

NONFINANCIAL GROUP DECLARATION IN ACCORDANCE WITH SECTION 315B OF THE GERMAN COMMERCIAL CODE (HGB)

INTRODUCTION/FOREWORD

With the annual Nonfinancial Group Declaration, SUSS MicroTec SE provides a report of its sustainable actions in the past fiscal year in accordance with Section 315b. The report is oriented along the aspects stipulated in accordance with Section 289c of the German Commercial Code (HGB) of environmental concerns, employee-related concerns, respect for human rights, fighting active and passive corruption, and social concerns. In addition to the legal obligation for sustainability reporting, these factors are of great importance for the communication with our stakeholders and are an important part for achieving our corporate goals. 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.

SUSS MicroTec supports internationally recognized human rights and their observance. We respect personal dignity, privacy, and the personal rights of each individual. Our priority is the health and safety of our employees at their workplace. We create a safe and healthy work environment for our entire workforce to protect them from physical and psychological harm. Our relationships with customers and business partners are based on integrity, quality, reliability, and competitive pricing. For this reason, any decision-making and selection processes must be based solely on objective considerations. The SUSS MicroTec name is synonymous with innovativeness, technological leadership, transparency, fairness, and customer focus. That is why the promotion of fair competition is consistent with our business policy. We protect our Company's property and knowledge by always handling business information responsibly with due confidentiality while protecting the personal data of our employees, clientele, and business partners. Our business model and strategic alignment are described in detail in the beginning of this Management Report under the heading business activity, corporate activity, corporate control and strategic orientation.

All activities of the 2021 fiscal year were affected by the COVID-19 pandemic and the national and regional restrictions introduced as a result. The Company nevertheless succeeded in generating sales of € 263.4 million in the fiscal year. A consistently running production and healthy employees – even during a pandemic – contributed to our economic success.

Our Stakeholders

Sustainability is becoming an integral part of our corporate philosophy. In addition to our own objectives, the expectations of external stakeholders also play a role and we incorporate them in our activities. Since we are a listed company, our shareholders represent an important stakeholder group because they need extensive information in order to make their investment decisions. Our customers are also integral to our Company. Close cooperation and regular dialogue are essential to our business success and the future viability of the Company, as we cannot respond to our customers' wishes and needs without them. In order to achieve lasting success in our highly competitive and innovative industry, we need motivated and dedicated employees and so are constantly on the lookout for new talent to recruit to our Company. In the capital-intensive semiconductor industry, fundamental processes and new products are often developed in collaboration with research institutes or collaboration partners; they are also an important stakeholder group. For this reason, SUSS MicroTec maintains close relationships with various research institutions, universities, and other companies in the industry. These stakeholders have different information needs and expectations toward SUSS MicroTec. For this reason, we remain in touch with these important stakeholder groups in different manners.

How we communicate with our Stakeholders:



ABOUT THIS REPORT

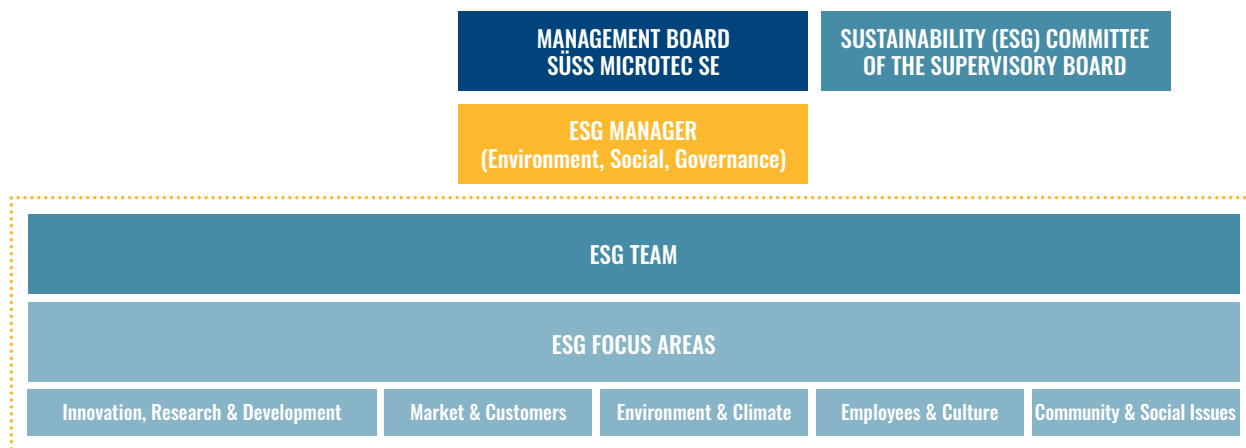
Explanations and descriptions of individual aspects in this report are based on the reporting standards of the Global Reporting Initiative (GRI) and initially refer only to Germany with regard to key figures and targets unless otherwise noted. Our two largest production sites are located in Garching near Munich (headquarters) and Sternenfels. These two sites hold more than half of all employees and generate by far the largest share of Group-wide added value. The contents relate to the reporting period of January 1, 2021, to December 31, 2021. A table at the end of this statement shows how the report’s content is classified according to GRI framework requirements.

The nonfinancial disclosures and key figures of our sustainability activities provided in this report have undergone an independent limited assurance review by BDO AG Wirtschaftsprüfungsgesellschaft, headquartered in Hamburg, Munich office, using assurance standards that are relevant to sustainability reporting (ISAE 3000 Revised). The limited assurance opinion is included at the end of this nonfinancial report.

SUSTAINABLE GOVERNANCE

The responsibilities and organizational structure of sustainability management were redefined in the 2021 fiscal year. In organizational terms, sustainability management falls under the responsibility of the head of the Quality Management department who, being the ESG (Environment, 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. They form the core sustainability team, which 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 and initiates new measures and initiatives defined within the framework of our five focus areas. The full Management Board has overall responsibility for sustainability. The Supervisory Board established a sustainability committee (ESG) as of January 2022.

