

I. Remuneration of the Executive Board

The structure of Executive Board remuneration is geared towards sustainable and results-oriented corporate governance. The remuneration of the Executive Board takes into account the responsibility and scope of activities of the individual members of the Executive Board and is based on the tasks of the individual Executive Board member, their personal performance, the size and economic situation of the company or the division for which they are responsible and, in particular, the success and future prospects of the company. In addition, the customary nature of the remuneration structure in the company's peer environment is taken into account. Since 2021, the improvement of the Kontron Group's performance in the ESG area has been included in the medium-term incentive.

The total remuneration of the Executive Board members consists of several non-performance-related fixed and performance-related variable short-term and long-term components. The total remuneration packages granted are reviewed annually by the Remuneration Committee for customary practice.

In the financial year 2022, total remuneration of the Executive Board was paid in the amount of TEUR 1,166 (PY: TEUR 1,112).

Pension commitments and payments to a member of the Executive Board in the event of early termination of Executive Board activities, including following a change of control, have not been agreed.

No loans or assumption of liability in favour of members of the Executive Board were granted in the reporting year.

Fixed remuneration component

The non-performance-related fixed remuneration component is intended to create an incentive for the Executive Board members to pursue the Company's objectives to the best of their ability and to act in the interests of the shareholders, the employees and also in the public interest. When determining the fixed remuneration components, the tasks as well as the professional experience of the individual Executive Board members are taken into account. This results in differentiated basic salaries per Executive Board member based on the strategic and operational areas of responsibility. The non-performance-related Executive Board remuneration consists of the fixed gross salary paid monthly and fixed benefits in kind, which cover the use of company cars, car allowance lump sums, meal lump sums and garage parking spaces provided. The fixed salary covers all overtime as well as the assumption of organ functions in Group companies. In financial year 2022, the fixed remuneration of all members of the Executive Board amounted to a total of TEUR 926 (2021:930).

Short-term variable remuneration component

The calculation of the performance-related one-year variable remuneration is based on the extent to which the pre-agreed key performance indicators are achieved. Extraordinary effects, such as acquisitions in particular, are assessed separately. The key figures are calculated on the basis of the audited consolidated financial statements of the Kontron Group. In financial year 2022, transaction bonuses were granted for implementation of the "Focus" project, with it being agreed that the size of the bonuses depends on the revenue from the sale of the IT service companies. The transaction bonuses will be paid out in financial year 2023.

Long-term variable remuneration component

By granting subscription rights from stock option programs (variable non-cash remuneration), an additional long-term, performance-related, share-based remuneration component was created, which promotes the interest of the beneficiaries in a sustainable corporate and earnings development of the company in the future. The stock options granted under the various stock option programs can only be exercised after multi-year holding periods defined in the programs and when certain thresholds have been reached.

Stock option programs and stock warrant program

Stock option programs represent the long-term remuneration component. The aim of the stock option programs is to link the level of variable remuneration directly to the long-term development of operating results and the company's share price. The stock option programs are designed to ensure that the management of the Kontron Group is more closely aligned with the objectives of the company's shareholders of the company and also participate in the success achieved.

The Company has adopted stock option programs for employees, officers and members of the Executive Board of the company or any of its affiliated companies.

Stock option program 2024/2025

In December 2022, a total of 1,500,000 stock options were granted to the members of the Executive Board of Kontron AG and senior employees of Kontron AG as well as the executives of selected Group companies on the basis of the Stock Option Program 2024/2025 (Tranche 2024 and Tranche 2025).

The term of the stock options starts on the issue date (November 14, 2022) and is 5 (five) years. It ends on November 13, 2027, unless the term is extended in accordance with the terms of the 2024/2025 stock option program. The stock options can be exercised after a waiting period of 36 months after the issue date and the individual exercise requirements have been met (employment in the Kontron Group until at least December 31, 2024). In addition, a threshold of 25% (twenty-five percent) of the XETRA stock price of the company's share on the Frankfurt Stock Exchange (or, if a different location is chosen for the primary listing of Kontron shares, at this listing location), which must be above the exercise threshold price, must be reached in order for the stock options to be exercised. If the XETRA stock price (or, if a different location is selected for the primary listing of Kontron shares, the price at this listing location) does not reach the exercise threshold in the respective exercise period, it is not possible for allottees to exercise the stock options during this exercise window.

