

MARCH 2026

Corporate Governance Declaration

Corporate Governance Declaration

The following declaration combines the Corporate Governance Declaration of SUSS MicroTec SE (hereinafter also referred to as SUSS) pursuant to Section 289f of the German Commercial Code (HGB) and the SUSS Group Corporate Governance Declaration pursuant to Section 315d HGB. This Combined Corporate Governance Declaration serves as a key instrument of corporate governance reporting in accordance with Principle 23 of the German Corporate Governance Code (GCGC) as amended on April 28, 2022.

The Corporate Governance Declaration pursuant to Sections 289f and 315d HGB is part of the condensed management report of SUSS MicroTec SE and of the Group, in accordance with Sections 289f (1)(1) and 315d (1) HGB. In accordance with Section 317 (2)(6) HGB, the verification of the disclosures by the auditor pursuant to Section 289f (2) and (5) HGB and Section 315d HGB must be limited to confirming whether the disclosures have been made. The Corporate Governance Declaration contains all the content and references to SUSS websites required by Sections 289f and 315d HGB.

The Management Board and Supervisory Board are aware of their duties in this respect. They issue the following joint declaration and report on the principles of responsible corporate governance.

Relevant Corporate Governance Practices

SUSS aligns its corporate governance with high standards of transparency, integrity, and control, thereby creating the basis for responsible business conduct. This serves to promote sustainable corporate development and value creation, particularly in the interests of customers, business partners, employees, and shareholders. Compliance with applicable laws and regulations at all times and worldwide is our top priority. The corporate governance system, which comprises the internal control system, risk management, compliance management system and internal audit, undergoes continuous review and further development.

Commitment to the principles of good corporate governance

Good governance is highly valued at SUSS. Responsible corporate governance with a long-term focus is intended to ensure the Company's continued existence and ultimately to increase its value. Transparency, open communication with all SUSS stakeholders and trust-based cooperation between the Supervisory Board and the Management Board are the cornerstones of good corporate governance.

During the 2025 financial year, the Management Board and Supervisory Board of SUSS MicroTec SE once again placed a strong emphasis on good corporate governance practices. In its

business activities, SUSS seeks to reinforce the trust placed in the Company by shareholders and other investors, business partners, employees, and the general public by adhering to the principles of good corporate governance. Good governance forms the basis for lasting and sustainable business success.

The GCGC makes recommendations and suggestions for laying the foundations of good governance.

The Management Board and Supervisory Board issued the following Declaration of Compliance on November 7, 2025:

"The Management Board and Supervisory Board of SUSS MicroTec SE declare in accordance with Section 161 (1) of the German Stock Corporation Act (AktG) that, since issuance of the last declaration of compliance in December 2024, SUSS MicroTec SE currently complies and will comply with all recommendations of the Government Commission on the German Corporate Governance Code in the version of April 28, 2022, published by the Federal Ministry of Justice in the official section of the Federal Gazette on June 27, 2022."

The joint Declaration of Compliance 2025, together with the Declarations made in previous years, will be made available on the SUSS website for an unlimited time: www.suss.com/en/investor-relations/corporate-governance

Compliance Management

SUSS expects all employees to comply with laws and internal policies at all times. This is a core principle of a responsible company and an essential element of sustainable corporate governance. Legal and ethically sound actions by our employees are essential to ensuring the Company's long-term success.

Key documents in the Group-wide compliance program include the general Code of Conduct and the Business Partner and Supplier Code of Conduct. We review these regulations on a regular basis and adapt them as and when necessary.

In order to monitor compliance with laws, regulations and policies, the Management Board has established a compliance management system aligned with the Company's risk situation. For more details, please refer to the "SUSS Group Opportunities and Risks Report" section of the condensed management report.

Code of Conduct

The SUSS Code of Conduct was developed by the Company, applies equally to all Company employees, and establishes standards for conduct in the workplace. The Code of Conduct is structured as a guide and includes guidelines for employees to help them handle and overcome ethical and legal challenges that might arise in their everyday work. This Code sets out and explains the core values of SUSS: Equal Treatment and Protection, Respect and Integrity, Transparency and Reliability, and Environmental and Social Responsibility.

The full Code of Conduct and other information on corporate governance are available on the SUSS website: www.suss.com/en/investor-relations/corporate-governance

Violations of our Code of Conduct or other compliance regulations are rigorously investigated, and their causes are eliminated. In order to raise awareness of potential violations, in 2025, all employees were required to take a compulsory e-learning module on compliance issues. The aim is to keep employees' knowledge up to date and to prevent violations of binding regulations by providing practical advice. The participation rate is a key non-financial indicator for the Group. In 2025, it was 97% (previous year: 98%).

