

Report of the Supervisory Board

In the 2022 fiscal year, the Supervisory Board carried out its duties with due diligence pursuant to the statutory requirements, articles of incorporation, and Company bylaws. The Supervisory Board monitored the work of the Management Board diligently and regularly. On the following pages, the Supervisory Board reports on its activities in the 2022 fiscal year.

Dear readers,
Dear shareholders,

The 2022 fiscal year was characterized by very high order entry, but for SUSS MicroTec it was also significantly influenced by ongoing supply bottlenecks for a wide range of materials and components, which significantly extended the delivery times for our systems. Other influencing factors included the ongoing pandemic situation and its consequences as well as the negative effects of Russia's war of aggression on Ukraine, the energy crisis, and cost increases due to the recent significantly higher inflation rate. It can be assumed that these factors will also have an impact on at least the first half of 2023. The Company nevertheless managed to achieve a significant increase in

order entry of 32.4 percent to a record level of € 446.2 million. Sales rose by an equally gratifying 13.6 percent to € 299.1 million and also reached a record level. Earnings before interest and taxes (EBIT) improved from € 22.6 million to € 32.8 million. The 2022 fiscal year was therefore another successful one.

The Supervisory Board closely followed the overall economic and political development as well as the market development in the semiconductor market and analyzed the corresponding effects on the Company. In addition, the Supervisory Board was regularly informed by the Management Board about the current course of the business. In addition to the Supervisory Board meetings, the Chair of the Supervisory Board was in close contact with the Management Board and kept informed about the most important business transactions. In addition, the Chair of the Audit Committee was in regular and close consultation with the CFO and with the auditors of the annual financial statements, BDO AG Wirtschaftsprüfungsgesellschaft, headquartered in Hamburg, branch in Munich, and, from the second half of 2022, Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, headquartered in Düsseldorf, branch in Munich, on topics relating to accounting, the audit of the annual financial statements, the internal control system, and the risk and compliance management system.



Dr. David Dean, Chairman of the Supervisory Board

Meetings and Main Topics of Discussion

The Supervisory Board conducted regular discussions on the development of the business, financial position, and strategic orientation of SUSS MicroTec and its subsidiaries. The Management Board regularly provided the Supervisory Board with comprehensive information about corporate planning, strategic direction, and the development of order entry, sales, liquidity, and earnings. In addition, the Supervisory Board reviewed the monitoring of the financial reporting process as well as the effectiveness of the internal control system, the risk and compliance management system, and the independence of the auditor. Furthermore, the Supervisory Board discusses the state and development of corporate governance at the Company at least once a year. Compliance with the recommendations of the German Corporate Governance Code was discussed in particular.

The Management Board and Supervisory Board work in close collaboration to keep developing the Company successfully. The Supervisory Board regularly monitored the Management Board during the fiscal year and advised it on various areas of corporate management. The discussions between the Supervisory Board and Management Board, whether virtual or face-to-face, were always

constructive, fruitful and based on trust. The Supervisory Board was involved in all decisions that were of vital importance to the Company. The Management Board coordinated strategic decisions with the Supervisory Board and provided it with regular, prompt, and comprehensive information – in written and verbal form – about corporate planning, business development, and the current position of the Company and the Group, as well as planned changes to legal and organizational structures. The Supervisory Board discussed significant business transactions in detail with the Management Board. The Supervisory Board has given its consent to transactions requiring its approval. It also regularly satisfied itself of the legality, propriety, and expediency of the actions taken by the Management Board. The Supervisory Board was given access to the Company's books and business documents as needed. During the 2022 fiscal year, a total of seventeen meetings were held, five of which were ordinary and twelve of which were extraordinary meetings of the Supervisory Board. The Supervisory Board also met regularly without the Management Board.

