

Dr. Bernd Schulte

Member of the Supervisory Board

Year of birth:	1962
Place of birth:	Hanau
Nationality:	German
Professional Qualifications:	Dr. rer. nat. (Physics) Technische Hochschule Darmstadt
Current position	Independent Consultant
Member since:	November 6, 2020 ¹⁾
Elected until:	Annual General Meeting 2026



Professional career:

Dr. Bernd Schulte has been a member of the SUSS Supervisory Board since November 2020 and served as CEO of SUSS from October 2022 to September 2023. He returned to the Supervisory Board as scheduled on September 11, 2023. Prior to that, Dr. Schulte served as President and a member of the Executive Board of AIXTRON SE in Herzogenrath until March 2021. There, since 2017, he was responsible for, among other things, research and development, procurement, investor relations and communications, corporate governance, environmental, social, and corporate management as well as compliance and risk management. From 2002 to 2017, Dr. Schulte served as COO on the company's Executive Board, having joined the company in 1993. Dr. Schulte began his academic career in 1983 by studying physics at the Technical University of Darmstadt. In 1993, he earned his Doctor of Science (r. nat.) degree from the Technical University of Darmstadt.

Member of the following committees

- Audit Committee

Memberships in other statutory domestic supervisory boards

- None

Memberships in comparable domestic and foreign supervisory bodies of commercial enterprises

- None

¹⁾ Suspension of duties on the Supervisory Board from October 17, 2022, to September 10, 2023; during this period, served as interim CEO of SUSS.

Relevant knowledge, skills, and experience:

Based on his many years of professional experience as a member of the Executive Board and President of AIXTRON SE and as CEO of SUSS MicroTec SE, Dr. Bernd Schulte is an expert in equipment manufacturing for the international semiconductor industry. His experience spans the mid-market environment of manufacturing and research and development, as well as the international landscape of major customers, particularly in Asia.

Fulfilment of the requirements profile

(including the diversity concept)

	Dr. Bernd Schulte
Length of Membership	
Member since:	2020
Elected until:	2026
Diversity	
Year of Birth:	1962
Gender:	Male
Nationality:	German
Educational background:	Dr. rer.nat. Physics
General suitability	
No overboarding ¹⁾	●
Independence ²⁾	●
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	✓✓
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⁾	✓✓✓

● = Criterion fulfilled

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" section.

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