Organizational Integration in the Company:



MATERIALITY ANALYSIS

Section 289c (3) HGB requires SÜSS MicroTec to identify not only legally required aspects of environmental concerns, worker concerns, social concerns, respect for human rights, and combating active and passive corruption, but also material issues that are necessary for understanding the Company's business performance, earnings, and current situation as well as the impact of the Company's business activities on nonfinancial aspects. An initial materiality analysis was conducted in the 2017 fiscal year in order to identify these major issues for SÜSS MicroTec. Issues of importance to SÜSS MicroTec, its stakeholders, the environment, and employees were compiled in a multi-stage analysis. This analysis identified which topics are material from the Company's perspective since they may have an impact on business performance, the long-term development of SÜSS MicroTec, or involve possible nonfinancial risks. We had carried out a more broadly defined materiality analysis for the 2020 Nonfinancial Group Declaration than in previous years. Individual topics from previous years, such as the reduced consumption of machinery and energy efficiency in production and administration, were combined and are now subsumed under the material topic of "Environmental and climate protection (energy efficiency)." The analysis identified other material topics as well: innovation and technological leadership, customer satisfaction, employee satisfaction and development, and compliance.

Five overarching focus areas were defined in 2021 based on the broader materiality analysis from 2020 and were classified under our individual material topics. The focus areas are:

- 1.) Innovation, Research & Development**
- 2.) Market & Customers**
- 3.) Environment & Climate**
- 4.) Employees & Culture**
- 5.) Community & Social Issues**

In 2021, we launched our sustainability program. The process began with a kick-off workshop with human resources, legal, facility management, quality management, purchasing, sales, operations and investor relations. This was followed by internal workshops on the five focus areas with representatives from the various technical departments. These experts are in constant contact with our key stakeholders and were therefore able to include the perspective of our customers, cooperation partners, investors, and employees in the discussions and analysis at the workshops. Following the workshops, the findings of the individual workshops were collected and presented to the Management Board. The lines of action (material topics) identified back in 2020 were reviewed for materiality and confirmed as being material during these workshops. No additional material topics were defined in the focus areas in 2021.

Focus Areas and Associated Material Topics in 2021:

| Innovation, Research & Development | Market & Customers | Environment & Climate | Employees & Culture | Community & Social Issues |
|---|---|--|---|--|
| <ul style="list-style-type: none"> Innovation and Technological Leadership | <ul style="list-style-type: none"> Customer Satisfaction | <ul style="list-style-type: none"> Environmental and Climate Protection (Energy Efficiency) | <ul style="list-style-type: none"> Employee Satisfaction Employee Development | <ul style="list-style-type: none"> Compliance |

In the materiality analysis and definition of the focus areas, we included the legally required aspects of environmental concerns, employee concerns, respect human rights, combating active and passive corruption, and social concerns. Environmental concerns are addressed in the environment & climate focus area, while employee concerns are covered in the employees & culture focus area. Respect for human rights, combating active and passive corruption, and social concerns are part of the community and social issues focus area and, in some cases, the employees & culture focus area.

MATERIAL NONFINANCIAL RISKS

No “material nonfinancial risks” that are or will be “very likely to have serious negative effects” on nonfinancial matters – within the meaning of Sections 289c (2) and (3), 315c HGB – were identified with regard to the business activities or business relationships of SUSS MicroTec after the materiality analysis.

FOCUS AREA: INNOVATION, RESEARCH, AND DEVELOPMENT

Demand for our tools and machines is fueled by steadily increasing demand for electronic components, particularly semiconductor components. The market long followed Moore’s Law, an empirical observation that the number of components of an integrated circuit doubles every one to two years while costs remain constant. Today, “More than Moore” refers to increasing chip functionality and efficiency by employing heterogeneous integration as the guiding principle instead of simple planar scaling. Our innovative products help reduce material consumption in the production, and energy expenditure in the use, of individual components by reducing their size (Moore’s Law) and increasing their performance. Our solutions enable our customers to operate more sustainably and efficiently and thus produce more sustainable and efficient products for the end customer. One classic example: microchips and sensors in modern cellphones. They are many times smaller and more powerful today than just a few years ago. Our customers and end consumers both benefit from forward-looking solutions that conserve resources, save costs, and consume less energy. This can only be done by offering high-quality products at the forefront of technology.

Innovations and Technological Leadership

SUSS MicroTec develops its innovative solutions in close cooperation with technology leaders within our customer base (usually semiconductor manufacturers) and through research collaborations with universities and research institutions. These close contacts enable us to quickly identify and act on new market trends as well as opportunities for us to improve. Another approach we are pursuing involves innovation teams, which were introduced in 2021 and are independent of day-to-day business. These teams have been established in initially two of our business units and each consist of eight to ten engineers. They provide a platform for disruptive approaches, i.e., solutions that are not linked to current products and are setting the direction of the Company’s strategic orientation. SUSS MicroTec uses effective and efficient patents to protect innovations. We reinforce our technological leadership over the competition through scientific application publications and presentations at conferences and trade fairs. At the same time, we help our customers set themselves apart from the competition through these innovative products and solutions.

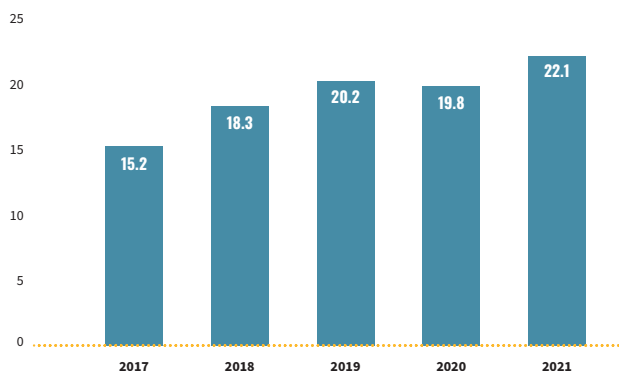
The SUSS MicroTec Approach to Increasing Innovativeness:



The targeted further development of technological solutions such as inkjet coating processes or imprint lithography directly helps our customers to operate more sustainably. For example, the inkjet process, in which a light-sensitive photo resist is applied only to specific areas of a substrate, reduces the average consumption of process chemicals by 40 percent of 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 intend to integrate specific sustainability targets into the requirements specifications of new products in the future. We are currently evaluating the development of a metric for measuring the sustainability of our products (e.g., energy consumption per wafer, chemical consumption per wafer).

