive Board's premature termination of the employment contract resulting from a change of control	
Maximum compensation	Reduction ¹ in variable compensation if the upper limit is exceeded for a fiscal year: <ul style="list-style-type: none"> » Executive Board Chairman: € 2,600,000 » Regular member of the Executive Board: € 1,800,000 	

¹ Only relevant for former Executive Board member Dr. Thomas Bünger.

With regard to the target compensation, the proportion of variable compensation components exceeds the fixed compensation level. In alignment with Aurubis' sustainable, long-term development, the proportion of long-term variable compensation (deferred stock and performance cash plan) always exceeds the proportion of short-term variable compensation (annual bonus).

Target compensation structure



DETAILED EXPLANATIONS OF INDIVIDUAL COMPENSATION COMPONENTS IN FISCAL YEAR 2022/23

FIXED COMPONENTS

The fixed compensation components consisted of fixed compensation, pension plans, and fringe benefits.

Basic compensation

The annual fixed compensation amounts are paid out monthly in equal installments.

Pension plans

All Executive Board members received an entitlement for the company pension plan in the form of a pension commitment. Aurubis AG's contribution amounted to € 140,000 per year for the Executive Board chairman and € 100,000 per year for regular Executive Board members. The contributions were paid into liability insurances.

Furthermore, all members of the Executive Board also had a defined contribution company pension plan in the form of a capital commitment. Aurubis AG's contribution amounted to € 120,000 per year for the Executive Board chairman and € 80,000 per year for regular Executive Board members. The contributions were paid into liability insurances. The respective Executive Board member can use the accumulated capital after reaching the age of 62 at the earliest, however not before ceasing to be employed by the company.

Fringe benefits

Executive Board members also received fringe benefits in the form of benefits in kind, consisting of insurance premiums and company car use, which are assessed according to tax guidelines.

VARIABLE COMPENSATION

In accordance with the guidelines of the 2020 compensation system, the system for variable compensation includes both annual variable compensation ("annual bonus") and multiannual variable compensation, which is forward-looking. The multiannual, forward-looking variable compensation consists of both a performance cash plan over four fiscal years and stock deferred over three fiscal years (virtual stock). The compensation structure is oriented towards Aurubis' sustainable, long-term development.

The switch from the 2017 compensation system to the 2020 compensation system with effect from October 1, 2020, and the extension of the vesting period for deferred stock as well as the performance period for the performance cash plan by one year, each mean active Executive Board members will not receive any compensation granted or owed from variable compensation in this fiscal year. Both the 2020/21 vesting period for deferred stock and the 2020/21 performance period for the performance cash plan end with the conclusion of the 2023/24 fiscal year.

The multiannual variable compensation, however, includes components from the 2017 compensation system for former Executive Board member Dr. Thomas Bünger. These only marginally differ from the current compensation system. In particular, the 2017 compensation system stipulated a two-year (now three-year) assessment basis for deferred stock and a three-year (now four-year)

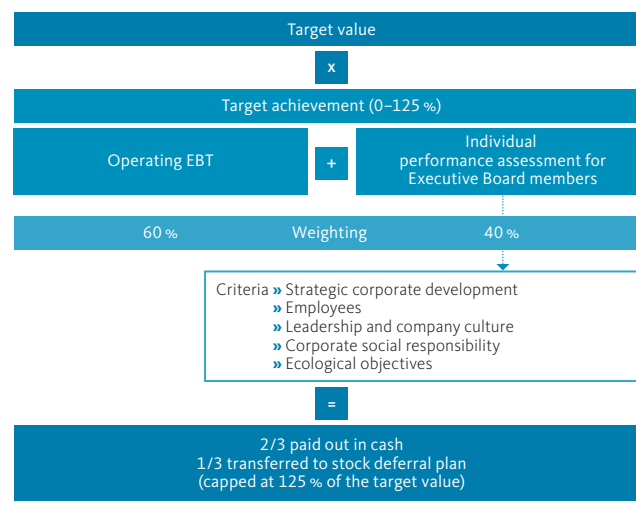
assessment basis for the performance cash plan meaning that, unlike the active Executive Board members, Dr. Thomas Bünger will receive compensation granted or owed from 2020/21 deferred stock and the 2020/21 performance cash plan in this fiscal year. The components of the compensation system are otherwise identical.

VARIABLE COMPENSATION IN FISCAL YEAR 2022/23

Annual bonus in fiscal year 2022/23

Two-thirds of the annual variable compensation (the annual bonus) is paid out after the end of the fiscal year. The remaining one-third of the annual bonus is transferred to a virtual stock deferral plan with a three-year vesting period.

Annual bonus operating principle



The annual bonus is subject to a performance period of one year and is calculated with a weighting of 60% based on the target set for the fiscal year regarding the operating EBT components, and a weighting of 40% based on the assessment of each Executive Board member's individual performance for the respective fiscal year. The weighted target achievement for both components is then multiplied by the target amount established in the Executive Board contract. This reflects both the financial and non-financial company development

during the fiscal year. The annual bonus stipulates a cap of 125% on the target amount for Executive Board members.

Operating EBT component

Operating EBT is an essential KPI for measuring the success of the business strategy and the long-term, successful development of the company. It indicates a company's profitability and as such reflects Aurubis' operating success. Moreover, a positive EBT trend contributes to Aurubis' important goal of enhancing enterprise value. For this year, the achievement of a positive or improved EBT figure relative to the previous year was selected as the main performance criterion for the annual bonus.

Target achievement regarding operating EBT is determined on the basis of an actual/actual comparison. The actual value of the operating EBT in the respective fiscal year is compared with the actual value of the operating EBT of the fiscal year preceding the current fiscal year ("previous year"). Target achievement is 100% if the operating EBT is at the same level as the previous year. The maximum 125% target achievement value is reached if the operating EBT increases by 20%. The minimum 62.5% target achievement value is reached if operating EBT is -40% compared to the previous year. Target achievements between the established target achievement points (62.5%; 100%; 125%) are interpolated in a linear manner. If the maximum value is reached, further increases to the operating EBT do not lead to an increase in target achievement. If the minimum value is not reached, target achievement is 0%. If the operating EBT is negative for both the previous year and the respective fiscal year, the Supervisory Board is authorized to appropriately set the target attainment at its own discretion. If a positive operating EBT was achieved in the previous year and a negative EBT in the fiscal year at hand, the target attainment amounts to 0%.

Operating EBT was € 349 million in fiscal year 2022/23 and € 532 million in the previous year. As such, operating EBT was 34% lower. After linear interpolation, target achievement amounts to 67.7% for all Executive Board members.

Annual bonus 2022/23 — achievement of operating earnings before taxes (EBT) target

	Minimum value	Target	Maximum value	Actual value
EBT (in € million)	319	532	638	348.5
Target achievement in %	62.5	100.0	125.0	67.7

Rounded figures.

Please see the following table for the annual bonus for the previous 2021/22 year.

Annual bonus 2021/22 — achievement of operating earnings before taxes (EBT) target

	Minimum value	Target	Maximum value	Actual value
EBT (in € million)	212	353	424	532
Target achievement in %	62.5	100.0	125.0	125.0

Rounded figures.

Individual performance of the Executive Board in fiscal year 2022/23

In addition, non-financial criteria also have a substantial influence on the success of the business strategy and the company's long-term development. This is why the Supervisory Board annually establishes additional concrete performance criteria for determining the annual bonus, which can apply individually or for all of the Executive Board members together.

The Executive Board members' performance is assessed by the Supervisory Board based on criteria established beforehand: The targets are weighted, and target values are established that indicate a 100% target achievement. The Supervisory Board can set the degree of target attainment between 0% and a maximum of 125% in a linear or graduated manner.

At the start of fiscal year 2022/23, the Supervisory Board established overarching targets with the following weighting for the entire Executive Board, in alignment with the compensation system. In the process, the Supervisory Board made sure that the targets were challenging and ambitious.

The following table depicts concrete target achievement for fiscal year 2022/23:

Annual bonus 2022/23 — achievement of individual performance target

Description	Percentage of overall target	Target achievement	Weighting
Strategic company development			
Expansion of measures for alternative energy supply	10%	125%	12.5%
Successful implementation of strategy for securing and strengthening the core business and pursuing growth options	15%	100%	15%
Growth projects along defined milestones	15%	100%	15%
Employees			
Accident (LTI) reduction — only Aurubis employees — in all plants to the end of 2022/23 (basis: LTI FY 2021/22, 34 end result)	15%	0%	0%
Qualified Group employees have undergone additional training at least once a year	10%	125%	12.5%
Concept for the needs-based qualification of key functions in operations, taking into account the service level of success-critical service providers	7.5%	125%	9.4%
Digitalization			
S/4HANA SAP project	10%	125%	12.5%
Further implementation of the digital strategy (Digital Factory, expansion of the digital business partner platform)	10%	125%	12.5%
Corporate social responsibility			
Further development of the Business Partner (BP) and Supply Chain Screening	7.5%	100%	7.5%
Calculated overall target achievement		96.9%	
Overall target established		0%	

For the 2022/23 annual bonus, the Executive Board recommended a 0% assessment of target achievement for the “reduction of accidents (LTI)” target in the individual component due to the serious industrial accident at the Hamburg plant in May 2023.

In the 2022/23 fiscal year, the Executive Board members had a calculated overall target achievement of around 97% for the individual component. In light of the serious industrial accident at the Hamburg plant in May 2023, and the ongoing investigation into the criminal activities that targeted Aurubis, which led to financial effects due to a significant precious metals shortfall and the corresponding ad hoc announcements dated August 31, 2023 and September 19, 2023, the Executive Board proposed voluntarily waiving individual target achievement for the variable compensation for fiscal year 2022/23 to the Supervisory Board. In accordance with the voluntary waiver of the entire Executive Board, individual target achievement for the variable compensation was set at 0% in total for all members of the Executive Board.

On the basis of target achievement for the two components (67.7% with respect to operating EBT and 0% with respect to individual performance), the annual bonus for fiscal year 2022/23 for each Executive Board member was calculated in accordance with the compensation system. In accordance with the guidelines of the compensation system, two-thirds of the 2022/23 annual bonus that each Executive Board member achieved will be paid out in cash and one-third will be invested in company stock (deferred stock).

