

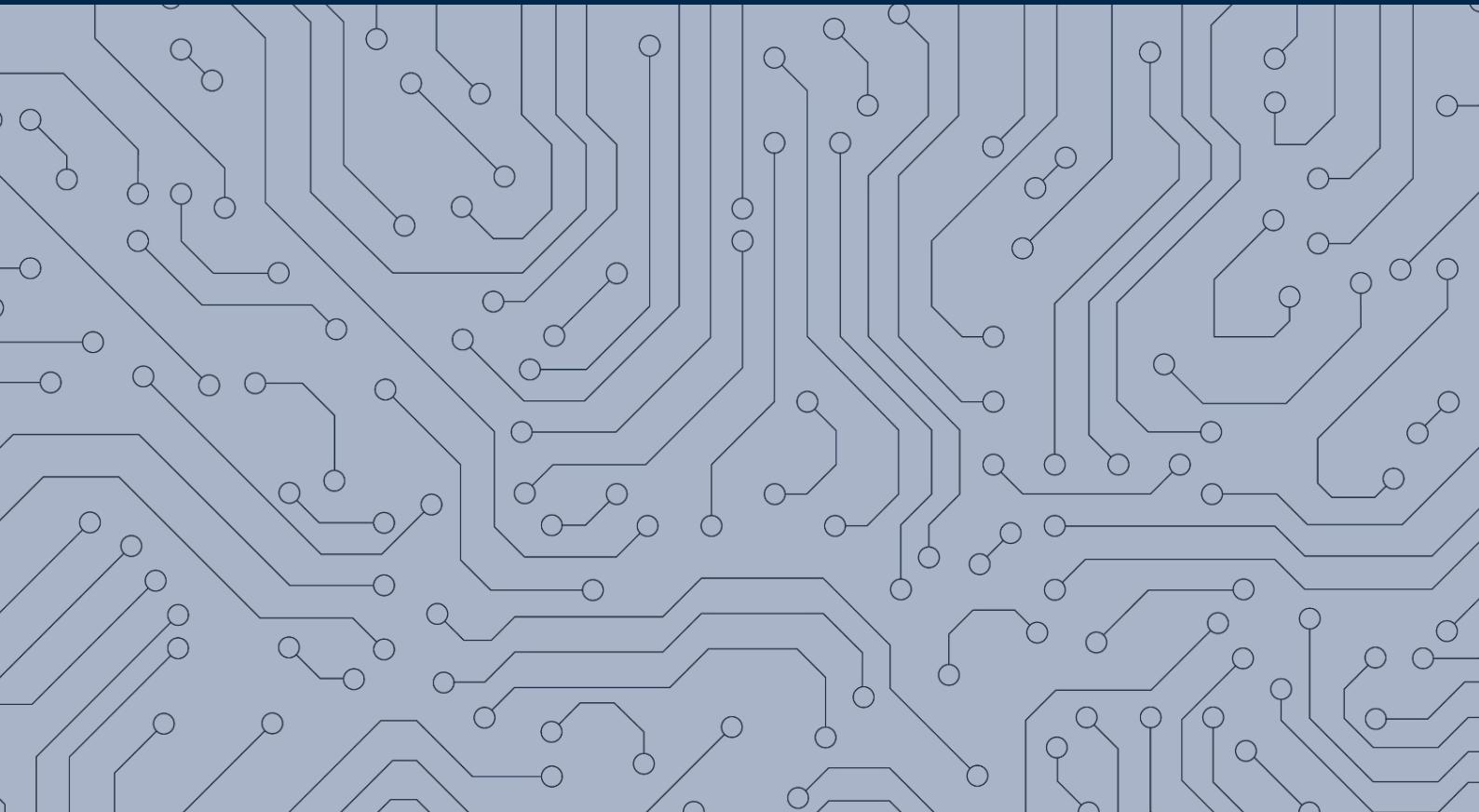
First Sensor

is now part of



# Corporate Governance Statement 2026

FIRST SENSOR AG, BERLIN



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## 1. (GROUP) CORPORATE GOVERNANCE STATEMENT

In the corporate governance statement pursuant to sections 289f and 315d of the Handelsgesetzbuch (HGB - German Commercial Code), the Management Board and Supervisory Board report on the corporate governance of the company for the financial year from October 1, 2024 to September 30, 2025. The statements apply to First Sensor AG and the group, unless otherwise stated below. In accordance with section 317(2) sentence 6 HGB, the audit of the corporate governance statement by the auditor shall be limited to whether the disclosures required by law have been provided.