We are proud that SUSS MicroTec products add value for our customers and shrink environmental footprints. At the end of 2021, 214 employees – almost a fifth of the employees of SUSS MicroTec – were employed in the area of research and development (previous year: 190 employees).

Research and Development Expenditure in € Million:



Objectives and Measures

We want to achieve a top market position in our target markets and defend this position in the long term. For this, we have increased our research and development expenditure in recent years. For example, in the cleaning market, we are one of few companies that can 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 position this technologically mature product successfully with innovations and new applications.

In the following, we report on innovations advanced in 2021 based on two product areas as examples. For coaters and developers, the focus was on continuing work on a new 300mm machine generation. The prototype, equipped with key modules, was completed and is now entering the test phase at a market leader for advanced packaging. Core issues for the new machine generation include increased throughput relative to system footprint while constantly consuming energy and lower costs of ownership. On the technical side, inkjet activities focused on the coupling of the high-volume inkjet printer JETx with the ACS200 Gen3. This includes both the mechanical and software connection of the two basic machines. Processes for standardized photo resist applications were also developed at the same time. As usual, this year also saw many minor improvements and optimizations that were collectively carried out in continuous improvement projects.

In the Permanent Bonder sub-segment, work continued on hybrid bonding product innovations. This includes the qualification of our latest XBS300 hybrid bonder for 300mm wafer-to-wafer bonding processes with <100nm accuracy as well as the further development of collective chip-to-wafer bonding processes under the development collaboration with the Inter-university Microelectronics Centre (imec) in Belgium. We entered into a development partnership with SET from Saint-Jéoire in France for applications in sequential chip-to-wafer bonding (C2W) in September 2021. In the temporary bonding sub-segment, we focused on adapting our machines to process severely warped reconstituted wafers in which individual chips are embedded in a casting compound. These types of wafers are used in 3D and FO-WLP (fan-out wafer-level packaging) applications and can have several millimeters of warpage.

FOCUS AREA: MARKET AND CUSTOMERS

We aim to communicate openly with our customers. We strive to act with the utmost integrity in all business matters. We are convinced that our reliable products can contribute to our customers' success. Furthermore, the development of innovative, high-quality, and cost-efficient machines is a key success factor for customer satisfaction and the successful sale of our machines. We start working closely together with customers and research institutes early on in the development of new technologies and processes, for example, in the area of collaborations with universities or other research institutes. Proximity to customers and quality in our machines and our customer services are key factors for the quick and precise implementation of customer wishes and therefore for their satisfaction.

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 maximize customer focus, we have an internal key account management system that has formed the basis for the successful implementation of our growth strategy in recent years – along with our competitive products and 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 were a key factor in the successful development of our business, even amid massive restrictions prompted by the COVID-19 pandemic.

Other key factors driving long-term customer satisfaction and retention are competitive delivery times and high quality standards, which we guarantee, for example, through our regular ISO certifications. We aim to improve this area further with the help

of the LEAN PRODUCTION program launched in 2021. The expansion of our service and upgrade portfolio helps keep our installed machines technologically updated during their service lives, thereby ensuring and supporting high efficiency for our customers with regard to safety, product performance, and environmental impacts. In addition, these measures can extend the service life of the machines.

SUSS MicroTec's leading technology position in the Lithography, Photomask Equipment, Substrate Bonder, and Micro-Optics divisions is rooted in a strong commitment to complying with high quality standards. Our quality management system at the German sites is certified in accordance with ISO 9001 2015; the Swiss subsidiary in Hauterive is certified in accordance with IATF 16949:2016. The environmental management system at our two German sites is certified to ISO 14001. 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, for example for technological innovation, production, and business. We employ quality control and technology experts to constantly improve our processes in order to also be technological leaders in the future.

Objectives and Measures

Our key account management system is a central control tool in sales. This is where we regularly define (potential) key accounts and set measures and targets for intensifying business contacts or improving customer satisfaction, for example. We conduct an annual customer survey to capture customer satisfaction levels. We ask our key accounts how SUSS MicroTec performed in various categories using questionnaires. We surveyed these key accounts again in 2021. The customers had a chance to rate us on a scale of 0 (very poor) to 10 (very good). We achieved an overall score of 7.9 in 2021. The survey addressed not only machine performance but also SUSS service quality and the Company's response times, for example. Our fundamental goal is to continuously improve the customer satisfaction and to achieve and maintain a rating of more than 8. Targeted measures have already been introduced to advance this goal. In the future, more review and performance meetings will be held with the individual key accounts in order to focus even more closely on customers' needs and respond even more quickly to their requests and inquiries. In addition, issues named by customers as needing improvement will be discussed with those customers and addressed by defining and initiating individual measures for improvement. Another goal is to permanently become a preferred supplier for defined key and global accounts and thus be brought into these customers' future expansion plans at an early stage.

FOCUS AREA: ENVIRONMENT AND CLIMATE

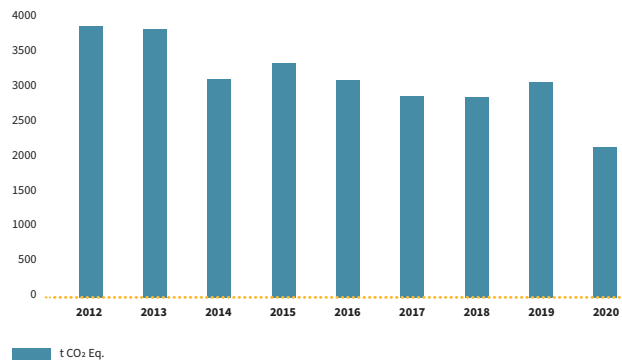
SUSS MicroTec is a technology company that focuses heavily on the semiconductor industry. Resource efficiency is essential in this innovative and future-oriented market segment. Our environmental and climate protection measures are carried out from two perspectives. First, we improve our products' energy efficiency and thus our customers' carbon footprint. Second, we work to make our own production and administration activities more energy-efficient and less resource-intensive. Semiconductor companies can use our machines to manufacture ever more powerful and energy-efficient products, ultimately increasing the efficiency of many electronic end-user devices such as cell-phones. We therefore strive to improve our machines' throughput, energy efficiency, and material consumption through innovations and continuous improvements. In the process, we help our customers reduce their own carbon footprint. Our responsibility therefore ranges from development to component purchasing to machine production and reconditioning of used machines. In addition, minimizing energy and resource use in production and administration at SUSS MicroTec is another element in our efforts to protect the environment and the climate.