Annual bonus 2022/23 — overall target achievement

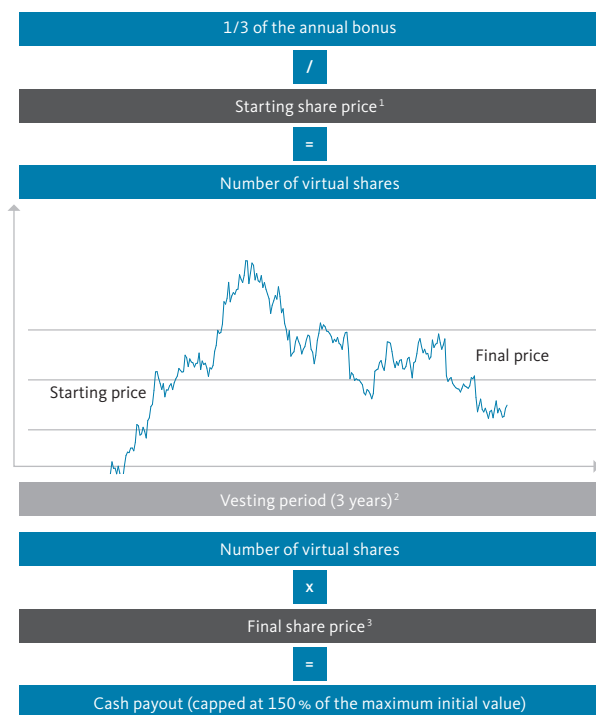
Executive Board member	Target amount in €	Operating EBT		Individual performance		Target achievement (total)	Annual bonus in €	Transferred to deferred stock in €	Annual bonus in €
		Weighting	Target achievement	Weighting	Target achievement				
Roland Harings	660,000						267,947	89,316	178,631
Dr. Heiko Arnold	444,000	60%	67.7%	40%	0.0%	41%	180,255	60,085	120,170
Inge Hofkens	333,000 ¹						135,191	45,064	90,128
Rainer Verhoeven	444,000						180,255	60,085	120,170

¹ Pro rata since January 1, 2023.

Deferred stock

The transfer of part of the variable compensation to deferred stock supports the business strategy and long-term development of the company by incentivizing Executive Board members to increase the enterprise value, directly aligns the interests of the Executive Board and the shareholders, and boosts the company's attractiveness on the capital market.

Deferred stock operating principle



¹ Arithmetic average of the Xetra closing price for Aurubis shares on the Frankfurt Stock Exchange over the last 30 trading days before the beginning of the vesting period.

² The vesting period was two years in the 2017 compensation system.

³ Arithmetic average of the Xetra closing price for Aurubis shares on the Frankfurt Stock Exchange over the last 30 trading days before the end of the vesting period.

In accordance with the guidelines of the compensation system, one-third of the annual bonus of each Executive Board member will be invested virtually in company stock (deferred stock).

The number of virtual shares at the beginning of the three-year vesting period is calculated by dividing one-third of the annual bonus by the starting share price. The starting share price is designated using the arithmetic average of the Xetra closing price for Aurubis shares on the Frankfurt Stock Exchange over the last 30 trading days before the beginning of the three-year vesting period of the deferral.

At the end of the three-year vesting period (2017 compensation system: at the end of a two-year vesting period), the number of virtual shares is multiplied by the closing share price. The closing share price also results from the arithmetic average of the Xetra closing price for Aurubis shares on the Frankfurt Stock Exchange over the last 30 trading days, this time before the end of the vesting period. The resulting amount is paid out to the Executive Board members in cash. However, the amount of the payout is limited to 150% of the initial value.

Allocation of 2022/23 deferred stock

The starting share price for the 2022/23 deferred stock was € 70.86. The number of virtual shares allotted to the individual Executive Board members in the reporting year pursuant to the 2020 compensation system is shown in the following table.

2022/23 deferred stock — allocation

in €	Deferred stock in €	Starting share price in €	Number of virtual shares
Roland Harings	89,316		1,260.45
Dr. Heiko Arnold	60,085	70.86	847.94
Inge Hofkens	45,064		635.95
Rainer Verhoeven	60,085		847.94

Rounded figures.

Payout of 2020/21 deferred stock

The switch from the 2017 compensation system to the 2020 compensation system with effect from October 1, 2020, and the extension of the vesting period for deferred stock by one year, mean active Executive Board members will not receive any compensation granted or owed from deferred stock this fiscal year.

The 2020/21 deferred stock was paid out at the end of the two-year vesting period, in accordance with the requirements of the 2017 compensation system, to former Executive Board member Dr. Thomas Bünger. For the purpose of fiscal year 2022/23, it is to be viewed as compensation granted.

2020/21 deferred stock

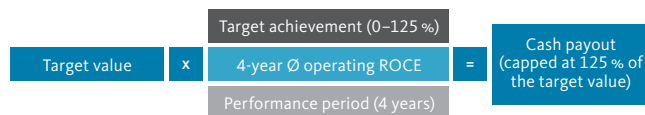
in €	Deferred stock in €	Starting share price in €	Number of virtual shares	Final share price in €	Payout amount in €
Dr. Thomas Bünger	159,882	68.93	2,319.48	70.86	164,358

Rounded figures.

Performance cash plan

The performance cash plan stipulates a four-year, forward-looking performance period (the performance period is three years under the 2017 compensation system and for former Executive Board member Dr. Thomas Bünger) pursuant to the recommendations of the German Corporate Governance Code. The relevant performance target is the Aurubis Group's average operating return on capital employed (ROCE) during the performance period. With the ROCE as a performance criterion and the ambitious target range for the variable compensation, the multi-year variable compensation is directly tied to the company's operating performance and aligned with the company's financial target of generating a significant premium on the capital costs. This target reflects the communicated goal of generating an annual ROCE that considerably exceeds the cost of capital.

Performance cash plan operating principle



In order to determine the final target achievement for the performance cash plan, the average operating ROCE achieved at the end of the respective fiscal years during the performance period is calculated at the end of the performance period. For the granting of each tranche, the Supervisory Board determines an amount representing 100% target achievement ("target value") for the average operating ROCE as well as amounts for 50% target achievement ("minimum value") and 125% target achievement ("maximum value").

The payout is made in cash after the respective four-year period has ended.

Allocation of 2022/23 performance cash plan

The target value for the average operating ROCE for the 2022/23–2025/26 four-year tranche amounts to 12%, with the minimum value at 6% and the maximum value at 15%. Target achievements between the established target achievement points (50%, 100%, 125%) are interpolated in a linear manner. If the minimum value is not reached, there is no payout from the performance cash plan. If the maximum value is reached, further increases in the average operating ROCE do not lead to an increase in the target achievement.

The 2022/23 performance cash plan will accordingly be paid out in cash following the end of the 2022/23 to 2025/26 performance period.

2020/21 performance cash plan payout

The switch from the 2017 compensation system to the 2020 compensation system with effect from October 1, 2020 and the extension of the performance period for the performance cash plan by one year mean active Executive Board members will not receive

any compensation granted or owed from the performance cash plan in this fiscal year.

In accordance with the requirements of the 2017 compensation system, the three-year performance period for the 2020/21 performance cash plan for Dr. Thomas Bünger ended with the conclusion of fiscal year 2022/23. The 2020/21 performance cash plan was therefore fully earned upon the conclusion of fiscal year 2022/23 and has the status of granted or owed compensation for the purpose of this fiscal year.

The target and the level of achievement of the average operating ROCE target are as follows for the three-year tranche of the 2020/21 performance cash plan:

Performance cash plan 2020/21 — level of operating ROCE target achievement

in %	Minimum value	Target	Maximum value	Actual value
Operating ROCE	6	12	15	15.6
Target achievement	50	100	125	125

In accordance with the guidelines of the 2017 compensation system, the following payouts were made to Dr. Thomas Bünger under the 2020/21 performance cash plan for fiscal year 2022/23:

Performance cash plan 2020/21 — overall target achievement

Executive Board member	Target amount in €	Weighting	Operating ROCE		
			Target achievement	Target achievement (total)	Target amount in €
Dr. Thomas Bünger	272,000	100%	125%	125%	340,000

MALUS AND CLAWBACK

Moreover, the Executive Board contracts include a malus and clawback arrangement. If it is determined that an Executive Board member has deliberately violated a significant duty of care in accordance with Section 93 of the German Stock Corporation Act (AktG), a significant contractual obligation, or other significant company principles of conduct, for example from the Code of Conduct or the compliance regulations, and if this violation fulfills the conditions of a gross breach of duty that justifies revocation of the appointment to the Executive Board in accordance with Section 84 (3) of the German Stock Corporation Act (AktG), the Supervisory Board can reduce the variable compensation that hasn't been paid yet, in whole or in part, to zero ("malus") or reclaim the net variable compensation, in whole or in part, that has already been paid out ("clawback").

Furthermore, the Executive Board member must pay back variable compensation that has already been paid out if and to the extent that it is determined after the payment that the audited and confirmed consolidated financial statements on which the calculation of the payment amount was based were incorrect and therefore have to be corrected in accordance with the relevant accounting regulations and, based on the corrected, audited consolidated financial statements and the relevant compensation system, a lower payment or no payment of variable compensation would have been owed.

In fiscal year 2022/23, the Supervisory Board did not exercise the option of retaining or reclaiming variable compensation components.

PAYMENTS IN THE CASE OF EMPLOYMENT TERMINATION

In the event of a premature termination of an Executive Board contract without good cause, a severance payment will be made within the scope of the compensation system. Such payment is limited to two years' total annual compensation and does not provide compensation for any period longer than the remaining term of the employment contract. The payout of variable compensation components that are still open and that are due in the period until the contract ends takes place as normal at the end of the originally established due dates — there is no premature payout. If the employment contract is ended for an important, justified reason, there are no payments.

No severance payments were made in fiscal year 2022/23.

No payments have been promised in the event of premature termination of the Executive Board's employment contract resulting from a change of control.

Moreover, the employment contracts do not include any post-contractual non-compete clauses. As a result, the compensation system does not arrange for non-compete compensation.

NO DEVIATION FROM THE COMPENSATION SYSTEM

The Supervisory Board can temporarily deviate from the Executive Board compensation system pursuant to Section 87a (2) of the German Stock Corporation Act (AktG) if this is necessary in the interests of the company's long-term well-being. The establishment of the fixed and variable compensation in fiscal year 2022/23 corresponds to the guidelines of the compensation system; no such deviations took place.

INDIVIDUALIZED DISCLOSURE OF THE EXECUTIVE BOARD'S COMPENSATION

TARGET COMPENSATION IN FISCAL YEAR 2022/23

Individual details of the contractual benefits promised to each individual member of the Executive Board for fiscal year 2022/23 are provided in the following table. As a "contractual benefit," the variable compensation is reported for the respective fiscal year at the value applicable at the time of the commitment (target compensation). For the annual bonus, this is the allocation value at the time of commitment less the amount to be transferred to deferred stock, while for deferred stock this is the pro rata allocation value for the annual bonus at the time of the commitment. In the case of the performance cash plan, this is the target value at the time of the commitment.

