

Annual General Meeting 2026

Report of the Supervisory Board

Supervisory Board Report

The Supervisory Board performed the duties incumbent upon it in accordance with the law, the Company Statutes and rules of procedure with due care in the 2025 financial year. The Supervisory Board was diligent in its regular monitoring of the work of the Management Board. On the following pages, the Supervisory Board reports on its activities in the 2025 financial year.

Dear Shareholders,

SUSS continued its sales growth in the 2025 financial year. Achieving a figure of € 503.2 million, SUSS set a new sales record, exceeding half a billion euros for the first time. This represents a milestone in the company's development. However, we have also seen that SUSS's development in a cyclical industry is not always straightforward, as demonstrated by the decline in profitability in the past year. At the same time, we navigated an economic, technical and political landscape marked by constant volatility. New, high-performance AI models from Chinese developers, the import tariffs announced by the US government on Liberation Day

in April, and finally an acceleration of the AI boom in the second half of the year are just a few examples of events that shook the semiconductor industry this year. We are therefore particularly grateful and pleased that the Management Board of SUSS has confidently steered the Company through an eventful 2025.

The past year has once again highlighted how important a clear, long-term and future-proof strategy is for a company in these uncertain times. As the Supervisory Board, we have stood alongside and supported the Management Board in driving forward SUSS's strategic development. The opening of the new site in Zhubei (Taiwan) at the end of October 2025 is worth a particular mention. Within just over a year, the Management Board and the team on the ground succeeded in selecting and equipping a new site, resolutely pressing ahead with the relocation and amalgamation of existing sites, and starting production. The new site in Taiwan is an important building block for SUSS's further development going forward. It has created new capacities that should enable further growth in line with our targets.



Dr. David Dean,
Chairman of the Supervisory Board

At the Capital Markets Day in November 2025, the Management Board explained to the capital market the extent of SUSS's potential for further growth and margin improvement, as well as the strategy the Company intends to pursue in order to benefit from the sustained growth trend in the semiconductor industry. The Supervisory Board welcomes the ambitious targets for the end

of the current decade and has supported and advised the Management Board on the further development of the corporate strategy.

We also closely monitored macroeconomic and political developments as well as trends in the semiconductor market as part of our Supervisory Board work, and analyzed the corresponding effects on the Company. The Supervisory Board was updated regularly by the Management Board on current business performance, the Company's net assets, financial position, and results of operations, as well as ESG and sustainability issues.

The Chair of the Supervisory Board maintained close contact with the Management Board outside of the Supervisory Board meetings and kept up to date with significant business transactions. Additionally, the Chair of the Audit Committee regularly exchanged information with the Chief Financial Officer, Dr. Cornelia Ballwießer. There was also close communication with the auditors from Baker Tilly GmbH&Co. KG Wirtschaftsprüfungsgesellschaft, based in Düsseldorf, with a branch in Munich, and with auditors PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, with a branch in Munich, newly appointed in 2025, on topics related to financial reporting, the year-end audit, governance systems and the review of non-financial reporting.

Ongoing dialogue with the Management Board

As in previous years, the Supervisory Board once again exercised utmost diligence in fulfilling its duties, as required by law, the Company Statutes, and rules of procedure. To this end, the Management Board and the Supervisory Board worked together in a spirit of trust, always in the best interest of the Company. The Supervisory Board monitored the Management Board throughout the financial year and provided guidance on corporate management. The communication between the Supervisory Board and the Management Board, whether in person or virtually, was constructive and characterized by focused and productive discussions.

The Supervisory Board was involved in all decisions that were of vital importance to the Company. The business development, financial situation, and strategic direction of the SUSS Group and its subsidiaries were discussed regularly by the Supervisory Board. The Management Board updated the Supervisory Board regularly through detailed written and verbal reports on the intended business policy, corporate planning, particularly financial, investment, and HR planning, as well as the strategy and developments in order intake, sales, liquidity, and earnings. The Supervisory Board always had the opportunity to scrutinize the reports and proposals of the Management Board. Deviations in business

performance from targets and plans, as well as measures to address these deviations, were explained in detail by the Management Board and acknowledged by the Supervisory Board.

Even outside the Supervisory Board meetings, both the Chair of the Supervisory Board and the respective chairs of the committees maintained close contact with the Management Board. The Supervisory Board was comprehensively and promptly updated on current developments and significant business matters. The ongoing briefing of the Chair of the Supervisory Board on significant business transactions – essential for assessing the Company's situation and business development – was ensured at all times.