The exercise periods defined in the Stock Option Program 2024/2025 (Tranche 2024 and Tranche 2025) are 30 stock exchange trading days each, beginning on the second stock exchange trading day after the publication of quarterly report for the first, second and third quarter of the financial year and after the day of the annual press conference. Stock options not exercised expire at the end of the term. The stock options are only transferable between option holders, not to third parties. The Stock Option Program 2024/2025 (Tranche 2024 and Tranche 2025) provides for the Company's sole right to deliver shares to the allottees against payment of the exercise price or to pay their entitlement in cash. The exercise price is EUR 15.30 unless it is adjusted in accordance with the terms of the Stock Option Program 2024/2025.

The fair value of the stock options granted was determined at the grant date using the Black/Scholes option pricing model. In financial year 2022, a total of 600,000 stock options with an option value of TEUR 2,052 were issued to three members of the Board of Management as long-term performance-based remuneration under the 2024/2025 stock option plan adopted in November 2022 (Tranche 2024 and Tranche 2025).

Key parameters at the time the stock options under this program were granted:

	STOCK OPTION PROGRAM 2024/2025 (TRANCHE 2024)	STOCK OPTION PROGRAM 2024/2025 (TRANCHE 2025)
Number of stock options	750,000	750,000
Date of issue	November 14, 2022	November 14, 2022
Duration	5 years	5 years
Exercise price per share option	Closing price on the issue date	Closing price on the issue date
Share price on the issue date	EUR 15.30	EUR 15.30
Dividend yield	-	-
Expected volatility	33.29%	33.29%
Interest rate	2.47%	2.47%
Expected life of options	3.93 years	3.93 years
Option value	EUR 3.42	EUR 3.42

REMUNERATION REPORT 2022

Share option program 2018 (tranche 2019)

In December 2018, a total of 1,000,000 stock options were granted to the members of the Executive Board of Kontron AG and senior employees of Kontron AG as well as the executives of selected Group companies on the basis of the Stock Option Program 2018 (Tranche 2019).

In financial year 2022, in addition to the transaction bonuses for implementing the "Focus" project, a total of 92,000 stock options were granted to two members of the Executive Board under the Stock Option Program 2018 (Tranche 2019) as remuneration in this context.

The duration of the stock options began on the date of issue (December 21, 2018) and is 5 years. By resolution of the Supervisory Board dated January 30, 2023, the Stock Option Program 2018 (Tranche 2018 and Tranche 2019) was extended by one year for all option holders who are still working for Kontron AG or a Kontron Group company in February 2023. The stock options can be exercised after a waiting period of 36 months after the issue date. In addition, a threshold of 25% (twenty-five percent) of the XETRA stock price of the company's share on the Frankfurt Stock Exchange, which must be above the exercise price, must be reached in order for the stock option to be exercised. If the XETRA share price does not reach the threshold in the respective exercise period, it is not possible for beneficiaries to exercise the stock options during this exercise window.

The exercise periods defined in the Stock Option Program 2018 (Tranche 2018 and Tranche 2019) are 30 stock exchange trading days each, beginning on the second stock exchange trading day after the publication of quarterly report for the first, second and third quarter of the financial year and after the day of the annual press conference. Stock options not exercised expire at the end of the term. The stock options are only transferable between option holders, not to third parties. The Stock Option Program 2018 (Tranche 2018 and Tranche 2019) provides for the Company's sole right to deliver shares to the allottees against payment of the exercise price or to pay their entitlement in cash. The exercise price is EUR 15.71.

The fair value of the stock options granted was determined at the grant date using the Black/Scholes option pricing model.