The current corporate governance statement as well as the current declaration of compliance in accordance with section 161 of the Aktiengesetz (AktG - German Stock Corporation Act) relating to the German Corporate Governance Code are available on the company's website at <https://www.first-sensor.com/en/investor-relations/corporate-governance/group-non-financial-report-csr-report/index.html> together with the declarations from the past five years that are no longer current.

## 2. DECLARATION BY THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF FIRST SENSOR AG IN ACCORDANCE WITH SECTION 161 OF THE STOCK CORPORATION ACT REGARDING THE GERMAN CORPORATE GOVERNANCE CODE

The Management Board and Supervisory Board of First Sensor AG declare in accordance with section 161 AktG that the company has complied, and will continue to comply, with the recommendations of the German Corporate Governance Code, as amended on April 28, 2022 and published in the Federal Gazette on June 27, 2022, since the last declaration of compliance was issued on November 15, 2024, with the following exceptions.

**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.

On account of the ongoing integration work and the increased requirements in connection with ESEF tagging, the consolidated financial statements is published within four months of the end of the financial year. The interim report for the first quarter will be published within 60 days for the same reason.

### **G.1:** Remuneration system of the Management Board

Each year, the Supervisory Board defines the variable compensation for the members of the Management Board in line with the financial and non-financial performance criteria revised in line with the respective situation. The relevant financial and non-financial performance criteria for the respective financial year are therefore always exactly in line with the company's situation at the time that they are determined. 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 include any details regarding the establishment of comparison criteria regarding comparable companies for the purpose of assessing whether the total remuneration is in line with usual levels.

### **G.10:** Share-based remuneration/vesting period

Based on their employment contracts with TE Connectivity and depending on the positions they hold there, the members of the Management Board receive long-term variable remuneration in the form of restricted stock units based on shares of TE Connectivity

plc. The restricted stock units have a four-year vesting period, but vest in annual increments and will then be provided as shares of 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:** Clawback provisions

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.

**G.17:** Remuneration of committee members

In accordance with recommendation G.17 of the Code, the larger time commitment of the Chair and members of the committees should be taken into account appropriately. The company believes that remuneration already takes appropriate account of the larger time commitment of Supervisory Board members. Higher remuneration is therefore not provided for the members of the committees of the Supervisory Board of the company or their chairpersons compared to the other members of the Supervisory Board.

Berlin, November 14, 2025

Robin Maly

Dirk Schäfer

Management Board

Michael Gerosa

Chairman of the Supervisory Board

### 3. REMUNERATION SYSTEM AND REMUNERATION REPORT

The remuneration system for the members of the Management Board in accordance with section 87a(1) and (2) sentence 1 AktG that is applicable for the 2025 financial year and beyond and which was approved by the Annual General Meeting on April 24, 2025 can be accessed at <https://www.first-sensor.com/de/investor-relations/corporate-governance/verguetung-der-organe/>. The resolution passed by the Annual General Meeting on April 24, 2025 in accordance with section 113(3) AktG regarding the remuneration of the members of the Supervisory Board can also be found here. Furthermore, the remuneration report for the 2025 financial year, together with the auditor's opinion in accordance with section 162 AktG, can be accessed on this website.

### 4. SECURITIES TRANSACTIONS BY MEMBERS OF EXECUTIVE BODIES

Members of the Management Board and the Supervisory Board are legally required under Article 19 of Regulation (EU) No 596/2014 of the European Parliament and of the Council of April 16, 2014, on market abuse (Market Abuse Regulation) to disclose transactions conducted by themselves or persons closely associated with them involving shares or debt instruments of First Sensor AG insofar as the total amount of transactions conducted by the member or persons closely associated with them within a calendar year reaches or exceeds €20,000. The transactions reported to First Sensor AG have been duly published and can be found on the company's website at <https://www.first-sensor.com/de/investor-relations/aktieninformationen/directors-dealings/>. No shares of the company are held by the members of the Management Board or of the Supervisory Board as at the time of reporting.

