

First Sensor 

is now part of



Invitation

to the 2022 Annual General Meeting
(Virtual Annual General Meeting)

FIRST SENSOR AG, BERLIN

ISIN: DE0007201907

ISIN: 720190

INVITATION

TO THE ANNUAL GENERAL MEETING (VIRTUAL ANNUAL GENERAL MEETING) OF FIRST SENSOR AG ON MARCH 15, 2022

We hereby invite our shareholders
to the Annual General Meeting of First Sensor AG, Berlin, which will be held on

**Tuesday, March 15, 2022,
at 10:00 am.**

Owing to the ongoing COVID-19 pandemic, it will again be held as a virtual Annual General Meeting without shareholders or their authorized representatives attending in person, with the exception of the voting representatives appointed by the company.

The location of the Annual General Meeting for the purposes of the *Aktiengesetz* (AktG – German Stock Corporation Act) is GRÜNEBAUM Gesellschaft für Event Logistik mbH, Leibnizstrasse 38, 10625 Berlin. Shareholders and their authorized representatives (with the exception of voting representatives of the company) do not have the right or option to be physically present at the location of the Annual General Meeting. The Annual General Meeting will be broadcast in full (video and audio) for duly registered shareholders on the AGM Portal online at www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting”. Shareholders exercise their voting rights – including when a third party has been authorized – exclusively by means of electronic absentee voting or by issuing authorizations and instructions to voting representatives appointed by the company.

I. AGENDA

1. Presentation of the adopted annual financial statements of First Sensor AG and the approved consolidated financial statements, each as of September 30, 2021 (Short fiscal year), the management report of First Sensor AG and the Group for the 2021 short financial year (including the explanatory report of the Management Board in accordance with section 176(1) sentence 1 AktG on takeover disclosures in accordance with section 289a, section 315a of the *Handelsgesetzbuch* (HGB – German Commercial Code), including the corporate governance statement in accordance with sections 289f and 315d HGB, and the explanatory report of the Management Board on the main features of the internal control and risk management system for the accounting process in accordance with section 289(4), section 315(4) HGB) and the report by the Supervisory Board for the 2021 short financial year

The documents referred to under item 1 of the agenda will be made accessible to shareholders online from the day the Annual General Meeting is convened at www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting”.

The Supervisory Board approved the annual financial statements and consolidated financial statements prepared by the Management Board on January 28, 2022. Thus, the annual financial statements have been adopted in accordance with section 172 AktG. The documents referred to under this item of the agenda must be submitted to the Annual General Meeting and do not require a resolution by the Annual General Meeting.

2. Resolution on official approval of the actions of the members of the Management Board for the 2021 short financial year

The Management Board and Supervisory Board propose that the actions of the members of the Management Board in office in the 2021 short financial year be approved for this period.

3. Resolution on official approval of the actions of the members of the Supervisory Board for the 2021 short financial year

The Management Board and Supervisory Board propose that the actions of the members of the Supervisory Board in office in the 2021 short financial year be approved for this period.

4. Resolution on the election of the auditor of the annual and consolidated financial statements and the auditor for the review of the half-year consolidated financial report and additional financial information during the year for the 2022 financial year (October 1, 2021 to September 30, 2022).

Based on the proposal of the Audit Committee, the Supervisory Board proposes the election of Ebner Stolz GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Hanover, as the auditor of the annual financial statements and consolidated financial statements for the 2022 financial year (October 1, 2021 to September 30, 2022), and as the auditor for the review of the half-year consolidated financial report for the 2022 financial year and the review of any intra-year financial information in the 2022 financial year.

5. Resolution on the approval of the remuneration report

Following the amendment of the German Stock Corporation Act by the *Gesetz zur Umsetzung der zweiten Aktionärsrechterichtlinie* (ARUG II – German Act on the Implementation of the Second Shareholder Rights Directive), a remuneration report must be prepared by the Management Board and the Supervisory Board in accordance with section 162 AktG and submitted to the Annual General Meeting for approval in accordance with section 120a(4) AktG. The remuneration report was audited by the auditor in accordance with section 162(3) AktG to determine whether it contains the disclosures required by law in accordance with section 162(1) and (2) AktG. The report on the audit of the remuneration report is attached to the remuneration report. The Supervisory Board and the Management Board propose that the remuneration report prepared and approved in accordance with section 162 AktG for the 2021 short financial year be approved. The remuneration report will then be reproduced in the agenda under section II. “Annex to item 5 of the agenda” and made available from the day the Annual General Meeting is convened on our website www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting”. The remuneration report will also be accessible there during the Annual General Meeting as well.

II. ANNEX TO ITEM 5 OF THE AGENDA

Remuneration report for the 2021 short financial year

First Sensor AG, Berlin

Application of the remuneration system for the Management Board in the 2021 short financial year

Since the resolution by the Supervisory Board, the current remuneration system for the Management Board has been taken into account by the company when entering into new Management Board contracts and when renewing such contracts previously entered into with the company.

