

TECHNOLOGY LEADER WITH RESPONSIBILITY



2021 SUSTAINABILITY REPORT

(supplementing the annual report)



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Dear Readers,

Our world is in a state of flux. The outbreak of the COVID-19 pandemic has provided impetus to digitization around the world, encouraging new ways of living and working in many places. In less than two years, new forms of collaboration have developed and there has been a significant change in the way we perceive ourselves in our dealings with each other. Mobile working and the switch to virtual business meetings are now part of a new reality in the daily working and private lives of many people. The semiconductor industry – including SUSS MicroTec – has played a substantial role in this transformation, which was completed in record time. With our equipment, we directly contribute to this development. This means the Company bears a unique responsibility that goes beyond its business relationships, products, and employees. As a global company and employer, we aim to rise to the challenges of our day and make a significant contribution for future generations. In order to do even more to meet these future responsibilities, we established the SUS(S)tainability program in the 2021 fiscal year.



from left: Dr. Thomas Rohe,
Dr. Goetz M. Bendele, Oliver Albrecht

This program is based on focus areas that we use to classify our sustainability activities. These focus areas are regularly reviewed and, if necessary, adapted to the new circumstances. Furthermore, in December 2021, the Supervisory Board decided to form a Sustainability Committee, which will specifically address sustainability issues in the future.



“Our investors also consider sustainability to be an important topic, and the demand for investments in this area is steadily increasing. Many institutional investors are also taking ESG aspects into account in their investment decisions.”

Dr. Goetz M. Bendele,
Chief Executive Officer

We are pleased to be able to present to you our first sustainability report, which provides comprehensive insight into our activities in this area. In the years ahead, we intend to further expand our internal reporting system, and ultimately this report, to provide even greater transparency in the area of sustainability.

Your SUSS MicroTec Management Board

“Nonfinancial KPIs are becoming increasingly important in our reporting. We will continue to take this into account even more in the future and, for example, expand our internal reporting system to reflect this.”



Oliver Albrecht,
Chief Financial Officer

This initial sustainability report is a supplement to our Nonfinancial Group Statement in accordance with Section 315b of the German Commercial Code (HGB). Only the disclosures in the nonfinancial statement 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 the nonfinancial report:

<https://www.suss.com/en/investor-relations/publications>

The sustainability report is published annually; the reporting period of this report is January 1, 2021, to December 31, 2021. The report is not currently assessed for external assurance.

The report covers the following locations and subsidiaries of the SUSS MicroTec Group in Germany:

- SÜSS MicroTec SE
- SUSS MicroTec Lithography GmbH
- SUSS MicroTec Photomask Equipment GmbH & Co. KG
- SUSS MicroTec ReMan GmbH

Further information, in particular on key corporate figures, can be found in the management report of the annual report of the SUSS MicroTec Group, which is available on the Company's website:

<https://www.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) and 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. A table at the end of this statement shows how the report's content is classified according to GRI framework requirements.

We intend to continuously broaden and develop this sustainability report by, for example, gradually including our foreign subsidiaries and locations in the analysis.

The SÜSS 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 range encompasses equipment for key applications in the mid and back end of the semiconductor industry and also the front end in the Photomask Equipment division. This includes machines for the areas of lithography, wafer bonding, and photomask cleaning. Our activities are supplemented by our Swiss subsidiary, which produces micro-optic components primarily for the telecommunications industry and for the automotive industry. Once our machines have been delivered and installed, we are available to our customers as a service partner at our locations around the globe.

Our primary target market is the advanced back-end 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).

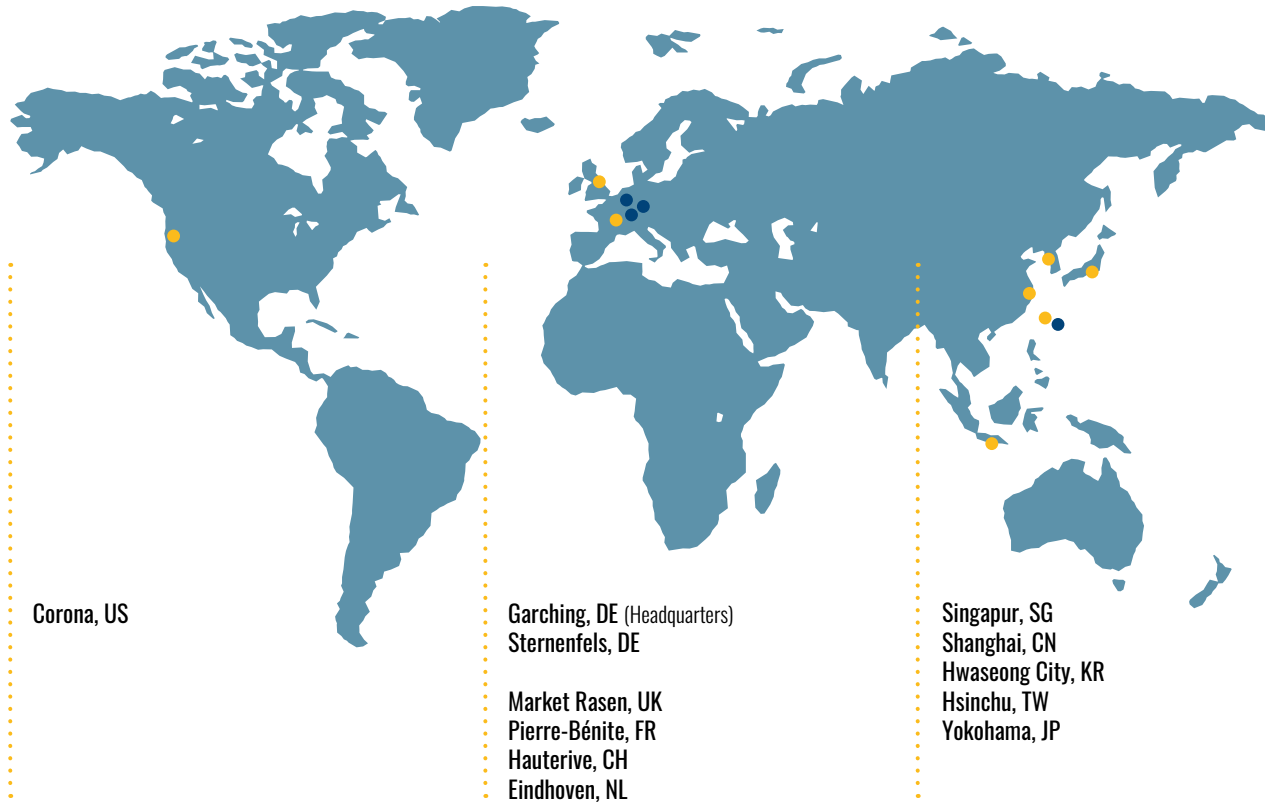
SÜSS MicroTec SE has a dual-management system. The Company bodies are the Management Board, the Supervisory Board, and the Shareholders’ Meeting. The cooperation between the Management Board and the Supervisory Board is described in the Group declaration regarding corporate governance in accordance with Sections 289f and 315d of the German Commercial Code (HGB). SÜSS MicroTec SE came into existence on August 9, 2017, through its entry into the commercial register as part of a transformation in form from SÜSS MicroTec AG. The legal structure of the Group consists 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. SÜSS MicroTec has locations in Germany, the United States, the United Kingdom, France, Switzerland, Japan, China, Singapore, South Korea, Taiwan, and the Netherlands.

