

First Sensor   
is now part of



INVITATION TO THE 2021 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 JUNE 24, 2021

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

Thursday, June 24, 2021,  
at 10:00 am

as a virtual Annual General Meeting without physical attendance by the shareholders or their proxies, with the exception of proxies appointed by the company, for the second year in a row due to the ongoing COVID-19 pandemic.

The location of the Annual General Meeting within the meaning of the German Stock Corporation Act (AktG) is the hotel Scandic Berlin Kurfürstendamm, Augsburgstrasse 5, 10789 Berlin. Shareholders and their proxies (with the exception of company proxies) do not have the right or option of physical attendance at the location of the meeting. The entire meeting will be broadcast in video and audio for duly registered shareholders via the AGM portal online at [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting". Shareholders shall exercise their voting rights – even in cases where proxy authorization is issued to third parties – exclusively by means of electronic absentee voting or by issuing proxy authorization and instructions to the proxies 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 December 31, 2020, the management report of First Sensor AG and the Group for the 2020 financial year (including the explanatory report from the Executive Board under Section 176 Para. 1 Sentence 1 AktG (Stock Corporation Act) regarding the legal information about the acquisition under Section 289a Para. 1, Section 315a Para. 1 HGB (German Commercial Code), including the corporate governance statement under Sections 289f and 315d HGB, and the explanatory report from the Executive Board on the primary characteristics of the internal control and risk management system with regard to the accounting process under Section 289 Para. 4, Section 315 Para. 4 HGB) and the report by the Supervisory Board for the 2020 financial year**

The documents specified under agenda item 1 will be made accessible to shareholders online from the date the notice of the Annual General Meeting is issued onwards at [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "General Meeting."

The Supervisory Board approved the annual financial statements and consolidated financial statements prepared by the Executive Board on April 29, 2021. Thus, the annual financial statements have been adopted under Section 172 AktG. The documents listed under this agenda item must be submitted to the Annual General Meeting, without requiring a resolution by the Annual General Meeting.

- 2. Resolution on the use of the company's net retained profits for the 2020 financial year**

The Executive Board and Supervisory Board propose to use the net retained profits of First Sensor AG from the 2020 financial year, totaling EUR 52,434,108.45, as follows:

Distribution of a dividend of EUR 0.56 per  
for the 2020 financial year

no-par-value share entitled to a dividend:

EUR 5,761,782

Addition to retained earnings:

EUR 0

Profit brought forward:

EUR 46,672,326.45

If the number of no-par-value shares entitled to a dividend for the 2020 financial year changes before the Annual General Meeting, an accordingly modified proposed resolution will be put to the vote at the Annual General Meeting, stipulating an unchanged dividend of EUR 0.56 per no-par-value share entitled to a dividend and accordingly adjusted amounts for the total distribution and the profit brought forward.

In accordance with Section 58 Para. 4 Sentence 2 AktG, the entitlement to the dividend falls due on the third business day after the Annual General Meeting's resolution, i.e. on June 29, 2021.

- 3. Resolution on the approval of the actions of the members of the Executive Board for the 2020 financial year**

The Executive Board and Supervisory Board propose to approve the actions of the members of the Executive Board who served in the 2020 financial year.

- 4. Resolution on the approval of the actions of the members of the Supervisory Board for the 2020 financial year**

The Executive Board and Supervisory Board propose to approve the actions of the members of the Supervisory Board who served in the 2020 financial year.

**5. Resolution on the selection of the auditor of the financial statements and the auditor of the consolidated financial statements, along with the auditor for the audit review of the consolidated interim financial report for the 2021 financial year, regardless of whether it ends on September 30, 2021 due to a resolution on agenda item 6 or on the unchanged end date of December 31, 2021**

The Supervisory Board proposes, on the basis of the proposal of its Audit Committee, the selection of Ebner Stolz GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Berlin, as the auditor of the financial statements and auditor of the consolidated financial statements for the 2021 financial year, regardless of whether it ends on September 30, 2021 due to a resolution on agenda item 6 or on the unchanged end date of December 31, 2021, as well as the auditor for the audit review of the consolidated interim financial report for the 2021 financial year and the audit review of any additional financial information published during the year for the 2021 financial year as well as the 2021/2022 financial year (in the event of a change of financial year in accordance with agenda item 6) until the next Annual General Meeting of the company.

**6. Resolution on an amendment to the Articles of Association in regard to changing the financial year**

In accordance with Article 1 Para. 3 of the Articles of Association of the company, the financial year of the company is the calendar year. As part of the broader integration of the company into the TE Connectivity Group, the financial year of the company should be aligned with the financial year of TE Connectivity Ltd. and regulated in deviation from the calendar year. In the future, the financial year of the company shall extend from October 1 of each year to September 30 of the following year. The tax offices in Ehingen, Dresden and Berlin have already approved the modification of the financial year. A short financial year extending from January 1, 2021 to September 30, 2021 shall be created for the 2021 financial year.

Therefore, the Executive Board and Supervisory Board propose the following:

- a) A short financial year extending from January 1, 2021 to September 30, 2021 will be created for the 2021 financial year.
- b) Article 1 Para. 3 of the Articles of Association of the company will be reworded as follows:

*“In the future, the financial year of the company will extend from October 1 of each year to September 30 of the following year. A short financial year will be created for the period from January 1, 2021 to September 30, 2021.”*

**7. Resolution on the election of Supervisory Board members**

In accordance with Article 8 of the Articles of Association and Section 95 Sentence 4 AktG in conjunction with Section 4 Para. 1 of the German Act Concerning One-Third Employee Representation on the Supervisory Board, the Supervisory Board of First Sensor AG consists of six members, of which four are shareholder representatives on the Supervisory Board and two are employee representatives on the Supervisory Board. After Supervisory Board member Mr. John Mitchell resigned from the Supervisory Board effective as of the end of October 30, 2020, Mr. Michael Gerosa was appointed as a member of the Supervisory Board of First Sensor AG by the District Court of Berlin-Charlottenburg on February 15, 2021 at the request of the Executive Board of the company, effective as of the beginning of February 18, 2021 and until the end of the next Annual General Meeting. The Supervisory Board member Dirk Schäfer resigned from his position effective May 31, 2021.