If members of the Management Board, in accordance with Section 162 AktG, were granted individual remuneration elements in the 2021 short financial year that were committed to in previous financial years under the remuneration system in place at the time, these elements have also been presented and explained.

The remuneration system for the members of the Management Board of First Sensor AG, is reviewed by the Human Resources 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 Management Board. However, there is no formal or regularly scheduled review.

Disclosures on remuneration components

The remuneration of the members of the Management Board consists of performance-based and non-performance-based components. Using this combination, the company creates an attractive incentive for members of the Management Board to contribute towards the sustainable and long-term development of the company.

Variable remuneration components provide the material incentive to pursue the aims of business policy. They motivate and reward specific action, operational performance, a strategic approach that promotes the long-term development of the company and responsible conduct.

The variable remuneration is dependent on the achievement of multiple goals set in advance by the Supervisory Board. The achievement of goals does not necessarily have to be exactly measurable, but it must be verifiable. The connection between the achievement of goals and the variable remuneration must be set in advance and cannot be subsequently altered.

The variable remuneration consists of short-term variable remuneration (short-term bonus) and long-term variable remuneration (long-term incentive program).

The short-term variable bonus is calculated according to the Annual Incentive Plan (AIP) of the TE Connectivity Group. The purpose of the AIP program is to reward managers for achieving financial or strategic performance targets. There is no guaranteed minimum achievement; it is therefore possible for the short-term variable bonus not to be paid at all. The amount of the short-term bonus under the AIP program is determined by the Supervisory Board of the company within six months of the end of a financial year and paid to the members of the Management Board.

As long-term variable remuneration, the members of the Management Board receive restricted stock units (RSU) of TE Connectivity Ltd. in conjunction with its long-term incentive (LTI) program. TE Connectivity Ltd. uses LTI awards to offer competitive compensation that recognizes employees' contributions and aligns their remuneration with shareholder interests by focusing on long-term growth and stock performance.

REMUNERATION COMPONENT	ASSESSMENT BASE/PARAMETERS
Non-performance-based remuneration	
Fixed salary	Non-performance-based fixed remuneration paid in monthly installments
Additional benefits	Use of a company car or rail card (BahnCard 100), first class; insurance premiums; other one-time or temporary (provisional) benefits on recruitment; reimbursement of costs of business travel

Performance-based remuneration

Short-term variable remuneration	calculated according to the Annual Incentive Plan (AIP) of the TE Connectivity Group annual incentive target amount as a percentage of fixed salary performance level on the basis of various key performance indicators, e.g. sales and operating result (60%), other KPIs and earnings per share of TE Connectivity Ltd. (40%) calculation of the annual incentive award by multiplying the annual incentive target amount by weighted target achievement (0-200%) and the personal performance factor (0-200%) Payment must not exceed 300% of the individual annual incentive target amount (cap).
Long-term variable remuneration	Share-based long-term remuneration, term 4 years: issue of restricted stock units (RSU) of TE Connectivity Ltd. in conjunction with its long-term incentive (LTI) program award of a number of RSUs at an award date four-year vesting period, i.e. members of the Management Board earn a quarter of the initially awarded RSUs per year vested RSUs are converted into shares of TE Connectivity Ltd. that can be sold during a trading window. The value of the RSUs is determined as of the grant date. The basis assumed for this is a maximum increase by the end of the vesting period of 200% compared to the grant date (calculation of maximum remuneration).
Maximum remuneration	Cap on the total amount of remuneration granted for a financial year in accordance with Section 87a(1) sentence 2 no. 1 AktG: The maximum amount of remuneration for a financial year – regardless of whether this is paid in this financial year or at a later date and subject to the caps on short-term and long-term variable remuneration – is €580,000 for all members of the Management Board.
Severance cap	Entitlement to payment of severance in the amount of the fixed annual salary for the remainder of the contract term, though not more than €500,000 (cap); if there is a post-contractual, non-competition clause, the severance payment does not count towards the related compensation; the severance cap and the compensation for observing the non-competition restriction are both limited to two fixed annual salaries in total
Penalty and claw-back regulations	n/a

If the conditions are satisfied in the vesting period of the next four years, the remuneration of the members of the Management Board breaks down as follows:

- fixed remuneration accounting for around 35% of maximum remuneration (fixed annual salary and other emoluments);
- short-term variable remuneration (AIP) accounting for around 30% of maximum remuneration;
- long-term variable remuneration (LTI) accounting for around 35% of maximum remuneration.

The remuneration system does not require members of the Management Board to acquire and hold shares in the company (Share Ownership Guidelines).

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

Disclosures on shares and stock options

The members of the Management 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 exclusively accounted for by the TE Connectivity Ltd. restricted stock units program.

Disclosures on the claw-back of variable remuneration components

The remuneration of members of the Management Board ensures that special achievements are appropriately rewarded and that the failure to achieve targets leads to a tangible reduction in remuneration. Given the strong need for strategic changes at First Sensor, the Supervisory Board chose not to introduce claw-back clauses when designing the remuneration system.