The ISO 14001:2015 certification serves as the framework for our environmental management system. At SUSS MicroTec, we are continuously working on the implementation and further development of our environmental management. The certification of the quality management system to ISO 9001:2015 was confirmed by TÜV Süd in February 2021. The certifications cover our two German sites.

Objectives and Measures

Goal for 2012 to 2020: Some consumption figures for 2020 did not become available until after the 2020 Nonfinancial Declaration came out. Today, though, we can retrospectively report that our long-term environmental targets for the period from 2012 to 2020 were achieved. Absolute CO₂ emissions were cut approximately 38 percent at the Sternenfels site and approximately 40 percent at the Garching site between 2012 and 2020 (the target range was a reduction of between 16 percent and 18 percent at the Sternenfels and Garching sites from 2012 to 2020). Both sites achieved a total reduction of approximately 61 percent in relation to sales (CO₂ emissions/sales). The production sites in Switzerland and Taiwan as well as the sales sites are comparatively small in terms of employee numbers and production volumes and are not currently included in the carbon footprint or CO₂ targets.

CO₂ Emissions at the Sternenfels and Garching sites 2012–2020 (Target Range 2012–2020):



Goal for 2020 to 2021: The environmental target for reducing CO₂ emissions at the German sites from 2020 to 2021 was two percent and was not achieved. CO₂ emissions increased approximately 9.4 percent from 2020 to 2021. This is primarily due to a significant increase in heating oil and electricity consumption at our largest production site in Sternenfels at the end of 2021. In particular, the energy-intensive cleanrooms and application laboratories were heavily used in the fall and winter months to achieve the targeted sales growth for 2021. Overall, sales growth in 2021 fell short of our own expectations due to delivery bottlenecks among our suppliers and had a correspondingly negative impact on the achievement of our targets. A new CO₂ target and a new timeline are planned for 2022. An external service provider will support us in climate management in the future with developing a climate strategy. We will focus on calculating our carbon footprint and optimizing the data and process management (Scope 1 to 3) from the beginning of 2022 onward. We will employ the carbon footprint and the external service provider's greenhouse gas report to plan and prioritize future measures to reduce our CO₂ emissions. We also aim to include our production sites in Switzerland, the Netherlands and Taiwan in our carbon footprint calculations in the future.

Greenhouse Gas Emissions at Sternenfels and Garching Sites (GRI 305-1)

| Causation and main Sources (in t CO ₂ Eq.) | 2019 | 2020 | 2021 |
|---|--------------|--------------|--------------|
| Scope 1 – direct emissions (Gas, Fuel and Fuel Oil) | 1,256 | 1,257 | 1,286 |
| Scope 2 – indirect emissions | 1,947 | 1,037 | 1,223 |
| Total emissions | 3,203 | 2,294 | 2,509 |

In our efforts to make our production and administration activities more sustainable, we initiated targeted measures to improve facilities and building equipment at the Garching and Sternenfels sites back in 2020. Light bulbs have been increasingly replaced with energy-efficient LED bulbs at both sites over the past two years. In addition, the outdoor lighting at the Garching site is switched off individually at night, which lowers nighttime energy consumption in this area approximately 50 percent. Various pumps used for heating and ventilation at the Garching site were replaced with more energy-efficient systems.

Measures to improve energy efficiency continued in 2021. They included replacing heating pump systems in Garching with more economical equipment and replacing outdated air-conditioning units in individual buildings with modern and efficient systems. The ventilation system for cleanroom 1 in Sternenfels received a more energy-efficient and lower-maintenance motor. At the same time, the software for the building equipment control systems is currently being updated in Sternenfels in order to control the existing systems more efficiently. The German sites will switch entirely to green electricity in 2022.

Energy Consumption by Energy Source, Germany Only (GRI 302-1)

| Use of resources in MWh (Germany only) | 2020 | 2021 |
|--|-------|-------|
| Power consumption Garching and Sternenfels | 4,286 | 4,351 |
| Gas consumption Garching | 1,924 | 1,809 |
| Fuel oil consumption Sternenfels | 1,755 | 2,461 |
| Diesel consumption | 768 | 794 |

To make it more attractive for our employees to switch to electric vehicles, we will install four charging stations, each with two charging points, at the Garching site in 2022 to supplement the two existing e-charging stations in Sternenfels. We are also examining the extent to which the existing oil heating system in Sternenfels can be replaced by another efficient heating system, for example with a combined heat and power unit, and the extent to which our energy supply at both sites can be supplemented by renewable components such as photovoltaics to our energy mix at both sites.

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. In the medium term, 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 sustainable improvement in energy efficiency.

Further Measures and Examples Relating to Resource Consumption

Photomask Equipment: The Photomask Equipment division is an equipment and technology provider for the innovative companies manufacturing extreme ultraviolet lithography (EUVL) photomasks and semiconductors in the 5nm technology node.

The development segment of this division expects to release “green technology” wafer processing (cleaning) applications that leverage our photomask cleaning expertise. The first platform, expected to be launched in the first half of 2022, eliminates the chemical processes currently used to remove organic polymer materials in MEMS manufacturing and replaces them with highly effective solutions that are compatible for both users and the environment. This solution represents our response to a demand expressed by customers who constantly want to see an improvement in the environmental properties of our products.

Various actions were initiated or continued in 2021 to improve the energy and resource efficiency of our machines and, ultimately, 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.