The discussions at the Supervisory Board meetings focused on various topics in the fiscal year. In the first half of 2022, the major topics of the meetings of the Supervisory Board were the replacement on the Supervisory Board as well as

the composition of the individual committees and the adoption of a revised Management Board remuneration system. In addition, the 2021 financial reports were reviewed and approved and the outlook and current market development for the 2022 fiscal year were discussed. There was a lively exchange with the auditors on the main points of the 2021 audit. Another key issue in 2022 was the merger of SUSS MicroTec Lithography GmbH with SUSS MicroTec Photomask Equipment GmbH & Co. KG. In addition to regular status updates on the course of business, the development of key performance indicators and the progress of strategic projects, targets, and measures to improve sustainability and sustainability communication, as well as the ongoing development of the corporate governance system, were discussed in detail. The presentation of a business plan for SUSS MicroOptics and the effectiveness of internal auditing were other key topics in the first half of the year. A dividend policy for SUSS MicroTec was also discussed and agreed on as part of the preparations for the Annual General Meeting. A slight adjustment was also made to the Company bylaws of the Supervisory Board.

In the meetings during the second half of the year, the current market development as well as the progress in Operations were an essential part of the deliberations. The Management Board reported in particular on current operational issues, the business situation, developments on the capital market, and discussions with investors. The Supervisory Board received a progress report on strategic issues and discussed these in detail with the Management Board. In addition, Management Board matters, in particular concerning the person of former Chair of the Management Board Dr. Goetz Bendele, the effectiveness of risk management, the audit priorities for 2022, and the reporting of sales revenues, were the main topics in the meetings.

The meetings of the Supervisory Board in 2022 were mainly held on a hybrid basis.

Supervisory Board member	Attendance at meetings (during the term of office)	Of which: Attended in person	Of which: Attended virtually	Attendance
Dr. David Dean	17	7	10	100%
Dr. Myriam Jahn	17	4	13	100%
Dr. Bernd Schulte ¹	12 (of 14)	3	9	86%
Jan Smits	17	5	12	100%
Prof. Dr. Mirja Steinkamp ²	13 (of 14)	5	8	93%
Dr. Dietmar Meister ³	1	0	1	100%

1 Supervisory Board mandate suspended since October 17, 2022; Dr. Schulte temporarily took over Dr. Goetz Bendele's mandate as a Management Board member and the Chief Executive Officer on October 17, 2022, after Dr. Bendele temporarily resigned his mandate as a Management Board member and the Chief Executive Officer for personal reasons as of October 17, 2022, and then permanently as of December 15, 2022. After Dr. Bendele's permanent departure, Dr. Schulte will remain a Management Board member and as the Chief Executive Officer of SÜSS MicroTec SE for a transitional period; Dr. Schulte is expected to return to the Supervisory Board of SÜSS MicroTec SE by no later than October 2023.

2 Member of the Supervisory Board since March 4, 2022

3 Member of the Supervisory Board since March 1, 2022

Committee Meetings

Personnel Committee

As of December 31, 2022, the Personnel Committee (Nomination Committee and Remuneration Committee) consisted of the Supervisory Board members Dr. David Dean (Chair), Dr. Myriam Jahn, and Jan Smits. This committee deals with matters concerning the Management Board – in particular, preparations for the appointment of Management Board members, the competence profile, the preparation of Management Board service contracts and the remuneration of Management Board members. The committee intensively discussed the succession plan for Supervisory Board member Dr. Dietmar Meister, particularly at the beginning of 2022, and also dealt with Management Board matters, especially the Management Board remuneration system. Other points of focus at the meeting were the preparation of the Shareholders' Meeting and the revision of the Company bylaws for the Supervisory Board. In the second half of the year, the Supervisory Board discussed Dr. Goetz Bendele's wish to take time off for personal reasons and his subsequent decision, in agreement with the Supervisory Board of SÜSS MicroTec SE, not to be re-appointed as a member of the Management Board and Chair of the Management Board of SÜSS MicroTec SE.