Disclosures on departures from the remuneration system

The company has not entered into service contracts with any of the members of the Management Board currently appointed. All the members of the Management Board currently appointed worked for Group companies of TE Connectivity prior to working for First Sensor and are remunerated by those companies. The members of the Management Board have not received any additional remuneration for assuming a position on the Management Board of First Sensor. The First Sensor remuneration system therefore does not apply to them, but this does not constitute a departure from the remuneration system.

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

The remuneration system for the Management Board is taken into account by the company when entering into new Management Board contracts and when renewing such contracts previously entered into with the company. The remuneration system therefore did not apply to the contract with Markus Resch, which was already in effect at the time the resolution was adopted and ended as of May 31, 2021. The members of the Management Board Sibylle Büttner, Robin Maly and Dirk Schäfer were appointed before the resolution was adopted. All three members of the Management Board are remunerated through their contracts with TE Group companies, which do not contain remuneration components for their work as members of the Management Board of First Sensor AG. The remuneration system therefore does not apply to their work.

Disclosures on compliance with the maximum remuneration

The currently appointed members of Management Board do not receive remuneration for their work on the Management Board of First Sensor AG from First Sensor AG or any other companies of TE Connectivity. The maximum remuneration under the remuneration system therefore does not apply to them.

	Marcus Resch CEO/CFO March 14, 2020 to May 31, 2021		Sibylle Büttner Member of the Management Board since April 20, 2021		Robin Maly Member of the Management Board since April 20, 2021		Dirk Schäfer Member of the Management Board since June 1, 2021	
REMUNERATION GRANTED AND OWED IN € THOU.	2020	2021 SFY	2020	2021	2020	2021	2020	2021
Fixed remuneration	220	115	-	0	-	0	-	0
Additional benefits	36	6	-	0	-	0	-	0
Total	256	121	-	0	-	0	-	0
Annual variable remuneration	88	52	-	0	-	0	-	0
Long-term variable remuneration (LTIP)	70	86	-	0	-	0	-	0
Total	158	138	-	0	-	0	-	0
Severance payment	-	345	-	-	-	-	-	-
Pension expenses	3	2	-	0	-	0	-	0
Total remuneration	417	606	-	0	-	0	-	0
Share of fixed remuneration	61.8%	46.7%	-	-	-	-	-	-
Share of variable remuneration	38.2%	53.3%	-	-	-	-	-	-

The contract with Markus Resch was ended early as of May 31, 2021 in the 2021 short financial year. In return, he received severance pay of €345,000. He is not owed any further remuneration as of September 30, 2021. After working for the Management Board of the company, a consulting agreement was entered into with him, which ended as of October 31, 2021.

Defined benefits from third parties

The members of the Management Board have not received any defined benefits from third parties in connection with their work as members of the Management Board of First Sensor AG. They also do not receive variable remuneration components based on the operational or strategic goals of First Sensor AG.

Benefits in the event of regular contract termination

Separate regulations for the event of regular contract termination are not intended and no agreements have been made in this regard.

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 fixed remuneration for their work, the amount of which is dependent on their individual responsibilities within the Supervisory Board. Variable remuneration dependent on specific achievements/targets is not intended for the members of the Supervisory Board. The remuneration also covers the membership and chairmanship of 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 Human Resources 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 amounts to EUR 50,000 for the Chairman and EUR 30,000 for the Deputy Chairman.

The company provides the members of the Supervisory Board with insurance coverage appropriate to their work on the Supervisory Board and pays the corresponding premiums. The company also reimburses each member of the Supervisory Board for any reasonable expenses incurred in the performance of their duties for which proof has been provided and for any VAT that is incurred on their remuneration.

The members of the Supervisory Board receive fixed remuneration only; variable remuneration dependent on specific achievements/targets is not intended for the members of the Supervisory Board. As such, remuneration can only be aligned with business strategy to a limited extent, and therefore has only a limited influence on the long-term performance 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 2021 short financial year, the remuneration system for the Supervisory Board was applied in all aspects as governed by Article 13 of the 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.

Disclosure of personal remuneration of the Supervisory Board

The following table presents the remuneration of the members of the Supervisory Board in the past short financial year in accordance with Section 162 AktG:

€ thousand		2021 SFY	2020
Michael Gerosa	member since February 18, 2021, Chairman since April 19, 2021)	*	*
Peter McCarthy	Deputy Chairman	*	*
Stephan Itter	since May 1, 2020	15	13
Rob Tilmans	since June 24, 2021	*	*
Dirk Schäfer	until May 31, 2021	*	*
Olga Wolfenberg		15	20
Tilo Vollprecht	until August 26, 2021	13	20
Christoph Findeisen	since August 27, 2021	2	0
Total remuneration		45	53

* Diese Mitglieder des Aufsichtsrats sind Mitarbeiter im TE-Konzern und verzichten auf ihre Vergütung.

The members of the Supervisory Board who are employees of companies of the TE Group did not receive any Supervisory Board remuneration in the past financial year.