## 5. FUNDAMENTAL PRINCIPLES AND PRACTICES OF CORPORATE GOVERNANCE

First Sensor AG has been part of the TE Connectivity Group since the majority of its shares were acquired by TE Connectivity in 2020. Various guidelines and processes of TE Connectivity were also implemented at First Sensor in the course of integration. TE Connectivity has maintained a consistent and transparent performance record in the areas of Environment, Social, and Governance (ESG) for more than a decade. The vision for the future of the company is summarized under the motto "One Connected World". At the same time, it describes the strategy with which TE Connectivity drives progress in sustainability across four dimensions: targeted product innovations, fostering employee development, sustainable business practices, and responsible corporate governance. These aspects are no longer managed at the level of the First Sensor Group; rather, First Sensor has been integrated into the corporate responsibility framework of the TE Connectivity Group. The applicable guidelines can be found at the website at <https://www.te.com/de/about-te/corporate-responsibility.html>.

TE Connectivity places the highest value on ethics and compliance and is guided here by the core values of integrity, accountability, inclusion, innovation, and teamwork. Its reputation as a highly ethical company is a genuine competitive advantage, and customers, partners, and shareholders trust that the corporation acts ethically and in accordance with its values. The Ethics and Compliance program includes the annual risk assessment, the review and further development of the ethics and compliance guidelines and standard processes, training and communication on the various issues, the review and evaluation of the programs, as well as investigations and reporting. The Ethics and Compliance team works together with the Human Resources department and the business and functional leaders and managers to appropriately recognize and reward performance in accordance with TE's values and the Ethics and Compliance program.

Furthermore, a structured procedure is in place that allows employees and managers of First Sensor AG and their business partners, customers, and suppliers to report all suspected breaches of legal regulations, TE Connectivity's Guide to Ethical Conduct, or other TE Connectivity policies, as well as ethics and compliance matters and concerns regarding suspected misconduct related to TE's business practices, and that ensures they are followed up. There are various means available for reporting known or suspected irregularities, misconduct, hazards, etc., including confidentially or anonymously. Employees can bring their concerns to supervisors, the Human Resources department, the Legal department, the Ethics and Compliance team, the office of the ombudsman, and the Employee Relations function. ConcernLINE (phone hotline) and ConcernNET (website) can also be used to make such reports.

First Sensor AG and its subsidiary are exposed to a multitude of risks in the course of their business activities, which are inseparably connected with entrepreneurial action. This can have a negative impact on the financial position and financial performance. Handling risks carefully is therefore a fundamental part of responsible corporate governance. Active risk awareness, an open risk culture and an effective risk management system are thus necessary to ensure short and long-term success of the company.

First Sensor's risk management system is also included in the corresponding management system at TE Connectivity. This is responsible for the internal control framework of TE Connectivity, the global compliance with the Sarbanes-Oxley Act (SOX) and the compliance with the financial guidelines. The framework currently comprises more than 80 financial guidelines and more than 450 guidelines for the different functional areas. All First Sensor locations are regularly audited according to these policies. This framework is supplemented by specific risk assessment and controlling for First Sensor's companies and locations. The risks identified here are then assessed, managed and controlled accordingly. The Supervisory Board is regularly informed about the company's risk situation in a structured process and monitors the effectiveness of the system within this framework.

## 6. COMPOSITION OF THE MANAGEMENT BOARD AND ITS PROCEDURES

As at the time of reporting, First Sensor AG is managed by two members of the Management Board:

Name	Position on the Management Board
Robin Jan Maly	Management Board member without a separate business area (since April 2021, to May 2027)
Dirk Karl Schäfer	Management Board member without a separate business area (since June 2021, to May 2027)

Robin Maly, born in 1977, is General Manager, Sensor Manufacturing Services Business Unit Sensors, TE Connectivity Solutions GmbH. Dirk Schäfer, born in 1969, is Director Controller, Sub Region Central Europe Germany and Austria, TE Connectivity Germany GmbH (Bensheim, Germany). Thibault Kassir, born in 1969, was a member of the Management Board as Senior Vice President and General Manager TE Sensors in the 2025 financial year and resigned from his position on November 3, 2025.

The members of the Management Board do not hold any supervisory board mandates and do not perform any secondary activities outside the TE Connectivity Group.

The résumés of all members of the Management Board can be found on the company's website at <https://www.first-sensor.com/de/unternehmen/ueber-first-sensor/unser-management/>.