We have also drawn up a code of conduct for our business partners and suppliers in order to define joint standards. The SUSS Code of Conduct for Suppliers and Business Partners is published on the SUSS website: www.suss.com/en/company/purchasing-and-procurement

Whistleblowing

We have established processes for receiving internal and external information, complaints or reports throughout the Company in a regulated manner. All ways of contacting us and providing information are described under "Whistleblowing" in the "Corporate Governance" section of the SUSS website www.suss.com/de/investor-relations/corporate-governance.

Employees or third parties can report compliance violations anonymously through several channels. Anonymous tip-offs can be submitted via a whistleblowing tool available on the following website: suss.grc-cloud.de/Meldung

The information received will be treated in strict confidence. All reports and information received will be checked and appropriate countermeasures taken.

Risk Management

Dealing responsibly with business risks and setting appropriate risk limits are fundamental to good corporate governance. SUSS has an internal control system (ICS) and a risk management system (RMS), which includes a compliance management system (CMS), and an internal audit department. The Management Board regularly reviews and refines the adequacy and effectiveness of these corporate governance systems. The SUSS MicroTec SE Audit Committee also examines the corporate governance systems at an annual focus meeting in order to review their adequacy and effectiveness. The size, structure and risk situation of the SUSS Group were taken into account in the design and implementation of the corporate governance system.

Details about risk management in the SUSS Group can be found in the risk report, which is part of the condensed management report. This includes the report on the accounting-related ICS and RMS required by the German Commercial Code (HGB). It also includes a description of the key features of the overall ICS and RMS, including the CMS, and a formal statement regarding their adequacy and effectiveness.

Transparency and Communication

SUSS MicroTec SE provides regular and timely information to shareholders, analysts, shareholder associations, the media, and interested members of the public about current business developments and the Group's position.

In addition, all information and publications relevant to the capital markets are published and can be viewed by the general public on the Company's website at: www.suss.com/en/investor-relations

Corporate communications at SUSS strives to inform all target groups on an equal and timely basis and thereby maximize transparency and equality of opportunity in the capital markets. In addition to quarterly statements, as well as interim and annual reports, the Company uses conference calls, investor conferences, roadshows and websites to inform shareholders, institutional investors, analysts, and other interested parties about the development of SUSS.

Sustainable Governance

As a responsible company, we aim to act sustainably and make a positive contribution through our solutions and sustainable governance. This is why, in addition to economic aspects – where relevant – we also incorporate environmental and social aspects into our business decisions. For us, thinking and acting sustainably includes the responsible use of natural resources, treating one another with respect, providing equal opportunity for all our employees, and acting in accordance with the law. We firmly believe that business decisions that attach due importance to sustainability help to unlock new growth potential.

Responsibility for sustainability lies with the Management Board as a whole, while operational responsibility for ESG (Environment, Social, and Governance) matters is assigned to the CFO. Responsibility for implementing the comprehensive sustainability program lies with the ESG Team. The Team is made up of employees with operational duties in areas in which environmental, social, and governance issues are especially important. It meets regularly under the leadership of our Senior ESG Manager. She reports directly to the CFO. Sustainability targets are determined jointly by the full Management Board together with the Company's operating and functional departments and then formally adopted by the Management Board.

Working Procedures and Composition of the Management Board, Supervisory Board, and Committees

SUSS MicroTec SE is a European company (Societas Europaea/SE). As such, it is governed primarily by European SE regulations and the German SE Implementation Act, which have priority of application over German stock corporation law. The Company has a dual management and control structure consisting of the Management Board and the Supervisory Board. The management of business operations by the Management Board and supervision of the Management Board by the Supervisory Board are clearly separate in legal terms. Both Boards work together closely in the interest of the Company and pursue the common goal of increasing the enterprise value in a sustainable manner while providing employees with an attractive workplace. In addition to the applicable principles, the work of the Management Board, Supervisory Board, and Supervisory Board committees is governed by rules of procedure that, alongside applicable laws and principles of the GCGC, also take into account the recommendations of the GCGC.

The rules of procedure for the Management Board and the Supervisory Board, including its committees, are published on the website www.suss.com in the "Corporate Governance" section.

The composition of the Management Board and Supervisory Board is guided by a defined diversity concept and its objectives.

Composition and Working Procedures of the Management Board

The Management Board of SUSS MicroTec SE has three members and, as of December 31, 2025, consisted of three members who jointly manage the business and have equal status on the Board.

