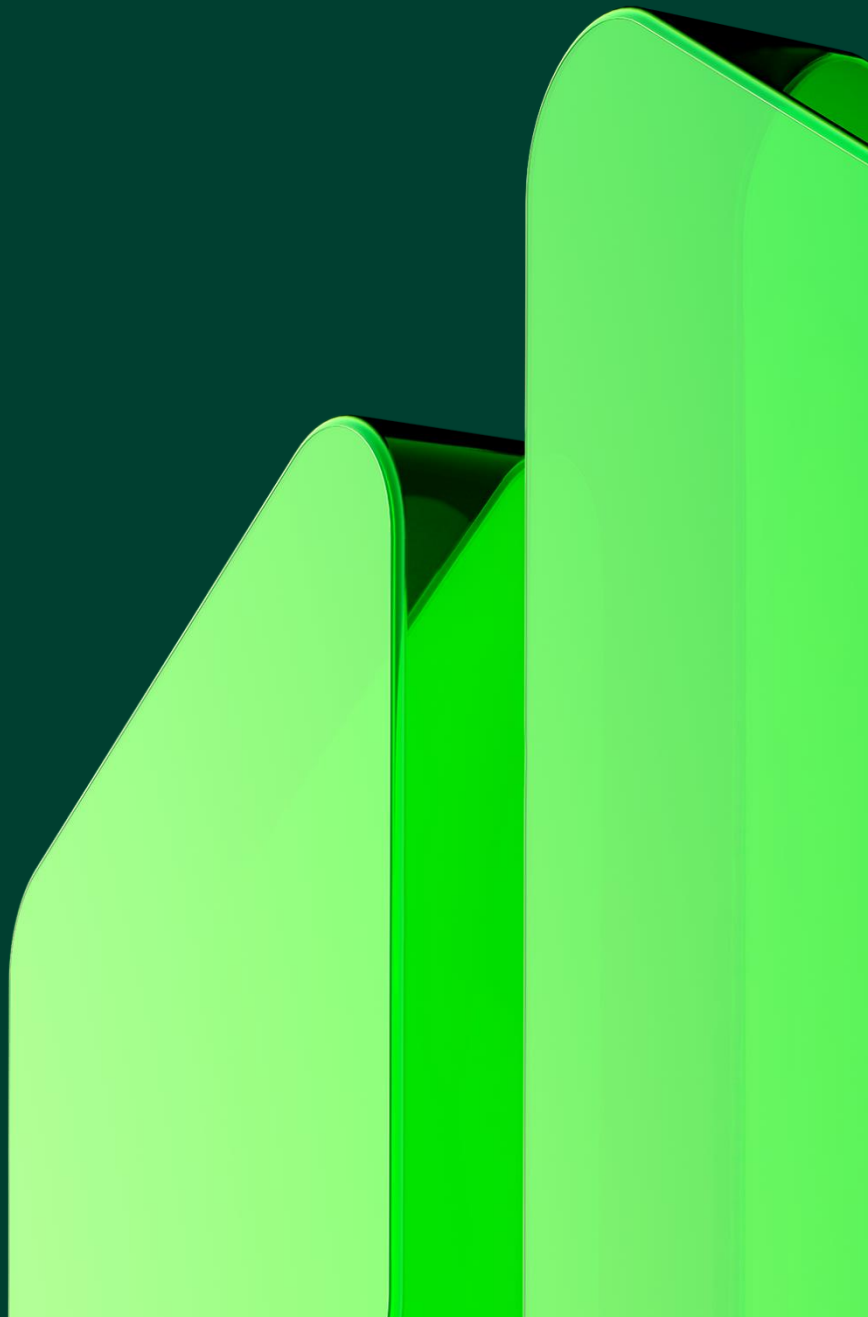


2025

Invitation to the Annual General Meeting



SUSS MicroTec SE

Garching, Germany

– Securities reference no. A1K023 –

– ISIN DE000A1K0235 –

We hereby invite our shareholders to the

Annual General Meeting

on **June 3, 2025 at 10:00 a.m. (CEST)**

to be held at Haus der Bayerischen Wirtschaft,
Max-Joseph-Straße 5 in 80333 Munich, Germany

Note: this is a translation of the invitation to the Annual General Meeting of SUSS MicroTec SE on June 3, 2025, which is offered as a service in addition to the German-language document. Only the German language version published in the Federal Gazette is binding.

Agenda

- 1. Presentation of the adopted annual financial statements of SUSS MicroTec SE and the approved consolidated financial statements as of December 31, 2024, the combined management report for SUSS MicroTec SE and the Group, including the explanatory report of the Management Board on the disclosures pursuant to Sections 289a and 315a of the German Commercial Code (HGB) and the report of the Supervisory Board, each for fiscal year 2024**

The aforementioned documents and the Management Board's proposal for the appropriation of net profit are available on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting> from the time the Annual General Meeting is convened and throughout the Annual General Meeting.

