

**[INDUS]**

**RULES OF PROCEDURE FOR  
THE SUPERVISORY BOARD  
OF INDUS HOLDING AG**

## Rules of Procedure for the Supervisory Board of INDUS Holding AGI

At its meeting on 16 May 2023, the Supervisory Board of the company adopted the following Rules of Procedure:

### **SECTION 1 GENERAL**

1. The Supervisory Board conducts its business in accordance with the provisions of the law, the Articles of Incorporation and the present Rules of Procedure. The Supervisory Board acts in accordance with the requirements of the German Corporate Governance Code as amended, unless stated otherwise in the declaration of conformity.
2. In performing its duties, the Supervisory Board works closely with the Board of Management in a spirit of trust to the benefit of the company.
3. The term of office of the individual members of the Supervisory Board should end no later than at the conclusion of the Annual Shareholders' Meeting following the date on which the respective member has served on the Supervisory Board for an uninterrupted period of 15 years, i.e. as a rule three full terms of office. In addition, the office of the individual members of the Supervisory Board will end no later than at the conclusion of the Annual Shareholders' Meeting following the member's 70th birthday. Proposals for election of the Supervisory Board should take into account the regular limit for the term of office as per sentence 1 and the age limit as per sentence 2.

### **SECTION 2 RIGHTS AND DUTIES OF THE MEMBERS OF THE SUPERVISORY BOARD**

1. Unless stipulated otherwise by law, the Articles of Incorporation or the present Rules of Procedure, all members of the Supervisory Board have the same rights and duties. They are not bound by orders and instructions.
2. The members of the Supervisory Board take personal responsibility for the training and continuing education measures required for their tasks. The company shall adequately support them in this.

### **SECTION 3 CHAIRMAN AND DEPUTY CHAIRMAN**

1. At a meeting held immediately after the election of the Supervisory Board members representing the shareholders by the Annual Shareholders' Meeting, the Supervisory Board elects a Chairman and a Deputy Chairman from among its members, led by the oldest Supervisory Board member in terms of age, in accordance with Section 27 of the German Codetermination Act (MitbestG). Both the Chairman and the Deputy Chairman are elected for their period of membership on the Supervisory Board or for a shorter period

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<sup>1</sup> In these Rules of Procedure, only the masculine form is used for natural persons merely for reasons of linguistic simplification. In terms of content, the masculine form shall always refer to persons of all gender identities. This document is a convenience translation of the German original. In case of discrepancy between the English and the German version, the German version shall prevail.

determined by the Supervisory Board at the time of the election. Unless stipulated otherwise by law, the Articles of Incorporation or the present Rules of Procedure, the Deputy Chairman has the rights and duties of the Supervisory Board Chairman only if the latter is unable to attend. If the Chairman or his Deputy resigns prematurely from the Supervisory Board, the Supervisory Board shall immediately hold a new election for the remaining term of office of the resigning member.

2. The Supervisory Board Chairman coordinates the work within the Supervisory Board, chairs its meetings and represents the interests of the Supervisory Board externally. If the Supervisory Board Chairman holds talks with institutional investors on Supervisory Board-specific issues, he must report to the Supervisory Board at the following meeting, but in no case later than he informs the Board of Management of these talks.

#### **SECTION 4 MEETINGS, CONVENING**

1. As a rule, the Supervisory Board shall hold one meeting in each calendar quarter; it must, however, hold at least two meetings in each calendar half-year. Additional meetings shall be convened as needed.
2. As a rule, meetings shall be held with personal attendance of the Supervisory Board members (physical meetings); this applies in particular to meetings within the meaning of Section 4 para. 1 sentence 1 half sentence 2 of these Rules of Procedure and meetings at which a resolution is to be passed on the approval of the annual financial statements. At the order of the Chairman, meetings may otherwise also be held by telephone, video or internet conference or comparable means of communication, including in such a way that only individual members of the Supervisory Board use these means of communication to attend the meeting.
3. The meetings of the Supervisory Board are convened by its Chairman with an invitation period of no less than 14 days. The day on which the invitation is sent and the day of the meeting are not included in the calculation of this period. If the Chairman establishes the urgency and points this out in convening the meeting, this period may be shortened appropriately; in this case, too, there should be at least three days between the day on which the meeting is convened and the day on which the meeting is held.
4. Meetings may be convened in writing, by fax, by telephone or by other customary means of communication (e.g. by e-mail) to the contact details last notified to the Board of Management.
5. The place and time as well as the items on the agenda must be communicated in the invitation. The draft resolutions and documents must be sent to the members of the Supervisory Board at least 7 days prior to the meeting. Paragraph 3 sentence 2 and sentence 3 shall apply accordingly. If an item on the agenda has not been duly announced, a resolution may be adopted at the meeting only if no Supervisory Board member objects prior to the adoption of the resolution. In such a case, absent Supervisory Board members

