

40				1	EUR	
NAT.	Filing date	N°. 0435.604.729	P.	U.	D.	C-cap 1

**ANNUAL ACCOUNTS AND OTHER DOCUMENTS TO BE FILED IN
ACCORDANCE WITH THE BELGIAN COMPANIES AND ASSOCIATIONS
CODE**

IDENTIFICATION DETAILS (at the filing date)

NAME: **MELEXIS**

Legal form: **Public limited liability company**

Address: **ROZENDAALSTRAAT**

N°. **12**

Postal code: **8900**

Town: **leper**

Country: **Belgium**

Register of legal persons - commercial court: **Gent, Division leper**

Website ¹:

Company registration number **0435.604.729**

DATE **08/05/2019** of filing the most recent document mentioning the date of publication of the deed of incorporation and of the deed of amendment of the articles of association.

ANNUAL ACCOUNTS **IN EURO (2 decimals)** ²

approved by the general meeting of **10/05/2022**

regarding the period from **01/01/2021** to **31/12/2021**

Preceding period from **01/01/2020** to **31/12/2020**

The amounts for the preceding period are / ~~are not~~ ³ identical to the ones previously published.

Total number of pages filed: **83** Numbers of the sections of the standard model form not filed because they serve no useful purpose: 6.1, 6.2.1, 6.2.2, 6.2.4, 6.2.5, 6.3.4, 6.3.5, 6.4.2, 6.5.2, 6.7.2, 6.8, 6.14, 6.17, 6.20, 8, 9, 11, 12, 13, 14, 15



Signature
(name and position)

MARC BIRON
Gedelegeerd bestuurder

Signature
(name and position)

¹ Optional mention.

² If necessary, change to currency in which the amounts are expressed.

³ Strike out what does not apply.

**LIST OF DIRECTORS, BUSINESS MANAGERS AND AUDITORS AND
DECLARATION REGARDING A COMPLIMENTARY REVIEW OR
CORRECTION ASSIGNMENT****LIST OF DIRECTORS, BUSINESS MANAGERS AND AUDITORS**

COMPLETE LIST with surname, first names, profession, place of residence (address, number, postal code and town) and position within the company

Duchâtelet Roland

Rozendaalstraat 12, 8900 Ieper, Belgium

Title : Director

Mandate : 20/04/2018- 10/05/2022

PwC Bedrijfsrevisoren BV 0429.501.944

Culliganlaan 5, 1831 Diegem, Belgium

Title : Auditor, Membership number : B00009

Mandate : 12/05/2020- 09/05/2023

Represented by :

1. Van Grieken Sofie

Gen. Lemanstraat 67 , 2018 Antwerpen 1, Belgium

, Membership number : A02255

Chombar Françoise

Rozendaalstraat 12, 8900 Ieper, Belgium

Title : President of the board of directors

Mandate : 20/04/2018- 10/05/2022

Biron Marc

Rozendaalstraat 12, 8900 Ieper, Belgium

Title : Delegated director

Mandate : 01/08/2021- 13/05/2025

Baba Shiro

Rozendaalstraat 12, 8900 Ieper, Belgium

Title : Director

Mandate : 11/05/2021- 13/05/2025

Baelmans Martine

Rozendaalstraat 12, 8900 Ieper, Belgium

Title : Director

Mandate : 20/04/2018- 10/05/2022

Pia De Caro Maria

Rozendaalstraat 12, 8900 Ieper, Belgium

Title : Director

Mandate : 11/05/2021- 13/05/2025

DECLARATION REGARDING A COMPLIMENTARY REVIEW OR CORRECTION ASSIGNMENT

The managing board declares that not a single audit or correction assignment has been given to a person not authorized to do so by law, pursuant to articles 34 and 37 of the law of 22 April 1999 concerning accounting and tax professions.

The annual accounts ~~were~~ / were not * or corrected by an external accountant or by a company auditor who is not the statutory auditor.

If affirmative, should be mentioned hereafter: surname, first names, profession and address of each external accountant or company auditor and their membership number at their Institute, as well as the nature of their assignment:

- A. Bookkeeping of the company **,
- B. Preparing the annual accounts **,
- C. Auditing the annual accounts and/or
- D. Correcting the annual accounts.

If the tasks mentioned under A or B are executed by certified accountants or certified bookkeepers - tax experts, the following information can be mentioned hereafter: surname, first names, profession and address of each certified accountant or certified bookkeeper-tax expert and their membership number at the Institute of Accounting professionals and Tax Experts, as well as the nature of their assignment.

Surname, first names, profession and address	Membership number	Nature of the assignment (A, B, C and/or D)

* Strike out what does not apply.

** Optional mention.

ANNUAL ACCOUNTS

BALANCE SHEET AFTER APPROPRIATION

	Notes	Codes	Period	Preceding period
ASSETS				
FORMATION EXPENSES	6.1	20		
FIXED ASSETS		21/28	1.319.775.149,26	1.324.317.966,73
Intangible fixed assets	6.2	21	138.690,01	213.307,39
Tangible fixed assets	6.3	22/27	31.600.153,02	36.064.043,11
Land and buildings		22	13.034.516,99	13.962.193,89
Plant, machinery and equipment		23	14.358.618,13	19.937.710,86
Furniture and vehicles		24	1.685.564,56	1.570.411,14
Leasing and other similar rights		25		
Other tangible fixed assets		26		
Assets under construction and advance payments		27	2.521.453,34	593.727,22
Financial fixed assets	6.4 / 6.5.1	28	1.288.036.306,23	1.288.040.616,23
Affiliated Companies	6.15	280/1	1.287.996.271,31	1.287.996.271,31
Participating interests		280	1.287.996.271,31	1.287.996.271,31
Amounts receivable		281		
Other companies linked by participating interests	6.15	282/3		
Participating interests		282		
Amounts receivable		283		
Other financial fixed assets		284/8	40.034,92	44.344,92
Shares		284		
Amounts receivable and cash guarantees		285/8	40.034,92	44.344,92

	Notes	Codes	Period	Preceding period
CURRENT ASSETS		29/58	<u>4.134.570,77</u>	<u>3.786.170,32</u>
Amounts receivable after more than one year		29	40.600,01	3.000,01
Trade debtors		290		
Other amounts receivable		291	40.600,01	3.000,01
Stocks and contracts in progress		3		
Stocks		30/36		
Raw materials and consumables		30/31		
Work in progress		32		
Finished goods		33		
Goods purchased for resale		34		
Immovable property intended for sale		35		
Advance payments		36		
Contracts in progress		37		
Amounts receivable within one year		40/41	1.567.883,83	2.059.874,27
Trade debtors		40	34.265,62	429.242,33
Other amounts receivable		41	1.533.618,21	1.630.631,94
Current investments	6.5.1 / 6.6	50/53		21.376,43
Own shares		50		21.376,43
Other investments		51/53		
Cash at bank and in hand		54/58	328.061,86	206.469,88
Accruals and deferred income	6.6	490/1	2.198.025,07	1.495.449,73
TOTAL ASSETS		20/58	1.323.909.720,03	1.328.104.137,05

	Notes	Codes	Period	Preceding period
EQUITY AND LIABILITIES				
EQUITY		10/15	<u>731.657.271,49</u>	<u>832.945.971,92</u>
Contributions	6.7.1	10/11	564.813,86	564.813,86
Capital		10	564.813,86	564.813,86
Issued capital		100	564.813,86	564.813,86
Uncalled capital ⁴		101		
Beyond capital		11		
Share premium account		1100/10		
Other		1109/19		
Revaluation surpluses		12		
Reserves		13	56.519,70	3.894.347,39
Reserves not available		130/1	56.519,70	3.894.347,39
Legal reserve		130	56.519,70	56.519,70
Reserves not available statutorily		1311		
Purchase of own shares		1312		3.837.827,69
Financial support		1313		
Other		1319		
Untaxed reserves		132		
Available reserves		133		
Accumulated profits (losses)	(+)/(-)	14	730.777.065,64	828.205.096,74
Capital subsidies		15	258.872,29	281.713,93
Advance to shareholders on the distribution of net assets ⁵		19		
PROVISIONS AND DEFERRED TAXES				
Provisions for liabilities and charges		160/5		
Pensions and similar obligations		160		
Taxes		161		
Major repairs and maintenance		162		
Environmental obligations		163		
Other liabilities and charges	6.8	164/5		
Deferred taxes		168		

⁴ Amount to be deducted from the issued capital.

⁵ Amount to be deducted from the other components of equity.

	Notes	Codes	Period	Preceding period
AMOUNTS PAYABLE		17/49	<u>592.252.448,54</u>	<u>495.158.165,13</u>
Amounts payable after more than one year	6.9	17	3.823,90	
Financial debts		170/4		
Subordinated loans		170		
Unsubordinated debentures		171		
Leasing and other similar obligations		172		
Credit institutions		173		
Other loans		174		
Trade debts		175		
Suppliers		1750		
Bills of exchange payable		1751		
Advance payments on contracts in progress		176		
Other amounts payable		178/9	3.823,90	
Amounts payable within one year	6.9	42/48	590.352.894,96	492.807.471,60
Current portion of amounts payable after more than one year falling due within one year		42		
Financial debts		43		
Credit institutions		430/8		
Other loans		439		
Trade debts		44	2.391.316,35	2.137.367,73
Suppliers		440/4	2.391.316,35	2.137.367,73
Bills of exchange payable		441		
Advance payments on contracts in progress		46		
Taxes, remuneration and social security	6.9	45	4.261.156,01	3.678.255,87
Taxes		450/3	244.246,18	778.245,21
Remuneration and social security		454/9	4.016.909,83	2.900.010,66
Other amounts payable		47/48	583.700.422,60	486.991.848,00
Accruals and deferred income	6.9	492/3	1.895.729,68	2.350.693,53
TOTAL LIABILITIES		10/49	1.323.909.720,03	1.328.104.137,05

PROFIT AND LOSS ACCOUNT

	Notes	Codes	Period	Preceding period
Operating income		70/76A	62.744.698,51	58.187.942,54
Turnover	6.10	70	60.275.412,88	55.691.188,27
Stocks of finished goods and work and contracts in progress: increase (decrease)	(+)/(-)	71		
Produced fixed assets		72		
Other operating income	6.10	74	2.469.285,63	2.446.820,95
Non-recurring operating income	6.12	76A		49.933,32
Operating charges		60/66A	53.877.068,78	50.719.661,46
Goods for resale, raw materials and consumables		60		
Purchases		600/8		
Stocks: decrease (increase)	(+)/(-)	609		
Services and other goods		61	15.601.272,87	13.873.240,22
Remuneration, social security and pensions	(+)/(-) 6.10	62	26.925.546,74	24.360.085,77
Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets		630	11.097.666,82	12.232.808,82
Amounts written down on stocks, contracts in progress and trade debtors: additions (write-backs)	(+)/(-) 6.10	631/4		
Provisions for liabilities and charges: appropriations (uses and write-backs)	(+)/(-) 6.10	635/8		
Other operating charges	6.10	640/8	252.582,35	253.526,65
Operating charges reported as assets under restructuring costs	(-)	649		
Non-recurring operating charges	6.12	66A		
Operating profit (loss)	(+)/(-)	9901	8.867.629,73	7.468.281,08

	Notes	Codes	Period	Preceding period
Financial income		75/76B	166.455,08	60.653.363,75
Recurring financial income		75	166.455,08	60.653.363,75
Income from financial fixed assets		750		60.500.000,00
Income from current assets		751	142.475,91	5.507,09
Other financial income	6.11	752/9	23.979,17	147.856,66
Non-recurring financial income	6.12	76B		
Financial charges	6.11	65/66B	5.071.951,95	5.622.172,33
Recurring financial charges		65	5.071.951,95	5.622.172,33
Debt charges		650	4.958.290,53	5.603.481,22
Amounts written down on current assets other than stocks, contracts in progress and trade debtors: additions (write-backs)	(+)/(-)	651		
Other financial charges		652/9	113.661,42	18.691,11
Non-recurring financial charges	6.12	66B		
Profit (Loss) for the period before taxes	(+)/(-)	9903	3.962.132,86	62.499.472,50
Transfer from deferred taxes		780		
Transfer to deferred taxes		680		
Income taxes on the result	(+)/(-)	6.13 67/77	187.991,65	302.800,14
Taxes		670/3	187.991,65	302.800,14
Adjustment of income taxes and write-back of tax provisions		77		
Profit (Loss) of the period	(+)/(-)	9904	3.774.141,21	62.196.672,36
Transfer from untaxed reserves		789		
Transfer to untaxed reserves		689		
Profit (Loss) of the period available for appropriation(+)/(-)		9905	3.774.141,21	62.196.672,36

APPROPRIATION ACCOUNT

		Codes	Period	Preceding period
Profit (Loss) to be appropriated	(+)/(-)	9906	831.979.237,95	917.082.776,24
Profit (Loss) of the period available for appropriation	(+)/(-)	(9905)	3.774.141,21	62.196.672,36
Profit (Loss) of the preceding period brought forward	(+)/(-)	14P	828.205.096,74	854.886.103,88
Transfers from equity		791/2	3.837.827,69	
from contributions		791		
from reserves		792	3.837.827,69	
Appropriations to equity		691/2		
to contributions		691		
to legal reserve		6920		
to other reserves		6921		
Profit (loss) to be carried forward	(+)/(-)	(14)	730.777.065,64	828.205.096,74
Shareholders' contribution in respect of losses		794		
Profit to be distributed		694/7	105.040.000,00	88.877.679,50
Compensation for contributions		694	105.040.000,00	88.877.679,50
Directors or managers		695		
Employees		696		
Other beneficiaries		697		

	Codes	Period	Preceding period
CONCESSIONS, PATENTS LICENSES, KNOW-HOW, BRANDS AND SIMILAR RIGHTS			
Acquisition value at the end of the period	8052P	xxxxxxxxxxxxxxxx	3.937.465,30
Movements during the period			
Acquisitions, including produced fixed assets	8022	9.423,83	
Sales and disposals	8032		
Transfers from one heading to another (+)/(-)	8042		
Acquisition value at the end of the period	8052	3.946.889,13	
Amortisations and amounts written down at the end of the period	8122P	xxxxxxxxxxxxxxxx	3.724.157,91
Movements during the period			
Recorded	8072	84.041,21	
Written back	8082		
Acquisitions from third parties	8092		
Cancelled owing to sales and disposals	8102		
Transfers from one heading to another (+)/(-)	8112		
Amortisations and amounts written down at the end of the period	8122	3.808.199,12	
NET BOOK VALUE AT THE END OF THE PERIOD	211	<u>138.690,01</u>	

STATEMENT OF TANGIBLE FIXED ASSETS

	Codes	Period	Preceding period
LAND AND BUILDINGS			
Acquisition value at the end of the period	8191P	xxxxxxxxxxxxxxx	22.338.997,59
Movements during the period			
Acquisitions, including produced fixed assets	8161	19.446,13	
Sales and disposals	8171		
Transfers from one heading to another	(+)/(-) 8181	9.306,20	
Acquisition value at the end of the period	8191	22.367.749,92	
Revaluation surpluses at the end of the period	8251P	xxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8211		
Acquisitions from third parties	8221		
Cancelled	8231		
Transferred from one heading to another	(+)/(-) 8241		
Revaluation surpluses at the end of the period	8251		
Amortisations and amounts written down at the end of the period	8321P	xxxxxxxxxxxxxxx	8.376.803,70
Movements during the period			
Recorded	8271	956.429,23	
Written back	8281		
Acquisitions from third parties	8291		
Cancelled owing to sales and disposals	8301		
Transferred from one heading to another	(+)/(-) 8311		
Amortisations and amounts written down at the end of the period	8321	9.333.232,93	
NET BOOK VALUE AT THE END OF THE PERIOD	(22)	13.034.516,99	

