

Invitation to the Annual General Meeting 2022

of Siltronic AG on May 5, 2022



Overview with information pursuant to Section 125 of the German Stock Corporation Act (AktG) in conjunction with Table 3 of the Implementing Regulation (EU) 2018/1212 (EU-IR)

A. Specification of the Message		
A1	Unique identifier	Virtual Annual General Meeting of Siltronic AG on May 5, 2022 <i>(in the format specified in EU-IR: c78974fa8aa0ec11812c005056888925)</i>
A2	Type of message	Notice of General Meeting <i>(in the format specified in EU-IR: NEWM)</i>
B. Specification of the Issuer		
B1	ISIN	DE000WAF3001
B2	Name of the issuer	Siltronic AG
C. Specification of the Meeting		
C1	Date of the General Meeting	May 5, 2022 <i>(in the format specified in EU-IR: 20220505)</i>
C2	Time of the General Meeting	10:00 a.m. (CEST) <i>(in the format specified in EU-IR: 08:00 a.m. UTC)</i>
C3	Type of General Meeting	Annual General Meeting as virtual General Meeting without the physical presence of shareholders or their proxies. <i>(in the format specified in EU-IR: GMET)</i>
C4	Location of the General Meeting	Location of the General Meeting within the meaning of the German Stock Corporation Act: Haus der Bayerischen Wirtschaft, Max-Joseph-Str. 5, 80333 Munich. The physical presence at the location of the General Meeting is not possible. URL to the shareholder portal to follow the video and audio broadcast of the General Meeting as well as to exercise shareholders' rights: https://www.siltronic.com/en/investors/annual-general-meeting.html
C5	Record Date	Technical record date before the beginning of the re-registration stop is April 28, 2022, 24:00 hours (CEST) <i>(in the format specified in EU-IR: 20220428, 10:00 p.m. UTC)</i>
C6	Uniform Resource Locator (URL)	https://www.siltronic.com/en/investors/annual-general-meeting.html

Other information		
E4	Vote	<p>The vote on agenda items 2, 3, 4 and 5 each is binding. <i>(in the format specified in EU-IR: BV)</i></p> <p>The vote on agenda items 6 and 7 has recommendatory character. <i>(in the format specified in EU-IR: AV)</i></p> <p>There is no vote on agenda item 1.</p>
E5	Alternative options for voting	<p>The following options are available for agenda items 2 to 7: approval, rejection, abstention <i>(in the format specified in EU-IR: VF, VA, AB)</i></p>

Further information on the invitation to the Annual General Meeting is published under the URL above. There you can find the invitation including the agenda, requirements for participation and information on further shareholder rights.

Siltronic AG

Munich

WKN: WAF300

ISIN: EN000WAF3001

**Notice of the Annual General Meeting 2022
as virtual Annual General Meeting**

Dear Shareholders,

We hereby convene the Annual General Meeting of Siltronic AG as a virtual general meeting without the physical presence of shareholders or their proxies on

Thursday, 5. May 2022, at 10:00 a.m. (CEST)

The Annual General Meeting will be broadcasted live on the internet for shareholders or their proxies. The shareholders' voting rights will be exercised - by the shareholders themselves or by proxies - exclusively by way of postal vote or by granting power of attorney to the proxies appointed by the Company. The place of the Annual General Meeting pursuant to the German Stock Corporation Act (AktG) is the Haus der Bayerischen Wirtschaft, Max-Joseph-Str. 5, 80333 Munich.

Agenda

- 1. Presentation of the adopted annual financial statements and the approved consolidated financial statements together with the combined management report of Siltronic AG and the Group as of December 31, 2021, as well as the report of the Supervisory Board for the fiscal year 2021 and the explanatory report of the Executive Board on the disclosures pursuant to Sections 289a and 315a of the German Commercial Code (HGB)**

With the exception of the approved annual financial statements, the documents mentioned above are an integral part of the Annual Report 2021. They are available on the Siltronic AG homepage at

<https://www.siltronic.com/en/investors/annual-general-meeting.html>.

They will also be available online to shareholders during the Annual General Meeting.

The Supervisory Board has already approved the annual financial statements and consolidated financial statements prepared by the Executive Board; the annual financial statements are thus adopted. Therefore, in accordance with the applicable legal provisions, no resolution on Agenda Item 1 is proposed to be adopted.

2. Resolution on the appropriation of the net income of Siltronic AG for distribution of a dividend

The Executive Board and the Supervisory Board propose that Siltronic AG's unappropriated net income for the previous fiscal year 2021 amounting to 110,774,366,41 € be appropriated as follows:

- | | |
|---|-----------------|
| - Distribution of a dividend of 3 € per share entitled to receive a dividend
(as of March 1, 2022: 30,000,000) | 90,000,000.00 € |
| - Profit carried forward: | 20,774,366.41 € |

Should the number of no-par value ordinary shares entitled to the dividend for the past fiscal year 2021 change before the date of the Annual General Meeting, the above proposal will be amended accordingly and presented for resolution at the Annual General Meeting, with an unchanged dividend of 3.00 € per no-par value share entitled to the dividend as well as suitably amended amounts for the sum to be distributed and the carryforward.

Pursuant to Section 58 (4) sentence 2 of the German Stock Corporation Act (AktG), the entitlement to the dividend is due for payment on the third business day following the resolution of the Annual General Meeting, i.e. on May 10, 2022.

3. Resolution on the discharge of the members of the Executive Board

The Executive Board and Supervisory Board propose that the acts of the members of the Executive Board in office during the fiscal year 2021 be ratified for that period.

4. Resolution on the discharge of the members of the Supervisory Board

The Executive Board and the Supervisory Board propose that the acts of the members of the Supervisory Board in office during the fiscal year 2021 be ratified for that period.

5. Election of the auditor

The Supervisory Board proposes - based on the recommendation of the Audit Committee - that KPMG AG Wirtschaftsprüfungsgesellschaft, Munich, be appointed as auditor of the annual financial statements and the consolidated financial statements for the fiscal year 2022 and as auditor for the review of the condensed financial statements and the interim management report for the Group for the first half of the fiscal year 2022.

The Audit Committee has stated that its recommendation is free from undue influence by third parties and that no clause restricting the choice within the meaning of Article 16(6) of the EU Regulation on statutory auditors or audit firms (Regulation (EU) No 537 / 2014 of the European Parliament and of the Council of April 16, 2014 on specific requirements for the statutory audit of public interest entities and repealing Commission Decision 2005/909/EC) has been imposed on it.

6. Resolutions on the approval of the compensation report

Pursuant to Section 162 of the German Stock Corporation Act (AktG), the Executive Board and the Supervisory Board of listed companies must prepare an annual compensation report and submit it to the Annual General Meeting for approval. In accordance with Section 162 (3) of the German Stock Corporation Act (AktG), the compensation report for the financial year 2021 was examined by the auditor to determine whether the legally required disclosures pursuant to Section 162 (1) and (2) of the German Stock Corporation Act (AktG) were made. In addition to the statutory requirements, the auditors also examined the content of the report. The compensation report for the fiscal year 2021, including the auditor's report on the compensation report, is printed after this agenda in the section "Further information on agenda items".

The Supervisory Board and the Executive Board propose that the compensation report for the fiscal year 2021, prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG), be approved.

7. Resolution on the approval of the compensation system for the members of the Executive Board

Pursuant to Section 120a (1) of the German Stock Corporation Act (AktG), the Annual General Meeting decides on the approval of the compensation system for the members of the Executive Board submitted by the Supervisory Board for each material change to such compensation system, but at least every four years.

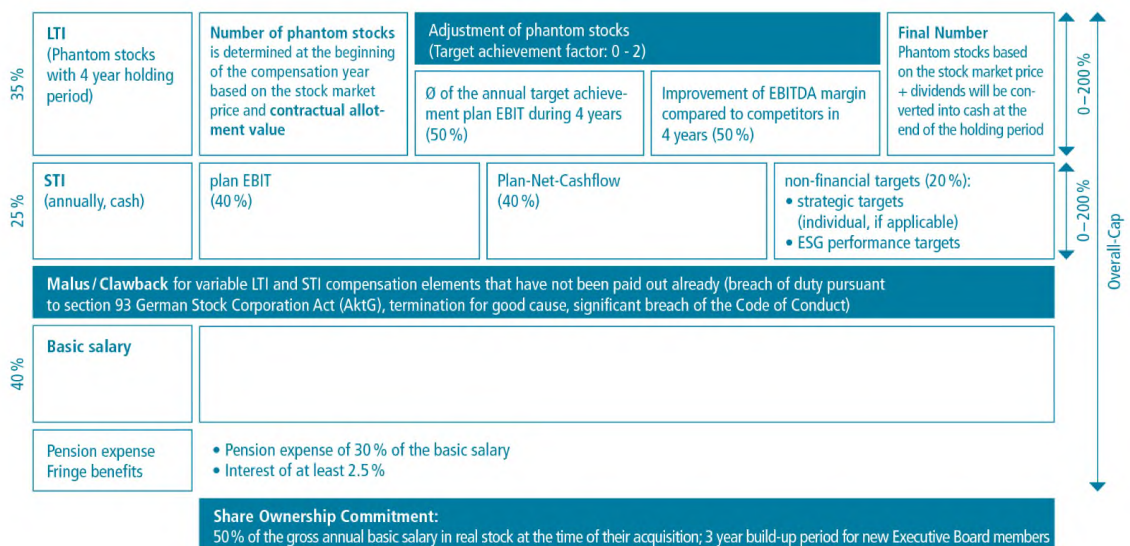
The Supervisory Board has resolved to increase the basic annual salary of the Chairman of the Executive Board from EUR 550,000.00 to EUR 600,000.00 with effect from January 1, 2022. At the same time, the maximum achievable compensation is to be increased from EUR 2,450,000.00 to EUR 2,650,000.00. Otherwise, the Executive Board compensation system, which was last approved by the Annual General Meeting on June 26, 2020 with 98.84%, remains largely unchanged. Against the background of the increase in the maximum compensation, the Supervisory Board - based on the recommendation of its Executive Committee - proposes that the compensation system for the members of the Executive Board set out below and adopted by the Supervisory Board with effect from January 1, 2022 be approved.

A. MAIN FEATURES OF THE COMPENSATION SYSTEM FOR THE MEMBERS OF THE EXECUTIVE BOARD OF SILTRONIC AG

The system for the compensation of the members of the Executive Board is clear and comprehensible.

The compensation system applies to all Executive Board members retroactively as of January 1, 2022, as well as to all new service contracts to be concluded with Executive Board members and reappointments.

Model adjusted compensation system



B. THE COMPENSATION SYSTEM IN MORE DETAIL

I. Maximum compensation (Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act (AktG))

The total compensation to be granted for a fiscal year (sum of all compensation amounts spent for the fiscal year in question, including basic annual salary, variable compensation components, pension expenses (service costs) and fringe benefits) of the members of the Executive Board (irrespective of whether it is paid in this fiscal year or at a later date) is limited to a maximum amount ("**Maximum Compensation**"). The Maximum Compensation for the Chairman of the Executive Board amounts to € 2,650,000.00 and for other members of the Executive Board to € 1,810,000.00 each. As explained in more detail below, the variable compensation components are also limited to twice their respective target amount.

