



**TECHNOLOGY LEADER
WITH RESPONSIBILITY**

SUSTAINABILITY REPORT

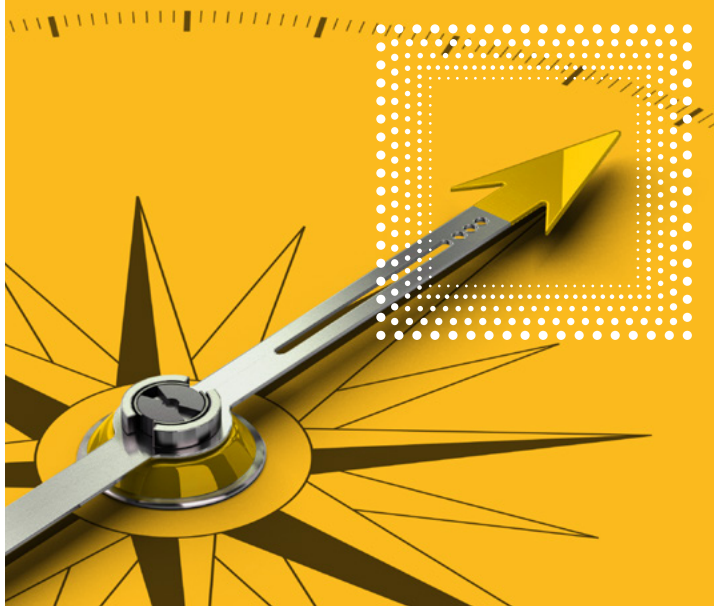
2022



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COMPANY



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A portrait of Dr. Thomas Rohe, a middle-aged man with short grey hair and glasses, wearing a dark suit jacket over a light blue shirt. He is smiling slightly and looking towards the camera. The background is a blurred industrial setting with shelves of components.


FOREWORD BY THE MANAGEMENT BOARD

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Dear Readers,

Our annual Nonfinancial Group Declaration pursuant to Section 315b of the German Commercial Code (HGB) presents – as required by law – a report of our sustainable actions for the past 2022 fiscal year and has been published in the Annual Report. In addition to the legal obligation to report on sustainability, the purpose of this Sustainability Report is to provide you, our dear stakeholders, with further

Dr. Thomas Rohe,
Chief Operations Officer, SÜSS MicroTec SE

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insights into our efforts to achieve sustainable business development. We are conscious of our responsibility and, as a company, want to actively contribute to the evolution and preservation of society and the environment for current and future generations.

My fellow board members and I consider it a matter of course to support and observe internationally recognized human rights, create a healthy working environment for our employees and ensure absolute integrity in our relationships with our customers and business partners, and that this is firmly anchored in SUSS MicroTec's Code of Conduct. At the same time, these issues deserve close attention to keep bringing them to our awareness. This is why we routinely review our organization and our processes to determine whether they are appropriate for the full protection of these critical underlying assets.

At the same time, our efforts shape the future of SUSS MicroTec, our customers, and society as a whole. We have set the ambitious target of reducing our Scope 1 and Scope 2 emissions to zero and to be carbon-neutral by 2030. The switch to 100 percent green electricity in Germany in 2022 marks the completion of an important measure. More milestones will follow in the coming years.

I am proud to say that we at SUSS MicroTec have integrated the concept of sustainability into our business model. One way we do this is by acquiring used equipment from our customers, overhauling it and reselling it on the market. This is an example of the circular economy in action! In addition, we consider how we can improve energy and resource efficiency with every new solution and every new generation of equipment. This determines how sustainably our customers can use SUSS MicroTec's equipment during operations. I have no doubt that, in the future, these arguments will have an even greater influence on our customers' purchasing decisions for or against our products.

This also applies to independent ESG ratings issued by internationally recognized organizations. We have succeeded in making our progress in sustainability activities even more transparent and visible, which is reflected in better rating results. This confirms our measures and efforts to become a more sustainable company.

Economic success and active, systematic sustainability management have created a virtuous circle. In the 2022 fiscal year, we increased our sales by 13.6 percent year-on-year to € 299.1 million. Order entry increased to a new record level of € 446.2 million. These achievements were

only made possible because our customers believe in the sustainability of SUSS MicroTec. This motivates us to continuously improve the quality, efficiency and technology of our solutions as well as ourselves as an employer and strong social partner.

I hope you enjoy reading this report.

Dr. Thomas Rohe,
Chief Operations Officer, SÜSS MicroTec SE

Reporting Framework

This sustainability report is a supplement to the 2022 Annual Report and to our Nonfinancial Group Statement in accordance with Section 315b of the German Commercial Code (HGB). The nonfinancial disclosures and key figures on our sustainability activities provided in the nonfinancial report were reviewed by the Supervisory Board of SÜSS MicroTec SE.

The sustainability report is published annually and is not assessed for external assurance. The reporting period of this report is January 1, 2022, to December 31, 2022.

Further information, in particular on key corporate figures, can be found in the Management Report of the Annual Report of the SÜSS MicroTec Group, which is available for download on the Company's website:

[+ **suss.com/en/investor-relations/financial-reports**](https://suss.com/en/investor-relations/financial-reports)

Explanations and descriptions in this report are based on the reporting standards of the Global Reporting Initiative (GRI). While our focus in the 2021 sustainability report lay primarily on the two production sites in Germany, in this 2022 sustainability report we refer to the entire Company with regard to key figures and targets unless otherwise noted. A table at the end of this report shows how the report's content is classified according to GRI framework requirements.



Business Model and Key Corporate Figures

The SUSS MicroTec Group develops, manufactures, and markets equipment for the production of microelectronics and microelectromechanical systems. We contribute to the development of growth industries with innovative solutions and participate in megatrends such as digitalization, networking, mobile communications, electromobility, Industry 4.0, artificial intelligence, smart mobility and smart health. As a supplier of system solutions for the semiconductor industry, we are a high-performance partner of the laboratory, research, and production areas of the sector. Our product portfolio encompasses in particular equipment for key applications in the mid and back end of the semiconductor industry in the Advanced Backend Solutions division as well as for the front end in the Photomask Solutions division. This includes equipment for the areas of lithography, wafer bonding, and photomask cleaning. Our activities are supplemented by the MicroOptics division, in which we produce micro-optic components primarily for the telecommunications industry and for the automotive industry. Once our equipment

has been delivered and installed, we are available to our customers 24/7 as a service partner at our locations around the globe.

Our primary target market is the advanced backend of the semiconductor industry. Here, the finished chips are prepared for contacting at the wafer level with the corresponding end devices, such as cellular telephones or tablets. This refers to “(advanced) packaging.” Our customers include globally leading and internationally operating microchip manufacturers as well as their foundries and OSATS (Outsourced Assembly and Test Houses).

SÜSS MicroTec SE has a dual-management system. The Company bodies are the Management Board, the Supervisory Board, and the Shareholders’ Meeting. The cooperation between the Management Board and the Supervisory Board is described in the Group declaration regarding corporate governance in accordance with Sections 289f and 315d of the German Commercial Code (HGB). SÜSS MicroTec SE was founded on August 9, 2017, through its entry into the commercial register as part of a transformation in form from SUSS MicroTec AG. The legal structure of the Group continues to consist of the proprietary company, SÜSS MicroTec SE, as the management and financial

holding company, as well as the subsidiaries holding a majority of the proprietary company. The development and production activities as well as the local sales and service activities for the Group are each organized within the subsidiaries. SUSS MicroTec has locations in Germany, the Netherlands, the United Kingdom, France, Switzerland, Japan, China, Singapore, South Korea, Taiwan, and the United States.

In the 2022 reporting year, we generated Group sales of € 299.1 million and posted an after-tax profit of € 24.5 million. As of December 31, 2022, we employed a total of 1,252 people worldwide. We spent € 25.0 million on research and development in the past fiscal year, which corresponds to an expense ratio of 8.4 percent. Our main sales markets are in Asia, accounting for more than 50 percent of total sales.

Further information on the Group and Division Structure and on Corporate Control can be found in the 2022 Annual Report.

SÜSS MicroTec SE is listed on the regulated market of the German Stock Exchange. Its headquarters are located in Garching (near Munich).

UN Sustainable Development Goals

Our contribution

As part of the “2030 Agenda for Sustainable Development,” the member states of the United Nations (UN) have published a total of 17 globally binding goals for sustainable development by 2030 better known as the UN Sustainable Development Goals (SDGs). The SDGs are the UN’s call to action for stakeholders, both public and private, to make a positive contribution in overarching areas such as climate protection, decent work, or innovation and infrastructure.

This year’s sustainability report also marks the first time that SUSS MicroTec has reported on its own contribution to the SDGs. We used a systematic process to identify the SDGs where we are making a significant contribution. Alongside a review of the focus SDGs of our major competitors, we drew on the results of the materiality analysis we conducted this year to assign our strategic ESG

priorities to a total of five relevant SDGs and the Business Indicators of the SDG Compass.

SDG 7: Affordable and clean energy

➤ **Target 7.2:** By 2030, increase substantially the share of renewable energy in the global energy mix

In 2022, we converted the power supply at all German sites to 100 percent green electricity and we are also planning to convert those international sites that have not yet reached this stage to 100 percent renewable electricity in the next few years. In addition, we also endeavor to make it more attractive for our employees to switch to electric vehicles. In 2022, we installed four charging stations, each with two charging points, at the German site in Garching. Combined with the site in Sternenfels, this means we currently offer twelve available charging points.

More info: [page 25](#).

