

Report on Equality and Equal Pay for Fiscal Year 2022/23

Measures for promoting gender equality and their effectiveness

A diverse workforce is of central importance to Aurubis. Our comprehensive Code of Conduct, Human Rights Commitment, and Diversity Commitment, along with the corporate values set out therein, serve as the foundation for respectful cooperation.

Increasing the proportion of female managers is an important goal at Aurubis. The legal target of at least 30 % women on supervisory boards has been fulfilled since 2017 and remains constant at 33 %. In the past fiscal year, the proportion of women on the Executive Board was increased to 25 % with the appointment of the first woman. For the Group as a whole, a target of 30 % and 25 % respectively has been set for the first and second management levels by the end of the 2025/26 fiscal year. Neither target has yet been met, with 26 % in the first management level and 18 % in the second management level. Concrete measures were launched to help meet these targets and continually improve Aurubis as a diverse company.

Female Aurubis employees founded the Women4Metals initiative (W4M) back in 2019. The network consists of two branches with an internal and an external focus. The internal branch targets systematically fostering women at Aurubis and increasing the attractiveness of Aurubis as an employer for women. In the external branch, the network was opened up to other companies and organizations in the industry in October 2022, as an opportunity for collaboration on making the metal industry more attractive for women. As network members, all employees, regardless of gender, benefit from mutual exchange. Trainings, motivational talks, and special events are offered, as is an internal peer mentoring program. Men also have an opportunity to gain new perspectives, better understand the needs of women in the workplace, and thus improve cooperation in everyday work.

Respecting human rights, resolutely rejecting discrimination, and respecting diversity — these are central principles at Aurubis that are reflected in our corporate values and set out in our Diversity Commitment www.aurubis.com/en/responsibility/people/future-oriented-employer. A Group-wide training concept entitled “Together with respect: Together for human rights and against discrimination at Aurubis” was launched more deeply to entrench these principles and convey them in a practical way.

The “Unconscious Bias” e-learning unit was developed based on the “Together with respect” tutorial. Once the unit has been rolled out to all employees worldwide, it will become part of the onboarding process in the future to ensure that all new employees understand the clear stance Aurubis takes against discrimination and for diversity and align their conduct accordingly.

Aurubis also offers flexible worktime models with flexible, part-time and remote work options. Employees with an office job can work remotely for up to 60 % of their monthly working hours. When employees near retirement, they can take early retirement, work part-time temporarily, and maintain a lifetime working-hour account.

Measures to achieve equal pay for women and men

Our employees are hired and promoted on the basis of their qualifications and skills as a matter of principle. Equal pay is ensured by a collective bargaining pay structure as well as internal processes.

The collective bargaining agreements for the chemical industry concluded between the BAVC (German Federation of Chemical Employers' Associations) and IG BCE (Mining, Chemistry and Energy Industrial Union) apply to Aurubis AG. The German Collective Wage Agreement with a pay structure of 13 pay groups stipulates that employees are to be classified solely

based on the activity they perform. On the other hand, gender or professional title, for example, are not definitive.

Equal pay in areas not covered by collective bargaining agreements is ensured, among other things, by the general company agreement on the compensation system for non-tariff employees. The process for evaluating non-tariff functions stipulates that the non-tariff functions are assigned to one of the salary ranges that are defined and in line with the market in each case, with the participation of the employee representatives. The assignment of the functions is based solely on objective factors. The evaluation of the position is independent of the person, gender or the individual performance of the job holder.

Statistical information pursuant to Section 21 (2) of the German Transparent Remuneration Law for employees

The average employee numbers at Aurubis AG are as follows:

	2022			2016			Difference		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Aurubis AG	2,856	313	2,542	2,625	266	2,359	231	47	183
Full time	2,660	233	2,428	2,554	210	2,344	106	23	84
Part time	195	81	115	71	56	15	124	25	99

According to the definition of the Transparent Remuneration Law: Number of persons employed as an annual average. The presentation and reporting period differ from those used in the Annual Report, with the exception of trainees, interns, employees on long-term sick leave, on parental leave, and in passive partial retirement.