II. Contribution of compensation to promoting the business strategy and long-term development of Siltronic AG (Section 87a (1) sentence 2 no. 2 of the German Stock Corporation Act (AktG))

The compensation system contributes to Siltronic AG's business strategy of sustainably strengthening its position as a leading manufacturer of semiconductor wafers by defending its technological position, expanding its capacities in line with market growth and generating profit and positive cash flow through continuous improvement of its cost position throughout all market cycles.

The compensation system provides incentives that are consistent with and support this business strategy: Unless otherwise agreed, the financial targets of the short-term variable compensation (short-term incentive, "**STI**") relate to the performance categories 'plan EBIT' and 'plan net cash flow', thus promoting the focus on profitability and the generation of positive cash flow. The non-financial objectives of the STI support the strategic development of the Company which also includes social and ecological aspects. As an important step towards linking the compensation to the long-term development of the Company, the portion of the long-term variable compensation (long-term incentive, "**LTI**") exceeds the portion of the STI and the assessment basis is four years. The performance factor in the LTI provides incentives for long-term profitability and operational improvement compared with competitors.

Finally, the compensation system helps to attract qualified executives and retain them in the long term.

III. Compensation components (Section 87a (1) sentence 2 no. 3 of the German Stock Corporation Act (AktG))

1. Overview of the compensation components and their respective relative share of the compensation

The compensation of the members of the Executive Board consists of fixed and variable components. The fixed components include the fixed annual salary, fringe benefits and the company pension scheme. Variable components are the STI and the LTI. The relative share of all fixed and variable compensation components is explained below in connection with the total target compensation. The total target compensation for the respective fiscal year is composed of the fixed annual salary, for the STI the target value in case of a 100% target achievement, for the LTI the allocation value that corresponds to 100% of the target achievement, the pension expense (service costs) and fringe benefits.

Without taking into account the Company pension scheme and fringe benefits, the share of the fixed compensation amounts to 40% of the total target compensation and the share of the variable compensation to 60% of the total target compensation. Within the variable compensation, the STI (100% target achievement) represents 25% of the total target compensation and the LTI (allocation value corresponding to 100% of the target achievement) represents 35% of the total target compensation.

Taking into account the Company pension scheme and fringe benefits, the share of fixed compensation (fixed annual salary, pension expense (service costs) and fringe benefits) for the CEO Dr. von Plotho for the fiscal year 2022 amounts to 49% of the total target compensation and the share of variable compensation to 51% of the total target compensation. Within the variable compensation, the STI (100% target achievement) represents 21% of the total target compensation and the LTI (allocation value corresponding to 100% of the target achievement) represents 30% of the total target compensation.

In case of Mr. Irle, taking into account the Company pension scheme and fringe benefits, the share of fixed compensation (fixed annual salary, pension expense (service costs) and fringe benefits) is 52% of the total target compensation and the part of the variable compensation to 48% of the total target compensation. Within the variable compensation, the STI (100% target achievement) represents 20% of the total target compensation and the LTI (allocation value corresponding to 100% of the target achievement) represents 28% of the total target compensation.

The percentages stated may vary by a few percentage points for future fiscal years or for any new appointments. Deviations may result from the actuarial calculation of service costs updated for each fiscal year or relating to new appointments, as well as from any changes in fringe benefits.

2. Fixed compensation components

2.1 Basic annual salary

The basic annual salary is a fixed cash payment for the entire year, based on the area of responsibility of the respective member of the Executive Board. It is paid as a salary in twelve monthly instalments.

2.2 Company pension scheme

Executive Board members are initially entitled to a basic Company pension through the Wacker Chemie VVaG pension fund. For this purpose, the Company and the Executive Board make monthly contributions to the pension fund.

In addition, they are entitled to a supplementary Company pension from the Company. The Company provides a pension expense of 30% of the basic annual salary each year. The pension expenses saved up to the time of retirement are credited to a notional capital account and bear interest at the current yield, but at a minimum of 2.5% and a maximum of 5%. The pension is calculated by multiplying this pension capital according to the status of the corresponding capital account at the time of the occurrence of the pension case by the pension factor applicable to the respective retirement age of the Executive Board member at the time of the occurrence of the pension case. Alternatively, in the event of a pension being payable, the member of the Executive Board can choose a lump-sum payment instead of the promised lifelong retirement and disability pension, which corresponds to the pension capital at the time of the pension payment.

The gross amount of the monthly pension to be paid after retirement (based on the employer-financed portion) is limited for the members of the Executive Board to 50% of the monthly installment of the basic annual salary last received by the respective Executive Board member from the Company (pension cap).

Members of the Executive Board who have been promised deferred compensation in the past may continue to receive this compensation to the same extent as before.

The current members of the Executive Board receive an additional monthly amount (gross) from the Company in the amount of the employer's contribution to the statutory pension scheme as a building block for building up a private pension scheme. Such a component will no longer be granted in the event of future appointments of new Executive Board members.

2.3 Fringe benefits

As a fringe benefit by the Company, the members of the Executive Board have a company car at their disposal, also for private use. In addition, there is a D&O insurance policy with a deductible in accordance with the requirements of the German Stock Corporation Act (AktG) amounting to 10% of the damage up to one and a half times the basic annual salary. In addition, the members of the Executive Board are included in the criminal legal expenses insurance that the Company has taken out for its employees and members of its executive bodies. This insurance covers any lawyer and court costs incurred in the defense in criminal or misdemeanor proceedings. In addition, the members of the Executive Board are included in an accident insurance policy for accidents on and off the job. The members of the Executive Board also receive a subsidy for health and long-term care insurance as well as costs in connection with a medical check-up.

3. Variable compensation components

3.1 STI

The STI is a performance-related bonus with a one year assessment period. The basis for the STI is the achievement of the performance targets set by the Supervisory Board for each fiscal year at the beginning of the fiscal year. The performance targets consist of financial targets and non-financial targets. Unless otherwise specified, the financial targets relate to the performance categories 'plan EBIT' (40%) and 'plan net cash flow' (40%). The non-financial targets relate to strategic targets (10%; in case of several strategic targets, the weighting between the targets is determined by the Supervisory Board), which may also include personal/individual targets for the member of the Executive Board, as well as environmental, social and prudent corporate management (governance) targets - so-called ESG targets - (10% in total; in case of several ESG targets, the weighting between the targets is determined by the Supervisory Board). The ESG targets are based on the targets defined by the Company in the Company's sustainability strategy, from which the Supervisory Board selects annually. The Supervisory Board is entitled to determine other or further suitable performance categories and targets for future assessment periods and to set a different weighting. The amount paid out for the STI is calculated by multiplying the total target achievement factor (sum of the target achievement factors in the performance categories and non-financial targets) for the compensation year by the contractually agreed target value. The STI is limited to a maximum of twice the target value. The STI is determined by the Supervisory Board within the first three months of the fiscal year following the year of compensation. If the Executive Board member does not work for the Company for a full twelve months in any one fiscal year, the STI is reduced accordingly on a pro rata basis.

The STI becomes due for payment with the fixed salary for the month following the month of determination. In the event of extraordinary events or developments, e.g. the acquisition or sale of a business unit, the Supervisory Board is entitled to make appropriate adjustments to the plan conditions of the STI at its reasonable discretion.

3.2 LTI

The LTI is designed as a share-based performance share plan with a four year performance period or holding period for the phantom stocks (performance shares). The allotment value agreed in the service contract is initially converted into granted phantom stocks on the basis of the average weighted closing price of the share of the XETRA trading (or a comparable successor system) on the Frankfurt Stock Exchange on the last 30 trading days prior to the first day of the compensation year. The phantom stocks are held for a period of four years, calculated from the beginning of the compensation year. The basis for the LTI and the final number of phantom stocks is the achievement of the targets set by the Supervisory Board for each performance period. For each performance period, the performance targets are set by the Supervisory Board at the beginning of the performance period. Unless otherwise specified, the performance targets relate to the performance categories EBITDA margin improvement/deterioration in comparison with competitors over the performance period (50%) and average annual plan EBIT target achievement of the Company over the four year performance period (50%; each year of the performance period equally weighted). The Supervisory Board is entitled to determine other or further suitable performance categories and targets and a different weighting for future assessment periods. The LTI is settled in cash. For this purpose, the final number of phantom stocks is first calculated by multiplying the granted number of phantom stocks by the overall target achievement factor (sum of the target achievement factors in the performance categories). The amount of the cash settlement is based on the average weighted closing price of the share of the XETRA trading (or a comparable successor system) on the Frankfurt Stock Exchange on the last 30 trading days of the performance period and the sum of the dividends that would have been distributed for real shares during the performance period. The amount of the LTI is determined by the Supervisory Board within the first three months of the fiscal year following the last fiscal year of the performance period. The LTI becomes due for payment with the fixed salary for the month following the month of the determination. In the event of extraordinary events or developments, e.g. in the event of the acquisition or sale of a business unit, the Supervisory Board is entitled to adjust the plan conditions of the LTI at its reasonable discretion.

IV. Performance criteria for granting variable compensation components (Section 87a (1) sentence 2 no. 4 of the German Stock Corporation Act (AktG))

The financial and non-financial performance criteria already presented under B.III.3 contribute to the promotion of the business strategy and the long-term development of the Company and their achievement is measured as follows:

1. STI

The overall target achievement factor (performance factor) of the STI is based on financial and non-financial performance targets of strategic relevance to the Company.

The performance criterion 'plan EBIT' (40%) provides incentives to strengthen the Company's operational earning power. EBIT measures earnings before interest and taxes as defined in more detail in the Company's Annual Report. With regard to the tax relief from which the Singapore subsidiary benefits for its investments, it makes sense to choose a ratio that excludes local taxation and the financial structure of the Company. Furthermore, the key figure EBIT takes depreciation and amortization into account and - against the background of the capital intensity of the semiconductor sector - only promotes investments that achieve an appropriate return on capital employed.

The performance criterion 'plan net cash flow' (40%) is based on one of the key financial control parameters used to manage the Company. The net cash flow shows whether the necessary investments in property, plant and equipment and intangible assets can be financed from the Company's own operating activities. In addition to profitability, the main influencing factors are effective management of net working capital and the level of capital expenditure. Net working capital is the sum of inventories and trade receivables less trade payables. A positive net cash flow is particularly important in a cyclical industry. Influencing factors for this performance category are in particular cost performance, good working capital management and an appropriate investment policy. On the other hand, factors of a non-operating nature, such as inflows and outflows of customer prepayments and changes in non-operating current assets are not considered in the benefits category.