The Supervisory Board has approved the annual financial statements and the consolidated financial statements prepared by the Management Board; the annual financial statements are therefore adopted in accordance with Section 172 sentence 1 of the German Stock Corporation Act (AktG)*. In accordance with the statutory provisions, no resolution is therefore planned for agenda item 1.

* On the basis of the reference provisions of Council Regulation (EC) No. 2157/2001 of October 8, 2001 on the Statute for a European company (SE) ("SE Regulation"), in particular Art. 9 para. 1, Art. 52 and Art. 53 SE Regulation, the provisions applicable to stock corporations with their registered office in Germany shall apply to SUSS MicroTec SE, unless otherwise provided for in more specific provisions of the SE Regulation.

- 2. Resolution on the appropriation of the balance sheet profit**

The Management Board and Supervisory Board propose that the retained profits of EUR 33,990,454.09 reported in the approved annual financial statements of SUSS MicroTec SE as of December 31, 2024 be appropriated as follows:

1. Distribution to the shareholders	Distribution of a dividend of EUR 0.30 per dividend-bearing share = EUR 5.734.661,40
2. Transfer to earnings reserve	EUR 28.255.792,69
3. Amount carried forward	EUR 0,00
4. Balance sheet profit	EUR 33.990.454,09

In accordance with Section 58 (4) sentence 2 AktG, the entitlement to payment of the dividend is due on the third business day following the resolution of the Annual General Meeting, i.e. on June 6, 2025.

The proposal for the appropriation of profits is based on the assumption that the company's share capital entitled to dividends on the day of the Annual General Meeting amounts to EUR 19,115,538.00, divided into 19,115,538 no-par value shares. The number

of no-par value shares entitled to dividends may change by the time the Annual General Meeting adopts the resolution on the appropriation of net profit, for example as a result of the company acquiring its own shares (see Section 71b AktG). In this case, a correspondingly adjusted proposal for the appropriation of profits will be submitted to the Annual General Meeting, which will continue to provide for a distribution of EUR 0.30 per dividend-bearing share. The adjustment is made as follows: If the number of dividend-bearing shares and therefore the total dividend decreases, the amount to be allocated to other revenue reserves will increase accordingly. If the number of shares entitled to dividends and therefore the total dividend increases, the amount allocated to other revenue reserves is reduced accordingly.

3. Resolution on the discharge of liability for the members of the Management Board

The Management Board and Supervisory Boards propose the following resolution:

The members of the Management Board in the 2024 fiscal year are granted discharge of liability for this period

4. Resolution on the discharge of liability for the members of the Supervisory Board

The Management Board and Supervisory Boards propose the following resolution:

The members of the Supervisory Board in the 2024 fiscal year are granted discharge of liability for this period.

5. Resolution on the appointment of the auditor and the Group auditor for the 2025 financial year, the auditor for a review or audit of other interim financial reports/financial information in the 2025 financial year and in the 2026 financial year in the period up to the next Annual General Meeting and the auditor for sustainability reporting for the 2025 financial year

- 5.1.** On the recommendation of its Audit Committee, the Supervisory Board proposes the appointment of PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, Munich branch,
- as auditor and group auditor for the financial year 2025 and
 - the auditor for any review or audit of the condensed financial statements and interim management report contained in the half-year financial report as at June 30, 2025 and any additional interim financial reports/financial information in the 2025 financial year and in the 2026 financial year until the next Annual General Meeting in 2026.

5.2. On the recommendation of its Audit Committee, the Supervisory Board proposes that PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, Munich branch, be appointed as the auditor of the sustainability reporting for the 2025 financial year. The appointment as auditor of the sustainability reporting for the 2025 financial year is made as a precautionary measure in the event that the German legislator, in implementing Art. 37 of Directive 2006/43/EC of the European Parliament and of the Council of May 17, 2006 (Statutory Audit Directive) in the version of Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 (Corporate Sustainability Reporting Directive), should require an explicit election of the auditor for sustainability reporting by the Annual General Meeting, i.e. the audit of the (Group) sustainability report should not be the responsibility of the auditor anyway under German implementation law.

For the audit services from the 2025 financial year onwards, the Audit Committee of the Supervisory Board recommended PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft and RSM Ebner Stolz GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft to the Supervisory Board after conducting the prescribed selection procedure in accordance with Article 16 (2) of Regulation (EU) No. 537/2014 of the European Parliament and of the Council of April 16, 2014 on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC ("EU Statutory Audit Regulation") and expressed a reasoned preference for PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft and RSM Ebner Stolz GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft and expressed a reasoned preference for PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft.

In its recommendations in accordance with Article 16 (2) subparagraph 3 of the EU Audit Regulation, the Audit Committee declared that these were free from undue influence by third parties and that no clause of the kind referred to in Article 16 (6) of the EU Audit Regulation restricting the choice of the Annual General Meeting was imposed on it.