Name	Function	Member since	Appointed until
Burkhardt Frick	Chief Executive Officer	September 11, 2023	December 31, 2030
Dr. Cornelia Ballwießer	Chief Financial Officer	July 1, 2023	June 30, 2028
Dr. Thomas Rohe	Chief Operations Officer	May 1, 2021	April 30, 2027

In the 2025 financial year, the Management Board consisted of Burkhardt Frick (Chief Executive Officer, CEO), Dr. Cornelia Ballwießer (Chief Financial Officer, CFO), and Dr. Thomas Rohe (Chief Operations Officer, COO). On January 19, 2026, SUSS announced that the Supervisory Board had extended Burkhardt Frick's contract until December 31, 2030 and Dr. Cornelia Ballwießer's contract until June 30, 2028.

The Management Board oversees the Company's operations. The members of the Management Board have a duty to safeguard and promote the Company's interests. This duty also exists under law if, among other things, members of the Management Board sit on oversight bodies such as a supervisory board or a board of directors at SUSS MicroTec Group companies. The members of the Management Board decide on fundamental issues of business policy as well as on annual and multi-year planning. They develop the Company's strategy, coordinate it with the Supervisory Board, and ensure that it is carried out. The Management Board is also responsible for preparing the Company's quarterly and interim reports, as well as the annual financial statements and management reports of SUSS MicroTec SE and the Group. Furthermore, the Management Board is responsible for ensuring compliance with legal provisions, government regulations, and internal corporate policies and acts to ensure compliance by employees of all Group companies. Notwithstanding the overall responsibility of all members of the Management Board for the management of SUSS MicroTec SE, each member of the Management Board is responsible for the areas assigned to them in the schedule of responsibilities.

The Chair of the Management Board is responsible for, among other things, setting targets, monitoring their achievement and, if necessary, initiating the requisite measures, coordinating the Management Board, dealing with fundamental issues, reaching

agreement with the Supervisory Board, representing the Company to the authorities and the public, and chairing Management Board meetings.

The Management Board informs the Supervisory Board about matters such as business policy, including the sustainability strategy, and all relevant issues related to planning, business development, risk position, risk management, and compliance on a regular, prompt, and comprehensive basis.

Management Board meetings are held regularly, usually once a week. They can also be held as part of meetings between the Management Board and the rest of the management team. Management Board meetings are called (if necessary) and chaired by the Chair of the Management Board. They must be called at the request of a Management Board member.

Remuneration of the Management Board

The current remuneration system for the members of the Management Board of SUSS MicroTec SE was approved by the Annual General Meeting on May 31, 2022 with a majority of 98.4% of the votes cast ("Remuneration System 2022"). Based on the recommendation of its Personnel and Nomination Committee, the Supervisory Board of SUSS MicroTec SE adopted a new remuneration system for the members of the Management Board in December 2025 ("Remuneration System 2026"), which further develops individual areas of the previous Remuneration System 2022. Remuneration System 2026 is due to be submitted to the Annual General Meeting in June 2026 for approval. Subject to its approval, it will apply from January 1, 2026 to all current Management Board employment contracts with effect from this date.

The Remuneration Report for the 2025 financial year and the audit opinion pursuant to Section 162 AktG, the current remuneration system for Management Board members pursuant to Section 87a (1) AktG, and the most recent resolution of the Annual General Meeting resolution pursuant to Section 113 (3) AktG on the remuneration of the Supervisory Board members and the underlying remuneration system are published on the SUSS website in the "Corporate Governance" section: www.suss.com/en/investor-relations/corporate-governance

Composition and Working Procedures of the Supervisory Board and Its Committees

The Supervisory Board monitors and consults the Management Board with regard to the management of the Company and appoints the members of the Management Board. The Supervisory Board discusses business development and planning as well as strategy and its implementation with the Management Board at regular intervals. It discusses and evaluates the quarterly and interim reports and approves the annual financial statements of SUSS MicroTec SE, the Group financial statements, and the condensed management report, taking into account the reports and findings of the auditor. Its responsibilities also include monitoring the Company's compliance with legal provisions, government regulations, and internal corporate policies. Significant business transactions require its approval. The Management Board also has a duty to inform the Supervisory Board of all material events, including those that do not require the Supervisory Board's approval. The Chair of the Supervisory Board coordinates the work of the Supervisory Board, chairs its meetings, and looks after the Board's interests externally. As the thresholds set in the SUSS MicroTec SE employee participation agreement have not yet been met, the Supervisory Board of SUSS MicroTec SE is currently composed of shareholder representatives only.

In accordance with the Company Statutes, the Supervisory Board of SUSS MicroTec SE is composed of five members who are appointed by the Annual General Meeting. The Supervisory Board consisted of five members throughout the 2025 financial year. In 2025, Jan Smits' term of office was extended by the Annual General Meeting on June 3, 2025 with 98.2% approval, until the end of the Annual General Meeting that will decide on the discharge of the members of the Supervisory Board for the 2028 financial year. The current terms of office of the four other Supervisory Board members will end upon the conclusion of the ordinary Annual General Meeting in 2026.