In the 2021 reporting year, we spent approximately €22.1 million on research and development, with Group sales of €263.3 million and 1,178 employees worldwide. Our main sales markets are in Asia, accounting for more than 50 percent of total sales.

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

GLOBAL PRESENCE



OUR PRODUCTION SITES



Headquarters in Garching,
near Munich



Production location
in Sternenfels



SUSS MicroOptics in Hauterive,
Switzerland

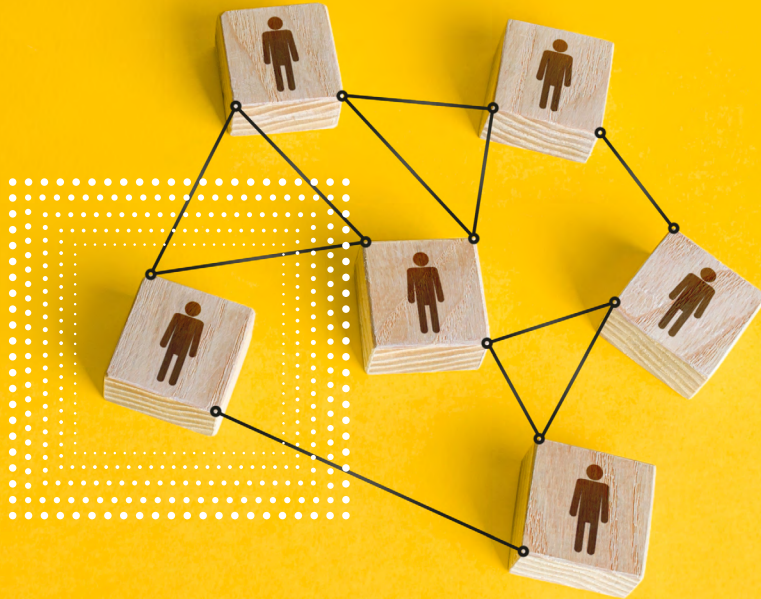


Production location in Hsinchu,
Taiwan

KEY CORPORATE FIGURES FOR 2021



SUSTAINABLE GOVERNANCE



For us, sustainable action means incorporating economic and environmental factors in equal measures into our business decisions and accepting our responsibility towards our employees, customers and society as a whole. Of course, this also includes the responsible use of natural resources, conduct in compliance with the law, respect for one another and equal opportunities for all employees. In doing so, we are safeguarding the success and future of the Company and protecting the quality of life of future generations.

- **Our sustainability program – SUS(S)tainability**
- **Organizational anchoring in the company**
- **External stakeholders**

OUR SUSTAINABILITY PROGRAM – SUS(S)TAINABILITY

In 2021, we launched a sustainability program. The process began with a kick-off workshop with human resources, legal, facility management, quality management, purchasing, sales, operations and investor relations to identify the key sustainability issues in the Company. Internal workshops were then held for this purpose with representatives from each of these departments (materiality analysis). These experts comprise our ESG Team, which maintains a continuous dialogue with our key stakeholders and the newly established sustainability committee of the Supervisory Board. Therefore, the workshops were able to include the perspective of our customers, cooperation partners, investors, and employees in the discussions and analysis. Following the workshops, the findings of the individual workshops were collected and presented to the Management Board.

A Sustainability Scorecard is currently being developed to illustrate the Company’s strategic sustainability goals and track relevant key figures. In the future, SUSS MicroTec will therefore also be measured against sustainability metrics in addition to financial key figures. The Scorecard will be the number one management tool for the sustainability program and will be made publicly available to ensure transparency for all parties.

We aim to achieve ambitious targets by regularly monitoring the progress of projects and defining appropriate measures. As a significant overarching goal, we want to achieve climate neutrality for SUSS MicroTec by 2030.



Dr. Thomas Rohe,
Chief Operations Officer at SUSS MicroTec

“Climate change is one of the main topics today, which is why it’s important we do as much as we can, as quickly as we can. For instance, we’re committed to reducing both our energy consumption and CO₂ emissions. And we made good progress with both last year. But we’re also aware that we’ve got a long way to go to put a stop to climate change.”

SUS(S)tainability has set out the following ESG (Environment Social Governance) areas of focus that describe our sustainability targets in greater detail.

ESG focus areas 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

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 will be regularly reviewed for validity and appropriateness and adjusted if necessary.

ORGANIZATIONAL ANCHORING IN THE COMPANY

The Board of Management 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, Petra Nuschele, 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, in this function, 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 five focus areas.



