

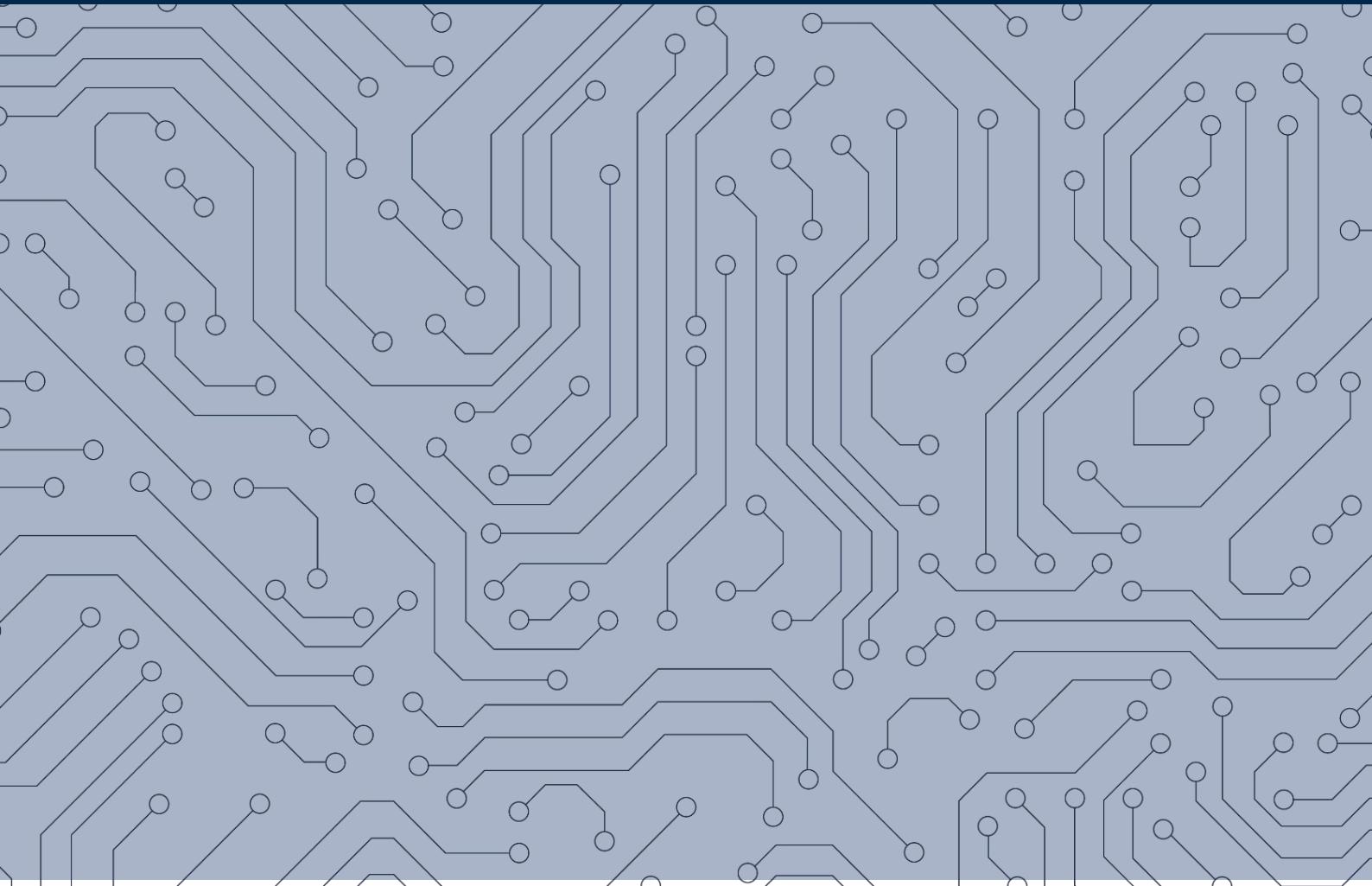
First Sensor

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Remuneration Report 2025

FIRST SENSOR AG, BERLIN



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REMUNERATION REPORT FOR THE 2025 FINANCIAL YEAR FROM OCTOBER 1, 2024 TO SEPTEMBER 30, 2025