	Codes	Period	Preceding period
PLANT, MACHINERY AND EQUIPMENT			
Acquisition value at the end of the period	8192P	xxxxxxxxxxxxxxxx	116.810.178,44
Movements during the period			
Acquisitions, including produced fixed assets	8162	1.821.531,61	
Sales and disposals	8172	502.193,23	
Transfers from one heading to another (+)/(-)	8182	1.882.972,76	
Acquisition value at the end of the period	8192	120.012.489,58	
Revaluation surpluses at the end of the period	8252P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8212		
Acquisitions from third parties	8222		
Cancelled	8232		
Transferred from one heading to another (+)/(-)	8242		
Revaluation surpluses at the end of the period	8252		
Amortisations and amounts written down at the end of the period	8322P	xxxxxxxxxxxxxxxx	96.872.467,58
Movements during the period			
Recorded	8272	9.075.633,37	
Written back	8282		
Acquisitions from third parties	8292		
Cancelled owing to sales and disposals	8302	294.229,50	
Transferred from one heading to another (+)/(-)	8312		
Amortisations and amounts written down at the end of the period	8322	105.653.871,45	
NET BOOK VALUE AT THE END OF THE PERIOD	(23)	<u>14.358.618,13</u>	

	Codes	Period	Preceding period
FURNITURE AND VEHICLES			
Acquisition value at the end of the period	8193P	xxxxxxxxxxxxxxxx	6.417.106,54
Movements during the period			
Acquisitions, including produced fixed assets	8163	1.119.110,15	
Sales and disposals	8173	192.931,16	
Transfers from one heading to another (+)/(-)	8183		
Acquisition value at the end of the period	8193	7.343.285,53	
Revaluation surpluses at the end of the period	8253P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8213		
Acquisitions from third parties	8223		
Cancelled	8233		
Transfers from one heading to another (+)/(-)	8243		
Revaluation surpluses at the end of the period	8253		
Amortisations and amounts written down at the end of the period	8323P	xxxxxxxxxxxxxxxx	4.846.695,40
Movements during the period			
Recorded	8273	981.563,01	
Written back	8283		
Acquisitions from third parties	8293		
Cancelled owing to sales and disposals	8303	170.537,44	
Transfers from one heading to another (+)/(-)	8313		
Amortisations and amounts written down at the end of the period	8323	5.657.720,97	
NET BOOK VALUE AT THE END OF THE PERIOD	(24)	<u>1.685.564,56</u>	

	Codes	Period	Preceding period
ASSETS UNDER CONSTRUCTION AND ADVANCE PAYMENTS			
Acquisition value at the end of the period	8196P	xxxxxxxxxxxxxxxx	593.727,22
Movements during the period			
Acquisitions, including produced fixed assets	8166	3.895.005,08	
Sales and disposals	8176	75.000,00	
Transfers from one heading to another (+)/(-)	8186	-1.892.278,96	
Acquisition value at the end of the period	8196	2.521.453,34	
Revaluation surpluses at the end of the period	8256P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8216		
Acquisitions from third parties	8226		
Cancelled	8236		
Transferred from one heading to another (+)/(-)	8246		
Revaluation surpluses at the end of the period	8256		
Amortisations and amounts written down at the end of the period	8326P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8276		
Written back	8286		
Acquisitions from third parties	8296		
Cancelled owing to sales and disposals	8306		
Transferred from one heading to another (+)/(-)	8316		
Amortisations and amounts written down at the end of the period	8326		
NET BOOK VALUE AT THE END OF THE PERIOD	(27)	<u>2.521.453,34</u>	

STATEMENT OF FINANCIAL FIXED ASSETS

	Codes	Period	Preceding period
AFFILIATED COMPANIES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8391P	xxxxxxxxxxxxxxx	1.292.667.979,43
Movements during the period			
Acquisitions	8361		
Sales and disposals	8371		
Transfers from one heading to another	(+)/(-) 8381		
Acquisition value at the end of the period	8391	1.292.667.979,43	
Revaluation surpluses at the end of the period			
	8451P	xxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8411		
Acquisitions from third parties	8421		
Cancelled	8431		
Transferred from one heading to another	(+)/(-) 8441		
Revaluation surpluses at the end of the period	8451		
Amounts written down at the end of the period			
	8521P	xxxxxxxxxxxxxxx	4.671.708,12
Movements during the period			
Recorded	8471		
Written back	8481		
Acquisitions from third parties	8491		
Cancelled owing to sales and disposals	8501		
Transferred from one heading to another	(+)/(-) 8511		
Amounts written down at the end of the period	8521	4.671.708,12	
Uncalled amounts at the end of the period			
	8551P	xxxxxxxxxxxxxxx	
Movements during the period			
	(+)/(-) 8541		
Uncalled amounts at the end of the period			
	8551		
NET BOOK VALUE AT THE END OF THE PERIOD	(280)	<u>1.287.996.271,31</u>	
AFFILIATED COMPANIES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD			
	281P	<u>xxxxxxxxxxxxxxx</u>	
Movements during the period			
Appropriations	8581		
Repayments	8591		
Amounts written down	8601		
Amounts written back	8611		
Exchange differences	(+)/(-) 8621		
Other movements	(+)/(-) 8631		
NET BOOK VALUE AT THE END OF THE PERIOD	(281)	<u> </u>	
ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD			
	8651	<u> </u>	

	Codes	Period	Preceding period
OTHER COMPANIES - PARTICIPATING INTERESTS AND SHARES			
Acquisition value at the end of the period	8393P	xxxxxxxxxxxxxxxx	
Movements during the period			
Acquisitions	8363		
Sales and disposals	8373		
Transfers from one heading to another	(+)/(-) 8383		
Acquisition value at the end of the period	8393		
Revaluation surpluses at the end of the period	8453P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8413		
Acquisitions from third parties	8423		
Cancelled	8433		
Transferred from one heading to another	(+)/(-) 8443		
Revaluation surpluses at the end of the period	8453		
Amounts written down at the end of the period	8523P	xxxxxxxxxxxxxxxx	
Movements during the period			
Recorded	8473		
Written back	8483		
Acquisitions from third parties	8493		
Cancelled owing to sales and disposals	8503		
Transferred from one heading to another	(+)/(-) 8513		
Amounts written down at the end of the period	8523		
Uncalled amounts at the end of the period	8553P	xxxxxxxxxxxxxxxx	
Movements during the period	(+)/(-) 8543		
Uncalled amounts at the end of the period	8553		
NET BOOK VALUE AT THE END OF THE PERIOD	(284)		
OTHER COMPANIES - AMOUNTS RECEIVABLE			
NET BOOK VALUE AT THE END OF THE PERIOD	285/8P	xxxxxxxxxxxxxxxx	44.344,92
Movements during the period			
Appropriations	8583		
Repayments	8593	4.310,00	
Amounts written down	8603		
Amounts written back	8613		
Exchange differences	(+)/(-) 8623		
Other movements	(+)/(-) 8633		
NET BOOK VALUE AT THE END OF THE PERIOD	(285/8)	40.034,92	
ACCUMULATED AMOUNTS WRITTEN DOWN ON AMOUNTS RECEIVABLE AT END OF THE PERIOD	8653		

PARTICIPATING INTERESTS INFORMATION**PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES**

The following list mentions the companies in which the company holds a participating interest (recorded in headings 280 and 282 of assets), as well as the companies in which the company holds rights (recorded in headings 284 and 51/53 of assets) for an amount of at least 10% of the capital, the equity or a class of shares of the company.

NAME, full address of the REGISTERED OFFICE and, for an entity governed by Belgian law, the COMPANY REGISTRATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	Directly		Subsidiaries	Annual accounts as per	Currency code	Equity	Net result
		Number	%				%	(+) or (-) (in units)
Melexis Inc Trafalgar Sq 15 NH03063 Nashua United States of America	kapitaalsaandelen	100.000	100,00	0,00	31/12/2020	USD	11.535.472	822.081
Melexis GmbH Konrad-Zuse-Strasse 15 99099 Erfurt Germany	kapitaalsaandelen	3	100,00	0,00	31/12/2020	EUR	78.530.795	56.516.443
Melexis Ukraine Ltd Kotelnykova street 4 03115 Kiev Ukraine	kapitaalsaandelen	0	100,00	0,00	31/12/2020	UAH	46.517.242	1.293.459
Melexis Bulgaria EOOD Samokovsko Shosse 2 1138 Sofia Bulgaria	kapitaalsaandelen	15.646	100,00	0,00	31/12/2020	BGN	52.456.164	9.182.367
Sentron AG Baarerstrasse 73 6300 Zug Switzerland	kapitaalaandelen	5.000	100,00	0,00	31/12/2020	CHF	749.145	-1.415
Melefin Public limited liability company Transportstraat 1 3980 Tessenderlo Belgium 0878.292.438	kapitaalsaandelen	10.000	100,00	0,00	31/12/2020	EUR	127.606.572	4.937.157

PARTICIPATING INTERESTS INFORMATION**PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES**

NAME, full address of the REGISTERED OFFICE and, for an entity governed by Belgian law, the COMPANY REGISTRATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	Directly		Subsidiaries	Annual accounts as per	Currency code	Equity	Net result
		Number	%				%	(+) or (-) (in units)
Melexis Technologies SA Chemin de Buchaux 38 2022 BEVAIX Switzerland	gewone aandelen	1.000	100,00	0,00	31/12/2020	CHF	17.358.122	-4.614.827
K.K. Melexis Japan Technical Research Center Yokohama Heiwa bldg 9F, 3-30-7 Honcho, Naka-ku 9F 2310005 Yokohama Japan	kapitaals aandelen	1.000	100,00	0,00	31/12/2020	JPY	158.204.553	20.280.345
Melexis Electronic Technology (Shanghai) Co., Ltd room 607, Building B, SOHO, DanShui Road, HuanPu 277 Shanghai China	kapitaals aandelen	0	100,00	0,00	31/12/2020	CNY	17.015.027	3.507.651
Melexis Technologies Public limited liability company Transportstraat 1 3980 Tessenderlo Belgium 0467.222.076	kapitaals aandelen	3.969.129	75,00	25,00	31/12/2020	EUR	537.502.078	46.994.154
Melexis (Malaysia) Sdn Bhd Silicon Drive 1 93350 Kuching Malaysia	gewone aandelen	5.000.000	99,99	0,00	31/12/2020	MYR	11.709.285	2.483.669
Melexis Dresden GmbH Zur Wetterwarte 50 01109 Dresden Germany					31/12/2020	EUR	1.053.245	330.899

PARTICIPATING INTERESTS INFORMATION**PARTICIPATING INTERESTS AND OTHER RIGHTS IN OTHER COMPANIES**

NAME, full address of the REGISTERED OFFICE and, for an entity governed by Belgian law, the COMPANY REGISTRATION NUMBER	Rights held			Data extracted from the most recent annual accounts				
	Nature	Directly		Subsidiaries	Annual accounts as per	Currency code	Equity	Net result
		Number	%				%	(+) or (-) (in units)
Melexis France SAS Boulevard John Kennedy 224 91105 Corbeil Essonnes France FR838333193	gewone aandelen	25.000	100,00	0,00	31/12/2020	EUR	2.746.374	220.190
Melexis Korea Yuhan Hoesa Pangyo-ro Bundamg-gu Innovalley 255 13486 Seongnam-si, Gyeonggi-do South Korea	gewone aandelen	1.000	100,00	0,00	31/12/2020	KRW	543.514.108	121.066.727
	gewone aandelen	25.000	100,00	0,00				

CURRENT INVESTMENTS AND ACCRUALS AND DEFERRED INCOME**CURRENT INVESTMENTS - OTHER INVESTMENTS****Shares and investments other than fixed income investments**

Shares – Book value increased with the uncalled amount

Shares – Uncalled amount

Precious metals and works of art

Fixed-income securities

Fixed income securities issued by credit institutions

Term accounts with credit institutions

With a remaining term or notice

up to one month

between one month and one year

over one year

Other investments not mentioned above

Codes	Period	Preceding period
51		
8681		
8682		
8683		
52		
8684		
53		
8686		
8687		
8688		
8689		

ACCRUALS AND DEFERRED INCOME**Allocation of account 490/1 of assets if the amount is significant**

TEST DIENSTEN

LICENTIES

OVERIGE

Period
1.447.412,00
620.778,00
129.834,00

STATEMENT OF CAPITAL AND SHAREHOLDERS' STRUCTURE**STATEMENT OF CAPITAL****Capital**

Issued capital at the end of the period
 Issued capital at the end of the period

Codes	Period	Preceding period
100P	XXXXXXXXXXXXXXXX	564.813,86
(100)	564.813,86	

Modifications during the period

Composition of the capital
 Share types

gewone aandelen zonder nominale waarde
 Registered shares
 Shares dematerialized

Codes	Period	Number of shares
	564.813,86	40.400.000
8702	XXXXXXXXXXXXXXXX	20.365.160
8703	XXXXXXXXXXXXXXXX	20.034.840

Unpaid capital

Uncalled capital
 Called up capital, unpaid
 Shareholders that still need to pay up in full

Codes	Uncalled amount	Called up amount, unpaid
(101)		XXXXXXXXXXXXXXXX
8712	XXXXXXXXXXXXXXXX	

Own shares

Held by the company itself
 Amount of capital held
 Number of shares
 Held by a subsidiary
 Amount of capital held
 Number of shares

Commitments to issuing shares

Owing to the exercise of conversion rights
 Amount of outstanding convertible loans
 Amount of capital to be subscribed
 Corresponding maximum number of shares to be issued
 Owing to the exercise of subscription rights
 Number of outstanding subscription rights
 Amount of capital to be subscribed
 Corresponding maximum number of shares to be issued

Authorised capital not issued

Codes	Period
8721	
8722	
8731	
8732	
8740	
8741	
8742	
8745	
8746	
8747	
8751	

Shares issued, non-representing capital

Distribution

Number of shares

Number of voting rights attached thereto

Allocation by shareholder

Number of shares held by the company itself

Number of shares held by its subsidiaries

Codes	Period
8761	
8762	
8771	
8781	

ADDITIONAL NOTES REGARDING CONTRIBUTIONS (INCLUDING CONTRIBUTIONS IN THE FORM OF SERVICES OR KNOW-HOW)

Period

STATEMENT OF AMOUNTS PAYABLE AND ACCRUALS AND DEFERRED INCOME (LIABILITIES)

	Codes	Period
BREAKDOWN OF AMOUNTS PAYABLE WITH AN ORIGINAL TERM OF MORE THAN ONE YEAR, ACCORDING TO THEIR RESIDUAL MATURITY		
Current portion of amounts payable after more than one year falling due within one year		
Financial debts	8801	
Subordinated loans	8811	
Unsubordinated debentures	8821	
Leasing and other similar obligations	8831	
Credit institutions	8841	
Other loans	8851	
Trade debts	8861	
Suppliers	8871	
Bills of exchange payable	8881	
Advance payments on contracts in progress	8891	
Other amounts payable	8901	
Total current portion of amounts payable after more than one year falling due within one year	(42)	
Amounts payable with a remaining term of more than one year, yet less than 5 years		
Financial debts	8802	
Subordinated loans	8812	
Unsubordinated debentures	8822	
Leasing and other similar obligations	8832	
Credit institutions	8842	
Other loans	8852	
Trade debts	8862	
Suppliers	8872	
Bills of exchange payable	8882	
Advance payments on contracts in progress	8892	
Other amounts payable	8902	3.823,90
Total amounts payable with a remaining term of more than one year, yet less than 5 years	8912	3.823,90
Amounts payable with a remaining term of more than 5 years		
Financial debts	8803	
Subordinated loans	8813	
Unsubordinated debentures	8823	
Leasing and other similar obligations	8833	
Credit institutions	8843	
Other loans	8853	
Trade debts	8863	
Suppliers	8873	
Bills of exchange payable	8883	
Advance payments on contracts in progress	8893	
Other amounts payable	8903	
Amounts payable with a remaining term of more than 5 years	8913	