The Chair of the Supervisory Board represents the Supervisory Board externally and vis-à-vis the Management Board and issues statements on behalf of the Supervisory Board. If a statement is to be made to the Supervisory Board, it suffices if it is made to the Chair. In all other matters, the Chair has the duties and rights set forth by law, the Company Statutes, and the rules of procedure for the Supervisory Board. The Chair of the Supervisory Board maintains regular contact with the Management Board, and in particular with the Chief Executive Officer, and consults with them on matters including the strategy, business development, and risk management of the Company and the Group. The Chief Executive Officer immediately informs the Chair of the Supervisory Board

about business transactions that may have a significant influence on the situation of the Company and/or its affiliated companies. The Chair then informs the Supervisory Board and, if necessary, convenes an extraordinary Supervisory Board meeting.

Composition of the Supervisory Board

Name	Function	Member since	Appointed until
Dr. David Dean	Chair of the Supervisory Board, Chair of the Personnel and Nomination Committee, financial expert for financial reporting	May 20, 2020	AGM 2026
Dr. Myriam Jahn	Deputy Chair of the Supervisory Board, Chair of the ESG Committee	May 31, 2017	AGM 2026
Dr. Bernd Schulte	Member of the Supervisory Board	November 6, 2020	AGM 2026
Jan Smits	Member of the Supervisory Board	May 20, 2020	AGM 2029
Prof. Dr. Mirja Steinkamp	Chair of the Audit Committee, financial expert for auditing	March 4, 2022	AGM 2026

Supervisory Board Committees

The Supervisory Board of SUSS MicroTec SE has formed three committees: a Personnel and Nomination Committee, an Audit Committee, and an ESG Committee. The committees consist of at least three members, but they do not make decisions on behalf of the Supervisory Board; instead, they prepare its decisions. The various committee chairs report regularly to the Supervisory Board on the work being done by the committees. The duties and basic principles of the work of the committees are laid down in separate rules of procedure.

The **Audit Committee** performs the tasks required by law and recommended by the GCGC. Its tasks include monitoring the financial and non-financial/sustainability reporting process, the effectiveness and adequacy of the ICS and RMS, internal audit, and the CMS, as well as the audit of the financial statements, particularly auditor selection and independence, the quality of the audit, and any additional services provided by the statutory auditor.

The members of the Audit Committee in 2025 were as follows, with no changes since then:

- Prof. Dr. Mirja Steinkamp (Chair, financial expert for auditing)
- Dr. David Dean (financial expert for financial reporting)
- Dr. Bernd Schulte
- Jan Smits

The **Personnel and Nomination Committee** makes proposals to the Supervisory Board regarding suitable candidates for election to the Supervisory Board. It also regularly reviews the requirements profile for the Supervisory Board and identifies suitable individuals as potential candidates. The Personnel and Nomination Committee also deals with issues relating to the Management Board and prepares the Supervisory Board's personnel and remuneration decisions.

The members of the Personnel and Nomination Committee in 2025 were as follows, with no changes since then:

- Dr. Myriam Jahn (Chair)
- Prof. Dr. Mirja Steinkamp
- Jan Smits

The third committee established by the Supervisory Board is the **ESG Committee**. The ESG Committee monitors and advises on the Company's environmental and sustainability programs, as well as on social and governance guidelines. It provides advice on the non-financial/sustainability reporting process and proposes targets in this regard for adoption by the Personnel and Nomination Committee in connection with Management Board remuneration.

The members of the ESG Committee in 2025 were as follows, with no changes since then:

- Dr. Myriam Jahn (Chair)
- Prof. Dr. Mirja Steinkamp
- Jan Smits

Self-Assessment of the Supervisory Board and Its Committees

The rules of procedure of the Supervisory Board require the Board and its committees to review the efficiency with which they perform their duties at least once a year in the form of a self-assessment. The main topics of the efficiency review performed in accordance with the Supervisory Board rules of procedure were:

- The processes within the Supervisory Board and its committees
- The quality of the discussion
- The focus of the various bodies
- The need to establish additional committees

On January 26, 2026, the Supervisory Board conducted a self-assessment in accordance with GCGC Recommendation D.12 to examine how effectively the full Supervisory Board and its committees performed their duties. The efficiency of the full Supervisory Board and its committees is evaluated annually by all members using structured questionnaires and checklists. A comprehensive questionnaire with supplementary checklists was used for the self-assessment in 2025; the results were then discussed in detail by the Supervisory Board. The evaluation for the 2025 financial year shows a high level of satisfaction among Supervisory Board members with the organization, conduct, and follow-up of meetings. Cooperation within the Supervisory Board was described as professional, constructive, and based on trust. Suggestions and comments on how to further improve the work of the committees were discussed openly. Overall, the Supervisory Board considers the performance of the Board and its committees to be effective.