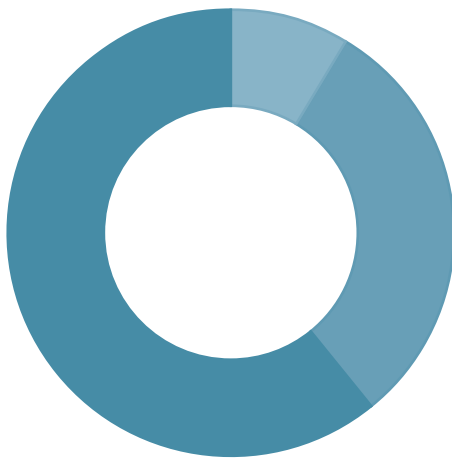
Another component in our sustainability efforts is the repurchase and appropriate reconditioning of used machines. Through our subsidiary SUSS MicroTec ReMan, we give our customers the opportunity to buy machines that we have carefully overhauled, guaranteeing that they are of extremely high quality, which also improves resource efficiency. This way, we ease pressure on the procurement budgets of our customers, extend the life expectancies of used machines, and conserve valuable resources. Last year, SUSS MicroTec was able to buy back, overhaul, and then resell ReMan machines or plans to sell them after refurbishing them. In the 2021 fiscal year, the Company slightly increased related sales to companies outside SUSS MicroTec's scope of consolidation to € 3.3 million after achieving € 2.9 million in the previous year. The sales volume is difficult to plan and largely depends on how many used machines we can buy back that are worth overhauling each year.

FOCUS AREA: EMPLOYEES AND CULTURE

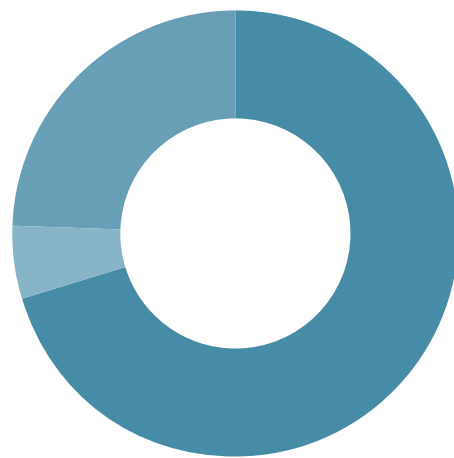
Our employees are key to our business success and make a significant contribution to the value of our Company. We owe our technological capabilities in large part to the skill and commitment of our employees. To us as a Company, it is therefore very important that our employees are always highly trained, committed, and motivated. Correspondingly, we want to perform our HR work and HR development at all hierarchical levels and strive to improve continuously.

Due to our international presence, we have many employees of different nationalities and cultural backgrounds, who work very well together. The aim of the diversity concept is to consciously draw on diversity for the commercial success of SUSS 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. The Company's diversity concept is set out and published in the Corporate Governance Declaration.

Employees by Areas and Regions (% of the Total Workforce)



- Production and Technology **60.8**
- Marketing and Sales **30.4**
- Administration **8.8**



- EMEA **70.5**
- Asia/Pacific **24.3**
- North America **5.2**

To meet the increased demand for our products, we have recently increased our worldwide staff numbers by approximately 66 percent from 711 in 2016 to 1,178 in 2021; our staff numbers in Germany rose from 487 to 751 over the same period. The average age in Germany was 42 in 2021 (previous year: 43). 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 need both ambitious young talent and motivated, seasoned staff if we want to maintain our innovative edge in the fast-moving semiconductor industry. A healthy mix 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, 2021, 1,178 employees worked for SUSS MicroTec worldwide. Within Germany, 37 nations are represented and the proportion of women was approximately 22 percent last year (previous year: 21 percent). We are proud that the proportion of women in management positions is higher than the proportion of women in the Company as a whole. Employees in Germany stay with the Company for eight years on average.

Employees (GRI 405-1)

| Share of Employees as of 12/31 (Germany only) | 2020 | 2021 |
|---|--------------|--------------|
| Share of women in Management Board | 0 % | 0 % |
| Share of women in Supervisory Board | 20 % | 20 % |
| Share of women in 1st management level | 28% | 28% |
| Share of women in 2nd management level | 17% | 23% |
| Share Women | 21% | 22% |
| Share Men | 79% | 78% |
| Total number of employees (globally) | 1,009 | 1,178 |

Employee Satisfaction

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 in 2021.

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.

Most employees at SUSS MicroTec are employed at the two German sites in Garching and Sternenfels and are thus subject to

German laws and regulations for work hours, remuneration, and social benefits. 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 clean-rooms and handling electricity and chemicals in workplaces such as application laboratories poses particularly 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.

Objectives and Measures

We defined employee satisfaction as a top HR priority in 2021 in order to assess the mood at the Company and give employees ample opportunity to provide feedback to the Company. We are planning to draw up a design for an employee survey and regularly measure employee satisfaction in the Company in the future. This will allow us to derive measures that serve to improve employee satisfaction. In 2022, we also plan to start developing a program for absence substitution and succession for existing employees. Additional employee-related objectives are to develop a program for systematically identifying talent in the Company and create a junior leadership program.

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. One of our HR objectives is to keep the employee fluctuation rate as low as possible. Employee fluctuation was 7.1 percent in 2021, compared to 6.1 percent in 2020.

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 percent. At all production sites, routine training and safety instruction sessions are therefore held for “at risk” employees. There were six reportable workplace accidents and four commuting accidents in Germany in 2021. Overall, the sickness rate at the German sites declined slightly to 4.7 percent in 2021, down from 4.9 percent in the 2020 fiscal year (excluding long-term sickness). The accident rate was also slightly reduced compared with the previous year.

Key Figures for Occupational Health and Safety / Sickness Rate (GRI 403-1)

| Key Figures (Germany only) | 2020 | 2021 |
|----------------------------------|------|------|
| Number of work related accidents | 6 | 6 |
| Accident rate | 0.9 | 0.8 |
| Sickness rate | 4.9% | 4.7% |

Employee Development

Well thought-out, sustainable personnel development and healthy, employee-friendly workstations 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 digitalization, mobility, energy efficiency, and networking. We can only take advantage of these opportunities if we as a Company can attract the right employees who are highly motivated and qualified. Of course, we also want to develop and promote our current employees. That is why we place so much importance on continuing education. In the future, we intend to noticeably increase the quality and quantity of continuing education opportunities that are offered to and taken advantage of by our employees as well as our customers. We will continue to invest our employee's training. Every year, we train thirteen trainees in technical and commercial professions at our two production sites in Garching and Sternenfels.