must be given the opportunity, with the consent of all attending Supervisory Board members, to object to the resolution or to cast their vote in writing, by fax or by means of electronic media within a reasonable period to be determined by the Chairman. Taking into account the votes cast in writing, the resolution shall become effective only if the absent members of the Supervisory Board have not objected within the specified period. The Chairman of the Supervisory Board shall inform the members of the Supervisory Board of the result of the vote without delay.

6. No special invitation is required for the constituent meeting of the Supervisory Board (Section 3 para. 1 sentence 1 of the present Rules of Procedure). No notification of the agenda is required for resolutions to be adopted at this meeting on the election of the Supervisory Board Chairman and his Deputy as well as on the formation and composition of committees.
7. The members of the Board of Management generally also attend the meetings, unless the Supervisory Board Chairman determines otherwise or the Supervisory Board resolves otherwise. The Supervisory Board shall meet regularly also without the Board of Management. If the auditor is called in as an expert, the Board of Management will not take part in this agenda item of the Supervisory Board meeting unless the Supervisory Board deems its participation necessary.

#### **SECTION 5 CHAIRMAN OF THE MEETING**

1. The Chairman of the Supervisory Board chairs the meeting.
2. The chairman of the meeting shall determine the order in which the items on the agenda are addressed as well as the manner and order of voting. He may postpone the discussion of individual items on the agenda to the next meeting at his due discretion, provided that no Supervisory Board member objects at the meeting.
3. The chairman of the meeting shall ensure that the meeting proceeds in an orderly manner.
4. The chairman of the meeting may appoint a minute-taker who is not a member of the Supervisory Board and who is bound to secrecy. He may call in experts and informants for advice on individual items on the agenda. In addition, experts and informants may be consulted in individual cases if the Supervisory Board so resolves at the request of a member of the Supervisory Board.

#### **SECTION 6 RESOLUTIONS**

1. Resolutions are usually passed by the Supervisory Board at meetings. By order of the Chairman, resolutions may also be passed outside of meetings by votes transmitted or cast in writing, by fax, by telephone or by means of electronic media and also in combination of all of the aforementioned means of resolution. The remaining members of the Supervisory Board have the right to object to the manner of voting only in justified

exceptional cases. For voting outside of meetings, the provisions on the chairman of the meeting and the adoption of resolutions at meetings shall apply *mutatis mutandis*.

2. The Supervisory Board has a quorum if all its members have been invited and at least half of the members of which it must be composed according to the Articles of Incorporation participate in the adoption of the resolution. Participation shall be deemed to include attendance via telephone, video or internet conference or via comparable means of communication. A member shall be deemed to participate in a resolution also if he abstains from voting.
3. Absent members of the Supervisory Board may participate in votes of the Supervisory Board at a meeting by having their votes which they submitted with a qualified signature in writing, by fax or by electronic means of telecommunication handed over by other Supervisory Board members. The subsequent casting of a vote by a member who is absent when the resolution is adopted shall be possible only within a reasonable period to be determined by the chairman of the meeting and only if it has been approved by all members present.
4. Unless stipulated otherwise by law or the Articles of Incorporation, resolutions of the Supervisory Board are passed by a simple majority of the votes cast. Abstentions shall not be regarded as votes cast. If a vote results in a tie, the Supervisory Board Chairman shall have two votes in the event of a new vote on the same item if that vote also results in a tie. Section 108 para. 3 of the German Stock Corporation Act (AktG) shall apply also to the casting of the second vote. Otherwise, Section 6 para. 3 sentence 1 of the present Rules of Procedure shall apply accordingly. The Deputy Chairman is not entitled to the second vote.
5. If not all of the members of the Supervisory Board are present at a meeting and if the absent members of the Supervisory Board do not participate as described in Section 6 para. 3 sentence 1 of these Rules of Procedure, the adoption of the resolution on individual or all items on the agenda shall be postponed if so requested by at least two attending members of the Supervisory Board. In the event of a postponement, a new resolution shall be passed within the next four weeks if no extraordinary Supervisory Board meeting is convened. A further postponement because of a minority request is not permitted.
6. The provisions of Section 6 para. 5 of these Rules of Procedure shall not apply if the same number of shareholder representatives and employee representatives on the Supervisory Board participate in the resolution.
7. Minutes are to be taken of the meetings and resolutions of the Supervisory Board, which are to be signed by the chairman of the meeting or, in the case of votes outside of meetings, by the voting administrator. The minutes shall state the place and date of the meeting or resolution, the participants, the items on the agenda, the essential contents of the discussions and the resolutions adopted by the Supervisory Board. A copy of the minutes shall be sent to all members of the Supervisory Board or be made available electronically