The non-financial targets contribute equally to promoting the business strategy: 10% of the overall target achievement factor will be based on one or two strategic targets. The Supervisory Board pays particular attention to the strategic focus issues for the compensation year. For the fiscal year 2022, for example, the Supervisory Board has set a target relating to the project development of a big investment project (FabNext).

A further 10% of the overall target achievement factor of the STI is based on one or more ESG targets. The ESG objectives are based on the sustainability targets defined by the Company as part of its business strategy. For the fiscal year 2022, the Supervisory Board has set quantitative ESG targets for the prevention of occupational accidents (measured on the basis of occupational accidents with lost work time per million hours worked), for the efficient use of silicon in wafer production (measured on the basis of silicon growth), for reducing the consumption of water (per cm² of wafer area), for reducing greenhouse gas emissions in accordance with the adopted climate strategy (Scope 1 and Scope 2 according to the Science Based Targets Initiative and for waste avoidance. The sustainability strategy and the Company's main non-financial objectives are published in the non-financial report, which contains further information on the sustainability strategy.

The overall target achievement factor is decisive for the STI payout amount. This is calculated by multiplying the overall target achievement factor for the compensation year by the contractually agreed target value. For each performance category and each non-financial target, the Supervisory Board sets a target value, a minimum value and a maximum value at the beginning of the fiscal year. The target value corresponds to a target achievement of 100% or a target achievement factor of 1. The annual overall target achievement factor corresponds to the weighted sum of the target achievement factors in the performance categories and non-financial targets. The maximum overall objective achievement factor is 2 or 200%. For the purpose of setting the financial performance criteria, the Supervisory Board takes into account the budget approved by the Supervisory Board or the forecast values stored for the Siltronic Group. The achievement of targets is measured by means of the financial ratios published in the consolidated financial statements. The measurements for the non-financial indicators are based on the Company's internal sustainability reporting, which also forms the basis for the indicators published in the Company's non-financial report.

2. LTI

The overall target achievement factor (performance factor) of the LTI is based on economic indicators that take into account the long-term viability of the Company. The overall target achievement factor is decisive for the number of phantom stocks to be finally settled in cash.

For the overall target achievement factor, a 50% change in the Company's EBITDA margin in comparison with competitors over the performance period is relevant, i.e. in comparison with other wafer manufacturers. The group of wafer manufacturers is defined by the Supervisory Board. The selection is disclosed in the compensation report. The EBITDA margin is defined as earnings before interest, taxes, depreciation and amortization, including impairment losses and, where applicable, reversals of impairment losses. It is one of the Siltronic Group's financial control parameters for measuring profitability in comparison with competitors.

With this performance criterion, the Supervisory Board would like to create incentives for a performance that is demanding by industry standards. At the beginning of the compensation year, the Supervisory Board sets a target value, a maximum value and a minimum value for the performance category EBITDA margin improvement/deterioration. To determine the EBITDA development, the Supervisory Board first determines the average EBITDA margin of the four reported quarters preceding the four-year performance period for the Company and for each peer company and compares it with the average EBITDA margin of the four reported quarters prior to the end of the performance period. In the second step, the EBITDA development thus determined is used to determine the percentage by which the EBITDA margin has improved or deteriorated for the Company and for each comparable company; the average is then calculated for the comparable companies. The third step is to determine by what percentage the Company's EBITDA margin deviates from the average EBITDA margin change of the peer companies. Based on the percentage determined, the achievement of the objectives is calculated in a fourth step.

A further 50% of the overall target achievement factor is based on the average Company performance over the four year performance period, i.e. the average of the annual plan EBIT target achievement of the Company over the four year performance period. The definition of objectives and the measurement of target achievement follows the STI's plan EBIT target.

The annual overall target achievement factor corresponds to the weighted sum of the target achievement factors in the performance categories. The maximum overall target achievement factor is 2 or 200%.

In addition, the members of the Executive Board participate in the long-term share price development over the performance period: The contractually agreed allotment value for the LTI at the beginning of the performance period is based on the stock price of the Company's share on the last 30 trading days prior to the beginning of the performance period. The cash settlement at the end of the performance period depends on the share price of the Company on the last 30 stock exchange trading days of the performance period as well as the total dividends distributed during the performance period.

V. Options for the Company to reclaim variable compensation components (Section 87a (1) sentence 2 no. 6 of the German Stock Corporation Act (AktG))

The Supervisory Board may reduce the amount paid out under the STI and the LTI by up to 100% upon termination of the Executive Board member's service contract due to termination by the Company for good cause, in the event of a breach of duty within the meaning of Section 93 of the German Stock Corporation Act (AktG) or a material breach of the Company's Code of Conduct by the Executive Board member during the assessment period - in case of the STI during the relevant one year assessment period, in case of the LTI during the relevant four year assessment period in each case. The reduction of the amount paid out is at the dutiful discretion of the Supervisory Board.

VI. Share-based payment (Section 87a (1) sentence 2 no. 7 of the German Stock Corporation Act (AktG))

In addition to the LTI as a share-based performance share plan with a four year performance period, the share ownership commitment for the Executive Board is another key component of the compensation system. The members of the Executive Board are obliged to acquire shares amounting to 50% of a basic annual salary (gross amount) and to hold these shares for the duration of their appointment to the Executive Board. The value of the shares at the time of acquisition is decisive. The current members of the Executive Board, Dr. von Plotho and Mr. Irle, fulfil this share retention obligation by means of the shares held by them at the time of the conclusion of their service contract in March 2020, based on the value of the shares at the time of the first creation of a share retention obligation on September 14, 2017. In addition to the LTI, the share retention obligation provides an additional incentive for the long-term development of the enterprise value beyond the respective four year performance period.

VII. Compensation-related legal transactions (Section 87a (1) sentence 2 no. 8 of the German Stock Corporation Act (AktG))

1. Terms and conditions for the termination of compensation-related legal transactions, including the respective notice periods (No. 8a)

The service contracts of the current members of the Executive Board have the following terms and termination provisions:

The service contract with Dr. von Plotho currently runs until December 31, 2023. The service contract with Mr. Irle runs until December 31, 2025.

In addition, the service contract ends without notice at the end of the quarter in which the permanent disability of an Executive Board member is determined.

There is no special right of termination in the event of a change of control, nor is there any promise of benefits in the event of premature termination of Executive Board activities due to a change of control.

2. Compensation for dismissal (No. 8b)

In the event of premature termination of the service contract, any payments to be agreed, including fringe benefits, may not exceed the value of two years' compensation or the value of the compensation for the remaining term of the service contract within the meaning of recommendation G.13 of the German Corporate Governance Code (GCGC) as amended on December 16, 2019 (severance payment cap). In the event of premature termination by the Company for good cause, a severance payment is excluded.

The members of the Executive Board are each subject to a post-contractual non-competition obligation for a period of twelve months after termination of their service contracts. During this period, they are entitled to a waiting allowance amounting to 100% of the last annual basic salary received. Any benefits paid under the Company pension scheme and any income earned from activities not covered by the waiting period obligation are offset against the waiting period compensation if this additional income exceeds the total annual compensation (the amount paid out is decisive) of the last full year of service as a member of the Executive Board. If the Company pays a compensation for waiting periods, the severance payment will be credited against the compensation for waiting periods.

If the service relationship ends otherwise than as a result of termination by the Company for good cause, the entitlement to the STI and the LTI remains subject to the general contractual provisions on settlement and payment.

The main features of the pension and early retirement schemes are already explained in the information provided under B.III.2.

VIII. Consideration of the compensation and employment conditions of employees when determining the compensation system (Section 87a (1) sentence 2 no. 9 of the German Stock Corporation Act (AktG))

The Supervisory Board annually reviews the compensation of the Executive Board members in comparison with the average compensation of senior management and management (senior management circle) as well as with the average compensation of Siltronic AG's non-tariff and tariff employees in Germany (vertical comparison). This is done on the one hand regarding the fixed salary (including fringe benefits) and on the other hand including the variable compensation (without pension).

Within the framework of this vertical comparison, the target compensation and basic salary of the members of the Executive Board (excluding pensions and fringe benefits) are each set in relation to the average compensation of employees at the above-mentioned function levels and a factor.

IX. Procedures for determining, implementing and reviewing the compensation system (Section 87a (1) sentence 2 no. 10 of the German Stock Corporation Act (AktG))

The Supervisory Board determines the system and the amount of the compensation of the Executive Board, including the maximum compensation, on the basis of a proposal by the Executive Committee of the Supervisory Board.

The Supervisory Board submits the resolved compensation system to the Annual General Meeting for approval. The Supervisory Board regularly reviews the system and level of compensation of the Executive Board for appropriateness. To this end, it conducts an annual vertical comparison of the compensation of the Executive Board with that of the workforce (see VIII.). Secondly, the level and structure of compensation is compared with a peer group of German listed companies defined by the Supervisory Board, which have similar key figures and whose composition is published.

In the event of significant changes, but at least every four years, the compensation system is again submitted to the Annual General Meeting for approval.

If the Annual General Meeting does not approve the system submitted for voting, the Supervisory Board shall submit a reviewed compensation system to the Annual General Meeting for approval at the latest in the following Annual General Meeting.

The present compensation system applies to all members of the Executive Board with retroactive effect from January 1, 2022, as well as to all new service contracts to be concluded with Executive Board members and in the event of re-appointments.

The Supervisory Board may temporarily deviate from the compensation system (procedures and regulations on compensation structure) and its individual components as well as with regard to individual compensation components of the compensation system or introduce new compensation components if this is necessary in the interest of the long-term well-being of the Company.

Further information on items of the agenda

Compensation report (on agenda item 6)

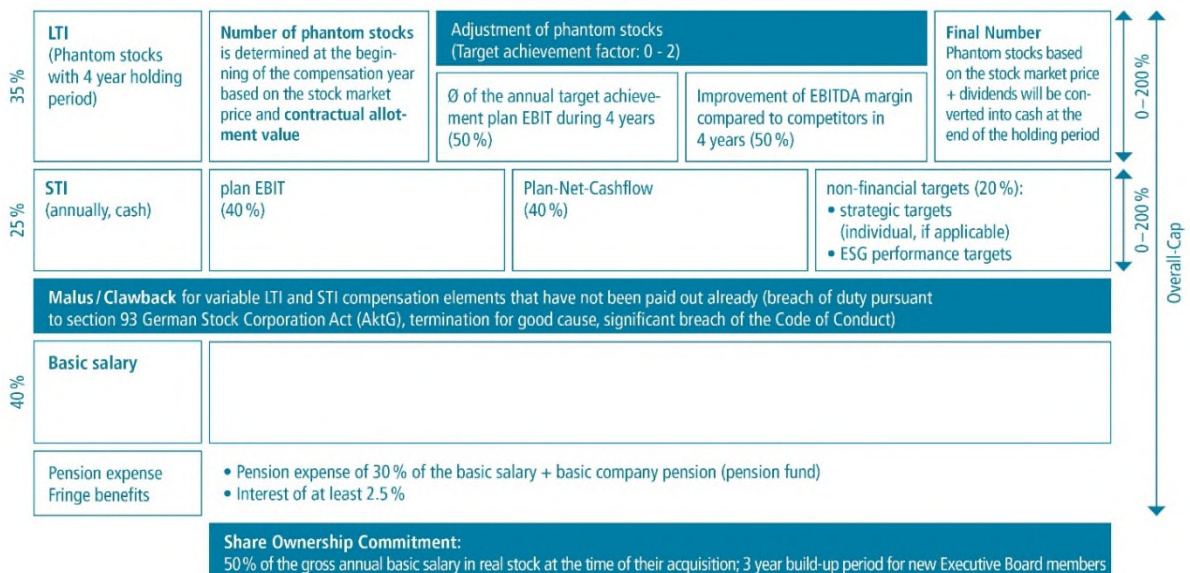
The following compensation report complies with the requirements of Section 162 of the German Stock Corporation Act (AktG) as amended by the Act Implementing the Second Shareholders' Rights Directive (ARUG II). Due to the changed regulatory conditions, the compensation report was prepared jointly by the Executive Board and Supervisory Board and adopted by both bodies on March 8, 2022. The unqualified report on the audit is printed at the end of the compensation report. This compensation report will be submitted to the Annual General Meeting on May 5, 2022 for approval.