The Supervisory Board discussed significant business transactions in detail with the Management Board. Where the approval of the Supervisory Board was required by law, Company Statutes, or rules of procedure, the relevant resolutions granting approval were adopted following thorough consideration, examination, and discussion by the Supervisory Board and, where applicable, by the committees established by the Supervisory Board for this purpose. In addition, the Supervisory Board regularly confirmed that the Management Board was acting properly, lawfully, and appropriately. The Supervisory Board was given the necessary access to the Company's relevant business documents.

Meetings and main topics of discussion

A total of 16 Supervisory Board meetings were held in the 2025 financial year. Five of these meetings were held as regular sessions on March 21, 2025, June 2, 2025, September 11, 2025, November 7, 2025, and December 4, 2025. The following table shows the attendance of each Supervisory Board member at the meetings held.

The incumbent Supervisory Board members attended all Supervisory Board meetings and actively participated in resolutions. In accordance with the recommendations of the German Corporate Governance Code (GCGC) to hold Supervisory Board meetings without the Management Board present, the Supervisory Board also met without the Management Board. In addition to the regular sessions and extraordinary meetings, several resolutions were passed by written procedure.

Supervisory Board Meetings

Name	Member since	Attendance at plenary meetings of the Supervisory Board (of which virtual attendance)	Attendance at meetings of the Personnel and Nomination Committee (of which virtual attendance)	Attendance at meetings of the Audit Committee (of which virtual attendance)	Attendance at meetings of the ESG Committee (of which virtual attendance)	Meetings, total (% total attendance)
Dr. David Dean (Chair)	2020	16/16 (7)	13/13 (10)	7/7 (2)		100%
Dr. Myriam Jahn (Deputy Chair)	2017	15/16 (8)	13/13 (12)		3/3 (–)	96.9%
Dr. Bernd Schulte	2020	16/16 (8)		7/7 (4)		100%
Jan Smits	2020	16/16 (9)	13/13 (12)	7/7 (6)	3/3 (2)	100%
Prof. Dr. Mirja Steinkamp	2022	16/16 (8)		7/7 (2)	3/3 (1)	100%

The business development, financial situation, and strategic direction of SUSS MicroTec SE and its subsidiaries were regular topics of discussion. The Management Board provided the Supervisory Board with comprehensive information on corporate planning, strategic decisions, and developments in order intake, sales, earnings, and liquidity. In addition to the recurring standard reports from the Management Board and the reports from the Supervisory Board committees, the following key topics were addressed at the regular meetings of the Supervisory Board.

At the regular meeting of the Supervisory Board on March 21, 2025, the annual financial statements prepared by the Management Board, the consolidated financial statements, and the Combined Management Report for the Company and the Group, including the non-financial Group statement, were reviewed and approved by the Supervisory Board for the 2024 financial year. This confirmed the adoption of the annual financial statements. In addition, the Remuneration Report for the 2024 financial year was discussed and approved. There was an in-depth exchange with the auditors, without the Management Board present, regarding the key focus areas of the financial audit for the 2024 financial year. The outlook for the 2025 financial year, the proposal for the appointment of a new auditor, and the development and opening of the new site in Zhubei (Taiwan) were also discussed. The agenda for the 2025 Annual General Meeting was also finalized at this meeting and subsequently adopted by circular resolution.

At the second regular meeting on June 2, 2025, the Supervisory Board analyzed and discussed the corporate and location strategy of SUSS and used the meeting to make final preparations for the Annual General Meeting on the following day.

The regular meeting on September 11, 2025 focused on the corporate strategy and the outlook for SUSS's targeted development up to 2030. The Supervisory Board gained insight into the key messages and content for Capital Markets Day 2025 and discussed these with the Management Board.

At the regular meeting on November 7, 2025, the Supervisory Board again dealt with the content of Capital Markets Day 2025 and discussed changes to the remuneration system for the Management Board. At the meeting, the Management Board of SUSS MicroTec SE and the Supervisory Board issued the joint Declaration of Compliance with the German Corporate Governance Code (GCGC). This is available on the website at www.suss.com/en/investor-relations/corporate-governance together with declarations from previous years.

