

## Remuneration of the Supervisory Board of Elmos Semiconductor SE

The remuneration of the members of the Supervisory Board of Elmos Semiconductor SE is intended to not include a variable remuneration component as it did with respect to Elmos Semiconductor Aktiengesellschaft but to consist solely of a fixed cash compensation. A transition to fixed compensation supports advisory and control functions geared towards the Company's sustainable development. This remuneration policy has been implemented at the majority of stock listed companies. Elmos Semiconductor SE holds the view that fixed compensation is suited to strengthen the Supervisory Board members' independence and to compensate their commitment adequately.

The elimination of the variable remuneration component makes it necessary, among other reasons for maintaining the previous remuneration level, to increase the previous fixed compensation of a member of the Supervisory Board of Elmos Semiconductor Aktiengesellschaft of EUR 10,000.00 per fiscal year to the fixed compensation of a member of the Supervisory Board of Elmos Semiconductor SE of EUR 60,000.00 per fiscal year.

As was the case with respect to Elmos Semiconductor Aktiengesellschaft, higher compensation is provided for the Chairman and the Vice Chairman of the Supervisory Board. Due to the greater expenditure of time required for those positions, the remuneration of the Chairman is two times and of the Vice Chairman is 1.5 times the regular Supervisory Board remuneration. Insofar the remuneration system also complies with recommendation G.17 GCGC.

The remuneration refers to a full fiscal year. For parts of a fiscal year, remuneration is granted pro rata temporis. The remuneration is due upon the close of the Annual General Meeting in the following fiscal year.

Moreover, Supervisory Board members are reimbursed for their expenses and the sales tax levied on their remuneration.

The members of the Supervisory Board are included in a directors and officers liability insurance policy held by the Company in its interest at adequate coverage if such insurance policy exists. Insurance premiums are paid by the Company.

The amounts and the structure of Supervisory Board remuneration are market standards and reflect increased demands on the Supervisory Board's work. Thus the remuneration policy proposed for voting assures appropriate compensation of the members of the Supervisory Board of Elmos Semiconductor SE and also complies with recommendation G.18 sentence 1 GCGC.

From now on, the Annual General Meeting has to vote on the remuneration of the members of the Supervisory Board at least every four years; voting for approval of the remuneration policy is permissible. For the purpose of submitting the remuneration policy to the Annual General Meeting, the remuneration system will be reviewed in good time.

The new Supervisory Board remuneration policy is intended to become effective after May 21, 2021.