Independence of Supervisory Board Members

According to the current version of the GCGC, the Supervisory Board should include a number of independent members deemed appropriate by the shareholders, taking into account the ownership structure. A supervisory board member is considered independent within the meaning of the GCGC if they are independent of the company and its management board, and independent of a controlling shareholder.

In the opinion of the Supervisory Board of SUSS MicroTec SE, which is composed exclusively of shareholder representatives, all members of the Supervisory Board of SUSS MicroTec SE are considered independent and have presented a written statement of independence to the Company.

Remuneration of the Supervisory Board

The remuneration of the Supervisory Board members is set out in Section 20 (1) and (2) of the Statutes of SUSS MicroTec SE. It was last amended by resolution of the Annual General Meeting of SUSS MicroTec SE on June 3, 2025 and now reads as follows:

§ 20 Remuneration of the Supervisory Board Members

(1) The Supervisory Board members receive a fixed annual remuneration of EUR 45,000.00. The Chair of the Supervisory Board receives 2.4 times and the Deputy Chair 1.5 times the remuneration granted in accordance with clause 1. In addition, each member of the Audit Committee receives an annual fixed remuneration of €15,000.00 and the Chair of the Audit Committee receives 2.67 times this remuneration, each member of the Personnel Committee or Personnel and Nomination Committee receives an annual fixed remuneration of €10,000.00, and each member of other committees established by the Supervisory Board receives an annual fixed remuneration of €10,000.00 per committee. The Chairs of these committees each receive 2.0 times the aforementioned amounts. If a Supervisory Board member belongs to two committees at the same time, only the highest-paid committee

membership is remunerated in addition to the fixed annual remuneration pursuant to clause 1. If a Supervisory Board member belongs to more than two committees at the same time, only the committee membership in the two highest-paid committees is paid in addition to the fixed annual remuneration pursuant to clause 1.

(2) In addition, each Supervisory Board member receives an attendance fee of €1,000.00 for attending meetings of the Supervisory Board and meetings of a committee of which they are a member, whether held in person or by audio/video conference or similar. Multiple meetings (regardless of whether they are meetings for the Supervisory Board or committees) held on the same day are not remunerated more than once.

The remuneration systems for the members of the Management Board and Supervisory Board are available on the website www.suss.com/investor-relations in the "Corporate Governance" section.

The annual remuneration reports pursuant to Section 162 of the German Stock Corporation Act (AktG) are published there as well.

Supervisory Board Targets and Criteria Regarding Its Composition

In accordance with the Company Statutes, the SUSS MicroTec SE Supervisory Board currently consists of five members. The Supervisory Board has drawn up a requirements profile for the Supervisory Board, taking into account the legal requirements and GCGC recommendations. The requirements profile comprises a competence profile together with specific targets for the composition of the Supervisory Board, in accordance with GCGC Recommendation C.1 and the Supervisory Board diversity concept pursuant to Section 289f (2)(6) HGB.

The age limit set by the Supervisory Board for its members is 75 years. This is taken into account in the Supervisory Board's proposals to the Annual General Meeting.

In its rules of procedure, the Supervisory Board has set a maximum term of office of twelve years for Supervisory Board members. In SUSS's view, however, limiting how long an individual may serve on the Supervisory Board is not conducive to the Board's independence or to the responsible performance of its duties. On the contrary, given the complex product and corporate structure, a certain length of service on the Supervisory Board should be viewed positively, since, over time, members can gain valuable, Company-specific experience and knowledge that can be used to the Company's benefit.

When candidates for election to the Supervisory Board are proposed to the Annual General Meeting, account is taken of the Supervisory Board requirements profile, comprising the skill profile together with the specific targets for the composition of the Supervisory Board and the Supervisory Board diversity concept. Attention is paid to the legally mandated gender quotas, as well as to other diversity and suitability characteristics such as age and personal experience, in particular education, training, and professional experience. The age limit for Supervisory Board members has been laid down in the Supervisory Board rules of procedure in accordance with GCGC Recommendation C.2. The implementation status in regard to the skill profile, specific composition targets, diversity, and length of service are set out in this Corporate Governance Declaration.

The Supervisory Board should be composed in such a way that its members possess the aggregate knowledge, skills, and professional experience required to properly perform its advisory and supervisory function over the Management Board of SUSS MicroTec SE. The Supervisory Board skill profile details specific requirements that must be met in order to ensure sound advice and supervision. These apply not only to individual Supervisory Board members but also to the expertise of the Board as a whole.