The following tables show the key parameters at the time the Stock Option Program 2018 was granted:

	STOCK OPTION PROGRAM 2018 (TRANCHE 2018)	STOCK OPTION PROGRAM 2018 (TRANCHE 2019)
Number of stock options	500,000	500,000
Date of issue	December 21, 2018	December 21, 2018
Duration	5 years	5 years
Exercise price per share option	Closing price on the issue date	Closing price on the issue date
Share price on the issue date	EUR 15.71	EUR 15.71
Dividend yield	1.44%	1.44%
Expected volatility	36.80%	36.80%
Interest rate	2.59%	2.59%
Expected life of options	4.43 years	4.43 years
Option value	EUR 3.74	EUR 3.74

Stock warrant program 2020

On July 13, 2020, stock warrants were issued on the basis of a prospectus approved by the Austrian Financial Market Authority. A total of 2,000,000 warrants, comprising 1,500,000 allotted and 500,000 publicly offered warrants, were issued. As of July 30, 2020, the warrants were admitted to official trading on the Vienna Stock Exchange and delivered to the respective subscribers and allottees. The first exercise of the conversion or subscription right is possible at the earliest 36 months after the issue of the warrant and only if the price of the Kontron AG share exceeds EUR 32.86.

Further information on stock option programs

The table below provides an overview of all granted stock options and stock warrants granted by Kontron AG under the following programs:

NUMBER OF STOCK OPTIONS OR WARRANTS	STOCK OPTION PROGRAM 2018 (TRANCHE 2018)	STOCK OPTION PROGRAM 2018 (TRANCHE 2019)	STOCK OPTION PROGRAM 2024/2025 (TRANCHE 2024)	STOCK OPTION PROGRAM 2024/2025 (TRANCHE 2025)	STOCK WARRANTS PROGRAM 2020*
Hannes Niederhauser	70,000	132,000	100,000	100,000	600,000
Richard Neuwirth	70,000	100,000	0	0	330,000
Clemens Billek	0	0	100,000	100,000	0
Peter Sturz	70,000	70,000	0	0	210,000
Michael Jeske	70,000	70,000	0	0	210,000
Michael Riegert	15,000	0	100,000	100,000	150,000
Total	295,000	332,000	300,000	300,000	1,500,000

As of December 31, 2022, the number of outstanding stock options in Stock Option Program 2024/2025 (Tranche 2024) is 750,000 (PY: 0), and in Stock Option Program 2024/2025 (Tranche 2025) 750,000 (PY: 0). There are a total of 500,000 (PY: 500,000) outstanding stock options for Stock Option Program 2018 (Tranche 2018) and a total of 500,000 (PY: 500,000) stock options outstanding for Stock Option Program 2018 (Tranche 2019).

In financial year 2022, income for Stock Option Programs amounting to TEUR 774 (PY: expenditure of TEUR 1,308) was recognised in personnel expenses.

Overview of grants awarded and inflows paid out in financial year 2022

The tables below show the grants awarded and the inflows paid out in the financial year 2022. For the grants awarded, in addition to the actual amount awarded, the possible minimum amount and the maximum amount to be achieved are also indicated. The subscription rights granted for stock options from stock option programs are calculated according to fair value (option price) at the time of granting. The fixed remuneration components and the inflow from the one-year variable remuneration are reported for the inflow in the financial year. If stock options from stock options granted in previous years were exercised in the financial year, the relevant inflow amount for tax purposes is stated.

REMUNERATION REPORT 2022

GRANTS MADE IN THE FINANCIAL YEAR IN TEUR

HANNES NIEDERHAUSER
CEO
21.05.2012

RICHARD NEUWIRTH
CFO (UNTIL 30/09/2022)
01.07.2013

	2022	2022 (MIN)	2022 (MAX)	2021	2022	2022 (MIN)	2022 (MAX)	2021
REMUNERATION INDEPENDENT OF PERFORMANCE								
Gross salary	7	7	7	7	225	225	225	275
Fixed remuneration in kind ¹⁾	12	12	12	12	9	9	9	12
Total fixed remuneration	19	19	19	19	234	234	234	287
PERFORMANCE-RELATED REMUNERATION								
One-year variable remuneration ²⁾					503		908	140
Multi-year variable remuneration								
Stock option and warrant programs — with long-term share-based incentive effect ³⁾								
SOP 2018 (Tranche 2018)								
SOP 2018 (Tranche 2019)	232	232	232		103	103	103	
Warrants 2020 ⁴⁾								
SOP 2024/25 (Tranche 2024)	342	342	342					
SOP 2024/25 (Tranche 2025)	342	342	342					
Total variable remuneration	916	916	916		605	103	1,010	140
Total	934	934	934	19	839	336	1,244	427

