

Sustainability

Dear reader

Creating sustainable value for our customers, employees and shareholders is what Meyer Burger aspires to through its entrepreneurial activities. Sustainability is an important factor for us as we continue our return to profitability. As a technology leader in the photovoltaic (PV) industry, sustainability is at the core of our business model. We use our knowledge to drive technological progress and optimise the value chain within the PV industry.

Our industrially proven innovations, which sustainably decrease the cost per kilowatt hour of solar energy, are the foundation which we consistently work on, and we are proud of the results. They made it possible for Meyer Burger to premier a record 72-cell Heterojunction solar module connected with SmartWire Connection Technology in May 2018 that achieved an output of 410 Watt under standard test conditions. We also announced a major strategic contract for Heterojunction, the most promising technology for coating solar cells with potential efficiency levels of over 24%, which confirms our technology leadership.

The milestones in our technology development, which we accomplish each year, underscore our strategic focus on the newest generation PV technologies. In order to achieve long-term profitability, organisational and structural changes have been necessary in the past year. During the planned closure of production in our Thun location, we also launched a comprehensive transformation programme in October 2018. The programme aims to increase our proximity to our customers and optimise our global manufacturing footprint. During this process, Meyer Burger's production activities will focus

on our locations in Hohenstein-Ernstthal (Germany) and Wuxi/Shanghai (China). Unfortunately, this programme also resulted in the decrease of up to an additional 100 positions; largely in the Thun location. The resulting personnel measures were again coordinated in a fair and respectful atmosphere between the management board and the employee representatives. Fortunately, with the announcement of the sale of our wafering business to Precision Surfacing Solutions on 7 February 2019, around 70 positions in Thun can be maintained.

Within Meyer Burger, we are aiming to strengthen our commitment to sustainability within our corporate culture. Despite diverse challenges and a demanding market environment, it is important to us that environmental and social responsibility is part of our business activities. In this sustainability report, we not only explain these developments but also further activities and results in economic, environmental and social topics at our two main locations in Thun and Hohenstein-Ernstthal.