Overview of Executive Board compensation system

A full description of the compensation system can be found in the invitation to the 2020 Annual General Meeting, which is available on our corporate website.

The compensation system contributes to furthering Siltronic AG's business strategy of sustainably consolidating its position as one of the leading manufacturers of semiconductor wafers by defending its technology position, expanding its capacity in line with market growth, and thereby generating profit and cash flow across all market cycles by continuously improving its cost position

Model compensation system



Compensation 2021

Important events in the compensation year 2021

Effective with the fiscal year 2021, the Supervisory Board had increased the basic salary of Rainer Irle from EUR 360,000 to EUR 390,000.

Against the background of the announced voluntary public tender offer by GlobalWafers, the share ownership commitment was adjusted by resolution of the Supervisory Board on December 9, 2020, so that the members of the Executive Board have the option to tender the shares held by them under the share ownership commitment in the context of the tender offer. The Executive Board members made use of this option. However, they were obliged to continue to hold the shares in accordance with the previous rules until completion of the offer. As the tender offer was not completed by the long stop date of January 31, 2022 due to the lack of approval under foreign trade law from the German Federal Ministry for Economic Affairs and Climate Action, the existing rule on the shareholding obligation for the Executive Board members will continue to apply unchanged.

The following graphic provides an overview of the main components of the compensation system, the targets set and their strategic relevance in the fiscal year 2021.

Main components of the compensation system

Component	Strategic Reference	Implementation
Remuneration not linked to performance		
Annual basic salary	Attraction/retention of qualified management personnel	<ul style="list-style-type: none"> • CEO Dr. Christoph von Plotho: 550,000 EUR • CFO Rainer Irle: 390,000 EUR • fixed salary in 12 monthly instalments
Fringe benefits	Granting of compensation at market rates and assumption of costs in connection with Executive Board activities	<ul style="list-style-type: none"> • Commitment to assume costs or non-cash benefits, including inter alia for a company car, health care, legal fees and subsidies to build up a private pension plan
Pension benefit	Adequate benefit as part of competitive remuneration	<ul style="list-style-type: none"> • 30 % of the basic salary is added to a fictitious capital account and bears interest at 2.5 % to a maximum of 5 % + basic company pension (pension fund) • Pension cap: 50 % of the last monthly basic salary received before the insured even
Remuneration linked to performance		
Annual bonus STI	Focusing on profitability and generating positive cash flow. Supporting the strategic development of the Company, which also includes social and environmental aspects.	<p>Financial KPIs:</p> <ul style="list-style-type: none"> • plan EBIT (40 %) • Plan-Net-Cashflow (40 %) <p>Non-financial KPIs</p> <ul style="list-style-type: none"> • strategic target (10 %): project FabNext • ESG (10 %): <ul style="list-style-type: none"> • work safety, silicon yield, energy consumption, water consumption, recycling <p>Cap: 200 %</p>
Long-term share-based compensation LTI	Strengthening the long-term sustainability and sustainable development of the Company	<ul style="list-style-type: none"> • 4 year performance period for phantom stocks (stock market price + dividends) • KPIs for multiplication of the phantom stocks: <ul style="list-style-type: none"> • Ø of the plan EBIT target achievement (50%) • EBITDA margin of the Company compared to the competitor market (50%) • Cap: 200 %
Benefits in case of termination		
Mutual termination	Avoidance of unreasonably high severance payments	<ul style="list-style-type: none"> • Cap: compensation payment limited to remaining term, max. 2 years' compensation (in accordance with GCGC)
Post-contractual non-competition clause	Knowhow protection, competitiveness	<ul style="list-style-type: none"> • Compensation for waiting: 12 months in the amount of basic annual salary
Further regulations of the compensation system		
Share Ownership	Alignment of interests of the Executive Board and shareholders	<ul style="list-style-type: none"> • Shareholding obligation in the amount of 50 % of the annual basic salary (gross amount) in shares • Relevant date for current Executive Board members: Sept. 14, 2017
Malus/Clawback	Sanctions/incentives against compliance violations	<ul style="list-style-type: none"> • Payment amount for STI/LTI may be withheld: <ul style="list-style-type: none"> • good cause pursuant to section 93 of the German Stock Corporation Act (AktG) • significant breach of the Code of Conduct
Max. remuneration	Avoidance of unreasonably high payouts	<ul style="list-style-type: none"> • CEO EUR 2,450,000 • Executive Board member EUR 1,810,000

Determination of the target compensation and maximum compensation for the fiscal year 2021

Based on the compensation system, the Supervisory Board has set the following specific target compensation for the fiscal year 2021 upon recommendation of the Executive Committee of the Supervisory Board.

	Dr. Christoph von Plotho, CEO				Rainer Irle, CFO			
	2021				2021			
	Target	in %	Minimum	Maximum	Target	in %	Minimum	Maximum
Basic salary	550,000	37%	550,000	550,000	390,000	33%	390,000	390,000
Short term variable compensation								
STI for 2021	343,750	23%	0	687,500	243,750	20%	0	487,500
Long term variable compensation								
LTI 2021-2024	481,250	33%	0	962,500	341,250	28%	0	682,500
Target compensation	1,375,000	93%		2,200,000	975,000	81%		1,560,000
Fringe benefits	30,000	2%			30,000	3%		
Pension expense (service cost)	68,111	5%			194,455	16%		
Total target compensation	1,473,111	100%		2,450,000	1,199,455	100%		1,810,000

In addition to the caps for the individual variable compensation components (STI: 200 percent, LTI: 200 percent), the Supervisory Board has, in accordance with Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act (AktG), set a binding maximum compensation in the compensation system that comprises all compensation amounts paid for a given fiscal year (annual basic salary, variable compensation components, pension expenses or service costs, and fringe benefits). The maximum compensation for the fiscal year 2021 for the CEO Dr. Christoph von Plotho is EUR 2,450,000 and for the CFO Rainer Irle is EUR 1,810,000. The final inflow for the fiscal year 2021 can only be determined after the expiry of the four-year holding period for the phantom stocks of the LTI at the beginning of the fiscal year 2025. If the total compensation determined thereafter for the fiscal year 2021 exceeds the defined maximum compensation, the cash settlement of the LTI for the fiscal year 2021 will be reduced accordingly.

Procedures for establishing, implementing and reviewing the appropriateness of the compensation system

Based on a proposal by the Executive Committee of the Supervisory Board, the Supervisory Board determines the system and the amount of the Executive Board compensation, including the maximum compensation. The Supervisory Board submits the resolved compensation system to the Annual General Meeting for approval.

The Supervisory Board regularly reviews the system and the level of the Executive Board compensation for appropriateness. To this end, it conducts an annual vertical comparison of the Executive Board compensation. In doing so, it considers the basic and target compensation in relation to the comparative groups of management and other employees. Secondly, the level and structure of the compensation is compared with a peer group of German listed companies defined by the Supervisory Board, which have similar key figures and whose composition is published (horizontal comparison). For the formation of this peer group, it was not possible to draw on the wafer competitors, as they only publish insufficient compensation information and are not listed in Europe. The Supervisory Board therefore formed a peer group of German listed companies that are listed in the MDAX, TecDAX or SDAX and have similar key figures. This includes Carl Zeiss Meditec AG, Fuchs Petrolub SE, Gerresheimer AG, Jenoptik AG and Sartorius AG.

In case of significant changes, but at least every four years, the compensation system is again submitted to the Annual General Meeting for approval.

The system and the level of the Executive Board compensation are determined by the full Supervisory Board on the basis of a proposal by the Executive Committee of the Supervisory Board and regularly reviewed for appropriateness. The compensation system for the Executive Board was last adjusted for the fiscal year 2020. It was approved by the Annual General Meeting on June 26, 2020 with 98.84 percent of the votes cast and forms the basis for the compensation of the Executive Board in 2021.

Fixed compensation components

Basic annual salary

The basic annual salary is a fixed cash payment for the entire year, based on the respective Executive Board member's area of responsibility. In 2021, Dr. Christoph von Plotho received a basic annual salary of EUR 550,000 and Rainer Irlé received a basic annual salary of EUR 390,000, each of which was paid in twelve monthly installments.

Company pension scheme

Executive Board members are initially entitled to a basic Company pension through the Wacker Chemie VVaG pension fund. For this purpose, the Company and the Executive Board make monthly contributions to the pension fund.

In addition, Dr. Christoph von Plotho is entitled to a supplementary Company pension from the Company up to and including the fiscal year 2021 as follows:

The agreed basic annual salary is regarded as pensionable income. The benefits from this supplementary company pension plan consist of retirement pensions, early retirement pensions, disability pensions and surviving dependents' pensions.

The pension expense for a fiscal year is 15 percent (above 150 percent of the applicable contribution assessment ceiling for statutory pension insurance) or 12.25 percent of the basic annual salary (between 100 and 150 percent of the contribution assessment ceiling). The pension expense forms the assessment basis for the amount of the pension benefit. The pension benefit payable annually after the occurrence of the insured event amounts to 18 percent of the total pension expense provided by the Company up to that point. Entitlement to a pension arises when the service contract is terminated, but not before the employee reaches the age of 65, or if the employee becomes incapacitated for work.

Deviating from the above, the following applies to entitlements acquired following the new appointment of members of the Executive Board and for Dr. Christoph von Plotho after January 1, 2022 and for Rainer Irle after January 1, 2021:

The Company provides a pension expense of 30 percent of the basic annual salary each year. The pension expenses saved up to the time of retirement are credited to a notional capital account and bear interest at the current yield, but at a minimum of 2.5 percent and a maximum of 5 percent. The pension is calculated by multiplying this pension capital according to the status of the corresponding capital account at the time of the occurrence of the pension case by the pension factor applicable to the respective retirement age of the Executive Board member at the time of the occurrence of the pension case. Alternatively, in the event of a pension being payable, the member of the Executive Board can choose a lump-sum payment instead of the promised lifelong retirement and disability pension, which corresponds to the pension capital at the time of the pension payment.