➤ **Target 7.3:** By 2030, double the global rate of improvement in energy efficiency

In 2021, we began to gradually replace outdated heating pump systems and air-conditioning units with more efficient equipment. Our aim over the next few years is to

replace all oil-fired heating systems at our German sites with heat pumps and other more climate-friendly, energy-efficient alternatives. By way of illustration, at the Sternenfels site alone, we could reduce heating oil consumption by an energy equivalent of 1,938 MWh (annual consumption in 2022) over the next few years. More info: [page 23 f.](#)

SDG 8: Decent work and economic growth

➤ **Target 8.2:** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value-added and labor-intensive sectors

High-tech companies like ours are particularly dependent on highly qualified employees. During the recruitment process, we partner with a number of universities, take part in job fairs and offer employer workshops. However, we are also intent on maintaining strong qualifications among our active employees. Our training budget, which also includes product-specific training, has been gradually increased over the past few years. In 2022, we spent a total of € 410,000 on online and in-person training (previous year: € 269,000). We also began to develop a program for absence substitution and succession for our employees in 2022. The objective of this program is to take a forward-looking approach

to filling vacancies with internal talent, which we subsequently promote. More info: [page 36 f.](#)

SDG 9: Industry, innovation and infrastructure

> **Target 9.5:** Enhance scientific research and, to this end, encourage innovation and substantially increase the number of people engaged in research and development per 1 million people, as well as public and private spending on research and development by 2030

We consider innovation and research to be of central importance in the constantly evolving semiconductor industry. At the end of 2022, 230 employees – almost 20 percent of the Company's workforce – were employed in the area of research and development. We spent € 25.0 million in 2022, or 8.4 percent of our sales, on the development of new solutions and products.

> **Target 9.4:** By 2030, [...] retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes [...]

One of our current research projects is to develop a novel process for cleaning wafers. We continued to develop this

in 2022. This will replace the cleaning processes that are currently in use, which are based on hazardous chemicals, with a process that is both safer for our employees and more environmentally friendly. In 2023, we intend to carry out the first customer demonstrations and demonstrate the benefits of this solution. More info: [page 31.](#)

SDG 12: Sustainable consumption and production

> **Target 12.4:** Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle [...]

Each generation of our machines helps our customers reduce their energy consumption – and decrease the use of environmentally harmful chemicals such as special photo resists or other process chemicals.

We also accurately measure annual non-hazardous and hazardous waste volumes and try to reduce that volume year after year, whenever possible. Despite this, the volume of non-hazardous waste has increased from 148.962 kg (2021) to 150.185 kg (2022), for hazardous waste it increased from 4,380 kg (2021) to 10,349 kg (2022), largely due to our significant increase in sales and the greater need for process development, which we carry out together with our customers in our application centers.



> **Target 12.5:** By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse

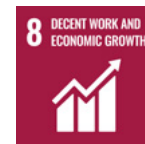
We contribute to the circular economy through a dedicated subsidiary, SUSS MicroTec ReMan. We buy back used equipment from customers, overhaul it and resell it, which significantly extends the life of our solutions. In the 2022 fiscal year, we acquired 22 used systems and generated sales of € 4.5 million with overhauled solutions. More info: [page 28](#).

SDG 13: Climate action

> **Target 13.1:** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

Since 2022, external auditors have been conducting energy audits at our production sites to assess the effectiveness of energy-saving measures and to identify further improvements. We set annual energy consumption targets at our certified production sites as part of our environmental management system in accordance with ISO 14001 and, in 2022, we set ourselves the goal of reducing our Scope 1 and Scope 2 emissions to net zero by 2030.

With the aim of enhancing our own Company's resilience to the consequences of climate change, in 2022 we identified climate risks as part of our materiality analysis and assessed them using an internal control tool. The objective here is to adopt appropriate measures and make investments at an early stage in order to counter future adverse effects of climate change. More info: [page 21 f.](#)



● Production ● Sales/Service

North America:

EMPLOYEES
60

SALES
€ 38.0 million (12.7%)

Corona, US

EMEA:

EMPLOYEES
866

SALES
€ 60.3 million (20.1%)

Garching, GER (Headquarters)
Sternenfels, GER
Market Rasen, UK

Pierre-Bénite, FR
Hauterive, CH
Eindhoven, NL

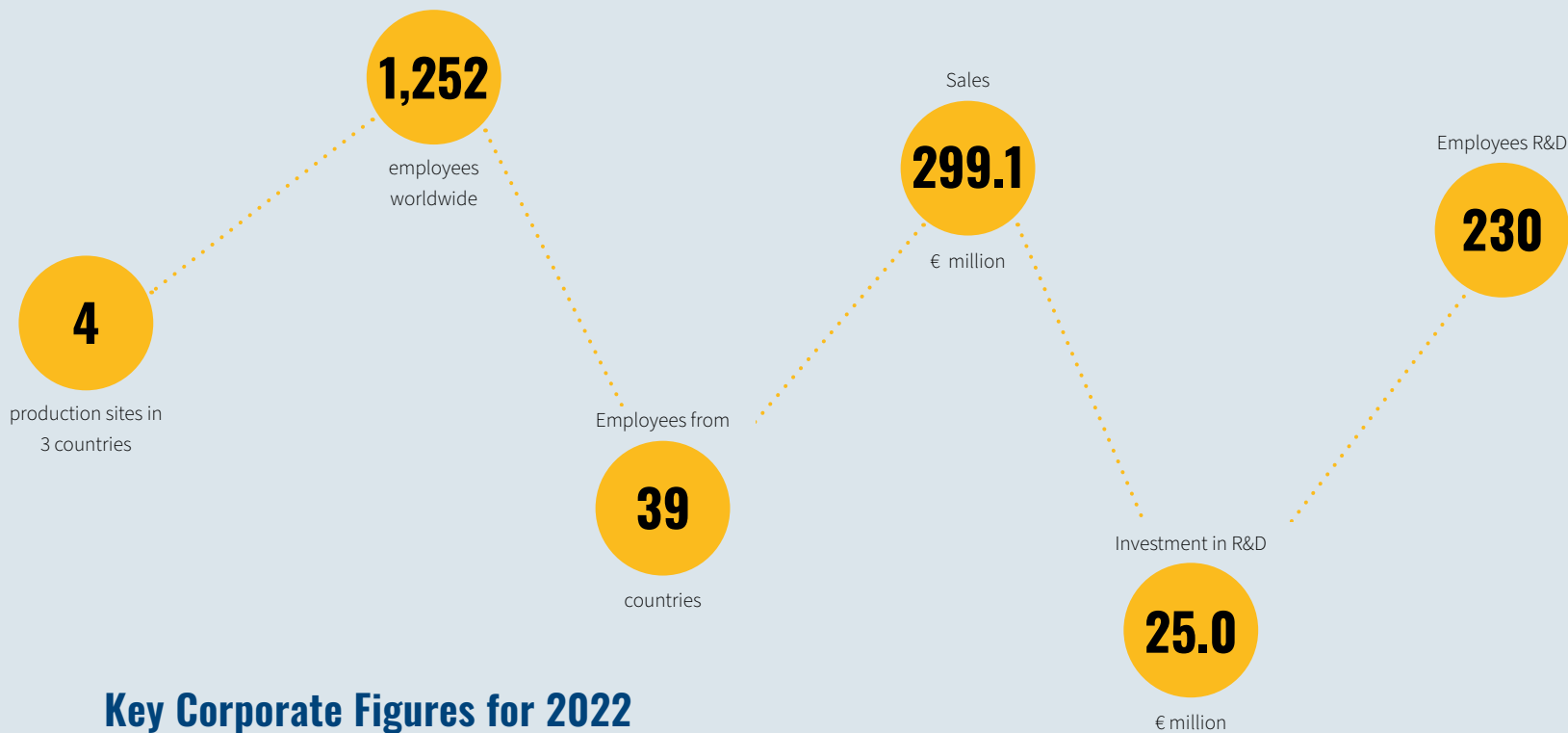
Asia/Pacific:

EMPLOYEES
326

SALES
€ 200.9 million (67.1%)

Singapore, SG
Shanghai, CN
Hwaseong City, KR
Hsinchu, TW
Yokohama, JP

Locations



Key Corporate Figures for 2022



As a global company, we are rising to the challenges of our day and age. We want to make a contribution for future generations. This is why we incorporate economic and environmental factors into our business decisions. For us, sustainable thinking and action includes the responsible use of natural resources, respect for one another, equal opportunities for all employees and conduct in compliance with the law. We firmly believe that a systematic path toward sustainability will help the Company tap new growth potential.

In organizational terms, sustainability management falls under the responsibility of the head of the Quality Management department who, being the ESG (Environmental, Social, Governance) Manager, reports directly to the Management Board. The ESG Manager defines the

sustainability targets together with the Management Board, the operating departments and the functional areas of the Company. The core sustainability team consists of representatives from human resources, legal, facility management, quality management, purchasing, sales, and investor relations. The ESG Manager, working with this team, monitors the achievement of targets and the adoption of measures defined within the framework of our focus areas. The core team also initiates new measures and initiatives. The full Management Board has overall responsibility for sustainability. The tremendous relevance of the topic led the Supervisory Board to form a Sustainability Committee as of January 1, 2022, which shareholders approved at the 2022 Shareholders' Meeting by changing the Articles of Incorporation.

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Our Sustainability Program – Sus(s)tainability

In 2021, we launched our new sustainability program: Sus(s)tainability. The core ESG team discusses current sustainability issues in regular workshops and also takes into account the perspectives of our customers, cooperation partners, investors and employees. Following the workshops, the findings are regularly collected and presented to the Management Board.

As previously announced, a Sustainability Scorecard was developed in the past fiscal year to illustrate the Company's strategic sustainability goals and key performance indicators. In the future, SUSS MicroTec will therefore also be measured against sustainability metrics in addition to financial key figures. The Scorecard, which helps to create transparency, will be the number one management tool for the sustainability program.