Petra Nuschele,
Director Quality Management &
ESG Manager

“As a technology leader with responsibility, we consider ourselves committed not only to first-class products, but also to sustainability. In my position as ESG Manager, newly created in 2021, I will have the opportunity to actively pursue this topic at SUSS MicroTec and make a positive contribution.”

Organizational Integration



Sustainability aspects and sustainability targets have also been factored into the remuneration of the Management Board since 2021. Since 2021, the Supervisory Board has anchored sustainability aspects and sustainability targets in the target figures of the Management Board by including up to two ESG performance criteria from the following aspects into the basis for calculating the variable of the variable compensation:

Environmental	Social	Governance
<ul style="list-style-type: none"> Reduction of CO₂ emissions Optimization of the use of resources Reduction of waste Circular Economy 	<ul style="list-style-type: none"> Employee satisfaction and development Diversity Inclusion Occupational health and safety 	<ul style="list-style-type: none"> Compliance, in particular prevention of corruption and bribery Risk management Sustainable (responsible) supply chains 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 targets are based, among other things, on the operationalization of the SUSS MicroTec sustainability strategy. For more information, please refer to the remuneration system for members of the Management Board published under Corporate Governance:

<https://www.suss.com/en/investor-relations/corporate-governance>

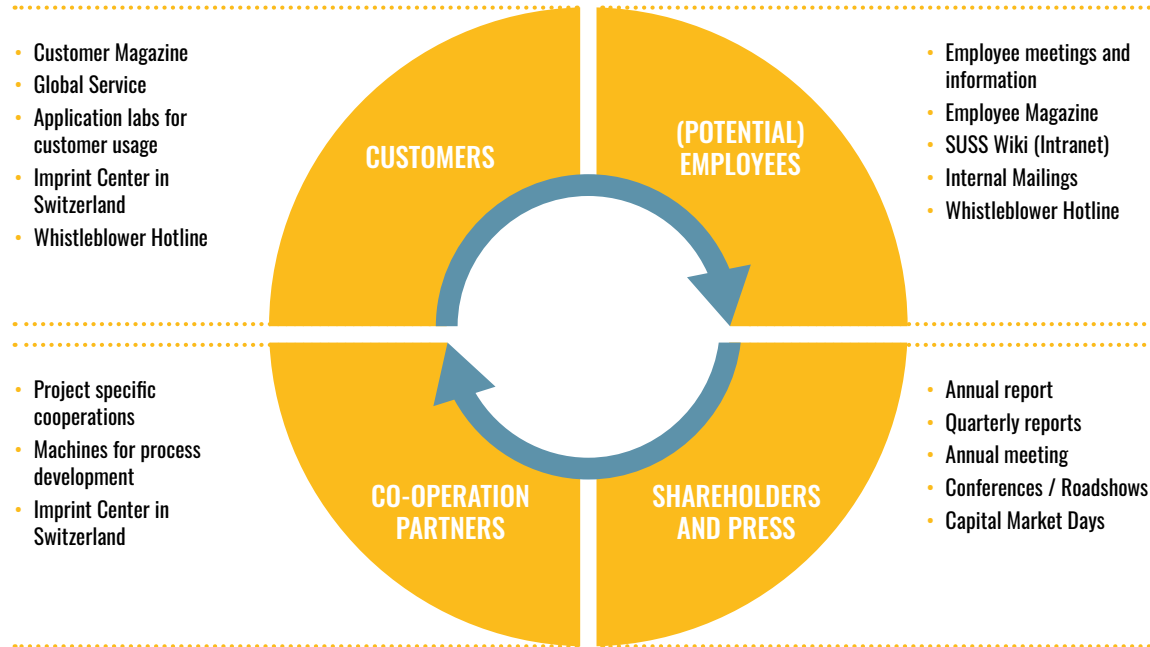
A Sustainability Committee was created within the Supervisory Board itself. This committee is responsible for monitoring and consulting on the Company's environmental and sustainability programs, as well as monitoring and consulting on social and governance guidelines.

EXTERNAL STAKEHOLDERS

Sustainability is 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. Our shareholders need extensive information in order to make their investment decisions. Our customers are another important group. 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:



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.





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
- Research and Development
- Innovative Products and Solutions – made by SUSS MicroTec

INNOVATIONS

We develop innovative solutions in close cooperation with technology leaders within our customer base (usually semiconductor manufacturers) and through 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.

The SUSS MicroTec Approach to Increasing Innovativeness:



R&D Department with teams, which work on disruptive technologies



Close cooperations with industry leaders and research institutes



Protection of intellectual property (patents) and publication of application manuals



Sustainable increase in R&D budget

We use 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 mobility sector is an important market for our products. Technical development in the mobility sector is expanding continuously and requires an increasing use of electronics and sensors. We will also contribute significantly to the future trend of electromobility and self-driving vehicles, for example, 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 technology is being used. Communications technology is already playing an important part in many professions today. Telecommuting and remote working, for example, have been used much more during the COVID-19 pandemic, in particular.

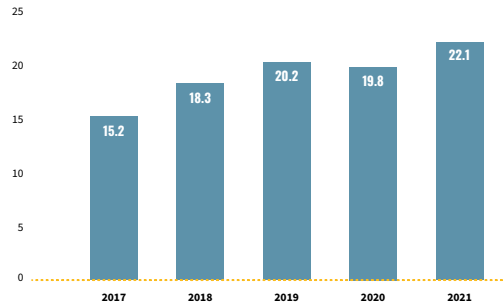
We develop and produce products and solutions for important megatrends. One finished product we are involved in manufacturing is LED lamps. Various process steps are implemented for the production of LED lamps on our mask aligners and bonders. LEDs are used for general lighting applications and lower 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.

We want to achieve a top market position in our target markets and defend this position in the long term. To achieve 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. 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 continue to position this technologically mature product successfully with innovations and new applications.

RESEARCH AND DEVELOPMENT

We are proud that SUSS MicroTec products add value for our customers and shrink environmental footprints. To make this contribution, we have significantly increased our absolute expenditure on research and development in recent years. 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:



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 in R&D 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 have significantly increased our R&D budget over the last five years.