The gross amount of the monthly pension to be paid after retirement (based on the employer-financed portion) is limited for the members of the Executive Board to 50 percent of the monthly installment of the basic annual salary last received by the respective Executive Board member from the Company (pension cap).

Members of the Executive Board who have been promised deferred compensation in the past may continue to receive this compensation to the same extent as before.

The current members of the Executive Board receive an additional monthly amount (gross) from the Company in the amount of the employer's contribution to the statutory pension scheme as a building block for building up a private pension scheme. Such a component will no longer be granted in the event of future appointments of new Executive Board members.

The following overview shows the pension expense and the present value of the defined benefit obligations for fiscal year 2021.

EUR	Benefit obligations		Pension expense	
	2021	2020	2021	2020
Dr. Christoph von Plotho	2,985,634	2,905,485	89,838	94,590
Rainer Irle	2,596,909	2,681,427	237,133	190,098

As of December 31, 2021, the pension obligations for former members of the Executive Board and their surviving dependents amounted to EUR 7,291,057 and received remuneration of EUR 287,436.

Fringe Benefits

As a fringe benefit by the Company, the members of the Executive Board have a company car at their disposal, also for private use. The members of the Executive Board also receive a subsidy for health and long-term care insurance as well as costs in connection with a medical check-up. The fringe benefits also include legal fees to be reimbursed and the above-mentioned subsidies for building up a private pension or the non-cash benefit of the aforementioned benefits.

Insurance

In addition, there is a D&O insurance policy with a deductible in accordance with the requirements of the German Stock Corporation Act (AktG) amounting to 10 percent of the damage, up to one and a half times the basic annual salary. In addition, the members of the Executive Board are included in the criminal legal expenses insurance that the Company has taken out for its employees and members of its executive bodies. This insurance covers any lawyers' and court costs incurred in the defense in criminal or misdemeanor proceedings. In addition, the members of the Executive Board are included in an accident insurance policy for accidents on and off the job.

Variable compensation components

Performance related bonus

The STI is a performance-related bonus with a one-year assessment period. The basis for the STI is the achievement of the performance targets set by the Supervisory Board for each fiscal year at the beginning of the fiscal year. The performance targets consist of financial targets and non-financial targets relevant to the Company. The financial targets set by the Supervisory Board for the fiscal year 2021 relate to the performance categories 'plan EBIT' (40 percent) and 'plan net cash flow' (40 percent).

The performance criteria further the long-term development of the Company as follows:

The performance criterion ‘plan EBIT’ sets incentives to strengthen the Company’s operating earning power. EBIT measures earnings before interest and taxes. With regard to the tax relief from which the Singapore subsidiary benefits for its investments, it makes sense to choose a ratio that excludes local taxation and the financial structure of the Company. Furthermore, the key figure EBIT takes depreciation and amortization into account and – against the background of the capital intensity of the semiconductor sector— only promotes investments that achieve an appropriate return on capital employed.

The performance criterion ‘plan net cash flow’ is based on one of the key financial control parameters used to manage the Company. The net cash flow shows whether the necessary investments in property, plant and equipment and intangible assets can be financed from the Company’s own operating activities. In addition to profitability, the main influencing factors are effective management of net working capital and the level of capital expenditure. Net working capital is the sum of inventories and trade receivables plus contract assets less trade payables. A positive net cash flow is particularly important in a cyclical industry. Influencing factors for this performance category are in particular cost performance, good working capital management and an appropriate investment policy. On the other hand, inflows and outflows of customer and supplier prepayments are not considered, unless they relate to investments in property, plant and equipment and intangible assets.

The non-financial targets relate to strategic targets (10 percent) as well as targets related to environment, social and prudent corporate management (governance) – so called ESG targets – (10 percent in total).

STI 2021

Various milestones for the FabNext project were agreed as strategic goals, which include a feasibility study and project planning for a second factory at the Group site in Singapore. The Supervisory Board approved the project at its meeting on July 27, 2021. The Supervisory Board waived individualization of the strategic objective for the Executive Board members, which is possible under the compensation system, in order to take account of the collective responsibility of the Executive Board as a body for the important FabNext project.

The quantitative ESG targets set by the Supervisory Board (10 percent) comprise key figures for the avoidance of occupational accidents (measured on the basis of lost-time accidents per million hours worked), the efficient use of silicon in wafer production (measured on the basis of silicon yields), the reduction of consumption of energy and water (per cm² of wafer area), and the recycling rate, which add up to an ESG performance index.

In line with the compensation system, the targets set and the levels of target achievement are published ex-post, provided they do not contain any confidential or competition-relevant information, in order to further increase the transparency of Executive Board compensation. The target setting and target achievement in the bonus (STI) applicable for fiscal year 2021 are shown in the table below.

The targets for the financial performance criteria were significantly exceeded. For the measurement of the target achievement, the respective unplanned and earnings-increasing effects from the (not completed) public tender offer by GlobalWafers GmbH and from the write-up of a building are not taken into account. This reduces the actual value for the relevant EBIT target by EUR 20 million compared to the reported value. In the target measurement of the performance category net cash flow, the unplanned liquidity-improving effect of the non-completed tender offer on cash flow was reduced on the one hand; on the other hand, the target measurement did not take into account payments for invoices relating to investments in property, plant and equipment and intangible assets that were not included in the planned value. The background to this is the decision taken in July 2021 to build a further 300mm fab at the Group site in Singapore and investments in Freiberg. In total, this will increase net cash flow by EUR 161 million compared with the reported figure.

	Target value in EUR million	Target corridor in EUR million	Actual value in EUR million	Target achieve- ment	Weighting in percent
Financial targets					
plan EBIT	213	117 - 306	297	1.90	40
Plan-Net-Cashflow	90	11 - 169	163	1.92	40
Non-financial targets					
Strategic target (project FabNext)	Contains competition-relevant information (confidential)			1.77	10
ESG performance index				0.53	10
Total STI				1.76	100

Long-term share-based compensation: LTI

The LTI is designed as a share-based performance share plan with a four-year performance period or holding period for the phantom stocks (performance shares) and is based on economic indicators that take into account the long-term sustainability of the Company.

LTI share-based compensation



The allotment value agreed in the service contract is initially converted into granted phantom stocks on the basis of the average weighted closing price of the share of the XETRA trading (or a comparable successor system) on the Frankfurt Stock Exchange on the last 30 trading days prior to the first day of the compensation year. The phantom stocks are held for a period of four years, calculated from the beginning of the compensation year. The basis for the LTI and the final number of phantom stocks is the achievement of the targets set by the Supervisory Board for each performance period. For each performance period, the performance targets are set by the Supervisory Board at the beginning of the performance period.

The performance targets for the LTI 2021 relate to the performance categories EBITDA margin improvement/deterioration compared with competitors over the performance period and average of the Company's annual planned EBIT target achievement over the four-year performance period and promote the Company's long-term development as follows:

For the overall target achievement factor, a 50 percent change in the Company's EBITDA margin in comparison with competitors over the performance period is relevant, i.e. in comparison with important wafer manufacturers (currently ShinEtsu Electronic Materials, SUMCO, GlobalWafers and SK Siltron). The EBITDA margin is defined as earnings before interest, taxes, depreciation and amortization, including impairment losses and, where applicable, reversals of impairment losses. It is one of the Siltronic Group's financial control parameters for measuring profitability in comparison with competitors. With this performance criterion, the Supervisory Board would like to create incentives for a performance that is demanding by industry standards. To determine the EBITDA development, the Supervisory Board first determines the average EBITDA margin of the four reported quarters preceding the four-year performance period for the Company and for each peer company and compares it with the average EBITDA margin of the four reported quarters prior to the end of the performance period. In the second step, the EBITDA development thus determined is used to determine the percentage by which the EBITDA margin has improved or deteriorated for the Company and for each comparable company; the average is then calculated for the comparable companies. The third step is to determine by what percentage the Company's EBITDA margin deviates from the average EBITDA margin change of the peer companies. Based on the percentage determined, the achievement of the objectives is calculated in a fourth step.

A further 50 percent of the overall target achievement factor is based on the average Company performance over the four-year performance period, i.e. the average of the annual plan EBIT target achievement of the Company over the four-year performance period. The definition of objectives and the measurement of target achievement follows the STI's plan EBIT target. The setting of the target and the measurement of target achievement follow the STI's plan EBIT target. This indicator takes into account depreciation and amortization and - against the background of the capital intensity of the semiconductor sector - only promotes investments that generate an appropriate return on capital employed.

	Target (100%)	Weighted Share price	number of phantom shares (preliminary)
Dr. Christoph von Plotho	481,250	121.61	3,957
Rainer Irle	341,250	121.61	2,806

The specific targets and target achievement (including the final number of phantom stocks) for the LTI tranche 2021 will be published in the Annual Report 2025 after the end of the four-year performance period.

Review of the maximum amounts for total compensation in 2019

In March 2022, the LTI 2018/2019, which was granted until the end of the fiscal year 2021 under the compensation system in place until 2019, was fixed. Under the old compensation system, 51 percent of the bonus base linked to a two-year assessment basis was converted into phantom stocks and paid out in cash after a two-year holding period without performance factor. The relevant weighted average Xetra price of the Siltronic share on the last 30 trading days of the fiscal year 2021 was EUR 135.97 plus the dividends paid in 2020 and 2021 totaling EUR 5 per share.

Against the background of the 2018/2019 - 2021 LTI tranche, a review was also carried out regarding the compliance with the maximum compensation limits for the fiscal year 2019 in which the tranche was committed. The maximum amounts were not exceeded for any Executive Board member. The final amount is shown in the overview below:

Payment	Tranche	Number of phantom stocks	Xetra price last 30 days 2021 in EUR	Dividends (2020 + 2021)	Payment tranche 2018/2019 - 2021
Dr. Christoph von Plotho	2018/2019 - 2021	3,809	135.97	5.00	536,955
Rainer Irle	2018/2019 - 2021	2,493	135.97	5.00	351,438

Additional disclosures on share-based compensation instruments in the fiscal year 2021

The following overview shows the development of the portfolio of phantom stocks of the tranches not yet disbursed.

Portfolio	Tranche	Calculated LTI at the beginning of the performance period in EUR	Number of phantom stocks at the time of granting	Number of phantom stocks (preliminary) 31.12.2021	Value on the reporting date 31.12.2021 in EUR
Dr. Christoph von Plotho	2020 – 2023	481,250	5,887	6,816	773,609
	2021 – 2024	481,250	3,957	4,262	519,815
Rainer Irle	2020 – 2023	315,000	3,853	4,461	506,319
	2021 – 2024	341,250	2,806	3,022	368,579

Option to reclaim (clawback/malus) for variable compensation

The Supervisory Board may reduce the amount paid out under the STI and the LTI by up to 100 percent upon termination of the Executive Board member's service contract due to termination by the Company for good cause, in the event of a breach of duty within the meaning of Section 93 of the German Stock Corporation Act (AktG) or a material breach of the Company's Code of Conduct by the Executive Board member during the assessment period – in case of the STI during the relevant one-year assessment period or, in case of the LTI during the relevant four year assessment period in each case. The reduction of the amount paid out is at the dutiful discretion of the Supervisory Board.