The term of office of Mr. Michael Gerosa shall subsequently end upon the end of the Annual General Meeting on June 24, 2021. The term of office of Mr. Dirk Schäfer shall end on May 31, 2021.

Now, therefore, the Supervisory Board proposes on the basis of the proposal of the Human Resources and Nomination Committee that the persons specified below under a) and b) be elected as members of the Supervisory Board effective starting from the end of this Annual General Meeting. The appointment of the persons specified under a) and b) will be made until the end of the Annual General Meeting that resolves on approval of the actions for the fourth financial year after the beginning of the term of office (expected end: the 2026 Annual General Meeting). This does not include the financial year in which the term of office begins.

a) Michael Gerosa

Profession: Senior Director / Regional Controller EMEA, TE Connectivity Ltd., Schaffhausen, Switzerland

Place of residence: Balgach, Switzerland

b) Rob Tilmans

Profession: Director of Commercial Excellence, TE Connectivity Ltd., Berwyn, PA, USA

Place of residence: Ardmore, PA, USA

The candidates nominated for election are members of a Supervisory Board to be formed by law with the companies listed under (i) or members of a comparable domestic and foreign control body with an industrial company as listed under (ii).

a) Michael Gerosa

(i) None

- (ii) Kissling Swiss Switches AG in Frauenfeld, Switzerland (member of the Board of Directors)  
TE Connectivity Poland Services sp. z o.o. in Krakow, Poland (member of the Board of Directors)  
TE Connectivity India Private Limited in Bangalore, India (member of the Board of Directors)  
Jaquet Technology Group AG in Pratteln, Switzerland (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-Vasby, 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)  
Tyco Electronics (Gibraltar) Limited in Gibraltar (member of the Board of Directors)

b) Rob Tilmans

(i) None

(ii) None

For the detailed CVs of the proposed candidates, see <https://www.first-sensor.com/de/investor-relations/hauptversammlung/>.

The nominations account for the goals of the Supervisory Board in regard to its composition and seek to complete the competence profile prepared by the Supervisory Board in regard to the Board as a whole. The goals and competence profile were most recently resolved by the Supervisory Board in September 2017 and published in the corporate governance statement for the 2020 financial year, including the status of implementation. This is available on the company's website.

In the opinion of the Supervisory Board, Mr. Michael Gerosa and Mr. Rob Tilmans have a personal and commercial relationship with a major shareholder in First Sensor AG subject to disclosure in accordance with the German Corporate Governance Code with TE Connectivity Sensors Germany Holding AG.

In accordance with the German Corporate Governance Code, the proposed candidates will ensure that they have enough time to fulfill their tasks; in addition, the Supervisory Board has ascertained that the proposed candidates can dedicate the expected amount of time.

The proposed candidates have not served as members of the Supervisory Board in this function for more than twelve years.

The candidates nominated are familiar with the sector in which the company does business.

It is also noted that Mr. Michael Gerosa should be nominated as a candidate for Chairman of the Supervisory Board in the event of his election by the Annual General Meeting.

## 8. Resolution on the approval of the system for the remuneration of Executive Board members

Section 120 Para. 4 Sentence 1 AktG in its previous version stated that the Annual General Meeting can resolve on the approval of the system for the remuneration of Executive Board members. The Annual General Meeting of the company most recently adopted such a resolution on May 23, 2018 under agenda item 7. The Act on the Implementation of the Second Shareholder Rights Directive (ARUG II) erased Section 120 Para. 4 Sentence 1 AktG and introduced a new Section 120a AktG. Section 120a Para. 1 AktG stipulates that the Annual General Meetings of exchange-listed companies must adopt resolutions on the approval of the remuneration system for Executive Board members submitted by the Supervisory Board in the event of any significant change, but no less than once every four years.

The Supervisory Board proposes that the remuneration system for Executive Board members described under II. in this invitation, which was resolved by the Supervisory Board on April 29, 2021, be approved.

## 9. Resolution on the remuneration system for Supervisory Board members

In accordance with Section 113 Para. 3 AktG as amended by the Act on the Implementation of the Second Shareholder Rights Directive (ARUG II), exchange-listed companies must adopt an Annual General Meeting resolution on the remuneration of Supervisory Board members at least once every four years. The first such resolution must be adopted by the end of the first Annual General Meeting to take place after December 31, 2020. A resolution reaffirming the existing remuneration is permissible.

The Executive Board and Supervisory Board have reviewed the current remuneration of the members of the Supervisory Board and arrived at the conclusion that the current remuneration for the members of the company's Supervisory Board is appropriate. The Executive Board and Supervisory Board therefore propose that the remuneration system for members of the Supervisory Board described under III. in this invitation be resolved.

## 10. Further amendments to the Articles of Association

In Article 11 Para. 1, the Articles of Association of the company state that the invitation to a Supervisory Board meeting may be issued in writing, by telegram or by fax. In order to align the invitation to Supervisory Board meetings with modern communication options, these options should be expanded by the addition of invitation via e-mail.

In addition, the option to adopt resolutions outside of Supervisory Board meetings in accordance with Article 11 Para. 2 of the Articles of Association of the company via e-mail as well should also be established.

