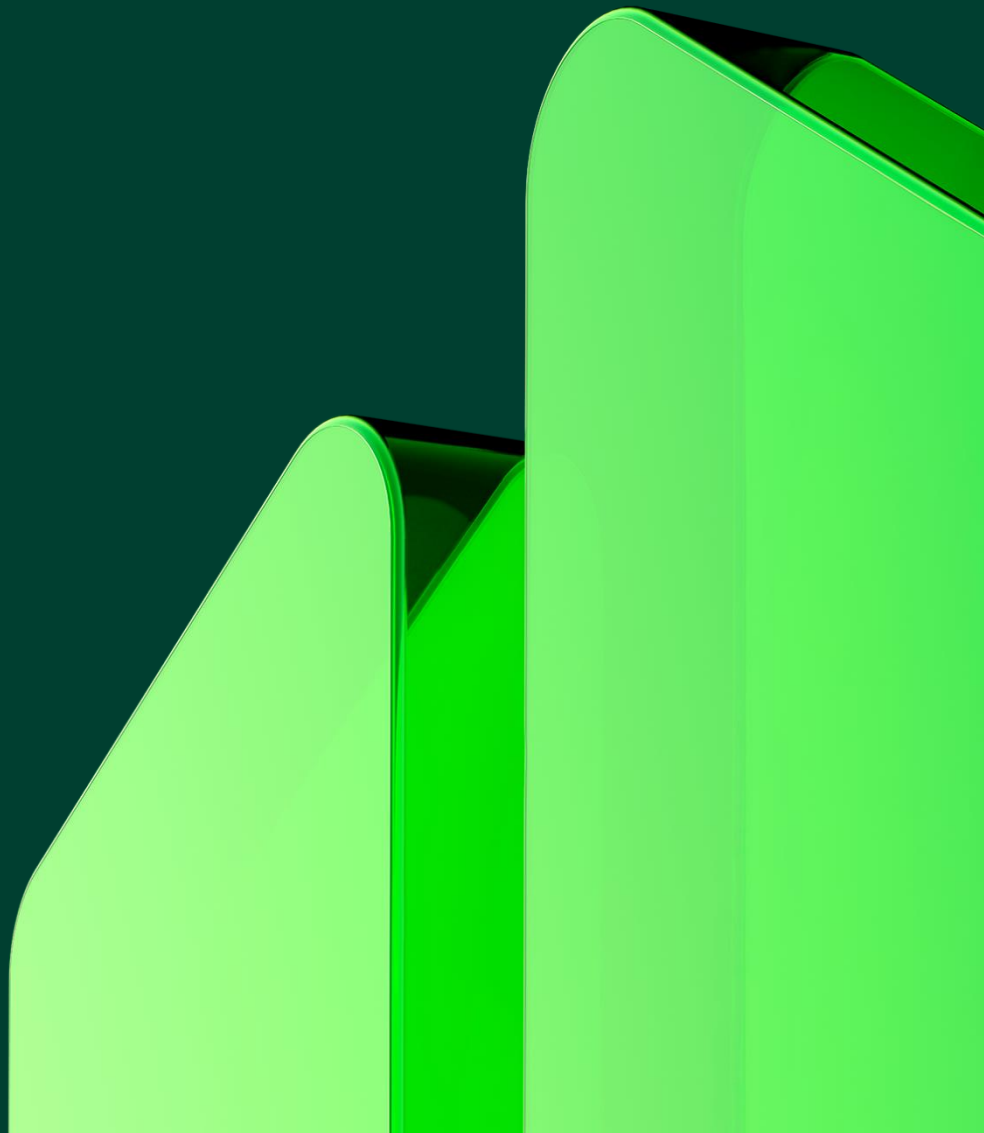


Rules of Procedure of the ESG Committee of the Supervisory Board

of SUSS MicroTec SE

(As of February 2025)



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§ 1

General Provisions

- (1) The ESG Committee (**“ESGC”**) of the Supervisory Board of SUSS MicroTec SE (**“Company”**) shall exist on the basis of the rules of procedure of the Supervisory Board of the Company. Insofar as these Rules of Procedure do not contain any deviating provisions, the provisions of the Rules of Procedure for the Supervisory Board of the Company shall apply accordingly.
- (2) The ESGC shall carry out its activities in accordance with the statutory provisions, the company's Articles of Association, the resolutions of the Supervisory Board, the rules of procedure for the Supervisory Board and these rules of procedure. Its members are not bound by instructions.