The following remuneration report pursuant to Section 162 of the German Stock Corporation Act (AktG) presents and explains the remuneration of the current and former members of the Executive Board and the Supervisory Board of First Sensor AG for the 2025 financial year. The basis for reporting is the remuneration system for the Executive Board approved at the Annual General Meeting on April 29, 2021 (*remuneration system 2021*) as well as the updated remuneration system for the Executive Board, which was approved by the Annual General Meeting on April 24, 2025 (*remuneration system 2025*).

1. REMUNERATION SYSTEM OF THE EXECUTIVE BOARD

1.1. Resolution on the approval of the remuneration system (2021) for the members of the Executive Board

The remuneration system for the members of the Executive Board of First Sensor AG was developed by the Supervisory Board – with the assistance of external professional support – in accordance with Sections 87 (1), 87a (1) AktG, resolved on April 29, 2021, and approved by the Annual General Meeting on June 24, 2021, with a majority of 89.78 percent of the represented capital. According to Section 120a AktG, the remuneration system (2021) is submitted to the Annual General Meeting for approval again in the event of any significant change, but at least every four years and thus, it was submitted in the 2025 financial year.

The remuneration system (2021) met the requirements of the German Stock Corporation Act, particularly the requirements of the Act on the Implementation of the Second Shareholder Rights Directive (ARUG II), and was in line with the recommendations of the German Corporate Governance Code as amended on April 28, 2022.

1.2. Application of the Executive Board remuneration system (2021) in the 2025 financial year

Since the resolution by the Supervisory Board, the compensation system (2021) for the Executive Board has not been applied by the company, as no new service contracts with Executive Board members have been concluded. The company has not entered into service contracts with any of the members of the Executive Board currently appointed. All the members of the Executive Board currently appointed worked for Group companies of TE Connectivity prior to working for First Sensor and are remunerated by those companies. The compensation of all Executive Board members was not determined by the Supervisory Board of First Sensor. Consequently, the remuneration system (2021) of First Sensor was not applied to the compensation of all Executive Board members, which, however, does not constitute a deviation from the remuneration system.

- Compensation of Dirk Schäfer

Due to a new position in the TE Connectivity Group, Dirk Schäfer's employer, TE Connectivity Sensors Germany Holding AG, Bensheim, invoiced First Sensor with a lump sum partial amount of compensation for the activities of Executive Board member Dirk Schäfer.

- Compensation of Robin Maly

Effective February 1, 2024, the employment contract of Executive Board member Robin Maly with his employer, TE Connectivity Solutions GmbH, Schaffhausen/Switzerland, was amended in such a way that the Executive Board member Robin Maly dedicates a certain portion of his working time to the First Sensor Group, and the portion of his compensation corresponding to the time spent is reported in the remuneration report. This presentation is in line with section 162 (2) of the German Stock Corporation Act (AktG).

If members of the Executive Board were granted individual compensations in the 2025 financial year in accordance with Section 162 AktG, which had been promised under the applicable remuneration system in previous financial years, these will also be presented and explained.

1.3. Disclosures regarding the components of compensation (remuneration system 2021)

The compensation of the members of the Executive Board according to the remuneration system 2021 consists of non-performance-related and performance-related components. Details on the remuneration system 2021 can be found here: https://www.first-sensor.com/cms/upload/investor_relations/verguetungsbericht/HV_2021_Verguetungssystem.pdf (German only). Since the company had not entered into service contracts with the current members of the Executive Board, but they had already been working for group companies of TE Connectivity prior to their activities for First Sensor and were compensated by them, it did not apply to their compensation.

The obligation to acquire and hold shares in the company (Share Ownership Guidelines) did not form a part of the remuneration system.

Former and current members of the Executive Board receive no pension commitments.