At the final regular meeting of the year on December 4, 2025, the Supervisory Board discussed the budget plan for the 2026 financial year prepared by the Management Board and approved it by circular resolution. The Board also discussed the status of strategy implementation and medium-term planning for 2026 to

2030. At the meeting, the Supervisory Board discussed changes to the remuneration system for the Management Board and approved these changes by circular resolution. The Supervisory Board was also informed at the meeting about the status of negotiations to conclude a new syndicated loan agreement. The Supervisory Board approved the conclusion of this agreement in a circular resolution in January 2026.

As in the previous year, the Supervisory Board also addressed, based on the findings and recommendations of the Audit Committee, the monitoring of the financial and non-financial reporting process, the effectiveness of the internal control system, the risk management system, the compliance management system, and internal auditing, as well as the independence of the external auditor.

The Supervisory Board also discussed the status and further development of corporate governance in the Company. In particular, compliance with the GCGC recommendations was discussed.

Committee Meetings

In 2025, the Supervisory Board of SUSS MicroTec SE had three committees. The members of these committees also maintained close contact with each other and with the Company's Management Board outside of meetings.

Personnel and Nomination Committee

In 2025, the Personnel and Nomination Committee (which also serves as the Remuneration Committee) continued to consist of the Supervisory Board members Dr. David Dean (Chair), Dr. Myriam Jahn, and Jan Smits. The Personnel and Nomination Committee deals with matters related to the Management Board and, in particular, prepares the Supervisory Board's HR decisions. Furthermore, the Personnel and Nomination Committee proposes suitable candidates to the Supervisory Board for its recommendations to the Annual General Meeting regarding the election of Supervisory Board members and regularly reviews the requirements profile for the Supervisory Board.

In 2025, the committee met for a regular session on January 27, 2025, and held an extraordinary meeting on October 14, 2025. The meetings were held in a hybrid format. All members of the committee attended all meetings. In the first half of the year, the committee focused on the anticipated achievement of the sustainability-related targets for the variable components of the Management Board's remuneration. In the second half of the year,

the committee drew up proposals for adjusting the remuneration system for the Management Board and prepared suggested targets for the variable components of the Management Board's remuneration for the 2026 financial year and the period from 2026 to 2028. It was also heavily involved in succession planning for the Management Board and Supervisory Board as well as the extension of the Management Board contracts of Dr. Cornelia Ballwießer and Burkhardt Frick.

Audit Committee

In 2025, the Audit Committee consisted of Prof. Mirja Steinkamp (Chair), Dr. David Dean, Dr. Bernd Schulte, and Jan Smits. The Audit Committee deals primarily with issues related to financial reporting, risk management, the internal control system, internal auditing, and the compliance management system, as well as the year-end audit. In particular, it focuses on the selection and independence of the external auditor, the quality of the audit, and the fee agreement.

The Audit Committee discusses with the auditor the assessment of the audit risk, the audit strategy, audit planning, and the audit findings. The Chair of the Audit Committee regularly discussed the progress of the audit with the auditor and reported on this to the committee. The Audit Committee also met with the auditor without the Management Board present.

The Audit Committee regularly kept up to date on business performance by examining external financial reporting during the year in the form of the interim reports as of March 31, 2025, and September 30, 2025, as well as the half-year financial report. The five regular meetings of the Audit Committee in the reporting year took place on February 13, 2025, March 17, 2025, May 5, 2025, August 4, 2025, and November 5, 2025. The meeting on March 17, 2025, was an in-person meeting, while the other meetings were held twice in a virtual format and twice in a hybrid format.

The meetings in Q1 focused on the audit of the financial statements. The focus was on discussing and auditing the annual financial statements of the individual entity; the consolidated financial statements including the Combined Management Report for the Company and the Group in accordance with HGB and IFRS; and the non-financial reporting, all in preparation for the Supervisory Board meeting to approve the financial statements. The Audit Committee also addressed the internal control system, the risk management and early risk detection system, the compliance management system and internal auditing, as well as the assessment of the appropriateness and effectiveness of these governance systems. In Q1, the Audit Committee also focused intensively on the selection of the auditor for the 2025 financial year, evaluated the presentation of the audit concepts of various auditing firms, and made its recommendation to the Supervisory Board.

In Q2, the Audit Committee discussed and reviewed the quarterly statement for Q1 2025 and the initial forecast for the current financial year. The Audit Committee and the Management Board looked at the preparation process and the audit of the annual and consolidated financial statements and discussed potential improvements and necessary adjustments in connection with the change of auditing firm. The committee also discussed selected issues related to corporate financing.