We carry out research and development in different directions. Thus, in the front end of semiconductor manufacturing, the focus is on implementing the increasing miniaturization of microchips for mass production. The mid end and back end of the semiconductor industry are even more important for SUSS MicroTec. Here, the focus is on the smallest, fastest, and most efficient connections of microchips with the end devices as well as the implementation of the continuous increase in complexity within microtechnology, for example. The key phrases here are “Systems in a package” and “3D TSV integration.” On the other hand, the requirements for the performance of the products increase as the size shrinks. Efficiency and effectiveness are therefore two important dimensions of innovation. For this reason, innovation at SUSS MicroTec always has a sustainable dimension. Sustainability also means the satisfaction of our customers and the high quality of our products. Developing innovations and continuously improving products are the only way to further expand our leading position in our market and to be successful as a systems manufacturer for the high-tech sector.

In addition, many components (e.g., high-performance ICs) manufactured in part using our machines are used in industrial applications for renewable energy, such as wind and solar power. But the improvements of the ecological properties and environmental impact of our products are themselves an important part of our development work. Therefore, we are attaching increasing importance to minimizing the use of chemicals and hazardous processing materials as much as possible during the manufacturing process and the operation of our tools. For coating and developing as well as photo-mask equipment, innovative process management and sophisticated tool design make it possible to reduce the consumption of materials used. This spares the environment and also saves our customers cash.

INNOVATIVE PRODUCTS AND SOLUTIONS – MADE BY SUSS MICROTEC

One highly innovative area, for example, is our Photo-mask Equipment division, where we are active on the front end of the semiconductor industry and supply leading semiconductor companies. This area is an equipment and technology provider for the most innovative companies manufacturing extreme ultraviolet lithography (EUVL) photomasks and semiconductors in the 5nm technology node. Research and development efforts in this area not only provide a steady flow of technology innovations for its photomask cleaning equipment, but are also bringing to market its first AI-based software application, Within-Tool-Analysis (WTA), which will extend both tools in terms of performance and reliability. The area is also close to completing “green technology” wafer applications using expertise in photomask cleaning. 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 safe for both operators and the environment.



MaskTrackPro

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 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.

We will 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).

MARKET AND CUSTOMERS

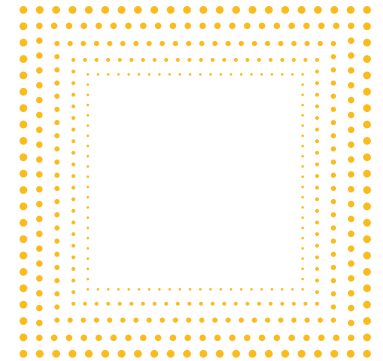
We communicate openly with our customers and act with the utmost integrity in all business matters. We are convinced that our reliable products can contribute to our customers' success. Furthermore, the development of innovative, high-quality, and cost-efficient machines is a key success factor for customer satisfaction. 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 services are key factors for the quick and precise implementation of customer wishes and therefore for their satisfaction.

- **Customer Satisfaction**
- **Quality and Certifications**
- **Service**

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 the high quality of our products. 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, reliability and environmental impacts (circular economy). In addition, these measures can extend the service life of the machines.



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 relationships 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 MicroTec's service quality and the Company's response times, for example.



Rolf Wolf,
Sales Director at SUSS MicroTec

“Our fundamental goal is to continuously increase customer satisfaction and 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.”

QUALITY AND CERTIFICATIONS

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 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, targets and criteria, for example for technological innovation, production, and business. We employ quality control and technology experts to constantly improve our processes and thus achieve technologically leading results in the future.

Our German companies are regularly audited and certified.



SERVICE

SUSS MicroTec set up a decentralized structure for customer service some 20 years ago. The Company's world was divided into seven sales regions, each with its own sales and service branch. We now have more than 200 staff employed in customer service around the world. They work tirelessly to ensure that our machines are ready and that customers are satisfied. "Any production downtime can be incredibly expensive for our customers," notes Sasa Getlicher, Global Director Customer Support. "This of course means that the machines have to be well maintained so that they always function correctly, ideally without any faults. But if problems do still arise, it's also important to be on site quickly." The time between receiving an error notification and fixing the issue, in other words, should be as short as possible.



Our customer service staff are available
for our customers all over the world.

Basically, every customer can choose a customized service level package. The packages include various services, applications, and training. SUSS MicroTec customers also receive phone support on top of the more traditional service work on machines, such as fitting replacement parts or carrying out repair and upgrade work as well as support via augmented reality applications and remote service concepts. Upon request, our customer support employees can also act as partners and provide advice on questions about optimizing processes.



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 cellphones. 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 and again in February 2022.

- Energy-efficient, resource-conserving products – our contribution to sustainability
- Circular economy – repurchase and reconditioning of used machines – SUSS MicroTec ReMan
- Energy efficient heating
- Reduction of GHG emissions
- Handling of chemicals
- Mobility and business travels
- Our consumption and environmental data at a glance

ENERGY-EFFICIENT, RESOURCE-CONSERVING PRODUCTS – OUR CONTRIBUTION TO SUSTAINABILITY

Environmentally friendly light source in mask aligners

Thanks to the possibility of using the environmentally friendly UV LED lamphouse concept for mask aligner models, we succeeded in taking another important step toward the preservation of resources and the protection of the environment. The innovative UV LED light source has a much longer service life than the previously used mercury vapor lamp and the systems are 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