6. Resolution on the approval of the remuneration report for the 2024 financial year prepared and audited in accordance with Section 162 AktG

In accordance with Section 162 AktG, the Management Board and Supervisory Board must prepare an annual report on the remuneration granted and owed to each individual current or former member of the Management Board and Supervisory Board in the previous financial year (remuneration report) and submit this to the Annual General Meeting for approval in accordance with Section 120a (4) AktG.

The remuneration report prepared by the Management Board and Supervisory Board for the 2024 financial year was audited by the auditor in accordance with Section 162 (3)

AktG to determine whether the legally required disclosures pursuant to Section 162 (1) and (2) AktG were made. A corresponding auditor's report is attached to the remuneration report.

The remuneration report for the 2024 financial year (together with the auditor's report) will be publicly available free of charge on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting> from the time the Annual General Meeting is convened and will also be available there throughout the Annual General Meeting (Section 124a sentence 1 no. 4 AktG in conjunction with Section 26q EGAktG).

The Management Board and Supervisory Board propose that the remuneration report of SUSS MicroTec SE for the 2024 financial year, prepared and audited in accordance with Section 162 AktG, be approved.

7. Election to the Supervisory Board

At the end of the Annual General Meeting of SUSS MicroTec SE to be held on June 3, 2025, the term of office of Supervisory Board member Mr. Jan Smits will end. An election to the Supervisory Board by the Annual General Meeting is therefore required.

The Supervisory Board of SUSS MicroTec SE consists of five members appointed by the Shareholders' Meeting in accordance with Article 40 (2) and (3) SE Regulation, Section 17 (1) SE Implementation Act (SEAG), Section 21 SE Participation Act (SEBG), Section 10 of the "Agreement on the Procedure for Information and Consultation and Co-Determination at SUSS MicroTec SE dated March 10, 2017" and Section 12 (1) of the Articles of Association of SUSS MicroTec SE. The Supervisory Board currently consists of two women and three men, so that the target set by the Supervisory Board for the proportion of women on the entire Board of two persons of the female gender (equivalent to 40%) is met.

Based on the recommendation of its Personnel and Nomination Committee, the Supervisory Board proposes the following,

Mr. Jan Smits, resident in Heeze, Netherlands, self-employed management consultant,

be re-elected as a member of the Supervisory Board with effect from the end of the Annual General Meeting on June 3, 2025 for the period until the end of the Annual General Meeting that resolves on the discharge of the members of the Supervisory Board for the 2028 financial year.

Mr. Jan Smits has been a member of the Supervisory Board of SUSS MicroTec SE since his initial appointment on 20 May 2020. He is neither a member of other statutory supervisory boards nor a member of comparable domestic and foreign supervisory bodies of commercial enterprises.

The election proposal takes into account the legal requirements and is in line with the recommendations of the German Corporate Governance Code in its current version dated April 28, 2022 (GCGC). It aims to fulfill the overall requirements profile adopted by the Supervisory Board, which includes the specific objectives for its composition specified by the Supervisory Board in accordance with recommendation C.1 GCGC as well as the skills profile and the diversity concept for the entire Board.

The term of office of around three years envisaged for Mr. Jan Smits takes into account the standard age limit of 75 set by the Supervisory Board.

With regard to recommendation C.13 GCGC, it is declared that, in the opinion of the Supervisory Board, Mr. Jan Smits has no personal or business relationship with the company, the executive bodies of the company or a shareholder with a material interest in the company. Mr. Jan Smits is considered by the Supervisory Board, which is composed exclusively of shareholder representatives, to be independent within the meaning of recommendation C.6 para. 2 GCGC. The Supervisory Board has satisfied itself that Mr. Jan Smits will be able to devote the expected amount of time required for his further activities on the company's Supervisory Board.

Further information on Mr. Jan Smits, in particular his curriculum vitae, which also provides information on relevant knowledge, skills and professional experience, is available on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting> from the time the Annual General Meeting is convened and throughout the Annual General Meeting. The requirements profile for the Supervisory Board and the information disclosed in the Corporate Governance Statement 2024 in the form of a skills matrix on the status of implementation of the objectives for the composition of the Supervisory Board, the skills profile and the diversity concept for the entire Board are also available there for the same period.

8. Resolution on the increase in remuneration for the Chair of the Supervisory Board and the Chair of the Audit Committee by amending the Articles of Association and on the approval of the underlying remuneration system

In accordance with Section 113 (3) AktG, the Annual General Meeting of a listed stock corporation must pass a resolution on the remuneration of Supervisory Board members at least every four years. By resolution dated June 16, 2021, the Annual General Meeting of SUSS MicroTec SE extensively redefined the remuneration for the members of the Supervisory Board and the underlying remuneration system. Due to the establishment of a new ESG Committee, the Annual General Meeting on May 31, 2022 resolved a corresponding specific adjustment to the remuneration of the Supervisory Board and, by resolution of the Annual General Meeting on May 31, 2023, a quarterly payment of Supervisory Board remuneration was introduced.