In Q3, the Audit Committee dealt with the half-year report as of June 30, 2025, the risk management system, internal auditing, and the progress made in onboarding the auditors from PricewaterhouseCoopers.

In Q4, the committee discussed and reviewed the quarterly statement for Q3 2025, the third forecast for the ongoing financial year, as well as the current legal situation and the challenges of non-financial reporting for the 2025 financial year. The committee also received a report on the risk management and early risk detection system, the compliance management system, and internal auditing, and assessed their appropriateness and effectiveness. In addition, the Audit Committee monitored the auditor's fee limits for non-audit services to ensure that prohibited services were not commissioned and granted prior approval for certain non-audit services to be provided by the auditor for the 2026 financial year.

ESG Committee

In 2025, the ESG Committee (Sustainability Committee) consisted of Supervisory Board members Dr. Myriam Jahn (Chair), Jan Smits, and Prof. Mirja Steinkamp. The ESG Committee is responsible for advising on environmental, social, and governance issues and the status of their implementation within the Company. Three regular meetings of the ESG Committee were held during the reporting period. All meetings were held in a hybrid format. At all of its meetings, the committee dealt with the progress of the project to determine a product-related emissions profile (product carbon footprint), the implementation of the climate strategy and transition plan for SUSS's emissions in Scope 1 and 2, and the validation of the double materiality analysis in accordance with the requirements of the European Sustainability Reporting Standard (ESRS).

In addition to the topics already mentioned, the committee also discussed sustainability in the supply chain at its meeting on March 6, 2025. At the same meeting, the committee was also updated on the status of the project to implement the requirements of the NIS2 Directive for SUSS and its suppliers, the Cyber Resilience Act (CRA), and the EU Ecodesign Regulation (ESPR). The status of implementation of SUSS's internal guidelines on social issues was discussed, as were the results of the employee surveys and the measures that were introduced in response.

At the meeting on September 12, 2025, the committee also discussed progress on achieving the sustainability targets related to Management Board remuneration. At the meeting on November 24, 2025, in addition to a final analysis of the sustainability-related remuneration for the Management Board and a discussion on a long-term and sustainable improvement of the ESG ratings, a fundamental analysis was also conducted of potentially suitable ESG targets for STI and LTI in the future. The committee drew up a recommendation for the full board.

Corporate governance and Declaration of Compliance

As usual, the Supervisory Board addressed corporate governance and compliance issues in the past financial year. Further information on corporate governance within the Company can be found in the Corporate Governance Declaration, published on the website www.suss.com in the Investors section under "Corporate Governance". A detailed report on the amount and structure of the remuneration for the Management Board and Supervisory Board can be found in the Remuneration Report.

On January 30, 2025, the Supervisory Board conducted its annual self-assessment and analyzed how effectively the full Board and its committees fulfill their responsibilities. This is reported in detail in the Corporate Governance Declaration.

There continued to be no consultancy or other contracts for work and services between the members of the Supervisory Board and the Company in the 2025 reporting year. Conflicts of interest involving Management Board or Supervisory Board members, which must be promptly disclosed to the Supervisory Board, were not reported during the 2025 financial year.

Audit of the Annual and Consolidated Financial Statements

PricewaterhouseCoopers Wirtschaftsprüfungsgesellschaft GmbH, based in Frankfurt am Main, with a branch in Munich, audited the annual financial statements of SUSS MicroTec SE as of December 31, 2025, prepared in accordance with the provisions of the German Commercial Code (HGB), the consolidated financial statements as of December 31, 2025, prepared in accordance with International Financial Reporting Standards (IFRS), and the Combined Management Report for the Company and the Group for the 2025 financial year, and issued an unqualified audit opinion in each case. The consolidated financial statements were prepared in accordance with Section 315e HGB on the basis of the International Financial Reporting Standards (IFRS) as adopted by the EU. The non-financial reporting by SUSS, which is part of the Combined Management Report and uses the European Sustainability Reporting Standards (ESRS) as a framework, was subjected to a voluntary limited assurance engagement by the auditor and provided with an auditor's report.

The auditor conducted the audit in compliance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer in Deutschland e.V. (Institute of Public Auditors in Germany, IDW).

