

Remuneration system of Salzgitter AG's Board of Directors

Resolution of Shareholders' Meeting on 2020/07/08

- **Proposed resolution of the supervisory board (according to German Bundesanzeiger of 2020/05/29):**

„The Supervisory Board propose that the following be approved:
The remuneration system for the Members of the Board of Directors of the Salzgitter AG be resolved.“

- **Resolution of the Shareholders' Meeting of 2020/07/08 (according to notarial protocol):**

"Under agenda item 6 "Resolution on approving the remuneration system for the Members of the Board of Directors", the Shareholders' Meeting adopted the resolution proposal of the Supervisory Board - as published in the German Bundesanzeiger of 2020/05/29 - with the required majority.“