

Invitation to the  
**General  
Meeting**

**11 05 26**

Dear Shareholders,  
We are delighted to invite you to the 27th Annual General Meeting  
of Sensirion Holding AG.

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**Monday, 11 May 2026**  
**17:00 (UTC+2)**  
doors open at 16:00 (UTC+2)  
at  
**ENTRA**  
Obere Bahnhofstrasse 58b  
8640 Rapperswil

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Yours sincerely, Sensirion Holding AG  
Stäfa, 15 April 2025



Dr. Moritz Lechner  
Co-Chairman of the Board of Directors



Dr. Felix Mayer  
Co-Chairman of the Board of Directors

# Agenda

## Proposals of the Board of Directors

### 1 Annual Report 2025

#### 1.1 Annual Management Report, Annual Financial Statements and Consolidated Financial Statements 2025; Auditor's Reports

**Proposal:** The Board of Directors proposes that the Annual Management Report, the Annual Financial Statements and the Consolidated Financial Statements 2025 be approved and that the Auditor's Reports be acknowledged.

#### 1.2 Consultative vote on the Compensation Report 2025

**Proposal:** The Board of Directors proposes that the Compensation Report 2025 be accepted in a non-binding consultative vote.

#### 1.3 Report on Non-financial Matters 2025

**Proposal:** The Board of Directors proposes that the Report on Non-financial Matters 2025 (in the Sustainability Report) be approved.

### 2 Appropriation of the 2025 balance sheet result

**Proposal:** The Board of Directors proposes that the annual result of the company for 2025 in the amount of CHF 4,574 thousand net profit be allocated as follows:

In thousands of CHF	2025
Profit (loss) carried forward	(189)
Net profit (loss) for the year	4,574
<b>Available earnings</b>	<b>4,385</b>
Appropriation of available earnings proposed by the Board of Directors:	
Balance to be carried forward	4,385

### 3 Discharge of the members of the Board of Directors and the Executive Committee

**Proposal:** The Board of Directors proposes that the members of the Board of Directors and the Executive Committee be granted discharge for their activities in financial year 2025.

### 4 Elections and re-elections

#### 4.1 Re-election of the Co-Chairmen and the members of the Board of Directors

Mr. Moritz Lechner and Mr. Felix Mayer have declared acceptance of their re-election as Co-Chairmen of the Board of Directors. The other current members of the Board of Directors, Ms. Anja König, Mr. Franz Studer, Mr. Henri Mrejen and Ms. Mirjana Blume, are also standing for re-election as members of the Board of Directors.

The CVs of the members of the Board of Directors are available in the Corporate Governance section of the Annual Report 2025.

**Proposal:** The Board of Directors proposes to re-elect the following members of the Board of Directors, individually and for a term of office lasting until the completion of the next Annual General Meeting.

#### 4.1.1 Re-election of Moritz Lechner as a member and as Co-Chairman of the Board of Directors

#### 4.1.2 Re-election of Felix Mayer as a member and as Co-Chairman of the Board of Directors

#### 4.1.3 Re-election of Anja König as a member of the Board of Directors

#### 4.1.4 Re-election of Franz Studer as a member of the Board of Directors

#### 4.1.5 Re-election of Henri Mrejen as a member of the Board of Directors

#### 4.1.6 Re-election of Mirjana Blume as a member of the Board of Directors

#### 4.2 Re-election of the members and election of a new member of the Nomination and Compensation Committee

The current members of the Nomination and Compensation Committee, Mr. Moritz Lechner, Mr. Felix Mayer and Ms. Anja König, have declared acceptance of their re-election as members of the Nomination and Compensation Committee, subject to their re-election as Co-Chairman and/or member of the Board of Directors.

The Board of Directors intends to re-appoint Mr. Felix Mayer (upon re-election) as Chairman of the Nomination and Compensation Committee.

**Proposal:** The Board of Directors proposes to re-elect the following members of the Nomination and Compensation Committee, individually and for a term of office lasting until the completion of the next Annual General Meeting.

##### 4.2.1 Re-election of Moritz Lechner as a member of the Nomination and Compensation Committee

##### 4.2.2 Re-election of Felix Mayer as a member of the Nomination and Compensation Committee

##### 4.2.3 Re-election of Anja König as a member of the Nomination and Compensation Committee

#### 4.3 Re-election of the Auditor

**Proposal:** The Board of Directors proposes to re-elect KPMG AG, Zurich, as Auditor for financial year 2026.

#### 4.4 Re-election of the Independent Proxy

**Proposal:** The Board of Directors proposes to re-elect the Law Office Keller Ltd, Zurich, as Independent Proxy for a term of office lasting until the completion of the next Annual General Meeting.