1.4. Resolution on the approval of the remuneration system (2025) for the members of the Executive Board

The remuneration system for the members of the Executive Board of First Sensor AG was developed by the Supervisory Board – with the assistance of external professional support – in accordance with Sections 87 (1), 87a (1) AktG, resolved on January 29, 2025, and approved by the Annual General Meeting on April 24, 2025, with a majority of 96.6 percent of the represented capital. In accordance with Section 120 AktG, the remuneration system is submitted to the Annual General Meeting for approval in the event of any substantial changes, but at least every four years.

The remuneration system (2025) meets the requirements of the German Stock Corporation Act, particularly the requirements of the Act on the Implementation of the Second Shareholder Rights Directive (ARUG II), and is in line with the recommendations of the German Corporate Governance Code as amended on April 28, 2022.

1.5. Application of the Executive Board remuneration system (2025) in the 2025 financial year

Since the resolution passed by the Supervisory Board, the remuneration system (2025) for the Executive Board has been taken into account by the company in the conclusion of new and in the extension of the existing Executive Board service contracts entered into with the company.

The company has not entered into service contracts with any of the members of the Executive Board currently appointed. All the members of the Executive Board currently appointed worked for Group companies of TE Connectivity prior to working for First Sensor and are remunerated by those companies. The compensation of all Executive Board members was not determined by the Supervisory Board of First Sensor. Consequently, the remuneration system (2025) of First Sensor did not apply to the compensation of all members of the Executive Board, which, however, does not constitute a deviation from the remuneration system.

The remuneration system 2025 for the Executive Board of First Sensor AG is reviewed by the Personnel and Nominations Committee of the Supervisory Board on an as-needed basis, particularly in the context of contract negotiations with existing or future members of the Executive Board. However, there is no formal or regularly scheduled review.

1.6. Disclosures regarding the components of the compensation in the remuneration system 2025

The compensation of the members of the Executive Board according to the remuneration system 2025 consisted of non-performance-related and performance-related components. Details regarding the remuneration system 2025 can be found here: https://www.first-sensor.com/cms/upload/investor_relations/First_Sensor_AG-Remuneration-System-Exec.-Board_2025_EN.pdf.

Since the company had not entered into service contracts with the current members of the Executive Board, but they had already been working for group companies of TE Connectivity prior to their activities for First Sensor and were compensated by them, it did not apply to their compensation.

1.7. Maximum remuneration

The Supervisory Board determines a target total and maximum compensation for each member of the Executive Board. Since the company had not entered into service contracts with the current members of the Executive Board, but they had already been working for group companies of TE Connectivity prior to their employment with First Sensor and were compensated by them, the maximum compensation did not apply to their remuneration.

1.8. Comparison based on a peer group

When assessing what is customary within the company, the Supervisory Board considers the ratio of the Executive Board compensation to the compensation of the upper management group, also in terms of its temporal development. The upper management group consists of the "Directors" of the various areas. Furthermore, the Supervisory Board also takes into account the average compensation of the entire workforce of First Sensor AG over time.

In the event of significant shifts in the relationship between the compensation of the members of the Executive Board of First Sensor AG and the compensation of the vertical comparison groups, the Supervisory Board examines the causes of the shift.

1.9. Terms and termination options in Executive Board service contracts

The Executive Board service contracts each have a maximum term of three years. An ordinary termination of executive service contracts is excluded. The service contract ends upon dismissal from the Executive Board with the expiration of the (hypothetical) legal notice period according to Section 622 of the German Civil Code (BGB). An extraordinary termination for good cause is possible, whereby the dismissal of the Executive Board member according to Section 84 (3) AktG is considered a good cause.

1.10. Severance pay in case of earlier termination of employment and offsets

If the employment of the Executive Board members ends without the occurrence of good cause, the respective Executive Board member is entitled to a payment of a severance amounting to the annual fixed salary for the remaining contract duration, but not exceeding €500,000.00. In the case of a post-contractual non-competition clause, the severance payment will not be offset against the compensation for the non-competition period. The severance payment and the compensation for the non-competition period are collectively limited to two annual fixed salaries (severance cap).

Upon termination of a Executive Board member contract, the payment of any outstanding variable remuneration components attributable to the period until the contract termination shall be made according to the originally agreed objectives and comparison parameters, and according to the due dates or holding periods specified in the contract.