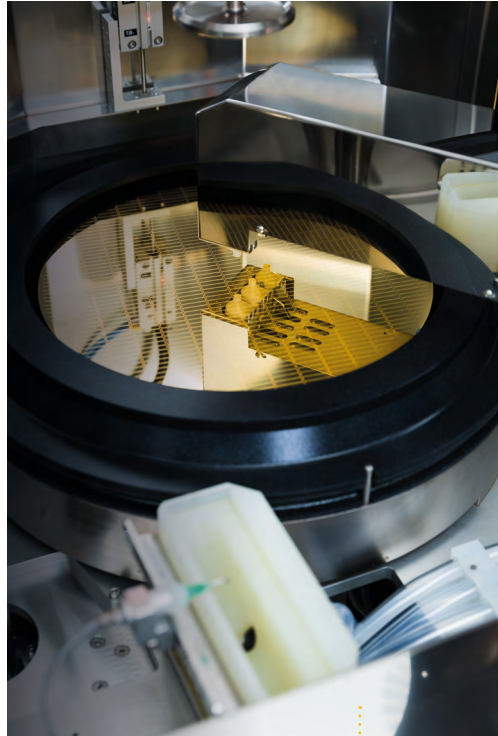
of approximately 60 percent. The LED technology represents a much better solution in terms of protecting the environment. Ultimately, the use of LED lighting in lithography makes it possible to create much more flexible processes, making it an ideal addition to SUSS Mask Aligner MO Exposure Optics, which ensures optimum exposure results. 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 either the user or the environment.



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

Reduction of the use of resources by the customer through our coaters and developers

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 machines for our customers while the semiconductors and sensors produced are becoming both smaller and more complex at the same time. 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.



A look inside one of our coaters/developers

Coatings with less or without photosensitive resists

In early 2020, we acquired PiXDRO, the inkjet printer division 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. 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).

CIRCULAR ECONOMY – REPURCHASE AND RECONDITIONING OF USED MACHINES – SUSS MICROTEC REMAN

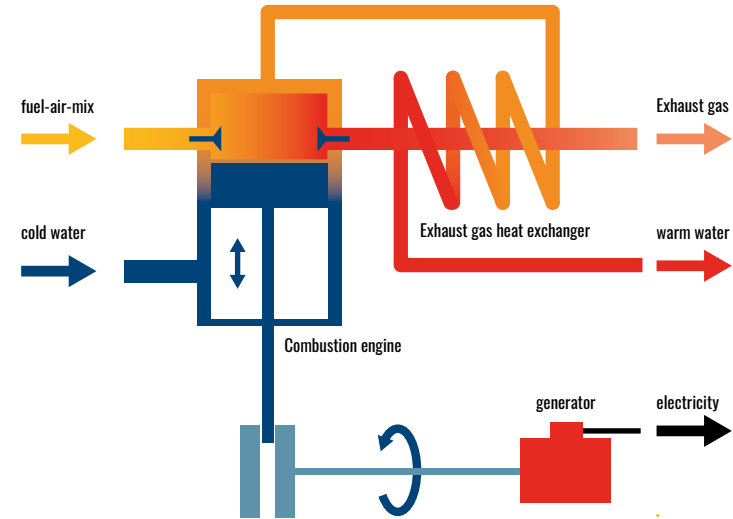
Another component in our sustainability efforts is the repurchase and appropriate reconditioning of used machines. Through our subsidiary SUSS MicroTec ReMan, we give our customers the opportunity to buy machines that we have carefully overhauled, guaranteeing that they are of extremely high quality, 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.



SUSS MicroTec ReMan

ENERGY EFFICIENT HEATING

SUSS MicroTec has been operating a combined heat and power plant at its Garching site since 2014. This simultaneously generates electricity and heat in a ratio of approximately 60/40 percent. This technology is also known as cogeneration. The advantages include a high degree of capacity utilization, lower emissions, and a reduction in grid load due to decentralized power generation. The CHP unit at the Garching site translates into a significant reduction in energy costs for the Company while simultaneously reducing emissions that are harmful to the environment. Thanks in no small part to these measures, the Garching site has been able to continuously reduce its electricity consumption over the past few years. Effective resource management is important both from an environmental and an economic point of view.



How a combined heat and power plant works

REDUCTION OF GHG EMISSIONS

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 from 2012 to 2020 at Garching and Sternenfels). Both sites achieved a total reduction of approximately 61 percent in relation to sales (CO₂ emissions/sales). The above environmental targets are for the two German production sites in Sternenfels and Garching.

Goal for 2020 to 2021:

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 work on the existing order backlog. 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 and to achieve a reduction in CO₂ emissions.

We will focus on calculating our carbon footprint and optimizing the data and process management (Scope 1 to 3) from 2022 onward. We will employ the carbon footprint and the external service provider's greenhouse gas report to plan and prioritize future measures and targets to reduce our CO₂ emissions. We also aim to include our production sites in Switzerland and Taiwan in our carbon footprint calculations in the future.

Greenhouse Gas Emissions (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

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. The individual areas of focus will be reviewed for validity and appropriateness and adjusted if necessary.

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 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

In addition to the two existing e-charging stations in Sternenfels, we plan to install four charging stations at the Garching site in 2022 so that employees can charge their cars. We are also examining the extent to which the existing oil heating system in Sternenfels can be replaced by an 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.

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 machines. 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 Garching applications laboratory, where test runs of our tools are conducted, we have therefore installed neutralization equipment for effluent treatment, which adjusts the pH-value of various chemicals to an acceptable level.



In addition to the two existing e-charging stations in Sternenfels, we plan to install four charging stations at the Garching site in 2022.

MOBILITY AND BUSINESS TRAVELS

Despite the fact that business trips by our (local) service and sales employees cannot be completely dispensed with in the interest of customer proximity, we have also been able to sustainably reduce travel in the interest of sustainability with the introduction of virtual meetings.

OUR CONSUMPTION AND ENVIRONMENTAL DATA AT A GLANCE

Key Figures	2020	2021
CO ₂ emissions		
total in t (Germany)	2,294	2,509
per employee (Germany)	3.3	3.2
per million € sales (worldwide)	9.1	9.5
CO ₂ emissions in Scope 1 (in tCO ₂ equiv.)	1,257	1,286
CO ₂ emissions in Scope 2 (in tCO ₂ equiv.)	1,037	1,223
CO ₂ target	-16 to -18%*	-2% p. a.