Dr Hans Brändle
Chief Executive Officer

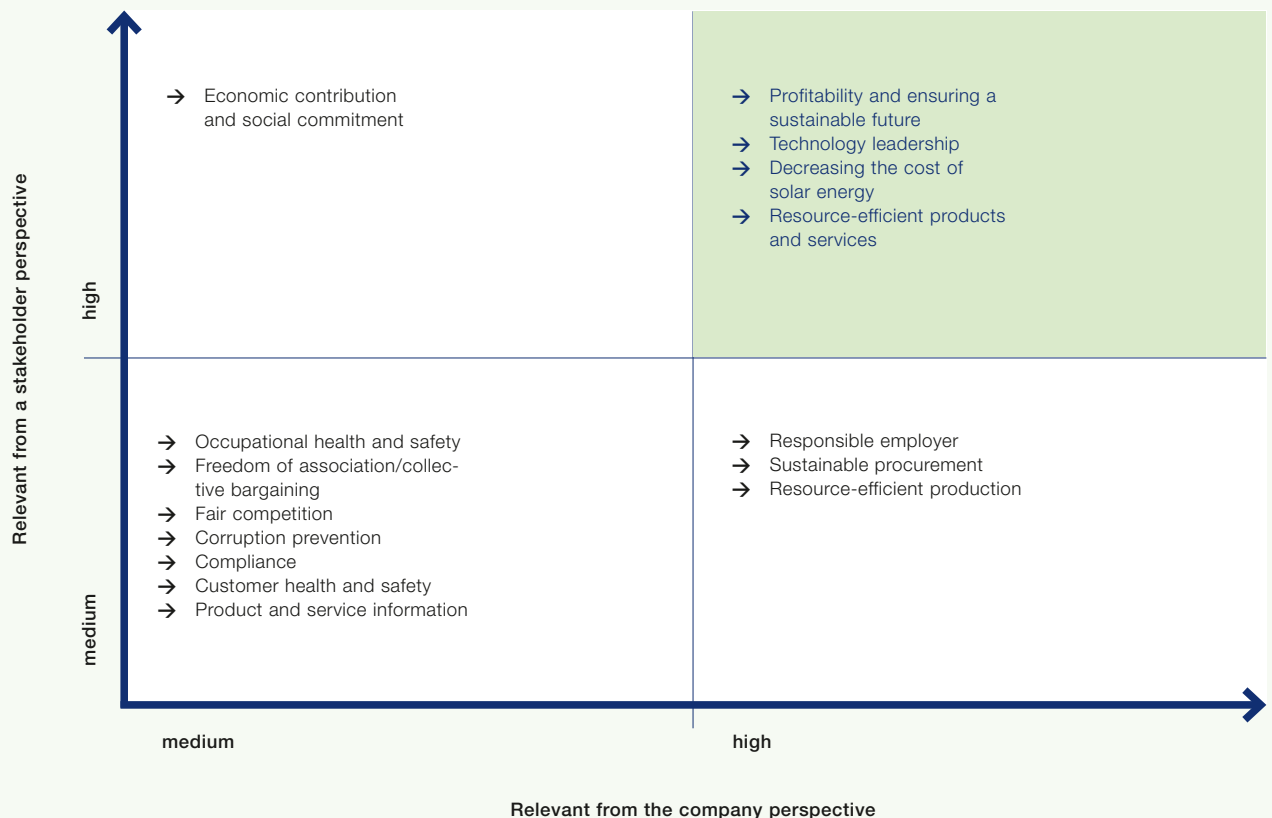
Focus on Sustainability

Meyer Burger—a global leader in the solar industry—supports sustainable development by offering unique, comprehensive technology across the photovoltaic value chain. Its pioneering products, systems, and services, including processes for the manufacture of solar cells and modules, directly support the United Nations Sustainable Development Goal No. 7: Affordable and Clean Energy.

Technology leadership through innovation

Meyer Burger is committed to continuously improving the energy efficiency of its photovoltaic (PV) technologies, while also reducing overall manufacturing costs and the production footprint. This enables customers to achieve the lowest total cost of ownership in the photovoltaic industry. To reach this goal, Meyer Burger has maintained a focussed investment in research and development over the last decade, ensuring its technology leadership in the PV equipment market. The company works closely with customers and renowned research institutions to develop innovative and sustainable solutions.

Materiality matrix (GRI 102-47)



In cooperation with Meyer Burger, French research institute CEA INES (Institut National de L'Energie Solaire), produced a new heterojunction (HJT) 72-solar cell module that reached a record module performance of 410 Watt. The record module integrated HJT cells, which were manufactured on the industrial 2,400 wph Meyer Burger cell production equipment within CEA INES' pilot line and were connected together in Thun on Meyer Burger's SmartWire Technology (SWCT™) equipment. In 2018, the company presented the bifacial version of this module as a glass/glass modular composition at the international photovoltaic trade fair, Intersolar, in Munich. Assuming an average solar reflection of 17% (Albedo) from the backside of the bifacial module, the new optimum value of 480 Wp was achieved. The market potential of this technology was underlined by the order of a 600 MW Heterojunction/SmartWire Connection Technology (SWCT™) production line in December 2018 by a customer interested in the most advanced industrial photovoltaic production platform available to manufacture solar modules capable of achieving highest watt performance.

Focusing on material topics

In 2016, Meyer Burger reviewed its material topics for sustainable value creation to set a clear focus for the company's sustainable development initiatives. In addition to technology leadership and profitability, decreasing the costs of solar energy and developing resource-efficient products and services are Meyer Burger's top priorities. The materiality matrix depicts the relevance of topics from both a stakeholder perspective (y-axis) and from the company's perspective (x-axis) and is reviewed regularly. Meyer Burger has been reporting according to the guidelines of the Global Reporting Initiative (GRI) since 2011 and according to the GRI Standards since 2017. A full list of applicable GRI topics and disclosures can be found in the GRI content index on page 23 of this report.

Customer satisfaction at the core

Photovoltaics is Meyer Burger's core business. The company offers a unique and comprehensive portfolio of technologies and equipment to customers along the photovoltaic value chain, including manufacturing processes for solar cells and modules. However, to fulfill customer needs, its service offering plays an equally important role.

Proximity to customers

To ensure an open dialogue and up-to-date knowledge of customer needs, close proximity to customers is of paramount importance to Meyer Burger. The company leverages customer insights to continuously improve all services and products. Customer feedback received on a daily basis through personal contacts is systematically documented, allowing the respective teams to follow up effectively with the customers concerned. In 2018, Meyer Burger successfully used customer feedback to improve productivity. For example, a quick-change plasma source was developed, which significantly reduced waiting times and relieved the ergonomic burden of the maintenance staff. Personal contacts with existing and potential customers for example at trade fairs, also provides insights on current and future needs. In the reporting year, no systematic global customer survey across all product and service categories was carried out.