The Combined Management Report, Remuneration Report, the annual financial statements of SUSS MicroTec SE, the proposal for the appropriation of retained earnings, the consolidated financial statements and the audit reports of PricewaterhouseCoopers Wirtschaftsprüfungsgesellschaft GmbH, based in Frankfurt am Main, with a branch in Munich, were made available to all members of the Supervisory Board in a timely manner and were discussed in detail at the Audit Committee meeting on March 16, 2026, at a Supervisory Board meeting on March 24, 2026, and at the Supervisory Board meeting to approve the financial statements on March 27, 2026, in the presence of the auditor. The auditor reported on the key findings of the audit. 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. PricewaterhouseCoopers Wirtschaftsprüfungsgesellschaft GmbH, based in Frankfurt am Main, with a branch in Munich, was appointed as auditor for SUSS for the first time in the 2025 financial year. The lead auditor for the 2025 financial year was certified public auditor Sebastian Stroner, who, together with certified public auditor Ralph Jakobi, was responsible for the audit

of SUSS's financial statements and consolidated financial statements. Both audited SUSS for the first time.

The following were defined as key audit matters for the financial statements: the impairment of goodwill and the valuation of investments in affiliates, receivables from affiliates, and loans to those affiliates.

Based on its own review of the annual and consolidated financial statements, the Combined Management Report for the Company and the Group, and the Management Board's proposal for the appropriation of profits, the Supervisory Board raised no objections and approved the findings of the audit conducted by PricewaterhouseCoopers. At its meeting on March 27, 2026, the Supervisory Board approved the annual financial statements prepared by the Management Board, the consolidated financial statements, and the Combined Management Report of SUSS MicroTec SE and the Group for the 2025 financial year. This confirmed the adoption of the annual financial statements. The Supervisory Board endorsed the Management Board's proposal for the appropriation of profits.

Composition of the Management Board and Supervisory Board

There have been no changes to the composition of the Management Board or the Supervisory Board of SUSS MicroTec SE in the past year. As stipulated, the Management Board consisted of three

members during the financial year. In the reporting year, the Management Board consisted of Burkhardt Frick as Chief Executive Officer (CEO), Dr. Cornelia Ballwießer as Chief Financial Officer (CFO), and Dr. Thomas Rohe as Chief Operations Officer (COO).

The Supervisory Board consisted of five members during the financial year. The Chair of the Supervisory Board was Dr. David Dean. The Deputy Chair was Dr. Myriam Jahn. The other members of the Supervisory Board were Jan Smits, Dr. Bernd Schulte, and Prof. Mirja Steinkamp. In accordance with Section 100 (5) of the German Stock Corporation Act (AktG), in the reporting period, Dr. David Dean was appointed as an expert for financial reporting and Prof. Mirja Steinkamp as an expert for auditing.

Supervisory Board Personnel

Jan Smits' term of office ended at the 2025 Annual General Meeting. On June 3, 2025, the Annual General Meeting of SUSS MicroTec SE elected Jan Smits with a majority of 98.2% of the votes cast until the Annual General Meeting that resolves on the discharge of the members of the Supervisory Board for the 2028 financial year.

Education and in-service training of the Supervisory Board

The members of the Supervisory Board are essentially responsible for the educational and in-service measures required for their tasks. These related, for example, to changes in the legal framework, technological developments, or sustainability issues. In the reporting year, the members of the Supervisory Board undertook further training on current topics. The focus continued to be on sustainability reporting in accordance with the European Sustainability Reporting Standards (ESRS), a sustainable and resilient supply chain, and IT and cyber security. As in the previous year, the members of the Supervisory Board devoted extensive attention to the use of artificial intelligence at the Company and the associated risks and opportunities.

Thanks

Once again, our special thanks go to the members of the Management Board and all employees who contributed to SUSS ending a successful financial year with a new sales record. We would also like to express our thanks to the Management Board team and all employees who were involved in setting up the new site in Zhubei (Taiwan). All those involved have demonstrated the exceptional achievements that the Company is capable of delivering. Within a short period of time, we have succeeded in building a modern and efficient site, within budget and on time,

providing a solid foundation for further targeted growth. Delivering a project of this scale in close geographical proximity to our customers highlights both the Company's effectiveness and its aspiration for SUSS to be a reliable partner for our customers and firmly positioned within the global semiconductor industry. This aspiration was reinforced once again with the ambitious growth and profitability targets for 2030.

The fact that SUSS has an ambitious and confident outlook for the future would be inconceivable without the commitment and dedication of all its employees. All members of the Supervisory Board would like to express their sincere thanks to them and wish them and the current members of the Management Board every success in executing their plans.

Garching, Germany, March 2026

Signed

Dr. David Dean

Chair of the Supervisory Board