

REMUNERATION OF THE SUPERVISORY BOARD

Remuneration of the members of the Supervisory Board of Elmos Semiconductor SE solely comprises fixed cash remuneration. Solely fixed remuneration promotes the consulting and supervising functions geared towards the Company's sustained development. In the opinion of Elmos Semiconductor SE, solely fixed remuneration is suited to strengthen the Supervisory Board members' independence and compensate them adequately for their effort and expenditure.

Members of the Supervisory Board of Elmos Semiconductor SE receive fixed remuneration of 70,000.00 Euro for each fiscal year completed.

Increased compensation is provided for the Chairman and Vice Chairman of the Supervisory Board as well as for the chairs and members of Supervisory Board Committees. Due to the greater expenditure of time required, it is 2 times the regular remuneration for the Chairman of the Supervisory Board and 1.5 times the regular remuneration for the Vice Chairman. The chair of the Audit Committee is paid additional annual compensation of 20,000.00 Euro. Members of the Audit Committee are paid additional annual compensation of 10,000.00 Euro.

Compensation corresponds to a full fiscal year. For parts of any fiscal year, compensation is paid pro rata temporis.

In addition to that, Supervisory Board members are reimbursed for their expenses and, in compliance with statutory provisions, any sales tax levied on remuneration and expenses.

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

The amount and structure of Supervisory Board remuneration is in line with the market and reflects the increased demands on the work of the Supervisory Board and the Audit Committee. The remuneration policy submitted for resolution thus ensures appropriate compensation for the members of the Supervisory Board of Elmos Semiconductor SE and also complies with recommendation G.17 and suggestion G.18 sentence 1 of the German Corporate Governance Code (GCGC).

The Annual General Meeting must adopt a resolution on the remuneration of the members of the Supervisory Board at least every four years; a confirmatory resolution is permissible. For the purpose of submission to the Annual General Meeting, the remuneration policy is subject to a timely review.

The new regulation on the remuneration of the Supervisory Board is intended to become effective as of July 1, 2024.