AMOUNTS PAYABLE GUARANTEED (included in accounts 17 and 42/48 of liabilities)**Amounts payable guaranteed by the Belgian government agencies**

	Codes	Period
Financial debts	8921	
Subordinated loans	8931	
Unsubordinated debentures	8941	
Leasing and other similar obligations	8951	
Credit institutions	8961	
Other loans	8971	
Trade debts	8981	
Suppliers	8991	
Bills of exchange payable	9001	
Advance payments on contracts in progress	9011	
Remuneration and social security	9021	
Other amounts payable	9051	
Total of the amounts payable guaranteed by the Belgian government agencies	9061	

Amounts payable guaranteed by real securities given or irrevocably promised by the company on its own assets

Financial debts	8922	
Subordinated loans	8932	
Unsubordinated debentures	8942	
Leasing and other similar obligations	8952	
Credit institutions	8962	
Other loans	8972	
Trade debts	8982	
Suppliers	8992	
Bills of exchange payable	9002	
Advance payments on contracts in progress	9012	
Taxes, remuneration and social security	9022	
Taxes	9032	
Remuneration and social security	9042	
Other amounts payable	9052	
Total amounts payable guaranteed by real securities given or irrevocably promised by the company on its own assets	9062	

TAXES, REMUNERATION AND SOCIAL SECURITY**Taxes** (headings 450/3 and 178/9 of liabilities)

Outstanding tax debts	9072	
Accruing taxes payable	9073	244.246,18
Estimated taxes payable	450	

Remuneration and social security (headings 454/9 and 178/9 of liabilities)

Amounts due to the National Social Security Office	9076	
Other amounts payable in respect of remuneration and social security	9077	4.016.909,83

ACCRUALS AND DEFERRED INCOME

Allocation of heading 492/3 of liabilities if the amount is significant

PROVISIE INTRESTEN

1.306.999,00

FINANCIELE DIENSTEN

104.788,00

ONROERENDE VOORHEFFING

102.000,00

OVERIGE

381.942,00

Period
1.306.999,00
104.788,00
102.000,00
381.942,00

OPERATING RESULTS**OPERATING INCOME****Net turnover**

Allocation by categories of activity

Ontwikkeling en productie van halfgeleiders

Allocation by geographical market

Europa

Other operating income

Operating subsidies and compensatory amounts received from public authorities

OPERATING CHARGES**Employees for whom the company submitted a DIMONA declaration or who are recorded in the general personnel register**

Total number at the closing date

Average number of employees calculated in full-time equivalents

Number of actual hours worked

Personnel costs

Remuneration and direct social benefits

Employers' contribution for social security

Employers' premiums for extra statutory insurance

Other personnel costs

Retirement and survivors' pensions

Codes	Period	Preceding period
	60.275.413,00	55.691.188,27
	60.275.413,00	55.691.188,27
740	22.841,64	22.841,64
9086	313	298
9087	301,6	301,5
9088	416.530	390.630
620	18.756.177,90	16.880.087,60
621	6.342.370,56	5.783.217,95
622	573.596,50	568.820,95
623	922.661,19	838.445,51
624	330.740,59	289.513,76

		Codes	Period	Preceding period
Provisions for pensions and similar obligations				
Appropriations (uses and write-backs)	(+)/(-)	635		
Depreciations				
On stock and contracts in progress				
Recorded		9110		
Written back		9111		
On trade debtors				
Recorded		9112		
Written back		9113		
Provisions for liabilities and charges				
Appropriations		9115		
Uses and write-backs		9116		
Other operating charges				
Taxes related to operation		640	165.125,06	232.526,65
Other		641/8	87.457,29	21.000,00
Hired temporary staff and personnel placed at the company's disposal				
Total number at the closing date		9096		
Average number calculated in full-time equivalents		9097	18,6	8,6
Number of actual hours worked		9098	37.154	15.151
Costs to the company		617	1.266.461,38	492.679,53

FINANCIAL RESULTS**RECURRING FINANCIAL INCOME****Other financial income**

Subsidies paid by public authorities, added to the profit and loss account

Capital subsidies

Interest subsidies

Allocation of other financial income

Exchange differences realized

Other

koersverschillen

RECURRING FINANCIAL CHARGES**Depreciation of loan issue expenses****Capitalised interests****Depreciations on current assets**

Recorded

Written back

Other financial charges

Amount of the discount borne by the company, as a result of negotiating amounts receivable

Provisions of a financial nature

Appropriations

Uses and write-backs

Allocation of other financial costs

Exchange differences realized

Results from the conversion of foreign currencies

Other

koersverschillen

Codes	Period	Preceding period
9125	22.841,64	22.841,64
9126		
754		
	32.887,08	89.539,72
6501		
6502		
6510		
6511		
653		
6560		
6561		
654		
655		
	113.661,40	18.691,11

INCOME AND CHARGES OF EXCEPTIONAL SIZE OR FREQUENCY

	Codes	Period	Preceding period
NON-RECURRING INCOME	76		49.933,32
Non-recurring operating income	(76A)		49.933,32
Write-back of depreciation and of amounts written off intangible and tangible fixed assets	760		49.933,32
Write-back of provisions for extraordinary operating liabilities and charges	7620		
Capital profits on disposal of intangible and tangible fixed assets	7630		
Other non-recurring operating income	764/8		
Non-recurring financial income	(76B)		
Write-back of amounts written down financial fixed assets	761		
Write-back of provisions for extraordinary financial liabilities and charges	7621		
Capital profits on disposal of financial fixed assets	7631		
Other non-recurring financial income	769		
NON-RECURRING CHARGES	66		
Non-recurring operating charges	(66A)		
Non-recurring depreciation of and amounts written off formation expenses, intangible and tangible fixed assets	660		
Provisions for extraordinary operating liabilities and charges: appropriations (uses) (+)/(-)	6620		
Capital losses on disposal of intangible and tangible fixed assets	6630		
Other non-recurring operating charges	664/7		
Non-recurring operating charges carried to assets as restructuring costs (-)	6690		
Non-recurring financial charges	(66B)		
Amounts written off financial fixed assets	661		
Provisions for extraordinary financial liabilities and charges - appropriations (uses) (+)/(-)	6621		
Capital losses on disposal of financial fixed assets	6631		
Other non-recurring financial charges	668		
Non-recurring financial charges carried to assets as restructuring costs (-)	6691		

TAXES**INCOME TAXES****Income taxes on the result of the period**

Income taxes paid and withholding taxes due or paid
 Excess of income tax prepayments and withholding taxes paid recorded under assets
 Estimated additional taxes

Income taxes on the result of prior periods

Additional income taxes due or paid
 Additional income taxes estimated or provided for

Major reasons for the differences between pre-tax profit, as it results from the annual accounts, and estimated taxable profit

Octrooi aftrek
 Investeringsaftrek
 Verworpen uitgaven

Codes	Period
9134	187.991,65
9135	187.991,65
9136	
9137	
9138	
9139	
9140	
	-1.027.917,00
	-3.252.336,00
	920.000,00

Influence of non-recurring results on income taxes on the result of the period

Period

Sources of deferred taxes

Deferred taxes representing assets
 Accumulated tax losses deductible from future taxable profits
 Other deferred taxes representing assets
 Investeringsaftrek
 Deferred taxes representing liabilities
 Allocation of deferred taxes representing liabilities

Codes	Period
9141	
9142	
	2.344.236,00
9144	

VALUE-ADDED TAXES AND TAXES BORNE BY THIRD PARTIES**Value-added taxes charged**

To the company (deductible)
 By the company

Amounts withheld on behalf of third party by way of

Payroll withholding taxes
 Withholding taxes on investment income

Codes	Period	Preceding period
9145	4.026.638,48	3.198.536,48
9146	12.142.681,36	11.236.906,46
9147	6.342.370,56	5.783.217,95
9148	12.596.493,28	7.313.988,25

RELATIONSHIPS WITH AFFILIATED COMPANIES, ASSOCIATED COMPANIES AND OTHER COMPANIES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Preceding period
AFFILIATED COMPANIES			
Financial fixed assets	(280/1)	1.287.996.271,31	1.287.996.271,31
Participating interests	(280)	1.287.996.271,31	1.287.996.271,31
Subordinated amounts receivable	9271		
Other amounts receivable	9281		
	9291		
Amounts receivable			
Over one year	9301		
Within one year	9311		
	9321		
Current investments			
Shares	9331		
Amounts receivable	9341		
	9351	531.180.422,60	450.634.168,54
Amounts payable			
Over one year	9361		
Within one year	9371	531.180.422,60	450.634.168,54
Personal and real guarantees			
Provided or irrevocably promised by the company as security for debts or commitments of affiliated companies	9381		
Provided or irrevocably promised by affiliated companies as security for debts or commitments of the company	9391		
	9401		
Other significant financial commitments			
Financial results			
Income from financial fixed assets	9421		60.500.000,00
Income from current assets	9431		
Other financial income	9441		
Debt charges	9461		5.594.575,11
Other financial charges	9471		
Disposal of fixed assets			
Capital profits realised	9481		
Capital losses realised	9491		

RELATIONSHIPS WITH AFFILIATED COMPANIES, ASSOCIATED COMPANIES AND OTHER COMPANIES LINKED BY PARTICIPATING INTERESTS

	Codes	Period	Preceding period
ASSOCIATED COMPANIES			
Financial fixed assets	9253		
Participating interests	9263		
Subordinated amounts receivable	9273		
Other amounts receivable	9283		
Amounts receivable	9293		
Over one year	9303		
Within one year	9313		
Amounts payable	9353		
Over one year	9363		
Within one year	9373		
Personal and real guarantees			
Provided or irrevocably promised by the company as security for debts or commitments of affiliated companies	9383		
Provided or irrevocably promised by affiliated companies as security for debts or commitments of the company	9393		
Other significant financial commitments	9403		
COMPANIES LINKED BY PARTICIPATING INTERESTS			
Financial fixed assets	9252		
Participating interests	9262		
Subordinated amounts receivable	9272		
Other amounts receivable	9282		
Amounts receivable	9292		
Over one year	9302		
Within one year	9312		
Amounts payable	9352		
Over one year	9362		
Within one year	9372		

TRANSACTIONS WITH AFFILIATED PARTIES BEYOND NORMAL MARKET CONDITIONS

Mention of these transactions if they are significant, including the amount of the transactions, the nature of the link, and all information about the transactions that should be necessary to get a better understanding of the financial situation of the company

Nihil

Period

FINANCIAL RELATIONSHIPS WITH**DIRECTORS AND MANAGERS, INDIVIDUALS OR LEGAL PERSONS WHO CONTROL THE COMPANY DIRECTLY OR INDIRECTLY WITHOUT BEING ASSOCIATED THEREWITH, OR OTHER COMPANIES CONTROLLED DIRECTLY OR INDIRECTLY BY THESE PERSONS****Amounts receivable from these persons**

Principal conditions regarding amounts receivable, rate of interest, duration, any amounts repaid, cancelled or written off

Guarantees provided in their favour**Other significant commitments undertaken in their favour****Amount of direct and indirect remunerations and pensions, reflected in the income statement, as long as this disclosure does not concern exclusively or mainly, the situation of a single identifiable person**

To directors and managers

To former directors and former managers

Codes	Period
9500	
9501	
9502	
9503	
9504	

THE AUDITOR(S) AND THE PERSONS WHOM HE (THEY) IS (ARE) COLLABORATING WITH**Auditors' fees****Fees for exceptional services or special assignments executed within the company by the auditor**

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

Fees for exceptional services or special assignments executed within the company by people the auditor(s) is (are collaborating with

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

Codes	Period
9505	60.020,00
95061	28.715,00
95062	
95063	
95081	
95082	
95083	

Mentions related to article 3:64, § 2 and § 4 of the Belgian Companies and Associations Code

DECLARATION WITH REGARD TO THE CONSOLIDATED ANNUAL ACCOUNTS**INFORMATION TO DISCLOSE BY EACH COMPANY GOVERNED BY THE BELGIAN COMPANIES AND ASSOCIATIONS CODE ON THE CONSOLIDATED ANNUAL ACCOUNTS**

The company has prepared and published consolidated annual accounts and a consolidated annual report*

~~The company has not prepared consolidated annual accounts and a consolidated annual report, because of an exemption for the following reason(s)*~~

~~The company and its subsidiaries exceed, on a consolidated basis, not more than one of the criteria mentioned in article 1:26 of the Belgian Companies and Associations Code*~~

~~The company only has subsidiaries that, considering the evaluation of the consolidated capital, the consolidated financial position or the consolidated result, individually or together, are of negligible interestError! Bookmark not defined. (article 3:23 of the Belgian Companies and Associations Code)~~

~~The company itself is a subsidiary of a parent company that prepares and publishes consolidated annual accounts, in which the annual accounts are integrated by consolidation*~~

INFORMATION TO BE PROVIDED BY THE COMPANY IN CASE IT IS A SUBSIDIARY OR A JOINT SUBSIDIARY

Name, full address of the registered office and, if it concerns companies under Belgian law, the company registration number of the parent company(ies) and the indication if this (these) parent company(ies) prepares (prepare) and publishes (publish) consolidated annual accounts, in which the annual accounts are included by means of consolidation**:

XTRION NV

Transportstraat 1

3980 Tessenderlo, Belgium

0878.389.438

The enterprise draws up consolidated annual accounts data for the major part of the enterprise

If the parent company(ies) is (are) (a) company(ies) governed by foreign law, the location where the abovementioned annual accounts are available**:

* Strike out what does not apply.

** Where the annual accounts of the company are consolidated at different levels, the information should be given, on the one hand at the highest and on the other at the lowest level of companies of which the company is a subsidiary and for which consolidated accounts are prepared and published.

FINANCIAL RELATIONSHIPS OF THE GROUP THE COMPANY IS IN CHARGE OF IN BELGIUM WITH THE AUDITOR(S) AND THE PERSONS WITH WHOM HE (THEY) IS (ARE) LINKED

Mentions related to article 3:65, § 4 and § 5 of the Belgian Companies and Associations Code

Fees to auditors according to the mandate at the group level led by the company publishing the information

Fees for exceptional services or special missions executed by the auditor(s) at this group

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

Fees to people auditors are linked to according to the mandate at the group level led by the company publishing the information

Fees for exceptional services or special assignments executed at this group by people the auditor(s) is (are) linked to

Other audit assignments

Tax consultancy assignments

Other assignments beyond the audit

Codes	Period
9507	209.384,00
95071	
95072	
95073	
9509	
95091	
95092	
95093	

Mentions related to article 3:64, § 2 and § 4 of the Belgian Companies and Associations Code

VALUATION RULES**XX. VALUATION RULES****1. Formation expenses**

The formation expenses are booked as an asset in the balance sheet at their purchase value less depreciation. Depreciation is applied under the straight line basis at 20% pro rata per annum.

2. Tangible and intangible fixed assets

The tangible fixed assets are booked as an asset in the balance sheet at their purchase value or production cost if it concerns assets under construction.

Depreciation is applied under the straight line basis at the following percentages pro rata per annum:

Land and buildings 5%

Plant, machinery and equipment 10% - 20%

Furniture and vehicles 10% - 20%

The intangible fixed assets are booked as an asset in the balance sheet at their purchase value or production cost if it concerns assets under construction. Licenses are depreciated under the straight line basis at 20% pro rata per annum.

3. Financial fixed assets

The participations are valued at the purchase value.

In the event of permanent loss or depreciation, justified by the situation, profitability and prospects of the company in which the shares are held, impairment will be applied.

4. Cash at bank and in hand

These assets are valued at their nominal value.