Meetings of the Personnel Committee

Supervisory Board member	Meeting participation	Of which: Attended in person	Of which: Attended virtually	Attendance
Dr. David Dean (Chair)	10	0	10	100%
Dr. Myriam Jahn	10	0	10	100%
Dr. Bernd Schulte ¹	9	0	9	100%
Jan Smits ²	1	Participation as a guest in a further three meetings before October 17, 2022		

1 Interruption of Supervisory Board activities (mandate suspended since October 17, 2022)

2 Member of the Personnel Committee since October 17, 2022

Audit Committee

As of December 31, 2022, the Audit Committee consisted of the Supervisory Board members Prof. Dr. Steinkamp (Chair), Dr. David Dean, and Jan Smits. The Audit Committee primarily deals with monitoring the financial reporting process, the effectiveness of the internal control system, the risk management system, the internal auditing system, and the compliance management system, as well as the audit of the financial statements, particularly auditor selection and independence as well as the quality of the audit and the additional services provided by the auditor.

In the run-up to the quarterly reports as of March 31, 2022, and September 30, 2022, as well as the interim report as of June 30, 2022, the Audit Committee discussed the reports to be published in detail with the Management Board. The Audit Committee meetings in the first quarter of 2022 focused on discussing and reviewing the annual reports and financial statements of the individual companies and the consolidated financial statements in preparation for the Supervisory Board meeting to adopt the financial statements. The Audit Committee also discussed risk reporting and assessed the effectiveness and suitability of risk

management. In the second quarter, the Audit Committee discussed the effectiveness of the internal audit with the Management Board and decided to have the non-financial statement audited by the Supervisory Board. In the third quarter, the Audit Committee dealt with the 2/2022 forecast, the risk management report, and the Company's compliance management. In addition, the Audit Committee received a status report on cybersecurity. In the fourth quarter, the Audit Committee informed itself about the current status of the declaration of compliance and sustainability reporting and received an update on the further development of the compliance management system. In addition, the 2023 budget planning and the criteria for revenue recognition were discussed, and a report on the status of internal audit and risk management was presented. It also determined the scope of the audit and key audit matters for the 2022 fiscal year. The Audit Committee remained apprised of business development by regularly reviewing management reporting during the year.

Meetings of the Audit Committee

Supervisory Board member	Meeting participation	Of which: Attended in person	Of which: Attended virtually	Attendance
Prof. Dr. Mirja Steinkamp (Chair) ¹	4	3	1	100%
Dr. Bernd Schulte ²	1	0	1	100%
Dr. David Dean	5	2	3	100%
Jan Smits	5	0	5	100%
Dr. Dietmar Meister ³	1	0	1	100%

1 Member of the Supervisory Board since March 4, 2022 (Chair of the Audit Committee since April 1, 2022)

2 Member and Chair of the Audit Committee from March 2, 2022, to March 31, 2022

3 Member of the Supervisory Board and Chair of the Audit Committee until March 1, 2022

Sustainability Committee

The Sustainability Committee (ESG Committee) is responsible for monitoring and consulting on the Company's environmental and sustainability programs as well as monitoring and consulting on social and governance guidelines.

Meetings of the Sustainability Committee (ESG Committee)

Supervisory Board member	Meeting participation	Of which: Attended in person	Of which: Attended virtually	Attendance
Dr. Bernd Schulte ¹	2	1	1	100%
Dr. Myriam Jahn ²	2	1	1	100%
Jan Smits	2	1	1	100%
Prof. Dr. Mirja Steinkamp ³	1	–	1	100%

¹ Member and Chair of the ESG Committee until October 16, 2022, interruption of Supervisory Board activities (mandate suspended since October 17, 2022).

² Chair of the ESG Committee since October 17, 2022

³ Member of the ESG Committee since October 17, 2022

The main topics of the two meetings of the ESG Committee in 2022 were first the initial meeting as a constitutive committee meeting, in which the sustainability goals were coordinated and defined. In the second meeting, the committee received a status report on the current sustainability goals, in particular the reduction of CO₂ emissions (Scope 1 and 2). The relevance and content of the SUSS MicroTec Code of Conduct were also discussed.

Sustainability

Sustainable corporate governance has also become particularly relevant for SUSS MicroTec in 2022. In the 2022 fiscal year, the Management Board and the Supervisory Board again dealt in detail with this topic and honed and revised the sustainability strategy, because the Management Board and the Supervisory Board are convinced that the Company's success hinges on more than only the achievement of financial factors. Key building blocks for the Company's success include in particular the needs of our employees and customers, environmental concerns, and the issues of human rights and compliance within the

Company and the supply chain. In April 2022, the Company published a comprehensive sustainability report for the 2021 fiscal year for the first time, in addition to the mandatory non-financial statement, and will do the same for the 2022 fiscal year.