Members of the Supervisory Board who resigned as of April 30, 2020 had also received the following remuneration in the previous year:

€ thousand		2020
Prof. Alfred Gossner	Chairman, until April 30, 2021	17
Prof. Christoph Kutter	Deputy Chairman, until April 30, 2021	10
Marc de Jong	until April 30, 2021	7
Guido Prehn	until April 30, 2021	7
Total remuneration		41

Comparative presentation of development in remuneration and earnings

The following comparative presentation shows the annual change in the remuneration of current and former members of the Management 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 body members

Change in %	2017 to 2016	2018 to 2017	2019 to 2018	2020 to 2019	2021 SFY vs. 2020
Current members of the Management Board					
Sibylle Büttner					
Robin Maly					
Dirk Schäfer					
Current members of the Supervisory Board					
Michael Gerosa					
Peter McCarthy					0%
Stephan Itter					13%
Rob Tilmans					
Olga Wolfenberg				48% ¹	-25%
Christoph Findeisen					
Former members of the Management Board					
Marcus Resch (until May 31, 2021)					145%
Dr. Dirk Rothweiler (until June 30, 2020)		41%	-9%	999% ²	
Dr. Mathias Gollwitzer (until March 20, 2020)	46%	-21%	116% ²	211% ²	
Former members of the Supervisory Board					
John Mitchell (May 1 to October 31, 2020)					
Dirk Schäfer (May 26, 2020 to May 31, 2021)					0%
Jörg Mann (May 1 to May 26, 2020)					
Prof. Alfred Gossner (until April 30, 2020)	0%	0%	0%	-67% ³	
Götz Gollan (until May 3, 2019)	0%	0%	-67% ³		
Prof. Christoph Kutter (until April 30, 2020)		67% ³	0%	-67% ³	
Marc de Jong (until April 30, 2020)	0%	0%	0%	-67% ³	
Guido Prehn (until April 30, 2020)				n/a	
Tilo Vollprecht (until August 26, 2021)				48% ¹	-35% ³
Development of the company					
Net profit of First Sensor AG (HGB)	-49.5%	303.0%	-78.7%	3,053.4% ⁴	-52,3% ⁴
EBIT of the First Sensor Group (IFRS)	6.0%	16.0%	10.2%	991.7% ⁴	-67.1% ⁴
Average employee remuneration					3.9%

¹ Member of the Supervisory Board since May 3, 2019, therefore only pro rata temporis remuneration for 2019

² Contains severance pay due to withdrawal following a change of control

³ Difference due to joining/leaving the executive body during the year

⁴ Influenced by extraordinary effects (including divestments) and from 2021 before profit transfer

The disclosures of the remuneration of members of the Management Board are based on the remuneration owed.

III. ADDITIONAL INFORMATION AND NOTES

1. Website of the company and documents and information accessible there

This invitation to the Annual General Meeting, the documents to be made available to the Annual General Meeting and other information relating to the Annual General Meeting will be available on the website of First Sensor AG at www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting” from the time that the Annual General Meeting is convened. Further information in accordance with Section 124a AktG can also be found here.

Any countermotions, nominations and additional motions from shareholders that are received by First Sensor AG and that are subject to publication requirements will also be made available at the above website. The results of voting will be published here after the Annual General Meeting as well.

The company’s password-protected online portal (**AGM Portal**), which, among other things, enables duly registered shareholders to exercise their voting rights before and during the Annual General Meeting, can also be accessed through the website. Duly registered shareholders can watch the full video and audio broadcast of the Annual General Meeting live on **March 15, 2022, starting from 10:00 a.m.**

2. Total number of shares and voting rights at the time the Annual General Meeting is convened

The share capital of the company amounts to €51,511,980 and is divided into 10,302,396 no-par value bearer shares that each have a notional interest in the share capital of €5.00. The company does not currently hold any treasury shares. At the time of the Annual General Meeting being convened, the total number of shares of the company is therefore 10,302,396 and the total number of voting rights is 10,302,396.

3. Holding the Annual General Meeting as a virtual meeting without shareholders or their authorized representatives attending in person, video and audio broadcast

In light of the continuing COVID-19 pandemic, the Annual General Meeting on March 15, 2022 will be held as a virtual annual general meeting on the basis of the German Act Concerning Measures Under the Law of Companies, Cooperative Societies, Associations, Foundations and Commonhold Property to Combat the Effects of the COVID-19 Pandemic of March 27, 2020 (Federal Law Gazette I no. 14 2020, p. 570), as currently amended, (hereinafter referred to as the “**COVID-19 Measures Act**”) without shareholders or their authorized representatives attending in person, with the option of watching the virtual Annual General Meeting and exercising voting rights by way of electronic participation (“**online participation**”).