We aim to achieve ambitious targets by regularly monitoring the progress of projects and defining appropriate measures at SUSS MicroTec. The significant overarching goal here is for SUSS MicroTec to achieve climate neutrality by 2030.



“To achieve the overarching goal of climate neutrality by 2030, we took a major first step in 2022 by switching electricity consumption in Germany to 100 percent green electricity. This reduced Scope 2 emissions in Germany to zero. We are well aware that a great deal of work still lies ahead of us, particularly at our international sites, to achieve our ambitious goal – and we are determined to tackle these tasks systematically.”

Petra Nuschele,
Director Quality Management & ESG
Manager at SUSS MicroTec

ESG Focus Areas

The ESG focus areas are subject to regular review by the Management Board and Supervisory Board. In 2022, the Management Board, Supervisory Board, and ESG Team analyzed the previous focus areas in a workshop and updated the focus areas. During this analysis, it became apparent that “Market&Customers” and “Innovation, Research&Development” remain highly important topics for the Company but did not represent separate focus areas of the sustainability strategy. The current focus areas are shown below:

These focus areas are used to define concrete, binding, and measurable sustainability targets. SUSS MicroTec also uses these areas to determine appropriate measures and regularly assesses their effectiveness. In addition, the individual areas of focus are regularly reviewed in terms of validity and appropriateness and adjusted if necessary.

In this report, the focus areas are discussed in different chapters. Where appropriate, they are bundled when it makes sense to consider them together due to overlaps:

- Environment and Climate
- Circular economy and sustainable products
- Employees and Culture
- Compliance&Social Concerns and Responsible Supply Chain

1  **Environment & Climate**

2  **Circular Economy**

3  **Employees & Culture**

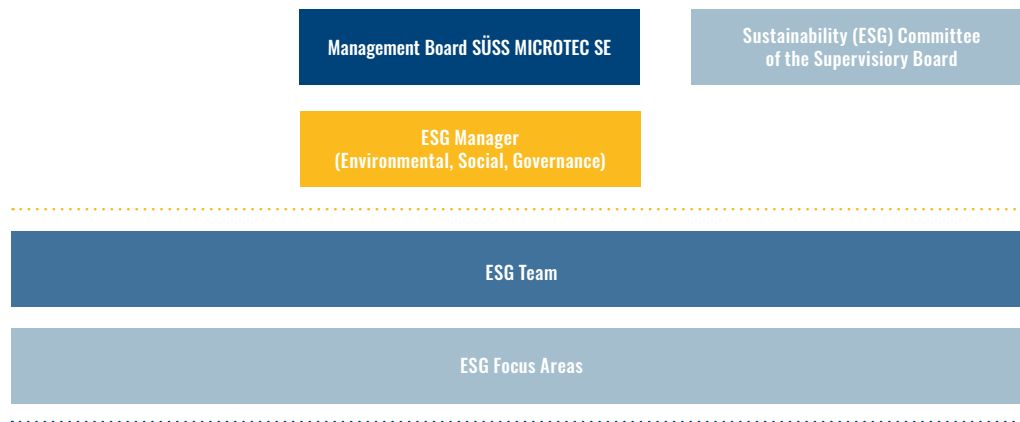
4  **Responsible Supply Chain**

5  **Compliance & Social Concerns**

Organizational Anchoring in the Company

The Management Board as a whole is responsible for the topic of sustainability. The ESG Team is tasked with implementing the SUS(S)tainability program. The Team meets regularly every other month under the leadership of our ESG manager and comprises employees working in each of the respective focus areas. In organizational terms, this function falls under the responsibility of the head of the Quality Management department who reports directly to the Management Board. This function defines the sustainability targets together with the Management Board, the operating departments and the functional areas of the Company (ESG Team). The ESG Manager, working with this team, monitors the achievement of targets and the adoption of measures and initiates new measures and initiatives defined within the framework of our focus areas.

Organizational Integration



Sustainability aspects and sustainability targets have also been factored into the remuneration of the Management Board since 2021. Since the update of the remuneration system in 2022, the share of short-term variable target remuneration aligned to sustainability targets has been 15 percent. The share rises to 25 percent in the case of long-term variable remuneration.

Each year, the Supervisory Board, at its own discretion, defines up to two equally weighted ESG performance criteria underlying the assessment of the sustainability target. These targets are chosen from the following categories:

Sustainability targets

Category	ESG aspects
Environmental	Reduction of carbon emissions
	Optimization of resource utilization
	Waste reduction
	Circular Economy
Social	Employee satisfaction and development
	Diversity
	Inclusion
	Occupational safety and health
Governance	Compliance, in particular prevention of corruption and bribery
	Risk management
	Responsible supply chain
	Further development of the sustainability strategy
	Reporting and communication

Before the start of a fiscal year, the Supervisory Board sets ambitious targets for the ESG performance criteria. The short-term targets for the 2023 financial year include updating the materiality analysis, expanding the sustainability strategy, and introducing further ESG indicators. In addition, energy savings targets have been defined for the main company sites compared with 2022. The long-term targets are based on external ESG ratings and aim to further improve the existing rating results. More information on the remuneration system for members of the Management Board is available here:

[+suss.com/en/investor-relations/corporate-governance](https://suss.com/en/investor-relations/corporate-governance)

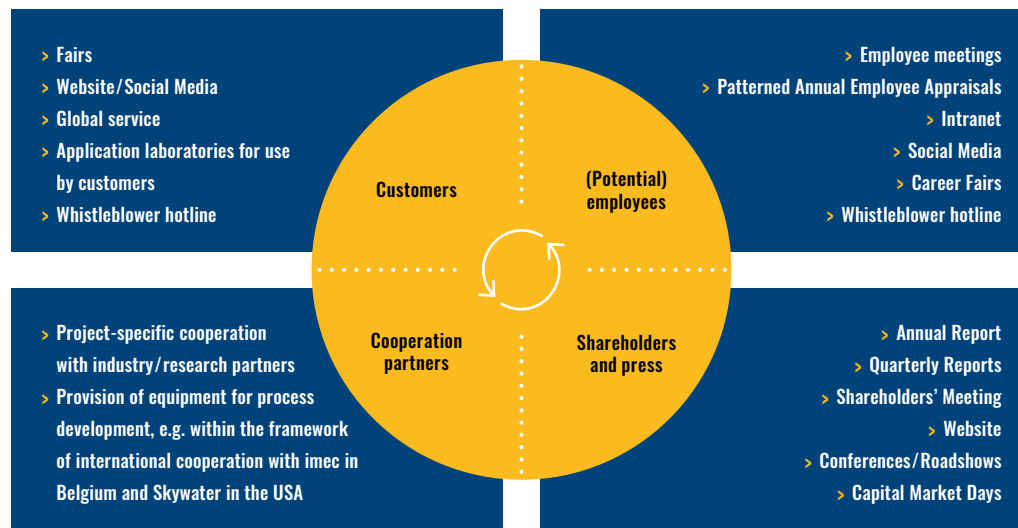
In 2022, the Supervisory Board has formed a Sustainability Committee that is responsible for monitoring and consulting on environmental and sustainability programs and social and governance guidelines.

External Stakeholders

Sustainability is becoming an integral component of our corporate philosophy. In addition to our own objectives, we also consider the expectations of external stakeholders. Since we are a listed company, our shareholders represent an important stakeholder group. As shareholders of the Company, they need extensive information in order to make their investment decisions. Our suppliers and customers are of existential importance. Close cooperation and regular dialogue are basic prerequisites for individual solutions tailored to specific needs. They are the basis for our business success and the future viability of the Company. We need motivated and dedicated employees to achieve lasting success in our innovative and highly competitive industry. We are constantly seeking new talent to recruit for our Company. In the capital-intensive semiconductor industry, fundamental processes and new products are often developed in partnership with research institutes or collaboration partners. They are also an important stakeholder group. For this reason, SUSS MicroTec cultivates close relationships with various research institutions, universities, and other companies in the industry.

We also count the local communities at our main sites as our stakeholders. All stakeholders have different information needs and expectations in regard to SUSS MicroTec. For this reason, we use various channels to stay in touch with our key stakeholder groups.

How We Communicate with Our Stakeholders:



Material Nonfinancial Risks

No “material nonfinancial risks” that are or will be “very likely to have serious negative effects” on nonfinancial matters were identified with regard to the business activities or business relationships of SUSS MicroTec after the materiality analysis (see page 58 in the 2022 Annual Report).

Certifications

SUSS MicroTec’s leading technology position in the Lithography, Photomask Equipment, Wafer Bonder, and Micro-optics divisions is based on high quality standards. Our quality management system at the German sites in Garching and Sternenfels is certified in accordance with ISO 9001:2015; the Swiss subsidiary in Hauterive is certified in accordance with IATF 16949:2016 and ISO 9001:2015. The environmental management system at our two German sites is certified to ISO 14001:2015. TÜV Süd confirmed the two certifications at the German sites in February 2023. The relevant forms can be found here:

[+ **suss.com/en/company/quality-management**](https://suss.com/en/company/quality-management)

We regularly evaluate and document the quality of our work. Our production follows specific yet standardized processes. To achieve this, we define quality characteristics, such as performance criteria and safety features, and check for compliance with them. We develop processes, manufacture products, and provide solutions that contribute to our customers’ business success. We firmly believe that all employees can make an important contribution to quality assurance if there are clearly defined responsibilities, targets and criteria. With the support of experts from the specialist departments, we constantly improve our processes and thus achieve technologically leading results in the future.