The Supervisory Board and its Personnel and Nomination Committee reviewed the remuneration of the members of the Supervisory Board of SUSS MicroTec SE on the basis of a market comparison. As a result, the Supervisory Board - on the recommendation of the Personnel and Nomination Committee - decided together with the Management Board to propose to the Annual General Meeting to increase the remuneration for the Chair of the Supervisory Board and the Chair of the Audit Committee and to adjust the regulation on the payment of remuneration:

- The Chairman of the Supervisory Board shall receive 2.4 times (previously 2.0 times) the annual fixed remuneration for membership of the Supervisory Board and the Chairman of the Audit Committee shall receive 2.67 times (previously 2.0 times) the annual fixed remuneration for membership of the Audit Committee, whereby the respective annual fixed remuneration shall remain unchanged.
- In addition, the remuneration of Supervisory Board members is to be paid quarterly at the end of each quarter (previously payable quarterly in arrears).

The proposed change is intended to take account of the increased and growing demands on the chairmanship of the Supervisory Board and the Audit Committee and the associated increase in the scope of work. At the same time, competitive remuneration is to be ensured in order to attract qualified and experienced managers. Otherwise, the basic structure of the remuneration is to remain unchanged; this also applies to the amount of remuneration for work as a member of the Supervisory Board and the committees as well as for chairing other committees and attending meetings.

The Supervisory Board, based on the recommendation of its Personnel and Nomination Committee, and the Management Board propose that the following resolution be adopted:

8.1. Amendment to the Statute

Section 20 of the Statute of SUSS MicroTec SE is amended and reworded as follows:

„§ 20

Remuneration of the members of the Supervisory Board

- (1) The members of the Supervisory Board receive fixed annual remuneration of EUR 45,000.00. The Chairman of the Supervisory Board receives 2.4 times and the Deputy Chairman 1.5 times the remuneration granted in accordance with sentence 1. In addition, each member of the Audit Committee receives an annual fixed remuneration of EUR 15,000.00 and the Chairman of the Audit Committee receives 2.67 times this committee remuneration, each member of the Personnel Committee or Personnel and Nomination Committee receives an annual fixed remuneration of EUR 10,000.00 and each member of other committees formed*

by the Supervisory Board receives an annual fixed remuneration of EUR 10,000.00 per committee, whereby the chairmen of these committees each receive 2.0 times the aforementioned amounts. If a Supervisory Board member is a member of two committees at the same time, only the highest-paid committee membership is remunerated in addition to the fixed annual remuneration in accordance with sentence 1. If a Supervisory Board member is a member of more than two committees at the same time, only the membership of the two committees with the highest remuneration is remunerated in addition to the fixed annual remuneration in accordance with sentence 1.

- (2) In addition, each member of the Supervisory Board receives an attendance fee of EUR 1,000.00 for attending meetings of the Supervisory Board and meetings of a committee of which they are a member in person, by telephone or video conference or corresponding connection. Multiple meetings (regardless of whether they are meetings of the Supervisory Board or meetings of the committees) that take place on the same day are not remunerated more than once.*
- (3) The members of the Supervisory Board are included in a pecuniary loss liability insurance policy taken out by the company in favor of the members of the Management Board and Supervisory Board at standard market conditions.*
- (4) The remuneration in accordance with paragraphs 1 and 2 is payable quarterly at the end of each quarter. Members of the Supervisory Board who have only belonged to the Supervisory Board or a committee for part of the financial year receive pro rata remuneration for each month or part month of their activity. Each member of the Supervisory Board is reimbursed for expenses incurred in the performance of their duties. In addition, members of the Supervisory Board are reimbursed for any value added tax payable on the reimbursement of expenses or Supervisory Board remuneration, provided they are entitled to invoice the company separately for value added tax and exercise this right.*
- (5) The remuneration of the Supervisory Board shall be determined for the first time for the financial year beginning on January 1, 2025 in accordance with the provisions of this Section 20."*

8.2. System for the remuneration of Supervisory Board members

The remuneration system on which the remuneration of the members of the Supervisory Board of SUSS MicroTec SE is based in accordance with Section 8.1 above, adjusted accordingly and made available on the Company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting>, is approved.

In addition to the remuneration system for the members of the Supervisory Board, the currently valid version of the Articles of Association of SUSS MicroTec SE and a synoptic overview of the proposed amendments will be publicly available free of charge on the Company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting> from the time the Annual General Meeting is convened and will also be available there throughout the Annual General Meeting.

9. Resolution on the amendment of Section 22 para. 4 sentence 1 of the Articles of Association to further enable virtual Annual General Meetings

Section 118a para. 1 sentence 1 AktG makes it possible to provide in the Articles of Association or to authorize the Management Board to hold the Annual General Meeting without the physical presence of shareholders or their proxies at the venue of the Annual General Meeting (virtual Annual General Meeting). § Section 118a para. 5 AktG stipulates that such an authorization in the Articles of Association is permitted for a maximum period of five years after its entry in the commercial register.