Therefore, the Executive Board and Supervisory Board propose the following:

- a) Article 11 Para. 1 of the Articles of Association of the company will be reworded as follows:

*“1. The Chair, or if he/she is indisposed his/her deputy, convenes the meetings of the Supervisory Board. The invitation must be sent out in writing, by telegram, by fax or by e-mail at least two weeks before the meeting and must state the individual agenda items. This notice period does not include the day on which the invitation is sent or the day or the meeting. In urgent cases, the notice period for convening a meeting may be shortened to three working days.”*

- b) Article 11 Para. 2 of the Articles of Association of the company will be reworded as follows:

*“2. At the request of the Chair, resolutions can also be approved in writing, by telephone, by fax or by e-mail, provided no member objects.”*

## II. REMUNERATION SYSTEM FOR MEMBERS OF THE EXECUTIVE BOARD OF FIRST SENSOR AG

The determination of the remuneration of the members of the Executive Board of First Sensor AG is the responsibility of the full Supervisory Board and is regularly reviewed in accordance with the requirements for the Supervisory Board pursuant to sections 87 (1) and (2), 87a of the German Stock Corporation Act and the recommendations of the German Corporate Governance Code.

At the Annual General Meeting on May 23, 2018 under agenda item 7, the Executive Board and Supervisory Board presented the applicable system for the compensation of the members of the Executive Board. This was approved accordingly.

In view of the Act Implementing the Second Shareholders' Rights Directive (ARUG II), which came into force on January 1, 2020, and the new version of the German Corporate Governance Code (GCGC), which was adopted on December 16, 2019 and came into force by publication on March 20, 2020, the remuneration system for the Executive Board has been amended. The amended remuneration system for the Executive Board will be submitted to the 2021 General Meeting for approval.

The current compensation system for the Executive Board is therefore as follows and is taken into account by the Company when concluding new and renewing existing Executive Board service agreements with the Company. Currently, the members of the Executive Board are compensated through contracts with Group companies. Third-party compensation is also possible within the framework of the compensation system.

The Supervisory Board takes the following principles into account when designing the remuneration system and the amount and structure of the Executive Board's remuneration:

- The remuneration of the members of the Executive Board in its entirety makes a significant contribution to the sustainable development of the Company as well as to the promotion of the business strategy.
- The remuneration of the members of the Executive Board ensures that special performance is rewarded appropriately and that target failures lead to a noticeable reduction in remuneration.
- The remuneration of the members of the Executive Board is in line with the market in terms of both amount and structure and takes into account the size, complexity and economic situation of the Company.
- The remuneration takes into account the respective area of responsibility of each member of the Executive Board, the personal performance of the individual members of the Executive Board and the performance of the Executive Board as a whole.

### A. Structure of the remuneration

The remuneration of the members of the Executive Board is made up of non-performance-related and performance-related components.

Non-performance-related components are

- a) Fixed annual salary (fixed salary);
- b) fringe benefits (such as company car, reimbursement of travel expenses, accident insurance, D&O insurance; retirement pension).

Performance-related components are

- a) Short-term variable remuneration (Annual Incentive Plan);
- b) Long-term variable remuneration (Long Term Incentive).

The remuneration of the members of the Executive Board is paid by First Sensor AG with the exception of the long-term variable remuneration (long-term incentive), which is paid by TE Connectivity Ltd..

By combining non-performance-related and performance-related compensation components, the Company creates an attractive incentive for members of the Executive Board to contribute to the sustainable and long-term development of the Company. Variable remuneration is the main material incentive for pursuing business policy goals. They are motivation and reward for concrete action, for

operational performance, for a strategic orientation that promotes the long-term development of the Company, and for responsible behavior.

## 1. Fixed remuneration

### a. Fixed salary

Each member of the Executive Board receives fixed remuneration which is paid out in monthly installments. The amount of the fixed remuneration is determined on the basis of the principles outlined above.

### b. Additional remunerations

In addition to the fixed salary, the members of the Executive Board may receive fringe benefits (additional remunerations) as follows:

- i. Provision of a company car or BahnCard 100 1st class;
- ii. Conclusion of an accident insurance policy and payment of the insurance premiums in this respect;
- iii. Allowance for health and long-term care insurance: The individual allowances correspond to half of the contributions paid by the member of the Executive Board, up to a maximum of the maximum amount of the employer's contribution to health and long-term care insurance owed by law in each case, taking into account the respective applicable contribution assessment limits;
- iv. Conclusion of a D&O insurance policy with deductible in accordance with the minimum amount required by law;
- v. Payment of an amount to be used for retirement benefits;
- vi. Rent subsidy (warm rent);
- vii. One-time allowance for relocation and brokerage costs; and/or
- viii. Reimbursement of travel expenses.

## 2. Variable performance-related remuneration

In addition to the fixed remuneration, the members of the Executive Board are entitled to variable remuneration depending on the achievement of several performance targets set in advance by the Supervisory Board.

Variable remuneration is the main material incentive for pursuing the targets of the business policy. They are motivation and reward for concrete action, for operational performance, for a strategic orientation that promotes the long-term development of the Company, and for responsible behavior. The achievement of the targets does not necessarily have to be precisely measurable, but it must in any case be verifiable. The relationship between the achievement of the targets and the variable remuneration must be defined in advance and may not be changed retrospectively.

### a. Short-term variable remuneration (short-term bonus)



The short-term variable bonus is calculated according to the Annual Incentive Plan ("AIP") of the TE Connectivity Group. The AIP program is designed to reward executives for achieving financial or strategic performance goals.

aa) Determination of the Annual Incentive Target Amount

Under the AIP, an Annual Incentive Target Amount is initially determined for each member of the Executive Board. The Annual Incentive Target Amount is calculated by multiplying the fixed salary of the members of the Executive Board by the individual incentive target set by the Supervisory Board as a percentage.