ESG Ratings

Environmental, social and corporate sustainability are also increasing in importance on the capital market. This means that reliable environmental, social and governance (ESG) criteria are becoming increasingly important for companies and (potential) investors. This is a consequence of new regulatory requirements such as the EU Taxonomy, the Corporate Sustainability Reporting Directive (CSRD) and the increased expectations of customers and capital market participants. As such, investors are becoming increasingly attentive to the ESG profile of their investments and generally use independent ESG ratings as a benchmark for assessing the sustainable activities of the companies they invest in. Several internationally recognized ESG rating agencies regularly analyze SUSS MicroTec’s sustainability performance.



In January 2023, SUSS MicroTec received an ESG Risk Rating of 14.2 and was assessed by Morningstar Sustainability to be at low risk of experiencing material financial impacts from ESG factors. In no event the rating shall be construed as investment advice or expert opinion as defined by the applicable legislation.¹



SUSS MicroTec was given a rating of C- in the ISS ESG Corporate Rating in January 2023. The score of 34.28 corresponds to a result in the 5th decile in the Semiconductor Equipment sector.



We achieved a score of 23 out of 100 in the S&P Global Corporate Sustainability Assessment 2022 (publication date: January 20, 2023). In the Semiconductors & Semiconductor Equipment industry, this is a score in the 67th percentile. This means that 67% of the industry companies have a score that is the same or lower.

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ENVIRONMENT AND CLIMATE

One of our top priorities is to reduce greenhouse gas emissions. We also want to build on our efforts to reduce CO₂ emissions internationally. We intend to live up to our global responsibility as an internationally active company. Our goal is to reach CO₂ neutrality sooner than required by law, namely by 2030.

Top Priority: Reduction of GHG Emissions

The environmental goal was updated in 2022 and aims to sustainably reduce global carbon emissions (Scope 1 and Scope 2) to net zero by 2030. DEKRA Assurance Services GmbH has been verifying the calculation of the global carbon footprint according to GHG Protocol since 2021. The carbon footprint for 2022 (Scope 1 and Scope 2) has

improved significantly over the previous year because the power supply at the German sites was switched – as planned – to 100 percent green electricity. This reduced Scope 2 emissions in Germany to zero.

In absolute terms, our greenhouse gas emissions increased as Scope 3 emissions increased compared with the previous year. These emissions include all other indirect emissions generated during daily business operations and the life cycles of the goods produced. These indirect emissions can be allocated to upstream and downstream processes. The increased sales volume has also increased the volume of purchased goods and services (e.g. raw materials) and the number of business trips, resulting in an increase in Scope 3 emissions.

- 21 > Top Priority: Reduction of GHG Emissions
- 23 > Reducing Energy Consumption and increasing Energy Efficiency
- 24 > Handling of Chemicals
- 25 > Mobility and Business Travel
- 26 > Water Consumption
- 26 > Waste

On a relative basis, Scope 3 emissions increased as we purchased more goods and services to serve the increased order volume and enhance supply reliability in view of the ongoing supply bottlenecks. Following an easing of the supply chain situation, a reduction in inventory range and thus a reduction in the associated Scope 3 emissions can be expected.

In contrast, Scope 1 and Scope 2 emissions were significantly reduced on an absolute basis by 13.1 percent and 56.6 percent, respectively. We are currently focusing on energy audits to identify the most promising opportunities for further improvements in our energy and resource efficiency.

The following table presents the key figures relating to the ratio of absolute greenhouse gas emissions to sales (in € million) and the number of employees. We fully met our targets with regard to global Scope 1 and Scope 2 emissions in the past fiscal year, with more than double-digit percentage reductions in each case. We currently have not set a target for Scope 3 emissions, as we are focusing on Scope 1 and Scope 2 for the time being.

Greenhouse Gas Emissions (absolute) Worldwide (GRI 305-1)

Cause and main sources (in t CO ₂ equiv.), absolute, worldwide	2022	2021	Change in percent
Scope 1 – direct emissions	1,450	1,668	–13.1
Scope 2 – indirect emissions (market-based method)	1,237	2,991	–56.6
Scope 3 – indirect emissions	157,263	132,763	+18.5
Total	159,950	137,342	+16.5

Greenhouse Gas Emissions (relative) Worldwide (GRI 305-1)

Cause and main sources (in t CO ₂ equiv.), relative in € million sales and per employee, worldwide	2022	2021	Change in percent
Scope 1 – direct emissions per million € sales	4.9	6.3	–23.4
Scope 1 – direct emissions per employee	1.2	1.4	–18.2
Scope 2 – indirect emissions per million € sales	4.1	11.4	–63.6
Scope 2 – indirect emissions per employee	1.0	2.5	–61.1
Scope 3 – indirect emissions per million € sales	525.8	504.0	+4.3
Scope 3 – indirect emissions per employee	125.6	112.7	+11.5
Total per million € sales	534.8	521.4	+2.6
Total per employee	127.8	116.6	+9.6

Reducing Energy Consumption and increasing Energy Efficiency

In our efforts to make our production and administration activities more sustainable, we are constantly implementing targeted measures to improve facilities and building equipment at the Garching and Sternenfels sites.

These measures were continued together with the measures to improve energy efficiency in 2022. Light bulbs are being gradually replaced with energy-efficient LED light bulbs at both German sites. The use of usage-dependent smart LED lighting controls is being examined and implemented where appropriate, particularly in production.

In addition, the fan motors in Cleanroom 1 in Sternenfels were replaced with more energy-efficient models, which can result in energy savings of up to 15 percent. The building management system was also expanded so that all control systems can now be controlled efficiently, including direct control if required. Shades were installed to save on energy and costs due to air conditioning. To boost energy and cost efficiency, we regularly invest in our buildings, particularly the cleanrooms and production areas at the production sites. This includes modern electrical and air-conditioning systems, for example.

Electricity consumption (which since 2022 has been exclusively in the form of green electricity at the German production sites) has risen at a lower rate than in the previous year in relation to the increase in sales and the intensive use of cleanrooms in 2022. By contrast, the consumption of gas and heating oil was reduced – quite significantly in some cases. Clearly, our measures to improve the environmental footprint are already having an impact. Absolute diesel consumption increased slightly year-on-year. Our goal is to keep consumption of individual energy sources stable or reduce it by one percent per year with sales remaining stable.

Globally, gas and heating oil consumption were significantly reduced. In contrast, electricity and diesel consumption increased slightly year-on-year. Relative to the significant increase in sales, our electricity, gas and heating oil consumption improved compared with the previous year. Diesel consumption has stabilized globally at the level of 3.8 MWh/million € sales. A similar pattern emerges when we consider the figures on a per-employee basis. Gas and heating oil consumption was reduced significantly on a relative basis, while electricity consumption per employee increased very slightly. Diesel consumption remained stable in relation to sales, but increased marginally in relation to the number of employees.

New investments in building equipment will be assessed in coming years for their economic efficiency and environmental impact based on service life, age, consumption, and payback period. We plan to conduct a new energy audit in 2023 to make a comparison with our situation from the last audit in 2019 and identify which measures have actually led to a lasting improvement in energy efficiency. Energy audits are carried out at all four production sites worldwide.

Various actions were initiated or continued as early as 2021 to improve the energy and resource efficiency of our equipment and so drive energy and resource efficiency for our customers. For example, in refining our coating systems, we are constantly working to optimize processes to reduce the amount of paint consumed by our customers in production.

Energy Consumption by Energy Source, Worldwide (GRI 302-1)

Consumption data in MWh (worldwide)	2022	2021	% change compared to previous year	Target
Power consumption				
absolute	9,838	9,220	6.7%	
in MWh/in € millions in sales	32.9	35.0	-6.0%	
in MWh/employee	7.9	7.8	0.4%	
Gas consumption				
absolute	1,783	1,869	-4.6%	
in MWh/in € millions in sales	6.0	7.1	-15.5%	
in MWh/employee	1.4	1.6	-10.2%	
Heating oil consumption				
absolute	2,438	3,461	-29.6%	
in MWh/in € millions in sales	8.2	13.1	-37.4%	
in MWh/employee	1.9	2.9	-33.7%	
Diesel consumption				
absolute	1,130	991	14.0%	
in MWh/in € millions in sales	3.8	3.8	0.0%	
in MWh/employee	0.9	0.8	7.3%	

Our goal is to keep consumption of individual energy sources stable or reduce it by one percent per year with sales remaining stable.

Handling of Chemicals

The improvement of the ecological properties and environmental impact of our products is an important part of our development work. We are therefore attaching increasing importance to minimizing the use of energy sources, chemicals, and other processing materials during the manufacturing process and the operation of our equipment. The careful handling of chemicals plays an important role, particularly with our coaters and developers. However, a certain use of wet chemistry has been absolutely necessary for semiconductor production processes until now. In the applications laboratory in Garching, where test runs and customer demonstrations of our equipment are conducted, we have therefore installed neutralization equipment for effluent treatment, which adjusts the pH-value of various chemicals to an acceptable level.

Mobility and business travel

Virtual meetings significantly reduced travel during the COVID-19 pandemic. Nevertheless, business trips by our service and sales staff were still necessary in the interests of customer proximity. The return to “normal” business activities resulted in a significant increase in the number of business trips, particularly to Asia, where our largest and most important customers are based.

In 2022, we installed four charging stations, each with two charging points, at the Garching site to supplement the two existing e-charging stations in Sternenfels in order to make it more attractive for our employees to switch to electric vehicles. The CO₂ emissions of new company vehicles were capped at 150 g/CO₂ per km and vehicle in the fall of 2022.