Target compensation in fiscal year 2022/23¹

	Roland Harings Chief Executive Officer Executive Board member since May 20, 2019, Executive Board Chairman since July 1, 2019			Dr. Heiko Arnold COO Custom Smelting & Products since August 15, 2020		
	2022/23		2021/22	2022/23		2021/22
	in €	in %	in €	in €	in %	in €
Fixed compensation	650,000	32	650,000	460,000	33	460,000
Fringe benefits	14,599	1	12,009	13,537	1	13,357
Pension contribution	260,000	13	260,000	180,000	13	180,000
Variable compensation for one year						
2022/23 annual bonus	440,000		-	296,000		-
2021/22 annual bonus	-	22	440,000	-	21	296,000
Variable compensation for several years						
2022/23 deferred stock	220,000		-	148,000		-
2021/22 deferred stock	-	11	220,000	-	11	148,000
2022/23 performance cash plan	440,000		-	296,000		-
2021/22 performance cash plan	-	22	440,000	-	21	296,000
Total compensation	2,024,599	100	2,022,009	1,393,537	100	1,393,357

	Inge Hofkens COO Multimetal Recycling since January 1, 2023 ²			Rainer Verhoeven Chief Financial Officer since January 1, 2018		
	2022/23		2021/22	2022/23		2021/22
	in €	in %	in €	in €	in %	in €
Fixed compensation	345,000	32	-	460,000	33	460,000
Fringe benefits	9,260	1	-	11,425	1	11,425
Pension contribution	160,000	15	-	180,000	13	180,000
Variable compensation for one year						
2022/23 annual bonus	222,000		-	296,000		-
2021/22 annual bonus	-	21	-	-	21	296,000
Variable compensation for several years						
2022/23 deferred stock	111,000		-	148,000		-
2021/22 deferred stock	-	10	-	-	11	148,000
2022/23 performance cash plan	222,000		-	296,000		-
2021/22 performance cash plan	-	21	-	-	21	296,000
Total compensation	1,069,260	100	-	1,391,425	100	1,391,425

¹ Percentages have been commercially rounded.

² Pro rata.

COMPENSATION GRANTED AND OWED IN ACCORDANCE WITH SECTION 162 GERMAN STOCK CORPORATION ACT (AKTG)

The following tables show the compensation granted and owed to the Executive Board members for fiscal year 2022/23 in accordance with Section 162 of the German Stock Corporation Act (AktG) as well as the relative shares of total compensation. The compensation granted and owed for a given fiscal year comprises the compensation components that have been fully earned upon expiry of the fiscal year. This comprises all of the compensation components for which the underlying performance had been provided upon expiry of the fiscal year or whose performance measurement ended upon expiry of the fiscal year, even if the actual payout will only occur in the following fiscal year. This approach establishes a transparent relationship between the company's business development and the resulting compensation.

In fiscal year 2022/23, active Executive Board members will not receive any compensation granted or owed from variable compensation due to the switch from the 2017 compensation system to the 2020 compensation system with effect from October 1, 2020 and the extension of the vesting period for deferred stock and of the performance period for the performance cash plan by one year each. The compensation granted and owed for active Executive Board members for fiscal year 2022/23 therefore comprises the following components:

- » the basic compensation for fiscal year 2022/23
- » the fringe benefits arising for fiscal year 2022/23
- » the pension contribution for fiscal year 2022/23
- » the 2022/23 annual bonus

Compensation granted and owed to active Executive Board members in accordance with Section 162 of the German Stock Corporation Act (AktG) in fiscal year 2022/23

	Roland Harings Chief Executive Officer Executive Board member since May 20, 2019, Executive Board Chairman since July 1, 2019			Dr. Heiko Arnold COO Custom Smelting & Products since August 15, 2020		
	2022/23		2021/22	2022/23		2021/22
	in €	in %	in €	in €	in %	in €
Fixed compensation	650,000	59	650,000	460,000	59	460,000
Fringe benefits	14,599	1	12,009	13,537	2	13,357
Pension contribution	260,000	24	260,000	180,000	23	180,000
Variable compensation for one year						
2022/23 annual bonus	178,631	16	-	120,170	16	-
2021/22 annual bonus	-	-	545,600	-	-	367,040
Variable compensation for several years						
2020/21 deferred stock ¹	-	-	-	-	-	-
2019/20 deferred stock	-	-	193,347	-	-	-
2020/21 performance cash plan ²	-	-	-	-	-	-
2019/20 performance cash plan	-	-	487,040	-	-	-
Total compensation	1,103,230	100	2,147,996	773,707	100	1,020,397

	Inge Hofkens COO Multimetal Recycling since January 1, 2023 ³			Rainer Verhoeven Chief Financial Officer since January 1, 2018		
	2022/23		2021/22	2022/23		2021/22
	in €	in %	in €	in €	in %	in €
Fixed compensation	345,000	57	-	460,000	60	460,000
Fringe benefits	9,260	2	-	11,425	1	11,889
Pension contribution	160,000	26	-	180,000	23	180,000
Variable compensation for one year						
2022/23 annual bonus	90,128	15	-	120,170	16	-
2021/22 annual bonus	-	-	-	-	-	367,040
Variable compensation for several years						
2020/21 deferred stock ¹	-	-	-	-	-	-
2019/20 deferred stock	-	-	-	-	-	131,476
2020/21 performance cash plan ²	-	-	-	-	-	-
2019/20 performance cash plan	-	-	-	-	-	331,187
Total compensation	604,388	100	0	771,595	100	1,481,592

¹ Due to the change in the vesting period from two to three years, active Executive Board members received no payments from 2020/21 deferred stock in the past fiscal year.

² Due to the change in the vesting period from three to four years, active Executive Board members received no payments from the 2020/21 performance cash plan in the past fiscal year.

³ Pro rata.

Rounded figures.

MAINTAINING UPPER COMPENSATION LIMITS

For fiscal year 2022/23, in addition to the upper limits on the amounts for variable compensation for one year and several years in accordance with Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act (AktG), there is also an intended overall upper limit on the amount of compensation for the fiscal year (including fringe benefits and pension commitments). This maximum compensation amounts to € 2,600,000 for the Executive Board chairman and € 1,800,000 for a regular Executive Board member. If compensation for fiscal year 2022/23 exceeds the upper limit mentioned, the compensation component scheduled to be paid last (usually deferred stock or the performance cash plan) is reduced accordingly.

It will not be possible to calculate the sum total of the payments and expenses resulting from commitments for fiscal year 2022/23 until the end of the three-year deferred stock period and the four-year performance cash plan. It is possible to ensure compliance with the maximum compensation amount pursuant to Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act (AktG) now, since even in the event of a payout of deferred stock in the amount of 150% of the maximum base amount (cap) and of the performance cash plan in the amount of 125% of the target amount (cap), the sum total of these compensation components would be less than the maximum compensation amount.

INDIVIDUALIZED DISCLOSURE OF THE COMPENSATION OF FORMER MEMBERS OF THE EXECUTIVE BOARD

The following tables show the compensation granted and owed (in accordance with Section 162 of the German Stock Corporation Act (AktG)) for fiscal year 2022/23 to each former member of the Executive Board of Aurubis AG who retired from the Executive Board in the last ten years. For fiscal year 2022/23, this comprises inflows from 2020/21 deferred stock and the 2020/21 performance cash plan for Dr. Thomas Bünger. Other previous Executive Board members only received pension payments.

Compensation granted and owed to former Executive Board members in accordance with Section 162 of the German Stock Corporation Act (AktG) in fiscal year 2022/23

	Dr. Thomas Bünger Chief Technology Officer from October 1, 2018 to September 30, 2021		
	2022/23		2021/22
	in €	in %	in €
Fixed compensation	-		-
Fringe benefits	-		-
Pension contribution	-		-
Variable compensation for one year			
2022/23 annual bonus	-		-
2021/22 annual bonus	-		-
Variable compensation for several years			
2020/21 deferred stock	164,358	33	-
2019/20 deferred stock	-		118,908
2020/21 performance cash plan	340,000	67	-
2019/20 performance cash plan	-		331,187
Total compensation	504,358	100	450,095

Rounded figures.

Compensation granted and owed to former Executive Board members in accordance with Section 162 of the German Stock Corporation Act (AktG) in fiscal year 2022/23

in €	Pension payment	
	2022/23	2021/22
Erwin Faust until June 30, 2017	89,775	861,064
Dr. Bernd Drouven until October 1, 2015	103,884	99,600
Dr. Michael Landau until May 31, 2013	281,916	284,931

COMPENSATION FOR THE SUPERVISORY BOARD

PRINCIPLES OF THE COMPENSATION SYSTEM FOR THE SUPERVISORY BOARD

The compensation for the Supervisory Board is governed by Section 2 of Aurubis AG's Articles of Association. It is aligned with the various demands on the Supervisory Board and its committees. The participants of the Annual General Meeting approved the compensation system for the Supervisory Board members pursuant to Section 113 (3) of the German Stock Corporation Act (AktG) on February 11, 2021, on the basis of 99.78% of the votes cast.

Overall, the system complies with the requirements of the German Corporate Governance Code in the version dated April 28, 2022. The Supervisory Board is primarily responsible for advising and monitoring the Executive Board, which is why, in compliance with the recommendation in G.18 of the German Corporate Governance Code, only — that is, 100% — fixed compensation components together with reimbursement of expenses are provided, and no variable compensation components. The fixed compensation strengthens the independence of the Supervisory Board members in fulfilling their monitoring duty and as such directly contributes to the long-term development of the company. Furthermore, the compensation system incentivizes Supervisory Board members to proactively work toward fostering the business strategy by appropriately taking into account the additional time commitment required from the chair, who is especially closely involved in discussing strategic issues (in accordance with D.5 of the German Corporate Governance Code), and from the deputy Supervisory Board chair, as well as the chairs and members of committees, pursuant to G.17 of the German Corporate Governance Code.

All Supervisory Board members receive fixed compensation of € 75,000 per fiscal year each, in addition to the reimbursement of expenses incurred while performing their duties. The Supervisory Board chair receives three times that amount, while the deputy receives twice the standard amount.

Supervisory Board members who serve on the Personnel and/or Audit Committee additionally receive fixed compensation of € 15,000 per fiscal year per committee. Supervisory Board members

who serve on the other Supervisory Board committees additionally receive fixed compensation in the amount of € 7,500 per fiscal year per committee. Supervisory Board members who chair a Supervisory Board committee receive twice that amount per fiscal year for each committee chairmanship.

The fixed compensation for committee activity is limited to € 25,000 per fiscal year for each Supervisory Board member, in accordance with Section 12 (2) of the Articles of Association. The limit for every committee chairmanship is € 50,000/fiscal year.

Supervisory Board members who do not belong to the Supervisory Board or one of its committees for a full fiscal year receive compensation commensurate with the duration of their service. Furthermore, Supervisory Board members receive an attendance fee in the amount of € 1,000 for each meeting of the Supervisory Board or of its committees they attend.