In accordance with the German Corporate Governance Code the first-time appointment of Management Board members should be for a period of not more than three years, and any reappointment prior to one year before the end of an appointment period at the same time as the termination of the current appointment should only be possible if special circumstances apply. First Sensor has complied with this in the past.

Based on the recommendations of the German Corporate Governance Code and in accordance with the legal regulations, the Supervisory Board has adopted a profile of requirements for members of the Management Board that also takes into account the requirements for diversity within this body. The aim of this diversity concept is to ensure the most diverse, mutually complementary composition possible of a management board with excellent leadership qualities and to guarantee that different perspectives are incorporated into the company's management. The aim is to ensure that the Management Board as a whole has all the knowledge and experience that is considered essential in view of the activities of First Sensor AG as part of the TE Connectivity Group.

When appointing members of the Management Board, the Supervisory Board pays attention to their personal suitability, integrity, convincing leadership qualities, international experience, professional qualifications for the business area to be managed, previous performance, knowledge of the company, and the ability to adapt business models and processes. The aspect of diversity is a selection criterion when filling Management Board positions, where gender, age, and educational and professional backgrounds are also taken into account. When selecting members of the Management Board, the Supervisory Board also considers the following aspects in particular:

- In addition to the specific expertise and management and leadership experience required for the task in question, the members of the Management Board should ideally cover as broad a spectrum of knowledge and experience as well as educational and professional backgrounds as possible.
- In view of the international orientation of the company as part of the TE Connectivity Group, attention should be paid to internationality in the sense of different cultural backgrounds or international experience (e.g. extensive relevant professional experience abroad or supervision of foreign business activities) in the composition of the Management Board.
- The Management Board as a whole should have experience in the business areas that are important for First Sensor, particularly in the fields of industry, mobility, and healthcare.

- The Management Board as a whole should have many years of experience in the fields of technology (including sensor technology, digitalization, and cybersecurity), sustainability, production, finance, risk management, law (including compliance), and human resources.
- The statutory requirement under section 76(3a) AktG (minimum participation requirement) does not apply to First Sensor AG for the time being. The Supervisory Board nevertheless sees the consideration of women to be a key aspect of the long-term succession planning for the Management Board.
- It is considered desirable for different age groups to be represented on the Management Board. In accordance with the recommendation of the German Corporate Governance Code, the Supervisory Board has set an age limit for the members of the Management Board. Consequently, members of the Management Board should generally not be older than 67.

The key factor in the decision on filling a specific Management Board position is always the interests of the company, taking into account all circumstances of the individual case.

The diversity concept for the Management Board was implemented in the past financial year within the framework of the procedure for appointing the Management Board. The Supervisory Board and the Personnel and Nomination Committee of the Supervisory Board takes into account the requirements set out in the diversity concept for the Management Board when selecting candidates and making proposals for the appointment of members of the Management Board.

The Management Board as a whole currently has all the knowledge and experience that are considered essential in view of First Sensor's activities. The Management Board fulfills all the requirements of the diversity concept in its current composition. The members of the Management Board cover a broad spectrum of knowledge and experience as well as educational and professional backgrounds and have international experience. Different age groups are also represented on the Management Board. No member of the Management Board has reached the specified statutory retirement age.

The consideration of women is a key component of the Supervisory Board's long-term succession planning for the Management Board; it would be taken into account as an important criterion when filling a vacant position on the Management Board.

The long-term succession planning for the members of the Management Board is carried out in principle through regular discussions between the Management Board and the Supervisory Board and the regular consideration of the topic in the Supervisory Board. When addressing this issue, the Supervisory Board also makes an assessment of when it may be necessary to appoint Management Board positions in the future, and may convene the Human Resources and Nomination Committee to prepare decisions on the necessary qualities and qualifications. The structure of the Management Board and the number of its departments is monitored on an ongoing basis. In addition, the contractual terms and renewal options for current members of the Management Board are regularly discussed and possible successors are considered.

## Procedures of the Management Board

The Management Board consists of two members with equal rights as of the date of this statement. If multiple members of the Management Board have been appointed, they typically share responsibility for governance as a whole and manage the company on their own responsibility and in a spirit of cooperation. The duties of the individual members of the Management Board are set out in the executive organization chart. The Rules of Procedure for the Management Board describe how resolutions are adopted and which majorities are required for a resolution in each case.

If multiple members of the Management Board have been appointed, the Management Board typically adopts resolutions in meetings with a simple majority, unless a larger majority of votes is required by law. The Management Board decides all key issues together. It coordinates the business areas and compliance with reporting requirements.