Our vehicle fleet (Germany):

	2022	2021
Vehicle fleet (number of company vehicles)	65	65
of which: diesel	58	58
Gas	1	1
Hybrid and all-electric	6	6



- Newly installed e-charging stations in Garching and Sternenfels
- enable employees to charge their electric vehicles

Water consumption

Water is one of the Earth's most important resources. How water is used and how it is managed are thus essential for ensuring that resources are used sustainably.

Our production sites require water primarily for cooling our cleanrooms. The water is obtained from local sources (groundwater and local suppliers). Our water consumption in Germany increased by 6.7 percent in 2022 compared to the previous year, as the growth in sales led to more intensive use of production areas and equipment.

With rising sales, we nevertheless succeeded in improving water efficiency, calculated as thousands of liters of water per million € sales, compared with the previous year.

Waste

Waste management means the organization and management of the waste cycle in the Company, with the primary objective of preventing waste. If waste cannot be prevented, we focus on recycling, recovery and disposal of waste in accordance with legal requirements. The theme of the circular economy will also receive much greater attention in the years ahead.

Our waste is primarily generated from production and administrative activities. In 2022, our non-hazardous waste increased only slightly on significantly higher sales. The volume of hazardous waste has more than doubled. The reason behind this is, among other factors, the intensive use of our two application laboratories in Germany, where process-related chemicals, photo resists and solvents are used. Our goal is to lower this consumption by increasing the resource efficiency of our products, or to prevent it altogether through sustainable process innovations. Some examples of this are provided in the following chapter.

Waste Volumes (Germany)

	2022	2021
Waste volumes (non-hazardous) in kg	150,185.00	148,962.00
Waste volumes (hazardous) in kg	10,349.00	4,380.00
Waste (non-hazardous) in kg per million € sales	502.00	565.80
Waste (hazardous) in kg per million € sales	35.00	16.60

Water Consumption (Germany)

	2022	2021
Water consumption in thousand liters	9,117.00	8,542.00
Water efficiency (thousand liters per € million sales)	30.50	32.40



SUSS MicroTec is a technology company that focuses heavily on the semiconductor industry. Resource efficiency is essential in this innovative and future-oriented market segment. We therefore strive to improve our equipment's throughput, energy efficiency, and material consumption through innovations and continuous improvements. Our responsibility ranges from development to component purchasing to equipment production to the repurchase, reconditioning, and sale of used equipment in keeping with the idea of the circular economy. Second, we are continuously working to make our own production and administration activities more energy-efficient and less resource-intensive.

- 28 > **Circular Economy – Repurchase and Reconditioning of Used Machines**
- 28 > **Sustainable Innovations – Energy-Efficient and Resource-Conserving Products**
- 29 > Environmentally Friendly Light Source in Mask Aligners
- 30 > Reduction of the use of Energy Resources by our Customers for new Generations of Equipment
- 31 > Coatings without Photosensitive Resists
- 31 > Disruptive Wafer Cleaning Solution
- 32 > **Sustainable Products Influence Customer Satisfaction**

Circular Economy – Repurchase and Reconditioning of Used Machines

We have consciously made the circular economy part of SUSS MicroTec's business model. Back in 2006, we founded SUSS MicroTec ReMan (ReMan stands for remanufacturing), a subsidiary that systematically purchases used SUSS MicroTec systems from customers, professionally overhauls them, and then resells them as used equipment. This way, we ease pressure on the procurement budgets of our customers, extend the life expectancies of used systems, and conserve valuable resources. Last year, SUSS MicroTec ReMan succeeded in taking back 22 pieces of equipment. They were either resold after a general overhaul or there are plans to resell them after remanufacturing. Systems that have been taken back are also, in rare cases, completely dismantled and disposed of properly. In the 2022 fiscal year, the Company generated sales of EUR 4.5 million with this business (previous year: EUR 3.3 million). The sales volume is difficult to plan and largely depends on how many used machines we can buy back that are also worth overhauling.

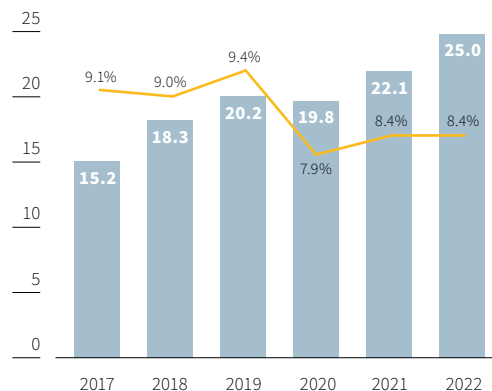


Sustainable Innovations – Energy-Efficient and Resource-Conserving Products

We are proud that SUSS MicroTec products add value for our customers and continuously shrink environmental footprints. In recent years, we have significantly increased

our absolute expenditure on research and development, from € 15.2 million in 2017 to € 25.0 million in 2022. The expense ratio remained unchanged at 8.4 percent of sales in the past fiscal year. At the end of 2022, 230 employees – almost a fifth of the employees of SUSS MicroTec – were employed in the area of research and development (previous year: 214 employees).

Research and Development Expenditures (R&D)
in € million and R&D ratio in percentage of sales



We maintain numerous development partnerships with research institutes and industry partners. In particular, cooperation with research institutes offers tremendous potential for SUSS MicroTec because they usually work very closely with our customers and are financed to a significant extent by these customers. Our partners include the Fraunhofer Institute in Germany, the IMEC semiconductor research institute in Belgium, CEA-Leti in France, SEMATECH in USA, ITRI in Taiwan as well as a number of universities we collaborate with on projects.

We want to achieve a top market position in our target markets and defend this position in the long term. For this, we have sustainably increased our research and development expenditure in recent years. We also intend to achieve a stable R&D ratio (sales in relation to research and development expenditure) even as sales increase. Our customers value our position as a technology leader. For example, in the photomask cleaning market, we are one of few companies that are technologically able to clean photomasks for technologically advanced EUV lithography. In our Mask Aligner product line, our decades of experience have given us a leading market position. For years, we have managed to continue to position this technologically mature product successfully with innovations and new applications.

The mobility sector is an important market for our products. Technical development in this sector is expanding continuously and requires an increasing use of electronics and sensors. We will also contribute significantly to the future trends of electromobility and self-driving vehicles with our microelectronic sensors. Global networks and a fast exchange of data play an important role in communications. The new 5G mobile communications standard as well as establishing Industry 4.0 and the digitalization of processes are important areas in which SUSS MicroTec technologies are being used. Communications technology is already playing an important part in many professions today. Its adoption was greatly accelerated by the COVID-19 pandemic and the ensuing increased acceptance of working remotely.

We develop and produce products and solutions for important megatrends. One finished product we are involved in manufacturing is LED lamps. Various process steps are implemented for the production of LED lamps on our mask aligners and bonders. LEDs are used for general lighting applications and lower energy consumption while the longer durability results in a better use of the resources deployed. LED lamps can also be used in the automotive sector and contribute to better lighting and visibility and therefore to more safety. Certain microlens headlamps are

also much smaller compared to conventional headlamps. This not only makes them much lighter, but they also use less electricity and will therefore also be in high demand for electric cars, for example.

Environmentally Friendly Light Source in Mask Aligners

Thanks to the possibility of using the environmentally friendly UV LED lamphouse concept for our mask aligner, we succeeded in taking another important step toward the preservation of resources and the protection of the environment. So far, we have equipped more than 80 percent of our manual mask aligners with LED lamphouses, and for fully automatic systems we are at around 30 percent. Our objective is to convert all Mask Aligners to environmentally friendly LED technology by 2025.

The innovative UV-LED light source has a much longer service life than the previously used mercury vapor lamp. Mask aligners with LED technology are also mercury-free. Moreover, the time and energy-intensive warm-up and cool-down phases are no longer needed in the production process – the LED light source is only switched on during the actual exposure process. Both factors contribute substantially to lower energy consumption by approximately 60 percent. LED technology represents a much better

solution in terms of environmental protection because it makes process design in lithography much more flexible. The LED lamp housing is also a smart solution in terms of occupational health and safety. Working with the LED lamp does not pose any safety risks, for example, in the form of hazardous substances for the user.

Reduction of the use of Energy resources by our Customers for new Generations of Equipment

With our products, we also contribute directly to more sustainability for our customers. We are able to reduce the energy consumption with every new generation of our equipment for our customers while the semiconductors and sensors produced are becoming both smaller and more complex at the same time. The efficiency requirements for new solutions and new generations of equipment are captured systematically in the product development process. The product manager formulates the concrete specifications required for market success, including in terms of the environment and occupational health and safety.

In addition to the technological component, the further consumption of resources also plays an important role. This, for example, concerns special, highly developed photo resists that are applied to surfaces. By reducing the consumption of these resists and other chemicals in our coater and development machinery, we will be able to protect the environment and reduce our customers' production costs. The highly sensitive photo resists that are used for our coaters usually contain photochemical compounds that are sensitive to the environment and entail high costs and energy consumption for manufacturing and disposal. In the further development of our coaters, we constantly strive to optimize the applied processes regarding the quantity of coating that is used.

The LED technology represents a much better solution in terms of protecting the environment.