The shareholders and their authorized representatives (with the exception of voting representatives of the company) will therefore not be allowed to attend the Annual General Meeting in person. However, they can watch the entire Annual General Meeting by video and audio broadcast at the Internet address www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting” on the password-protected AGM Portal; this video and audio broadcast does not enable participation in the Annual General Meeting as referred to by Section 118(1) sentence 2 AktG or electronic participation as referred to by Section 1(2) sentence 1 no. 2, 2nd alternative, of the COVID-19 Measures Act. Instead of the customary admission ticket, duly registered shareholders will be sent a voting card with further information on how to exercise their voting rights. Among other things, the voting card contains the individual access details that enable the shareholders to use the password-protected AGM Portal accessible at the Internet address www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting”.

4. Password-protected AGM Portal

From February 22, 2022, the company will operate a password-protected AGM Portal at the Internet address www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting”. Using this portal, duly registered shareholders (and their authorized representatives, if any) can watch the video and audio broadcast of the Annual General Meeting, exercise their voting rights, issue authorizations, submit questions or state objections for the record. In order to use the AGM Portal, you

must log in with the individual access details you receive with your voting card. The various options for exercising your rights then appear in the form of buttons and menus on the AGM Portal's user interface.

Shareholders can find further details on the AGM Portal and the terms for registration and use together with their voting card and online at www.first-sensor.com in the "Investor Relations" section under "Annual General Meeting". Please also note the technical information at the end of this invitation.

5. Requirements for online participation in the Annual General Meeting and for exercising shareholder rights, including voting rights in particular

Under Article 16 of our company's Articles of Association, shareholders are entitled to participate in the Annual General Meeting online and exercise shareholder rights, including voting rights in particular, if they register for the Annual General Meeting and can provide evidence to the company that they are entitled to participate in the meeting online and to exercise shareholder rights, including voting rights in particular (*duly registered shareholders*). Registration must be sent to the company no later than six days before the Annual General Meeting, not counting the day of receipt or the day of the Annual General Meeting. Proof of share ownership in text form by the ultimate intermediary pursuant to Section 67c (3) AktG shall be sufficient evidence of entitlement. In accordance with Section 123(4) sentence 2 AktG, the documentary evidence must refer to the start of the 21st day before the Annual General Meeting, i.e. **midnight at the start of February 22, 2022**. Registration and documentary evidence of authorization must be sent to the company at the following address:

First Sensor AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
e-mail: inhaberaktien@linkmarketservices.de

by no later than **midnight at the end of March 8, 2022**.

Only those shareholders who have provided documentary evidence of their shareholdings as of the record date will be considered shareholders for the purposes of online participation in the Annual General Meeting and to exercise shareholder rights, including voting rights in particular. The shareholder's entitlement and the number of voting rights are exclusively determined by the shareholder's shareholdings as of the record date. The record date does not prevent shareholders from selling their shares. Even in the event of the full or partial sale of shareholdings after the record date, the exercise of shareholder rights, online participation in the Annual General Meeting and the number of voting rights are exclusively determined by the shareholder's shareholdings on the record date, i.e. the sale of shares after the record date has no effect on the shareholder's entitlement or the number of voting rights. The same applies to the purchase of additional shares after the record date. Persons who do not yet hold shares as of the record date and become shareholders at a later time have no entitlement (including to voting rights in particular). The record date has no effect on entitlement to dividends.

After the registration and documentary evidence of shareholdings are received in time at the above address, the entitled shareholders will be sent voting cards to exercise their rights in relation to the Annual General Meeting, including the individual access details for the AGM Portal for the purpose of online participation in the Annual General Meeting and exercising shareholder rights. To ensure that voting cards are received in time, we ask that shareholders request a voting card as soon as possible from their custodian bank. The required registration and documentary evidence of shareholdings will be handled directly by the custodian bank in these cases. Therefore, shareholders that have requested a voting card from their custodian bank in good time do not need to do anything further.

6. Exercising voting rights by electronic absentee voting

Duly registered shareholders can cast their votes by electronic communication (absentee voting).

Before and during the Annual General Meeting, you will be able to exercise your voting rights by electronic absentee voting through the company's password-protected AGM Portal, which can be reached at the Internet address www.first-sensor.com in the "Investor Relations" section under "Annual General Meeting". Electronic absentee voting on the AGM Portal is possible from February 22, 2022 until the start of voting on the day of the Annual General Meeting. This can be done using the "Absentee voting" button on the AGM Portal. You can also change or revoke any votes cast in advance by electronic absentee voting on the AGM Portal during the Annual General Meeting until voting begins.

If the company receives multiple votes by absentee vote for one and the same share portfolio, the last valid vote cast by absentee vote is considered binding. In the event of an absentee vote that is not formally issued, the vote by absentee vote is invalid.

7. Exercising voting rights by authorizing and instructing the voting representatives of the company

As a special service to its shareholders, the company allows them to authorize a voting right representative appointed by the company and bound by instructions before the Annual General Meeting.