without delay. The minutes shall be deemed approved unless, within two weeks of their dispatch, a written objection is submitted to the Supervisory Board Chairman by a member of the Supervisory Board present at the meeting or by a member of the Supervisory Board who was not present at the meeting but who took part in voting at the meeting by casting a vote. If, in exceptional cases, resolutions are already drawn up and signed by the Supervisory Board Chairman during a meeting, objection is admissible only during the meeting.

8. Declarations of intent of the Supervisory Board are made by the Chairman on behalf of the Supervisory Board. The Supervisory Board Chairman is authorized to make the declarations of intent and take the measures required to implement the resolutions of the Supervisory Board on behalf of the Supervisory Board. The Chairman is authorized to accept declarations to the Supervisory Board.

#### **SECTION 7 OBLIGATION TO MAINTAIN SECRECY / OBLIGATION TO RETURN**

1. The members of the Supervisory Board shall maintain secrecy vis-à-vis third parties with regard to all facts of which they become aware in the course of their activities as members of the Supervisory Board, the disclosure of which could adversely affect the interests of the company or any of its affiliated companies, in particular with regard to confidential information and secrets of the company, namely trade or business secrets in the meaning of the Trade Secrets Directive, or with regard to confidential reports received as well as confidential consultations. This obligation continues to apply after the termination of their duties. The obligation to maintain secrecy applies, in particular, to the voting, the course of the debate as well as the opinions and other personal statements of the individual Supervisory Board members.
2. If a member of the Supervisory Board intends to pass on to third parties information which he has received in his capacity as a member of the Supervisory Board and the disclosure of which is not obviously permissible, the Chairman of the Supervisory Board must be informed in advance. If the latter does not agree to the information being passed on, he must inform the other members of the Supervisory Board of this and obtain an immediate statement by the Supervisory Board. Until this statement is made, the Supervisory Board member concerned must maintain secrecy about the facts that have come to his knowledge through his office.
3. Upon resignation from office, the members of the Supervisory Board are obliged to immediately hand over to the company, for the attention of the Chairman of the Supervisory Board, all documents, such as papers, correspondence, records and other (also digital) forms of data, which relate to confidential matters of the company and which are in their possession or - if handing them over is physically impossible - to delete or destroy the information in compliance with data protection requirements and to confirm the destruction in writing to the Chairman of the Supervisory Board. This obligation also

covers duplicates and photocopies. The members of the Supervisory Board have no right to retain such documents.