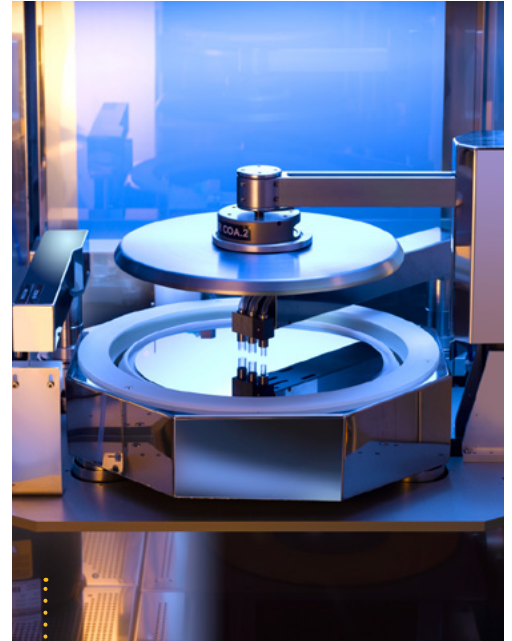
Coatings without Photosensitive Resists

In 2020, we acquired PiXDRO, the inkjet printer business of Meyer Burger (Netherlands) B. V. and expanded our lithography product portfolio. PiXDRO produces and distributes semi and fully automated devices for inkjet printing-based coating processes. This inkjet process, in which a protective resist is applied only to specific areas of a substrate, can achieve average reductions in the consumption of process chemicals of up to 40 percent compared to conventional full-surface coating processes. The resulting decrease in material usage and increase in process yields allows our customers to conserve resources and cut costs at the same time. We will integrate specific sustainability targets into the requirements specifications of new products in the future.

Disruptive Wafer Cleaning Solution

In the Photomask Solutions business unit, SUSS MicroTec is one of the leading suppliers of equipment and technologies for the production and cleaning of photomasks used in front-end lithography in semiconductor manufacturing. Our solution in this context is the first one to be qualified for extreme ultraviolet lithography (EUVL) in the 5nm technology node. However, the research and development efforts of SUSS MicroTec are not exclusively focused on the improvement and new development of systems, that is,

hardware, but are also bringing the first software application based on artificial intelligence onto the market. A so-called Within-Tool-Analysis (WTA) should help to improve the systems in terms of their performance and reliability up to the 3nm node. In the Photomask Equipment division, we are also working on applications for cleaning wafers, initially for MEMS applications. Based on our know-how in photomask cleaning, we have developed a much more sustainable solution compared to today's products. In this process, hazardous chemical substances are replaced by highly effective solutions that are less critical. Both the environment and the people using it at our customers are to benefit from this. This solution can also contribute to a considerable reduction in costs. We expect to conduct the first customer demonstrations in our application laboratory in Sternenfels in the second half of 2023 to put the performance of this solution to the test.



A look inside one of our coaters/developers.

Sustainable Products Influence Customer Satisfaction

Constant expansion of regional sales and service offices in recent years has motivated major production customers in particular to further strengthen their business ties to SUSS MicroTec. To support these customers' special demands and establish the greatest possible customer proximity, we have an internal key account management system that has formed the basis for the successful implementation of our growth strategy in recent years. Other success factors are our competitive products, the high availability of spare parts through local consignment warehouses in combination with well-trained local service staff. We will continue to develop and expand this philosophy in the years to come. The extensive skills available at regional sales and service offices is a key factor in the successful development of our business.

The issue of sustainability is increasingly important in discussions with our customers. Customers sometimes ask to participate in ESG ratings or survey the sustainability activities of their suppliers through tailored questionnaires. We are supporting this approach because our goal is also to contribute to improving our customers' climate footprint by providing innovative and resource-saving equipment.



"We are continuously striving to improve our products' energy efficiency, also with regard to resource consumption, in order to improve our customers' carbon footprint. Our solutions enable semiconductor manufacturers to deliver ever more powerful and energy-efficient products, ultimately increasing the efficiency of many electronic end devices such as cellphones."

Rolf Wolf
Senior Vice President Global
Sales & Service at SUSS MicroTec



EMPLOYEES AND CULTURE

Our employees are key to our business success and make a significant contribution to the value of our Company. We owe our technological capabilities in large part to the commitment and capabilities of our employees. To us as a Company, it is therefore very important that our employees are always highly trained, committed, and motivated. The purpose of our active HR work and development at all levels of the hierarchy is to attract and retain the best employees for our Company.

To meet the increased demand for our products, we have steadily increased our workforce over the past few years by approximately 6.3 percent from 1,178 employees (FTE) in 2021 to 1,252 in 2022. Within Germany, our staff numbers (FTE, excluding students, trainees and temporary staff) rose from 666 in 2021 to 678 in 2022. The average age of employees in Germany was unchanged at 42 in 2022. We thus have

a healthy mix of experienced employees and talented young people who have started their careers at SUSS MicroTec highly motivated and full of new ideas. After all, we also need both ambitious young talent and motivated, seasoned staff in equal measure if we want to maintain our innovative edge in the fast-moving semiconductor industry. A combination of different age groups, different regional origins, and diverse social backgrounds broadens perspectives, opens new paths, and thus creates room for continuous renewal and improvement.

As of December 31, 2022, 1,252 employees worked for SUSS MicroTec worldwide.

- 34 > Employee Development and Satisfaction
- 35 > Promoting the next Generation of Employees through Training and continuing Education
- 36 > Occupational Health and Safety
- 36 > Diversity
- 38 > Other Key Personnel Figures (GRI 400)

Employees (GRI 405-1)

Key Figures Employee Concerns

	2022	2021
Total workforce (FTE, Germany)	678	666
Total workforce (FTE, worldwide)	1,252	1,178
Number of trainees (Germany)	39	36
Average length of service in the Company in years (Germany)	8	8
Turnover rate (Germany)	10.4%	7.1%

Employees in Germany remain with the Company for eight years on average. This figure has not changed from the previous year.

Employee development and satisfaction

Our employees are a key success factor in achieving our corporate goals. We care deeply about the satisfaction and well-being of our employees. Considering demographic trends in Germany and high industry-spanning demand for qualified employees, the task of finding, training, and winning the long-term loyalty of capable employees is becoming increasingly important. Each employee's

satisfaction level has a direct impact on turnover rates and loyalty to the Company.

In order to assess the mood at the Company and give employees ample opportunity to provide feedback to the Company, we defined employee satisfaction as a top HR priority in 2021. In 2022, we began to draw up a design for an employee survey to regularly measure employee satisfaction in the Company in the future. In 2022, we also began to develop a program for absence substitution and succession for existing employees. Other employee-related goals are the systematic identification of talent in the Company, which we started this past year. Building on this, we will develop a training and support program in 2023.

One of our HR objectives is to keep the employee fluctuation rate as low as possible. Employee fluctuation was 10.4 percent in 2022, compared to 7.1 percent in 2021. The increase was due to a higher willingness of employees to change jobs across all industries.

The onboarding process for new employees was thoroughly revised in 2020 and is constantly being refined. New colleagues find their way around the Company more quickly and feel warmly accepted. Onboarding is supported by the

appointment of a mentor for new employees. HR processes and procedures continued to be streamlined across the various locations and tirelessly improved and adapted in 2022.

We use the flattest hierarchies possible when making decisions. All of our employees, regardless of their age, education, gender, or origin, always have an opportunity to get involved and to develop according to their abilities and inclinations.

Well thought-out, sustainable personnel development and workstations that promote health are essential for retaining our employees in the long term and attracting new talent. We have grown rapidly in recent years and continue to pursue an ambitious growth strategy. Being a global supplier to leading semiconductor companies opens up major opportunities for us in many areas such as digital transformation, mobility, energy efficiency, and networking. We can only take advantage of these opportunities if we can attract motivated employees with the appropriate qualifications. We intend to continue to develop and promote our employees by continuously improving our training and continuing education opportunities.

SUSS MicroTec works together with the Karlsruhe Institute of Technology (KIT), the Universities of Applied Sciences in Pforzheim and Heilbronn, and the Technical University of Munich and the Munich University of Applied Sciences. In addition to career fairs, we also take part in employer workshops, which were increasingly conducted in person again in 2022.

Stefanie Schuhmann,
Head of Human Resources

Every year, we train between 10 and 15 new trainees in technical and commercial professions at our two production sites in Garching and Sternenfels. A total of 39 trainees were employed by the Company as of December 31, 2022 (previous year: 36).

SUSS MICROTEC Sustainability Report 2022

Key Figures for Occupational Health and Safety/Continuing Education (GRI 403-1)

Key figures (Germany only)	2022	2021
Number of workplace accidents ¹	7	6
Accident rate (LTIR ²)	0.9	0.8
Sickness rate ²	6.8%	4.7%
Turnover rate	10.4%	7.1%
Continuing education expenses	€ 410 thousand	€ 269 thousand
Number of trainings (virtual)	60	52
Total number of trainings	235	172

1 Excluding commuting accidents (incl. one subsequent report for 2022)

2 LTIR – long term injury rate; long term injury rate; the accident rate and the sickness rate are calculated as:
 Number of reportable occupational accidents (7) * 200,000 hours/actual hours worked (1,500,399.6)
 Sick days (11,006 x 100)/(number of employees 738) * actual days worked (18.34)
 * 12 months

Occupational Health and Safety

More than half of our employees work in production and engineering. We attach particular importance to a safe and attractive work environment in these areas. Working in cleanrooms and handling electricity and chemicals in application laboratories in particular poses high risks to employee health if not done properly. Training courses and safety instruction sessions are held regularly to ensure electricity and chemicals are handled safely and thus protect employee health and prevent injuries and accidents.

SUSS MicroTec also strives for high standards regarding occupational safety and endeavors to bring the number and severity of workplace accidents (currently excluding commuting accidents) to zero. This is why training courses and safety instruction sessions are held regularly to protect health and prevent injuries and accidents, in particular to ensure the proper handling of hazardous media. Despite this, there were seven reportable workplace accidents in Germany in 2022. Overall, the sickness rate at the German sites increased to 6.8 percent in 2022, up from 4.7 percent in the 2021 fiscal year (excluding long-term sickness). This increase was primarily due to higher rates of colds following the phase-out of COVID-19 measures. Unfortunately, the accident rate did not fall compared to the previous year.