GRANTS MADE IN THE FINANCIAL YEAR IN TEUR

CLEMENS BILLEK
CFO (FROM 01/10/2022) & CCO (FROM
02/05/2022)
02.05.2022

PETER STURZ
COO, SERVICES EE
06/11/2012

	2022	2022 (MIN)	2022 (MAX)	2021	2022	2022 (MIN)	2022 (MAX)	2021
REMUNERATION INDEPENDENT OF PERFORMANCE								
Gross salary	100	100	100		270	270	270	260
Fixed remuneration in kind ¹⁾	4	4	4		12	12	12	12
Total fixed remuneration	104	104	104		282	282	282	272
PERFORMANCE-RELATED REMUNERATION								
One-year variable remuneration ²⁾	50	25	50		552		1,328	229
Multi-year variable remuneration								
Stock option and warrant programs — with long-term share-based incentive effect ³⁾								
SOP 2018 (Tranche 2018)								
SOP 2018 (Tranche 2019)								
Warrants 2020 ⁴⁾								
SOP 2024/25 (Tranche 2024)	342	342	342					
SOP 2024/25 (Tranche 2025)	342	342	342					
Total variable remuneration	734	709	734		552		1,328	229
Total	838	813	838		833	282	1,610	500

1) Fixed remuneration in kind included: Car allowance, if applicable, garage spaces and meal allowances

2) Bonus based on individually agreed performance indicators including transaction bonus for the "Focus" project, amount depends on IT Services sales revenue.

3) Allowance from SOP = granted SOP number of units x option price

4) The allocated warrants 2020 represent the long-term variable remuneration of the Executive Board for three financial years. There is a waiting period of three years and an exercise threshold in relation to the development of the share price. In addition, further warrants were acquired for consideration by the Executive Board under the 2020 warrant program on the basis of the public prospectus (for the number of 2022 warrants held as at December 31, 2022, see "Corporate Governance Bericht").

**INFLOW IN THE FINANCIAL YEAR
IN TEUR**
HANNES NIEDERHAUSER
CEO
21.05.2012

RICHARD NEUWIRTH
CFO (UNTIL 30/09/2022)
01.07.2013

	2022	2021	2022	2021
REMUNERATION INDEPENDENT OF PERFORMANCE				
Gross salary	7	7	225	275
Fixed remuneration in kind ¹⁾	12	12	9	12
Total fixed remuneration	19	19	234	287
PERFORMANCE-RELATED REMUNERATION				
One-year variable remuneration ²⁾			98	155
Multi-year variable remuneration				
Stock option and warrant programs — with long-term share-based incentive effect ³⁾				
SOP 2018 (Tranche 2018)				
SOP 2018 (Tranche 2019)				
Warrants 2020 ⁴⁾				
SOP 2024/25 (Tranche 2024)				
SOP 2024/25 (Tranche 2025)				
Total variable remuneration			98	155
Total	19	19	332	442

**INFLOW IN THE FINANCIAL YEAR
IN TEUR**
CLEMENS BILLEK
CFO (FROM 01/10/2022) & CCO (FROM
02/05/2022)
02.05.2022

PETER STURZ
COO, SERVICES EE
06/11/2012

	2022	2021	2022	2021
REMUNERATION INDEPENDENT OF PERFORMANCE				
Gross salary	100		270	260
Fixed remuneration in kind ¹⁾	4		12	12
Total fixed remuneration	104		282	272
PERFORMANCE-RELATED REMUNERATION				
One-year variable remuneration ²⁾	25		66	
Multi-year variable remuneration				
Stock option and warrant programs — with long-term share-based incentive effect ³⁾				
SOP 2018 (Tranche 2018)				
SOP 2018 (Tranche 2019)				
Warrants 2020 ⁴⁾				
SOP 2024/25 (Tranche 2024)				
SOP 2024/25 (Tranche 2025)				
Total variable remuneration	25		66	
Total	129		347	272