Objectives and Measures

We have significantly expanded our university marketing campaign in recent years in order to find new talent. We specifically target universities when recruiting university graduates. SÜSS MicroTec works together with the Karlsruhe Institute of Technology (KIT) and the universities of applied sciences in Pforzheim and Heilbronn. We also cooperate with the Technical University of Munich and the Munich University of Applied Sciences. In addition to trade shows, we also take part in employer workshops, which were primarily held virtually in 2021 as well. The focus of our cooperation with universities are technical professions. We offer interested applicants a StudiumPLUS program (training and degree course) for mechatronics engineers at the Pforzheim University of Applied Sciences.

In addition, we have constantly increased our continuing education budget in recent years. On the assumption that pandemic lockdowns would ease over the year, we slightly increased the budget for continuing education in 2021, which was not fully utilized due to the ongoing COVID-19 situation. To carry out the planned measures, we increasingly switched to online training in 2021. In 2021, for instance, 52 training courses were purely virtual; this means that approximately one-third of all training courses were held online. Switching to remote training actually made it possible to teach more classes again. As a result, approximately € 269 thousand were spent on training measures in 2021. We intend to continue expanding the share of online classes in the future, as this can partly save business trips.

FOCUS AREA: COMMUNITY AND SOCIAL ISSUES

SÜSS 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 our employees, officers, and directors to avoid situations in which their personal or other economic or financial interests could come into conflict with those of the SÜSS MicroTec Group. Even the appearance of a conflict of interest can damage the reputation or interests of SÜSS MicroTec and should thus be avoided from the outset. Business ethics and integrity ensure our credibility. All Group companies and employees 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. We expect the same from our partners. There were no reported violations with regard to compliance, human rights, corruption, or bribery in 2021.

Compliance and Human Rights

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. Our principles are set out in our Code of Conduct, which is provided to all new employees and can be viewed on our website. In addition, our General Terms of Purchase can be found on our website. Employees are categorically not permitted to offer, promise, or grant unfair advantages in connection with their activities for SÜSS MicroTec directly or indirectly. Neither monetary payments nor other benefits may be provided if they are designed to influence decisions or to obtain an unfair advantage.

Respect for global human rights is of great importance for SÜSS MicroTec and we consider this to be an important requirement for successful business activities. For this reason, we strictly reject any form of forced or compulsory labor, child labor, modern slavery, and human trafficking.

At SUSS MicroTec, we promote an open corporate culture. We encourage all employees to report concerns or questionable behavior to their senior executive or the Compliance Officer (i.e. a speak-up culture). Another option is to use our confidential whistleblowing hotline (by phone or email) or our confidential whistleblowing email address. This is where our Compliance Officer can be reached. We take these reports seriously and investigate any misconduct in detail. If an internal investigation becomes necessary, we rely on the support and open cooperation of the workforce. 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.

We also value long-term relationships and mutual respect 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. The supplier's performance as well as their approach to ethics and the environment are key for working together with us. We also usually carry out audits of our suppliers. However, these audits were limited in the past fiscal year due to COVID-19 protective measures. Initial audits are carried out for potentially critical new suppliers before a possible order is issued and their creditworthiness and compliance are verified.

Objectives and Measures

A workshop on compliance issues in procurement and supplier management was held in the 2021 fiscal year. The goal for 2022 is to draw up a code of conduct for suppliers and establish a system of audits and other measures for monitoring compliance with the standards set out in the code. In addition, various measures were initiated during 2021 to maintain the supply chain during the ongoing pandemic. The qualification of additional suppliers as a second sources and regular meetings with key suppliers will also serve to meet the continuing high demand for our semiconductor equipment and thus optimize our delivery times.

Compliance and Combating 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 to recognize and control risks and to fulfill 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.

SÜSS MicroTec Group'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. 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. The Code of Conduct, as revised in 2021, also describes the values we share within the Company. Values like transparency, honesty, and integrity as well as the personal responsibility of every single 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.

Objectives and Measures

Our objectives are to fight corruption and bribery, uphold human rights and avoid violations of rules and laws. It is thus important that our Code of Conduct be accepted by all SÜSS MicroTec Group employees worldwide, which is why all new employees are given a version of the current Code of Conduct. In addition, the Company has installed a compliance and corporate governance system that was updated and refined in the 2021 fiscal year. In addition, the compliance management structure has been set out in a compliance management policy, and as part of this, a whistleblower policy has been drawn up that, if necessary, will be adapted to the requirements then applicable once the German Whistleblower Protection Act (HinSchG) comes into force. Future violations can be reported anonymously using this whistleblower system. In addition, mandatory compliance training will also be introduced throughout the Group.

In the 2021 fiscal year, an ad hoc team was established, an internal ad hoc guideline drawn up, and an internal insider policy developed (replacing the previous compliance manual). The guideline and the insider policy describe how to handle potential insider information and how the disclosure process works. They also set out responsibilities. Furthermore, employees who might gain access to insider information in the course of their jobs are instructed on how to handle the information in a separate insider information training session. Regular training for these employees is planned for the future.

In the 2021 fiscal year, an external law firm conducted a training session for the Supervisory Board. Topics covered included legal changes such as the German Act on Strengthening Financial Market Integrity (FISG), the Second Act on Equal Participation of Men and Women in Management Positions (FüPo II), a renewed instruction on the obligation to report directors' dealings, as well as current topics relating to the German Corporate Governance Code and the remuneration system/report under ARUG II. The discussion also covered ESG reporting.

Social Concerns and Political Influence

As a mid-size company, SÜSS 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. No noteworthy goals, opportunities, or risks arise from the social aspect.

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, but for the 2021 fiscal year, information is initially only required on the climate change mitigation and adaptation goals.

The six environmental goals as defined by the Taxonomy Regulation are:

- (1) Climate protection
- (2) Adaptation to climate change
- (3) Sustainable use of water resources
- (4) Change to a circular economy
- (5) Prevention of pollution
- (6) Protection of ecosystems and biodiversity

We are reporting the taxonomy-aligned share of sales, CAPEX, and OPEX for 2021 for the first time in the 2021 fiscal year. Due to the interpretation ambiguities that still exist in the context of the Taxonomy Regulation, the following tables and explanations reflect our interpretation.