5. Amounts receivable after more than 1 year and amounts receivable within one year.

The amounts receivable are booked at their nominal value. The amounts receivable in foreign currency are recorded in EUR at a fixed transfer rate on the date of the transaction and valued at the latest exchange rate.

The exchange rate differences which result out of the valuation exercise are recorded in the income statement. Depreciation is applied when the realized value at the date of the financial year is less then the carrying amount.

6. Stocks

Raw materials and consumables are valued at the purchase value calculated according the FIFO method.

The work in progress and finished goods are valued at production cost which comprises of direct and indirect costs.

Depreciation is booked for unlisted items and when the realized value is less than the carrying amount.

7. Provisions for liabilities and charges

The Board of Directors, with care, sincerity and good faith decision, examines the year-end provisions to be formed in order to cover:

" major repair and maintenance works

" other risks, if necessary

8. Amounts payable after more then one year and amounts payable within one year

Amounts payable are booked at their nominal value. Amounts payable in foreign currency are recorded in EUR at a fixed transfer rate on the date of the transaction and valued at the latest exchange rate.

The exchange rate differences which result out of the valuation exercise are recorded in the income statement.

XXI. Related parties**1. Shareholders' structure and identification of major related parties**

Melexis NV is the parent company of the Melexis group that includes following entities which have been consolidated:

Melexis Inc	US entity
Melexis GmbH	German entity
Melexis Bulgaria EOOD	Bulgarian entity
Melexis Ukraine Ltd	Ukraine entity
Melexis Technologies SA	Swiss entity
Melexis NV/Branch office France	French branch
Sentron AG	Swiss entity
Melefin NV	Belgian entity
Melexis Technologies NV	Belgian entity
Melexis NV/Branch office Philippines	Philippine branch
K.K. Melexis Japan Technical Research Center	Japanese entity
Melexis Electronic Technology Co. Ltd	Chinese entity
Melexis (Malaysia) Sdn Bhd	Malaysian entity
Melexis Technologies NV (Malaysian) branch	Malaysian branch
Melexis Dresden GmbH	German entity

VALUATION RULES

Melexis France SAS
Melexis Korea Yuhan Hoesa

French entity
South-Korean entity

The shareholders of Melexis NV are as follows:

Xtrion NV owns 50% of the outstanding Melexis shares. The shares of Xtrion are controlled directly and/or indirectly by Mr. Roland Duchâtelet, Mr. Rudi De Winter and Mrs. Françoise Chombar .

Mr. Roland Duchâtelet and Mrs. Françoise Chombar, who are directors at Melexis NV.

Elex NV is 99.9% owned by Mr. Roland Duchâtelet.

Xtrion NV owns 48.4% of the outstanding shares of X-FAB Silicon Foundries SE, producer of wafers, which are the main raw materials for the Melexis products.

The company sells the majority of its products also to third parties.

Melexis, as in prior years, purchases part of its test equipment from the XPEQT Group. The company develops, produces and sells test systems for the semiconductor industry.

XPEQT Group is owned by Xtrion NV for 99.99%.

As recommended by the Belgian Companies Code (Article 7:96 and 7:97) the Board of directors investigates all transactions in which, according to above articles, a possible conflict of interest can exist.

For all transactions occurred outside of "normal business transactions", an independent expert will be appointed. The expert will present a report of these transactions towards the independent directors.

In case of potential conflicts of interest, we refer to the Annual Report Chapter 7.7 Policy on certain transactions.

**OTHER DOCUMENTS TO BE FILED IN ACCORDANCE WITH THE
BELGIAN COMPANIES AND ASSOCIATIONS CODE****ANNUAL REPORT****Melexis**

Public limited liability company
Rozendaalstraat 12
8900 Ieper
VAT BE – 0435.604.729
Register Legal Entities Ieper
(the “Company”)

Annual Report concerning the financial year ended 31 December, 2021

Accordinging legal requirements, we have the honour of reporting to you on the economic situation of the Company concerning the financial year covering the period from January 1st, 2021 until December 31st, 2021.

This Annual Report and also the Annual Accounts will be made available to you.

1. COMMENTS ON THE ANNUAL ACCOUNTS

These comments are based on the balance sheet after appropriation and are consequently valid under reservation of approval of the proposed appropriation by the ordinary general meeting.

The draft of the annual accounts has been drawn up in accordance with the provisions of the Royal Decree of 29 April 2019 implementing the Code of Companies and Associations.

On a standalone basis, the Company realized a turnover of 60.3 million EUR. The total turnover increased by 8% compared to 2020.

The operating profit in 2021 amounted to 8.9 million EUR, mainly as a result of the increase in turnover.

The fixed assets have decreased in 2021 with 4.5 million EUR.

The Group results can be found in the Melexis Group’s annual report, shared on the internet.

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2. APPROPRIATION OF THE RESULT

The Board of Directors proposes to present the profit to be appropriated of EUR 831,979,237.95 as follows:

- withdrawals from reserves	(EUR 3.837.827,69)
- dividends	EUR 105,040,000.00
- profit to be carried forward	EUR 730,777,065.64

3. IMPORTANT EVENTS AFTER THE CLOSING OF THE FINANCIAL YEAR

UKRAINE

It goes without saying that our most important concern today is our people in Kyiv. We are in close contact with local colleagues throughout these challenging times and we are committed to help them. A dedicated taskforce set up at the end of December is monitoring the situation and supporting our colleagues and contingency plans have been put in place.

In Kyiv we have a team of around 60 people who are working on R&D activities. There is no immediate impact on our manufacturing operations and current product delivery engagements. As such, these events qualify as a non-adjusting event, with no impact on the 2021 figures.

COVID-19

Melexis has been closely monitoring and responding to the COVID-19 evolutions around the world and this since January 2020. More than ever, the health and safety of our people and our other stakeholders are our foremost concern. We have a Melexis COVID-19 taskforce in place which worked intensely to plan for and react to the outbreak in a timely fashion. Specific measures – such as working from home, social distancing and business continuity planning – are implemented in all facilities worldwide.

Business and financial impact on the Group results

COVID-19 remains a risk for Melexis' supply chain, for example by causing a delay in delivery of equipment, wafers, packaging services, etc. due to mitigation measures taken by governments and bottlenecks in production, transportation and customs activities. Supply chain and business contingency planning ensures that our manufacturing sites keep running under the best achievable circumstances.

Despite the pandemic, Melexis posted a year-over-year sales growth of 27%.

Balance sheet*

On 31 December 2021, the cash position amounted to EUR 34,950,394 and the bank debt of EUR 62,000,000 had been paid off. Unused committed credit lines were 147 million EUR. The inventory increased with EUR 21 million compared with end 2020.

Based on our strong results and cash flow position in 2021, no impairment was deemed required. Melexis will continue to respect all covenants on its active credit lines.

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Given our full-year guidance and in line with the above-mentioned redundancy of impairment, there are no issues noticed in regard to the recoverability of the Deferred tax asset on our balance sheet.

Expected credit losses*

Due to COVID-19, the credit control department increased their focus on the outstanding balances of customers. When there is a significant increase in the credit risk of a customer, an allowance for doubtful accounts is made. The analysis of the increased credit risk is performed according to the credit loss model of IFRS 9. The output of the analysis did not result in material amounts to be accounted for.

The amount of credit losses written off in our consolidated statement of financial position is negligible (less than EUR 220,000). An analysis of the expected credit losses booked in the current financial year is made on a yearly basis. This analysis does not show any material impact of the COVID-19 pandemic on expected credit losses.

Furthermore, we did not see any impact on our customers' payment behavior that could lead to customer credit losses in the future. As a result, no provisions for future credit losses were foreseen. We will continue to monitor this in the future and accruals will be taken if material expected customer credit losses appear.

Outstanding receivables*

There is no impact of the COVID-19 pandemic on our outstanding receivables. On the contrary, the percentage of receivables outstanding for more than 30 days is lower than in previous years. We have increased our focus on outstanding receivables in light of the COVID-19 situation. Our proactive follow-up on the outstanding receivables and our actions taken to get receivables paid according to agreed terms resulted in no visible impact of the COVID-19 pandemic on our outstanding receivables.

Inventories*

There has been no impact of the COVID-19 pandemic on our inventories.

(*) This applies to the Melexis Group.

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The research and development expenses made during the financial year by the Company amount to 7.7 million EUR (mainly capital expenditures and salary expenses).

5. BRANCH OFFICES

Melexis NV/BO France, Paris
Melexis NV/BO France, Grasse
Melexis NV/BO Philippines, Laguna

**6. INFORMATION ABOUT THE CIRCUMSTANCES THAT COULD HAVE A
CONSIDERABLE IMPACT ON THE DEVELOPMENT OF THE COMPANY**

We do not expect any circumstances that could have a considerable impact on the evolution of our Company.

**7. RISKS AND UNCERTAINTIES RELATED TO THE COMPANY AND ITS
SUBSIDIARIES**

An investment in shares involves certain risks. Prior to making any investment decision, prospective purchasers of shares should consider carefully all of the information set forth in this annual report and, in particular, the risks described below. If any of the following risks actually occur, the company's business, results of operations and financial condition could be materially adversely affected. Except for the historical information in this annual report, the discussion contains certain forward-looking statements that involve risks and uncertainties, such as statements regarding the company's plans, objectives, expectations and intentions. The cautionary statements made in this annual report should be read as being applicable to all forward-looking statements wherever they appear in this annual report.

7.1. RISKS RELATED TO THE COMPANY**7.1.1. OPERATING HISTORY: INABILITY TO FORECAST REVENUES ACCURATELY**

The company's business and prospects must be considered in light of the risks, uncertainties, expenses and difficulties frequently encountered by companies active in new and rapidly evolving markets, such as the semiconductor market. To address these risks and uncertainties, the company must, among other things: (1) increase market share; (2) enhance its brand; (3) implement and execute its business and marketing strategy successfully; (4) continue to develop and upgrade its technology; (5) respond to competitive developments; and (6) attract, integrate, retain and motivate qualified personnel. There can be no assurance that the company will be successful in accomplishing any or all of these things, and the failure to do so could have a material adverse effect on the company's business, result of operations and financial condition.

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As a result of the rapidly evolving markets in which it competes, the company may be unable to forecast its revenues accurately.

The company's current and future expense levels are based largely on its investment plans and estimates of future revenues. Sales and income from operations generally depend on the volume and timing of, and ability to fulfill, orders received, which are difficult to forecast. The company may be unable to adjust its expenditures in a timely manner to compensate for any unexpected revenue shortfall. Accordingly, any significant shortfall in revenues in relation to the company's planned expenditures would have an immediate adverse effect on the company's business, income from operations and financial condition. Furthermore, in response to changes in the competitive environment, the company may, from time to time, make certain pricing, service or marketing decisions that could have a material adverse effect on the company's business, result of operations and financial condition.

7.1.2. MANUFACTURING

The Group has multiple manufacturing sites around the world. These sites are exposed to risks related to interruptions of our manufacturing processes, such as political upheavals, natural disasters, occupational accidents and pandemics. These could impede the Group's ability to manufacture at these sites on the planned scale or to export products manufactured at those sites, which in turn can impact our financial condition and results of operations. Contingency plans are in place in order to be able to respond adequately to crisis situations.

7.1.3. DEPENDENCE ON DATA AND IT SYSTEMS

The Group heavily depends on the reliability and security of its IT systems: networks, infrastructure, operating systems and databases. These systems are subject to attempted security breaches and other cybersecurity threats, a risk that is becoming more important with the rise in the level of threats to data security. If successful, this could adversely impact our business and result in an immediate loss of revenue for the Group. To mitigate these risks, an array of precautionary measures were put in place.

7.1.4. CURRENCY FLUCTUATIONS

The company is subject to risks of currency fluctuations to the extent that its revenues are received in currencies other than the currencies of the company's related costs. Fluctuations in the value of the euro against an investor's currency of investment may affect the market value of the shares expressed in an investor's currency. Such fluctuations may also affect the conversion into US dollars of cash dividends and other distributions paid in euros on the shares.

Please refer to the foreign currency risk in note 8.9.5.AK of the Melexis Group's annual report for more information about the impact of foreign currencies.

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The company is subject to risks of financial losses on investments in marketable securities and short-term deposits.

7.1.6. MANAGING GROWTH

To manage future growth effectively, the company must enhance its financial and accounting systems and controls, further develop its management information systems, integrate new personnel and manage expanded operations. The company's failure to manage its growth effectively could have a material adverse effect on the quality of its products and services, its ability to retain key personnel and its business, operating result and financial condition.

7.1.7. RISK OF POTENTIAL FUTURE ACQUISITIONS

As a part of its growth strategy, the company regularly evaluates potential acquisitions of businesses, technologies and product lines. Announcements concerning potential acquisitions and investments could be made at any time.

Future acquisitions by the company may result in the use of significant amounts of cash, potentially dilutive issuing of equity securities, incurrence of debt and amortization expenses related to goodwill and other intangible assets, each of which could materially and adversely affect the company's business, result of operations and financial condition or negatively affect the price of the shares. Should the company's future acquisitions operate at lower margins than those that exist for the company's present services and products, they may further limit the company's growth and place a significant strain on its business and financial resources. In addition, acquisitions involve numerous risks, including difficulties in the assimilation of the operations, technologies, products and personnel of the acquired company, the diversion of management's attention from other business concerns, risks of entering markets in which the company has no, or limited, direct prior experience and potential loss of key employees of the acquired company. While the company has had discussions with other companies, there are currently no commitments or agreements with respect to any potential acquisition. In the event that such an acquisition does occur, there can be no assurance that the company's business, result of operations and financial condition, and the market price of the shares will not be materially adversely affected.

7.1.8. DEPENDENCE ON KEY PERSONNEL; ABILITY TO RECRUIT AND RETAIN QUALIFIED PERSONNEL

The company's performance is substantially dependent on the performance and continued presence of its senior management and other key personnel. The company's performance also depends on the company's ability to retain and motivate its other officers and employees. The loss of the services of any of the company's senior management or other key employees could have a material adverse effect on the company's business, result of operations and financial condition.

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The company's future success also depends on its ability to identify, attract, hire, train, retain and motivate other highly skilled technical, managerial, marketing and customer service personnel. Competition for such personnel is intense, and there can be no assurance that the company will be able to attract, integrate or retain sufficiently qualified personnel. The failure to retain and attract the necessary personnel could have a material adverse effect on the company's business, result of operations and financial condition.

7.1.9. PRODUCTS MAY CONTAIN DEFECTS

The company's products may contain undetected defects, especially when first released, that could adversely affect its business. Despite rigorous and extensive testing, some defects may be discovered only after a product has been installed and used by customers. Any defects discovered after commercial release could result in (1) adverse publicity; (2) loss of revenues and market share; (3) increased service, warranty or insurance costs; or (4) claims against the company. Any of the foregoing could have a material adverse effect on the company's business, result of operations and financial condition.

7.1.10. EVOLVING DISTRIBUTION CHANNELS

The majority of sales to the large automotive accounts are generated by direct sales people. However, over time, increasingly more sales of ASSPs have been generated via the representative and distribution network of Melexis. As the majority of the Melexis ASSPs are unique, the end customers are still dependent on Melexis and not on the representative or distributor that they are working with.

Every distributor or agent or distribution method may involve risks of unpaid bills, idle inventories and inadequate customer service. Any of the foregoing could have a material adverse effect on the company's business, result of operations and financial condition.

7.1.11. PROTECTION AND ENFORCEMENT OF INTELLECTUAL PROPERTY RIGHTS

The semiconductor industry is characterized by frequent claims alleging the infringement of patents and other intellectual property rights. Thus, the company may receive communications or claims from third parties asserting patents or other intellectual property rights on certain technologies or processes used by the company. In the event any third party claim were to be valid, the company could be required to discontinue using certain processes or technologies or to cease the use and sale of infringing products, to pay damages and to acquire licenses to the allegedly infringed technology or develop non-infringing technologies. The company's business, financial condition and result of operations could be materially and adversely affected by any such development.