Diversity

Diversity is an important requirement for maintaining competitiveness and achieving sustainable corporate success. Sufficient diversity of expertise among senior executives will generate a broad spectrum of experience and varying perspectives that can be used to the benefit of the Company. In addition, growing internationalization requires managers to lead diverse teams. This can only be done effectively if individual Group employees' cultural backgrounds are given proper consideration. A balanced age structure helps to retain knowledge and professional and life experience for as long as possible in the Company's best interests and introduces new ideas and energy at the same time.

The Company has drawn up competence profiles and a diversity concept for the Management Board and the Supervisory Board, which are published in the corporate governance declaration. The overall Supervisory Board should have industry, Company-specific, and professional knowledge, skills and experience. Each member should contribute their key professional competencies to the full Supervisory Board as needed. Diversity and teamwork skills should result in the totality of all these competencies being greater than the sum of the professional competencies of the individual Supervisory Board members.

Management Board members should have relevant experience in leading internationally operating, listed companies. The expert qualification for the department to be managed and the personality of the potential candidates and their previous accomplishments comprise the general suitability criteria for the Company. Depending on the Company's current situation, it may make sense to review or re-weigh individual criteria.

The Supervisory Board set new targets for the share of women at its meeting on March 2, 2022, when the share of women was at 20 percent, the target value 25 percent. By June 30, 2022, the Supervisory Board aims to have two women on the Supervisory Board (share of 40 percent) and one on the Management Board (share of 33.33 percent).

The Supervisory Board of SÜSS MicroTec SE has appointed Dr. Cornelia Ballwießer to the Management Board as CFO as of July 1, 2023. She will be succeeding Oliver Albrecht, who left the Management Board of SÜSS MicroTec on April 30, 2023. This will bring the number of women on the Management Board up to the target of one person (33.33 percent).

Since the Management Board of SÜSS MicroTec SE also wishes to target the promotion of women, it determined in

February 2022 that women will constitute 36 percent of the first and second management levels at the Company.

Women constituted 22 percent of the total workforce worldwide. The proportion of women in management positions was higher than the proportion of women in the Company as a whole. Last year, the proportion of women in Germany was around 21 percent (previous year: 22 percent); globally, the figure was 22 percent.

Our business is characterized by internationality, global positioning, and cultural diversity. Due to our international presence, we have many employees of different nationalities and cultural backgrounds, who work very well together. We are using this diversity for the commercial success of SÜSS MicroTec since diversity in terms of different perspectives, qualifications, and experiences is essential for remaining competitive and achieving sustainable corporate success. Diversity also promotes the understanding at the Company for the many different expectations of international customers.

By the end of 2022 the workforce in Germany was composed of 39 different nationalities (previous year: 37) and the average age of employees is 42.

Key Figures: Diversity

	2022	2021
Share of women on the Management Board	0%	0%
Share of women on the Supervisory Board (The Supervisory Board consisted of only four members as of 12/31/2022)	50%	20%
Share of women in first executive management level ¹	36%	37%
Share of women in second executive management level ¹	25%	20%
Share of women (Germany)	21%	22%
Share of men (Germany)	79%	78%
Share of women (worldwide)	22%	22%
Share of men (worldwide)	78%	78%
Different nationalities of employees (Germany)	39	37
Average age (Germany)	42	42

1 With regard to the organizational structure of SÜSS MicroTec SE

Other key personnel figures (GRI 400)

Shares of employees (as of Dec. 31 of each year)	2022	2021
Number of employees in Germany	678	666
of which women	142	146
of which men	536	520
of which full-time	549	546
of which part-time	129	120
Total workforce worldwide	1,252	1,178
of which in Europe (EMEA)	866	831
of which in North America	60	61
of which in Asia/Pacific	326	286
Number of trainees	39	36
Number of temporary employees	24	26
Share of fixed-term employment contracts (excluding trainees)	28	53
Number of employees on parental leave	26	32
Coverage of subsidiaries by Works Councils	In 2022, all German companies had a Works Council as well as the SE Works Council at European level.	
Number of possible workstations at home	Remote work is possible for more than half of all workstations.	
Commitment under collective bargaining agreements	SÜSS MicroTec is not subject to any collective bargaining agreement.	
Employee interests, such as salary negotiations, are represented by a Works Council that is freely elected by the employees.	Yes, for SÜSS MicroTec SE as well as the German subsidiaries.	



COMPLIANCE & SOCIAL CONCERNS AND RESPONSIBLE SUPPLY CHAIN

Our Values, Corporate Governance and Compliance

SUSS MicroTec is aware of its social responsibility. Our strategic decisions and operational activities affect the environment and individuals, particularly employees, as well as suppliers, customers, and other business partners, in a number of ways. We urge all of the employees, officers, and directors of the Company to avoid situations in which their personal or other economic or financial interests could come into conflict with those of the SUSS MicroTec Group. Even the appearance of a conflict of interest can damage the reputation or interests of SUSS MicroTec and should thus be avoided from the outset. Business ethics and integrity ensure our credibility. The employees of all Group companies are required to obey the laws and regulations of the countries in which they operate.

They must demonstrate integrity and fairness in all aspects of their business activities. Therefore, it is self-evident that we as an international entity must be cognizant of the current legal and cultural conditions in all the countries in which we operate. We expect the same from our business partners.

SUSS MicroTec's reputation in the business world is one of our most valuable assets. It is shaped to a large extent by how we conduct ourselves in business life. The Company expects the entire workforce, particularly managers, to be good role models and communicate and model the following Company principles. One of the purposes of the rules set out in the Code of Conduct is to protect our own employees and at the same time help them act in accordance with the law and our ethical principles in unfamiliar or critical situations.

- 39 > Our Values, Corporate Governance and Compliance
- 41 > Whistleblowing
- 42 > Responsible Supply Chain and Human Rights
- 43 > Corruption and Bribery
- 43 > IT- and Data Security
- 44 > Social Concerns and Political Influence
- 44 > EU Taxonomy

Our publicly available Code of Conduct describes how we want to treat our business partners and each other. In addition, our General Terms of Purchase can be found on our website. Employees are not permitted to offer, promise, or grant unjustified advantages in connection with their activities for SUSS MicroTec directly or indirectly.

[+suss.com/en/investor-relations/corporate-governance](https://suss.com/en/investor-relations/corporate-governance)

We respect personal dignity, privacy, and the personal rights of each employee. We work with individuals of different ethnic backgrounds, cultures, religions, and ages, without regard to disability, skin color, sexual identity, world view, and gender. In accordance with our labor laws and those of the countries in which we operate, we do not tolerate any discrimination based on these characteristics, sexual harassment or other personal attacks on individuals.

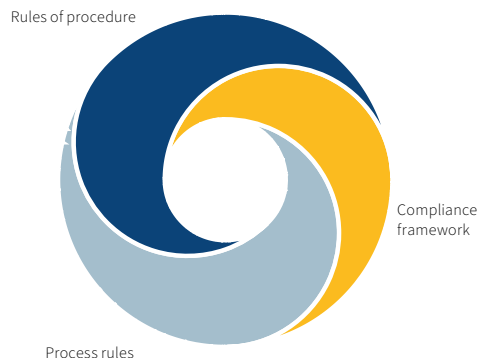
We are convinced that ethical and economic values are mutually dependent and that participants in the business world must strive to treat each other fairly and act within the framework of established standards.

As part of a speak-up culture, we encourage all employees to report concerns or questionable behavior to their senior executive, the Compliance Officer or anonymously via the whistleblowing hotline. We take reports seriously and investigate any misconduct in detail. Any retaliation against whistleblowers following a good-faith report will not be tolerated and will be investigated and punished as a separate violation. Every new employee around the world receives a welcome email on their first day of work, which includes our Code of Conduct, among other things. This provides information on our principles of cooperation, our personal mission as part of society, and rules on our business operations.



<p>WHAT WE EXPECT FROM OUR WORKFORCE</p> <p>This Code of Conduct has been adopted as part of the company-wide Compliance Management System. It supplements the existing compliance rules as well as all procedure rules and the rules of procedure applicable to the members of the Executive Board.</p> <p>Compliance with this Code is binding for all managers and all employees of SUSS MicroTec worldwide. In the event of any conflict between the provisions of this Code and any these provisions or guidelines of a subsidiary, the stricter regulation shall apply in each case. If two different jurisdictions are applicable at the same time and conflict with each other in their legal consequences, we apply the stricter jurisdiction in each case.</p>	<p>WHAT WE EXPECT FROM OUR MANAGEMENT STAFF</p> <p>Our managers take on a special responsibility in accordance with our Code.</p> <ul style="list-style-type: none"> They act as role models and actively promote compliance and ethical behavior – in other words, by acting in a manner that demonstrates what it means to act with integrity. They ensure that our workforce understands and complies with the requirements of our Code. They monitor compliance with the Code among the employees they lead. They support employees who raise questions or concerns in good faith. They create an awareness in their teams of the notion that results only count when they have been achieved in the right way.
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Our objectives are, of course, zero tolerance for corruption and bribery, upholding human rights, and avoiding violations of rules and laws. The basis to achieve this is the acceptance of our Code of Conduct by all employees of SUSS MicroTec around the world. The Code of Conduct was provided to all employees. Its acceptance is confirmed in e-learning, where the Code of Conduct must be fully accepted in order to successfully complete the course. In addition, the Company has installed a corporate governance system that is being continuously refined. The



structure of the system has been set out in a compliance management policy. In this context, a globally valid whistleblower policy has been drawn up in English and German that, if necessary, will be adapted to the requirements then applicable once the German Whistleblower Protection Act (HinSchG) comes into force.