Pursuant to Section 22 (4) sentence 1 of the Articles of Association of SUSS MicroTec SE, the Management Board is authorized for a period of two years after entry of the addition of this paragraph 4 to the Articles of Association resolved by the Annual General Meeting on May 31, 2023 in the company's commercial register to provide for the meeting to be held without the physical presence of shareholders or their proxies at the venue of the Annual General Meeting (virtual Annual General Meeting). This authorization of the Management Board in Section 22 (4) of the Articles of Association was entered in the company's commercial register on 14 June 2023 and therefore expires on 14 June 2025. However, the option to hold virtual Annual General Meetings is to remain in place for a further two years in order to be able to react flexibly to unforeseen events and legal restrictions, for example if a physical Annual General Meeting cannot be held with legal certainty in the event of another pandemic.

The Management Board of SUSS MicroTec SE has not yet made use of the authorization granted to it to hold virtual Annual General Meetings. The Management Board and Supervisory Board continue to support the format of the physical Annual General Meeting and attach great importance to dialog with shareholders. However, according to the legal concept, the virtual Annual General Meeting is an equivalent form of meeting. The Management Board of SUSS MicroTec SE will continue to have various options for structuring and organizing the Annual General Meeting, particularly with regard to special circumstances that prevent a physical meeting of shareholders and all other participants in one place (e.g. health protection aspects).

The Management Board will make the respective decision on the format of the Annual General Meeting carefully and responsibly in the interests of the company and its shareholders at its due discretion based on the specific circumstances of the individual case. In doing so, the Executive Board will take into account, in particular, the protection of shareholder rights as well as assessments from the shareholder base, the specific agenda of the respective Annual General Meeting, aspects of health protection, effort and costs as well as sustainability considerations. In this respect, the Executive Board is aware of the advantages of a physical Annual General Meeting and has already opted for the format of an in-person Annual General Meeting in 2023 and 2024 as well as in the current year. The legally possible authorization period of five years is again not to be fully utilized, but the authorization is to be granted for a period of just over two years as before.

The Management Board will only decide to hold the Annual General Meeting as a virtual Annual General Meeting with the prior approval of the Supervisory Board and disclose the reasons for choosing the virtual format to the shareholders. When organizing the virtual Annual General Meeting, the Executive Board will ensure that shareholders' rights, in particular the right to ask questions, can be exercised to at least the same extent as at the Annual General Meeting in person and will refrain from stipulating that questions be submitted in advance in accordance with Section 131 (1a) AktG.

The Management Board and Supervisory Board propose that the following resolution be adopted:

§ 22 para. 4 sentence 1 of the company's Statute is amended and reworded as follows:

"The Management Board is authorized for Annual General Meetings held until the end of June 30, 2027, to provide for the Annual General Meeting to be held without the physical presence of shareholders or their proxies at the venue of the Annual General Meeting (virtual Annual General Meeting)."

A synoptic comparison between the current version and the new version of Section 22 para. 4 sentence 1 of the Articles of Association proposed for resolution above as well as the currently valid version of the (entire) Articles of Association will be available on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting> from the time the Annual General Meeting is convened and will also be available there throughout the Annual General Meeting.

10. Resolution on the amendment of Section 16 (3) of the Statute (resolutions of the Supervisory Board outside of meetings)

The company's Statutes are to be amended so that the Supervisory Board's committee work can be organized even more flexibly, e.g. through the use of a board tool or meeting management software.

The Management Board and Supervisory Board propose that the following resolution be adopted:

§ 16 (3) of the company's Statutes is amended and reworded as follows:

"(3) Outside of meetings, resolutions may be passed in writing, by telex, fax, telegraph or text form (e.g. by email or fax) or by means of electronic communication or in other comparable forms if this is determined by the Chairman in individual cases. Resolutions passed outside of meetings are recorded in writing by the Chairman and a copy of the corresponding minutes of the resolution is forwarded or made available to all members (e.g. via a board tool or an internal server)."

A synoptic comparison between the current version and the new version of Section 16 para. 3 of the Articles of Association proposed for resolution above as well as the

currently valid version of the (entire) Articles of Association will be available on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting> from the time the Annual General Meeting is convened and will also be available there throughout the Annual General Meeting.

11. Resolution on the amendment of § 23 of the Statute (participation in the Annual General Meeting)

The company's Statute is to be amended so that registration for the Annual General Meeting and the granting of power of attorney to a proxy will be more flexible and also possible electronically in future in the interests of shareholders. This takes into account the legal requirements and the need for a modern and practicable form of participation, e.g. through the optional (electronic) use of an internet service or shareholder portal. The amendment serves in particular to simplify and make the registration and proxy process more flexible for shareholders.