1.11. Procedures for the determination, implementation, and review of the remuneration system

The remuneration system for the Executive Board of First Sensor AG is adopted by the entire Supervisory Board, with the Personnel and Nominations Committee of the Supervisory Board taking on a preparatory role. The Personnel and Nominations Committee develops the details of the remuneration system and submits a proposal to the plenary session of the Supervisory Board as a resolution draft.

The remuneration system for the Executive Board of First Sensor AG is applied in the case of newly concluded Executive Board member service contracts or in the event of any extensions or amendments to existing Executive Board member service contracts. In the negotiation and conclusion of new Executive Board member service contracts or extensions and amendments, the provisions of this remuneration system must be observed by the Supervisory Board; this particularly applies to the Chairman of the Supervisory Board, who is authorized to sign on behalf of the company when concluding Executive Board member service contracts, provided he has been authorized to do so by the Supervisory Board.

The remuneration system for the members of the Executive Board of First Sensor AG, is reviewed by the Personnel and Nomination Committee of the Supervisory Board on an ongoing basis, in particular in conjunction with contract negotiations with existing or future members of the Executive Board. However, there is no formal or regularly scheduled review.

Should there be concerns about or existing conflicts of interest on the part of members of the Supervisory Board or members of the Executive Board, these must be disclosed to the Supervisory Board in accordance with the rules of procedure for the Supervisory Board and the Executive Board. The Supervisory Board will then make a decision as a whole body on a case-by-case basis regarding how to handle a specific conflict of interest.

1.12. Disclosures regarding shares and share options

The members of the Executive Board do not receive any remuneration components in the form of shares or stock options in First Sensor AG. The long-term variable remuneration is solely related to the Long Term Incentive Program of TE Connectivity plc.

1.13. Disclosures on the claw-back of variable remuneration components

The compensation of the members of the Executive Board ensures that exceptional performance is appropriately rewarded and that failures to meet targets result in a noticeable reduction in compensation. When designing the compensation system, the Supervisory Board has opted not to include clawback clauses.

1.14. Disclosures on departures from the remuneration system

There were no further deviations from the remuneration system beyond those presented in the section "Application of the Executive Board remuneration system in the 2025 Financial Year."

1.15. Disclosures on the implementation of the Annual General Meeting's resolution

The remuneration system for the Executive Board is taken into account when concluding new and extending existing Executive Board member service contracts entered into with the company. All members of the Executive Board are compensated through contracts with TE Connectivity group companies. The compensation of the Executive Board members is not determined by the Supervisory Board of First Sensor. Consequently, the remuneration system 2025 does not apply to their activities.

1.16. Disclosures on compliance with the maximum remuneration

The Executive Board members assume the organizational function within the framework of the existing control agreement and do not receive any compensation for their Executive Board activities at First Sensor AG from either First Sensor AG or other companies of TE Connectivity, with the exception of Executive Board member Robin Maly.

The compensation of Executive Board member Robin Maly displayed in the table below shows the portion of the compensation that Executive Board member Robin Maly receives from his employer, TE Connectivity Solutions GmbH, Schaffhausen/Switzerland, in relation to his activities for First Sensor AG and First Sensor Lewicki GmbH.

The compensation of Executive Board member Dirk Schäfer displayed in the table below was invoiced to First Sensor AG by Dirk Schäfer's employer, TE Connectivity Sensors Germany Holding AG, Bensheim.

The obligation to present is waived for Executive Board member Thibault Kassir, as the compensation from this Executive Board member's employer, TE Connectivity Corp., Berwyn, Pennsylvania/USA, is not covered by the scope of Section 162 (1) sentence 1 AktG, since TE Connectivity/USA is located in a third country as regards the European Union and the compensation for the Executive Board member Thibault Kassir is not invoiced to First Sensor AG.

The compensation of all members of the Executive Board is not determined by the Supervisory Board of First Sensor. Therefore, the remuneration system and the maximum remuneration do not apply.

