

Notes to compensation report for Fiscal Year 2024

AIXTRON SE has published the compensation report as part of the annual report for FY2024. The compensation for FY2024 is in full alignment with the [AIXTRON remuneration system](#) which has been approved by the Annual General Meeting in May 2024 with 91.2%. Following specific inquiries from shareholders, the Executive Board has decided to provide additional details on several compensation components of the Executive Board.

Compensation of CFO Dr. Christian Danninger

The initial contract of Dr. Christian Danninger was running for a 3-year period (01.05.2021-30.04.2024). In this period, the inflation in Germany was high driven by the Covid pandemic and related effects, and the German CPI increased by ~18%.

For the contract extension for a 5-year period (01.05.2024-30.04.2029) the fixed compensation was increased by 20% from EUR 300.000 p.a. (initial 3-year period) to EUR 360.000 (new 5-year period) to compensate for this inflation effect.

The fixed compensation is to remain unchanged for the new 5-year period, with a mid-contract term review in case of excessive inflation (which is not seen today).

Additional disclosure on STI and LTI

All variable compensation targets are directly linked to the company's strategy and performance.

AIXTRON is fully committed to document the link between Executive Board compensation and the company's performance in a transparent manner, in particular via ex-post disclosure of performance targets. Nevertheless, AIXTRON is a company with a very small portfolio of products (3 product lines make only) and long, multi-year product and market cycles.

Therefore, AIXTRON must not reveal too much detail on individual STI-KPIs on an annual basis as this would enable AIXTRON's competitors to draw conclusions about the strategic plans of AIXTRON in each of the 3 product segments served.

This could harm AIXTRON's competitive position, which is not in the interest of the company and its shareholders.