The Management Board and Supervisory Board propose that the following resolution be adopted:

§ 23 of the company's Statute is amended and reworded as follows:

„§ 23

Participation in the Annual General Meeting

- (1) Only shareholders who are entered in the share register and have registered in good time are entitled to attend the Annual General Meeting and exercise their voting rights. Deletions and entries in the share register do not take place on the day of the Annual General Meeting or in the last six days before the day of the Annual General Meeting.*
- (2) The registration must be received by the company in text form (Section 126b BGB), e.g. by fax or email, or electronically at the address specified for this purpose in the notice convening the Annual General Meeting at least six days before the Annual General Meeting; the Management Board is entitled to shorten this period in the notice convening the Annual General Meeting.*
- (3) The details of the registration shall be announced in the convening notice.*
- (4) Voting rights may be exercised by proxy. The granting and revocation of proxies as well as proof of authorization to the company must be in text form (Section 126b BGB), e.g. by e-mail or fax; the convening notice may provide for a simplification of this requirement. § Section 135 AktG remains unaffected."*

A synoptic comparison between the current version and the new version of § 23 of the Statute proposed for resolution above as well as the currently valid version of the (entire) Statute will be available on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting> from the time the Annual General Meeting is convened and will also be available there throughout the Annual General Meeting.

12. Resolution on the amendment of the Statute to include an additional provision on the place of jurisdiction

For the purpose of establishing a uniform place of jurisdiction at the company's registered office, also for disputes in connection with public capital market information, a new Section 29a is to be added to the company's Articles of Association.

The Management Board and Supervisory Board propose that the following resolution be adopted:

The Statute of the company shall be supplemented by the following additional provision of the Statutes § 29a (place of jurisdiction):

*„§29a
Place of jurisdiction*

- (1) The exclusive place of jurisdiction for all disputes with the company or its executive bodies arising from the corporate relationship shall be at the registered office of the company, unless this conflicts with mandatory statutory provisions. Foreign courts shall not have jurisdiction for such disputes.*
- (2) Paragraph (1) shall also apply to disputes between shareholders and the company in which compensation is claimed for damages caused by false, misleading or omitted public capital market information."*

Further information and notes

Total number of shares and voting rights

At the time the Annual General Meeting is convened, the company's share capital is divided into 19,115,538 no-par value registered shares, each of which grants one vote. The total number of voting rights is therefore 19,115,538. The company does not hold any treasury shares at the time the Annual General Meeting is convened.

Requirements for attending the Annual General Meeting and exercising voting rights

In accordance with § 23 (1) sentence 1 of the company's Statutes, only those shareholders who are entered in the share register and have registered in good time are entitled to attend the Annual General Meeting and exercise their voting rights. In accordance with Section 23 (2) of the Statutes, registration must be made at least in text form (Section 126b BGB) and must be received at the following address or e-mail address at least six days before the Annual General Meeting, i.e. no later than May 27, 2025, 24:00 hours (CEST) (registration deadline):

SUSS MicroTec SE

c/o Link Market Services GmbH

Landshuter Allee 10

80637 Munich, Germany

e-mail address: suss@linkmarketservices.eu

To facilitate registration, a registration form will be sent to shareholders together with the invitation and upon request. Registrations that - for whatever reason - are received at the address or e-mail address provided above after May 27, 2025, 24:00 hours (CEST) can no longer be considered for legal reasons.

In relation to the company, only those persons who are entered as such in the share register are deemed to be shareholders. Accordingly, the registration status of the share register on the day of the Annual General Meeting is decisive for the right to participate in the Annual General Meeting and to exercise voting rights. For technical reasons, however, no deletions or entries will be made in the share register on the day of the Annual General Meeting and in the last six days before the day of the Annual General Meeting, i.e. from May 28, 2025, 0:00 hours (CEST) up to and including June 3, 2025, 24:00 hours (CEST) (so-called transfer stop). Therefore, the status of entries in the share register on the day of the Annual General Meeting corresponds to the status at the end of the registration deadline, May 27, 2025, 24:00 hours (CEST) (technical record date). Trading in the shares is not restricted by the registration stop; the shares are not blocked.

Intermediaries, shareholders' associations and proxy advisors as well as persons treated as such in accordance with Section 135 para. 8 AktG may only exercise voting rights for shares that do not belong to them but for which they are entered in the share register as the holder on the basis of an authorization. Section 135 AktG regulates this in more detail.

We would like to point out that admission tickets will be sent to shareholders who have duly registered. The admission tickets are not a prerequisite for attending the Annual General Meeting or exercising voting rights, but merely an organizational aid. Shareholders entered in the share register who have duly registered prior to the Annual General Meeting are also entitled to attend and exercise their voting rights without an admission ticket.

Procedure for voting by proxy

Shareholders may also have their voting rights at the Annual General Meeting exercised by a proxy, e.g. an intermediary, a shareholders' association or another person of their choice.

Even if a proxy is granted, entry in the share register and proper registration in accordance with the above provisions are required.

The granting and revocation of a proxy, as well as proof of authorization to the company, must be made in text form (Section 126b BGB) if neither an intermediary nor a

shareholders' association, a proxy advisor or any other equivalent person pursuant to Section 135 para. 8 AktG is authorized. Intermediaries, shareholders' associations, proxy advisors and other equivalent persons pursuant to Section 135 para. 8 AktG may provide for different rules for their own authorization. § Section 135 AktG stipulates, among other things, that the power of attorney must be granted to a specific proxy and must be verifiably recorded by the proxy. The proxy declaration must also be complete and may only contain declarations associated with the exercise of voting rights. Shareholders who wish to authorize an intermediary, a shareholders' association, a voting rights advisor or another equivalent person pursuant to Section 135 para. 8 AktG are therefore requested to consult with the person to be granted power of attorney in good time regarding the procedure for granting power of attorney and the form of power of attorney that may be required.