Supervisory Board Skill Profile and Qualification Matrix

The Supervisory Board of SUSS MicroTec SE aims not only to fulfill its duty of oversight but also to provide expert advice to the Company's Management Board through the knowledge, skills, and professional experience of its members. The Supervisory Board of SUSS MicroTec SE has therefore developed a comprehensive skill profile that it regularly reviews and updates. The most recent review took place in 2025.

The Supervisory Board of SUSS MicroTec SE expects each member of the Supervisory Board to consistently and extensively satisfy the following general personal requirements:

- Integrity and ethical behavior
- Entrepreneurial thinking
- Commitment
- Analytical and systematic thinking, as well as vision
- Openness to new ideas and innovative thinking
- Negotiation and reasoning skills
- Social skills
- Ability to work in a team
- Appreciation of cultural diversity

Availability as defined in Principle 12 of the GCGC and independence as referred to in GCGC Recommendation C.7 are essential conditions of service.

The overall Supervisory Board should have industry and Company-specific professional knowledge, skills, and experience. Each member should contribute their key professional competencies to the full Supervisory Board as needed but does not have to personally possess all the expert knowledge listed below. The minimum number of experts sought in the target profile is specified for each criterion. Diversity and teamwork skills should result in the totality of all these competencies being greater than the sum of the professional competencies of the individual members. An overview of the relevant requirements and qualifications of the Supervisory Board and the coverage of the skill profile can be found in the matrix below and on the SUSS website at www.suss.com/en/company/management.

In the following overview, a dot in the “General suitability” section means that the criteria are met.

In the “Professional knowledge and experience” section, three check marks indicate that the Supervisory Board member has a particularly high level of competence and expert experience in the relevant field. In the case of “financial reporting” and “auditing”, three check marks indicate expert knowledge as referred to in Section 100 (5) AktG. Two check marks indicate the Supervisory Board member has comprehensive relevant expertise. One check mark indicates basic knowledge in the respective area. Two check marks indicate that the Supervisory Board member has extended expertise and is able to understand and classify relevant facts and make the informed decision necessary for the exercise of the control function due to the experience acquired through existing qualifications, further training and, if applicable, many years of service on the Supervisory Board.

The assessments are based on a self-assessment using the curriculum vitae of the Supervisory Board members, experience from other Supervisory Board mandates, professional experience, and further education and training.

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	AGM 2026	AGM 2026	AGM 2026	AGM 2029	AGM 2026
Diversity:					
Year of birth	1958	1968	1962	1954	1970
Gender	Male	Female	Male	Male	Female
Nationality	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 Business Management
General suitability:					
No overboarding ¹	●	●	●	●	●
Independence ²	●	●	●	●	●

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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
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 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
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.

The composition of the Supervisory Board in 2025 was and continues to be in line with the requirements profile for the Supervisory Board. Since May 2020, the Supervisory Board has been chaired by Dr. David Dean. He has many years of international experience and expertise in the market and technology. Dr Dean has many years of experience as a member of the audit committee of an international listed company and chaired the risk and compliance committee of the same company. Dr. David Dean serves as the financial expert for financial reporting on the Audit Committee. Jan Smits brings to the Supervisory Board additional international expertise and relevant experience in the semiconductor equipment sector. Dr. Myriam Jahn (Deputy Chair of the Supervisory Board), an expert in digital transformation, has been on the Supervisory Board since 2017. Dr. Bernd Schulte, an international technology and industry expert and a former member of the management board of a listed technology company, joined the Supervisory Board in November 2020.

Prof. Mirja Steinkamp, who has been a Supervisory Board member since March 4, 2022, has been the financial expert for auditing and Chair of the Audit Committee since April 1, 2022. Prof. Steinkamp has many years of experience as the Chair of the Audit Committee and as deputy chair of the supervisory boards of listed and non-listed companies. She is an expert in auditing and possesses extensive knowledge of financial reporting.

The Supervisory Board considers its composition to be appropriate in terms of the targets that have been set and the Company's current situation.

Diversity Concept

Diversity is generally an important requirement for maintaining competitiveness and achieving sustainable corporate success. The diversity concept has the following objectives:

- Sufficient diversity of expertise among senior executives will generate a broad spectrum of experience and varying perspectives that can be used for the benefit of the Company.
- Increasing internationalization requires the management of diverse teams whose members not only have different cultural backgrounds but also different ages, genders, and educational backgrounds.
- A balanced age structure helps to retain knowledge and professional and life experience for as long as possible in the Company's best interests and introduces new ideas and energy at the same time.