Supervisory Board compensation operating principle

Funktionsweise der Aufsichtsratsvergütung

Compensation components	Supervisory Board chairman	Supervisory Board deputy chairman	Supervisory Board member
Fixed compensation	€ 225,000	€ 155,000	€ 75,000
Attendance fee	€ 1,000		
	Committee chairman	Committee member	
Committee membership – Audit Committee	€ 30,000	€ 15,000	
Committee membership – Personnel Committee	€ 30,000	€ 15,000	
Committee membership – other committees	€ 15,000	€ 7,500	
Compensation limit for committee membership	€ 50,000	€ 25,000	

SUPERVISORY BOARD COMPENSATION FOR FISCAL YEAR 2022/23

The Supervisory Board members were compensated in accordance with the compensation system presented above and outlined in the Articles of Association. They received a total of € 1,633,145 in fiscal year 2022/23.

The individual compensation is shown in the following table:

Compensation granted and owed to the Supervisory Board in fiscal year 2022/23 in accordance with Section 162 of the German Stock Corporation Act (AktG)

		Fixed compensation		Compensation for committee membership		Attendance fees		Total compensation
		in €	in %	in €	in %	in €	in %	in €
Fiscal year 2022/23								
Shareholder representatives								
Prof. Dr. Fritz Vahrenholt Supervisory Board Chairman	since March 1, 2018	225,000	77.6	50,000	17.2	15,000	5.2	290,000
Andrea Bauer	from June 22, 2018 to February 16, 2023	28,562	71.2	8,568	21.4	3,000	7.5	40,130
Kathrin Dahnke	since February 16, 2023	46,644	65.4	18,658	26.2	6,000	8.4	71,302
Gunnar Groebler	since October 1, 2021	75,000	64.1	25,000	21.4	17,000	14.5	117,000
Prof. Dr. Karl Friedrich Jakob	from March 1, 2018 to February 16, 2023	28,562	59.7	14,281	29.8	5,000	10.5	47,843
Prof. Dr. Markus Kramer	since February 16, 2023	46,644	61.4	23,322	30.7	6,000	7.9	75,966
Dr. Stephan Krümmner	since March 1, 2018	75,000	54.3	45,000	32.6	18,000	13.0	138,000
Dr. Sandra Reich	since February 28, 2013	75,000	65.6	24,329	21.3	15,000	13.1	114,329
Employee representatives								
Jan Koltze Deputy Chairman of the Supervisory Board	since March 3, 2011	121,438	74.3	25,000	15.3	17,000	10.4	163,438
Deniz Filiz Acar	since May 3, 2019	75,000	67.4	24,329	21.9	12,000	10.8	111,329
Christian Ehrentraut	since May 3, 2019	75,000	65.8	25,000	21.9	14,000	12.3	114,000
Dr. Elke Lossin	since March 1, 2018	75,000	68.4	19,664	17.9	15,000	13.7	109,664
Daniel Mrosek	since February 16, 2023	46,644	81.4	4,664	8.1	6,000	10.5	57,308
Stefan Schmidt	since March 1, 2018	103,562	72.6	25,000	17.5	14,000	9.8	142,562
Melf Singer	from March 1, 2018 to February 16, 2023	28,562	70.9	5,712	14.2	6,000	14.9	40,274

Rounded figures.

**Compensation granted and owed to the Supervisory Board
in fiscal year 2021/22 in accordance with Section 162 of the
German Stock Corporation Act (AktG)**

		Fixed compensation		Compensation for committee membership		Attendance fees		Total compensation
		in €	in %	in €	in %	in €	in %	in €
Fiscal year 2021/22								
Shareholder representatives								
Prof. Dr. Fritz Vahrenholt Supervisory Board Chairman	since March 1, 2018	225,000	79.5	50,000	17.7	8,000	2.8	283,000
Andrea Bauer	since June 22, 2018	75,000	71.8	22,500	21.5	7,000	6.7	104,500
Gunnar Groebler	since October 1, 2021	75,000	67.6	25,000	22.5	11,000	9.9	111,000
Prof. Dr. Karl Friedrich Jakob	since March 1, 2018	75,000	62.8	32,445	27.2	12,000	10.0	119,445
Dr. Stephan Krümmer	since March 1, 2018	75,000	55.6	45,000	33.3	15,000	11.1	135,000
Dr. Sandra Reich	since February 28, 2013	75,000	74.3	15,000	14.8	11,000	10.9	101,000
Employee representatives								
Stefan Schmidt Deputy Chairman of the Supervisory Board	since March 1, 2018	150,000	80.2	25,000	13.4	12,000	6.4	187,000
Deniz Filiz Acar	since May 3, 2019	75,000	76.5	15,000	15.3	8,000	8.2	98,000
Christian Ehrentraut	since May 3, 2019	75,000	67.0	24,945	22.3	12,000	10.7	111,945
Jan Koltze	since March 3, 2011	75,000	67.0	25,000	22.3	12,000	10.7	112,000
Dr. Elke Lossin	since March 1, 2018	75,000	74.3	15,000	14.8	11,000	10.9	101,000
Melf Singer	since March 1, 2018	75,000	74.3	15,000	14.8	11,000	10.9	101,000

Rounded figures.

COMPARATIVE PRESENTATION OF COMPENSATION AND EARNINGS TRENDS

The annual rate of change in the compensation received by the Executive Board members, the company's earnings trend, and the compensation trend for its employees are shown below in accordance with Section 162 (1) sentence 2 no. 2 of the German Stock Corporation Act (AktG). The information provided regarding the annual rate of change will be continuously expanded in subsequent years and will be provided in full, for a five-year period, in the 2025/26 Compensation Report.

The compensation trend for the Executive Board and the Supervisory Board relates to the compensation granted and owed for fiscal years 2022/23, 2021/22 and 2020/21 in accordance with Section 162 of the German Stock Corporation Act (AktG), which is shown in the Compensation Report. Since the employee and compensation structures in the Group's subsidiaries and for employees outside Germany may vary, the figure for the average volume of compensation received by employees reflects the average compensation received by the workforce of Aurubis AG on a full-time equivalent basis. This includes the compensation of all of the company's employees, including executives. The Aurubis Group's operating EBT serve as the relevant earnings figure.

Comparative presentation

	Compensation 2022/23 in €	2022/23 change vs. 2021/22 in %	Compensation 2021/22 in €	2021/22 change vs. 2020/21 in %
Earnings trend				
Net income for the year of Aurubis AG (German Commercial Code) in € million	141	12	126	-46
Operating EBT of the Aurubis Group in € million	349	-35	532	54
Employee compensation				
Average compensation for the company's employees	84,243	4	81,231	4
Executive Board members				
Executive Board members active in fiscal year 2022/23				
Roland Harings, Executive Board member since May 20, 2019, Executive Board Chairman since July 1, 2019	1,103,230	-49	2,147,996	36
Dr. Heiko Arnold since August 15, 2020	773,707	-24	1,020,397	8
Inge Hofkens since January 1, 2023	604,388	-	-	-
Rainer Verhoeven since January 1, 2018	771,595	-48	1,481,592	7
Former members of the Executive Board				
Dr. Thomas Bünger until September 30, 2021	504,358	12	450,095	-66
Erwin Faust until June 30, 2017	89,775	-90	861,064	859
Dr. Bernd Drouven until October 1, 2015	103,884	4	99,600	-83
Dr. Michael Landau until May 31, 2013	281,916	-1	284,931	10
Supervisory Board members				
Shareholder representatives				
Prof. Dr. Fritz Vahrenholt Supervisory Board Chairman since March 1, 2018	290,000	2	283,000	0
Andrea Bauer until February 16, 2023	40,130	-62	104,500	-1
Kathrin Dahnke since February 16, 2023	71,302	-	-	-
Gunnar Groebler since October 1, 2021	117,000	5	111,000	-
Prof. Dr. Karl Friedrich Jakob until February 16, 2023	47,843	-60	119,445	10
Prof. Dr. Markus Kramer since January 1, 2023	75,966	-	-	-
Dr. Stephan Krümmer since March 1, 2018	138,000	2	135,000	-1
Dr. Sandra Reich since February 28, 2013	114,329	13	101,000	0
Employee representatives				
Jan Koltze Deputy Chairman of the Supervisory Board since February 16, 2023	163,438	46	112,000	-1
Deniz Filiz Acar since May 3, 2019	111,329	14	98,000	0
Christian Ehrentraut since May 3, 2019	114,000	2	111,945	12
Dr. Elke Lossin since March 1, 2018	109,664	9	101,000	0
Daniel Mrosek since February 16, 2023	57,308	-	-	-
Stefan Schmidt since March 1, 2018	142,562	-24	187,000	0
Melf Singer until February 16, 2023	40,274	-60	101,000	0

OUTLOOK FOR THE EXECUTIVE BOARD'S COMPENSATION SYSTEM FROM FISCAL YEAR 2023/24

The company's strategy has been comprehensively revised since fiscal year 2020/21 and a road map has been established for the next decade. In the context of the changes to the strategy of Aurubis AG, the Personnel Committee also reviewed the 2020 compensation system, which was developed in accordance with the company's Vision 2025 mapped out in 2017. The core considerations were safeguarding an optimized strategic approach and incorporating a stronger incentive effect with a view to promoting the company's sustainable long-term development. Our shareholders' comments regarding the 2020 compensation system and the general expectations of institutional investors and share voting right consultants regarding the features of a compensation system for the Executive Board were also taken into consideration. This review was implemented with the assistance of an independent compensation consultant. The Personnel Committee made specific changes to the 2020 compensation system on the basis of the findings of this review. The Supervisory Board approved the revised 2023 compensation system as proposed by the Personnel Committee at its meeting on September 13, 2022. The revised 2023 compensation system was approved by participants at the Aurubis AG Annual General Meeting on February 16, 2023 in accordance with Section 120a (1) of the German Stock Corporation Act (AktG) and came into effect for all active Executive Board members on October 1, 2023 for the 2023/24 fiscal year.

The following overview summarizes the components of the 2023 compensation system. In particular, it presents the key changes compared to the 2020 compensation system. The 2023/24 Compensation Report will detail the application of the new 2023 compensation system.