Education and Training of the Supervisory Board

In the fourth quarter of 2022, an education and training measure for the Supervisory Board took place, initiated by Prof. Dr. Mirja Steinkamp. The training was on legal issues relating to the work of the Supervisory Board, as well as on accounting and auditing issues. It focused on the following topics:

Legal framework:

- Changes due to the German Act on Implementing the Shareholders' Rights Directive (ARUG II)
- New version of the DCGK 2022
- Jurisdiction of the German Federal Fiscal Court on VAT exemption for the remuneration of the Supervisory Board
- Facilitation of Shareholders' Meetings during the COVID-19 pandemic

Accounting and Annual Audit:

- Audit Opinion and focus of audit
- Financial Market Integrity Strengthening Act (FISG)
- Draft of the Corporate Sustainability Reporting Directive (CSRD)
- German Corporate Governance Code (DCGK 2022)
- Draft of the Whistleblower Protection Act (HinSchG-E)
- Act on Corporate Due Diligence Obligations in Supply Chains (LkSG)
- EU Taxonomy (Regulation (EU) 2020/852 Taxonomy Regulation)
- Entrepreneurship of Supervisory Board Members
- European Single Electronic Format (ESEF)

Corporate Governance and Declaration of Compliance

Over the past fiscal year, the Supervisory Board dealt with the content of the German Corporate Governance Code, which was revised in 2022, and its implementation. The updated declaration of compliance for 2022 was published in December 2022, in which no deviations from the current code were declared. Further information on corporate governance at the Company is published in the corporate governance declaration. An extensive report on the amount

and pattern of remuneration for the Management and Supervisory Board is provided in the Remuneration Report section of the condensed Management Report.

On February 10, 2022, as part of an ordinary Supervisory Board meeting, the Supervisory Board conducted a self-assessment of its efficiency review in accordance with the recommendation of the German Corporate Governance Code (DCGK). No deficits within the meaning of the GCGC were identified. The examination of the efficiency of the Supervisory Board's activities is conducted at regular intervals by all members using questions and checklists. The self-assessment was carried out using a questionnaire and interviews, in accordance with the DSW Guidelines on Efficiency Assessments in Supervisory Boards (DSW – Deutsche Schutzvereinigung für Wertpapierbesitz). The guideline, which contains over 400 questions to choose from, is currently the Supervisory Board's standard reference.

The Company bylaws of the Supervisory Board require an efficiency review and verification of the efficacy of the committees at least once a year as a self-assessment.

The efficiency evaluation covered, in particular:

- Addressing technological developments more frequently
- Further discussion on ESG issues and the execution of SUSS MicroTec's own ESG program
- Improvement of the provision of information by the Management Board to the Supervisory Board
- Ensuring regular discussions between the Audit Committee and the auditors when the Management Board is absent

In the 2022 reporting year, there continued to be no consultancy agreements or other service or labor contracts between the members of the Supervisory Board and the Company. No conflicts of interest among Management and Supervisory Board members to be immediately disclosed to the Supervisory Board were reported in the 2022 fiscal year.

Audit of the Separate and Consolidated Annual Financial Statements

Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft headquartered in Düsseldorf, branch office in Munich, audited the separate annual financial statements and management report of SUSS MicroTec SE as of December 31, 2022, prepared in accordance with the German Commercial

Code (HGB), as well as the consolidated annual financial statements and Group management report as of December 31, 2022, and issued an unqualified audit opinion for both. The consolidated financial statements were prepared in accordance with Section 315 e HGB based on International Financial Reporting Standards (IFRS) as applicable in the EU. The auditor conducted the audit in accordance with the generally accepted German accounting principles promulgated by the Institute of Public Auditors in Germany (IDW).