The power of attorney can be declared to the person to be authorized or to the company. A form that can be used to grant a proxy will be sent to shareholders together with the invitation to the Annual General Meeting. The form for granting a proxy can also be downloaded from the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting>.

If the proxy is granted by declaration to the person to be authorized, proof of authorization must be provided to the company.

The granting of a proxy, its amendment or revocation as well as proof of a proxy granted to a proxy holder, its amendment or revocation vis-à-vis the company must either be made at the entrance and exit control of the Annual General Meeting or, if they are to be made in advance of the Annual General Meeting, must be received by the company for organizational reasons by no later than 2 June 2025, 24:00 hours (CEST), at the following address or e-mail address:

SUSS MicroTec SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich, Germany
e-mail adress: suss@linkmarketservices.eu

Shareholders may also exercise their rights in person at the Annual General Meeting after granting a proxy. Personal attendance is deemed to be a revocation of a previously granted proxy.

Proxy voting by company proxies bound by instructions

In addition, we offer our shareholders or their proxies the option of authorizing proxies appointed by the company and bound by instructions to exercise their voting rights. In this case, too, entry in the share register and proper registration in accordance with the above provisions are required.

If the proxies appointed by the company are authorized, they must always be given instructions for exercising voting rights. The proxies are obliged to vote in accordance with the instructions given to them. The proxies appointed by the company do not accept any authorizations to lodge objections to resolutions of the Annual General Meeting, to exercise the right to ask questions or to submit motions.

If an individual vote is held on an agenda item without this having been communicated in advance of the Annual General Meeting, an instruction on this agenda item as a whole shall also be deemed to be a corresponding instruction for each item of the individual vote.

A form that can be used to authorize and instruct the company's proxies will be sent to shareholders together with the invitation to the Annual General Meeting. It is also available for download on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting>.

For organizational reasons, proxies and instructions to the company's proxies must be received by the company at the following address or e-mail address by no later than June 2, 2025, 24:00 hours (CEST):

SUSS MicroTec SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich, Germany
e-mail adress: suss@linkmarketservices.eu

Up to this point in time, a revocation of a granted proxy or a change of instructions received at this address or e-mail address prior to the Annual General Meeting will also be taken into account. On the day of the Annual General Meeting, the granting of proxy and instructions to the proxies appointed by the company and bound by instructions, the amendment of instructions and the revocation of proxy in text form can also be made at the entrance and exit control of the Annual General Meeting.

Requests for supplements pursuant to Art. 56 SE Regulation, § 50 para. 2 SEAG, § 122 para. 2 AktG

Pursuant to Section 122 para. 2 AktG, shareholders whose shares together amount to one twentieth of the share capital or a proportionate amount of EUR 500,000.00 may request that items be placed on the agenda and published. This quorum is required in accordance with Art. 56 sentence 3 of the SE Regulation in conjunction with Section 50 para. 2 SEAG for requests for additions to the agenda by shareholders of a European Company (SE). Each new item must be accompanied by a statement of reasons or a draft resolution. Such a request must be addressed to the Management Board of SUSS MicroTec SE in writing or in electronic form in accordance with Section 126a BGB (i.e. with a qualified electronic signature) and must be received by the Company at least 30

days before the Annual General Meeting (not counting the day of the Annual General Meeting and the day of receipt), i.e. no later than May 3, 2025, 24:00 hours (CEST). Requests for supplements received later will not be considered. Shareholders are requested to send a corresponding request in writing to

SUSS MicroTec SE
Management Board
Schleißheimer Straße 90
85748 Garching, Germany

or by e-mail, adding the name of the requesting shareholder(s) with a qualified electronic signature, to ir@suss.com.

Additions to the agenda that are to be announced will be published in the Federal Gazette immediately after receipt of the request and forwarded to media that can be expected to disseminate the information throughout the European Union, unless they have already been announced when the meeting is convened. They will also be made available on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting>.

Motions and election proposals from shareholders pursuant to Sections 126 (1), 127 AktG

Pursuant to Section 126 (1) AktG, every shareholder of the company is entitled to submit counter motions to a resolution proposed by the Management Board and/or Supervisory Board on a specific item on the agenda. Counter motions (together with any justification) must be made accessible in accordance with Section 126 (1) and (2) AktG if they are received by the company at the address published below at least 14 days before the Annual General Meeting, i.e. no later than May 19, 2025, 24:00 hours (CEST).

Each shareholder may also make a nomination for the election of the auditor and/or the election of Supervisory Board members (if an item on the agenda) in accordance with Section 127 AktG. In addition to the reasons stated in Section 126 para. 2 AktG, the Management Board is also not required to make a nomination accessible if the nomination does not include the name, profession and place of residence of the candidate.