Remuneration granted and owed in € thousand	2024	2025	2024*	2025	2024	2025
Fixed remuneration	0	0	109	108	49	57
Additional benefits	0	0	0	0	0	0
Total	0	0	109	108	49	57
One-year variable remuneration	0	0	0	0	0	0
Multi-year variable remuneration (LTIP)	0	0	0	0	0	0
Total	0	0	0	0	0	0
Severance payment	-	-	-	-	-	-
Pension expenses	0	0	0	0	0	0
Total remuneration	0	0	109	108	49	57
Share of fixed remuneration	-	-	100%	100%	100%	100%
Share of variable remuneration	-	-	-	-	-	-

2024 Financial year: Oct. 01, 2023 – Sept. 30, 2024;

2025 Financial year: Oct. 01, 2024 – Sept. 30, 2025

*Remuneration starting from Feb. 1, 2024

1.17. Defined benefits from third parties

As of February 1, 2024, the Executive Board member Robin Maly receives, as described in section “1.5. Application of the Executive Board remuneration system (2025) in 2025 Financial Year”, compensation from his employer for his activities for First Sensor AG and its subsidiaries. For the Executive Board member Dirk Schäfer, a portion of his compensation is invoiced to First Sensor AG by the majority shareholder. And yet, the employment contract of Dirk Schäfer does not contain any defined benefit with regard to his work for First Sensor AG and its subsidiaries.

Other than that, the members of the Executive Board have received no defined benefits from third parties in connection with their activities as members of the Executive Board of First Sensor AG. The activities of the Executive Board members at TE Connectivity Sensors Germany Holding AG, Bensheim, TE Connectivity Corp., Berwyn, Pennsylvania, USA and TE Connectivity Solutions GmbH, Schaffhausen, Switzerland are remunerated by these respective TE Connectivity companies. The Executive Board activity at First Sensor AG is not taken into account in this remuneration – with the exception of Robin Maly – so that no remuneration has been

promised or granted by a third party with regard to the activity as a Executive Board member at First Sensor AG. Neither do the members of the Executive Board receive variable remuneration components that relate to the operational or strategic goals of First Sensor AG.

1.18. Benefits in the event of regular contract termination

In the event of the ordinary termination of the Executive Board member contract, no separate provisions have been made and no related agreements have been reached.

2. REMUNERATION SYSTEM OF THE SUPERVISORY BOARD

2.1. Resolution on the remuneration system for the members of the Supervisory Board

The remuneration of the members of the Supervisory Board is resolved by the Annual General Meeting. The remuneration is stipulated in Article 13 of the Articles of Association of the company. The Executive Board and Supervisory Board had reviewed the compensation of the Supervisory Board members and concluded that the previously applicable compensation for the members of the Supervisory Board of the company is appropriate. The Executive Board and Supervisory Board therefore proposed to the Annual General Meeting on April 24, 2025, to resolve that the compensation system for the members of the Supervisory Board would remain unchanged. This proposal was approved with 100.00 percent of the represented capital. According to Section 113 (3) sentence 1 and 2 of the AktG, the Annual General Meeting must pass a resolution on the compensation of the Supervisory Board members at least every four years, whereby a resolution confirming the compensation is permissible.

2.2. Structure and application of the remuneration system for the Supervisory Board

The remuneration system for the Supervisory Board is governed by the Articles of Association and sets out both the abstract and specific framework for the remuneration of members of the Supervisory Board. This guarantees that the remuneration of the members of the Supervisory Board is always consistent with the remuneration system resolved by the Annual General Meeting.

The members of the Supervisory Board of First Sensor AG receive a fixed remuneration for their activities, the amount of which depends on the specific tasks undertaken in the Supervisory Board. The compensation also covers the assumption of memberships and chair positions in committees. Members of the Supervisory Board who belong to the Supervisory Board for only part of the financial year receive pro rata temporis remuneration.

The Supervisory Board reviews the structure and appropriateness of its remuneration at irregular intervals, though not less than once every four years, with the assistance of the Personnel and Nomination Committee. Given the particular nature of Supervisory Board remuneration, which fundamentally differs from the work of the company's employees on account of its supervisory nature, there is no vertical comparison between employee and Supervisory Board remuneration.