The members of the Management Board manage and control business operations within their respective areas of responsibility. This ensures that the Management Board can make decisions on measures to safeguard the planned business success in good time when necessary.

## 7. COMPOSITION AND PROCEDURES OF THE SUPERVISORY BOARD AND ITS COMMITTEES

In accordance with the articles of association, the Supervisory Board of First Sensor AG consists of six members, four of whom are elected as representatives of the equity holders by the Annual General Meeting and two of whom are employee representatives.

Chairman:

Michael Gerosa, also a member of the Audit Committee, profession: Senior Director / Regional Controller EMEA, TE Connectivity Switzerland AG (Schaffhausen, Switzerland); born in 1974; first appointed in 2021, appointed until 2026; other supervisory board mandates: TE Connectivity Poland Services sp. z o.o. in Krakow, Poland (member of the Board of Directors); Tyco Electronics Finland Oy in Helsinki, Finland (member of the Board of Directors); TE Connectivity Svenska AB in Upplands-Väsby, Sweden (member of the Board of Directors); Tyco Electronics Saudi Arabia Limited in Riyadh, Saudi Arabia (member of the Board of Directors); TE Connectivity (Denmark) ApS in Glostrup, Denmark (member of the Board of Directors)

Deputy Chairman:

Rob Tilmans; also a member of the Personnel and Nomination Committee, profession: Senior Director Business Development, TE Connectivity Corp. (Berwyn, PA, USA); born in 1978; first appointed in 2021, appointed until 2026; no other supervisory board or management mandates.

Members of the Supervisory Board:

Stephan Itter; also Chairman of the Audit Committee, profession: CEO, Läpple AG (Heilbronn, Germany); born in 1967; first appointed in 2020, appointed until 2030; other supervisory board mandates: Läpple Automotive GmbH, Teublitz, Germany (Chairman of the Supervisory Board)

Aline Sellien, also Chairwoman of the Personnel and Nomination Committee, profession: Assistant General Counsel Labor and Employment Law EMEA - Corporate Legal, TE Connectivity Germany GmbH (Bensheim, Germany); born in 1970; first appointed 2025, appointed until 2030; no other supervisory board or management mandates

Christoph Findeisen; profession: Development Engineer First Sensor AG, Dresden branch; born in 1984; substitute member as employee representative since 2021, appointed until 2029; no other supervisory board or management mandates

Olga Wolfenberg; profession: Quality Assurance First Sensor AG (Berlin-Weißensee, Germany); born in 1965; first appointed 2019, appointed until 2029; no other supervisory board or management mandates

The Supervisory Board of First Sensor AG has created a skills and requirements profile, which it regularly reviews to see if any amendments are necessary. The skills profile takes into account the company's specific business situation, the specific business activities, the size of the company, the regional distribution of its activities, and its ownership structure. In order to perform its control function and to assess and monitor the company's business activities, the following expertise and skills are required for the composition of the Supervisory Board and assigned to its current members accordingly:

	Michael Gerosa	Rob Tilmans	Stephan Itter	Aline Sellien
<b>Personal criteria/skills</b>				
Younger than 70 years	x	x	x	x
Maximum affiliation 10 years	x	x	x	x
Independence (at least 1 member must be entirely independent)			x	
- -Financially	x	x	x	x
- -No personal relationship	x	x	x	x
- -No business relationship			x	
Business/management experience	x	x	x	x
Not a former member of the Management Board	x	x	x	x
No supervisory or advisory functions at competitors	x	x	x	x
Basic knowledge of corporate governance	x	x	x	x
Team player	x	x	x	x
International experience (at least 1 member)	x	x	x	x
<b>Industry expertise</b>				
Sensor systems (at least 1 member)	x	x		
Automotive (at least 1 member)			x	x
Medical (at least 1 member)			x	
Industry (at least 1 member)	x	x	x	
<b>Technical and specialist expertise</b>				
Accounting (HGB, IFRS) (at least 1 member)	x		x	
Auditing (at least 1 member)	x		x	
Controlling (at least 1 member)	x		x	
Risk management / compliance (at least 1 member)	x		x	x
Finance (at least 1 member)	x		x	
Law (at least 1 member)				x
M&A (at least 1 member)	x	x	x	x
ESG (at least 1 member)	x		x	

As a whole, the members of the Supervisory Board therefore possess all the key knowledge, skills and experience needed for the proper performance of their duties.