Example: With a fixed salary of EUR 200,000.00 and an incentive target of 35%, the annual incentive target amount would be EUR 70,000.00.

bb) Determination of performance levels /weighted target achievement:

The performance level is then determined on the basis of various performance measures. The measures for the performance level are:

- Revenue at the level of the TE Connectivity Group or one of its business units/segments: Revenue refers to the sale of goods and services.
- Operating Income of the TE Connectivity Group or one of its business units/segments: The Operating Income is calculated by deducting the cost of sales, services, engineering and administration (including interest expense and taxes) from net income.
- Key performance indicators (KPI) of the TE Connectivity Group or one of its business units/segments: KPIs are determined on the basis of the current business requirements and are intended to be transformational in nature, meaning metrics that drive growth, operational improvements, and efficiencies.
- Earnings per share of TE Connectivity Ltd (TEL): Earnings per share is calculated by dividing the company's net income by the number of TEL shares outstanding for a given period of time.

In general, the weighting of Revenue and Operating Income depends on business-specific needs and varies within guiderails of 10% - 50%. The combined weighting must be 60%. The weighting of the Key Performance Indicator and Earnings Per Share is 20% each.

The table below shows the general performance range under the annual incentive program as well as the payouts to be awarded for performance at each level.

Metric	Threshold	Target	Maximum	Threshold Payout (% of Target Incentive)	Target Payout (% of Target Incentive)	Maximum Payout (% of Target Incentive)
EPS	90%	100%	110%	50%	100%	200%
Revenue	95%	100%	105%	50%	100%	200%
Operating Income	90%	100%	110%	50%	100%	200%
KPI		Varies		50%	100%	200%

- Threshold performance yields 50% of a measure's payout percentage. An incentive payout will not be earned for a measure if the performance is below the threshold.
- Target performance yields 100% of a measure's payout percentage.
- Maximum performance yields 200% of a measure's payout percentage.
  - Financial Metrics: For exceptional performance on an individual metric that exceeds the maximum goal, a result with a score of up to 300% may be awarded.
  - KPI: The key performance indicator is always capped at 200%, or at 100% if operating income results are less than target.

- The maximum bonus pool funding across all performance metrics is capped at 200%.

In addition to the financial performance of the organization, the Supervisory Board reserves the discretion to adjust individual payout amounts up or down, based on its evaluation of the individual performance and leadership behaviors during the fiscal year.

The multiplication of the Annual Incentive Target Amount with the company/business performance result (0-200%) and the individual performance factor (0-200%) determines the Annual Incentive Payout. In no case will the award exceed 300% of the individual Annual Incentive Target.

Example:

Performance Criteria	Level	Weighting attributed to each measure (A)	Percentage of target achieved (B)	Funding Percentage (A x B)
Revenues		25 %	160 %	40 %
Operating Income		35 %	140 %	49 %
KPIs		20 %	100 %	20 %
Earnings per share		20 %	155 %	31 %
<b>Total:</b>				<b>140 %</b>

The weighted average funding percentage is 140% in the above example.

cc) Determination of the individual Annual Incentive Award

In a first step, the individual Annual Incentive Award is calculated by multiplying the Annual Incentive Target Amount by the weighted average funding percentage.

Example: With an Annual Incentive Target Amount of EUR 70,000.00, a weighted average funding percentage of 140% results in an Annual Incentive Award of EUR 98,000.00.

dd) Adjustment of the individual Annual Incentive Award based on individual performance factor

In a second step, the Supervisory Board determines an individual performance factor for each member of the Executive Board between 0% and 200%. The individual performance factor is multiplied with the Annual Incentive Award.

Example: An Annual Incentive Award of EUR 98,000.00 multiplied with an individual performance factor of 90% results in an individual Annual Incentive Payout of EUR 88,200.00.

The short-term bonus under the AIP is capped at several levels ("short-term bonus cap").

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 Executive Board

b. long-term variable remuneration (Long Term Incentive Program)

The members of the Executive Board of the Company receive Restricted Stock Unit ("RSU") awards of TE Connectivity Ltd. under the Long-Term Incentive ("LTI") Program. TE Connectivity Ltd. uses LTI awards to deliver competitive compensation that recognizes employees for their contributions and aligns their compensation

with shareholders in focusing on long - term growth and stock performance. The costs for LTI awards and their administration are borne by TE Connectivity Ltd. with its registered office in Schaffhausen/Switzerland. The members of the Executive Board are allocated a number of RSUs at a specific point in time, called grant date.

RSU awards are denominated in US Dollars and are converted to a specific number of units using the TE Connectivity Ltd. stock price on grant date. Awards typically vest over four years in equal installments (25% per year). The stock price may fluctuate over the four-year vesting period and the total vesting value will be different than the value at grant. Income taxes are due on the share compensation on each vest date.

Example: 500 RSUs granted November 2020

- Year 1 (2021): 125 RSUs convert to TE Connectivity Ltd. stock
- Year 2 (2022): 125 RSUs convert to TE Connectivity Ltd. stock
- Year 3 (2023): 125 RSUs convert to TE Connectivity Ltd. stock
- Year 4 (2024): 125 RSUs convert to TE Connectivity Ltd. stock

In order for the Executive Board member to receive the shares on each vest date, the Board member must have actively a service agreement with the Company. After an RSU vests and is converted to shares of TE Connectivity Ltd. stock, the member of the Executive Board becomes the owner of those shares and can sell them during an open trade window period.

The pro-rata structure of the annual performance-related remuneration with a total four-year sustainability component provides considerable incentives for sustained positive corporate development, so that overall a balanced mix of short- and long-term remuneration components is achieved.

The value of the RSU awards is measured for the purposes of maximum compensation at the grant date, taking into account the conditions set out in the terms and conditions and the expected development until the end of the vesting period. This is based on a maximum increase by the end of the vesting period of 200% compared to the grant date.