The company has already obtained patent protections and expects to file additional patent applications when appropriate to protect certain of its proprietary technologies. The company also protects its proprietary information and know-how through the use of trade secrets, confidentiality agreements and other measures. The process of patent protection can be expensive and time consuming. There can be no assurance that patents will be issued for applications or that, if patents are issued, they will not be challenged, invalidated or circumvented, or that rights granted thereunder will provide

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meaningful protection or other commercial advantage to the company. Likewise, there can be no assurance that the company will be able to preserve any of its other intellectual property rights in the future.

7.1.12. CLAIMS

Melexis receives, on a regular basis, claims from customers, and might receive claims from competitors as well. These claims are being recognized as a liability in the Consolidated Statement of Financial Position. The company uses all possible resources to limit the risk for the company. More information on the pending claims can be found in note 8.9.5.AE Litigation.

7.1.13. THE IMPORTANCE OF SIGNIFICANT CUSTOMERS

Melexis' biggest customer accounts for 14% of total sales. No other customers have sales over 10% of total sales. For the year ended 31 December 2021, the 10 most important customers accounted for 45% of total sales (cfr. note 8.9.5.Y of the Melexis Group's annual report).

7.1.14. SIGNIFICANT SUPPLIER

Melexis sources the majority of its wafers from X-FAB, a related party that is controlled by Melexis' largest shareholder, Xtrion NV (cfr. also Related Parties in Note 8.9.5.Z). Conditions of the commercial relations between X-FAB and Melexis are in line with those that would have been agreed upon between independent parties in comparable circumstances. The arm's length character of these conditions are analyzed, determined, and tested in accordance with the principles and best practices in this respect as detailed in the OECD's 2017 Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations. Notwithstanding due care taken in the Group's transfer pricing analysis, there can be no assurance that the tax authorities or courts will not take a position contrary to the Group's position.

To reduce the risk of dependency on one supplier, Melexis also sources from two other Asian wafer fabs. For packaging services, Melexis sources from several Asian vendors.

7.1.15. SIGNIFICANT SHAREHOLDERS

The main shareholder holds 50% + 1 share of the company's issued and outstanding ordinary shares. As a result, this shareholder, through the exercise of his voting rights, has the ability to significantly influence the company's management and affairs and all matters requiring shareholder approval, including the election of directors and approval of significant corporate transactions. In addition, some decisions concerning the company's operations or financial structure may present conflicts of interest between the company and this shareholder. For example, if the company is required to raise additional capital from public or private sources to finance its anticipated growth and contemplated capital expenditures, its interests might conflict with those of these shareholders with respect to the particular type of financing sought. In addition, the company may have an interest in pursuing acquisitions, divestitures, financings, or other transactions that, in management's judgment, could be beneficial to the company, even though the transactions might conflict with the interests of this

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shareholder. Likewise, this shareholder has contractual and other business relationships with the company from time to time. Although it is anticipated that any such transactions and agreements will be on terms no less favorable to the company than it could obtain in contracts with unrelated third parties, conflicts of interest could arise between the company and this shareholder in certain circumstances. For the required information with respect to the potential conflicts of interest, please refer to chapter 8.9 of the Melexis Group's annual report.

7.1.16. CLIMATE CHANGE

The world needs to continue the fight against climate change and seek solutions for both CO₂ and power consumption reduction. The call for green products has never been greater than today, a demand that will only increase in the coming years in all markets and impact mobility and energy consumption. The European Green Deal is striving to make Europe the first climate-neutral continent and will pave the way for a better future. Melexis is especially well positioned to contribute to the electrification trend in the automotive industry that is currently seeing an acceleration on the back of a heightened and justified attention to combating climate change. A decline in demand for Melexis' products, a large part of which support the transition to a lower carbon economy, is unlikely. Therefore, we have not impaired any assets in 2021.

Melexis is continuously looking for ways to reduce emissions and energy by designing sustainable products for our customers who are also increasingly looking to minimize their impact on the environment. To do so, Melexis adheres to the Greenhouse Gas or GHG Protocol and is now measuring its Scope 1 and 2 emissions. In consultation with an external consultant, all our sites have now been assessed and their baseline measurements regarding CO₂ emissions has been determined. These initial values provide the starting point for annual comparisons and allow for the establishment of future key performance indicators. Besides that, Melexis continuously evaluates the possible impact of climate change in its business creation process. For more information on our initiatives with regard to a lower carbon economy, please refer to chapter 6 of this annual report.

An important environmental risk that Melexis faces is linked primarily to climate change, such as the higher occurrence of natural hazards. Melexis is mapping, proactively and together with our suppliers, business continuity risks including natural hazards, at every stage of the supply chain and ensuring mitigation of the main risks.

Another risk related to climate change is the potential need for increased expenditures and investments by players in the semiconductor industry to ensure compliance with new regulations to reduce the CO₂ footprint. The production of wafers for instance is very energy and water intensive. Moreover, the environmental footprint of transportation of ICs is high, given the global nature of the semiconductor supply chain. Therefore, regulation in view of climate change could put pressure on the industry and lead to substantial increases in the cost of doing business. In 2021, expenses related to climate change were not material.

There is no substantial impact of climate change considerations on the financial judgments and estimates made in this annual report.

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The semiconductor industry is characterized by rapid technology change, frequent product introductions with improved price and/or performance characteristics, and average unit price erosion. These factors could have a material adverse effect on the company's business and prospects.

7.2.2. THE AUTOMOTIVE INDUSTRY

As a semiconductor company with most of its revenue coming from the automotive industry, Melexis sales are impacted by, among others, the amount of vehicles produced and sold worldwide.

The demand for vehicles is influenced by the economic and geopolitical situation in different regions. Macro-economic risks and trade tensions can lead to reduced purchasing power, causing the demand for vehicles to drop.

Other factors that can lead to a reduced demand for vehicles include a shift in consumer purchase behavior, uncertainty amongst consumers on what type of car to buy and new forms of mobility such as car sharing and robotaxis.

7.2.3. INTENSE COMPETITION

The automotive semiconductor market is very different from other segments of the semiconductor market. In particular, technological requirements for automotive semiconductors differ significantly as automotive electronics must withstand extreme conditions, including very hot and cold temperatures, dry and humid weather conditions and an environment subject to dust, oil, salt and vibration. In addition and unlike the situation in other segments of the semiconductor market, the supply voltage to automotive semiconductors originating from a car's battery will vary strongly in practice (between 6.5 and 24 volts). As a result, these factors make automotive semiconductor product design and, in particular, testing, difficult when compared with other semiconductor markets.

The company currently competes with a number of other companies. These companies could differ for each type of product. The company's competitors include, among others, Allegro Microsystems, Analog Devices, Microchip Technology, AMS, Elmos, Infineon Technologies, TDK (Micronas), NXP, ST Microelectronics, On Semiconductor and Texas Instruments.

The company believes that the principal competitive factors in its market are technological know-how, human resources, new product development, a close relationship with the leading automotive original equipment manufacturers and with the car manufacturers.

The company's current and potential competitors could have longer operating histories, greater brand recognition, access to larger customer bases and significantly greater financial, technical, marketing and other resources than the company. As a result, they may be able to adapt more quickly to new or

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emerging technologies and changes in customer requirements or to devote greater resources to the promotion and sale of their products than the company.

There can be no assurance that the company will be able to compete successfully against current and future competition. Furthermore, as a strategic response to changes in the competitive environment, the company may, from time to time, make certain pricing, service and marketing decisions or acquisitions that could have a material adverse effect on its business, results of operations and financial condition.

New technologies and the expansion of existing technologies may increase the competitive pressures on the company by enabling its competitors to offer a lower cost service or a better technology. There can be no assurance that any current arrangements or contracts of the company will be renewed on commercially reasonable terms.

Any and all of these events could have a material adverse effect on the company's business result of operations and financial condition.

7.2.4. RAPID TECHNOLOGICAL CHANGE

The semiconductor market is characterized by rapidly changing technology, frequent new product announcements, introductions and enhancements to products, and average unit price erosion. In the automotive semiconductor market, the active product life cycle is approximately 5 to 10 years. Accordingly, the company's future success will depend on its ability to adapt to rapidly changing technologies, to adapt its products and services to evolving industry standards and to improve the performance, features and reliability of its products and services in response to competitive product and service offerings and evolving demands of the marketplace. The failure of the company to adapt to such changes would have a material adverse effect on the company's business, result of operations and financial condition.

7.2.5. PURCHASING

The vast majority of the company's products are manufactured and assembled by foundries and subcontract manufacturers under a 'fabless' model. This reliance upon foundries and subcontractors involves certain risks, including potential lack of manufacturing availability, reduced control over delivery schedules, the availability of advanced process technologies, changes in manufacturing yields, dislocation, expense and delay caused by decisions to relocate manufacturing facilities or processes, and potential cost fluctuations.

During downturns in the semiconductor economic cycle, reduction in overall demand for semiconductor products could financially stress certain of the company's subcontractors. If the financial resources of such subcontractors are stressed, the company may experience future product shortages, quality assurance problems, increased manufacturing costs or other supply chain disruptions.

During upturns in the semiconductor cycle, it is not always possible to respond adequately to unexpected increases in customer demand due to capacity constraints. The company may be unable

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to obtain adequate foundry, assembly or test capacity from third-party subcontractors to meet customers' delivery requirements even if the company adequately forecasts customer demand.

Alternatively, the company may have to incur unexpected costs to expedite orders in order to meet unforecasted customer demand. The company typically does not have supply contracts with its vendors that obligate the vendor to perform services and supply products for a specific period, in specific quantities, and at specific prices.

The company's foundry and assembly subcontractors typically do not guarantee that adequate capacity will be available within the time required to meet customer demand for products. In the event that these vendors fail to meet required demand for whatever reason, the company expects that it would take up to twelve months to transition performance of these services to new providers. Such a transition may also require qualification of the new providers by the company's customers or their end customers, which would take additional time. The requalification process for the entire supply chain including the end customer could take several years for certain of the company's products.

7.2.6. GEOPOLITICAL ENVIRONMENT

Uncertain political landscapes and tensions in global trade could have a significant impact on Melexis' business by causing a reduced free trade of goods and services and, as a consequence, disruptions in the supply chain. Examples of such situations include increased protectionism, technology wars and rising populism.

7.3. RISKS RELATED TO THE TRADING ON EURONEXT

The trading price of the company's shares has been and may continue to be highly volatile and could be subject to wide fluctuations in response to factors such as actual or anticipated variations in the company's quarterly operating results, announcements of technological innovations, or new services by the company or its competitors, changes in financial estimates by securities analysts, conditions or trends in semiconductor industries, changes in the market valuations of companies active in the same markets, announcements by the company or its competitors of significant acquisitions, strategic relationships, joint ventures or capital commitments, additions or departures of key personnel, sales of shares or other securities of the company in the open market and other events or factors, many of which are beyond the company's control. Furthermore, the stock markets in general, and Euronext, the market for semiconductor-related and technology companies in particular, have experienced extreme price and volume fluctuations that have often been unrelated or disproportionate to the operating performance of such companies. These broad market and industry factors may materially and adversely affect the market price of the company's shares, irrespective of the company's operating performance.

8. FINANCIAL INSTRUMENTS

Melexis operates internationally, which could give an exposure to market risks from changes in interest and foreign exchange rates. Melexis can use derivative financial instruments to manage the foreign exchange risks, interest risks and inflation risk.

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Risk management policies have been defined on Group level, and are carried out by the local companies of the Group. COVID-19 had no impact on the existing risk management procedures.

(1) Credit risks

Credit risk arises from the possibility that customers may not be able to settle obligations to the company within the normal terms of trade. To manage the risk, the company periodically assesses the financial viability of customers. The Group has no significant concentration of credit risk with any single counterparty or group of counterparties having similar characteristics. For more information on the impact of COVID-19 on credit risk, please refer to note 8.9.5.AM of the Melexis Group's annual report.

(2) Interest rate risk

On 31 December 2021, the Group does not use derivatives to manage interest rate risks of the outstanding bank debt.

(3) Liquidity risk

Liquidity risk arises from the possibility that the Group is unable to meet its financial obligations upon maturity, due to the inability to convert assets into cash without incurring a loss. To prevent this, the Group keeps a significant cash reserve in combination with multiple unused committed credit lines.

(4) Foreign exchange risk

The currency risk of the Group occurs due to the fact that the Group operates and has sales in USD. The Group uses derivative contracts to manage foreign exchange risk. The table with outstanding derivatives per 31 December is taken up in note 8.9.5.C of the Melexis Group's annual report.

(5) Inflation risk

The inflation risk of the Group arises from the possibility that the salaries will increase due to inflation. The Group uses inflation hedge contracts to hedge Belgian salary payments. For more information we refer to note 8.9.5.C of the Melexis Group's annual report.

**9. INDEPENDENCE AND EXPERTISE REGARDING ACCOUNTING AND AUDIT OF AT
LEAST ONE MEMBER OF THE AUDIT COMMITTEE**

According to article 7:99 of the Belgian Code of Companies and Associations, at least one independent member of the Audit Committee has to be experienced in accounting and audit. Both Ms. Maria Pia De Caro and Mr. Shiro Baba comply with this requirement through their relevant work experience. In this respect we like to refer to the short biographies of the abovementioned members in chapter 7 of the Melexis Group's annual report.

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With the Royal Decree of 12 May 2019 (B.S.G. 17 May 2019), the 2020 Belgian Code on Corporate Governance (hereinafter “Code 2020”) was introduced as the new reference code on corporate governance as of 1 January 2020 for all listed companies in Belgium.

The full text of the Code 2020 can be found on the website of the Belgian Corporate Governance Committee, both in English and Dutch (www.corporategovernancecommittee.be/en/).

Melexis’ Corporate Governance Charter can be consulted on the website of the company at: <http://www.melexis.com/en/investors/corporate-governance/corporategovernance-charter>.

10.1. SHAREHOLDERS

Melexis seeks to guarantee transparent and clear communication with its shareholders. Active participation of the shareholders is encouraged by Melexis. In order to achieve this goal, the shareholders can find all important and relevant information on Melexis’ website. Melexis publishes its annual reports, half-year reports, statutory reports, quarterly results and the financial calendar on its website in the section “Investor Relations”. Melexis realizes that the publication of these reports and information benefits its trust-based relationship with its shareholders and other stakeholders.

Furthermore, Melexis is committed to guaranteeing shareholder rights:

- ✔ Shareholders can submit questions to the company (at the latest six days) prior to the annual shareholders’ meeting in order to have those questions answered during the meeting;
- ✔ At the latest 30 days prior to the annual shareholders’ meeting, the agenda and other relevant documents are published on Melexis’ website;
- ✔ Shareholders representing at least 3% of the share capital have the right to add items and/or resolution proposals to the agenda at the latest 22 days prior to the annual shareholders’ meeting;
- ✔ During the annual shareholders’ meeting, shareholders have the right to vote on each item on the agenda. In case they cannot attend the meeting, they have the right to appoint a proxy holder;
- ✔ The minutes of the annual shareholders’ meeting with the voting results will be published on Melexis’ website after the meeting.

10.2. MANAGEMENT STRUCTURE

The Board of Directors determines the strategic direction of Melexis and supervises the state of affairs within Melexis.

The Board of Directors is assisted in its role by an Audit Committee and a Nomination and Remuneration Committee. These board committees have an advisory function. Only the Board of Directors has the decision-making power.

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The daily management of Melexis has been delegated by the Board of Directors to the Chief Executive Officer, Mr. Marc Biron, who can represent the company by his sole signature within the framework of the daily management. For actions that fall outside the scope of daily management, Melexis is validly represented by two directors acting jointly.