## **SECTION 8 COMMITTEES**

1. The Supervisory Board forms committees from among its members, which may call in experts as required. It appoints the Human Resources Committee (Section 9), the Audit Committee (Section 10), the Nomination Committee (Section 11), the Strategy and ESG Committee (Section 12) and the Mediation Committee pursuant to Section 27 para. 3 of the German Codetermination Act (MitbestG) as permanent committees. Only the shareholder representatives on the Supervisory Board are entitled to elect the members of the Nomination Committee. The members of the committees are elected by simple majority of the votes cast. Unless a shorter term of office is determined upon election, their term of office corresponds to their term of office as members of the Supervisory Board.
2. Elections to the permanent committees are regularly held at the constituent meeting of the Supervisory Board. If no members of the committees are elected at a constituent meeting or if one of the committee members ceases to be a member during the term of office, the Supervisory Board must immediately hold elections to fill or supplement the relevant committees.
3. The committees have a quorum if at least three members participate in the adoption of resolutions.
4. Unless stipulated otherwise in the Articles of Incorporation or the present Rules of Procedure, the provisions of the Articles of Incorporation and of the present Rules of Procedure relating to the Supervisory Board shall apply mutatis mutandis to the Supervisory Board committees within the framework of the statutory provisions, with the Chairman of the committee taking the place of the Chairman of the Supervisory Board.
5. The committee chairmen must regularly report to the Supervisory Board on the work of their respective committee.

## **SECTION 9 HUMAN RESOURCES COMMITTEE**

1. The Human Resources Committee is composed of four Supervisory Board members. It comprises the Chairman and the Deputy Chairman of the Supervisory Board, who do not need to be elected by the Supervisory Board. The Human Resources Committee is chaired by the Chairman of the Supervisory Board.
2. Unless these are assigned to the full Supervisory Board, the Human Resources Committee is mandated and authorized to perform the following tasks on behalf of the Supervisory Board:
  - a. Preparation of Supervisory Board resolutions on the appointment or dismissal of members of the Board of Management.

- b. Preparation of Supervisory Board resolutions on the conclusion, amendment and termination of contracts with members of the Board of Management including their compensation.
  - c. Preparation of Supervisory Board resolutions on the compensation system for the Board of Management and its regular review as well as on the compensation of the members of the Board of Management.
  - d. Preparation of Supervisory Board resolutions on other Board of Management matters.
  - e. Conclusion of other transactions with members of the Board of Management pursuant to Section 112 AktG and transactions between the company and a company in which a member of the Board of Management holds a majority interest.
  - f. Approval by the Supervisory Board of transactions of an affiliated company with a member of the Board of Management or with a company in which a member of the Board of Management holds a majority interest.
  - g. Consent to activities of a member of the Board of Management pursuant to Section 88 AktG.
  - h. Approval by the Supervisory Board of the assumption of sideline activities including Supervisory Board mandates and comparable functions by a member of the Board of Management outside the Group.
  - i. Approval by the Supervisory Board of transactions with relatives of a member of the Board of Management.
  - j. Granting of loans to the group of persons named in Sections 89 and 115 AktG.
  - k. Approval by the Supervisory Board of contracts with members of the Supervisory Board pursuant to Section 114 AktG.
3. The Human Resources Committee regularly discusses long-term succession planning for the Board of Management. In doing so, the committee shall also take into account personnel planning with regard to the top management circle and the minimum gender representation stipulated by law or the target set for the share of women on the Board of Management within statutory requirements, as well as diversity in general.

#### **SECTION 10 AUDIT COMMITTEE**

1. The Audit Committee shall be composed of no less than three and no more than five members who, taken as a whole, are familiar with the sector in which the company operates. At least one member of the Audit Committee must have expertise in the field of accounting and at least one further member of the Audit Committee must have expertise in the field of auditing. The expertise in the field of accounting shall consist of special knowledge and experience in the application of accounting principles and internal control and risk management systems, and the expertise in the field of auditing shall consist of special knowledge and experience in the auditing of financial statements. Accounting and auditing also include sustainability reporting and its audit and assurance. The Chairman of the Audit Committee is elected by the committee members. He shall have appropriate



expertise in at least one of the areas mentioned in Section 10 para. 1 sentence 2; he shall furthermore be independent of the company and the Board of Management as well as any controlling shareholder. If he loses his independence, this shall not affect his committee membership, but the committee must elect a new committee Chairman without delay.

