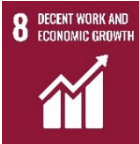





## Elmos Semiconductor SE ESG Policies

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Section:	Governance
Chapter:	Supervisory Board
Policy:	Remuneration of the Supervisory Board
Coverage:	Elmos Group
Supported UN SDGs:	 

Addressed GRI standards: 2-19

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The remuneration of the members of the Supervisory Board of Elmos Semiconductor SE consists solely of a fixed cash compensation. A 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 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. It also complies with recommendation G.18 sentence 1 of the German Corporate Governance Code (GCGC).

The Annual General Meeting approved the remuneration of the Supervisory Board of Elmos Semiconductor SE, which is published on the Elmos website.

At its meeting on May 11, 2022, the Supervisory Board resolved to propose an adjusted compensation system with separate compensation for the Chairman and members of committees for resolution at the Annual General Meeting in 2023. The adjusted compensation system fully complies with recommendation G.17 of the German Corporate Governance Code (GCGC).

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<b>Additional documents</b>	<a href="#">Supervisory Board on the Elmos Website</a> <a href="#">Corporate Governance on the Elmos Website</a>
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