The Chief Executive Officer is also the Chair of the Executive Management. The Executive Management is responsible for leading Melexis in accordance with the global strategy, values, planning and budgets approved by the Board of Directors. The Executive Management is also responsible for screening the various risks and opportunities that the company might encounter in the short, medium or longer term, as well as for ensuring that systems are in place to identify and address these risks and opportunities.

Besides that, the Executive Management is responsible for screening the various risks and opportunities that the company might encounter in the short, medium or longer term, as well as for ensuring that systems are in place to identify and address these risks and opportunities.

On 1 August 2021, Ms. Françoise Chombar, Melexis' Chief Executive Officer, became Chair of the Board of Directors. Mr. Roland Duchâtelet, remains a member of the Board of Directors.

The 2020 Belgian Code on Corporate Governance stipulates that "the board should ensure that, when considering nominating the former CEO as a board member, the necessary safeguards are in place so that the new CEO has the required autonomy. If the board envisages appointing a former CEO as chair, it should carefully consider the positive and negative implications of such a decision and disclose in the CG Statement why such appointment will not hamper the required autonomy of the CEO."

The general principle is that the Board of Directors defines the strategy of the company, whereas the CEO is responsible for the execution thereof. With the appointment of Françoise Chombar as Chair of the Board, the long-term strategy and vision of Melexis are ensured. Apart from being the representative of the controlling shareholder, Ms. Chombar brings in a wealth of knowledge and experience to the Board.

The appointment of Françoise Chombar as Chair of the Board does not hamper the autonomy of the new CEO, Marc Biron. Melexis' HR approach builds upon the principles of the self-determination theory: autonomy, relatedness, and competence, three components that result in the best possible performance. This is no different for the CEO.

While the Chair of the Board and the CEO have regular consultations, these solely serve as providing a sounding board for the CEO. The Chair never intervenes in the day-to-day management of the company.

Mr. Marc Biron replaced Ms. Françoise Chombar as the new Chief Executive Officer of Melexis on 1 August 2021.

After approval of the shareholders during the annual shareholders' meeting, he joined the Board of Directors on 1 August 2021.

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10.3. BOARD OF DIRECTORS

Composition

In accordance with article 13 of Melexis' Articles of Association, the Board of Directors consists of at least 5 members, of which at least three members should be independent in accordance with article 7:87 of the Belgian Code of Companies and Associations. The Board of Directors is composed of at least half non-executive members and at least one executive member. Independent directors qualify as non-executive directors.

The directors are appointed by the majority of the votes cast of the annual shareholders' meeting for a period of four years. In the same way, the annual shareholders' meeting may revoke a director at any time. There is no age limit for directors and directors with an expiring mandate can be reappointed within the limits stipulated in the Belgian Code of Companies and Associations.

Currently, the Chief Executive Officer is the only member of the Board of Directors that has an executive mandate. The Chair of the Board is Ms. Françoise Chombar.

The Board of Directors aims at achieving the largest possible diversity and complementarity between the board members. This is one of the key policy guidelines the Board takes into account when proposing a new Director for appointment to the General Meeting. As a result, the current composition of the Board of Directors also exceeds the requirement of article 7:86 of the Belgian Code of Companies and Associations that at least one third of its members has to be of a different gender.

Name	Age	Expiry mandate	Position
Françoise Chombar	59	2022	Chair and non-executive director (from 1 August 2021)
Marc Biron	51	2025	Managing director, CEO (from 1 August 2021)
Roland Duchâtelet	75	2022	Non-executive director
Procexcel BV, represented by Jenny Claes	74	2021	Non-executive and independent director (until 11 May 2021)
Shiro Baba	72	2025	Non-executive and independent director
Martine Baelmans	57	2022	Non-executive and independent director

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Maria Pia De Caro	51	2025	Non-executive and independent director (from 11 May 2021)
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Ms. Françoise Chombar served as planning manager at Elmos GmbH (Germany) from 1986 to 1989. From 1989 she served as operations manager and director at several companies within the Elex group. In 1994, she was appointed Chief Operating Officer of Melexis. Ms. Chombar became director in 1996. In 2004, Ms. Chombar was appointed co-managing director and chief executive officer. After the resignation of Mr. Rudi De Winter, mid February 2011, as managing director and chief executive officer, Ms. Chombar continued these functions until August 2021. In 2021, she was appointed as Chair of Melexis' Board of Directors. Ms. Chombar is currently a board member at Umicore, a global materials technology and recycling group. On 26 July 2019, she was appointed as a member of the board and the strategy and governance/nomination committees of Soitec, a company specialized in generating and manufacturing semiconductor materials. In March 2021, Ms. Chombar joined the Board of BioRICS, a health tech company. Ms. Chombar is also president of the STEM platform, an advisory board to the Flemish government, aiming to encourage young people to pursue an education in science, technology, engineering or mathematics. She holds a master's degree in interpreting in Dutch, English and Spanish from the University of Ghent.

Mr. Roland Duchâtelet has been a private shareholder of the company since April 1994 and has served as a director ever since. Prior to that date, Mr. Duchâtelet served in various positions in production, product development and marketing for several large and small companies. He contributed to the start-up of two other semiconductor manufacturers: Mietec Alcatel (Belgium) from 1983 to 1985 as business development/sales manager and Elmos GmbH (Germany) from 1985 to 1989 as marketing manager. Mr. Duchâtelet is the co-founder of the parent company of Melexis NV. He holds a degree in electronic engineering, a degree in applied economics and an MBA from the University of Leuven.

Mr. Marc Biron holds a degree in electronic engineering and obtained a Ph.D. in applied sciences in 1999 at the University of Liège, Belgium. Mr. Biron began his career in the electronics industry in 1997 when joining Melexis, where he held a number of senior positions over a 25-year period. In 2006, Mr. Biron was given responsibility for the hall sensor/engine management business unit and its turnover generation. In 2009, he became global development & quality manager, focusing on the efficient development of profitable and reliable products and leading a team of 500 people. In 2018, he became VP and general manager of the sense & drive business unit and added the responsibility of global innovation manager in 2020, focusing on the right new technologies and know-how. In 2021, Mr. Biron was appointed Chief Executive Officer of Melexis. Since September 2013, Mr. Biron has been a visiting lecturer for the course 'Major Project in Electronics' at the University of Liège.

Mr. Shiro Baba has 38 years of professional and management experience in different fields related to the semiconductor business. He started his career in 1975 with the semiconductor division of Hitachi. As from 1999, he held several general management positions within the Hitachi semiconductor division. From 2003 until 2009, Mr. Baba was employed by Renesas Technology Corp. as general manager of the automotive semiconductor business unit, among others, and later as board director and senior VP. His last mandate was president & CEO of Hitachi ULSI Systems Co. before retiring in 2013. In April 2013, Mr. Baba was appointed independent director of Melexis. Mr.

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Baba obtained a master's degree in electrical and physical engineering from the Tokyo Institute of Technology and in electrical engineering from Stanford University.

Ms. Martine Baelmans started her career at KU (Catholic University) Leuven in 1987 as assistant at the division of applied mechanics and energy conversion. Since 2006, she has been full professor at the faculty of engineering sciences. She is currently also vice-rector for education policy, innovation and entrepreneurship at this university. Ms. Baelmans holds a master's degree in mechanical engineering and a Ph.D. in engineering sciences from KU Leuven. Her research has been mainly focused on thermodynamics and heat transfer, particularly in applications for electronics cooling.

Ms. Maria Pia De Caro currently serves as Chief Supply Officer at Nomad Foods, where she is responsible for the entire supply chain organization including strategy, manufacturing operations, planning and logistics, procurement and safety management. Ms. De Caro has a track record of more than 25 years of leadership in areas such as engineering, manufacturing, M&A and supply chain at a number of fast-moving consumer goods companies like Procter & Gamble and Mondelez. Ms. De Caro holds a master's degree in mechanical engineering from the Sapienza University of Rome and is an avid supporter of diversity and inclusion.

Appointment and replacement of directors

The Articles of Association (Articles 13 and following) and the Melexis Corporate Governance Charter contain specific rules concerning the (re-)appointment, the induction and the evaluation of directors.

Directors are appointed for a term not exceeding four years by the annual shareholders' meeting, which can also revoke their mandate at any time. An appointment or dismissal requires a simple majority of the votes cast.

If and when a position of a director prematurely becomes vacant within the Board, the remaining directors temporarily appoint a new director until the annual shareholders' meeting appoints a new director. Said appointment will then be included in the agenda of the next annual shareholders' meeting.

The Nomination and Remuneration Committee submits a reasoned recommendation to the Board on the nomination of directors and equally makes recommendations to the Board on the remuneration policy for directors and Executive Management.

Functioning of the Board of Directors

The terms of reference of the Board of Directors are part of the Corporate Governance Charter.

In 2021, the Board convened nine (9) times and treated, among others, the following topics:

- ✔ Sale of treasury shares through an accelerated bookbuilding procedure
- ✔ Financial results of the Group
- ✔ Financial and legal risks to which the Group is exposed
- ✔ Strategic review

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- ✔ Dividend policy
- ✔ Budget for the next financial year
- ✔ Code of Conduct
- ✔ COVID-19
- ✔ Recommendations of the Audit Committee and the Nomination and Remuneration Committee

Ms. Martine Baelmans could not attend the meeting of the Board of Directors on 26 February 2021 and 23 April 2021.

Evaluation of the Board and its Committees

The effectiveness of the Board of Directors and its Committees is monitored and reviewed every three years in order to achieve possible improvements in the management of Melexis. The last review was performed in 2019, led by the Chair.

In the evaluation, special attention is paid to:

- ✔ The functioning of the Board of Directors and its relevant committees
- ✔ The thoroughness with which important issues are prepared and discussed
- ✔ The effectiveness of the interaction with the Executive Management
- ✔ The quality of the information provided
- ✔ The individual contribution of each member of the Board.

10.4. COMMITTEES

Audit Committee

The Audit Committee assists the Board of Directors in its supervisory duties with respect to the internal supervision in the broadest sense, including the financial reporting, as described in the company's Corporate Governance Charter and article 7:99 of the Belgian Code of Companies and Associations. The Audit Committee also monitors the assessment and follow-up by the Executive Management of the auditor's recommendations.

The Audit Committee is composed of three non-executive members: Mr. Shiro Baba, independent director and Chair¹, Mr. Roland Duchâtelet, director and Ms. Maria Pia De Caro, independent director.

The Audit Committee met four (4) times in 2021. All members were present at all the meetings.

In addition to the exercise of its legal powers and the duties listed in the Melexis Corporate Governance Charter, the Audit Committee reviewed, among others:

¹ On 11 May 2021, Mr. Shiro Baba replaced Procexcel BV, represented by Ms. Jenny Claes, as Chair of the Audit Committee.

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- ✔ Statutory auditor fees
- ✔ Reports of the statutory auditor
- ✔ Internal audit updates.

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The Nomination and Remuneration Committee, which qualifies as a remuneration committee pursuant to article 7:100 of the Belgian Code of Companies and Associations, advises, among others, the Board of Directors concerning the way in which the company's strategic objectives may be promoted by adopting an appropriate nomination and remuneration program. This committee supervises the development of remuneration, allocation of variable remuneration and the general performance within Melexis.

The Nomination and Remuneration Committee is composed of three non-executive members of which a majority of independent directors, Ms. Françoise Chombar, director and Chair, Ms. Martine Baelmans, independent director and Ms. Maria Pia De Caro, independent director². The committee has the relevant expertise regarding remuneration policy.

The Nomination and Remuneration Committee met four (4) times in 2021. All members were present at all the meetings.

In addition to the exercise of its legal powers and the duties listed in the Melexis Corporate Governance Charter, in 2021 the Nomination and Remuneration Committee reviewed, among others:

- ✔ Remuneration and variable remuneration of Executive Management
- ✔ Assessment of the variable remuneration of the CEO
- ✔ HR strategy and policies
- ✔ Executive Team assessment.

² On 11 May 2021, Ms. Maria Pia De Caro replaced Procexcel BV, represented by Ms. Jenny Claes, as a member of the Remuneration Committee. On August 1, 2021, Ms Françoise Chombar was appointed Chair of the Remuneration Committee.

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10.5. EXECUTIVE MANAGEMENT

Composition

The Executive Management³ is composed of the following members:

Name	Age	Function
Marc Biron ⁴	51	Chief Executive Officer
Kristof Coddens	51	VP Artificial Intelligence
Antonius Duisters	54	VP Sense & Drive
Karen van Griensven	51	Chief Financial Officer
Vincent Hiligsmann	51	VP Corporate Strategy – Global Sales, Brand & Communication
Veerle Lozie	48	Chief Operations and Information Officer
Damien Macq	55	VP Sense & Light
Nicolas Simonne	47	VP Development & Quality
Heidi Stieglitz	62	VP Human Resources & Sites

³ Certain members are representatives of private companies with limited liability (BV/SRL).

⁴ On 1 August 2021, Mr. Marc Biron replaced Ms. Françoise Chombar as CEO. Ms. Chombar became Chair of the Board of Directors.

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The remuneration of the directors and the Executive Management is governed by Melexis' remuneration policy which can be found under www.melexis.com/en/investors/corporate-governance/corporate-governance-charter. This remuneration policy was approved by the shareholders' meeting on 11 May 2021.

In order to recognize the great efforts of the personnel to secure the company objectives in the unusually adverse circumstances in 2021, all personnel were awarded with a 10% increase to their variable pay. This also applies to (the short-term variable pay of) members of the Executive management and the CEO and is a deviation from the Remuneration Policy as published on the website.

Total remuneration

The application of the remuneration policy during 2021 for the directors and executives lead to the effective remuneration as shown in the table below:

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in EUR

Name, position	1. Fixed remuneration			2. Variable remuneration		3. Extra-ordinary items	4. Pension expense	5. Total remuneration	6. Proportion of fixed and variable remuneration
	Base salary	Fees	Other benefits	One-year variable	Multi-year variable				
Françoise Chombar - Non-executive director	0	0	0	0	0	0	0	0	Fixed: - Variable: -
Roland Duchâtelet - Non-executive director	0	0	0	0	0	0	0	0	Fixed: - Variable: -
Shiro Baba - Independent director	20000	0	0	0	0	0	0	20000	Fixed: 100% Variable: 0%
Procexcel BV, permanently represented by Jenny Claes - independent director	10000	0	66.4	0	0	0	0	10066.4	Fixed: 100% Variable: 0%
Martine Baelmans - Independent director	20000	0	0	0	0	0	0	20000	Fixed: 100% Variable: 0%
Maria Pia de Caro - Independent director	12802	0	0	0	0	0	0	12802	Fixed: 100% Variable: 0%
Marc Biron - Executive director	0	0	0	0	0	0	0	0	Fixed: - Variable: -
Marc Biron Consulting	261500	0	4645.19	98832	32090	0	0	397067.19	Fixed: 67.03%

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BV, permanently represented by Marc Biron - Executive, CEO (from 1 August 2021)									Variable: 32.97%
Sensinnovat BV, permanently represented by Françoise Chombar - Executive, CEO (until 1 August 2021)	145831	0	1136.3	40104	22786	0	0	209857.3	Fixed: 70.03%
Executive Management excl.									Variable: 29.97%
Sensinnovat BV and Marc Biron Consulting BV	172050	0	28556.2	402753.6	133893.3	0	0	2285712.29	Fixed: 76.52%
	9		4	7	8				Variable: 23.48%

Application of the performance criteria

a. CEO

The variable remuneration for the CEO contains both a short, medium and long-term element:

- i. Short term: 25% is based on performance criteria measured over one financial year;
- ii. Medium term: 12.5% is based on performance criteria measured over two financial years;
- iii. Long term: 12.5% is based on performance criteria measured over three financial years.

The cash bonus for the CEO is dependent on the achievement of the target revenue growth and target EBIT growth over the reference period, which are measured on a Melexis Group consolidated basis, based on IFRS accounting standards. The same targets are used for the short, medium and long term bonus. This KPI ensures a link between the bonus and the recurring operational result of Melexis.