* Multi-year target 2012 – 2020 (Germany)

Key Figures	2020	2021
Electricity consumption in MWh (Germany)	4,286	4,351
per employee (Germany)	6.2	5.6
per million € sales (worldwide)	17.0	16.5
Gas consumption in MWh (Germany)	1,924	1,809
per employee (Germany)	2.8	2.3
per million € sales (worldwide)	7.6	6.9
Heating oil in MWh (Germany)	1,755	2,461
Diesel in MWh (Germany)	768	794
water consumption in thousands of liters (Germany)	8,717	8,542
Water efficiency (thousand liters per million € sales)	34.6	32.4
Water consumption (equal to effluent)	8,717 m ³	8,572 m ³
Waste volumes (non-hazardous) in kg	155,807	148,962
Waste volumes (hazardous) in kg	7,476	4,380
Waste (non-hazardous) in kg per million € sales	618.0	565.8
Waste (hazardous) in kg per million € sales	29.7	16.6

Key Figures	2020	2021
Vehicle fleet (number of company vehicles), of which:	63	65
Diesel	63	58
Gas	-	-
Hybrid	-	7
Fully electric	-	-
Business travel: car (km driven with company cars)	1,284,583	1,470,164

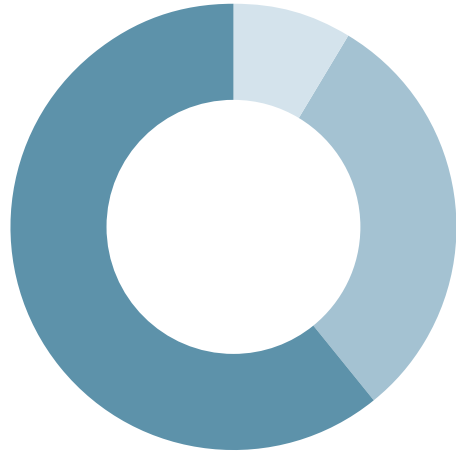


EMPLOYEES AND CULTURE

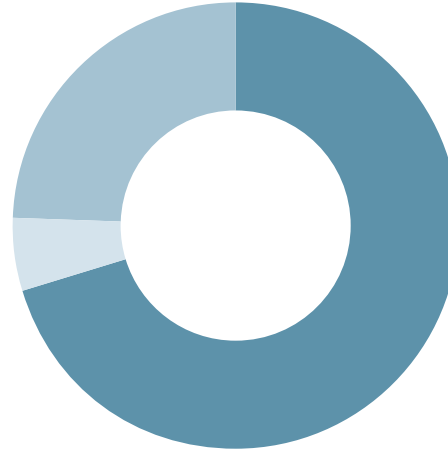
Our employees are key to our business success and make a significant contribution to the value of our Company. We owe our technological capabilities in large part to the skill and commitment of our employees. To us as a Company, it is therefore very important that our employees are always highly trained,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

- Employee satisfaction
- Employee development
- Promoting the next generation of employees through training and continuing education
- Diversity
- Diversity in management
- Occupational health and safety
- Human Resources at SUSS MicroTec
- Overview of key personnel figures (GRI 400)

Employees by divisions 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 64 percent from 711 in 2016 to 1,178 in 2021; our staff numbers in Germany rose from 487 to 751 over the same period.

EMPLOYEE SATISFACTION

The onboarding process for new employees was thoroughly revised in 2020 and is constantly being refined. This helps 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.

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 management. We will to draw up an employee survey and will regularly measure employee satisfaction in the Company in the future. This will allow us to derive measures in the future that serve to improve employee satisfaction. In 2022, we will 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.

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 in our employees' training. Every year, we train thirteen trainees in technical and commercial professions at our two production sites in Garching and Sternenfels.

PROMOTING THE NEXT GENERATION OF EMPLOYEES THROUGH TRAINING AND CONTINUING EDUCATION

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. SUSS 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. For 2021, we had budgeted just under €600,000 (previous year: €550,000) for continuing education. To carry out the planned measures, we increasingly switched to online training in 2021. 52 training sessions were held entirely remotely in 2021, resulting in a ratio of online to in-person training of 30 percent. Switching to remote training made it possible to teach more classes again. As a result, approximately €269 thousand were spent on training measures in 2021. We will continue expanding the share of online classes in the future.



DIVERSITY

Diversity is an important requirement for maintaining competitiveness and achieving sustainable corporate success. Sufficient diversity in the Company will generate a broad spectrum of experience and varying perspectives as well as skills and knowledge that can be used to the benefit of the Company.



DIVERSITY IN MANAGEMENT

The Company has drawn up and published competence profiles and a diversity concept for the Management Board and the Supervisory Board. The overall Supervisory Board should have industry, Company-specific, and professional knowledge, skills and experience. Each member should contribute his or her professional core 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. The complete competence profile and the resumes of the Supervisory Board members can be found here:

<https://www.suss.com/en/company/organization>

Supervisory Board Members should have distinct 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. You can find further information on this in our Declaration on Corporate Governance:

<https://www.suss.com/en/investor-relations/corporate-governance>

The Supervisory Board set new targets for the share of women at its meeting on March 2, 2022. By June 30, 2027, the Supervisory Board aims to have two women on the Supervisory Board (share of 40%) and one on the Management Board (share of 33.33%):

Level	New Targeted Share of Women by June 30, 2027	Previous Targeted Share of Women by June 30, 2022	Share of Women as of Dec. 31, 2021	Determined By
Supervisory Board	40%	25%	20%*	Supervisory Board
Management Board	33.33%	0%	0%	Supervisory Board

* Since March 4, 2022, Dr. Steinkamp has been a member of our Supervisory Board. Her appointment raises the proportion of women on the Supervisory Board to the current level of 40 percent, which is within the target range we have set ourselves.

Upper management:

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.