Fundamentals of the compensation system

	2020 compensation system	2023 compensation system
Fixed compensation	Basic compensation	Fixed annual basic compensation that is paid out monthly in equal installments
	Pension plans	<ul style="list-style-type: none"> » Entitlement to the company pension plan in the form of a pension commitment, financed through a liability insurance policy » Defined contribution company pension plan in the form of a capital commitment
	Fringe benefits	Fringe benefits in the form of benefits in kind, which primarily consist of insurance premiums and company car use and are assessed according to tax guidelines
Variable compensation	Variable compensation for one year (20–25 %)	<ul style="list-style-type: none"> » Type: annual bonus » Performance criteria: <ul style="list-style-type: none"> » Operating EBT (60 %) » Individual performance of the Executive Board member (40 %) » Payout: <ul style="list-style-type: none"> » 2/3 in cash after the fiscal year has concluded » 1/3 transferred to deferred stock » Cap: 125 % of the target amount » No discretionary special bonus agreed
	Variable compensation for several years (30–35 %)	<ul style="list-style-type: none"> » Type: deferred stock » Vesting period: 3 years » Cap: 150 % of the starting value » Payout: in cash at the end of the 3-year vesting period
		<ul style="list-style-type: none"> » Type: performance cash plan » Performance period: 4 years » Performance criterion: <ul style="list-style-type: none"> » Operating ROCE (100 %) » Cap: 125 % of the target amount » Payout: in cash at the end of the 4-year performance period
Maximum compensation pursuant to Section 87a of the German Stock Corporation Act (AktG)	<ul style="list-style-type: none"> » Chairman: € 2,600,000 » Regular member of the Supervisory Board: € 1,800,000 	<ul style="list-style-type: none"> » Type: performance share plan » Performance period: 4 years » Performance criterion: <ul style="list-style-type: none"> » Operating ROCE (50 %) » Relative total shareholder return (TSR) vs. MDAX (50 %) » Cap: 200 % of the target amount » Payout: in cash at the end of the 4-year performance period
Malus and clawback	Possibility of a partial or full reduction (malus) or reclamation (clawback) of the variable compensation (variable compensation for one year and several years) in the event of a compliance offense or errors in the consolidated financial statements	
Premature termination of Executive Board contract	In the event of premature termination of an Executive Board contract without good cause, a severance payment will be made within the scope of the compensation system. Such payment is limited to two years' total annual compensation and does not provide compensation for any period longer than the remaining term of the employment contract	

Hamburg, December 19, 2023

For the Executive Board

Roland Harings
Chairman

Rainer Verhoeven
Member

For the Supervisory Board

Prof. Dr. Fritz Vahrenholt
Chairman

REPORT OF THE INDEPENDENT AUDITOR ON THE AUDIT OF THE REMUNERATION REPORT IN ACCORDANCE WITH SECTION 162 (3) AKTG

To Aurubis AG, Hamburg/Germany

AUDIT OPINION

We conducted a formal audit of the remuneration report of Aurubis AG, Hamburg/Germany, for the financial year from 1 October 2022 to 30 September 2023, to assess whether the disclosures required under Section 162 (1) and (2) German Stock Corporation Act (AktG) have been made in the remuneration report. In accordance with Section 162 (3) AktG, we did not audit the content of the remuneration report.

In our opinion, the disclosures required under Section 162 (1) and (2) AktG have been made, in all material respects, in the accompanying remuneration report. Our audit opinion does not cover the content of the remuneration report.

BASIS FOR THE AUDIT OPINION

We conducted our audit of the remuneration report in accordance with Section 162 (3) AktG and in compliance with the IDW Auditing Standard: Audit of the Remuneration Report pursuant to Section 162 (3) AktG (IDW AuS 870 (08.2021)). Our responsibilities under those requirements and this standard are further described in the "Auditor's Responsibilities" section of our auditor's report. Our audit firm has applied the requirements of the IDW Quality Assurance Standard: Quality Assurance Requirements in Audit Practices (IDW QS 1). We have fulfilled our professional responsibilities in accordance with the German Public Auditor Act (WPO) and the Professional Charter for German Public Auditors and German Sworn Auditors (BS WP/vBP) including the requirements on independence.

RESPONSIBILITIES OF THE EXECUTIVE BOARD AND THE SUPERVISORY BOARD

The executive board and the supervisory board are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of Section 162 AktG. In addition, they are responsible for such internal control as they consider necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITIES

Our objectives are to obtain reasonable assurance about whether the disclosures required under Section 162 (1) and (2) AktG have been made in the remuneration report, in all material respects, and to express an audit opinion thereon as part of an auditor's report.

We planned and conducted our audit so as to be able to determine whether the remuneration report is formally complete by comparing the disclosures made in the remuneration report with the disclosures required under Section 162 (1) and (2) AktG. In accordance with Section 162 (3) AktG, we did neither audit whether the contents of these disclosures are correct, nor whether the contents of individual disclosures are complete, nor whether the remuneration report has been reasonably presented.

HANDLING OF POSSIBLE MISREPRESENTATIONS

In connection with our audit, our responsibility is to read the remuneration report taking into account our knowledge obtained in the financial statement audit while remaining attentive to any signs of misrepresentations in the remuneration report regarding the correctness of the disclosures' contents, the completeness of individual disclosures' contents or the reasonable presentation of the remuneration report.

If, based on the work we have performed, we conclude that there is such a misrepresentation, we are required to report that fact. We have nothing to report in this regard.

Hamburg/Germany, 19 December 2023

Deloitte GmbH
Wirtschaftsprüfungsgesellschaft

Signed:
Christian Dinter
Wirtschaftsprüfer
(German Public Auditor)

Signed:
Maximilian Freiherr v. Perger
Wirtschaftsprüfer
(German Public Auditor)

III. Additional details on the invitation to the Annual General Meeting

1. Requirements for participation in the virtual Annual General Meeting and exercise of the voting right

The Executive Board decided that the Annual General Meeting will be held as a virtual Annual General Meeting without the physical presence of shareholders or their proxies at the location of the Annual General Meeting in accordance with Section 118a of the German Stock Corporation Act (AktG) in conjunction with Section 13 (3) sentence 1 of the Articles of Association.

Physical participation of shareholders and their proxies (with the exception of the company's proxies) is not possible.

For purposes related to the execution of the virtual Annual General Meeting, the company has provided an access-protected electronic system (InvestorPortal) on its website at www.aurubis.com/agm2024. Shareholders who wish to participate in the virtual Annual General Meeting must register for the virtual Annual General Meeting. They will receive the access data required for online access to the InvestorPortal with their registration confirmation. Shareholders who have been duly authorized and registered for the virtual Annual General Meeting and their proxies can join the virtual Annual General Meeting electronically via the InvestorPortal and attend the entire virtual Annual General Meeting there live with image and sound, as well as exercise their shareholder rights prior to or during the virtual Annual General Meeting in accordance with the provisions below. The InvestorPortal is expected to be available starting **from January 25, 2024**.

Pursuant to Section 14 (1) of the Articles of Association, those shareholders who register with the company prior to the AGM and who provide proof of their entitlement to participate in the AGM and to exercise their right to vote are entitled to participate in the AGM and to exercise voting rights — in person or through a proxy.

The registration and the proof must reach the company no later than **February 8, 2024, 24:00 hours (CET)** in text form (Section 126b of the German Civil Code (BGB)) by post or by email at the following address:

Aurubis AG
c/o Computershare Operations Center
80249 München, Germany
Email: anmeldestelle@computershare.de

“Pursuant to Section 14 (2) sentence 1 of the Articles of Association, proof of the shareholding must be provided by submitting special proof of the shareholding issued by the final intermediary in writing (Section 126b BGB); for this purpose, special proof of the shareholding issued in writing by the depository institution or proof pursuant to Section 67c (3) AktG is sufficient.” Pursuant to Section 14 (2) sentence 2 of the Articles of Association, the verification must be written in German or English and must relate to the beginning of the twenty-first day prior to the virtual AGM, hence **January 25, 2024, 00:00 hours (CET) (record date)**. In material terms, this key date corresponds unchanged to the requirement specified in Section 123 (4) sentence 2 of the German Stock Corporation Act (AktG), the wording of which was recently amended in the relevant section by the Future Financing Act, according to which the proof must relate to the close

of business on the twenty-second day prior to the Annual General Meeting (see also Agenda item 7, which provides for the adjustment of the Articles of Association in accordance with the amended wording of Section 123 (4) sentence 2 AktG).

In relation to the company and with respect to the participation in the AGM and the exercise of the right to vote, only those who register in due time and provide proof of shareholding shall be deemed shareholders. The entitlement to participate and the extent of the right to vote are determined according to the stake of the shareholder at the record date. The record date does not result in blocking the potential disposal of shares. Also in the case of a complete or partial disposal of the stake after the record date, only the shareholder's stake at the record date is relevant for the entitlement to participate in the Annual General Meeting and the extent of the right to vote; this means that disposals of shares after the record date have no effect on the entitlement to participate in the Annual General Meeting and the extent of the right to vote. This applies to the acquisition of shares after the record date. Individuals who do not yet own shares as per the record date and only become shareholders afterwards are only entitled (in particular voting rights) for the shares they hold, in so far as they have been authorized by the previous shareholder or have been authorized to exercise their rights. The record date has no significance for any entitlement to dividends.

In general, the depository institutes assume responsibility for the required registration and transfer of the proof of the shareholding for their customers.

The shareholders are therefore asked to contact their depository institute.

After the timely receipt of the registration and the special proof of shareholding at the above address, the shareholders authorized to participate receive a registration confirmation from the registration office, on which the required access information for the InvestorPortal is printed. To ensure the punctual receipt of the documents for the Annual General Meeting (particularly the access information for the InvestorPortal), the shareholders are asked to send the registration and the proof of shareholding to the company as early as possible.

2. Broadcast of the Annual General Meeting in the InvestorPortal and of the speeches on the internet

Duly registered shareholders or their proxies can attend the entire virtual Annual General Meeting on **February 15, 2024 starting at 10:00 (CET)** through the company's InvestorPortal at www.aurubis.com/agm2024 with the access information from their registration confirmation.

Interested members of the public can watch the introductory remarks and the speeches given by both the Supervisory Board chairman and the Executive Board chairman on **February 15, 2024 starting at 10:00 (CET)** on the company's website at www.aurubis.com/agm2024.

3. Total number of shares and voting rights at the time of the virtual Annual General Meeting

At the time the virtual Annual General Meeting is called, the company's subscribed capital amounts to € 115,089,210.88. It is divided into 44,956,723 no-par-value shares. Each no-par-value share grants one vote. The total number of shares and voting rights at the time of the virtual AGM therefore amounts to 44,956,723 shares and

voting rights. At the time the virtual Annual General Meeting is called, the company holds 1,297,693 treasury shares, from which the company is not entitled to any voting rights.

4. Procedure for exercising voting rights and representation by third parties

The shareholder's voting rights can only be exercised — by the shareholder personally or by their proxy — by means of electronic postal voting via the InvestorPortal.

The issuing of power of attorney to a proxy and, if applicable, the issuing of instructions to the company's proxies for exercising voting rights, may, in addition to electronic means, also be transmitted in text form (Section 126b BGB) by post or by email to the following address by **February 14, 2024, 18:00 (CET)** (receipt by the company is decisive):

Aurubis AG
c/o Computershare Operations Center
80249 München, Germany
Email: anmeldestelle@computershare.de

A. PROCEDURE FOR VOTING BY ELECTRONIC POSTAL VOTING

Shareholders duly registered in accordance with the above provisions or their proxies may exercise their voting rights by electronic postal voting. Postal votes are cast by means of electronic communication exclusively via the InvestorPortal www.aurubis.com/agm2024 using the access data received with the registration confirmation. Registration and proof of shareholding in accordance with the above provisions are also required in the case of a postal vote.