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		Revenue growth		
		<10%	>10% - <15%	>15%
EBIT growth	<10%	0	25%	50%
	>10% - <15%	50%	75%	100%
	>15%	75%	100%	100%

In 2021 there was a change in CEO. Therefore, in what follows, we will each time present the data for both CEO's separately.

1. Short-term cash bonus (one-year variable)

The results for performance year 2021 are shown in the table below. Compared to 2020, the revenue growth was 27% while the EBIT growth was 97%. This means that 100% of the short-term cash bonus will be paid out. This amount will be increased by the exceptional 10% applicable to all personnel as well as a 20% discretionary increase awarded by the Board of Directors on the basis of reasoned advice from the Nomination and Remuneration Committee.

When Marc Biron became CEO on 1 August 2021, his salary was increased. In calculating his variable pay, we took into account the average salary he received in 2021.

Performance criteria	Minimum performance	Maximum performance	Measured performance	Discretionary increases
	a threshold performance	a performance	a performance	
	b Corresponding remuneration	b Corresponding remuneration	b Actual remuneration outcome	
Target revenue growth and EBIT growth	a Revenue and EBIT growth <10%	a Revenue and EBIT growth >15%	a EBIT growth: 27% Revenue growth: 97%	10 % to all personnel 20% individual
	b € 0	b € 74,873	b € 74,873	€ 98,832
TOTAL BONUS				€ 98,832

Françoise Chombar was awarded the following short-term variable pay for her performance as CEO until 1 August 2021. She will receive a pro rata part for seven months.

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Performance criteria	Minimum threshold performance	Maximum performance	Measured performance	Discretionary increases
	b Corresponding remuneration	b Corresponding remuneration	b Actual remuneration outcome	
Target revenue growth and EBIT growth	a Revenue and EBIT growth <10%	a Revenue and EBIT growth >15%	a EBIT growth: 27% a Revenue growth: 97%	10 % to all personnel
TOTAL BONUS	b € 0	b € 36,458	b € 36,458	€ 40,104 € 40,104

2. Medium-term cash bonus (two-year variable)

The results for performance year 2021 are shown in the table below. Compared to 2019, the revenue growth was 110% while the EBIT growth was 32%. This means that 100% of the medium-term cash bonus will be paid out.

When Marc Biron became CEO on 1 August 2021, his salary was increased and the percentages for the medium-term cash bonus increased from 10% to 12.5%. Françoise Chombar will receive a pro rata part for of the medium-term cash bonus for seven months.

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Marc Biron	a	Minimum threshold performance	a	Maximum performance	a	Measured performance
Performance criteria	b	Corresponding remuneration	b	Corresponding remuneration	b	Actual remuneration outcome
Target revenue growth and EBIT growth	a	Revenue and EBIT growth <10%	a	Revenue and EBIT growth >15%	a	EBIT growth: 32% Revenue growth: 110%
	b	€ 0	b	€ 25,727	b	€ 25,727
TOTAL BONUS						€ 25,727

Françoise Chombar	a	Minimum threshold performance	a	Maximum performance	a	Measured performance
Performance criteria	b	Corresponding remuneration	b	Corresponding remuneration	b	Actual remuneration outcome
Target revenue growth and EBIT growth	a	Revenue and EBIT growth <10%	a	Revenue and EBIT growth >15%	a	EBIT growth: 32% Revenue growth: 110%
	b	€ 0	b	€ 18,229	b	€ 18,229
TOTAL BONUS						€ 18,229

3. Long-term cash bonus (three-year variable)

The results for performance year 2021 are shown in the table below. Compared to 2018, the revenue growth was 13% while the EBIT growth was 7%. This means that 25% of the long-term cash bonus will be paid out.

When Marc Biron became CEO on 1 August 2021, his salary was increased and the percentages for the long-term cash bonus increased from 10% to 12.5%. Françoise Chombar will receive a pro rata part for of the long-term cash bonus for seven months.

Marc Biron	a	Minimum threshold performance	a	Maximum performance	a	Measured performance
Performance criteria	b	Corresponding remuneration	b	Corresponding remuneration	b	Actual remuneration outcome
Target revenue growth and EBIT growth	a	Revenue and EBIT growth <10%	a	Revenue and EBIT growth >15%	a	EBIT growth: 7% Revenue growth: 13%
	b	€ 0	b	€ 25,451	b	€ 6,363
TOTAL BONUS						€ 6,363

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Françoise Chombar Performance criteria	a	Minimum threshold performance	a	Maximum performance	a	Measured performance
	b	Corresponding remuneration	b	Corresponding remuneration	b	Actual remuneration outcome
Target revenue growth and EBIT growth	a	Revenue and EBIT growth <10%	a	Revenue and EBIT growth >15%	a	EBIT growth: 7% Revenue growth: 13%
	b	€ 0	b	€ 18,229	b	€ 4,557
TOTAL BONUS						€ 4,557

b. Other members of the Executive Management

The variable remuneration for the other members of the Executive Management contains both a short, medium and long term element:

- i. Short term: 25 % to 30% (depending on whether a certain member of the Executive Management is involved in business creation or not) is based on performance criteria measured over one financial year;
- ii. Medium term: 10% is based on performance criteria measured over two financial years;
- iii. Long term: 10% is based on performance criteria measured over three financial years.

The short-term cash bonus is calculated on yearly established targets on the basis of the following performance criteria, which are all measured on a Melexis Group consolidated basis, based on IFRS accounting standards:

- i. 50% based on the global business performance measured through the achievement of the target revenue growth and target EBIT growth of Melexis over the performance year as indicated in the table below. This KPI ensures a link between the bonus and the operational result of Melexis;
- ii. 50% based on the individual/team performance measured through achievement of pre-established targets;

An additional 20% (corresponds to max 5% (no business creation) or 6% (business creation) of ABS) was awarded to some members of the Executive Management on top of the short-term cash bonus at the discretion of the Board of Directors upon recommendation of the Nomination and Remuneration Committee.

For the medium and long-term cash bonus, Melexis' performance against approved financial targets regarding revenue growth and EBIT growth is taken into consideration. This 20% of the cash bonus is paid out subject to the verification of the global business performance over two (medium term) or three (long term) years.

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1. Short-term cash bonus (one-year variable)

The results for performance year 2021 are shown in the table below. Compared to 2020, the revenue growth was 27% while the EBIT growth was 97%. This means that 100% of the medium-term cash bonus will be paid out.

Performance criteria	Minimum a threshold performance	a Maximum performance	a Measured performance	
	b Corresponding remuneration	b Corresponding remuneration	b Actual remuneration outcome	Discretionary increases
Target revenue growth and EBIT growth	Revenue and a EBIT growth <10%	Revenue and a EBIT growth >15%	EBIT growth: a 27% Revenue growth: 97%	10% to all personnel 20% discretionary to some members
	b € 0	b € 161,246.75	b € 161,246.75	€ 201,376.84
Individual/team performance (+ individual discretionary)	b € 0	b € 161,246.75	b € 161,246.75	€ 201,376.84
TOTAL BONUS				€ 402,753.67

2. Medium-term cash bonus (two-year variable)

The results for performance year 2021 are shown in the table below. Compared to 2019, the revenue growth was 32% while the EBIT growth was 110%. This means that 100% of the short-term cash bonus will be paid out.

Performance criteria	a Minimum threshold performance	a Maximum performance	a Measured performance	
	b Corresponding remuneration	b Corresponding remuneration	b Actual remuneration outcome	
Target revenue growth and EBIT growth over two financial years	Revenue and EBIT a growth <10%	Revenue and EBIT a growth >15%	EBIT growth: 32% a Revenue growth: 110%	
	b € 0	b € 107,447.50	b € 107,447.50	
TOTAL BONUS				€ 107,447.50

3. Long-term cash bonus (three-year variable)

The results for performance year 2021 are shown in the table below. Compared to 2018, the revenue growth was 13% while the EBIT growth was 7%. This means that 25% of the short-term cash bonus will be paid out.

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Performance criteria	a	Minimum threshold performance	a	Maximum performance	a	Measured performance
	b	Corresponding remuneration	b	Corresponding remuneration	b	Actual remuneration outcome
Target revenue growth and EBIT growth over three financial years	a	Revenue and EBIT growth <10%	a	Revenue and EBIT growth >15%	a	EBIT growth: 7% Revenue growth: 13%
	b	€ 0	b	€ 105,783.50	€ 0	€ 26,445.88
TOTAL BONUS						€ 26,445.88

Share based remuneration

The remuneration policy of Melexis does not provide for share-based remuneration for directors or executives.

Evolution of the remuneration and performances of Melexis

The table below provides an overview on the annual change of total remuneration, developments and performance of Melexis, average remuneration of employees and the ratio of the highest and the lowest remuneration on a full-time equivalent basis.

	2017	2018	2019	2020	2021
Annual change in the remuneration of directors and members of the executive management					
Fixed remuneration					0.0499
Variable remuneration					1.5526
Annual change in the developments and performances					
Performance criteria (EBIT)	0.159	0.044	-0.49	0.069	0.965
Performance criteria (revenue)	0.121	0.113	-0.145	0.042	0.269
Annual change in the average remuneration of employees*					
	0.016	-0.029	0.007	0.047	0.039

*The average employee remuneration was calculated with the numbers as reported in note U (Wages and salaries) in the Melexis Group's annual report (Personnel expenses and average number of employees); including variable pay, social security, pension and benefit costs.

In 2021 the ratio between the highest and lowest remuneration was 41.02 to 1. The highest remuneration of a member of the Executive Management used for this comparison includes the base salary, pension, and other benefits paid in 2021.

All figures are presented on a Melexis Group consolidated basis in the table above.

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No severance payments took place as no management contract with a member of the Executive Management was terminated in 2021.

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In 2020, no claw-back occurred.

Deviations from the remuneration policy

In order to recognize the great efforts of the personnel to secure the company objectives in the unusually adverse circumstances in 2021, all personnel were awarded with a 10% increase to their variable pay. This also applies to (the short-term variable pay of) members of the Executive management and the CEO and is a deviation from the Remuneration Policy as published on the website.

Vote of the shareholder

The annual shareholders' meeting of 12 May 2021 has approved the remuneration report regarding the financial year ending on 31 December 2020 with a 98.07% majority of the 74.53% votes cast validly.

10.7. POLICY ON CERTAIN TRANSACTIONS**Conflicts of interest in the Board of Directors**

According to article 7:96 of the Belgian Code of Companies and Associations, a member of the Board of Directors has to inform the other directors about any item on the agenda of the Board that will cause a direct or indirect conflict of interest of a financial nature to him/her. In this event, the respective director may not participate in the deliberation and voting on this agenda item.

In 2021 there was one conflict of interest as per article 7:96 of the Belgian Code of Companies and Associations:

Roland Duchâtelet and Françoise Chombar declare that they have a financial interest that may conflict with that of the Company in agenda item 4. Under this agenda item the Company is expected to enter into a cost allocation agreement for an intended private placement through ABB with Xtrion NV, the controlling company of Melexis, of which Mr. Duchâtelet and Ms. Chombar are important shareholders.

In accordance with article 7:96 of the Belgian Companies and Associations Code (BCAC), the directors concerned cannot participate in the deliberation or decision and these minutes must contain the following information: nature of the transactions, justification of the decisions taken and the financial consequences of the transactions for the Company. This information is included above and in agenda item 4.

*The statutory auditor of the Company shall be notified of this conflict of interest.
(...)*

4. In the framework of the ABB, the Company will enter into an agreement with Xtrion NV and Melexis Technologies NV in order to share the costs of the Transaction (the Cost Sharing Agreement).

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The board of directors resumes the deliberations of the committee of independent directors in application of article :97 BCAC. The other directors have no further comments and concur with these considerations and the decision of the committee.

For the application of article 7:96 BCAC, the board of directors hereby further identifies:

- The nature of the transaction

With the Cost Sharing Agreement to be entered into, the Company, Xtrion NV and Melexis Technologies wish to share the costs of the Transaction pro rata to the number of shares they sell.

- Justification of the decisions taken

The Company takes the opportunity to participate in the professionally organized ABB process, which it would not be able to organize for its participation of 1,785 shares alone. Given the limited number of shares it is selling, it is only taking on a fraction of the total cost of the Transaction. It would also have to bear costs for other methods of selling her own shares. Moreover, the Board of Directors is convinced that the distribution of costs in accordance with the pro rata number of shares sold per seller is logical and fair.

- The patrimonial consequences of the transactions for the Company

The total cost of the Transaction is estimated at EUR 1,840,951. Of this, the Company shall bear 1,835.26 EUR in accordance with the Cost Sharing Agreement, corresponding to its pro rata share of the shares to be sold.

DECISION:

The Board of Directors unanimously decides to approve the Cost Sharing Agreement, substantially in the form as attached as Exhibit 4.

Related parties transactions

Pursuant to article 7:97 of the Belgian Code of Companies and Associations, companies listed on the stock exchange must follow a special procedure before decisions are taken or operations are executed concerning related parties.

In 2021, the above mentioned procedure regarding related parties transactions had to be applied once. On 2 March 2021 at 14.00 pm Melexis announced following statement via a press release (www.melexis.com/en/go/investors/xtrion-and-melexis-announce-private-placement-of-melexis-shares) in accordance with article 7:97 of the Belgian Code of Companies and Associations:

“Application of Article 7:97 of the BCAC

In application of Article 7:97, §4/1 BCAC, Melexis is disclosing hereby the fact that the proposed private placement contains two aspects of related party transactions.

1° Nature of the related party transactions

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Melexis, Melexis Technologies and Xtrion are expected to enter into a placement agreement with the Joint Global Coordinators pursuant to which the latter will execute the private placement and facilitate the sale of shares resulting from the ABB. The three companies will also share the costs of the private placement amongst them.

2° Information on the related party

Xtrion is the controlling shareholder of Melexis, and as such qualifies as a related party. The signing of the placement agreement and the agreement on the cost sharing can be seen as a related party transaction for Melexis and Melexis Technologies under the scope of the special procedure of article 7:97 BCAC.

3° Date and value of the transaction

The Parties intend to share the costs of the ABB pro rata the number of shares of the Company they each sell. These costs comprise a.o. the placement fees, tax on stock-exchange transactions (TST), legal fees and the auditor fees. They have been estimated (based on the reference closing price of the Melexis share on Euronext Brussels on February 25 2021 of EUR 96.70) at a maximum of EUR 1,849,951. These costs will be shared pro rata the number shares sold by the parties in the private placement, which will result in an estimated maximum cost for:

Melexis of EUR 1,835.26 ; and for

Melexis Technologies of EUR 354,051.20.

The liabilities undertaken under the Placement Agreement are in line with market practice for similar transactions and have been undertaken severally pro rata the shares sold by the respective parties in the private placement but not jointly.

4° Advice by Committee of Independent Directors and statutory auditor's review

In application of article 7:97 BCAC, the Committee of Independent Directors of Melexis has issued a written advice, the conclusion of which is:

"In view of the foregoing, the Committee advises to the Board of Directors that it considers the entering into the Cost Sharing Agreement and the Placement Agreement by the Company and by Melexis Technologies is not contrary to the interest of the Company and not unjustified. The Committee is also of the opinion that it is highly unlikely that the entering into these agreements would lead to disadvantages which would outweigh the advantages outlined above in this advice."

The Board of Directors of Melexis did not deviate from this conclusion.

The review by the statutory auditor of Melexis, PwC Bedrijfsrevisoren CVBA/SCRL in application of Article 7:97, §4 BCAC concludes as follows: "Based on the procedures we have performed, as described in this report, we do not report any exceptions to you."