### 3. Maximum remuneration

The Supervisory Board sets a target and maximum compensation for each member of the Executive Board. It is not important when the corresponding compensation element is paid out, but for which financial year it is granted. The target achievement corresponds to a Target achievement of 100%. The Supervisory Board reviews the appropriateness of the maximum compensation. This appropriateness review is carried out in connection with the horizontal and vertical comparison and includes both the fringe benefits and the pension expense in the respective maximum amount determined on a lump-sum basis. The Supervisory Board also includes the compensation received by members of the Executive Board from Group companies in the calculation of the maximum compensation.

The maximum remuneration for a financial year - irrespective of whether it is paid in that financial year or at a later date and based on the respective maximum limits for short-term and long-term variable remuneration - is EUR 580,000.00 for each member of the Executive Board.

The maximum compensation does not represent the level of compensation targeted or deemed appropriate by the Supervisory Board, but merely an absolute maximum that can at best be achieved if the targets are optimally met.

The proportion of fixed remuneration in the maximum remuneration (fixed annual salary and additional remuneration) is approximately 35 % for the members of the Executive Board in the period under review of the next four years, provided that the above-mentioned conditions are met.

The share of short-term variable remuneration (AIP) in the maximum remuneration amounts to around 30 % for the members of the Executive Board in the period under review of the next four years, provided that the above-mentioned requirements are met.

The share of long-term variable remuneration (LTI) in the maximum remuneration for the members of the Executive Board is around 35 % in the period under review of the next four years, provided the above-mentioned conditions are met.

The maximum remuneration for a member of the Executive Board may be increased in exceptional cases when the member of the Executive Board concerned takes up office in the year of appointment or in the second year after appointment as a member of the Executive Board, provided that the member of the Executive Board concerned is granted annual cash compensation for benefits from a previous employment relationship that ceased to apply when the member of the Executive Board concerned transferred to First Sensor AG.

#### 4. Comparison based on a peer group

In order to assess customary practice within the Company, the Supervisory Board takes into account the ratio of the remuneration of the Board of Management to the remuneration of the top management circle, including the development over time. The top management circle is the "directors" of the various divisions. Furthermore, the Supervisory Board also takes into account the average remuneration of the total workforce of First Sensor AG over time.

#### B. Terms and termination options for Executive Board service agreements

The Executive Board service agreements each have a maximum term of three years. Ordinary termination of Executive Board service agreements is excluded. In the event of dismissal as a member of the Executive Board, the service agreement shall end on expiry of the (hypothetical) statutory period of notice under § 622 BGB. Extraordinary termination for good cause is possible, whereby a dismissal of the member of the Executive Board pursuant to Sec. 84 (3) German Stock Corporation Act shall be deemed good cause.

#### C. Severance pay for premature termination of service & offsets

If the service of the Executive Board members ends without good cause, the respective member of the Executive Board is entitled to a severance payment in the amount of the fixed salary for the remaining term of the service agreement, up to a maximum of EUR 500,000.00. In the event of a post-contractual non-competition clause, the severance payment shall not be offset against the compensation for termination of contract. The severance payment and the compensation for termination of contract shall be limited to a total of two years' fixed salaries (severance payment cap).

Upon termination of an Executive Board agreement, the payment of any outstanding variable compensation components attributable to the period up to the termination of the agreement shall be made in accordance with the originally agreed targets and comparison parameters and in accordance with the due dates or holding periods specified in the agreement.

#### D. Procedure for determining, implementing and reviewing the remuneration system

The remuneration system for members of the Executive Board of First Sensor AG is adopted by the full Supervisory Board, with the Supervisory Board's Nomination and Remuneration Committee playing a preparatory role. The Nomination and Remuneration Committee develops the details of the remuneration system and submits a proposal to the full Supervisory Board as a draft resolution.

The remuneration system for members of the Executive Board of First Sensor AG is used for new Executive Board service agreements or for any extensions or amendments to existing Executive Board service agreements. When negotiating and concluding new Executive Board service agreements or extensions and amendments, the specifications of this remuneration system must be observed by the Supervisory Board; this applies in particular to the Chairman of the Supervisory Board, who is authorized by the company to sign Executive Board service agreements if he has been authorized to do so by the Supervisory Board.

The remuneration system for members of the Executive Board of First Sensor AG is reviewed on an ongoing basis by the Nomination and Remuneration Committee of the Supervisory Board, in particular as part of contract negotiations with existing or future members of the Executive Board. However, a formal and calendar regular review does not take place.

If there are any conflicts of interest on the part of members of the Supervisory Board or 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 as a whole will then decide on a case-by-case basis how to deal with a specific conflict of interest.

### III. REMUNERATION SYSTEM FOR MEMBERS OF THE SUPERVISORY BOARD

The Supervisory Board members of First Sensor AG receive fixed remuneration for their activities in an amount dependent on the individual tasks assumed within the Supervisory Board. Variable remuneration dependent on the attainment of specific successes/targets is not provided for Supervisory Board members.

The Supervisory Board reviews the structure and appropriateness of its remuneration at irregular intervals, but no less than once every four years, with the assistance of the Nomination and Remuneration Committee. Due to the particular type of Supervisory Board remuneration, which is for activities which fundamentally differ from those of the company's employees due to their supervisory nature, no "vertical" comparison with employee remuneration is carried out.

Each Supervisory Board member receives an annual basic remuneration of EUR 20,000.00. The Chair and Deputy Chair of the Supervisory Board receive higher remuneration in consideration of their increased organizational and administrative burdens. This amounts to EUR 50,000.00 for the Chair and EUR 30,000.00 for the Deputy Chair.

The company provides the members of the Supervisory Board with insurance coverage in the amount reasonable for carrying out the work of 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 value-added tax that applies to their remuneration.

The members of the Supervisory Board receive a purely fixed remuneration; variable remuneration that depends on the attainment of specific successes or targets is not provided. As such, the remuneration can only be aligned with the 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 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.