The Supervisory Board has developed a diversity concept for the Management Board and the Supervisory Board. The Supervisory Board diversity concept forms part of the Supervisory Board requirements profile. It is published on the website www.suss.com under "Investor Relations" in the "Corporate Governance" section. The Management Board diversity concept is part of this Corporate Governance Declaration.

Supervisory Board

The overall Supervisory Board should have industry- and Company-specific and professional knowledge, skills, and experience. Each member should contribute their key professional competencies to the full Supervisory Board as needed. Diversity and teamwork skills should result in the totality of all these competencies being greater than the sum of the professional competencies of the individual members.

The Supervisory Board has developed a diversity concept for the composition of its members. The Supervisory Board aims to achieve sufficient diversity among its membership in terms of gender, educational and professional background, and age groups, as well as a diversity of nationalities, personalities, expertise, and experience. The following criteria are taken into account:

- The Supervisory Board as a whole should have a balanced age structure and should thus include both younger members in the course of their careers and older members with professional and life experience.
- Elections to the Supervisory Board should ensure that the Board has both female and male members and that they possess the appropriate personal and professional skills. The composition should conform to the applicable legal requirements and to the targets set on the basis of the Act for the Equal Participation of Women and Men in Management Positions.
- The Supervisory Board should consist of persons who possess, in addition to their personal and professional skills, the widest possible range of educational and professional backgrounds, including expertise and experience in technical, commercial, legal, and other academic fields and professions.
- At least two of the shareholder representatives should have long-standing international experience in SUSS's purchasing and sales markets.

The implementation of the Supervisory Board diversity concept is shown in the qualification matrix in the preceding section. The composition of the Supervisory Board in 2025 was in line with the targets pursued in the Supervisory Board diversity concept. Dr. David Dean and Jan Smits provide international expertise, while two women – Dr. Myriam Jahn and Prof. Mirja Steinkamp – hold important positions on the Board. Dr. Bernd Schulte rounds out the diversity profile as a high-level industry expert and former board member of a listed semiconductor equipment manufacturer based in Germany.

The requirements of the diversity concept and skill profile are taken into account when selecting candidates for the Supervisory Board and in the corresponding proposals presented to the Annual General Meeting. In the context of succession planning, searches for suitable candidates have been and will be conducted internationally.

Management Board

As required by the GCGC, SUSS gives regular consideration to the issue of diversity in management. Management Board members should have relevant experience in leading listed companies with international operations and present a balanced mix of ages and genders. Key criteria for the Company are the technical skills required for the position to be filled, the personality of the potential

candidates, and their track record of achievements. In light of this, the Supervisory Board has defined a diversity concept for the composition of the Management Board pursuant to Section 289f (2)(6) HGB. Candidates for the Management Board have a variety of complementary skills and personality profiles. Depending on the Company's current situation, it may make sense to review or reweigh individual criteria.

Members of the Management Board should, among other things:

- Have extensive leadership experience, ideally at an international level
- Have different specialist qualifications and skill profiles that complement each other
- Have an excellent technological understanding and in-depth knowledge of markets and technology of the semiconductor industry for the Chief Executive Officer role
- Have experience in the areas of strategic corporate planning as well as M&A
- Have specialist knowledge in public interest entities, compliance, and risk management, and in the case of the Chief Financial Officer role, experience with financial accounting and auditing
- Provide an appropriate balance of ages and genders across the entire Management Board

The aim of the Management Board diversity concept is to consciously use the diversity of perspectives, qualifications, and experience to maintain SUSS's competitiveness and achieve lasting commercial success. A balanced employee structure in terms of age, gender, and origin also fosters understanding within the Company of the wide-ranging expectations of international customers.

The search for and the subsequent selection of applicants for a Management Board position are conducted in accordance with non-discrimination policies. When selecting suitable candidates, the Supervisory Board considers the aforementioned diversity criteria and targets, as well as the candidates' personalities, international management experience, educational and professional background, and age and gender.

The composition of the Management Board in 2025 was and continues to be in line with the diversity concept for the Management Board. The diversity of the Management Board is reflected above all in the different biographies and professional backgrounds. Burkhardt Frick, an internationally experienced manager with excellent sector, market and technology knowledge, is the Chair of the Management Board. He also has extensive experience in the field of strategic corporate planning. Chief Financial Officer Dr. Cornelia Ballwießer brings to the Board a wealth of knowledge and experience in the areas of financial market

communication, financial accounting, financial reporting, controlling and finance from various career stages, including on the management boards of other listed companies. She also has extensive experience in strategic corporate planning, M&A and governance functions. She is very familiar with the products and the sector in which SUSS is active. She knows the geographical markets very well. As Chief Operations Officer, Dr. Thomas Rohe has an excellent knowledge of SUSS technologies and the field of research and development in the semiconductor industry. As an experienced manager, he also has extensive experience in the internal organization of operational processes and the strategic planning and control of international companies. Thanks to his long career, he is very familiar with the geographical markets and the sector in which SUSS is active.