## 5 Approval of the compensation of the Board of Directors and the Executive Committee

A detailed description of Sensirion's compensation system and the compensation awarded to members of the Board of Directors and the Executive Committee in 2025 can be found in the Compensation Report 2025 on pages 56 and 69 of the Annual Report 2025.

### Basic principles of variable compensation

Sensirion cultivates a distinctive corporate culture in which employees take on responsibility and support the Group as a whole. At the end of every year, each employee discusses their annual performance objectives with their supervisor. However, we are firmly convinced that many important goals cannot really be measured objectively and fairly and that overemphasis on quantitative, measurable goals may lead to the wrong incentives. For this reason and for many years, Sensirion has structured bonuses as follows:

- Variable compensation is not allocated according to a fixed mathematical formula that reflects the degree to which quantitative targets are achieved. Instead, each employee's supervisor makes an overall assessment of the annual performance to determine the bonus.
- The majority of the total compensation is paid in the form of a fixed salary. The variable component is kept relatively small and is consequently less important.

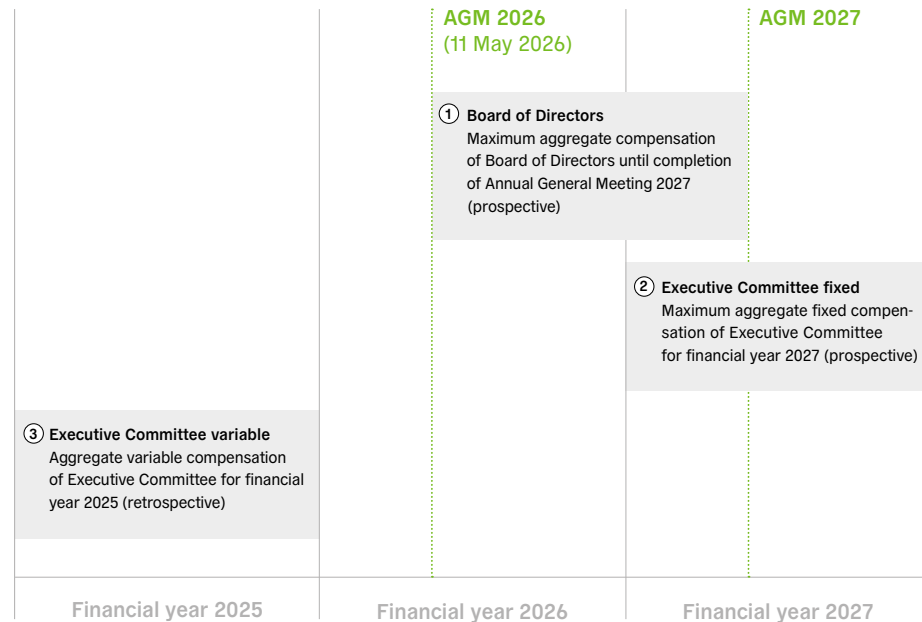
For the members of the Executive Committee, the aggregate amount of variable compensation for one year is submitted to the General Meeting of the following year for retrospective approval.

### Shareholders' approval of compensation (say on pay)

According to the Articles of Association, the Annual General Meeting must approve the proposals by the Board of Directors regarding the aggregate amounts of:

1. the maximum compensation of the Board of Directors until the completion of the next Annual General Meeting;
2. the maximum fixed compensation of the Executive Committee for the following financial year; and
3. the variable compensation of the Executive Committee for the preceding financial year.

The following chart shows the periods for which proposals on compensation will be submitted to the Annual General Meeting on 11 May 2026.



### 5.1 Compensation of the Board of Directors

**Proposal:** The Board of Directors proposes to approve a maximum aggregate amount of compensation for the members of the Board of Directors of CHF 950,000 for the period from the Annual General Meeting 2026 to the Annual General Meeting 2027.

**Explanations:** The compensation awarded to the two Co-Chairmen and to the members of the Board of Directors consists of a fixed board membership fee and additional fixed fees for chairpersons or members of a committee of the Board of Directors (see pages 65-66 of the Annual Report 2025).

Co-Chairman Moritz Lechner acts for Sensirion AG on a 50% basis and is responsible for sensor innovation and strategic tasks. He is not involved in the day-to-day management of Sensirion. For his work, Co-Chairman Moritz Lechner receives annual fixed compensation, but is not entitled to a performance-related compensation.