DATA COLLECTION

As part of the first-time application of the EU Taxonomy Regulation, Controlling comprehensively collected data. For this purpose, in addition to the relevant financial indicators of sales, operating expenses (OPEX), and capital expenditure (CAPEX), data was collected and analyzed from the areas of environmental management and facility management, among others. Group data, as well as individual Group accounts, were queried from the SAP system in order to identify the proportion of sales, capital expenditure, and operating expenses attributable to taxonomy-compliant economic activities.

After reviewing all relevant business areas, we came to the conclusion that our sales-related economic activities are not covered under the EU Taxonomy Regulation and consequently are not taxonomy-aligned. Consequently, the share of taxonomy-aligned economic activities in our total sales of € 263.4 million in the past fiscal year was 0 percent. This figure corresponds to the total sales as reported in the consolidated state of income for 2021. For this reason, we do not report sales-related capital and operating expenditures below. The proportions presented relate to expenditures arising from the acquisition of products from taxonomy-aligned economic activities.

The analysis did not identify any expenditures or investments related to the climate change adaptation goal, so all values refer to the climate change mitigation goal.

General OPEX at SUSS MicroTec includes, for example, expenditures for research and development, for the vehicle fleet, for building renovation and maintenance, and for general expenses in facility management and IT. These expenditures were reviewed to see if any were taxonomy-aligned. Here, expenditures for building maintenance/renovation and the vehicle fleet are the largest taxonomy-aligned items. Taxonomy-aligned operating expenses in 2021 are 2.2 percent of total operating expenses.

| in € thousand | OPEX total | OPEX taxonomy-aligned |
|---------------|------------|-----------------------|
| | 25,243 | 543 |

Share of taxonomy-aligned OPEX in % of total OPEX 2.2 %

These operating expenses correspond to activities 6.5. (Transportation by motorcycles, passenger cars, and light trucks) and 7.2 (Renovation of existing buildings), 7.3 (Installation, maintenance, and repair of energy-efficient equipment), 7.5 (Installation, maintenance, and repair of equipment for measuring, regulating, and controlling the energy performance of buildings), and 9.3 (Professional services related to the energy performance of buildings) from the climate delegated act.

Additions to property, plant and equipment and leasing expenses (buildings, vehicle fleet, etc.), intangible assets and capitalized research and development costs were used to identify the taxonomy-aligned portion of total CAPEX. Additions and investments in buildings, in particular in the production of clean-rooms, will have a significant impact in the 2021 fiscal year. Taxonomy-eligible investments accounted for 14.3 percent of total investments in the Company in the 2021 fiscal year.

| in € thousand | CAPEX total | CAPEX taxonomy-aligned |
|---------------|-------------|------------------------|
| | 10,724 | 1,532 |

Share of taxonomy-aligned CAPEX in % of total CAPEX 14.3 %

These investments correspond to activities 7.2 (Renovation of existing buildings), 7.3 (Installation, maintenance and repair of energy efficient equipment) and 7.7 (Acquisition and ownership of buildings) from the climate delegated act.

There were no changes in the 2021 fiscal year and accordingly no additions due to changes in the scope of consolidation. In addition, the individual circumstances could be clearly assigned, so that there was no double counting.

GRI CONTENT INDEX

| GRI Disclosure | Topic | Page* | Explanation |
|----------------|--|------------|---|
| GRI 100 | General Disclosures 2016 | | |
| 1. | Organizational profile and strategy | | |
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| GRI 102-2 | Activities, brands, products and services | 50 ff | Management Report: Chapters on Report Business Activity, Corporate Control, and Strategic Orientation |
| GRI 102-3 | Location of headquarters | 51 | Management Report; Chapter on Legal Structure of the Group |
| GRI 102-4 | Location of operations | 51 | Management Report; Legal Structure of the Group |
| GRI 102-5 | Ownership and legal form | 51 | Management Report; Chapter on Legal Structure of the Group and on Disclosures of Takeover Provisions in Accordance With Section 289a of the German Commercial Code (HGB) and Section 315a HGB |
| GRI 102-6 | Markets served | 50 / 52 | Management Report: Chapters on Report Business Activity, Corporate Control, and Strategic Orientation |
| GRI 102-7 | Scale of the organization | 55 | |
| GRI 102-8 | Information on employees and other work-ers | 68 / 85 f. | Number of employees in FTE as of reporting date Dec. 31. |
| 3. | Ethics and integrity | | |
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| GRI 102-18 | Governance structure | 50 / 51 | Management Report: Chapters on Report Business Activity, Corporate Control, and Strategic Orientation |
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| GRI Disclosure | Topic | Page * | Explanation |
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| GRI 205-3 | Confirmed incidents of corruption and actions taken | 87 | |
| GRI 300 | Ecology | | |
| GRI 302-1 | Energy consumption within the organization | 84 | |
| GRI 302-3 | Energy intensity | 84 | |
| GRI 302-4 | Reduction of energy consumption | 84 | |
| GRI 305-1 | Direct (Scope 1) GHG emissions | 84 | For the calculation of Scope 1 emissions, only the German production sites Sternenfels and Garching were included. The emission factors used are taken from the Emission Reporting Ordinance 2022 (EBeV 2022) |
| GRI 305-2 | Energy indirect (Scope 2) GHG emissions | 84 | For the calculation of Scope 2 emissions, only the German production sites Sternenfels and Garching were included; supplier-specific emission factors were used. |
| GRI 305-4 | GHG emissions intensity | 84 | Relative to sales and employees |
| GRI 305-5 | Reduction of GHG emissions | 83 / 84 | Relative to sales and employees |
| GRI 400 | Social Concerns | | |
| GRI 401-1 | New employee hires and employee turnover | 86 | |
| GRI 403-1 | Type and rate of injuries, occupational diseases, lost work days, absenteeism, and number of work-related fatalities | 87 | Accident rate calculated as follows: (number of reportable occupational accidents * 200,000 hours / actual hours worked) Sickness rate calculated as follows: (sick days x 100) / (number of employees * actual days worked); excluding employees on long-term sick leave |
| GRI 405-1 | Diversity of governance bodies and employees | 86 | Calculation for the first and second management level relative to the German organizational structure |
| GRI 412-1 | Human rights | 87 / 88 | |

* The page numbers in this table refer to the entire Annual Report.