Other transactions with directors and Executive Management

As determined by the Melexis Corporate Governance Charter, members of the Board of Directors and the Executive Management have to refrain from any action that could raise an impression of

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being in conflict with the interests of the company. Therefore, any transaction between a director or a member of the Executive Management and the company has to be reported to the Chair of the Board of Directors.

In 2021, except for those mentioned above regarding the private placement, there were no transactions between the company and its directors or a member of the Executive Management involving a conflict of interest. All related party transactions were made on terms equivalent to those that prevail in arm's length transactions.

Insider trading

Melexis developed an Insider Trading Policy to comply with the European and Belgian provisions on Insider Trading and Market Abuse. In this respect, a list is kept up to date of all people with managerial responsibilities as well as all other people who have access to sensitive information related to the Melexis share.

The purpose of the Melexis Insider Trading Policy is to prevent the abuse of inside information.

Before trading any company shares, the members of the Board of Directors and the Executive Management have to receive the green light from the Compliance Officer and have to report back once the transaction has been completed. Furthermore, in compliance with the same legislation, the members of the Board of Directors and the Executive Management as well as their closely associated persons have to notify all their transactions above a certain threshold in Melexis shares to the Belgian Financial Services and Markets Authority, who will publish these notices on its website.

Compliance with the Melexis Insider Trading Policy is supported and verified by the Compliance Officer.

**10.8. INTERNAL CONTROL AND RISK ASSESSMENT PROCEDURES IN RELATION TO
FINANCIAL REPORTING**

The internal control and risk assessment procedures in relation to the process of financial reporting are coordinated by the CFO. Such procedures have to make sure that the financial reporting is based on reliable information and that the continuity of the financial reporting in conformity with the IFRS accounting principles is guaranteed.

The process of internal control in relation to the financial reporting is based on the following principles:

- ✔ Data on transactions or use of assets of the company are registered accurately and saved in an automated global enterprise resource planning (ERP) system by the different Melexis functions.
- ✔ Accounting transactions are registered in globally standardized operating charts of accounts.
- ✔ The financial information is prepared and reported in the first instance by the accounting teams in the different legal entities of Melexis worldwide.

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- ✔ Subsequently, the finance managers at the different Melexis sites will review the prepared and reported local financial information before sending it to the Global Finance Department.
- ✔ In the Global Finance Department, the financial information will receive its final review before it is included in the consolidated financial statements.
- ✔ All Melexis sites use the same software for the reporting of the financial data for consolidation.
- ✔ Random checks are made to assure that:
 - Transactions have been saved as required for the preparation of the financial accounts in conformity with the IFRS accounting principles
 - Transactions have been approved by the authorized persons of the company.

Melexis is validly represented by the sole signature of the CEO for all aspects of the daily management of the company. Specific powers are granted to members of the Executive Management to represent Melexis in matters that relate to the function for which they are responsible. For actions that fall outside the scope of the daily management, the company is validly represented by two directors acting together.

In the event of detection of certain deficiencies, this will be reported to the Executive Management to determine which appropriate measures can be taken.

The risk assessment in connection with the financial reporting is based on the following principles:

- ✔ Risks that the company is confronted with are detected and monitored with the responsible persons of the different functions of the company.
- ✔ By using an automated ERP system, the responsible persons of the functions have permanent access to the financial information with regard to their function for monitoring, controlling and directing purposes with regard to their business activities.
- ✔ Closing the accounts at the end of every month warrants that the financial consequences of the identified risks are monitored closely to be able to anticipate possible adverse evolutions.
- ✔ The financial results are also reviewed monthly on a global level.
- ✔ A data protection system based on antivirus software, internal and external backup of data and the controlling of access rights to information, protects the company's information and guarantees the continuity of the financial reporting. The adequacy and integrity of these IT systems and procedures are reviewed regularly.
- ✔ In accordance with the 2020 Belgian Code on Corporate Governance, Melexis has set up an internal audit function, whose resources and skills are adapted to assess the financial reporting and the risk management of the company. The Audit Committee receives a periodic summary of the internal audit activities.

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The registered capital of Melexis NV amounts to EUR 564,813.86 and is represented by 40,400,000 equal shares without par value. The shares are in registered or non-material form.

Restrictions on the transfer of securities

The Articles of Association contain no restrictions on the transfer of the shares. The Board of Directors is furthermore not aware of any restrictions imposed by law on the transfer of shares by any shareholder, except in the framework of market abuse regulations.

Restrictions on the exercise of voting rights

Each share entitles the holder to one vote. The Articles of Association contain no restrictions on the voting rights and each shareholder can exercise his voting rights provided that he is validly admitted to the annual shareholders' meeting and his rights have not been suspended. Pursuant to article 9 of the Articles of Association, the company is entitled to suspend the exercise of the rights attached to securities belonging to several owners until one person is appointed towards the company as representative of the security.

No one can vote at the annual shareholders' meeting using voting rights attached to securities that have not been reported in due time in accordance with the Articles of Association and with the law.

The Board is not aware of any other restrictions imposed by law on the exercise of voting rights.

Agreements among shareholders

The Board of Directors is not aware of any agreements among shareholders that may result in restrictions on the transfer of securities or the exercise of voting rights.

Amendments to the Articles of Association

The Articles of Association can be amended by an Extraordinary General Meeting in accordance with the Belgian Code of Companies and Associations. Each amendment to the Articles of Association - including capital increases or reductions, mergers, demergers and a winding up - in general requires an attendance quorum of 50% of the subscribed capital and acceptance by a qualified majority of 75% of the votes cast. More stringent majority requirements have to be complied with in a number of cases, such as the modification of the corporate object or the company form.

Authorities of the Board of Directors to issue, buy back or dispose of own shares

The Articles of Association do not mention any special authorities granted to the Board of Directors to increase the registered capital.

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The Board of Directors is authorized by the Extraordinary General Meeting of 23 April 2019 to acquire own shares of the Company, either directly or by a person acting in his or her own name but on behalf of the Company or by a direct subsidiary within the meaning of Article 1:14, §2, 1°, 2° and 4° of the Belgian Code of Companies and Associations. The Company is subject to the following conditions for the acquisition of own shares in the context of Article 7:215 of the Belgian Code of Companies and Associations:

- ☑ This authorization applies to a number of own shares that is at most equal to the number of shares as a result of which, due to the acquisition thereof, the limit of 20% referred to in Article 620, § 1, first section, 2° of the Belgian Companies Code would have been achieved.
- ☑ The acquisition of a share in the framework of this authorization must take place at a price per share between EUR 0,01 and EUR 100,00.
- ☑ The par value of the number of own shares to be acquired that the company wishes to purchase, including the previously acquired own shares held by the company, may not exceed twenty per cent (20%) of the share capital of the company.
- ☑ The compensation for the acquisition of these own shares may not exceed the company's resources that, in accordance with Article 7:212 of the Belgian Code of Companies and Associations, are eligible for distribution.
- ☑ The acquisition of the shares in the framework of this authorization will entail the immediate creation of a non-distributable reserve 'acquisition of own shares' equal to the global purchase price of the acquired shares, and this by means of a withdrawal from the available profit reserve. The creation of a non-distributable reserve is only mandatory if and for as long as the shares are held in portfolio.

This authorization is valid for a period of five (5) years from the publication of this decision in the Belgian Official Gazette (10 May 2019). The existing authorizations of the Board of Directors for the alienation of own shares held in accordance with article 7:218, §1, of the Belgian Code of Companies and Associations and article 622, §2, 1° of the former Belgian Companies Code were awarded for an indefinite period by the resolutions of the Extraordinary General Meeting of 22 April 2014:

- ☑ The number of own shares disposed of may not exceed the number of shares in the company that a direct subsidiary of the company may hold as a legitimate cross-shareholding within the meaning of article 631, § 1 of the Companies Code.
- ☑ The disposal of a share under this authority shall take place at the last closing price at which the shares were quoted on the Brussels stock exchange at the moment of disposal.
- ☑ The shares concerned may only be transferred to Melexis Technologies NV, whose registered office is situated at 3980 Tessenderlo, Transportstraat 1, RPR Hasselt 0467.222.076, or to a company of which Melexis NV directly or indirectly holds more than 99% of the dividend entitled securities.
- ☑ The reserves the company has made unavailable for distribution due to the 'acquisition of own shares' are transferred back to reserves available for distribution for an amount equal to the acquisition value of the disposed shares.

The Board of Directors is also authorized for an indefinite period of time to dispose of purchased own shares in accordance with article 7:218, §2, section 2, 1° of the Companies Code to the extent that the shares are disposed of on the regulated market on which they are quoted.

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On 31 December 2021, the Melexis Group was not in the possession of any shares in the registered capital of the company⁵.

Termination of management agreements

All management agreements with the members of the Executive Management provide for a severance payments equal to twelve months' fixed remuneration if the management agreement is terminated due to a change of control.

Other elements

The company has not issued securities with special control rights.

No agreements have been concluded between the company and its directors or employees providing for a compensation if, as a result of a take-over bid, the directors resign or are made redundant without valid reason or if the employment of the employees is terminated.

10.10. AUDITOR

PwC Bedrijfsrevisoren BV, whose registered office is situated at Culliganlaan 5, 1831 Machelen, listed in the Register for Legal Entities of Brussels with company number 429.501.944, was appointed as statutory auditor of the company. Ms. Sofie Van Grieken, auditor, was appointed as the permanent representative of the auditor. The statutory auditor's fee of fiscal year 2021 amounts to EUR 88,735.00 (plus VAT, out-of-pocket expenses and the IRE/IBR fee) and is subject to annual adjustment based on the consumer price index or as agreed between the parties.

10.11. COMPLIANCE WITH THE 2020 BELGIAN CODE ON CORPORATE GOVERNANCE

Melexis does not grant shares, options or other rights to acquire shares to the members of its Executive Management. Contrary to recommendation 7.9 of the Code 2020, the members of the Executive Management are not required to hold a minimum threshold of shares in the Company. Melexis strongly believes in the Self-Determination Theory (Edward L. Deci and Richard M. Ryan, psychologists at the University of Rochester) arguing that contingent rewards can have detrimental effects on intrinsic motivation, creativity and innovation. Within Melexis, we focus on intrinsic value creation for the Company; the share price is a result thereof. The financial numbers which impact the level of the business component of the variable remuneration, i.e. revenue growth and EBIT growth, are important elements driving the valuation of the Company. As such, we believe there is a clear

⁵ On 5 March 2021, Xtrion NV, Melexis NV and Melexis Technologies NV sold Melexis shares in a private placement. Xtrion NV sold a total of 1,444,398 existing shares, reducing its participation in Melexis from 53.6% to 50.0% + 1 share. Melexis and Melexis Technologies sold all treasury shares, a total of 346,141.

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alignment between shareholders on the one hand and management and the Melexis community on the other.

11. APPROVAL ANNUAL ACCOUNTS AND DISCHARGE

Herewith the Annual Accounts for your approval which give a fair, complete and faithful representation of the activities that took place during the year ended on December 31, 2021. This report, the auditors' report and financial statements for the year ended December 31, 2021 were at your disposal.

We suggest you to discharge the Directors and Auditor PwC Bedrijfsrevisoren BV, represented by Mrs. Sofie Van Grieken, for any liability which arises from the exercise of his duties during the past year.

The Board proposes the profit to be divided as included in the accompanying financial data.

Done at Ieper on March 28, 2022

On behalf of the Board of Directors

Marc Biron
CEO

SOCIAL BALANCE SHEET

Numbers of the joint industrial committees competent for the company:

STATEMENT OF THE PERSONS EMPLOYED**EMPLOYEES FOR WHOM THE COMPANY SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER**

During the period	Codes	Total	1. Men	2. Women
Average number of employees				
Full-time	1001	276,8	177,8	99,0
Part-time	1002	31,1	11,4	19,7
Total in full-time equivalents (FTE)	1003	301,6	187,0	114,6
Number of actual hours worked				
Full-time	1011	378.989	252.007	126.982
Part-time	1012	37.541	13.499	24.042
Total	1013	416.530	265.506	151.024
Personnel costs				
Full-time	1021	24.315.390,45	17.001.429,27	7.313.961,18
Part-time	1022	2.279.415,70	936.691,51	1.342.724,19
Total	1023	26.594.806,15	17.938.120,78	8.656.685,37
Benefits in addition to wages	1033			

During the preceding period	Codes	P. Total	1P. Men	2P. Women
Average number of employees in FTE	1003	301,5	186,8	114,7
Number of actual hours worked	1013	390.630	248.140	142.490
Personnel costs	1023	24.070.572,01	16.439.389,12	7.631.182,89
Benefits in addition to wages	1033	381.207,04	242.891,52	138.315,52

EMPLOYEES FOR WHOM THE COMPANY SUBMITTED A DIMONA DECLARATION OR WHO ARE RECORDED IN THE GENERAL PERSONNEL REGISTER (continuation)

	Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
At the closing date of the period				
Number of employees	105	285	28	307,6
By nature of the employment contract				
Contract for an indefinite period	110	285	28	307,6
Contract for a definite period	111			
Contract for the execution of a specifically assigned work .	112			
Replacement contract	113			
According to gender and study level				
Men	120	184	10	192,2
primary education	1200	5	2	6,3
secondary education	1201	66	4	69,4
higher non-university education	1202	57	2	58,8
university education	1203	56	2	57,7
Women	121	101	18	115,4
primary education	1210	1		1,0
secondary education	1211	71	9	78,4
higher non-university education	1212	13	8	19,2
university education	1213	16	1	16,8
By professional category				
Management staff	130			
Salaried employees	134	191	20	207,0
Hourly employees	132	94	8	100,6
Other	133			

HIRED TEMPORARY STAFF AND PERSONNEL PLACED AT THE DISPOSAL OF THE COMPANY

During the period	Codes	1. Hired temporary staff	2. Hired temporary staff and personnel placed at the company's disposal
Average number of persons employed	150	18,6	
Number of actual hours worked	151	37.154	
Costs to the company	152	1.266.461,38	

LIST OF PERSONNEL MOVEMENTS DURING THE PERIOD**ENTRIES**

Number of employees for whom the company submitted a DIMONA declaration or who have been recorded in the general personnel register during the period

By nature of the employment contract

Contract for an indefinite period

Contract for a definite period

Contract for the execution of a specifically assigned work ..

Replacement contract

Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
205	43		43,0
210	43		43,0
211			
212			
213			

DEPARTURES

Number of employees whose contract-termination date has been included in the DIMONA declaration or in the general personnel register during the period

By nature of the employment contract

Contract for an indefinite period

Contract for a definite period

Contract for the execution of a specifically assigned work .

Replacement contract

By reason of termination of contract

Retirement

Unemployment with extra allowance from enterprise

Dismissal

Other reason

Of which: the number of persons who continue to render services to the company at least half-time on a self-employment basis

Codes	1. Full-time	2. Part-time	3. Total in full-time equivalents
305	23	5	26,7
310	23	5	26,7
311			
312			
313			
340		1	0,8
341			
342	4	4	6,9
343	19		19,0
350			

INFORMATION ON TRAINING PROVIDED TO EMPLOYEES DURING THE PERIOD

	Codes	Men	Codes	Women
Total of initiatives of formal professional training at the expense of the employer				
Number of employees involved	5801	2	5811	1
Number of actual training hours	5802	218	5812	42
Net costs for the company	5803	11.064,89	5813	3.112,39
of which gross costs directly linked to training	58031	6.362,64	58131	968,58
of which contributions paid and payments to collective funds	58032	4.702,25	58132	2.143,81
of which grants and other financial advantages received (to deduct)	58033		58133	
Total of initiatives of less formal or informal professional training at the expense of the employer				
Number of employees involved	5821		5831	
Number of actual training hours	5822		5832	
Net costs for the company	5823		5833	
Total of initial initiatives of professional training at the expense of the employer				
Number of employees involved	5841		5851	
Number of actual training hours	5842		5852	
Net costs for the company	5843		5853	