

Prof. Dr. Mirja Steinkamp

Member of the Supervisory Board

Year of birth:	1970
Place of birth:	Minden
Nationality:	German
Professional Qualifications:	Dr. rer. pol., tax advisor, certified public accountant, supervisory board member at Interfin Forum – Sustainability / ESG
Current position	Professor of Auditing and Financial Accounting at HAW (University of Applied Sciences) Hamburg
Member since:	March 10, 2022
Elected until:	Annual General Meeting (AGM) 2026



Professional career

Prof. Dr. Mirja Steinkamp is a tax advisor, auditor, and professor of auditing and corporate accounting at HAW (University of Applied Sciences) Hamburg. She worked for several years as an audit manager at the international auditing firm Ernst & Young GmbH and then spent 14 years as an authorized signatory and manager at a global trading company. Since 2022, Mirja Steinkamp has been a lecturer at Interfin Forum GmbH, which offers courses in “Qualified Supervisory Board” and “Technical Supervisory Board in the Audit Committee/Financial Expert.” Mirja Steinkamp has many years of experience as chair of the audit committee and as deputy chair of the supervisory board of listed and unlisted companies. As a certified public accountant, tax advisor, and chair of the audit committee, she has special knowledge and experience in the application of accounting principles in accordance with the German Commercial Code (HGB), the German Income Tax Act (EStG), and IFRS, the auditing of internal control and risk management systems (including compliance management systems), and the auditing of sustainability reporting.

Member of the following committees

- Audit Committee (Chair)
- ESG Committee

Memberships in other statutory domestic supervisory boards

- Basler AG, Ahrensburg (listed on the stock exchange): Supervisory Board member (Chair of the Audit and Sustainability Committee; member of the Personnel Committee)
- Hochtief AG, Essen (listed on the stock exchange): Supervisory Board member (member of the Audit and Sustainability Committee)

Memberships in comparable domestic and foreign supervisory bodies of commercial enterprises

- BarthHass GmbH & Co. KG, Nuremberg (not publicly traded): Supervisory Board member (Vice Chair; Chair of the Audit and Sustainability Committee)

Relevant knowledge, skills, and experience

Based on her professional training as a tax advisor, auditor, and sustainability report auditor, her many years of professional experience in the auditing industry, as an authorized signatory and manager in the finance department of a global trading company, as well as a professor of auditing and corporate accounting, and her work on various auditing and sustainability committees, Prof. Dr. Mirja Steinkamp has special knowledge and experience in the application of accounting principles, the auditing of corporate governance systems, and the preparation and auditing of annual and consolidated financial statements and sustainability reports. committees, Prof. Dr. Mirja Steinkamp has special knowledge and experience in the application of accounting principles, the auditing of corporate governance systems, and the preparation and auditing of annual and consolidated financial statements and (group) management reports, as well as the auditing of sustainability reporting.

This qualifies Prof. Dr. Steinkamp as a financial expert within the meaning of Section 100 (5) of the German Stock Corporation Act (AktG).

Fulfilment of the requirements profile (including the diversity concept)

	Prof. Dr. Mirja Steinkamp
Length of Membership	
Member since:	March 10, 2022
Elected until:	AGM 2026
Diversity	
Year of Birth:	1970
Gender:	Female
Nationality:	German
Educational background:	PhD / Professor of Auditing and Business Management
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