Act for the Equal Participation of Women and Men in Management Positions

As set out in the diversity concept, SUSS seeks to increase diversity in the Company and thus the proportion of women and the range of international backgrounds in its workforce and management. The first duty of the Management Board and Supervisory Board here is to ensure that employees are technically qualified and personally suitable.

In accordance with the requirements of the German Stock Corporation Act, the Supervisory Board sets targets for the proportion of women on the Supervisory Board and the Management Board. The Management Board sets targets for the proportion of women on the two management levels below the Management Board. If the proportion of women is below 30% when the targets are set, the targets may not fall below the proportion achieved in each case.

At its meeting on March 2, 2022, the Supervisory Board of SUSS MicroTec SE resolved that, with effect from July 1, 2022, two of its five members for the period until June 30, 2027 should be female. This translates into a target quota of 40.0% women. The Supervisory Board further ruled that, with effect from July 1, 2022, one of the three members of the Management Board for the period until June 30, 2027 should be female. This translates into a target quota of 33.3% women.

Body	Targeted share of women by June 30, 2027	Share of women as of December 31, 2025	Determined by
Supervisory Board	40.0%	40.0%	Supervisory Board
Management Board	33.3%	33.3%	Supervisory Board

The Management Board of SUSS MicroTec SE wishes to specifically promote women and decided on February 16, 2022, with effect from July 1, 2022, that women will constitute 36.0% of the first and second management levels below the Management Board at SUSS MicroTec SE by June 30, 2027.

Management level ¹	Targeted share of women by June 30, 2027	Share of women as of December 31, 2025	Determined by
First management level	36.0%	35.3%	Management Board
Second management level	36.0%	50.0%	Management Board

¹ Relative to the organizational structure of SUSS MicroTec SE (including staff positions)

At the first management level, the target was narrowly missed at 35.3% as of December 31, 2025. The gender target for the second management level was achieved as of December 31, 2025, at 50.0%.

Long-Term Succession Planning

One of SUSS MicroTec's key business segments is the high-precision replication of microstructures in the area of semiconductor manufacturing. As a listed company with more than 75 years of international industry experience, extremely discerning customers, and high quality standards, the Company is accelerating the research and development of high-tech products and processes. It is therefore strategically important for SUSS MicroTec to have a Management Board with suitably qualified candidates.

The Supervisory Board has asked the Management Board to systematically identify and develop potential candidates in management positions within the Group whom the Management Board, based on the experience of regular collaboration, considers to have proven themselves and who may be suitable candidates for Management Board duties. This is done with the objective of making the Supervisory Board even more familiar with these managers within the Group.

From SUSS's perspective, a candidate's qualifications are the primary criterion for assuming a Management Board position at the Company. This includes previous professional performance and management experience in international companies, appropriate professional qualifications, and a high level of integrity.

Attention is paid to diversity regarding nationality, gender, and industrial background as far as this is possible under the current circumstances of a small Management Board committee.

The potential candidates should possess diverse and complementary skill sets and personality traits overall. With this in mind, the Supervisory Board has developed and published a diversity concept for the composition of the Management Board as described above. Depending on the Company's current situation, it may also make sense to reassess the weighting of individual criteria. The age limit for Supervisory Board candidates is laid down in the rules of procedure of the Supervisory Board and is 65 years at the age of appointment.

Share Transactions by Members of Governing Bodies (Personal Transactions by Persons discharging Managerial Responsibilities)

Under Article 19 of Regulation (EU) No. 596/2014 of the European Parliament and of the Council of April 16, 2014 on market abuse (Market Abuse Regulation), persons discharging managerial responsibilities at SUSS MicroTec SE (members of the Management Board and Supervisory Board) and persons closely associated with them are legally obliged to notify their transactions in SUSS MicroTec SE shares or financial instruments linked thereto

(including derivatives) to the Company and the German Federal Financial Supervisory Authority (BaFin), as soon as the total value of transactions conducted within a calendar year reaches the relevant threshold. For the calendar year 2025, this threshold was EUR 20,000. BaFin has raised the threshold to EUR 50,000 in general ruling with effect from January 1, 2026.

All transactions on own account reported to the Company are published in accordance with statutory regulations and are also available on the website www.suss.com under "Directors' Dealings" in the "Investor Relations" section.

Growing Innovation



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