OPINION ISSUED BY THE INDEPENDENT GERMAN PUBLIC AUDITOR REGARDING THE LIMITED ASSURANCE REVIEW OF THE NONFINANCIAL GROUP DECLARATION

To SUSS MicroTec SE, Garching

We have reviewed the Nonfinancial Group Declaration (hereinafter: the Declaration) of SUSS MicroTec SE, Garching (hereinafter: SUSS MicroTec or the Company) in accordance with Section 315b HGB in conjunction with Sections 289b to 289e HGB for the period from January 1 to December 31, 2021, as part of a limited assurance engagement.

Responsibility of Legal Representatives

The legal representatives of the Company are responsible for the preparation of the Declaration in accordance with Section 315b HGB in conjunction with Sections 289b to 289e HGB, Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of June 18, 2020, on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the “EU Taxonomy Regulation”) and the delegated acts adopted in this regard, as well as with their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the delegated acts adopted in this regard, as presented in the Nonfinancial Group Declaration.

This responsibility incumbent on the Company’s management includes the selection and application of appropriate methods to prepare the Declaration as well as the making of assumptions and estimates about individual disclosures that are reasonable in the circumstances. Furthermore, the legal representatives are responsible for internal controls that they have determined to be necessary in order to prepare a sustainability report that is free of material information that is deliberately or unintentionally false.

The EU Taxonomy Regulation and the delegated acts issued in this regard contain wording and terms that still have considerable scope for interpretation and for which clarifications have not yet been published in every case. Therefore, the legal representatives have set out their interpretation of the EU Taxonomy Regulation and the delegated acts issued in this regard in the Nonfinancial Group Declaration. They are responsible for the reasonableness of this interpretation. The legal conformity of the interpretation is uncertain due to the inherent risk that undefined legal terms may be interpreted differently.

Statement of the German Public Auditor with Regard to Independence and Quality Assurance

We are independent of SUSS MicroTec SE in accordance with German commercial law and professional regulations and have fulfilled our other professional obligations in accordance with these requirements.

Our audit firm applies the national laws and professional pronouncements on quality assurance, including, without limitation, the professional statutes for German public auditors and certified public accountants as well as the IDW Quality Assurance Standard: Requirements for Quality Assurance applicable to German Auditing Practices (IDW QS 1), which are aligned with the International Standard on Quality Control 1 (ISQC 1) issued by the International Auditing and Assurance Standards Board (IAASB).

Responsibility of the German Public Auditor

Our responsibility is to issue a limited assurance opinion regarding the Declaration based on the audit that we have performed.

We performed our audit in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): “Assurance Engagements other than Audits or Reviews of Historical Financial Information” published by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform the audit in a way that allows us to obtain limited assurance about whether any matters have come to our attention that would cause us to believe that the Company’s Declaration for the period from January 1 to December 31, 2021, is not prepared, in all material respects, in accordance with Section 315b in conjunction with Sections 289b to 289e HGB, the EU Taxonomy Regulation and the delegated acts issued in this respect, and the interpretation by the legal representatives as set out in the Nonfinancial Group Declaration. This does not imply that a separate opinion is issued on each disclosure.

The audit procedures performed during a limited assurance engagement are less extensive than in an audit to obtain reasonable assurance, and accordingly, significantly less assurance is obtained. The procedures selected depend on the professional judgment of the German public auditor.

Within the scope of our audit, we performed assurance procedures and other activities such as:

- Interviews of employees responsible for the Group-level materiality analysis to obtain an understanding of SUSS MicroTec's procedures for identifying material topics and reporting boundaries
- A risk assessment, including a media analysis, of relevant information about SUSS MicroTec's sustainability performance during the reporting period
- Assessment of the suitability of internally developed definitions
- Assessment of the design and implementation of systems and processes for identifying, processing, and monitoring information on environmental, employee, and social concerns, respect for human rights, and combating active and passive corruption, including the consolidation of data
- Interviews of Group-level employees responsible for identifying disclosures relating to concepts, due diligence processes, results and risks, performing control procedures, and consolidating disclosures
- Inspection of selected internal and external documents
- Analytical assessment of data and trends of quantitative disclosures reported by all sites for consolidation at Group level
- Assessment of the local data collection, validation, and reporting processes as well as the reliability of the reported data at the Garching and Sternenfels sites
- Assessment of the process for identifying taxonomy-aligned economic activities and the corresponding disclosures in the Nonfinancial Declaration
- Assessment of the overall presentation of the disclosures

The legal representatives have to interpret undefined legal terms when determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation. The legal conformity of the interpretation and thus our assurance are uncertain due to the inherent risk that undefined legal terms may be interpreted in different ways.

Audit Opinion

Based on the audit procedures we performed and the assurance evidence we obtained, no matters have come to our attention that would cause us to believe that SUSS MicroTec's Declaration for the period from January 1 to December 31, 2021, is not prepared, in all material respects, in accordance with Section 315b in conjunction with Sections 289b to 289e HGB, the EU Taxonomy Regulation and the delegated acts issued in this respect, and the interpretation by the legal representatives as set out in the Nonfinancial Group Declaration.

Intended Use of the Opinion

We issue this limited assurance opinion on the basis of the engagement concluded with SUSS MicroTec SE, Garching. The audit was performed for the Company's purposes and the sole purpose of the opinion is to inform the Company about the results of the audit.

Liability

The opinion is not intended to be relied upon by third parties in making (financial) decisions. Our sole responsibility is towards SUSS MicroTec SE, Garching, and is also limited in accordance with the "BDO AG Wirtschaftsprüfungsgesellschaft – Special Terms and Conditions" of October 22, 2021, as well as the "General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften [German Public Auditors and Public Audit Firms]" published by IDW on January 1, 2017, which have been agreed upon with the Company. Please note the liability provisions contained therein. However, we assume no responsibility whatsoever towards third parties.

Munich, March 28, 2022

BDO AG Wirtschaftsprüfungsgesellschaft

ppa. Anja Graff

Carmen Auer