Each member of the Supervisory Board receives basic annual remuneration of EUR 20,000. The Chairman and Deputy Chairman of the Supervisory Board receive higher remuneration in consideration of their increased organizational and administrative workloads. This is EUR 50,000.00 for the Chairman and EUR 30,000.00 for the Deputy Chairman.

The company provides the members of the Supervisory Board with insurance coverage to an extent appropriate for the exercise of their duties as members of the Supervisory Board; TE Connectivity pays the premiums due for this purpose. Furthermore, the company reimburses each member of the Supervisory Board for the reasonable and documented expenses incurred in the exercise of their office, as well as the value-added tax that may be applicable to the compensation.

The members of the Supervisory Board do not receive any variable remuneration that depends on the achievement of certain successes or goals. Therefore, the compensation can only be aligned with the business strategy to a limited extent and thus can only conditionally influence the long-term development of the company. However, First Sensor AG strongly believes that fixed remuneration is the most appropriate system for the objective supervisory function of the Supervisory Board and its neutral advisory activities. The Supervisory Board can thus orient its decisions according to the benefit of the company and thus a long-term business strategy and sustainable development without pursuing other motives at the same time.

In the 2025 financial year, the compensation system for the Supervisory Board was applied in all aspects as regulated in Article 13 of the company's Articles of Association. The members of the Supervisory Board did not receive any further remuneration or benefits for personally performed services, in particular consulting and or brokerage services, in the reporting year. Furthermore, the members of the Supervisory Board were not granted any loans or advances and no contingent liabilities were entered into on their behalf.

2.3. Individualized disclosure of the compensation of the Supervisory Board

The following table presents the compensation of the members of the Supervisory Board for the past 2024 financial year according to Section 162 AktG:

€ thousand		2024	2025
Michael Gerosa	Member since February 18, 2021, Chairman since April 19, 2021	*	*
Rob Tilmans	Member since June 24, 2021 Deputy Chairman since April 24, 2025	*	*
Peter McCarthy	Member since May 1, 2020, Deputy Chairman May 14, 2020 to April 24, 2025	*	*
Stephan Itter	since May 1, 2020	20	20
Aline Sellien	since April 24, 2025	-	*
Olga Wolfenberg	since May 13, 2019	20	20
Christoph Findeisen	since August 27, 2021	20	20
Total remuneration		60	60

* These members of the Supervisory Board are employees of the TE Connectivity Group and waive their compensation.

2024 Financial year: Oct. 01, 2023 – Sept. 30, 2024;

2025 Financial year: Oct. 01, 2024 – Sept. 30, 2025

The members of the Supervisory Board who are in an employment relationship with companies of the TE Group waived their compensation in the past financial year and did not receive any Supervisory Board compensation.

3. COMPARATIVE PRESENTATION OF REMUNERATION AND REVENUE DEVELOPMENT

The following comparative presentation shows the annual change in the remuneration of current and former members of the Executive Board and the Supervisory Board, the development of the company's earnings and the remuneration of all employees. The information for the latter group is based on the average wages and salaries of the Group's employees in Germany in the respective financial year.

REMUNERATION OF EXECUTIVE AND SUPERVISORY BOARD MEMBERS

Change in %	2021 SFY to 2020	2022 to 2021 SFY	2023 to 2022	2024 to 2023	2025 to 2024
Current members of the Executive Board					
Thibault Kassir					
Robin Maly				100% ⁴	0%
Dirk Schäfer			100% ⁴	75%	16.3%
Current members of the Supervisory Board					
Michael Gerosa					
Peter McCarthy					
Rob Tilmans					
Stephan Itter	13%	33% ³	0%	0%	0%
Aline Sellien					
Olga Wolfenberg	-25%	33% ³	0%	0%	0%
Christoph Findeisen		90% ¹	0%	0%	0%
Former members of the Executive Board					
Sibylle Büttner (until April 13, 2022)					
Marcus Resch (until May 31, 2021)	145%				
Former members of the Supervisory Board					
Tilo Vollprecht (until August 26, 2021)	-35% ¹				
Dirk Schäfer (May 26, 2020-May 31, 2021)					
Development of the company					
Net profit of First Sensor AG (HGB)	-91.4% ²	-161.6%	0%	0%	0%
EBIT of the First Sensor Group (IFRS)	-65.1% ²	-121.8%	-206.9%	-528.5%	-33.6%
Average compensation of employees	3.9%	9.9%	3.3%	2.7%	2.6%