In the fiscal year 2021, the Supervisory Board did not make use of the option to reduce variable compensation.

Share ownership commitment

In addition to the LTI as a share-based performance share plan with a four-year performance period, the share ownership commitment for the Executive Board is another key component of the compensation system. The members of the Executive Board are obliged to acquire shares amounting to 50 percent of a basic annual salary (gross amount) and to hold these shares for the duration of their appointment to the Executive Board. The value of the shares at the time of acquisition is decisive. The current members of the Executive Board, Dr. von Plotho and Mr. Irle, fulfil this share retention obligation by means of the shares held by them at the time of the conclusion of their service contract in March 2020, based on the value of the shares at the time of the first creation of a share retention obligation on September 14, 2017. In addition to the LTI, the share retention obligation provides an additional incentive for the long-term development of the enterprise value beyond the respective four-year performance period.

Because of the announced voluntary public tender offer by GlobalWafers, the share ownership commitment was adjusted by resolution of the Supervisory Board on December 9, 2020. The members of the Executive Board have now the option to tender the shares held by them under the share ownership commitment as part of the tender offer. The members of the Executive Board made use of this option. However, there was an obligation to continue to hold the shares in accordance with the previous rules until the offer is completed. As the tender offer was not completed by the long stop date of January 31, 2022 due to the lack of approval under foreign trade law from the German Federal Ministry of Economic Affairs and Climate Action, the existing shareholding obligation provision will continue to apply unchanged.

Loans and advances

No loans or advances are granted to members of the Executive Board.

Commitments in connection with the termination of the activity as members of the Executive Board

In the event of premature termination of the service agreement, any payments to be agreed, including fringe benefits, may not exceed the value of two years' compensation and may not exceed the value of the compensation for the remaining term of the service agreement within the meaning of recommendation G.13 of the German Corporate Governance Code (GCGC) (severance payment cap). In the event of premature termination by the Company for good cause, severance pay is excluded.

The members of the Executive Board are each subject to a post-contractual non-competition obligation for a period of twelve months after termination of their service contracts. During this period, they are entitled to a waiting allowance amounting to 100 percent of the last annual basic salary received. Any benefits paid under the Company pension scheme and any income earned from activities not covered by the waiting period obligation are offset against the waiting period compensation if this additional income exceeds the total annual compensation (the amount paid out is decisive) of the last full year of service as a member of the Executive Board. If the Company pays a compensation for waiting periods, the severance payment will be credited against the compensation for waiting periods.

If the service relationship ends for any other reason than as a result of termination by the Company for good cause, the entitlement to the STI and the LTI remains subject to the general contractual provisions on settlement and payment.

Compensation granted and owed in 2021

The following table shows the compensation granted and owed individually to members of the Executive Board in accordance with Section 162 (1) sentence 1 of the German Stock Corporation (AktG). According to the pronouncements of the IDW, it is permissible and appropriate for the disclosure pursuant to Section 162 (1) sentence 2 of the German Stock Corporation (AktG) to disclose the compensation components in the fiscal year in which the activity on which the compensation is based (one or more years) was fully performed, even if the actual payment or inflow does not occur until after the end of the fiscal year. Accordingly, the table contains all amounts that were earned in the reporting period ("vesting principle"). Accordingly, the variable compensation to be reported for the fiscal year includes, in addition to the fixed compensation components paid out in the fiscal year (basic salary and fringe benefits), the variable compensation STI earned for the fiscal year 2021 and the LTI tranche 2021 - 2024.

However, in accordance with IDW pronouncements, the addition to provisions for the pension obligation is not recognized as compensation granted and owed but is recognized separately as pension expense in the section 'company pension scheme'.

Current Executive Board Members	Fixed Components			Variable Components		Total Compensation in EUR	Fixed in %	Variable in %
	Fixed Salary in EUR	Fringe Benefits in EUR	Total in EUR	STI 2021 in EUR	LTI 2021 - 2024 in EUR			
	Dr. Christoph von Plotho, CEO	550,000	35,557	585,557	605,000	519,815	1,124,815	34%
Rainer Irle, CFO	390,000	30,506	420,506	429,000	368,579	797,579	35%	65%

No compensation within the meaning of Section 162 (1) sentence 1 of the German Stock Corporation (AktG) was granted or owed to former members of the Executive Board in the fiscal year 2021. In accordance with Section 162 (5) of the German Stock Corporation (AktG), personal details are not disclosed for former members of the Executive Board who left the Executive Board before December 31, 2011. A total of EUR 287,436 in benefits (pensions/retirement pay) which exclusively contains fixed components was paid to former members of the Executive Board who left before this date or their surviving dependents in the fiscal year 2021.

Compensation of Supervisory Board members

The compensation of the members of the Supervisory Board of Siltronic AG is governed by the Articles of Association of Siltronic AG.

The Articles of Association provide for a fixed annual compensation of EUR 30,000 for the members of the Supervisory Board.

Due to the additional expense associated with exercising certain functions, the compensation for the Chairman of the Supervisory Board is multiplied by a factor of 3. The factor 2 applies to his Deputy and the chairperson of a committee and the compensation of members of committees is multiplied by a factor of 1.5. However, membership of the Conciliation Committee, which is required to be established by law, is not taken into account, i.e. membership of this committee does not lead to an increase in annual compensation. In addition, twin and multiple functions are not taken into account, so that the Chairman and Deputy Chairman do not receive any other factors for functions in committees and committee functions are only taken into account once for the members of the Supervisory Board.

When joining or leaving the Supervisory Board or a committee during the current year, the principle of *pro rata temporis* compensation of Supervisory Board members applies.

The members of the Supervisory Board also receive an attendance fee of EUR 2,500 per meeting for each physical meeting of the full Supervisory Board and its committees in which they participate in person, up to a maximum of EUR 2,500 per calendar day. Members attending physical meetings by telephone, video conference, or voting in writing, will not receive a meeting attendance fee. For meetings held in the form of a telephone or video conference, participating members receive a reduced attendance fee of EUR 1,250.

The Company will also reimburse the members of the Supervisory Board for their necessary expenses upon proof of such expenses.

The Company provides Supervisory Board members with adequate insurance cover. In particular, the Company takes out a D&O insurance policy without deductible for the benefit of Supervisory Board members.

No advances or loans were granted to members of the Supervisory Board during the reporting year.

Pursuant to section 113 (3) of the German Stock Corporation Act (AktG), the Annual General Meeting must pass a resolution on the compensation of the members of the Supervisory Board at least every four years. The compensation system outlined above was approved by resolution of the Annual General Meeting on June 26, 2020 with a majority of 99.91 percent of the votes.

The presentation of Supervisory Board compensation also follows the vesting principle.

Supervisory Board compensation in the fiscal year 2021

Supervisory Board member	Attendance fee 2021 in EUR	variable in %	Annual remuneration for 2021 in EUR ³⁾		Total remuneration in EUR
			fixed in %		
Mandy Breyer ²⁾	7,500	19%	31,684	81%	39,184
Prof. Dr. Gabi Dreo	7,500	20%	30,000	80%	37,500
Klaus-Peter Estermaier ¹⁾	7,500	20%	30,000	80%	37,500
Sieglinde Feist	7,500	20%	30,000	80%	37,500
Gebhard Fraunhofer ²⁾	15,000	25%	45,000	75%	60,000
Dr. Hermann Gerlinger	8,750	13%	60,000	87%	68,750
Michael Hankel	8,750	16%	45,000	84%	53,750
Markus Hautmann ²⁾	7,500	20%	30,000	80%	37,500
Johann Hautz ²⁾	8,750	13%	60,000	87%	68,750
Bernd Jonas	15,000	20%	60,000	80%	75,000
Dr. Tobias Ohler	16,250	15%	90,000	85%	106,250
Lina Ohlmann ²⁾	7,500	20%	30,000	80%	37,500

¹⁾ For the representative of the executive employees on the Supervisory Board, the regulations of the Verband angestellter Akademiker und leitender Angestellter der chemischen Industrie e. V. apply. (VAA).

²⁾ These employee representatives on the Supervisory Board as well as the trade union representatives on the Supervisory Board have declared that their compensation will be paid to the Hans Böckler Foundation in accordance with the guidelines of the German Trade Union Federation.

³⁾ Taking into account the applicable factors for specific functions

Multi-year overview

Comparative presentation of compensation and earnings development

Pursuant to Section 162 (1) sentence 2 no. 2 of the German Stock Corporation Act (AktG), the following comparative presentation shows the annual change in the compensation granted and owed to current and former members of the Company's executive bodies, the Company's earnings performance and the average compensation of employees on a full-time equivalent basis. It is based on the average wages and salaries of Siltronic AG employees in Germany who were in active employment during the fiscal year (including persons in the active phase of partial retirement) and takes into account all collectively agreed and non-tariff salary levels up to senior management level. Employees who left the Company during the fiscal year were included on a pro rata basis. In addition to fixed elements (salary, collectively agreed and job-related bonuses, top-up amounts for partial retirement, overtime and standby allowances), the compensation includes fringe benefits (company car allowance and other non-cash benefits) and variable components (bonuses, profit-sharing schemes, special payments, one-time payments, annual payments, inventor's bonus, paid leave, etc.) to improve comparability with the compensation of the Executive Board. The accrual value was used for variable compensation that relates to the compensation year but is not paid out until after the end of the fiscal year. Temporary employees are not included in the population, as they are not employed by Siltronic AG under labor law. Persons who work for us during their training or studies (e.g. interns, doctoral students, trainees, working students, diploma students, etc.) are also excluded accordingly.