If no explicit or unambiguous vote is cast for an agenda item in the postal vote, this is counted as an abstention for this agenda item.

Voting by electronic postal voting via the InvestorPortal is also possible during the virtual Annual General Meeting, but must be completed no later than the time specified by the person chairing the meeting during the virtual Annual General Meeting within the scope of the voting process. Until this time, any postal votes previously cast can also be revoked or changed via the InvestorPortal.

B. PROCEDURE FOR VOTING THROUGH COMPANY-NOMINATED PROXIES

Shareholders who have duly registered according to the aforementioned provisions may also appoint proxies nominated by the company.

The proxies exercise the right to vote according to the shareholders' instructions. The proxies have to receive an authorization and instructions for exercising the voting right for every Agenda item up for a vote. If there are no clear, explicit instructions, the proxies will abstain from voting.

The exercise of certain participation rights (for example, posing questions or motions, submitting declarations, or lodging objections to Annual General Meeting resolutions) through the company's proxies is not possible.

The authorization, amendment or revocation of proxies and instructions to the proxies outside of the InvestorPortal must be received by the company in text form (Section 126b BGB) at the above address by **February 14, 2024, 18:00 (CET)** at the latest.

The issue of the proxy authorization and instructions, amendments to them, or their revocation is possible via the InvestorPortal during the virtual Annual General Meeting as well, at www.aurubis.com/agm2024, but must be completed no later than the time specified by the person chairing the meeting during the virtual Annual General Meeting within the scope of the voting process.

C. PROCEDURE FOR VOTING BY PROXY

Shareholders may exercise their voting rights by proxy, for example through a shareholder association, an intermediary or another person of their choice. In this case, the proxies or shareholder must also register in a timely manner, with proof of shareholding, in accordance with the aforementioned provisions. If a shareholder appoints more than one person, the company can reject one or more of them.

Proxies cannot physically take part in the virtual Annual General Meeting, either. They can exercise the voting rights for the shareholders they are representing only by way of electronic postal voting or by granting (sub-)authorization to the company's proxies. The use of the InvestorPortal by the proxy requires the proxy to have received the access information sent with the registration confirmation for the virtual Annual General Meeting from the principal if the access information wasn't sent directly to the proxy.

The proxy authority can be granted to the proxy directly or by declaration to the company. If the proxy authority is granted by declaration to the company, a separate verification of the delegated proxy authority is not necessary.

The proxy authorization, its revocation, and the verification of proxy entitlement to the company must be in writing (Section 126b BGB) — subject to deviating provisions for the authorization of an intermediary, a shareholder association, a consultant on share voting rights, or another of the individuals or institutions that is regarded as equivalent according to Section 135 (8) of the German Stock Corporation Act (AktG).

The authorization or revocation of proxies to the company outside of the InvestorPortal along with the required proof of authorization must be received by the company at the above address by **February 14, 2024, 18:00 (CET)** at the latest.

In this case, the shareholders are asked to use the text for granting proxy authority that is provided in the registration confirmation.

The proxy can also be granted to the company electronically via the InvestorPortal during the virtual Annual General Meeting.

If proxy authorization is issued to an intermediary, a shareholder association, a consultant on share voting rights, or an individual or institution regarded as equivalent according to Section 135 (8) of the German Stock Corporation Act (AktG), special conditions differing from those outlined above may apply for that particular form of proxy authority; the shareholders are asked to inquire about any special conditions regarding the granting of proxy authority with the respective third-party to be granted proxy authority and confer with them.

D. SUPPLEMENTARY INFORMATION ON THE EXERCISE OF VOTING RIGHTS

If voting rights for the same stock of shares are exercised in due time by multiple channels, these are taken into account in the following order, irrespective of the time of receipt: 1. electronically via the InvestorPortal, 2. pursuant to Section 67c (1) and (2) sentence 3 of the German Stock Corporation Act (AktG) in conjunction with Article 2 (1) and (3) and Article 9 (4) of the Implementing Regulation ((EU) 2018/1212), 3. by email, 4. by letter.

If multiple proxies and instructions or votes cast by electronic posting voting are received in due time by the same means of transmission, the declaration received last shall be binding. The last revocation of a declaration received in due time shall be binding.

If declarations with more than one form of exercise of voting rights are received via the same channel, the following applies: proxies and, if applicable, instructions to the company's proxies take precedence over the appointment of and instructions to an intermediary, a shareholder association, a consultant on share voting rights pursuant to Section 134a AktG, or another of the individuals or institutions regarded as equivalent pursuant to Section 135 (8) of AktG.

If an intermediary, a shareholder association, a consultant on share voting rights pursuant to Section 134a AktG, or another of the individuals or institutions regarded as equivalent to an intermediary pursuant to Section 135 (8) of the German Stock Corporation Act

(AktG) are not prepared to act as proxy, the company's proxies shall be authorized to represent in accordance with the instructions.

The votes cast by proxy and, if applicable, instructions on Agenda item 2 (utilization of the unappropriated earnings) shall remain valid even if the proposal for the utilization of the unappropriated earnings is amended due to a change in the number of shares carrying dividend rights.

If an individual vote is held on an Agenda item instead of a collective vote, the instruction issued for this Agenda item shall apply accordingly to each point of the individual vote.

5. Shareholder rights in accordance with Sections 122 (2), 126 (1), 127, 130a and 131 (1) and (1d) of the German Stock Corporation Act (AktG)

A. RIGHT TO ADD ITEMS TO THE AGENDA IN ACCORDANCE WITH SECTION 122 (2) OF THE GERMAN STOCK CORPORATION ACT (AKTG)

Shareholders whose shareholdings amount to a twentieth part of the share capital (corresponding to approximately € 5,754,460.55 or — rounded to the next higher full number of shares — 2,247,837 no-par value shares) or the proportionate notional share of € 500,000.00 (corresponding to — rounded to the next highest full number of shares — 195,313 no-par-value shares) (**minimum holding**) may request that items be announced and added to the Agenda pursuant to Section 122 (2) sentence 1 AktG. The minimum holding must be proven to the company. The presentation of banking certificates is sufficient. The applicant(s) furthermore must provide proof that he/she/they has/have been a shareholder for a minimum of 90 days prior to the date that the request arrives at the company and that he/she/they hold(s) the shares until the Executive Board's decision on the request (cf. Section 122 (2) sentence 1 in conjunction with (1) sentence 3 of the German Stock Corporation Act (AktG)). Section 70 AktG is to be taken into account for the calculation of this time limitation.

The request shall be addressed to the company represented by the Executive Board in writing (Section 126 of the German Civil Code (BGB)), whereby each new subject for the Agenda requires an accompanying reason or a proposed resolution. The request for an addition to the Agenda may also regard a resolution-free discussion point. It must be received by the company no later than **January 15, 2024, 24:00 (CET)**. We kindly ask that such requests be sent to the following address:

Aurubis AG
Executive Board
Hovestrasse 50
20539 Hamburg, Germany

Additions to the Agenda that are required to be publicized are — insofar as they were not already made known with the invitation to the Annual General Meeting — promptly after receipt, published in the German Federal Gazette and transferred to media that will presumably distribute the information in the entire European Union. In such cases, they are also published on the company's website at www.aurubis.com/agm2024.

B. MOTIONS AND NOMINATIONS FROM SHAREHOLDERS IN ACCORDANCE WITH SECTIONS 126 (1) AND 127 OF THE GERMAN STOCK CORPORATION ACT (AKTG)

Pursuant to Section 126 AktG, shareholders are authorized to submit counter motions to the company against proposals from the Executive Board and the Supervisory Board regarding a specific point of the Agenda. These counter motions have to be submitted with proof of shareholder status by **January 31, 2024, 24:00 (CET)** in writing or by email to the following address:

Aurubis AG
Corporate Legal Department
Hovestrasse 50
20539 Hamburg, Germany
Email: Rechtsabteilunghv2024@aurubis.com

Motions addressed in any other way or that are received after the deadline stated above will not be considered.

Where required, shareholders' counter motions shall be made accessible online at www.aurubis.com/agm2024 including the shareholder's name and, if applicable, reasons for the proposal immediately after the counter motions are received.

Any respective statements from the management shall also be made accessible at this web address.

Shareholders are furthermore authorized to submit nominations for the election of Supervisory Board members or auditors in accordance with Section 127 of the German Stock Corporation Act (AktG), insofar as their election is a subject of the Agenda. The above provisions correspondingly apply to them.

The company can refrain from making a counter motion and its reasons and/or an election nomination accessible if one of the exclusions pursuant to Section 126 (2) of the German Stock Corporation Act (AktG) applies, for example because the counter motion would lead to a resolution of the virtual Annual General Meeting that would violate the law or the Articles of Association, or if the reasons contain obviously false or misleading information or libel in material points. The reasons do not need to be made accessible even if they contain more than a total of 5,000 characters. Furthermore, pursuant to Section 127 sentence 3 AktG, a nomination also need not be made accessible if it doesn't include the name, the profession, and the place of residence of the nominated auditor or, for Supervisory Board nominees, if it does not include information on membership in other legally formed Supervisory Boards.

Counter motions or nominations that must be made accessible in accordance with the provisions of Section 126 (1) to (3) or Section 127 AktG described above are deemed to have been submitted at the time of publication in accordance with Sections 126 (4) and 127 sentence 1 AktG. If the shareholder who has submitted the motion is not duly authorized or has not duly registered for the Annual General Meeting, the motion does not have to be handled at the meeting. The right to vote on counter motions or nominations required to be made accessible can be exercised after due registration via the channels described above, in particular via the InvestorPortal as well.

The right of each shareholder to submit counter motions regarding Agenda items or nominations during the virtual AGM by means of video communication, even without prior transmission to the company, shall remain unaffected.

C. RIGHT TO SUBMIT STATEMENTS IN ACCORDANCE WITH SECTION 130A (1) TO (4) OF THE GERMAN STOCK CORPORATION ACT (AKTG)

In accordance with Section 130a (1) to (4) AktG, duly registered shareholders or their proxies have the right to submit statements regarding Agenda items by means of electronic communication prior to the Annual General Meeting by **February 9, 2024, 24:00 (CET)** at the latest.

Statements must be submitted electronically in text form via the InvestorPortal www.aurubis.com/agm2024. Shareholders or their authorized representatives can log into the InvestorPortal using the access data of their registration confirmation for this purpose. Statements submitted by other means will not be considered. Statements may not exceed 10,000 characters (including spaces) in length.

