

RULES OF PROCEDURE

for the Nomination Committee of the Supervisory Board of Salzgitter AG

01 The Nomination Committee of the Supervisory Board shall consist of three shareholder representatives on the Supervisory Board. They are elected by the representatives of the shareholders. The Chairman of the Supervisory Board shall be a member of and chair the Committee. The Chairman of the Board of Directors is an advisory member; it may submit proposals for candidates to the Committee.

02 The Committee has the task of proposing suitable candidates to the Supervisory Board for its election proposals to the General Meeting in good time before an upcoming election of the Supervisory Board.

The same applies if, during the term of office of the Supervisory Board, an application is made for the appointment of an individual shareholder representative in order to supplement it in a timely manner and a suitable candidate is to be proposed to the court.

03 In order to prepare for the performance of its duties, the Committee shall draw up requirement profiles describing the qualifications (specialist knowledge, skills, professional experience, etc.) that the Company expects from its members of the Supervisory Board.

04 In selecting candidates, the Committee shall take into account that:

- a. the Supervisory Board should include the members who meet the objectives set out for the composition of the Supervisory Board and who complete the competence profile developed for the Supervisory Board;
- b. as a rule, the Supervisory Board should only include members who do not exceed the specified age limit;
- c. the Supervisory Board should include a number of independent members on the shareholder side that is appropriate in its estimation (cf. C.6 GCGC). Independence is presumed if the Supervisory Board member has no personal or business relationship with the Company or its Board of Directors that could give rise to a material and not merely temporary conflict of interest (cf. C.7 GCGC). In particular, it should be taken into account whether the Supervisory Board member itself or a close family member of the Supervisory Board member
 - / was a member of the Board of Directors of the Company in the two years prior to its appointment,
 - / currently or in the year prior to its appointment, directly or as a shareholder or in a responsible function of a non-group company, maintains or has maintained a material business relationship with the Company or a company dependent on it (e.g. as a customer, supplier, lender or consultant),
 - / is a close family member of a member of the Board of Directors, or
 - / has been a member of the Supervisory Board for more than 12 years;
- d. the Supervisory Board should not include more than two former members of the Management Board (cf. C.11 GCGC); and
- e. the member of the Supervisory Board should not exercise a board or advisory function at major competitors of the Company and should not have a personal relationship with a material competitor (cf. C.12 GCGC).