

- CONVENIENCE TRANSLATION -

Competence profile of the Supervisory Board in office at the time of convening the Annual General Meeting ("qualification matrix")

	Kim Schindel-hauer	Frits van Hout	Alexander Everke	Karen Florschütz	Dr. Stefan Traeger	Prof. Dr. Anna Weber
<b>Period of affiliation</b>						
Member since	2002	2019	2024	2024	2022	2019
<b>General suitability</b>						
Independence <sup>1)</sup>	+	+	+	+	+	+
No overboarding	+	+	+	+	+	+
<b>Diversity</b>						
Year of birth	1953	1960	1963	1969	1967	1984
Gender	m	m	m	w	m	w
Nationality	German	Dutch	German	German	German	German
International experience with reference to relevant foreign markets	+	+	+	+	+	+
Educational background	Business Administration	Physics	Elec. Engineering & Ind. Engineering (FH)	Economics (BSc.) and Engineering (MBA)	Physics and Business Administration (MBA)	Business Administration
<b>Technical knowledge<sup>2)</sup></b>						
Corporate management <sup>3)</sup>	+	+	+	+	+	
Strategy	+	+	+	+	+	
Sales & Marketing	+	+	+	+	+	
Operations & Supply Chain	+	+	+	+	+	
Digitalization of capital goods-related business models		+		+	+	
Personnel / HR	+	+	+	+	+	+
Capital market / IR	+	+	+	+	+	
Accounting (including sustainability reporting)	+					+
Audit of financial statements (including audit of sustainability reporting)	+					+
Legal / Compliance / Corporate Governance	+		+	+	+	+
Sustainability / ESG	+		+	+	+	+
(Geo) politics	+	+	+	+	+	
Entrepreneurship & Value Creation	+	+	+	+	+	
<b>Knowledge of the technologies<sup>2)</sup></b>						
Semiconductor (equipment) industry	+	+	+	+	+	
Compound semiconductors	+	+	+			
<b>Knowledge of the customer industries<sup>2)</sup></b>						
Power electronics			+	+		
Optoelectronics	+		+		+	
Display industry	+	+	+			

1) In accordance with the German Corporate Governance Code

2) Criterion fulfilled (+), based on the self-assessment by the Supervisory Board

3) Experience as a member of the executive board of capital market-oriented companies of comparable complexity or comparable experience

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**Competence profile of the Supervisory Board ("qualification matrix") taking into account the election proposals for the AGM 2025**

	Alexander Everke	Frits van Hout	Ingo Bank	Karen Florschütz	Dr. Stefan Traeger	Prof. Dr. Anna Weber
<b>Period of affiliation</b>						
Member since	2024	2019	2025	2024	2022	2019
<b>General suitability</b>						
Independence <sup>1)</sup>	+	+	+	+	+	+
No overboarding	+	+	+	+	+	+
<b>Diversity</b>						
Year of birth	1963	1960	1968	1969	1967	1984
Gender	m	m	m	w	m	w
Nationality	German	Dutch	German	German	German	German
International experience with reference to relevant foreign markets	+	+	+	+	+	+
Educational background	Elec. Engineering & Ind. Engineering (FH)	Physics	Business Administration	Economics (BSc.) and Engineering (MBA)	Physics and Business Administration (MBA)	Business Administration
<b>Technical knowledge<sup>2)</sup></b>						
Corporate management <sup>3)</sup>	+	+	+	+	+	
Strategy	+	+	+	+	+	
Sales & Marketing	+	+	+	+	+	
Operations & Supply Chain	+	+	+	+	+	
Digitalization of capital goods-related business models		+		+	+	
Personnel / HR	+	+	+	+	+	+
Capital market / IR	+	+	+	+	+	
Accounting (including sustainability reporting)			+			+
Audit of financial statements (including audit of sustainability reporting)			+			+
Legal / Compliance / Corporate Governance	+		+	+	+	+
Sustainability / ESG	+		+	+	+	+
(Geo) politics	+	+	+	+	+	
Entrepreneurship & Value Creation	+	+	+	+	+	
<b>Knowledge of the technologies<sup>2)</sup></b>						
Semiconductor (equipment) industry	+	+	+	+	+	
Compound semiconductors	+	+	+			
<b>Knowledge of the customer industries<sup>2)</sup></b>						
Power electronics	+			+		
Optoelectronics	+		+		+	
Display industry	+	+	+			

1) In accordance with the German Corporate Governance Code

2) Criterion fulfilled (+), based on the self-assessment by the Supervisory Board

3) Experience as a member of the executive board of capital market-oriented companies of comparable complexity or comparable experience