Statements received in due time will be made available together with the name of the shareholder to duly registered shareholders or their proxies on the InvestorPortal immediately after review, but by **February 10, 2024, 24:00 (CET)** at the latest. Pursuant to Section 130a (3) sentence 4 AktG in conjunction with Section 126 (2) sentence 1 numbers 1,3 and 6 AktG, statements with libelous or otherwise criminally relevant content as well as obviously false or misleading information are not made available overall. Furthermore, the company reserves the right not to make statements available that are not related to the Agenda of the Annual General Meeting as well as statements that exceed 10,000 characters (including spaces) in length, or which were not submitted in time in the manner mentioned above. It is possible to submit multiple statements.

Should a statement contain counter motions or nominations that are not also submitted in accordance with the description from "Motions and nominations from shareholders in accordance with Sections 126 (1) and 127 of the Germany Stock Corporation Act (AktG)," these will not be considered at the virtual Annual General Meeting. Likewise,

the exercise of the right to information, the submitting of motions and lodging of objections to Annual General Meeting resolutions may only be accomplished in the ways described separately in this invitation. Furthermore, the opportunity to submit questions does not constitute an opportunity to submit questions in advance pursuant to Section 131 (1a) AktG.

D. THE RIGHT TO INFORMATION AND TO SPEAK PURSUANT TO SECTIONS 130 (5) AND (6), 131 (1) AND (1D) OF THE GERMAN STOCK CORPORATION ACT (AKTG)

Shareholders or their proxies participating in the Annual General Meeting by electronic means have the right to information and to speak at the virtual Annual General Meeting (Sections 130a (5), 131 (1) AktG).

The right to speak will be exercised by means of video communication technology in the scope of spoken contributions. The person chairing the meeting shall also limit the right to information to video communication technology during the virtual Annual General Meeting. At the Annual General Meeting, shareholders can thusly exercise their right to speak and their right to information pursuant to Sections 130a (5) and 131 (1) AktG in the scope of spoken contributions. Submitting questions in any other manner than by way of electronic or other communication is not provided for either prior to or during the virtual Annual General Meeting. Demands for information pursuant to 131 (4) AktG in addition to demands pursuant to 131 (5) AktG can also be transmitted by way of electronic communication. Motions and nominations can be elements of spoken contributions. Requests to speak can be submitted during the Annual General Meeting via the InvestorPortal at www.aurubis.com/agm2024. The person chairing the meeting will provide more details on submitting requests to speak and on recognizing requests to speak during the Annual General Meeting.

The company reserves the right to test the functionality of the video communication, meaning the transmission of video and audio, between the shareholder and the company at the meeting and prior to the respective spoken contribution and to refuse to admit the spoken contribution if said functionality is not assured. For the purposes of video communication, shareholders must have a web-enabled device with a camera and microphone as well as a stable

internet connection. Additional information and recommendations for optimal functionality of video communication will be made available on the internet at www.aurubis.com/agm2024.

Pursuant to Section 131 (1) AktG, the shareholder can demand that the Executive Board provide information on matters relating to the company, to the legal and business relations of the company to a related company, and the situation of the Group and the companies included in the consolidated financial statements, insofar as this is required in order to appropriately adjudge the item of business set out in the Agenda and there is no right to refuse the provision of such information. Pursuant to Section 131 (3) AktG, in the case of a demand for information pursuant to Section 131 (1) AktG, the Executive Board may refuse to provide information (i) inasmuch as the provision of the information, when assessed applying prudent business judgment, is suited to cause a greater than insignificant disadvantage to the company or an affiliated enterprise; (ii) inasmuch as it refers to carrying values for tax purposes or the amount of individual taxes; (iii) regarding the difference between the value at which objects were stated in the annual balance sheet and a higher value of such objects; (iv) regarding the accounting and valuation methods insofar as it suffices to cite these methods in the notes in order to accurately represent the company's assets, financial position and revenue situation in keeping with its actual circumstances within the meaning of Section 264 (2) of the Commercial Code; (v) inasmuch as the Executive Board would be liable to punishment under law were it to provide the information; (vi) inasmuch as such information is continuously accessible on the company's website for a minimum of seven days prior to commencement of the Annual General Meeting. Additionally, shareholders and their proxies have the right to ask follow-up questions regarding all of the answers provided by the Executive Board during the Annual General Meeting pursuant to Section 131 (1d) AktG.

Pursuant to Sections 130a (5) sentence 4 and 131 (2) sentence 2 AktG in conjunction with Section 15 (3) of the Articles of Association, the person chairing the meeting has the authority to impose reasonable time limits on the shareholder's right to ask questions and to speak.

6. Objection to resolutions of the Annual General Meeting

Duly registered shareholders or their proxies who have exercised their voting rights in accordance with the possibilities described above can electronically go on the acting notary's record with an objection against resolutions of the Annual General Meeting from the beginning to the end of the virtual Annual General Meeting via the company's InvestorPortal at www.aurubis.com/agm2024.

The company's proxies cannot go on the acting notary's record with any objections against resolutions of the Annual General Meeting.

7. Information in accordance with Section 124a of the German Stock Corporation Act (AktG) on the company's website

The content of the invitation to the Annual General Meeting, the documents that have to be made accessible, motions from shareholders, and other information connected to the Annual General Meeting are available starting from the time the invitation is issued on the company's website at www.aurubis.com/agm2024.

The preliminary manuscript of the CEO's remarks will be made available in advance on the Aurubis AG website at www.aurubis.com/agm2024. The remarks made during the Annual General Meeting may differ from this preliminary manuscript. The spoken word prevails.

UTC TIMES (PURSUANT TO TABLE 3 OF THE EU IMPLEMENTING REGULATION)

Unless expressly indicated otherwise, all times provided in this invitation are given in Central European Time (CET), which is the relevant time zone for Germany. The relationship to universal time coordinated (UTC) is UTC = CET minus one hour.

8. Binding character of the votes (pursuant to table 3 of the EU Implementing Regulation)

Shareholders and their proxies have the option of exercising their voting rights personally at the Annual General Meeting or by authorizing the proxies appointed by the company as described in more detail above. Under item 1 of the Agenda, no resolution will be passed, so a vote is not planned (see the item for an explanation). The votes planned for items 2 to 5 and 7 of the Agenda are of a binding nature. The vote planned for item 6 is of a recommendatory nature. For any vote, the shareholders can vote “yes” (support) or “no” (rejection) or abstain from voting (abstention).

9. Information on data protection for shareholders and their proxies regarding data processing for the purposes of the virtual Annual General Meeting

In this Data Privacy Statement, Aurubis AG provides information about the personal data of shareholders or their proxies processed by Aurubis AG in connection with the organization, execution and follow-up of the virtual Annual General Meeting and about the rights of shareholders and their proxies in accordance with Regulation (EU) 2016/679 (General Data Protection Regulation — GDPR) and the Federal Data Protection Act (BDSG) regarding the processing of their data.

A. CONTROLLER

As the controller within the meaning of Article 4 (7) GDPR, Aurubis AG, Hamburg, represented by the members of its Executive Board, processes personal data.

B. CATEGORIES OF DATA PROCESSED

In connection with the virtual Annual General Meeting, Aurubis AG processes the following personal data of shareholders:

- » First and last name, title, where applicable, and date of birth
- » Address and additional contact information
- » Data related to shares and shareholder (in particular number of shares, type of share ownership, depository bank)
- » Individual access data for the InvestorPortal
- » Other data provided in connection with the virtual Annual General Meeting (e.g., proxy authorization, requests for information, motions, nominations, statements, video messages, spoken contributions by way of video communication)

Aurubis AG also processes, where applicable, the first and last name and the address of the proxy.

Insofar as shareholders or their proxies contact Aurubis AG, Aurubis AG will also process the personal data required to respond to the respective request, such as email address or telephone number.

Aurubis AG collects data about access to the InvestorPortal when shareholders or proxies visit the InvestorPortal online. The following data and device information can be recorded in the webserver log files:

- » data retrieved or requested (e.g., screen resolution);
- » date, time, locations and duration of data retrieval;
- » notification of whether the data retrieval was successful;
- » type of web browser and operating system used;
- » referrer URL (page previously visited);
- » IP address;
- » only for shareholders or proxies: shareholder number and session ID; and
- » login.

The browser automatically transmits this data to Aurubis AG when the InvestorPortal is visited.

Aurubis AG also uses so-called web storage functions. This involves the storage of small text files in the browser's local memory on the

terminal device. As part of session storage technology, information about the respective authentication token (meaning the “virtual” admission ticket) and session data, including the granting of consent to the Terms of Use, is collected after login. This allows users to be recognized if they need to return to another page of the InvestorPortal or the Aurubis AG website, or have to reload a page during an active session. In addition, the so-called local storage function is used in the operation of the InvestorPortal to store the login timestamp, which enables automatic logout after 30 minutes of inactivity for security reasons.

This data is automatically erased when the browser is closed. The browser menu contains information on how to technically disable permission for web storage objects and what settings the browser uses to inform users about the setting of a new web storage object. Please note that some website functions may no longer be available if web storage objects are deactivated.

C. DATA SOURCES

Aurubis AG or the service providers commissioned by Aurubis AG receive the personal data of the shareholders either from the shareholders themselves or from the depository institutes of the shareholders who have commissioned them to hold the shares.

If a proxy acts for a shareholder, Aurubis AG receives the personal data from the shareholder who authorized the proxy or directly from the proxy, insofar as it relates to conduct at the Annual General Meeting.

D. PURPOSES AND LEGAL BASIS OF DATA PROCESSING

Among other things, the InvestorPortal can be used to attend the virtual Annual General Meeting with image and sound, exercise voting rights by way of postal vote, authorize proxies, submit questions, or go on the record with objections. Shareholders or their proxies must log in with the access data they receive with the voting rights card in order to be able to use the InvestorPortal. The use of the InvestorPortal is subject to the terms and conditions of use available there.

ORGANIZATION, EXECUTION, AND FOLLOW-UP OF THE VIRTUAL ANNUAL GENERAL MEETING

Aurubis AG processes personal data for the purposes of organizing, executing and following up on the Annual General Meeting, and to fulfill the legal obligations towards shareholders and their proxies in this context, in particular in order to:

- » process the registration for the Annual General Meeting and the connection of shareholders and their proxies to the virtual Annual General Meeting (e.g., identity verification, verification of eligibility to exercise shareholder rights and to connect via the InvestorPortal, drawing up the list of attendees and making it available for inspection, dispatch of voting rights cards) and
- » enable shareholders and their proxies to exercise their rights within the scope of or in connection with the virtual Annual General Meeting (in particular the authorization and revocation of proxies and instructions, and the exercising of the rights to vote, of petition, to make a statement, to speak, and to receive information, along with the right to object to resolutions of the Annual General Meeting in the respective manner described in the invitation to the Annual General Meeting).