This can be done using the authorization and instruction form sent to you together with your voting card. The authorization and instruction form can also be downloaded from the company's website at www.first-sensor.com in the "Investor Relations" section under "Annual General Meeting". If you use the authorization and instruction form, it must be delivered exclusively to the following address or e-mail address and must be received there by **midnight at the end of March 14, 2022** (date of receipt):

First Sensor AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
e-mail: inhaberaktien@linkmarketservices.de

Before and during the Annual General Meeting, you will also be able to exercise your voting rights by authorizing a voting right representative of the company on the company's password-protected AGM Portal, which can be reached at the Internet address www.first-sensor.com in the "Investor Relations" section under "Annual General Meeting". Authorization can be issued on the AGM Portal from February 22, 2022 until the start of voting on the day of the Annual General Meeting. This can be done using the "Authorization and instructions" button on the AGM Portal. You can also use the AGM Portal to change or revoke any previously issued authorizations or instructions during the Annual General Meeting until voting begins. This also applies to authorizations and instructions issued using the authorization and instruction form.

If a voting right representative appointed by the company is authorized, instructions for exercising voting rights must be issued to the voting right representative. Voting representatives must vote as instructed. Voting representatives will not exercise voting rights without such express instructions.

If the voting representatives receive several authorizations and instructions for the same share portfolio or receive them by various channels, the most recent formally issued authorization with the corresponding instructions is considered binding. If differing declarations are received by different channels and it is not possible to determine which declaration was made last, they will be considered in the following order: 1. AGM Portal, 2. e-mail, 3. paper form. If authorizations and instructions are not issued in line with formal requirements, the voting representatives will not represent the votes at the Annual General Meeting. If absentee votes have also been received in addition to authorizations and instructions for voting representatives appointed by the company, the absentee votes will always be given priority; the voting representatives will not exercise any authorizations issued to them and will not represent the shares in question.

8. Authorizing a third party to exercise voting rights and other rights

Shareholders can also exercise their voting rights and other rights through an authorized representative, e.g. an intermediary, a shareholders' association, a voting right consultant or another person of their choice. Here, too, the respective shareholdings must be registered on time with corresponding documentary evidence. In turn, authorized representatives can exercise the voting rights

by absentee voting or by authorizing and issuing instructions to voting representatives of the company (see above). If the shareholder authorizes more than one person, the company can reject one or more of the persons in accordance with Section 134(3) sentence 2 AktG.

Written or electronic form is required to issue, revoke or provide documentary evidence of an authorization to the company (Section 126b BGB) if an authorization is not issued in accordance with Section 135 AktG. The address and e-mail provided for registration can be used to notify the company of any authorization issued and to provide documentary evidence of said authorization.

The authorization of intermediaries, shareholders' associations, voting right consultants or similar persons or institutions in accordance with Section 135(8) AktG is subject to the specific requirements of Section 135 AktG, which require, among other things, that the authorization can be verifiably documented. Exceptions from the general requirement of written or electronic form may therefore apply. However, the recipients of said authorizations may define specific requirements for their own authorization. Shareholders are therefore asked to coordinate the form and method of authorization with their chosen representative in good time.

The authorization can be issued to the authorized representative or to the company. Proof of the authorization issued to a representative can be provided by submitting the documentation (e.g. the original authorization or a copy or scan) to the address specified for registration by post or e-mail by no later than the date of the Annual General Meeting (receipt by the company).

These channels can also be used if the authorization is issued by way of declaration to the company, in which event separate documentation of the authorization is unnecessary. The revocation of an authorization that has already been issued can also be declared directly to the company using the channels described above.

If an authorization is issued, demonstrated or revoked by way of declaration to the company by post, this must be received by the company by **midnight at the end of March 14, 2022**, (date of receipt) for organizational reasons. An e-mail can still be sent to the company until the start of voting, even on the day of the Annual General Meeting.

Proof of an authorization issued at or during the Annual General Meeting can be provided by e-mailing the documentation (e.g. the original authorization) to the address provided for registration by e-mail.

Forms for issuing authorizations and instructions are included with every voting card and can be found on the website of First Sensor AG at www.first-sensor.com under "Investor Relations" and "Annual General Meeting". Shareholders who would like to authorize a representative are asked to use this form to do so. Authorizations can also be issued electronically on the password-protected AGM Portal until voting begins on the day of the Annual General Meeting. This can be done using the "Authorization of a third party" button on the AGM Portal.

The exercise of rights by an authorized representative and online participation through the AGM Portal require that the authorized representative receives the access details sent with the voting card from the issuer of the authorization. Proof of authorization must be provided to the company in this case as well. Proof of authorization should be sent to the company through the channels described above.

Banks, shareholder associations, voting right consultants and other intermediaries or persons treated as such in accordance with Section 135 AktG who represent multiple shareholders are recommended to contact the address provided for registration prior to the Annual General Meeting with regard to exercising voting rights.