### IV. OTHER 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](http://www.first-sensor.com) in the "Investor Relations" section under "General Meeting" from the time that notice of the Annual General Meeting is given. Further information in accordance with Section 124a AktG can also be found here.

Any countermotions, nominations and additional requests from shareholders that are received by First Sensor AG and must be published will also be made available at the above website. After the Annual General Meeting, the voting results will also be published.

The company's password-protected online portal (*AGM portal*), which, among other things, makes it possible for 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 follow the Annual General Meeting in its full extent live in video and audio on **June 24, 2021 starting from 10:00 a.m.**

## 2. Total number of shares and voting rights at the time the meeting is convened

The company's share capital amounts to EUR 51,451,980.00 and is divided into 10,290,396 no-par value bearer shares each with a notional interest in the share capital of EUR 5.00. The company currently holds no treasury shares. At the time of the notice of the Annual General Meeting, the total number of shares of the company is therefore 10,290,396 and the total number of voting rights is 10,290,396.

## 3. Conducting the Annual General Meeting as a virtual annual general meeting without physical attendance by the shareholders and their proxies, broadcast in video and audio

In light of the continuing COVID-19 pandemic, the Annual General Meeting on June 24, 2021 will be conducted as a virtual annual general meeting on the basis of the 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 amended (hereinafter the "**COVID-19 Measures Act**") without physical attendance by the shareholders and their proxies, with the option of viewing the virtual Annual General Meeting and exercising voting rights via electronic connection ("**connection**").

The shareholders and their proxies (with the exception of company proxies) therefore cannot participate in the Annual General Meeting in person. However, they can follow the entire Annual General Meeting via video and audio broadcast in the AGM portal at the internet address [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting" through the password-protected AGM portal; this video and audio broadcast does not enable participation in the Annual General Meeting as defined under Section 118 Para. 1 Sentence 2 AktG or electronic participation as defined under Section 1 Para. 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 rights ticket with further information on exercising their voting rights. Among other things, the voting rights ticket contains the individual access details which enable the shareholders to use the password-protected AGM portal accessible at the internet address [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting."

## 4. Password-protected AGM portal

Starting from June 3, 2021, the company will maintain a password-protected AGM portal at the internet address [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting." Through this AGM portal, duly registered shareholders (and their proxies, where relevant) can follow the Annual General Meeting in video and audio, exercise their voting rights, issue proxies, submit questions or state objections for the record. In order to be able to use the AGM portal, you must log in with the access details you receive with your voting rights ticket. The various options for exercising your rights then appear in the form of buttons and menus in 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 rights card and online at [www.first-sensor.com](http://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 connection to the Annual General Meeting and the exercise of shareholder rights, particularly voting rights

Under Article 16 of our company's Articles of Association, shareholders are entitled to connect to the Annual General Meeting and exercise shareholder rights, particularly voting rights, if they register for the Annual General Meeting and can document to the company that they are entitled to connect to the meeting and to exercise shareholder rights, particularly voting rights (**duly registered shareholders**). Registration must be sent to the company no later than six days before the Annual General Meeting; the date of receipt and the date of meeting do not count. To demonstrate entitlement to take part, documentation in text form (Section 126b BGB) from the custodian institute is needed and must refer to the relevant time period under AktG (record date). Under Section 123 Para. 4 Sentence 2 AktG, documentation must refer to the start of the 21st day before the Annual General Meeting, i.e. the start of **June 3, 2021 (00:00)**. Registration and proof of authorization must be sent to the company at this address:

First Sensor AG  
c/o Link Market Services GmbH  
Landshuter Allee 10  
80637 Munich  
E-mail: [inhaberaktien@linkmarketservices.de](mailto:inhaberaktien@linkmarketservices.de)

by no later than the end of **June 17, 2021 (24:00)**.

Documentation of shares held in text form from the last intermediary in accordance with Section 67c Para. 3 AktG shall suffice as proof of authorization.

With regard to the company, the only shareholders entitled to connect to the meeting and exercise shareholder rights, particularly voting rights, are those who provide proof of the shares they hold. The shareholder's entitlement and the scope of voting rights depends only on the stake of the shareholder as of the Record Date. The Record Date does not include a lockout for selling a stake. Even in the event of full or partial sale of the stake after the Record Date, the exercise of shareholder rights, connection to the Annual General Meeting and the scope of voting rights depend only on the shareholder's stake on the Record Date, i.e. the sale of shares after the Record Date will have no effect on the shareholder's entitlement and the scope of the 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 a shareholder later on have no entitlement (particularly to voting rights). The Record Date has no effect on entitlement to dividends.

After timely receipt of the registration and documentation of the shares held to the above address, the entitled shareholders will be sent voting rights tickets for exercising their rights in relation to the Annual General Meeting including the individual access details for the AGM portal for the purpose of connecting to the Annual General Meeting and exercising shareholder rights. To ensure timely receipt of the voting rights tickets, we ask that shareholders request a voting rights ticket as soon as possible from their custodian bank. The required registration and documentation of shares held will be handled in this case directly by the custodian bank. Therefore, shareholders that have requested a voting rights ticket in a timely manner from their custodian bank do not need to do anything further.

## 6. Exercising voting rights via electronic absentee voting

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

Before and during the Annual General Meeting, you will be able to exercise your voting rights via electronic absentee voting through the company's password-protected AGM portal, which can be reached at the internet address [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting." Electronic absentee voting via the AGM portal is possible from June 3, 2021 until the start of voting on the day of the Annual General Meeting. This can be done via the "Absentee Voting" button in the AGM portal. You can also change or revoke any votes cast in advance via electronic absentee voting through 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 cast vote 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.

Further information on absentee voting can be found in the voting rights ticket which will be sent to duly registered shareholders.

