

Annual General Meeting 2025

**Qualification matrix for the Supervisory Board
and status of the implementation of the
competency profile**

Qualification Matrix for the Supervisory Board and Status of the Implementation of the Competency Profile

Qualification matrix for the Supervisory Board	Dr. David Dean	Dr. Myriam Jahn	Dr. Bernd Schulte	Jan Smits	Prof. Dr. Mirja Steinkamp
Length of membership:					
Member since	May 20, 2020	May 31, 2017	November 6, 2020	May 20, 2020	March 4, 2022
Elected until	SM 2026	SM 2026	SM 2026	SM 2025	SM 2026
Diversity:					
Year of birth	1958	1968	1962	1954	1970
Gender	Male	Female	Male	Male	Female
Educational background	British/German	German	German	Dutch	German
Educational background	PhD Physics	PhD Business Informatics, Master's degree Electronic Engineering	PhD Physics	M.A. Mechanical Engineering	PhD/Professor of Auditing and Management
General suitability:					
No overboarding ¹	●	●	●	●	●
Independence ²	●	●	●	●	●

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Qualification matrix for the Supervisory Board	Dr. David Dean	Dr. Myriam Jahn	Dr. Bernd Schulte	Jan Smits	Prof. Dr. Mirja Steinkamp
Professional knowledge and experience³⁾:					
Senior-level management experience in a technology company	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓
Experience in the semiconductor and semiconductor equipment sector	✓✓✓	✓✓	✓✓✓	✓✓✓	✓✓
International experience in SUSS's main sales markets	✓✓✓	✓✓	✓✓✓	✓✓✓	✓
Expertise in strategy development and implementation in the technology sector	✓✓✓	✓✓✓	✓✓✓	✓✓	✓✓
Expertise in digital transformation, IT, cybersecurity, and artificial intelligence	✓✓	✓✓✓	✓✓	✓✓	✓✓
Expertise in innovation, product design, and R&D processes	✓✓	✓✓	✓✓✓	✓✓✓	✓
Experience in sales, marketing, and after-sales service in the machinery and plant engineering business	✓✓	✓✓✓	✓✓✓	✓✓✓	✓
Expertise in production in the machinery and plant engineering business	✓	✓✓	✓✓✓	✓✓✓	✓
Experience of international HR planning and management	✓✓✓	✓✓	✓✓	✓✓	✓

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Qualification matrix for the Supervisory Board	Dr. David Dean	Dr. Myriam Jahn	Dr. Bernd Schulte	Jan Smits	Prof. Dr. Mirja Steinkamp
Knowledge of relevant legal and regulatory background	✓	✓✓	✓✓	✓	✓✓✓
Experience of M&A, joint ventures, capital markets, and business finance	✓✓✓	✓✓	✓✓✓	✓✓	✓✓✓
Experience of sustainability issues (ESG)	✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓
Experience with corporate governance systems	✓✓✓	✓✓	✓✓✓	✓✓	✓✓✓
Expertise in financial accounting, financial reporting, and non-financial/sustainability reporting ⁴	✓✓✓	✓✓	✓✓	✓	✓✓✓
Expertise in auditing and in the review of non-financial/sustainability reporting ⁴	✓✓	✓	✓✓✓	✓	✓✓✓

1 As referred to in Recommendations C.4 and C.5 of the GCGC, version dated April 28, 2022.

2 As referred to in Recommendations C.6, C.7, and C.9 of the GCGC, version dated April 28, 2022.

3 Professional experience and experience are described in detail in the Supervisory Board requirements profile. The requirements profile is published on the website www.suss.com under "Investor Relations" in the "Corporate Governance" subsection.

4 As referred to in Section 100 (5) AktG and in accordance with Recommendation D.3 of the GCGC, version dated April 28, 2022.