Election proposals must be made accessible in accordance with Sections 127, 126 (1) and (2) AktG if they are received by the company at the address published below at least 14 days before the Annual General Meeting, i.e. no later than May 19, 2025, 24:00 hours (CEST).

Motions or election proposals from shareholders must be sent exclusively to the following address or e-mail address:

SUSS MicroTec SE

Investor Relations

Schleißheimer Straße 90

85748 Garching, Germany

e-mail adress: ir@suss.com

Motions and election proposals addressed otherwise will not be considered.

Subject to Section 126 (2) and (3) AktG, countermotions to be made accessible (together with any reasons) and election proposals by shareholders, including the name of the shareholder and any statement by the management, will be published on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting>.

The right of every shareholder to submit motions or election proposals on the various agenda items during the Annual General Meeting, even without prior submission to the company, remains unaffected.

Right to information pursuant to Section 131 (1) AktG

Each shareholder must be provided with information on company matters by the Management Board upon request at the Annual General Meeting, insofar as this information is necessary for the proper assessment of an item on the agenda. The duty to provide information also extends to the company's legal and business relationships with affiliated companies as well as the situation of the Group and the companies included in the consolidated financial statements. The Management Board may refuse to provide information under certain conditions set out in more detail in Section 131 (3) AktG.

Further information on the rights of shareholders in accordance with Article 56 sentence 2 and sentence 3 SE Regulation, Section 50 para. 2 SEAG, Sections 122 para. 2, 126 para. 1, 127, 131 para. 1 AktG is available on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting>.

Reference to the company's website and the information available there pursuant to Section 124a AktG

Information on the Annual General Meeting in accordance with Section 124a AktG can be found on the company's website at <https://www.suss.com/en/investor-relations/shareholder-meeting>.

Time specifications in this convocation

All times in this convocation are given in Central European Summer Time (CEST), which is applicable in Germany. In terms of Coordinated Universal Time (UTC), this corresponds to the ratio $UTC = CEST \text{ minus two hours}$.

Information on data protection for shareholders and shareholder representatives

SUSS MicroTec SE, as the “controller” within the meaning of Art. 4 no. 7 of the General Data Protection Regulation (GDPR), processes personal data of the shareholders and any shareholder representatives (in particular name, address, date of birth, e-mail address, number of shares, class of shares, type of ownership of the shares, number of the admission ticket, share number and the granting of any voting proxies) for the preparation and conduct of its Annual General Meeting on the basis of the data protection provisions applicable in Germany in order to enable the shareholders and shareholder representatives to exercise their rights at the Annual General Meeting and to ensure that the negotiations and resolutions of the Annual General Meeting are conducted lawfully and in accordance with the Articles of Association. If SUSS MicroTec SE does not receive this data from the shareholders and/or any shareholder representatives, the custodian bank or another intermediary will transmit this personal data to SUSS MicroTec SE.

The processing of the personal data of shareholders and any shareholder representatives is absolutely necessary for their participation in the Annual General Meeting. The legal basis for the processing is Art. 6 para. 1 subpara. 1 letter c GDPR in conjunction with §§ Sections 67, 123, 129, 135 AktG.

For the purpose of organizing the Annual General Meeting, SUSS MicroTec SE commissions various service providers and consultants. These only receive such personal data as is necessary for the execution of the respective order. The service providers and consultants process this data exclusively in accordance with the instructions of SUSS MicroTec SE. In addition, personal data is made available to shareholders and any shareholder representatives within the framework of the statutory provisions (e.g. inspection of the list of participants, see Section 129 (4) AktG).

The personal data is stored for as long as this is required by law or the company has a legitimate interest in storing it, for example in the event of judicial or extrajudicial disputes arising from the Annual General Meeting. The personal data will then be deleted.

Subject to the legal requirements, the existence of which must be examined on a case-by-case basis, shareholders and any shareholder representatives have the right to request information about the processing of their personal data, rectification or erasure of their personal data or restriction of processing and to receive their personal data in a structured, commonly used and machine-readable format (data portability). Subject to the legal requirements, the existence of which must be examined on a case-by-case

basis, shareholders and any shareholder representatives also have the right to object to the processing of their personal data.

Shareholders and any shareholder representatives can assert these rights using the following contact details of SUSS MicroTec SE:

SUSS MicroTec SE

Investor Relations

Schleißheimer Straße 90

85748 Garching, Germany

e-mail adress: ir@suss.com

In addition, shareholders and any shareholder representatives have the right to lodge a complaint with the data protection supervisory authorities in accordance with Art. 77 GDPR. The company data protection officer of SUSS MicroTec SE can be contacted as follows:

Dr. Sebastian Kraska

IITR GmbH

Marienplatz 2

80331 Munich, Germany

telefon: +49 89 189 173 60

e-mail adress: email@iitr.de

Garching, Germany, April 2025

SUSS MicroTec SE

The Management Board