¹Difference due to joining/leaving the executive body during the year

²Influenced by extraordinary effects (including divestments)

³Increase compared with previous year due to change in the financial year

⁴Increase due to initial calculation (pro rata for 2023 and 2024)

The disclosures regarding the compensation of the Executive Board members refer to the owed compensation.

Berlin, January 28, 2026

First Sensor AG

For the Executive Board

For the Supervisory Board

Robin Maly

Dirk Schäfer

Michael Gerosa

REPORT OF THE INDEPENDENT AUDITOR ON THE AUDIT OF THE REMUNERATION REPORT PURSUANT TO SECTION 162 (3) AKTG

To First Sensor AG, Berlin

Audit opinion

We have officially audited the remuneration report of First Sensor AG, Berlin, for the financial year from October 1, 2024 to September 30, 2025 to determine whether the disclosures pursuant to Section 162 (1) and (2) AktG have been made in the remuneration report. In accordance with Section 162 (3) AktG, we have not conducted an audit of the remuneration report as regards its content.

In our assessment, the disclosures required by Section 162 (1) and (2) AktG have been made in all material respects in the attached remuneration report. Our opinion does not extend to the content of the remuneration report.

Basis for audit opinion

We conducted our audit of the remuneration report in accordance with Section 162 (3) AktG with regard to the auditing standard of Institut der Wirtschaftsprüfer in Deutschland e.V. (Institute of Public Auditors in Germany, Incorporated Association) (IDW): The audit of the remuneration report according to Section 162 (3) AktG (IDW Auditing Standard (PS) 870 (09.2023)). Our responsibilities under this requirement and standard are further described in the "Auditor's responsibility" section of our auditor's report. As an auditing firm, we have applied the requirements of the IDW quality management standard: Requirements for quality management in auditing firms (IDW Quality Management Standard (QMS) 1 (09.2022)). We have complied with the professional obligations in accordance with the Professional Code of Conduct for German Public Auditors and the Statutes of the German Chamber of Chartered Public Accountants on Professional Rights and Obligations as a Chartered Public Accountant, including the independence requirements.

Responsibility of the Executive Board and the Supervisory Board

The Executive Board and the Supervisory Board are responsible for the preparation of the remuneration report, including the related disclosures, which comply with the requirements of Section 162 AktG. Furthermore, they are responsible for the internal controls that they deem necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misrepresentations due to fraudulent actions or errors.

Auditor's responsibility

Our objective is to obtain sufficient assurance as to whether the disclosures required by Section 162 (1) and (2) AktG have been made in the remuneration report in all material respects, and to issue an opinion on this in a report.

We planned and performed our audit so that we were able to determine the formal completeness of the remuneration report by comparing the disclosures made in the remuneration report with those required by section 162 (1) and (2) AktG. In accordance with Section 162 (3) AktG, we have not verified whether the remuneration report contains misrepresentations regarding the accuracy of the content of the disclosures, the completeness of the content of the individual disclosures or the appropriate presentation of the remuneration report.

Handling of any misrepresentations

In connection with our audit, we are responsible for reading the remuneration report taking into account the knowledge from the audit of the financial statements, and in so doing remaining vigilant to indications as to whether the remuneration report contains misrepresentations regarding the accuracy of the content of the disclosures, the completeness of the content of the individual disclosures or the appropriate presentation of the remuneration report.

If, on the basis of our work, we come to the conclusion that there is such a misrepresentation, we are required to report this fact. We have nothing to report in this context.

Berlin, Januar 28, 2026

BDO AG

Wirtschaftsprüfungsgesellschaft

Signed Silvia Sartori
Auditor

Signed Martin Behrendt
Auditor