Earnings performance									
EUR million	2017	2018	Change in %	2019	Change in %	2020	Change in %	2021	Change in %
Revenue	1,177.3	1,456.7	23.7%	1,270.4	-12.8%	1,207.0	-5.0%	1,405.4	16%
EBITDA	353.1	589.3	66.9%	408.7	-30.6%	332.0	-18.8%	466.4	40%
Net income pursuant to the German Commercial Code (HGB)	138.1	169.5	22.7%	58.5	-65.5%	75.0	28.2%	96.1	28%
Average compensation employees									
EUR									
Employees in Germany	n.a.	n.a.	n.a.	n.a.	n.a.	75,575	n.a.	78,133	3%
Compensation Executive Board									
EUR									
Dr. Christoph von Plotho	1,302,784	1,653,206	26.9%	1,333,241	-19.4%	1,679,382	26.0%	1,710,372	2%
Rainer Irlé	901,789	1,071,786	18.9%	881,654	-17.7%	1,108,536	25.7%	1,218,085	10%
Compensation Supervisory Board									
EUR									
Current Supervisory Board members									
Mandy Breyer ²⁾ (since 04/2018)	n.a.	31,123	n.a.	40,000	29%	38,750	-3%	39,184	1%
Prof. Dr. Gabi Dreó (since 04/2018)	n.a.	31,123	n.a.	40,000	29%	38,750	-3%	37,500	-3%
Klaus-Peter Estermaier ¹⁾ (since 04/2018)	n.a.	31,123	n.a.	40,000	29%	41,250	3%	37,500	-9%
Sieglinde Feist (since 12/2014)	15,000	42,500	183%	40,000	-6%	41,250	3%	37,500	-9%
Gebhard Fraunhofer ²⁾ (since 01/2016)	40,000	60,562	51%	65,000	7%	63,750	-2%	60,000	-6%
Dr. Hermann Gerlinger (since 03/2011)	55,000	62,500	14%	56,250	-10%	73,750	31%	68,750	-7%
Michael Hankel (since 04/2018)	n.a.	31,123	n.a.	37,500	20%	60,000	60%	53,750	-10%
Markus Hautmann (since 01/2021)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	37,500	n.a.
Johann Hautz ²⁾ (since 04/2003)	80,000	71,250	-11%	73,500	3%	75,000	2%	68,750	-8%
Bernd Jonas (since 05/2015)	77,500	82,500	6%	80,000	-3%	78,500	-2%	75,000	-4%
Dr. Tobias Ohler (since 02/2013)	40,000	118,750	197%	112,500	-5%	111,250	-1%	106,250	-4%
Lina Ohlmann (since 01/2021)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	37,500	n.a.
Former Executive Board members									
EUR									
Pension for former Executive Board members (retired before 2011)	213,317	217,617	2%	221,253	2%	262,373	19%	287,436	10%

In accordance with the transitional rule in Section 26j (2) sentence 2 of the Introductory Act to the Stock Corporation Act (EGAktG), the average compensation of employees cannot be calculated retrospectively for previous years, which is why it is only stated from 2020. For the fiscal years 2017 – 2019, the granting value pursuant to DRS 17 was used to determine the Executive Board compensation.

Outlook for the fiscal year 2022

On November 22, 2021, Siltronic adopted a new climate strategy and joined the Science Based Targets Initiative. In this context, Siltronic has adopted climate targets based on the fiscal year 2021, according to which CO2 emissions (Scope 1 and Scope 2) are to be reduced by 50 percent by 2030. It is planned to take the climate strategy into account in the ESG targets for Executive Board compensation in the target for the fiscal year 2022.

As part of the contract extension of Dr. Christoph von Plotho, the Supervisory Board resolved to increase his basic salary from EUR 550,000 to EUR 600,000 per year with effect from January 1, 2022. At the same time, the maximum compensation for the CEO is to be increased from EUR 2,450,000 gross to EUR 2,650,000 gross, subject to approval by the 2022 Annual General Meeting. Furthermore, the company pension scheme for Dr. Christoph von Plotho will be changed as described above.

Munich, March 8, 2022



Dr. Tobias Ohler
Chairman of the Supervisory Board of Siltronic AG



Dr. Christoph von Plotho
CEO



Rainer Irle
CFO

Auditors Report

To Siltronic AG, Munich,

We have audited the accompanying compensation report of Siltronic AG, Munich, for the fiscal year from January 1, 2021 to December 31, 2021, including the related disclosures, which was prepared to comply with section 162 of the German Stock Corporation Act (AktG).

Responsibility of the legal representatives and the Supervisory Board

The legal representatives and the Supervisory Board of Siltronic AG are responsible for the preparation of the compensation report, including the related disclosures, which complies with the requirements of section 162 of the German Stock Corporation Act (AktG). Management and the Supervisory Board are also responsible for the internal controls as they deem necessary to enable the preparation of the compensation report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Responsibility of the auditor

Our responsibility is to express an opinion on this compensation report, including the related disclosures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the compensation report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the compensation report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. This includes the assessment of the risks of material misstatement, whether due to fraud or error, in the remuneration report and related disclosures. In making those risk assessments, the auditor considers the internal control system relevant to the entity's preparation and fair presentation of the compensation report and related disclosures. The objective of this is to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control system. An audit also includes evaluating the accounting principles used and the reasonableness of accounting estimates made by management and the Supervisory Board, as well as evaluating the overall presentation of the remuneration report, including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Audit Opinion

In our opinion, based on the findings of our audit, the compensation report for the fiscal year from January 1, 2021 to December 31, 2021, including the related disclosures, complies in all material respects with the accounting provisions of section 162 of the German Stock Corporation Act (AktG).

Other matters - formal audit of the compensation report

The substantive audit of the compensation report described in this audit opinion comprises the formal audit of the compensation report required by section 162 (3) of the German Stock Corporation Act (AktG), including the issuance of an opinion on this audit. As we express an unqualified opinion on the content of the compensation report, this opinion includes the conclusion that the disclosures pursuant to section 162 (1) and (2) 3 of the German Stock Corporation Act (AktG) have been made in all material respects in the compensation report.

Note on limitation of liability

The engagement, in the performance of which we have rendered the aforementioned services for Siltronic AG, was based on the General Engagement Terms for German Public Auditors and Public Audit Firms as amended on January 1, 2017. By taking note of and using the information contained in this auditor's report, each recipient acknowledges having taken note of the provisions made therein (including the limitation of liability to EUR 4 million for negligence in clause 9 of the AAB) and recognizes their validity in relation to us.

Munich, March 8, 2022

KPMG AG

Wirtschaftsprüfungsgesellschaft

Hanshen	Ratkovic
Auditor	Auditor

Further information and notes

Number of shares and voting rights

At the time the Annual General Meeting is convened, the Company's share capital is divided into 30,000,000 no-par value shares, each of which grants one vote. The Company does not hold any treasury shares at this time.

Information on conducting the virtual Annual General Meeting

With the consent of the Supervisory Board, the Annual General Meeting shall be held as a virtual annual general meeting without the physical presence of shareholders or their proxies, in accordance with the provisions of the Law on Measures in the Corporate, Cooperative, Association, Foundation and Home Ownership Law to Combat the Effects of the COVID 19 Pandemic (Article 2 of the Law on Mitigation of the Effects of the COVID 19 Pandemic in Civil, Insolvency and Criminal Proceedings, as amended by Articles 11 and 12 of the Act on the Further Shortening of the Residual Debt Exemption Procedure and on the Adjustment of Pandemic-Related Provisions in the Law on Companies, Cooperatives, Associations and Foundations, and in the Law on Tenancy and Leases of December 22, 2020 as amended, the validity of which was extended to August 31, 2022 by the Act on the Establishment of a Special Fund "Reconstruction Assistance 2021" and on the Temporary Suspension of the Obligation to File for Insolvency Due to Heavy Rainfall and Floods in July 2021 and on the Amendment of Other Laws of September 10, 2021.

The Annual General Meeting will be broadcasted live in sound and vision on May 5, 2022, starting at 10:00 a.m. (CEST) on our shareholder portal on the Company's website at <https://www.siltronic.com/en/investors/annual-general-meeting.html>. Shareholders that wish to exercise their voting rights must register in advance (see below under "Requirements for exercising voting rights in the virtual Annual General Meeting"). Except for the proxies appointed by the Company, physical participation by shareholders or their proxies is excluded. The voting rights of shareholders or their proxies are therefore exercised exclusively by way of postal vote or by granting power of attorney to the proxies appointed by the Company.

Requirements for exercising voting rights in the virtual Annual General Meeting

Only those shareholders - in person or by proxy - who are entered as shareholders in the Company' share register on the day of the Annual General Meeting and who have registered in good time are entitled to exercise their voting rights in the Annual General Meeting. The registration must be received by the Company no later than **April 28, 2022, 24:00 hours (CEST)** (last day of registration).

The registration can be made via the shareholder portal on the website <https://www.siltronic.com/en/investors/annual-general-meeting.html> either by voting (postal vote) or by granting a proxy. The information required for accessing the shareholder portal (shareholder number and individual access password) will be sent by post to shareholders entered in the share register together with the registration documents. If shareholders do not receive the registration documents without being further asked - for example, because they are not yet entered in the share register on the day on which the documents are sent - the documents will be sent to the shareholders upon their request. Such a request must be sent to the registration address stated below.

Siltronic AG

c/o Computershare Operations Center

80249 Munich

fax: +49 89 3090 3746 75

e-mail: anmeldestelle@computershare.de

In addition to registering via the shareholder portal, registration can also be made in text form (Section 126b German Civil Code (BGB)) using the above address.

In view of possible delays in postal delivery due to the Corona pandemic, we recommend that you register electronically via the shareholder portal, as late registrations will not be considered.

Intermediaries (e.g. credit institutions) and - insofar as they are treated as equivalent to these pursuant to Section 135 (8) of the German Stock Corporation Act (AktG) – shareholders' associations, voting rights advisors and persons who offer to exercise voting rights in the Annual General Meeting in a businesslike manner vis-à-vis shareholders, may only exercise the voting rights for shares which do not belong to them but as the holders of which they are entered in the share register, on the basis of an authorization by the shareholder.

Registration for the Annual General Meeting has no effect on the transferability of the shares concerned. Please note, however, that in relation to the Company, rights and obligations arising from shares exist only for persons entered in the share register (Section 67 (2) sentence 1 of the German Stock Corporation Act (AktG)). The right to vote and the number of voting rights is therefore determined by the status of the share register on the day of the Annual General Meeting.

Please also note that in the period between **April 29, 2022, 00:00 hours (CEST)**, and **May 5, 2022, 24:00 hours (CEST)**, there is a so-called “**re-registration stop**” for organizational reasons, i.e. no entries or deletions will be made in the share register. In their own interest, all purchasers of shares not yet entered in the share register are therefore requested to submit applications for registration as soon as possible.

Broadcasting of the virtual Annual General Meeting on the internet

Shareholders can follow the entire Annual General Meeting in sound and vision in the shareholder portal with their appropriate access data at <https://www.siltronic.com/en/investors/annual-general-meeting.html>. Proxies of properly registered shareholders have the same option by entering their individualized access data which they will receive after their authorization. The opening of the virtual Annual General Meeting by the chairman of the meeting and the speech by the Chairman of the Executive Board will also be broadcasted live in sound and vision at <https://www.siltronic.com/en/investors/annual-general-meeting.html> for everyone to access.

Procedure for voting by postal vote

Shareholders may cast their votes through the shareholder portal by means of electronic communication (postal vote). Only those registered shareholders - in person or by proxy - who have registered **no later than April 28, 2022** are entitled to exercise their voting rights by way of postal vote (as specified above under “Requirements for exercising voting rights in the virtual Annual General Meeting”). The registration status in the share register on the day of the Annual General Meeting is also decisive for voting rights exercised by postal vote; due to the above-mentioned re-registration stop, this registration status will correspond to the number of shares recorded in the share register at the **end of April 28, 2022**.