The audit reports of Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, headquartered in Düsseldorf, branch office in Munich, were presented to all members of the Supervisory Board and were extensively addressed at the financial statements meeting of the Supervisory Board on March 27, 2023, in the presence of the auditor. The auditor reported on the primary results of the audit and stated that there were no substantive weaknesses in the internal control and risk management systems. In particular, the auditor provided explanations on the net assets, financial position, and results of operations of the Company and the Group and was available to the Supervisory Board in order to provide additional information. The auditor also elaborated on the scope, key findings, and costs of the audit. Testing the recoverability of trade

receivable and the completeness and recoverability of fixed assets are particularly important audit areas (key audit matters). The merger of SUSS MicroTec Lithography GmbH with SUSS MicroTec Photomask Equipment GmbH & Co. KG was also a special topic of examination in the separate financial statements of SÜSS MicroTec SE. In addition, the completeness and the valuation of the provisions as well as the completeness and correctness of the sales revenues and their realization were checked. Other focal points include checking the completeness and plausibility of the information in the IFRS consolidated notes, including the implementation of new standards, as well as the capitalization of development costs.

On March 30, 2023, the Supervisory Board approved the annual financial statements of the Company and the group as well as the condensed management report of SÜSS MicroTec SE combined with the group management report for the 2022 fiscal year by circular resolution. The Supervisory Board had no objections. The Supervisory Board noted the reports of the auditor after conducting a detailed examination with approval.

Composition of the Management and Supervisory Boards

There were various changes in the Management Board and Supervisory Board of the Company over the past fiscal year. The Chief Executive Officer, Dr. Goetz Bendele, stepped down from the Management Board of SÜSS MicroTec SE temporarily for the period from October 17, 2022, to December 31, 2022. He had taken this time off in accordance with Section 84 (3) of the German Stock Corporation Law (AktG) to care for a seriously ill family member. Since then, his position as Management Board member and Chief Executive Officer of SÜSS MicroTec SE has been suspended. During this period, Dr. Bernd Schulte (Supervisory Board member of SÜSS MicroTec SE) joined the Management Board of SÜSS MicroTec SE and accordingly assumed the position of Chief Executive Officer from October 17, 2022, to December 31, 2022. During this time, his mandate as member of the Supervisory Board of SÜSS MicroTec SE was temporarily suspended. According to a Company announcement dated December 15, 2022, and in agreement with the Supervisory Board of SÜSS MicroTec SE, Dr. Goetz M. Bendele did not seek reappointment as a member of the Management Board and Chair of the Management Board of SÜSS MicroTec SE in December 2022 for personal reasons. Dr. Goetz Bendele thereby left the Company on a lasting basis. The position of Chief

Executive Officer will continue to be held by Dr. Bernd Schulte, who has agreed to take over as Chief Executive Officer until the end of the maximum one-year secondment period. He will return to the Supervisory Board by October 2023 at the latest. After the departure of Dr. Goetz Bendele, the Supervisory Board started a process to fill the third board mandate permanently in 2023.

The Management Board consisted of three people throughout the 2022 fiscal year.

Dr. Dietmar Meister also left the Supervisory Board on March 1, 2022. Prof. Dr. Mirja Steinkamp joined the Supervisory Board on March 4, 2022. The Supervisory Board consists of five members but has been temporarily been reduced to four members since October 17, 2022.

The Supervisory Board would like to thank Dr. Meister for his work during his time as a member of the Supervisory Board of SÜSS MicroTec SE and would like to expressly thank Dr. Bernd Schulte for his readiness to serve and his commitment as Chief Executive Officer for the period from October 17, 2022. In addition, the Supervisory Board wishes Dr. Bendele all the best, both professionally and privately, and thanks him for his valuable work since joining the Company.

THANKS

This year my special thanks again goes to all our employees, who have been driving the positive development of the Company through their complete commitment during the ongoing pandemic and in dealing with the supply chain situation. We owe the very positive development in order entry, the increase in sales, and the improvement in earnings to the extraordinary dedication of our employees in all areas of the Company. I would like to thank the current Management Board for their dedication and commitment to SÜSS MicroTec during the successful 2022 fiscal year.

Garching, Germany, March 2023

Signed

Dr. David Dean

Chair of the Supervisory Board