Management Level	New Target by June 30, 2027 ¹⁾	Previous Target as of June 30, 2022 ²⁾	Share of Women as of Dec. 31, 2021 ²⁾	Determined By
1st Management Level	36%	30%	28%	Management Board
2nd Management Level	36%	20%	23%	Management Board

¹⁾ With regard to the organizational structure of SÜSS MicroTec SE

²⁾ With regard to the organizational structure in Germany

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 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 average age of employees in Germany was 42 in 2021 (previous year: 43). Employees in Germany stay with the Company for eight years on average. 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. We need both ambitious young talent and motivated, seasoned staff if we want to maintain our innovative edge in the fast-moving semiconductor industry. In Germany alone, SUSS MicroTec had employees from 37 nations as of December 31, 2021.

Shares of employees as of Dec. 31 of each year (Germany Only)	2020	2021
Share of women	21%	22%
Share of men	79%	78%
Total workforce (worldwide)	1,009	1,178

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 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.



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 workplace accidents	6	6
Accident rate	0.9	0.8
Sickness rate	4.9%	4.7%

HUMAN RESOURCES AT SUSS MICROTEC



Interview with Stefanie Schuhmann, Head of Human Resources at SUSS MicroTec.

You took over as Head of HR two years ago. What do you see as your greatest challenges?

One of the greatest challenges remains handling and managing the COVID-19 pandemic. The health of our employees is our top priority and has an immediate impact on customer satisfaction. To me, the

first year also consisted of analyzing our processes and procedures. I think that we still have potential here by also networking better with the international locations and improve and simplify processes. This also includes internal communications to keep our employees informed in the best way possible. We achieved quite a lot in this area in 2021.

And where do you see the Company's strengths?

SUSS MicroTec is a highly attractive brand as an employer. We have exciting products, are active in many growth areas and areas of the future and are therefore very interesting for applicants. Another strength is our flat hierarchies. Despite our global presence, we benefit from short lines of communication and flat hierarchies in many areas.

SUSS MicroTec also offers employees the opportunity to develop internally, which we are very proud of.

OVERVIEW OF KEY PERSONNEL FIGURES (GRI 400)

Shares of employees (as of Dec. 31 of each year)	2020	2021
Number of employees in Germany	694	778
Of which women	147	172
Of which men	547	606
Of which full-time	518	619
Of which part-time	176	159
Total workforce worldwide	1,009	1,178
Employees Europe (EMEA)	712	831
Employees North America	57	61
Employees Asia-Pacific	240	286
Number of trainees	35	33
Number of temporary employees	26	26
Share of fixed-term employment contracts (excluding trainees)	39	53
Coverage of subsidiaries by Works Councils	In 2020/2021, all German companies had a Works Council	
Number of employees on parental leave	28	32

Shares of employees (as of Dec. 31 of each year)	2020	2021
Number of possible workstations at home	Remote work is possible for more than half of all workstations.	
Commitment under collective bargaining agreements	SUSS 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.	

COMMUNITY AND SOCIAL ISSUES



- Corporate Governance and Compliance
- Whistleblowing
- Our values
- Supply chain and human rights
- Corruption and bribery
- IT and data security
- Social concerns and political influence

CORPORATE GOVERNANCE AND COMPLIANCE

We are part of society and therefore have a corresponding responsibility. The goal is to employ responsible, far-sighted governance to not only preserve the Company's continued existence as a going concern but also to significantly and permanently increase its corporate value.

In order to ensure consistent exemplary behavior and conduct, a Code of Conduct has been devised that applies to all Group employees equally and defines minimum standards. This Code of Conduct was expanded in 2021 and most recently revised in 2022. It provides parameters and sets out guidelines for employees to help them handle and overcome ethical and legal challenges that might arise in their everyday work. The Code includes topics such as responsibility and respect for people and the environment, compliance with legal frameworks, lawful and ethical conduct of each individual employee, company loyalty, fair and respectful treatment of employees, rejection of any form of discrimination, responsible risk management, environmentally conscious actions, safety in all areas of work,

professionalism, reliability and fairness in all business relationships, compliance with guidelines regarding the granting/acceptance of benefits, handling of Company property, and handling insider information.

Essential aspects of good corporate governance also include transparency, open communication with shareholders and investors, and constructive cooperation between the Supervisory Board and the Management Board. The Management Board and Supervisory Board of SÜSS MicroTec SE have addressed this topic closely again in the 2021 fiscal year. The Company installed a compliance and corporate governance system that was refined in the 2021 fiscal year with the help of an external consulting company. In the future, an external

review will take place regularly to keep the compliance system updated, in particular, and therefore minimize the risk of violations. In addition, as part of the Group-wide compliance program, the internal insider policy was updated and a new ad hoc guideline and various procedural regulations were introduced.

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.

Additional information on this topic as well as the wording of our current Code of Conduct can be found on our website at:

<https://www.suss.com/en/investor-relations/corporate-governance>

Infractions will be investigated consistently and their causes remedied in the interest of all employees and the Company. In addition, a new online training concept was created for the employees.

Our strategic decisions and operational activities affect the environment and individuals, particularly employees, but also 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 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. 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 business partners.

WHISTLEBLOWING

The EU has released a whistleblower guideline to protect informants from infringements. In line with the revision of the compliance system in 2021, SUSS MicroTec also reviewed informant protection requirements and created a whistleblower guideline as well as a process for dealing with notifications. 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. Whistleblower protection is an important component of a compliance management system since it ensures legal compliance and allows potential misconduct to be recognized early on. This serves to protect both SUSS MicroTec and our business partners.



An infringement can be registered on the following website:

<https://suss.grc-cloud.de/meldung?lang=en>

There were no reported violations with regard to corporate governance, compliance, human rights, corruption, or bribery in 2021.

OUR VALUES

SUSS 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. 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.

Our publicly available Code of Conduct describes how we want to treat our business partners and each other. 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. 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 not permitted to offer, promise, or grant unjustified advantages in connection with their activities for SUSS MicroTec directly or indirectly.

We encourage all employees to report concerns or questionable behavior to their senior executive or the Compliance Officer (i.e., a speak-up culture). 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.

SUPPLY CHAIN AND HUMAN RIGHTS

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).