Votes can be cast electronically in the shareholder portal with the respective access data at <https://www.siltronic.com/en/investors/annual-general-meeting.html>. There, the votes may be cast until immediately before the start of the vote count at the virtual Annual General Meeting. Until this time, votes can also be changed and revoked in the shareholder portal. As stated above, the requirement for casting and changing postal votes is always the timely registration for the virtual Annual General Meeting.

Authorized intermediaries, shareholders' associations, voting consultants and other equivalent persons pursuant to Section 135 (8) of the German Stock Corporation Act (AktG) may also use postal votes in compliance with the specified deadlines. Upon request, the Company will provide them with an electronic voting channel.

Procedure for voting by proxy and proxy voting

Shareholders who are entered in the share register on the day of the Annual General Meeting may also have their voting rights exercised by a proxy, e.g. by a shareholders' association or the proxies appointed by the Company. In this case, too, the shareholder or a proxy must ensure timely registration.

If the shareholder authorizes more than one person, the Company may reject one or more of them.

Proxies (with the exception of the Company's proxies) may not physically participate in the virtual Annual General Meeting. They can only exercise the voting rights of shareholders they represent by means of a postal vote or by granting (sub-)proxy to the proxies appointed by the Company.

Separate access data to the shareholder portal is provided for proxies.

Authorization

If neither intermediaries (e.g. credit institutions) nor - insofar as they are treated as equivalent to these in accordance with Section 135 (8) of the German Stock Corporation Act (AktG) – shareholders' associations, voting rights advisors or persons who offer to exercise voting rights in the Annual General Meeting in a businesslike manner vis-à-vis shareholders are authorized, the granting of the power of attorney, its revocation and the proof of authorization vis-à-vis the Company must be in text form.

Proxy may be granted and revoked both by declaration to the Company and by declaration to the person to be authorized. However, if the authorization is given to the person to be authorized, the authorization must be proven to the Company in text form. When properly registered, proxies may be granted and revoked by declaration to the Company until the end of the virtual Annual General Meeting via the shareholder portal using the relevant access data at <https://www.siltronic.com/en/investors/annual-general-meeting.html> or until **May 4, 2022, 24:00 hours (CEST)**, at the address, fax number or e-mail address specified for registration in the preceding section.

Please use the reply form enclosed with the registration documents to grant a proxy. Shareholders and their proxies may submit proof of authorization or revocation of a proxy by declaration to the person to be authorized to act as proxy to the Company by no later than **May 4, 2022, 24:00 hours (CEST)**, at the address, fax number or e-mail address specified in the above section for registration.

When authorizing intermediaries (e.g. banks) and - insofar as they are treated as equivalent to them in accordance with Section 135 (8) of the German Stock Corporation Act (AktG) – shareholders' associations, voting rights advisors or persons who, in a businesslike manner, offer to exercise voting rights in the Annual General Meeting vis-à-vis shareholders, the special statutory provisions of Section 135 of the German Stock Corporation Act (AktG) apply, which provide, inter alia, that the proxy must be recorded in a verifiable manner.

Exceptions to the text form requirement may therefore apply. The recipients of the power of attorney sometimes define their own rules for their authorization, which must be observed. We therefore recommend that you consult with the relevant proxy recipients in good time about the respective form and procedure for the authorization.

Exercise of voting rights by proxy of the Company

We offer our duly registered shareholders and their proxies the option of being represented by Company employees in the exercise of voting rights at the Annual General Meeting in accordance with your instructions. Our proxies can only vote according to instructions. For this reason, the proxy must be accompanied by mandatory instructions for the exercise of voting rights. Please note that the proxies can therefore only exercise the voting right on those Agenda Items for which you have given instructions. Instructions to file an objection against resolutions of the Annual General Meeting or to ask questions or propose motions are also not possible.

If you wish to authorize one of our proxies, please either use the shareholder portal at <https://www.siltronic.com/en/investors/annual-general-meeting.html> with the access data sent to you or use the reply form enclosed with the registration documents. If you are not using the shareholder portal, please send the reply form together with the relevant instructions as well as any amendments or revocations in good time so that they reach the Company no later than **May 4, 2022, 24:00 hours (CEST)**, at the address, fax number or e-mail address specified for registration in the section “Requirements for exercising voting rights in the virtual Annual General Meeting”.

On the day of the Annual General Meeting, the issue of a power of attorney and instructions to the Company’s proxies and their amendment or revocation can be made in the shareholder portal at <https://www.siltronic.com/en/investors/annual-general-meeting.html> until immediately before the counting of votes in the virtual Annual General Meeting begins.

Authorized intermediaries, shareholders’ associations, voting consultants and other persons equated pursuant to Section 135 (8) of the German Stock Corporation Act (AktG) may also be represented by the Company’s proxy in accordance with the specified deadlines. Upon request, the Company will provide them with an electronic channel for the authorization and instructions or the corresponding reply form.

Inquiries, motions, election proposals, requests for information

(Information on shareholders’ rights in accordance with Sections 122 (2), 126 (1), 127 of the German Stock Corporation Act (AktG), Section 1 (2) no. 3, 4 COVID-19-Law)

Requests for Additions to the Agenda at the request of a minority pursuant to Section 122 (2) of the German Stock Corporation Act (AktG)

Shareholders whose shares together represent a proportionate amount of the share capital of € 500,000.00 (this corresponds to 125,000 shares) may request that items be placed on the Agenda and be published. In addition, in accordance with Section 87 (4) of the German Stock Corporation Act (AktG) in conjunction with Section 122 (2) of the German Stock Corporation Act (AktG), they can request the General Meeting to pass a resolution on the reduction of the maximum compensation determined in accordance with Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act (AktG). Each new item must be accompanied by an explanation or a draft resolution.

The request must be addressed in writing to the Executive Board of Siltronic AG and must be received by the Company at least 30 days prior to the meeting, i.e. no later than **24:00 hours on April 4, 2022 (CEST)**. Please send your request to the following address:

Siltronic AG
Executive Board
Attn: Investor Relations
Einsteinstraße 172
81677 Munich

The applicants must prove that they have held the shares for at least 90 days prior to the date of receipt of the request and that they will hold the shares until the decision of the Executive Board on the request, whereby Section 70 of the German Stock Corporation Act (AktG) applies when calculating the period of share ownership. The day of receipt of the request shall not be counted. A postponement from a Sunday, Saturday or public holiday to a preceding or following working day shall not be considered. Sections 187 to 193 of the German Civil Code (BGB) shall not apply mutatis mutandis.

Requests for additions to the Agenda that have to be published will be announced in the Federal Gazette immediately after receipt of the request. They are also published on the Internet at <https://www.siltronic.com/en/investors/annual-general-meeting.html> and communicated to the shareholders entered in the share register in accordance with Section 125 (2), (1) sentence 3 of the German Stock Corporation Act (AktG).

Motions and nominations by shareholders pursuant to Sections 126 (1), 127 of the German Stock Corporation Act (AktG), Section 1 (2) of the COVID-19-Law

Each shareholder is entitled to submit to the Company countermotions to a proposal of the Executive Board and/or Supervisory Board on a specific Agenda Item as well as proposals for the election of Supervisory Board members or auditors.

Countermotions (possibly accompanied by the reasons for the motion) and election proposals must be sent exclusively to the following address:

Siltronic AG
Investor Relations
Einsteinstraße 172
81677 Munich
fax: +49 89 8564 3904
e-mail: investor.relations@siltronic.com

Countermotions and election proposals to be made accessible, which are received at the above address no later than 14 days prior to the Annual General Meeting, i.e. by **24.00 hours April 20, 2022 (CEST)**, will be published at <https://www.siltronic.com/en/investors/annual-general-meeting.html> without delay after receipt, including the name of the shareholder and the

reasons to be made accessible - if applicable, together with the additional content to be provided pursuant to Section 127 sentence 4 of the German Stock Corporation Act (AktG). Any comments by the management will also be published on the Siltronic AG website.

Nominations do not have to be published if the nomination does not contain the information required under stock corporation law in accordance with Sections 124 (3) sentence 4 and 125 (1) sentence 5 of the German Stock Corporation Act (AktG) (name, profession and place of residence of the auditor or Supervisory Board candidate as well as information on the Supervisory Board candidate's membership of other statutory supervisory boards).

In addition, the Company may refrain from making a counter-motion or election proposal accessible in the cases set out in Section 126 (2) or (3) of the German Stock Corporation Act (AktG).

Motions or nominations by shareholders which must be made available pursuant to Section 126 or Section 127 of the German Stock Corporation Act (AktG) shall be deemed to have been made at the meeting if the shareholder making the motion or nomination is duly authorized and has registered for the Annual General Meeting in accordance with the above requirements.

Right to raise questions according to Section 1 (2) no. 3 COVID-19-Law

Shareholders and their proxies, with the exception of proxies appointed by the Company, have the right to ask questions by way of electronic communication in accordance with Section 1 (2) no. 3 of the COVID-19-Law. The right to ask questions is only available to shareholders and their proxies who have registered for the virtual General Meeting in accordance with the above guidelines.

Questions can only be submitted electronically in the shareholder portal at <https://www.siltronic.com/en/investors/annual-general-meeting.html> with the access data by **24.00 hours May 3, 2022 (CEST)**. In accordance with Section 1 (2) of the COVID-19-Law, the Executive Board in its due, sole discretion decides how to answer questions.

Possibility to raise an objection against resolutions of the virtual Annual General Meeting in accordance with Section 1 (2) no. 4 of the COVID-19-Law

Notwithstanding Section 245 no. 1 of the German Stock Corporation Act (AktG), shareholders who exercise their voting rights by postal vote or by proxy may - in person or by proxy - raise an objection to resolutions of the virtual Annual General Meeting during the virtual Annual General Meeting in the shareholder portal at <https://www.siltronic.com/en/investors/annual-general-meeting.html> using the access data sent to them, without physically appearing at the Annual General Meeting.

Publications on the Company's website (Section 124a of the German Stock Corporation Act (AktG))

This invitation to the Annual General Meeting as well as the documents and motions of shareholders to be made available by law and further explanations of the rights of shareholders pursuant to Sections 122 (2), 126 (1), 127 of the German Stock Corporation Act (AktG), Section 1 (2) 4 COVID-19-Law are also available on the Company's website at the following link: <https://www.siltronic.com/en/investors/annual-general-meeting.html>.

The voting results are published on the Company's website after the Annual General Meeting.

Information on data protection for shareholders

Your personal data will be processed for the purposes of maintaining the share register as required by the German Stock Corporation Act (AktG), for communicating with you as a shareholder, for holding our Annual General Meetings and for operating the shareholder portal.

In addition, your data will be used for related purposes and to fulfil further legal obligations (e.g. obligations to provide proof or to retain data). Further information on data protection for shareholders and shareholder representatives is available at <https://www.siltronic.com/en/investors/annual-general-meeting.html>.

Munich, March 2022

Siltronic AG

The Executive Board