## 7. Exercising voting rights by issuing proxies and instructions to company proxies

As a special service to its shareholders, the company allows them to authorize a proxy (appointed by the company), subject to instructions before the Annual General Meeting.

This can be done using the proxy and instructions form delivered to you together with the voting rights ticket. The proxy and instructions form can also be downloaded from the company's website at [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting." If you use the proxy and instructions form, it must be delivered exclusively to the following address or e-mail address and must be received there before or on **June 23, 2021, 24:00** (date of receipt):

First Sensor AG  
c/o Link Market Services GmbH  
Landshuter Allee 10  
80637 Munich  
E-mail: [inhaberaktien@linkmarketservices.de](mailto:inhaberaktien@linkmarketservices.de)

Before and during the Annual General Meeting, you will also be able to exercise your voting rights by authorizing a company proxy via the company's password-protected AGM portal, which can be reached at the internet address [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting." Proxy authorization via the AGM portal is possible from June 3, 2021 until the start of voting on the day of the Annual General Meeting. This can be done via the "Proxy and Instructions" button in the AGM portal. You can also use the AGM portal to change or revoke any previously issued proxies or instructions during the Annual General Meeting until voting begins. This also applies for proxies and instructions issued using the proxy and instructions form.

If a proxy appointed by the company is authorized, instructions for exercising voting rights must be issued to the proxy in every case. The proxies must vote as instructed. The proxy will not exercise voting rights without such express instructions.

If the proxy receives several powers of attorney and instructions for the same share portfolio or if he receives them by various means of transmission, the most recent formally valid power of attorney with the corresponding instructions is deemed binding. If different directives are received via different means of transmission and it is not clear which one was last submitted, they will be taken into account in the following order: 1. via the AGM portal, 2. via e-mail and 3. in paper form. In the event of powers of attorney and instructions that are not formally issued, the proxy will not represent the votes at the Annual General Meeting. Insofar as absentee votes are available in addition to power of attorney and instructions to the proxies nominated by the company, the absentee votes are always considered to be of priority; the proxy will not exercise any power of attorney granted to him and will not represent the shares in question.

Further information on authorizing and issuing instructions to proxies appointed by the company can be found in the voting rights ticket which will be sent to duly registered shareholders.

## 8. Issuing a proxy for a third party to exercise voting rights and other rights

Shareholders can exercise their voting rights and other rights through proxies, e.g. an intermediary, a shareholders' association, a voting rights consultant or another person of their choice. Here as well, timely registration of the shares held with the documentation is required. Authorized third-party proxies can, in turn, exercise the voting rights via absentee voting or by authorizing and issuing instructions to company proxies (see above). If the shareholder authorizes more than one person as a proxy, the company can reject one or more of these pursuant to Section 134 Para. 3 Sentence 2 AktG.

Issuing or revoking a proxy and documentation of proxy to the company must be made in text form (Section 126b BGB) if no proxy pursuant to Section 135 AktG is issued. To send a notice of proxy to the company and provide documentation of authorization issued to a proxy, the address and e-mail provided for registration can be used.

The issue of proxy to intermediaries, shareholders' associations, voting rights consultants or similar persons or institutions under Section 135 Para. 8 AktG is subject to the special requirements of Section 135 AktG, which require, among other things, that the proxy be documented in a verifiable manner. For this reason, there may be exceptions from the general text form requirement. However, the relevant proxies may set special rules for their own authorization. Thus, the shareholders are asked to coordinate in good time with any proxies about the form and method of authorization.



The proxy authorization can be issued to the proxy or to the company. The proxy can provide documentation of an issued proxy by submitting the documentation (e.g. the original proxy authorization or a copy or scan) to the address specified for registration via post or e-mail by the date of the Annual General Meeting at latest (receipt by the company).

These routes of submission can also be used if the proxy is issued by means of a declaration to the company; in this event, separate documentation of the issuance of the proxy is unnecessary. The revocation of a proxy that has already been issued can also be declared directly to the company via the submission routes specified above.

If the issuance or documentation of a proxy or the revocation thereof is carried out by means of a declaration to the company by post, this must be received by the company by Wednesday, **June 23, 2021**, 24:00 (date of receipt) for organizational reasons. Submission to the company via e-mail is still possible until the start of voting, even on the day of the Annual General Meeting.

Documentation of a proxy issued in or during the Annual General Meeting can be provided by submitting the documentation (e.g. the original proxy authorization) to the address specified for registration via e-mail.

Forms for issuing proxies and instructions are included with every voting rights ticket and can be found on the website of First Sensor AG at [www.first-sensor.com](http://www.first-sensor.com) under "Investor Relations" and "General Meeting." Shareholders who would like to authorize a representative as a proxy are asked to use this form to issue the proxy. Proxies can also be issued electronically through the password-protected AGM portal until voting begins on the day of the Annual General Meeting. This can be done via the "Third-Party Proxy" button in the AGM portal. Shareholders can find further details online at [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting."

The exercise of rights by a proxy and connection through the AGM portal require that the proxy receive the access details sent together with the voting rights ticket from the issuer of the proxy. Documentation of the issuance of the proxy must be submitted to the company in this case as well. The documentation of the issuance of the proxy must be submitted to the company via the channels specified above.

Credit institutions, shareholders' associations and other intermediaries or similar parties under Section 135 AktG which represent a majority of shareholders are encouraged to make contact through one of the addresses specified for registration before the Annual General Meeting in regard to exercising voting rights.

Further information on issuing proxies to third parties can be found in the voting rights ticket which will be sent to duly registered shareholders.