1) Fixed remuneration in kind included: Car allowance, if applicable, garage spaces and meal allowances

2) Bonus based on individually agreed performance indicators

3) Variable remuneration in kind: exercised share options (number of shares x (share price at disposal date - option price granted)) + granted share options and warrants (number of shares x option price)

4) The allocated warrants 2020 represent the long-term variable remuneration of the Executive Board for three financial years. There is a waiting period of three years and an exercise threshold in relation to the development of the share price. In addition, further warrants were acquired for consideration by the Executive Board under the 2020 warrant program on the basis of the public prospectus (for the number of 2022 warrants held as at December 31, 2022, see "Corporate Governance Report").

REMUNERATION REPORT 2022

GRANTS MADE IN THE FINANCIAL YEAR IN TEUR

MICHAEL JESKE
COO, SERVICES DACH (UNTIL 30/09/2022)
28.05.2009

MICHAEL RIEGERT
COO, IOT EUROPE
01/01/2022

	2022	2022 (MIN)	2022 (MAX)	2021	2022	2022 (MIN)	2022 (MAX)	2021
REMUNERATION INDEPENDENT OF PERFORMANCE								
Gross salary	116	116	116	150	140	140	140	
Fixed remuneration in kind ¹⁾	8	8	8	11	24	24	24	
Total fixed remuneration	124	124	124	161	164	164	164	
PERFORMANCE-RELATED REMUNERATION								
One-year variable remuneration ²⁾	127		370	55	40	40	40	
Multi-year variable remuneration								
Stock option and warrant programs — with long-term share-based incentive effect ³⁾								
SOP 2018 (Tranche 2018)								
SOP 2018 (Tranche 2019)								
Warrants 2020 ⁴⁾								
SOP 2024/25 (Tranche 2024)					342	342	342	
SOP 2024/25 (Tranche 2025)					342	342	342	
Total variable remuneration	127		370	55	724	724	724	
Total	251	124	494	216	888	888	888	

GRANTS MADE IN THE FINANCIAL YEAR IN TEUR

CARLOS QUEIROZ
COO, IOT SOLUTIONS EUROPE (UNTIL
31/12/2021)
21.08.2017

TOTAL

	2022	2022 (MIN)	2022 (MAX)	2021	2022	2022 (MIN)	2022 (MAX)	2021
REMUNERATION INDEPENDENT OF PERFORMANCE								
Gross salary				183	858	858	717	875
Fixed remuneration in kind ¹⁾				9	68	68	68	55
Total fixed remuneration				192	926	926	926	930
PERFORMANCE-RELATED REMUNERATION								
One-year variable remuneration ²⁾					1,271	65	2,695	424
Multi-year variable remuneration								
Stock option and warrant programs — with long-term share-based incentive effect ³⁾								
SOP 2018 (Tranche 2018)								
SOP 2018 (Tranche 2019)					334	334	334	
Warrants 2020 ⁴⁾								
SOP 2024/25 (Tranche 2024)					1,026	1,026	1,026	
SOP 2024/25 (Tranche 2025)					1,026	1,026	1,026	
Total variable remuneration					3,657	2,451	5,082	424
Total				192	4,583	3,377	6,008	1,353

1) Fixed remuneration in kind included: Car allowance, if applicable, garage spaces and meal allowances

2) Bonus based on individually agreed performance indicators including transaction bonus for the "Focus" project, amount depends on IT Services sales revenue.

3) Allowance from SOP = granted SOP number of units x option price

4) The allocated warrants 2020 represent the long-term variable remuneration of the Executive Board for three financial years. There is a waiting period of three years and an exercise threshold in relation to the development of the share price. In addition, further warrants were acquired for consideration by the Executive Board under the 2020 warrant program on the basis of the public prospectus (for the number of 2022 warrants held as at December 31, 2022, see "Corporate Governance Report").