§ 2

Composition and chairmanship

- (1) The composition of the ESGC shall be governed by the provisions of the rules of procedure for the Supervisory Board of the company.
- (2) The rights and duties of the Chairman of the ESGC shall be governed by the provisions of the rules of procedure for the Supervisory Board of the company, unless these rules of procedure stipulate otherwise.

§ 3

Convening, passing resolutions and minutes

- (1) The meetings of the ESGC shall be convened by its chairperson or, if the chairperson is unable to do so, by another committee member appointed by the committee chairperson, giving at least two weeks' notice. In urgent cases, the convener may shorten the notice period appropriately and convene the meeting orally or by telephone.
- (2) The ESGC shall hold at least two meetings per financial year.

- (3) In all other respects, the provisions for the company's Supervisory Board shall apply accordingly to the convening of meetings, the passing of resolutions and the minutes of meetings and resolutions of the ESGC.

§ 4

Tasks and responsibilities

- (1) Taking into account the German Corporate Governance Code in its current version, the tasks of the ESGC are derived from the applicable statutory provisions, the rules of procedure for the company's Supervisory Board, the resolutions of the Supervisory Board and these rules of procedure.
- (2) The ESGC monitors and advises on environmental and sustainability programs as well as the company's social and governance guidelines. It has the following tasks in particular:
- a) Monitoring and advising on the company's environmental and sustainability programs, in particular
 - aa) Submitting recommendations to the Supervisory Board regarding
 - (i) Key figures for measuring sustainability at SUSS MicroTec SE such as climate protection (e.g. CO₂ neutrality (GHG protocol, Scope 1-3), adaptation to climate change, transition to a circular economy, keeping the environment clean, sustainable use/protection of (salt) water, protection or restoration of biodiversity and ecosystems;
 - (ii) the approval of investments in sustainability at SUSS MicroTec SE in accordance with the standards of the GRI (Global Reporting Initiative), the ISSB (International Sustainability Standards Board) or the European standards of ESMA (Alternative Performance Measures);
 - bb) Monitoring and advising the Management Board with regard to
 - (i) Innovations to promote sustainability;
 - (ii) new or adapted specific guidelines on environmental aspects e.g. EU Taxonomy, Technical Regulatory Standards, EU Chemicals Directive, Supply Chain Act;
 - b) Monitoring and advising on social and governance guidelines e.g. on new work, diversity, cultural change and transformational competence including
 - aa) Submitting recommendations to the Supervisory Board regarding
 - (i) the approval of investments to promote social responsibility and leadership at SUSS MicroTec SE in specific subject areas;
 - (ii) Key figures for measuring social responsibility and leadership

competence at SUSS MicroTec SE;

- bb) Monitoring and advising the Management Board on innovations to promote social responsibility and leadership;
- c) Advising and submitting recommendations to the Personnel and Nomination Committee on ESG/sustainability targets in the context of Management Board remuneration in its proposals to the Supervisory Board for setting targets for the variable remuneration components for the respective upcoming performance period and for determining target achievement after the end of the performance period.

§ 5

Inspection and audit rights and right to information

The ESGC is entitled to obtain all necessary information from the Executive Board for the purpose of fulfilling the tasks assigned to it. In doing so, it may inspect all of the company's business documents or request their submission from the Executive Board and inspect and audit the company's books, documents and assets. It may also commission individual committee members and call in experts for specific individual cases.

§ 6

Reporting to the Supervisory Board

The Chairman of the ESGC regularly reports to the Supervisory Board on the work of the ESGC at the next Supervisory Board meeting following the committee meeting. In urgent matters, the Chairman of the ESGC shall immediately contact the Chairman of the Supervisory Board.

§ 7

Amendments to the rules of procedure

Amendments to these rules of procedure require a resolution of the Supervisory Board.

Note:

This is a translation of the Rules of Procedure for the ESG Committee of the Supervisory Board of SUSS MicroTec SE. Every effort has been made to provide a faithful translation. However, only the German version is authoritative.

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