The independent member of the Supervisory Board is Stephan Itter, CEO of Läpple AG, Heilbronn. The indications of a lack of independence listed in the German Corporate Governance Code do not apply to him. Three members of the Supervisory Board have a personal and business relationship at TE Connectivity Sensors Germany Holding AG with a shareholder who has a significant equity interest in First Sensor AG, which must be disclosed in accordance with the Code, although this does not constitute a conflict of interest.

Attention must also be paid to diversity when searching for qualified individuals for the Supervisory Board who can provide expertise and leadership skills that optimally enhance the body as a whole. When devising proposals for members, specific consideration must be given to the extent to which different, mutually complementary professional profiles, professional and life experience, including

international experience, and appropriate gender representation in the Supervisory Board are conducive to the work of the Supervisory Board. The consideration of women in the composition of the Supervisory Board is the responsibility of all those entitled to nominate and vote.

Two members of the Supervisory Board are women, and the proportion of women is thus 33.3%. This is also the minimum share to be retained moving forward.

## Committees of the Supervisory Board

The Supervisory Board has established an Audit Committee and a Personnel and Nomination Committee. The Rules of Procedure of the committees have been published on the website in the Corporate Governance section. The committees each comprise two members of the Supervisory Board and are tasked with preparing the resolutions of the Supervisory Board.

The Personnel and Nomination Committee consists of Aline Sellien (Chair) and Rob Tilmans; it met once in the period prior to the 2025 Annual General Meeting. The Audit Committee consists of Stephan Itter (Chairman) and Michael Gerosa. The committee met three times in the 2025 financial year.

According to the German Corporate Governance Code, members of the Audit Committee should have expertise in the field of accounting in particular. This includes knowledge and experience in the application of accounting principles and internal control and risk management systems. In addition, expertise in the field of auditing is required. Accounting and auditing also include sustainability reporting and its audit. The Chairman of the Audit Committee, Stephan Itter, CEO of Läpple AG, has the appropriate expertise in both fields. He is familiar with the requirements of sustainability reporting as well. As the second member of the committee, Michael Gerosa also has many years of experience in the areas of finance, accounting, auditing (HGB, IFRS), controlling, and risk management / compliance and sustainability reporting.

## Procedures of the Supervisory Board

The Supervisory Board appoints the Management Board, monitors its management activities and advises it in this regard. The framework for its activities is formed by the law and the Articles of Association.

The Supervisory Board discusses business performance, planning, strategy and its implementation at regular intervals. It audits the annual and consolidated financial statements, the combined management report of First Sensor AG and the Group and any proposal for the appropriation of retained earnings. It adopts the annual financial statements of First Sensor AG and approves the consolidated financial statements, taking into account the findings of the reports by the auditor. The Supervisory Board resolves the report of the Supervisory Board to the Annual General Meeting. The Supervisory Board also monitors the company's compliance with legal provisions, official regulations and internal guidelines.

Furthermore, the Supervisory Board's remit includes appointing the members of the Management Board and determining their departments. The Supervisory Board develops the compensation system for the members of the Management Board and submits it to the Annual General Meeting for its approval. It then determines the actual compensation in accordance with the system. It defines the specific targets for the variable remuneration and the total remuneration for each of the members of the Management Board and reviews the appropriateness of the total remuneration. As the currently appointed members of the Management Board do not have service contracts with First Sensor AG, but were remunerated by group companies of TE Connectivity, it did not do this in the 2025 financial year.

Key Management Board decisions are conditional upon the Supervisory Board's approval.

The Supervisory Board meets at least once per calendar quarter. Resolutions of the Supervisory Board are typically adopted at meetings and, in accordance with the Rules of Procedure, they can also be adopted outside meetings. If an item of the agenda has not been properly announced, it can only be voted on if there are no objections from a member of the Supervisory Board. The

Supervisory Board is quorate if at least three members take part in the resolution and it adopts its resolutions by a simple majority, unless stipulated otherwise by law. The Supervisory Board also meets regularly without the Management Board.

There are no consulting, service or other work agreements between the members of the Supervisory Board and the company. There are employment agreements between the employee representatives and the company.