**INFLOW IN THE FINANCIAL YEAR
IN TEUR**
MICHAEL JESKE
 COO, SERVICES DACH (UNTIL 30/09/2022)
 28.05.2009

MICHAEL RIEGERT
 COO, IOT EUROPE
 01/01/2022

	2022	2021	2022	2021
REMUNERATION INDEPENDENT OF PERFORMANCE				
Gross salary	116	150	140	
Fixed remuneration in kind ¹⁾	8	11	24	
Total fixed remuneration	124	161	164	
PERFORMANCE-RELATED REMUNERATION				
One-year variable remuneration ²⁾	52	28		
Multi-year variable remuneration				
Stock option and warrant programs — with long-term share-based incentive effect ³⁾				
SOP 2018 (Tranche 2018)				
SOP 2018 (Tranche 2019)				
Warrants 2020 ⁴⁾				
SOP 2024/25 (Tranche 2024)				
SOP 2024/25 (Tranche 2025)				
Total variable remuneration	52	28		
Total	176	188	164	

**INFLOW IN THE FINANCIAL YEAR
IN TEUR**
CARLOS QUEIROZ
 COO, IOT SOLUTIONS EUROPE (UNTIL
 31/12/2021)
 21/08/2017

TOTAL

	2022	2021	2022	2021
REMUNERATION INDEPENDENT OF PERFORMANCE				
Gross salary		183	858	875
Fixed remuneration in kind ¹⁾		9	68	54
Total fixed remuneration		192	926	929
PERFORMANCE-RELATED REMUNERATION				
One-year variable remuneration ²⁾			240	183
Multi-year variable remuneration				
Stock option and warrant programs — with long-term share-based incentive effect ³⁾				
SOP 2018 (Tranche 2018)				
SOP 2018 (Tranche 2019)				
Warrants 2020 ⁴⁾				
SOP 2024/25 (Tranche 2024)				
SOP 2024/25 (Tranche 2025)				
Total variable remuneration			240	183
Total		192	1,166	1,112

1) Fixed remuneration in kind included: Car allowance, if applicable, garage spaces and meal allowances

2) Bonus based on individually agreed performance indicators

3) Variable remuneration in kind: exercised share options (number of shares x (share price at disposal date - option price granted)) + granted share options and warrants (number of shares x option price)

4) The allocated warrants 2020 represent the long-term variable remuneration of the Executive Board for three financial years. There is a waiting period of three years and an exercise threshold in relation to the development of the share price. In addition, further warrants were acquired for consideration by the Executive Board under the 2020 warrant program on the basis of the public prospectus (for the number of 2022 warrants held as at December 31, 2022, see "Corporate Governance Report").

REMUNERATION REPORT 2022

The total remuneration of the Executive Board in connection with the conclusion of the sale of the IT Service business, the departure of two members of the Executive Board and the appointment of a new member of the Board Executive Board amounted to TEUR 4,583 in 2022 (remuneration in 2021 was TEUR 1,353 and in 2020 TEUR 3,961).

Below is a comparison of the remuneration of the Executive Board compared to the company's net result and the average remuneration of other employees of the company on a full-time equivalent (FTE) basis:

IN TEUR	2022	2021	2020	2019	2018
Kontron Group net result	232,456	48,260	55,609	49,109	44,983
Total remuneration for the Executive Board	4,583	1,353	3,961	2,351	2,422
Average salary/FTE (excl. Executive Board)	45.3	40.1	40.9	42.3	37.7

II. Remuneration of the Supervisory Board

The remuneration of the members of the Supervisory Board in the financial year 2022 consisted of a position-dependent, annual fixed remuneration and attendance fees for participation in Supervisory Board and committee meetings.

The remuneration of the Supervisory Board shall promote the business strategy and long-term development of the company by taking into account the responsibility and scope of activities of the individual Supervisory Board members as well as the economic situation of the company. In order to ensure unbiased supervision of the management by the Supervisory Board, no variable remuneration, bonuses or share-based payments are granted to the members of the Supervisory Board.