Regionally, approximately 87 percent of our suppliers are based in Germany and a total of approximately 93 percent in Europe. This corresponds to around 83 percent of the total purchasing volume. A further 5 percent of suppliers, representing an additional approximately 9 percent of purchasing volume, are based in the US and Canada. 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.

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. Accordingly, 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.

We held our first workshop on compliance issues in procurement and supplier management 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, for example, with regard to human rights, conflict minerals and similar issues, 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.

CORRUPTION AND BRIBERY

SUSS MicroTec obtains orders in a fair manner through customer orientation, innovation, and technologically leading products. We prefer to forgo business rather than violate laws and internal guidelines. By the same token, we will not allow ourselves to be unduly influenced in making business decisions, which are always based solely on objective criteria. Our employees are not permitted to offer, promise, grant, or accept unjustified advantages in connection with their activities for SUSS MicroTec directly or indirectly. We avoid even the slightest appearance of undue influence to prevent potential damage to SUSS MicroTec.

Our objectives are to fight corruption and bribery and avoid violations of rules and laws. What's important to achieve this is the acceptance of our Code of Conduct by all employees of SUSS MicroTec around the world. With this in mind, we are planning to introduce mandatory compliance training for all employees from 2022 onwards.

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.

IT AND DATA SECURITY

IT security was once again a focus in the 2021 fiscal year. We launched a number of technical improvements and a new and comprehensive employee training course on cybersecurity awareness (SoSafe Cybersecurity Awareness Training, including data protection for all employees). The purpose of these measures is to improve data and IT security in order to ensure the protection of internal and confidential data. It goes without saying that we also gave special consideration to the topic of working from home/mobile working.

The topic of information security and data protection is of a high priority to us and we regularly invest in them and offer training on them. At SUSS MicroTec, IT security is handled at the Group level and also includes individual locations and subsidiaries.

The use of information and communication technology plays a key role at different levels. For one, the focus is on protecting the data and personal data of our customers, partners, and employees from unauthorized access.

When we collect, store, process, and transfer this personal data, we always do so with the utmost care and absolute confidentiality while adhering to the respectively applicable laws. We fully apply the provisions of the European General Data Protection Regulation (GDPR) at our European locations. We also strive to ensure a high degree of data protection at our international locations, though it is not always possible to apply the high European standards in every country. SUSS MicroTec has a data protection officer who monitors the adherence to the legal provisions. In the event of possible violations of data protection regulations, the data protection officer as well as the specialist department take measures immediately. If required, a report is made to the data protection authority.

Employees must be trained and sensitized regularly in order to protect data and the IT infrastructure. This is also of particular importance as all SUSS MicroTec employees have access to computers and e-mails. We have introduced new training formats that are meant to ensure that IT safety information is followed diligently starting in 2021. These new formats approach the topic from different perspectives and on various channels and are thus able to garner more attention than 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. 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.

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 change mitigation
- (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.

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 EUR thousand	OPEX total 25,243	OPEX taxonomy-aligned 543
Share of taxonomy-aligned OPEX in % of total	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 cleanrooms, 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 EUR thousand	CAPEX total 10,724	CAPEX taxonomy-aligned 1,532
Share of taxonomy-aligned CAPEX in % of total		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 Disclosure	Topic	Page*	Explanation
GRI 100	General Disclosures 2016	5	
GRI 101	Principles for 2016	5	Reporting Principles
GRI 102	General Disclosures 2016	5	
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GRI 102-2	Activities, brands, products and services	6	
GRI 102-3	Location of headquarters	6	
GRI 102-4	Location of operations		Annual Report 2021, page 161f
GRI 102-5	Ownership and legal form		Annual Report 2021, page 46
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GRI 102-8	Information on employees and other workers	6, 41, 51	
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2.	Strategy		
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GRI Disclosure	Topic	Page*	Explanation
3.	Ethics and integrity		
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4.	Governance		
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5.	Stakeholder engagement		
GRI 102-40	List of stakeholder groups	15f	
GRI 102-41	Collective bargaining	51	
GRI 102-42	Identifying and selecting stakeholders	15	
GRI 102-43	Approach to Stakeholder Engagement	16	
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GRI Disclosure	Topic	Page*	Explanation
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GRI 102-54	Claims of reporting in accordance with the GRI Standards	5	
GRI 102-55	GRI content index	64 ff	
GRI 102-56	External assurance		This report has not been externally audited; the nonfinancial statement has been audited
GRI 103-1	Explanation of the material topic and its boundary	12 f	
GRI 200:	Economic		
GRI 204-1	Proportion of spending on local suppliers	57	
GRI 205-2	Communication and training about anti-corruption policies and procedures	54, 58	
GRI 205-3	Confirmed incidents of corruption and actions taken	55	

GRI Disclosure	Topic	Page*	Explanation
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GRI 302-1	Energy consumption within the organization	36	
GRI 302-3	Energy intensity	36	
GRI 302-4	Reduction of energy consumption	30, 33, 36	
GRI 305-1	Direct (Scope 1) GHG emissions	38	For the calculation of emission factors, only the German production sites Sternenfels and Garching were included in 2021
GRI 305-2	Energy indirect (Scope 2) GHG emissions	38	For the calculation of emission factors, only the German production sites Sternenfels and Garching were included in 2021 (provider-specific)
GRI 305-4	GHG emissions intensity	38	Relative to sales and employees
GRI 305-5	Reduction of GHG emissions	38	Relative to sales and employees
GRI 306-2	Waste by type and disposal method	38	
GRI 400:	Social Concerns		
GRI 401-1	New employee hires and employee turnover	42	
GRI 401-3	Parental leave	51	

GRI Disclosure	Topic	Page*	Explanation
GRI 403-2	Type and rate of injuries, occupational diseases, lost work days, absenteeism, and number of work-related fatalities	49	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)
GRI 405-1	Diversity of governance bodies and employees	46ff	Calculation for the first and second management level relative to the German organizational structure
GRI 412-1	Human rights	57	

* 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 rely on these statements unreservedly. 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 given 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.

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