

Declaration of compliance by the Executive Board and Supervisory Board of First Sensor AG with the German Corporate Governance Code in accordance with Section 161 of the *Aktiengesetz* (AktG – German Stock Corporation Act)

The Executive Board and Supervisory Board of First Sensor AG declare in accordance with Section 161 AktG that, since the last declaration of compliance on November 15, 2025 the company currently complies with and will continue to comply with the recommendations of the German Corporate Governance Code in its version April 28, 2022, published in the Federal Gazette on June 27, 2022, with the exception of the following deviations outlined below.

F.2: The consolidated financial statements and the group management report shall be made publicly accessible within 90 days from the end of the financial year, while mandatory interim financial information shall be made publicly accessible within 45 days from the end of the reporting period.

The consolidated financial statements are published within four months from the end of the financial year due to the increased requirements within the TE Connectivity Group. For the same reason, the interim report for the first quarter will be published within 60 days.

G.1: Remuneration system of the Management Board

It should be noted at the outset that none of the members of the Management Board of First Sensor AG has entered into an employment contract with First Sensor AG. The compensation of all members of the Management Board is not determined by the Supervisory Board of First Sensor. Consequently, First Sensor's compensation system does not apply to the compensation of any member of the Management Board; however, this does not constitute a deviation from the compensation system.

Each year, the Supervisory Board establishes financial and non-financial performance criteria for the Management Board members' variable remuneration that are adapted for the situation in question. This means that the financial and non-financial performance criteria that are material for the financial year in question are tailored to the company's situation at the time these criteria are established. For this reason, the individual financial and non-financial performance criteria are not taken into account in the remuneration system of the company's Management Board.

G.3: Comparison with other companies

The Supervisory Board sets total remuneration primarily on the basis of the comprehensive experience of the individual Supervisory Board members as part of their work on management and governing bodies at other comparable companies in the relevant sector. The company's remuneration system does not contain any details regarding the establishment of comparative criteria in relation to comparable companies for the purpose of assessing whether total remuneration is in line with usual levels.

G10: Share-based remuneration / vesting period

Based on their employment contracts with TE Connectivity and depending on their role at this company, members of the Management Board receive "restricted stock units", which are based on shares in TE Connectivity plc, as long-term variable remuneration. The restricted stock units have a four-year vesting period, although they vest in annual partial amounts and are then provided as shares in TE Connectivity plc. After the shares are issued, members of the Management Board are free to dispose of them as they wish. There is no four-year vesting period, but members of the Management Board will receive the entire number of restricted stock units only if they hold a corresponding position as a TE Connectivity employee for the entire four-year vesting period.

There is no contractual obligation for a member of the Management Board to invest the variable remuneration amounts granted in shares of the company.

G.11: Claw-back clauses

The contract does not allow for the deduction or repayment of variable remuneration components despite the achievement of the targets specified due to other exceptional circumstances. The Company considers the existing safeguards to be sufficient. Civil liability under Section 93 of the German Stock Corporation Act (AktG) provides a fundamental safeguard in the event of culpable breaches of duty, which is supplemented by the TE Connectivity Group's comprehensive compliance and control systems. Closely aligning the Management Board's compensation with the parent company's international compensation system would, due to additional clawback provisions, raise significant harmonization and complexity issues that are not justified in relation to the expected additional benefits.

G.17 Committee member remuneration

In accordance with recommendation G.17 of the Code, the larger time commitment of the Chair and members of the committees should taken into account appropriately. The

company believes that remuneration already takes appropriate account of the larger time commitment of Supervisory Board members. Accordingly, members of the company's Supervisory Board committees and their Chair do not receive higher remuneration than the other Supervisory Board members.

Berlin, September 15, 2026

Robin Maly
Management Board

Dirk Schäfer
Management Board

Michael Gerosa
Chair of the Supervisory Board