Supervisory Board remuneration generally consists of an annual fixed fee and an attendance fee for Supervisory Board and committee meetings. In view of the greater responsibility and the wider scope of activities, the Chair of the Supervisory Board, the Deputy Chair and the Chair of the Audit Committee are granted a higher lump-sum remuneration than the ordinary members of the Supervisory Board. The fixed annual remuneration amounts to TEUR 50 for the Chair of the Supervisory Board, TEUR 40 for his deputy and TEUR 30 for each additional member. The Chair of the Audit Committee is paid TEUR 20 for their work, and the Deputy Chair of the Audit Committee is paid TEUR 10. The fixed annual remuneration was not changed in 2022 compared to 2021.

In addition, each member is paid TEUR 1.5 for attending Supervisory Board or committee meetings in person or via video/audio conferencing system. If several sessions are held on one day, the session fee shall only be granted once for that day. The fee was not changed in 2022 compared to the previous year.

If members of the supervisory board take on a special activity in the company, they may be granted special remuneration for this by resolution of the Annual General Meeting. This was not the case in the financial year 2022.

COMPONENTS OF SUPERVISORY BOARD REMUNERATION IN TEUR	2022	2021
Chair of the Supervisory Board	50	50
Remuneration of the Deputy Chair	40	40
Remuneration members	30	30
Audit Committee Chair	20	20
Audit Committee Deputy Chair	10	10
Meeting fees for personal attendance or qualified telephone/video participation in Supervisory Board and committee meetings ¹⁾	2	2
Meeting fee per committee meeting (attendance or qualified telephone/video participation) ¹²⁾	2	2

1) Meeting fees for personal attendance or qualified telephone/video participation in Supervisory Board and committee meetings

2) not applicable if Supervisory Board meeting takes place on the same day

The remuneration is paid annually in arrears based on the approval of the Annual General Meeting. In financial year 2022, the remuneration of the members of the Supervisory Board totalled TEUR 299 (PY: TEUR 245). The increase compared to the previous year is due to the increased number of Supervisory Board meetings and the fees paid out in this connection.

The remuneration of the members of the Supervisory Board in financial years 2022 and 2021, broken down by fixed remuneration component and meeting fees, is as follows:

REMUNERATION OF THE SUPERVISORY BOARD ACCORDING TO MEMBERS IN TEUR	FIXED REMUNERATION		MEETING FEES ¹⁾		TOTAL REMUNERATION	
	2022	2021	2022	2021	2022	2021
Mag. Claudia Badstöber (Chair)	60	60	21	9	81	69
Mag. Bernhard Chwatal (Deputy Chair)	60	60	21	9	81	69
Hui-Feng Wu (Ed Wu) ²⁾	15	30	0	2	15	32
Fu-Chuan Chu (Steve Chu)	30	30	15	8	45	38
Joseph John Fijak ³⁾	15	0	11	0	0	0
Yu-Lung Lee (Max Lee) ⁴⁾	0	15	0	2	0	17
You-Mei Wu (Yolanda Wu) ⁵⁾	30	15	21	6	51	21
Total	210	210	89	35	299	245

1) Meeting fees based on the number of personal or video participations in Supervisory Board and committee meetings.

2) Hui-Feng Wu (Ed Wu) left the Supervisory Board with effect from May 6, 2022, the fixed remuneration for 2022 was calculated on a pro rata basis

3) Joseph John Fijak joined the Supervisory Board with effect from May 6, 2022, the fixed remuneration for 2022 was calculated on a pro rata basis

4) Yu-Lung Lee (Max Lee) left the Supervisory Board on June 8, 2021, the fixed remuneration 2021 was calculated on a pro rata basis

5) You-Mei Wu (Yolanda Wu) joined the Supervisory Board on June 8, 2021, the fixed remuneration 2021 was calculated on a pro rata basis

In the financial year 2022, the members of the Supervisory Board did not receive any other remuneration or other benefits for services rendered personally, such as consulting and mediation services, apart from those mentioned above.

No loans or assumption of liability in favour of members of the Supervisory Board were granted in the reporting year.

D&O insurance

The company has taken out directors' and officers' liability insurance (D&O insurance) in favour of the Executive Board and the Supervisory Board as well as the management of the consolidated subsidiaries. No deductible has been agreed for the D&O insurance, which covers the legal liability arising from Executive Board, Supervisory Board and management activities.