2. The Audit Committee is entrusted with the following tasks:
  - a. The Audit Committee is responsible for discussing the interim financial statements and for examining the annual financial statements and the management report as well as the consolidated financial statements and the Group management report. It prepares the decision of the Supervisory Board on the audit of the annual financial statements, the management report, the consolidated financial statements and the Group management report as well as the Board of Management's profit appropriation proposal.
  - b. The Audit Committee is responsible for monitoring the accounting process, the effectiveness of the internal control system, the risk management system and the internal audit system as well as the audit of the financial statements, in particular the selection and independence of the external auditor, the quality of the audit and the services provided by the external auditor in addition.
  - c. The Audit Committee discusses the interim financial reports and the interim management reports as well as the quarterly reports with the Board of Management and, in the event of a review of the interim financial report, also with the external auditor prior to publication.
  - d. The Audit Committee addresses compliance-related issues and reviews the non-financial report irrespective of whether it is included in the management report or the Group management report or in a separate non-financial statement or non-financial Group statement.
  - e. The Audit Committee prepares the Supervisory Board's proposal to the Annual Shareholders' Meeting for the appointment of the auditor of the annual financial statements and the auditor of the interim financial report, provided that the latter is subject to a review. Following the appointment of the external auditor by the Annual Shareholders' Meeting, the Audit Committee issues the audit mandate to the external auditor and determines the focal points of the audit. In particular, the Audit Committee defines the scope of the auditor's audit of the compensation report. It shall arrange for appropriate measures to be taken to monitor the audit of the financial statements in accordance with statutory requirements, especially the independence of the external auditor and the additional services provided by the external auditor.
3. The Audit Committee shall consult with the auditor on a regular basis without the Board of Management. If the auditor is called in as an expert, the Board of Management will not take part in this agenda item of the Audit Committee meeting unless the Audit Committee deems its participation necessary.

## **SECTION 11 NOMINATION COMMITTEE**

1. The Nomination Committee is composed of the Chairman of the Supervisory Board and two other members elected solely by the shareholder representatives from their midst. It is chaired by the Chairman of the Supervisory Board.
2. The Nomination Committee is entrusted with the following tasks:
  - a. Proposal of suitable candidates for the Supervisory Board's resolution proposals to the Annual Shareholders' Meeting for the election of Supervisory Board members representing the shareholders, taking into account the targets set by the Supervisory Board and the approved profile of skills and expertise, potential conflicts of interest and diversity. In doing so, care must be taken to ensure an appropriate representation of men and women and that the shareholder representatives on the Supervisory Board as a whole are familiar with the sector in which the company operates.
  - b. Support of the Board of Management in a motion pursuant to section 104 AktG for the judicial appointment of shareholder representatives to the Supervisory Board.

## **SECTION 12 STRATEGY AND ESG COMMITTEE**

1. The Strategy and ESG Committee is composed of the Chairman of the Supervisory Board and two to four other members with proven expertise in the field of strategic planning and sustainability. The Strategy and ESG Committee is chaired by the Chairman of Supervisory Board.
2. The Strategy and ESG Committee advises the Board of Management on the strategic perspective, alignment, and further development of the company, as well as on matters of strategic importance for the company and its affiliated companies. It deals with sustainable corporate governance and the company's business activities in the areas of environment, social, and good corporate governance (ESG).
3. The Strategy and ESG Committee is entrusted with the following tasks:
  - a. The Strategy and ESG Committee prepares processes for planning, implementation, assessment, and adaptation of the business strategy and monitors the Board of Management's approach to integrating ESG aspects into the corporate strategy.
  - b. The Strategy and ESG Committee advises the Board of Management on the strategic objectives and prepares the annual strategy meeting of the Supervisory Board.
  - c. The Strategy and ESG Committee advises the Board of Management on sustainability and other ESG objectives.
  - d. The Strategy and ESG Committee supports the Audit Committee in the preliminary review of sustainability-related statements within the context of the audit of the non-financial statement or the separate non-financial report.

- e. In addition, the Strategy and ESG Committee assists the Human Resources Committee in setting ESG objectives for the compensation of the Board of Management.
4. The Strategy and ESG Committee shall also meet regularly without the Board of Management.

### **SECTION 13 RESOLUTIONS REGARDING THE GENDER QUOTA**

For resolutions of the group of shareholder representatives and employee representatives on the Supervisory Board regarding the fulfilment of the gender quota pursuant to Section 96 para. 2 sentence 3 AktG, the present Rules of Procedure shall apply accordingly, unless a group establishes its own rules of procedure for these purposes.

Bergisch Gladbach, 16 May 2023

INDUS Holding AG

The Supervisory Board

Chairman