The legal basis for processing this data is Article 6 (1) (c) of the EU General Data Protection Regulation (GDPR) in conjunction with Section 67e (1) of the German Stock Corporation Act (AktG) and the obligations under stock corporation law pursuant to Sections 118 et seq AktG.

The processing of personal data is required for the orderly execution of the Annual General Meeting. If shareholders or their proxies do not provide Aurubis AG with the required personal data, Aurubis AG may not be able to enable these persons to exercise shareholder rights or to participate in the virtual Annual General Meeting.

In connection with the virtual Annual General Meeting, Aurubis AG may also transmit the personal data to legal advisors, tax consultants, or auditors, as Aurubis AG has a legitimate interest in executing the Annual General Meeting in accordance with the relevant legal

requirements and in obtaining external consultation in this context. The legal basis for processing this data is Article 6 (1) (f) of the EU General Data Protection Regulation (GDPR).

FULFILMENT OF STATUTORY REPORTING AND PUBLICATION OBLIGATIONS (IN PARTICULAR VOTING RIGHTS ANNOUNCEMENTS) AND OTHER LEGAL OBLIGATIONS, IN PARTICULAR RETENTION OBLIGATIONS

In addition, the personal data may also be processed to comply with other legal obligations, such as statutory reporting and publication obligations (in particular voting rights announcements) and regulatory requirements as well as stock, commercial and tax legislation retention requirements. In order to comply with regulations, for example, when authorizing the proxies nominated by Aurubis AG for the Annual General Meeting, the data that serves as proof of proxy must be verified and recorded and kept access protected for three years (Section 134 (3) sentence 5 of the German Stock Corporation Act (AktG)). The legal basis for processing in this case is under the respective regulations in conjunction with Article 6 (1) (c) GDPR.

ADDITIONAL PROCESSING PURPOSES

In individual cases, Aurubis AG also processes personal data for the purpose of safeguarding legitimate interests in accordance with Article 6 (1) (f) GDPR. In addition, based on legitimate interests, the personal data may also be used to compile statistics, e.g., to analyze trends, or to enforce, exert or defend against legal claims. This serves our legitimate interest in analyzing the company's capital structure as a basis for business decisions.

If there is intent to process the personal data for another purpose, Aurubis AG will inform the shareholders and their proxies in advance within the scope of the legal provisions.

COOKIES AND OTHER SIMILAR ITEMS

Aurubis AG uses the technically strictly necessary cookies, device information in web server log files, and web storage and local storage elements (collectively "cookie functions") for the InvestorPortal. Cookies are small files that are stored on the user's desktop, notebook or mobile device by a website the user visits. They allow Aurubis AG to recognize, for example, whether the device in use has previously connected to the InvestorPortal, or which language or other settings the user prefers. Cookies may also contain personal data. Users can set their browsers to inform them when cookies are used and to allow cookies only in individual cases, or to exclude or delete them in general. If a user decides not to allow cookies, that user may not be able to access the all the functions of the InvestorPortal, or only be able to access individual functions to a limited extent.

The cookie functions used by Aurubis AG are only used for the purposes of making the InvestorPortal available, for registering and identifying shareholders, and for detecting misuse, troubleshooting, and ensuring the trouble-free technical operation of the virtual Annual General Meeting.

The legal basis for the use of the cookie functions, access to the data stored therein, and the associated processing of personal data is Section 25 (2) No. 2 of the Telecommunications Telemedia Data Protection Act (TTDSG), as their use is necessary in order to make the requested InvestorPortal available. The further processing of the personal data collected using the cookie functions is necessary for safeguarding the legitimate interest of Aurubis AG in enabling shareholders and their proxies to use the InvestorPortal. The legal basis for processing this data is Article 6 (1) (f) of the EU General Data Protection Regulation (GDPR).

Users' consent will be obtained should cookie functions that are not strictly necessary for the operation of the InvenstorPortal, such as functional and performance cookies, be used to make the InvestorPortal available.

E. DATA RECIPIENTS

Service providers who are commissioned with organizing, executing and following up on the virtual Annual General Meeting, including making the AGM portal and its functions available, will only receive personal data from Aurubis AG that is necessary for the performance of the commissioned service and will process the data exclusively on behalf of and in accordance with the instructions of Aurubis AG. All employees and all employees of external service providers who have access to and/or process personal data are obliged to treat such data confidentially.

External service providers involved in the management of the share register as well as the technical execution of the Annual General Meeting include, for example, companies that offer printing and mailing services or support for the execution of the Annual General Meeting. Computershare Deutschland GmbH & Co. KG, München, has been commissioned to maintain the share register of Aurubis AG.

In addition, Aurubis AG may need to transmit the personal data to other recipients, such as external consultants (e.g., lawyers).

In connection with the execution of the Annual General Meeting, the personal data of shareholders and, where applicable, their proxies may, under certain circumstances, be disclosed to other duly registered participants of the Annual General Meeting (e.g., by granting access to the legally required list of attendees, by publishing the motions submitted or other requests subject to disclosure on the company website, in the context of making statements available by name in the AGM portal or in the context of other contributions made by shareholders or, where applicable, proxies prior to or during the virtual Annual General Meeting via the communication channels described in the invitation to the Annual General Meeting).

The personal data is generally processed in countries that are members of the European Union ("EU") and the European Economic Area ("EEA"). Insofar as shareholders come from countries outside the EU or the EEA ("third countries"), Aurubis AG will also provide

these shareholders with information (e.g. invitations to annual general meetings). Should these notifications also contain personal data (e.g., motions for annual general meetings stating the name of the applicant), then this data will also be transferred to third countries. The provisions of the GDPR do not directly apply in third countries. If the EU Commission has not confirmed an adequate level of data protection, a lower level of protection for personal data may exist in these third countries. Nevertheless, a transfer is necessary in order to inform all shareholders equally, as Aurubis AG may not exclude shareholders from third countries from the duty to provide information. Aurubis AG therefore fulfills its contractual obligations with this transfer. The legal basis for the transfer of this data is Article 49 (1) (b) GDPR.

F. RETENTION OF DATA

Fundamentally, personal data will be deleted or anonymized as soon as it is no longer necessary for the above purposes and Aurubis AG is not obliged to retain it to meet legal accountability requirements and the legal obligation to retain data. The retention period for data collected in connection with annual general meetings is regularly up to 3 years. The data stored in the share register is regularly kept for 10 years after the sale of the shares. In addition, Aurubis AG only retains personal data if this is necessary in connection with claims made against Aurubis AG (legal limitation period usually 3 years as a rule, but in certain cases also up to 30 years). Should Aurubis AG become aware that a shareholder is no longer a shareholder of Aurubis AG, it will only retain his or her personal data for a maximum of twelve months in accordance with Section 67e (2) of the German Stock Corporation Act (AktG), subject to other legal regulations, such as the AktG, the German Securities Trading Act (WpHG), the German Commercial Code (HGB) and the German Tax Code (AO); longer retention will only take place if required for legal proceedings.

G. RIGHTS OF THE DATA SUBJECTS

If the legal requirements are met and with regard to the processing of their personal data, shareholders and proxies can request the following from Aurubis AG: information about their personal data pursuant to Article 15 GDPR, rectification of their personal data pursuant to Article 16 GDPR, erasure of their personal data pursuant to Article 17 GDPR, restriction of processing of their personal data pursuant to Article 18 GDPR, and the transmission of certain personal data to themselves or third parties that they designate (right to data portability) pursuant to Article 20 GDPR. Shareholders can exercise these rights free of charge by contacting Aurubis AG in one of the following ways:

Aurubis AG
Corporate Legal Department
Hovestrass 50
20539 Hamburg, Germany
Phone: +49 40 7883-3993
Fax: +49 40 7883-3990
E-mail: dataprotection@aurubis.com

RIGHT TO OBJECT

If the data is processed for the purpose of safeguarding legitimate interests, you can object to this processing at any time at the above address pursuant to Article 21 GDPR, if there are reasons resulting from your specific situation that preclude this data processing. Aurubis AG will then terminate data processing unless Aurubis AG can prove compelling, legitimate grounds for processing the data that outweigh the interests, rights, and freedoms of the person affected or insofar as the data processing serves to enforce, exert, or defend against legal claims.

Pursuant to Article 77 of the EU General Data Protection Regulation (GDPR), shareholders have the right to lodge a complaint with the supervisory authority of either the federal state/country in which they live or habitually reside, or the supervisory authority of the city of Hamburg, where Aurubis AG's headquarters is located.

You can reach our company's Data Protection Officer at:

Aurubis AG Data Protection Officer
c/o Aurubis AG
Corporate Legal Department
Hovestrasse 50
20539 Hamburg, Germany
Phone: +49 40 7883-39 93
Fax: +49 40 7883-39 90
Email: dataprotection@aurubis.com

Hamburg, January 2024

Aurubis AG
The Executive Board

10. Information pursuant to Implementing Regulation (EU) 2018/1212

Information pursuant to the Implementing Regulation (EU) 2018/1212

A1	Unique identifier of the event	Aurubis AG Annual General Meeting 2024 [Format pursuant to Implementation Regulation (EU) 2018/1212: 1529bf6b4b9eee11b52d00505696f23c]
A2	Type of message	New Annual General Meeting [Format pursuant to Implementation Regulation (EU) 2018/1212: NEWM]
B1	ISIN	DE0006766504
B2	Name of issuer	Aurubis AG
C1	Date of the General Meeting	February 15, 2024 [Format pursuant to Implementation Regulation (EU) 2018/1212: 20240215]
C2	Time of the General Meeting	10:00 CET [Format pursuant to Implementation Regulation (EU) 2018/1212: 9:00 UTC]
C3	Type of General Meeting	Annual General Meeting as a virtual Annual General Meeting without the physical presence of shareholders or their proxies (with the exception of proxies nominated by the company) [Format pursuant to Implementation Regulation (EU) 2018/1212: GMET]
C4	Location of the General Meeting	URL of the virtual Annual General Meeting: http://www.aurubis.com/agm2024 Location within the meaning of the German Stock Corporation Act (AktG): Aurubis AG, Hovestrasse 50, 20539 Hamburg, Germany.
C5	Record Date	January 24, 2024, 24:00 (CET) [Format pursuant to Implementation Regulation (EU) 2018/1212: 23:00 UTC]
C6	Uniform Resource Locator (URL)	https://www.aurubis.com/agm2024 The wording of the invitation, including the Agenda and the proposed resolutions of the Executive Board and the Supervisory Board, the information on the requirements for participation in the meeting and the exercise of voting rights and voting by proxy, as well as other important information on the Annual General Meeting and related shareholder rights, can also be found in the "Invitation to the Virtual Annual General Meeting 2024".

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