## 9. Shareholder information rights in accordance with Section 131 Para. 1 AktG in conjunction with Section 1 Para 2 COVID-19 Measures Act / shareholders' right to ask questions

Shareholder information rights in accordance with Section 131 Para. 1 AktG are substantially limited in the case of a virtual annual general meeting in accordance with Section 1 Para. 2 COVID-19 Measures Act. This states that shareholders only have the right to submit questions via electronic communication (Section 1 Para. 2 Sentence 1 No. 3 COVID-19 Measures Act). The Executive Board can also stipulate that questions be submitted one day before the Annual General Meeting at latest (Section 1 Para. 2 Sentence 2, 2nd half of sentence, COVID-19 Measures Act). The Executive Board of First Sensor AG has made use of this option with the approval of the Supervisory Board as follows.

Duly registered shareholders have the right to submit questions via electronic communication (cf. Section 1 Para. 2 Sentence 1 No. 3 COVID-19 Measures Act). Any questions must be submitted 24 hours before the Annual General Meeting at the latest, i.e. by

**June 23, 2021, 10:00 a.m. CEST**

via the password-protected AGM portal in accordance with the designated procedure. This can be done via the "Submit Question" button in the AGM portal.

Questions submitted after the deadline specified above cannot be taken into consideration. It is generally intended that the person who submitted the question will be mentioned by name 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 Para. 2 Sentence 2, 1st half of sentence, COVID-19 Measures Act, the Executive Board decides how to respond to questions at its own due discretion.

#### 10. Declaration of objections for the record

Duly registered shareholders who have exercised their voting rights by means of electronic communication or by proxy 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 through the company's AGM portal, which can be reached at the internet address [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "Annual General Meeting." This can be done via the "Lodge Objection" button in the AGM portal.

#### 11. Information on shareholders' rights under Section 122 Para. 2, Section 126 Para. 1, Section 127, and Section 131 Para. 1 AktG in conjunction with Section 1 Para. 2 Sentence 1 No. 3 COVID-19 Measures Act

##### a. Requested additions to the agenda under Section 122 Para. 2 AktG

Shareholders whose shares together account for a twentieth of the share capital or of EUR 500,000.00 (corresponds to 100,000 shares) can request under Section 122 Para. 2 AktG that items be added to the agenda and announced. Every new item must include a reason or draft resolution. The request must be received by the company in writing by the end of **May 24, 2021 (24:00)**. Please send requests to:

First Sensor AG  
The Executive 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 Executive Board decides on the motion; Section 70 AktG will apply when calculating the length of the shareholding period. The date of receipt of the request is not counted. No delay is possible from a Sunday, Saturday or holiday to an earlier or later business day. Sections 187 to 193 BGB do not apply.

Additions to the agenda to be announced will be published immediately after receipt of the request in the Federal Gazette and sent to media that is assumed to disseminate the information throughout the European Union. They will also be published on the website of First Sensor AG under [www.first-sensor.com](http://www.first-sensor.com), "Investor Relations" and "General Meeting" and communicated to shareholders under Section 125 Para. 1 Sentence 3 AktG.

##### b. Countermotions and nominations from shareholders under Section 126 Para. 1 and Section 127 AktG

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

First Sensor AG  
c/o Link Market Services GmbH  
Landshuter Allee 10  
80637 Munich  
E-mail: [antraege@linkmarketservices.de](mailto:antraege@linkmarketservices.de)

Counter motions and nominations sent elsewhere will not be considered.

Counter motions and nominations by shareholders that must be communicated and are received by the company by no later than the end of **June 9, 2021 (24:00)**, will be published immediately according to the legal regulations on the internet at [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "General Meeting." Any responses by management on the counter motions and nominations will also be published online at [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "General Meeting."

The company does not need to publish a counter motion and any reasons for it or a nomination if one of the reasons for disqualification under Section 126 Para. 2 AktG applies, e.g. because the nomination or counter motion would result in a resolution of the Annual General Meeting that violates the law or the Articles of Association, or the primary reasons contain clearly incorrect or misleading information. A nomination does not have to be published if it does not include the name, profession and domicile of the person nominated. Reasons for a counter motion do not have to be published if they are more than 5,000 characters.

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

Further explanations on shareholder rights under Section 122 Para. 2, Section 126 Para. 1, Section 127, and Section 131 Para. 1 AktG in conjunction with Section 1 Para. 2 Sentence 1 No. 3 COVID-19 Measures Act are made public on the website of First Sensor AG at [www.first-sensor.com](http://www.first-sensor.com) in the "Investor Relations" section under "General Meeting."

## 12. Information about 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 rights ticket number; where applicable, the last name, first name, address and e-mail address of the shareholder representative appointed by the relevant shareholder) pertaining to you and/or your proxy on the basis of the applicable data protection laws in order to allow shareholders to exercise their rights in the framework of the virtual Annual General Meeting.

The processing of your personal data is required in order for you to be able to connect to and exercise your rights in connection with the virtual Annual General Meeting. 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 is 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 make use of the option of submitting questions as a shareholder before the virtual Annual General Meeting and your questions are addressed during it, your name may be mentioned when this takes place. 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.

In general, your personal data will be deleted or anonymized as soon as it is no longer required for the above-mentioned purposes and First Sensor AG is no longer required to retain it 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, Germany

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](mailto:datenschutz@first-sensor.com).

Further information about 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

In order to follow the virtual Annual General Meeting, use the AGM portal and exercise shareholder rights, you need an internet connection and an internet-enabled device. A stable internet connection with a sufficient transfer speed is recommended in order to be able 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 rights ticket, which will be delivered to you unprompted after registration. These access details will allow you to log in on the log-in page in 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 (particularly voting rights) be exercised before the start of the Annual General Meeting if possible. Voting rights can be exercised in the AGM portal starting from June 3, 2021.

Shareholders can find further details on the AGM portal and the terms for registration and use together with their voting rights card and online at [www.first-sensor.com](http://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 follow the Annual General Meeting on **June 24, 2021 starting from 10:00 a.m.** live in its full extent in video and audio through the AGM portal. In accordance with the current state of the art, 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, May 2021

First Sensor AG

The Executive Board