In addition, an annual training concept was implemented in February 2022. It is mandatory throughout the Group. The training courses consist of the Compliance (including adherence to our Code of Conduct) and Anti-Corruption modules. At the end of the year, the training completion rate for all employees who joined the Company before September 30, 2022, was 100 percent in both modules and Group-wide. We have thus achieved our target for 2022. This rate was determined for the first time because the online training program was not rolled out until 2022.

Whistleblowing

The EU has released a whistleblower guideline to protect informants from infringements. In line with the revision of the compliance management system in 2021, SUSS MicroTec also reviewed informant protection requirements and created a whistleblower guideline as well as a process for

dealing with reports. In addition, the topic of whistleblowing was integrated into the compliance e-learning program and a whistleblowing hotline was set up so that employees and third parties can report violations confidentially and, since 2022, anonymously.

“The whistleblower system is a crucial component of our compliance management system. It serves to uphold legal compliance and promptly identify any instances of misconduct. The objective of our compliance system is to foster a positive culture that encourages transparency and prevents wrongdoing. By doing so, it ensures the protection of SUSS MicroTec and of our employees and business partners.”

⋮
⋮ Tonia Laich, General Counsel/Compliance Manager of
⋮ SUSS MicroTec SE

An infringement can be registered on the following website:

➕ <https://suss.grc-cloud.de/Meldung?lang=EN>

There were six potential violations with regard to compliance, human rights, or active or passive corruption in 2022 (previous year: zero). All reports of potential compliance violations were reports from the internal SUSS MicroTec

environment. The increase is seen as a positive sign that the compliance management system that was expanded in 2022 is working and that the additional anonymous hotlines are being accepted. Our compliance team examines every report carefully. Actual violations are addressed by taking all necessary measures and appropriate consequences.

Responsible Supply Chain and Human Rights

As was announced in the previous year, we drew up and published a Business Partner Code of Conduct in 2022. This Code is available in English and German. Among other things, the Business Partner Code of Conduct focuses on legality and working conditions, particularly compliance with human rights, rejection of child labor and forced labor, environmental protection, prevention of active and passive corruption, and fair competition. Various measures were initiated starting from 2021 to address possible problems in the supply chain. The qualification and auditing of additional suppliers as second sources and regular meetings with key suppliers will serve not only to meet the ongoing high demand for our semiconductor equipment and thus optimize our delivery times, but also to highlight the application of our Business Partner Code of Conduct.

The application of the Code of Conduct for Suppliers was evaluated using a questionnaire and is included in the annual supplier evaluation. We also randomly verify compliance with the standards in audits. Our goal is to ensure that at least 65 percent of our purchasing volume is covered by the application of our Code of Conduct or by confirmation that a comparable supplier's code is being applied. As of December 31, 2022, we covered 36 percent of our purchasing volume following the introduction of the Code of Conduct in October 2022.

We also value long-term relationships and mutual respect all along our supply chain.

This is the only way for us to be successful together and secure our supply chain through targeted supplier management. We strive to work in partnership with suppliers. Accordingly, the supplier's performance as well as their approach to ethics and the environment are key for working together with us.

Initial audits are carried out for potentially critical new suppliers before a possible order is issued and their creditworthiness and compliance are verified.

Regionally, approximately 64 percent (previous year: 87 percent) of our suppliers are based in Germany and a total of approximately 73 percent (previous year: 93 percent) in Europe. This corresponds to around 79 percent of the total purchasing volume (previous year: 83 percent). A further 11 percent of suppliers, representing an additional approximately 5 percent of purchasing volume, are based in the US and Canada (previous year: 5 percent with a purchasing volume share of 9 percent). In our view, these groups of countries can be considered "safe" in terms of respect for human rights. In our assessment, the critical purchasing volume is less than 5 percent. Around 16 percent of our suppliers, representing a purchasing volume of also 16 percent, are based in Asia. Asian suppliers gained in importance in 2022 because we have expanded the share of local suppliers following the establishment of our manufacturing site in Taiwan, and we intend to continue to do so.

Respect for global human rights is of great importance for SUSS MicroTec and we consider this to be an important requirement for successful business activities. We recognize universally applicable human rights based on the UN Human Rights Charter and assume responsibility within our Company and along our supply chain by fulfilling our human rights due diligence obligations, including with our direct suppliers. In selecting them and during our

cooperation with them, we ensure that no human rights are violated or forms of modern slavery such as child labor or human trafficking are permitted anywhere along the supply chain. We explicitly expect our direct suppliers (tier 1) to perform their own due diligence in turn on their direct suppliers (tier 2). We are registered with the RBA (Responsible Business Alliance, non-member status).

Compliance Key Figures

	2022	2021
Potential compliance violations reported	6	0
Coverage of purchasing volume by supplier code (since 2022)	36%	–

Corruption and Bribery

The Management Board has the overall responsibility for compliance and the compliance management system. The Supervisory Board in turn monitors the efficiency and effectiveness of the system set up by the Management Board. Handling business risks responsibly is one of our principles of good corporate governance. A risk management system has long been a component of corporate management at SUSS MicroTec for recognizing and controlling risks and for fulfilling statutory requirements.

One sub-area of risk management, the Company's early recognition system for going-concern risks, is reviewed regularly by the auditor during the audit of the annual financial statements.

SUSS MicroTec Group's reputation in the business world is very important to us; it is directly shaped by how we conduct ourselves in business. Therefore, it is self-evident that we as an international entity must be cognizant of the current legal and cultural conditions in all the countries in which we operate. Our publicly available Code of Conduct describes how we want to treat our business partners and each other. Values like transparency, honesty, and integrity as well as the personal responsibility of every one of us are particularly important to us. Accordingly, this Code of Conduct contains minimum standards that apply to the entire workforce of SUSS MicroTec SE and its subsidiaries worldwide. The Company expects the entire workforce, particularly managers, to be good role models and communicate and model the Company principles. One of the purposes of the rules set out in the Code of Conduct is to protect our own employees and at the same time help them act in accordance with the law and our ethical principles in unfamiliar or critical situations.

In addition to our publicly available Code of Conduct, there are internal regulations to support the correct behavior of employees in day-to-day business, such as the financial limits within which gifts or invitations from suppliers or customers may be accepted or made.

IT- and Data Security

IT and data security were again given high priority in the 2022 financial year, among other things through targeted investments and training measures. We implemented further technical improvements and intensified employee training on cybersecurity awareness. In this context, employees were also confronted with the topic in a very clear and practical way using fictitious e-mails (phishing). The aim of these measures is to increase data and IT security and ensure the protection of internal and confidential data. Particular consideration was given to mobile working and the increasing activity in the home office.

IT and data security at SUSS MicroTec is located at the Group level and includes the individual sites and subsidiaries. This is because the use of information and communication technology plays a central role at various levels at our company. On the one hand, it is about protecting

data, and in particular, the personal data of our customers, business partners, and employees from unauthorized access. On the other hand, it is our goal to ensure the ability of our employees to work and to protect our own systems from criminal attacks.

When collecting, storing, processing and transferring personal data, we always act with the utmost care and strict confidentiality and in compliance with the applicable laws. We apply the requirements of the European General Data Protection Regulation (GDPR) in full at our European sites. We also try to ensure a high level of data protection at our international locations, but depending on the country, the high European standards are not always possible. SUSS MicroTec has a data protection officer who monitors compliance with the legal requirements. In the event of possible violations of data protection regulations, the data protection officer and the specialist department initiate immediate measures. If necessary, a report is made to the data protection authority.

Regular training and sensitization of employees is also required to protect data and the IT infrastructure. This is also very important because all employees at SUSS MicroTec have access to computers and emails. We have launched new training formats to ensure that IT security

information is carefully understood, followed, and complied with since 2021. The new formats approach the topic from different perspectives and on different channels and can thus achieve a higher level of attention than mere notices and information letters.

Social Concerns and Political Influence

As a mid-size company, SUSS MicroTec also considers itself to be connected with the communities at its locations. However, no attempts are made to influence politics at the local or higher level. We do not make any donations or offer sponsorships for political parties or party-like organizations or governments domestically or internationally. Consequently, this aspect is not addressed further in this Sustainability Report.

We take our responsibility and obligation as a global company seriously. We strive to be perceived as a trustworthy company and to live up to our responsibility to society. We encourage our employees to volunteer their time and make an important contribution to society. It does not matter to us whether these activities have political, social, or community aims.

EU Taxonomy

An EU-wide classification system went into effect on January 1, 2022, the EU Taxonomy Regulation. It is the first system of its kind that aims to standardize how economic activities are classified for sustainability purposes. The regulation includes a total of six environmental goals. For the 2022 fiscal year, information is required again on the climate change mitigation and adaptation goals. Our disclosures on the EU Taxonomy are published in the Annual Report as part of the nonfinancial declaration, which is available on our website:

[+ **suss.com/en/company/sustainability**](https://suss.com/en/company/sustainability)

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1 Within this document, reference is made to the pages to which the respective GRI content refers.

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Forward-looking statements: The **annual reports** include forward-looking statements. Forward-looking statements do not present historical facts but include statements about expectations and the views of the management of SÜSS MicroTec SE. These statements are based on current plans, estimates, and forecasts of the Company's management. Investors should not place undue reliance on these statements. Forward-looking statements are to be understood in the context of the time at which they were made. The Company does not assume any obligation to update the forward-looking statements included in this report as a result of new information or future events. The Company's obligation to comply with its statutory responsibilities regarding information and reporting remains unaffected. Forward-looking statements always involve risks and uncertainties. A large number of factors that are described in this report could cause actual events to deviate substantially from the forward-looking statements included in this report.

