

Jan Smits

Member of the Supervisory Board

Year of birth:	1954
Place of birth:	Schaesberg, Netherlands
Nationality:	Dutch
Professional qualification:	Master (Mechanical Engineering, Eindhoven University of Technology, NL)
Current position:	Independent management consultant
First appointment:	May 20, 2020
End of current appointment:	Annual General Meeting 2025



Professional background

With a degree in mechanical engineering, Jan Smits began his career in contract research at Eindhoven University of Technology (1980-1983). After a year as Technical Manager at Konings N.V., he moved to Philips Electronics. From 1983 to 1997, he was responsible for the planning and realization of various development and production facilities for the semiconductor industry, among others. In 1997, he joined ASML Holding N.V., where he held various management positions over a total of 22 years. Among other things, he was Executive Vice President “Deep UV” Lithography, responsible for the business unit of the same name. Prior to this position, he was responsible for EUV source development in collaboration with the laser and light source specialist Cymer, which was later acquired by ASML. From 2016 until his departure in 2019, he served as Executive Vice President of Strategic Sourcing & Procurement and as Legal Director of ASML NL. In his various roles, he nurtured and developed talent within his teams. Several of today's top executives at ASML have grown in teams he led.

Member of the following committees:

- Personnel/Nomination Committee
- Audit Committee
- ESG Committee

Memberships of other statutory supervisory boards in Germany:

- None

Memberships of comparable domestic and foreign supervisory bodies of commercial enterprises:

- None

Relevant knowledge, skills and experience:

Jan Smits has a proven track record as an expert in the semiconductor sector. During his long career in management positions at international companies in the semiconductor industry, he has gained extensive experience and knowledge at technology leaders in the semiconductor equipment sector. In addition to his expertise in the area of leadership in technology companies, his knowledge of the products and extensive experience in the area of production in the machine and plant engineering business should be emphasized.

Implementation of the requirements profile (incl. the diversity concept)

Jan Smits	
Length of membership	
Member since	2020
Elected until	2025
Diversity	
Year of birth	1954
Gender	male
Nationality	Dutch
Educational background	Master's degree Mechanical Engineering
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 met.

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.