9. Shareholders' right to information in accordance with Section 131(1) AktG in conjunction with Section 1(2) of the COVID-19 Measures Act/shareholders' right to ask questions

Shareholders' rights to information in accordance with Section 131(1) AktG are limited if the Annual General Meeting is held virtually in accordance with Section 1(2) of the COVID-19 Measures Act. This states that shareholders merely have the right to submit questions by electronic communication (Section 1(2) sentence 1 no. 3 of the COVID-19 Measures Act). The Management

Board can also stipulate that questions be submitted no later than one day before the Annual General Meeting (Section 1(2) sentence 2, 2nd half of sentence, of the COVID-19 Measures Act). The Management Board of First Sensor AG, with the approval of the Supervisory Board, has exercised this right as follows.

Duly registered shareholders have the right to submit questions by electronic communication (cf. Section 1(2) sentence 1 no. 3 of the COVID-19 Measures Act). Any questions must be submitted no later than 24 hours before the Annual General Meeting, i.e. by

March 14, 2022, 10:00 a.m.

on the password-protected AGM Portal in accordance with the designated procedure. This can be done using the “Submit question” button on the AGM Portal.

Questions submitted after the deadline specified above cannot be taken into consideration. It is intended that the person who submitted the question will be named when the question is answered. Please also note the further explanations on shareholder rights and data protection at the end of this invitation.

In accordance with Section 1(2) sentence 2, 1st half of sentence, of the COVID-19 Measures Act, the Management Board decides how to respond to questions at its own discretion.

10. Declaration of objections for the record

Duly registered shareholders who have exercised their voting rights by electronic communication or by authorizing a representative can declare objections to the resolutions of the Annual General Meeting for the notarial record from the beginning to the end of the Annual General Meeting on the company’s AGM Portal, which can be reached at the Internet address www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting”. This can be done using the “File objection” button on the AGM Portal.

11. Information on shareholders’ rights in accordance with Section 122(2), Section 126(1), Section 127, and Section 131(1) AktG in conjunction with Section 1(2) sentence 1 no. 3 of the COVID-19 Measures Act

a. Additional motions for the agenda in accordance with Section 122(2) AktG

Shareholders whose combined shares constitute one twentieth of the share capital or the pro rata amount of €500,000 (currently equal to 100,000 shares) can request that items be included on the agenda and published in accordance with Section 122(2) AktG. Each new item must be accompanied by grounds or a draft proposal. The request must be received by the company in writing by **midnight at the end of February 12, 2022**. Please send requests to:

First Sensor AG
The Management Board
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich

The applicants must prove that they have been shareholders for at least 90 days before the date the request was received, and that they will hold the shares until the Management Board makes a decision on the motion; Section 70 AktG applies in calculating the length of ownership. The date on which the request is received is not counted. Meetings will not be rescheduled from a Sunday, a Saturday or a public holiday to the next preceding or subsequent work day. Sections 187 to 193 BGB do not apply.

Additions to the agenda to be announced will be published in the Federal Gazette and passed on for publication to media that can be expected to disseminate the information throughout the entire European Union immediately after the request is received. They will also be published on the website of First Sensor AG under www.first-sensor.com, “Investor Relations” and “Annual General Meeting” and communicated to shareholders in accordance with Section 125(1) sentence 3 AktG.

b. Countermotions and nominations from shareholders in accordance with Section 126(1) and Section 127 AktG

All shareholders are entitled to send countermotions on the proposed resolutions of the Supervisory Board and Management Board on the items of the agenda and nominations. Such requests (including the grounds) and nominations must be sent exclusively to:

First Sensor AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
e-mail: antraege@linkmarketservices.de

Countermotions and nominations sent elsewhere will not be considered.

Countermotions and nominations by shareholders that require publication and are received by the company by no later than **midnight at the end of February 28, 2022**, will be immediately published in accordance with the statutory regulations on the Internet at www.first-sensor.com in the "Investor Relations" section under "Annual General Meeting". Any statements by management on the countermotions and nominations will also be published online at www.first-sensor.com in the "Investor Relations" section under "Annual General Meeting".

The company does not need to publish a countermotion or any grounds for it or a nomination if one of the criteria for disqualification in accordance with Section 126(2) AktG is satisfied, e.g. because the nomination or countermotion would result in a resolution of the Annual General Meeting that violates the law or the Articles of Association, or the primary grounds contain clearly incorrect or misleading information. A nomination does not have to be published if it does not include the name, profession and place of residence of the person nominated. Grounds for a countermotion do not have to be published if they are more than 5,000 characters.

Motions or nominations by shareholders that must be published in accordance with Section 126 or Section 127 AktG are considered to have been raised during the Annual General Meeting in accordance with Section 1(2) sentence 3 of the COVID-19 Measures Act if the shareholder raising the motion or nomination has been properly authenticated and has registered for the Annual General Meeting.

Further explanations on shareholder rights in accordance with Section 122(2), Section 126(1), Section 127, and Section 131(1) AktG in conjunction with Section 1(2) sentence 1 no. 3 of the COVID-19 Measures Act are available on the website of First Sensor AG at www.first-sensor.com in the "Investor Relations" section under "Annual General Meeting".