The Chairman of the Supervisory Board coordinates the body's work. The meetings of the Supervisory Board are convened and chaired by the Chairman or, in his absence, by the Deputy Chairman in accordance with the Articles of Association and the Rules of Procedure of the Supervisory Board. The rules of procedure of the Supervisory Board have been published on the company's website.

The Chairman is also responsible for the minutes of the resolutions. Outside the regular meetings, he maintains a continuous dialog with the Management Board, in particular on the matters of strategy, planning, business development, the risk situation, risk management and compliance. Within reasonable limits, the Chairman of the Supervisory Board is also available to discuss issues concerning the Supervisory Board with investors. The Management Board and the Supervisory Board have formulated guidelines for this dialog. The decision to actually enter into such a dialog will be made by the Chairman of the Supervisory Board. He can invite other members of the Supervisory Board or members of Management Board to participate in the dialog. He will inform the members of the Supervisory Board and the company about these dialogs afterwards.

The Supervisory Board regularly assesses how effectively it performs its duties. The most recent extensive self-assessment took place at the beginning of 2025 financial year. Multiple criteria were polled with external assistance using a structured questionnaire and the responses were analyzed conscientiously. The suggestions for improving efficiency were implemented directly.

The Supervisory Board has created a list of transactions that require its approval. The Management Board submits such transactions to the Supervisory Board in the form of a draft resolution for discussion and approval.

New members of the Supervisory Board can meet with members of the Management Board and line managers to discuss basic and current issues, thereby forming an impression of the issues relevant to the company to discuss basic and current issues, thereby forming an impression of the issues relevant to the company (onboarding).

## 8. GERMAN ACT ON EQUAL PARTICIPATION OF WOMEN AND MEN IN LEADERSHIP POSITIONS AS AMENDED BY THE SECOND LEADERSHIP POSITIONS ACT.

The Management Board pays attention to diversity and strives in particular to give appropriate consideration to women when filling management positions within the company. It adopted a diversity concept in the 2022 financial year to increase the proportion of women in management positions.

The Management Board of the company has adopted a target for the proportion of women in the two management levels below the Management Board in accordance with section 76(4) AktG. The proportion of women in the first level below the Management Board should reach 28.6% by June 30, 2027. In the last review, this level comprised 23 managers, six of whom are women, representing a share of 26.1%. The target of 28.6% has thus not yet been met. It is expected that this proportion could even decline again temporarily in the 2026 financial year as a result of changes in the total number of managers at this level. Appropriate measures are intended to help gradually improve this proportion. A second management level below the Board of Management no longer exists in the current structure.

## 9. SHAREHOLDERS AND THE ANNUAL GENERAL MEETING

The shareholders of First Sensor AG exercise their rights at the Annual General Meeting of the company. The Annual General Meeting is chaired by the Chair of the Supervisory Board or by another Supervisory Board member appointed by him/her. If the Chairman of the Supervisory Board does not assume the chairmanship at the Annual General Meeting and has not designated another Supervisory Board member as his representative, the Supervisory Board elects the Chairman of the Annual General Meeting. Persons who are not shareholders or members of the Supervisory Board or who otherwise do not belong to the company can also be elected.

The Annual General Meeting takes place once a year. Each share grants one vote. The equity holders can exercise their voting rights at the Annual General Meeting either themselves or through a proxy of their choice, or through a voting rights representative of the company bound by instructions. The Management Board is also authorized to enable shareholders to cast their votes in writing or by means of electronic communication (postal voting) without attending the Annual General Meeting. All documents and information regarding the Annual General Meeting are made available to the shareholders on the company's website in good time.

They can also put their questions to the Investor Relations department on these documents to employees of the Investor Relations department.

The option of holding ordinary Annual General Meetings without shareholders or their representatives attending in person (virtual Annual General Meeting) has been taken into account through an appropriate amendment to the articles of association, thus enabling the company to respond flexibly to certain situations in the future and to maintain its ability to act. The Annual General Meeting on April 24, 2025 was held as an in-person event.

## 10. RELATED PARTIES

No agreements were entered into between members of the Supervisory Board and First Sensor AG in the 2025 financial year. Memberships of Management Board and Supervisory Board members in executive bodies of other companies and related party transactions are disclosed in the current annual report.

Berlin, January 28, 2026

On behalf of the Supervisory Board

Michael Gerosa

Chairman of the Supervisory Board

On behalf of the Management Board

Robin Maly

Dirk Schäfer

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