### 5.2 Fixed compensation of the Executive Committee

**Proposal:** The Board of Directors proposes to approve a maximum aggregate amount of fixed compensation for the members of the Executive Committee of CHF 2,400,000 for financial year 2027.

**Explanations:** Members of the Executive Committee receive an annual base salary as fixed compensation paid in cash. The base salary is reviewed and determined on an annual basis by the Nomination and Compensation Committee. The Board of Directors approves the individual fixed compensation of the members of the Executive Committee subject to prospective approval of the maximum aggregate amount of fixed compensation by the Annual General Meeting.

### 5.3 Variable compensation of the Executive Committee

**Proposal:** The Board of Directors proposes to approve an aggregate amount of variable compensation for the members of the Executive Committee of CHF 363,465 for financial year 2025 (subject to adjustments as needed for proper settlement of social insurance contributions). The upper limit is in any case set to CHF 400,000.

**Explanations:** Members of the Executive Committee are awarded an annual bonus of variable compensation paid in restricted shares subject to a blocking period of three years and in restricted share units (RSUs) subject to a vesting period of three years (see Sensirion's Bonus and RSU Plan on pages 69 to 71 of the Annual Report 2025).

The Nomination and Compensation Committee determines the annual bonus of each member of the Executive Committee and submits it to the Board of Directors for approval. The annual bonus is awarded to the members of the Executive Committee, subject to the approval of the Annual General Meeting, in the following year. Therefore, the company will not deliver the restricted shares and the RSUs granted with the annual bonus in 2025 to the members of the Executive Committee before approval by the Annual General Meeting 2026.

# Organizational matters

## Annual Report

The Annual Report 2025 (including the Compensation Report, the Auditor's Reports and the Report on Non-financial Matters in the Sustainability Report) is available on the company's website at <https://sensirion.com/company/investor-relations/results-reports>.

## Right to vote, admission cards and registration

The invitation, along with the agenda and the proposals of the Board of Directors, will be mailed to shareholders who are registered in the share register with the right to vote. Shareholders registered in the share register with the right to vote between Thursday, 16 April 2026 and Wednesday, 29 April 2026 at 17:00 (UTC+2) will receive an invitation to the Annual General Meeting after registration.

Shareholders registered in the share register with the right to vote on Wednesday, 29 April 2026 at 17:00 (UTC+2) are entitled to vote in the Annual General Meeting.

The admission card is enclosed with the invitation letter mailed to each shareholder. Shareholders who will attend the Annual General Meeting in person are kindly requested to register by returning the enclosed reply form no later than Thursday, 7 May 2026.

## Representation/proxy

If you cannot attend our Annual General Meeting in person, you may:

- a) arrange to be represented by another person; or
- b) authorize the Independent Proxy, the Law Office Keller Ltd, Zurich, to act as your proxy and submit voting instructions.

Further information on the written authorization of a proxy is included in the reply form enclosed with the invitation letter. The reply form for written authorization of the Independent Proxy must reach the share register of the company no later than Thursday, 7 May 2026 at 17:00 (UTC+2) by mail.

## Electronic authorization and voting instructions to the Independent Proxy (e-voting)

You may authorize the Independent Proxy and submit voting instructions on the ShApp e-voting platform at <https://sensirion.shapp.ch/>. The login data for the registration is on the reply form enclosed with the invitation letter. Electronic authorization or a change of electronic voting instructions is possible until no later than 23:59 (UTC+2) on Sunday, 10 May 2026.

## Language

Please note that the Annual General Meeting will be held in German. Simultaneous translation into English will not be provided.

## Record of resolutions

A record of the resolutions enacted by the Annual General Meeting will be available on the company's website at <https://sensirion.com/company/investor-relations/annual-general-meeting> shortly after the Annual General Meeting.

## Transport



The ENTRA building is located next to the old town of Rapperswil and can be reached easily by public transport as well as by car. Still, we kindly ask you to travel by public transport if possible.

The train station is only a seven-minute walk away. The ENTRA parking garage has 180 paid parking spaces and over 30 parking spaces for motorcycles and bicycles. Other public parking spaces are also available in the immediate vicinity.

### For further information, please contact

Lars Dünnhaupt, Director Investor Relations

Phone +41 44 544 16 27, email: [lars.duennhaupt@sensirion.com](mailto:lars.duennhaupt@sensirion.com)

The invitation to the Annual General Meeting on 11 May 2026 is also available in German. The German version is the only binding version.

**Sensirion Holding AG**

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