12. Information on data protection for shareholders

First Sensor AG processes personal data (name, address, e-mail address, number of shares, share class, type of ownership of the shares and voting card number; the last name, first name, address and e-mail address of the shareholder representative appointed by the respective shareholder, if any) pertaining to you or your authorized representative on the basis of the applicable data protection laws in order to allow shareholders to exercise their rights in conjunction with the virtual Annual General Meeting.

The processing of your personal data is required in order for you to be able to participate in the virtual Annual General Meeting online and to exercise your rights in this context. First Sensor AG is the data controller responsible for the data processing. The legal basis for the processing is Art. 6(1)(c) of the General Data Protection Regulation.

The service providers of First Sensor AG that are commissioned to organize the virtual Annual General Meeting (particularly general meeting, IT, printing and shipping service providers) only receive such personal data from First Sensor AG that are necessary to carry out the commissioned services and only process the data in accordance with the instructions issued by First Sensor AG. Your data may also be submitted to authorities entitled to obtain information. Your data will not be sent to third countries.

If you, as a shareholder, take advantage of the opportunity to submit questions prior to the virtual Annual General Meeting and your questions are discussed there, you may be named in this context. It may then become known to other participants in the virtual Annual General Meeting. This data processing in the form of mentioning your name is necessary in order to safeguard our legitimate interest in approximating a physical Annual General Meeting with the virtual Annual General Meeting as thoroughly as possible. The legal basis for this processing is Art. 6(1)(f) of the General Data Protection Regulation.

You may submit an objection to the mention of your name during the virtual Annual General Meeting for reasons specific to your situation to the postal address or e-mail address of the company's data protection officer specified below at any time (Art. 21 of the General Data Protection Regulation). The company will then halt this processing unless there are compelling reasons worthy of protection for this processing that prevail over your interests, rights, or freedoms, or if this processing serves the assertion, the exercise, or the defense of any legal claim on our part.

Your personal data will be deleted or anonymized as soon as they are no longer required for the above purposes and First Sensor AG is no longer required to retain them in accordance with statutory documentation and retention requirements.

You have the right at all times to request information about, corrections to, limitations on and deletion of the personal information and to object to the processing of such personal data as well as a right to data portability in accordance with Art. 15 et seq. of the General Data Protection Regulation. You can assert these rights at no charge by sending an e-mail to:

ir@first-sensor.com

or by submitting a request to:

First Sensor AG
Investor Relations
Peter-Behrens-Strasse 15
12459 Berlin

You also have a right to lodge a complaint with a supervisory authority in accordance with Art. 77 of the General Data Protection Regulation.

You can contact the data protection officer of First Sensor AG at: datenschutz@first-sensor.com.

Further information on data protection can be found on the website of First Sensor AG at <https://www.first-sensor.com/en/company/about-us/our-responsibility/data-protection/> and in our privacy policies at <https://www.first-sensor.com/en/disclaimer/index.html>.

13. Technical information on the virtual Annual General Meeting

You require an Internet connection and an Internet-enabled device in order to watch the virtual Annual General Meeting, use the AGM Portal and exercise shareholder rights. A stable Internet connection with a sufficient transfer speed is recommended in order to optimally display the video and audio broadcast of the Annual General Meeting.

If you use a computer to view the video and audio broadcast of the virtual Annual General Meeting, you will need a web browser and speakers or headphones.

To access the company's password-protected AGM Portal, you will need your individual access data that you will receive together with the voting card, which will be delivered to you automatically after registration. These access details will allow you to log in on the log-in page of the AGM Portal.

In order to avoid the risk of the exercise of shareholder rights being inhibited by technical problems during the virtual Annual General Meeting, it is recommended that shareholder rights (including voting rights in particular) be exercised before the start of the Annual General Meeting if possible. Voting rights can be exercised on the AGM Portal starting from February 22, 2022.

Shareholders can find further details on the AGM Portal and the terms for registration and use together with their voting card and online at www.first-sensor.com in the “Investor Relations” section under “Annual General Meeting”.

14. Note on the availability of the video and audio broadcast

Duly registered shareholders can watch the full video and audio broadcast of the Annual General Meeting live on **March 15, 2022 starting from 10:00 a.m.** on the AGM Portal. In accordance with the current state of technology, the video and audio broadcast of the virtual Annual General Meeting and the availability of the AGM Portal may be subject to fluctuations over which the company has no influence due to limitations on the availability of telecommunications networks and limitations of Internet services from third-party providers. For this reason, the company cannot assume any guarantees or liability for the functionality or constant availability of the Internet services used, the third-party network elements used, the video and audio broadcast or access to the AGM Portal and the general availability thereof. In addition, the company does not assume any responsibility for errors or deficiencies of the hardware and software used for the online service, including those of the service companies engaged, except in the case of deliberate intent. For this reason, the company recommends that the options for exercising rights specified above, particularly for exercising voting rights, be used before the Annual General Meeting. The chair of the Annual General Meeting must reserve the right to interrupt or entirely halt the virtual Annual General Meeting if required due to data protection or security concerns.

Berlin, February 2022

First Sensor AG

The Management Board