Product safety and customer training

To guarantee Meyer Burger's sustainable and long-term success, ensuring the health and safety of customers using the company's technologies and solutions is of utmost importance. All systems and machines are manufactured in compliance with the applicable international and national laws, guidelines, and standards and are thoroughly checked before delivery to the customers as part of quality management. Safety manuals, checklists, risk assessments, inspections, and safety reviews further ensure that all internal and external rules regarding the protection of customers' health and safety are fulfilled. Customers receive extensive technical documentation, user instructions, and optimal support through the global service organisation.

Once installed, extensive customer training programmes ensure that the production equipment and systems are used properly and function reliably. On-site handling and maintenance trainings are mandatory before any machine starts operating. Upon request, customised, in-depth product and technology training is available at Meyer Burger sites or on the customer's premises. All trainings are evaluated through a written evaluation survey. In addition, all customers have access to help-lines and online support. In 2018, the Meyer Burger site in Hohenstein-Ernstthal rolled out additional online trainings and safety instructions, as well as documentation and video trainings regarding maintenance safety.

Work Environment

In November 2017, Meyer Burger took the difficult decision to initiate a cost efficiency programmes in order to optimise its manufacturing costs and further concentrate its product portfolio. As a result, its production site in Thun/Switzerland, which, at the time, manufactured wafer and module production equipment as well as building integrated photovoltaics applications for the Swiss market, was reorganised and all manufacturing activities in Thun were to be discontinued by the end of 2018. Although many long-term Meyer Burger employees in Thun were affected by this decision, the impact on them is somewhat mitigated by the sale of the building-integrated PV business to 3S Solar Plus AG and the sale of the wafer equipment business for PV and non-PV applications to Precision Surfacing Solutions. In total around 100 highly qualified Meyer Burger employees in Thun were/will be transferred to these two companies, both of whom entered into long-term rental contracts with Meyer Burger in order to maintain their manufacturing activities in Thun.

In October 2018, Meyer Burger announced a transformation programme as well as structural changes aimed at further increasing customer proximity, optimising the global production footprint and existing fixed cost base and improving the company's robustness against market volatilities. With the manufacturing industry for PV cells and modules predominantly located in Asia, Meyer Burger decided to move a significant part of its global sales and services functions for the standard PV business solutions from Europe to Asia, largely to China. The majority of the transformation is expected to be completed by the end of 2019.

With the closure of manufacturing activities in Thun and repositioning of Meyer Burger's standard PV business solutions to Asia, the company's future PV business activities will be concentrated in Hohenstein-Ernstthal (Germany) and Wuxi-Shanghai (China). The company's strategic focus in PV will remain mainly on Heterojunction, SmartWire Connection Technology (SWCT™) and on promising next generation PV cell/module technologies.

Transformation in Thun

During these major change processes at the Thun site, Meyer Burger is committed to supporting all employees to the best of its ability throughout the transition. Together with the employee representatives (MAV) in Thun, the company developed and implemented a social plan to ensure a fair and socially acceptable transition for all affected employees. In addition to early retirement arrangements, Meyer Burger offered the services of an outplacement agency to support all affected employees with the search for new employment.

The company's human resources department also referred and recommended its employees to other local companies and helped staff organise and transmit their application documents to interested employers. As a result, in 2018 more than 60 local companies expressed their interest in recruiting skilled and qualified employees from Meyer Burger.

Training and education

Retaining motivated and responsible employees who support the corporate culture and contribute to the long-term business success remains vitally important for Meyer Burger, particularly in the face of current challenges. Due to the recent restructuring and transformation programmes, the employee infrastructure in Thun is more focused on headquarter functions now. Meyer Burger will thus re-evaluate training and continuing education opportunities after completion of these programmes. Meyer Burger continues to offer internal "Business English" language courses at its Thun site, which 26 employees successfully completed in 2018. In addition, team leaders can participate in courses focusing on management, leadership, and leadership values; technical professionals can increase their core competencies in equipment construction with technical and methodological trainings; and project managers who pursue a project management professional qualification can receive external training through the Project Management Institute. Through continuing education agreements, Meyer Burger also supports employees who participate in multi-year external educational trainings pursuing a Master or federal diploma. At the Thun site in 2018, 23 employees benefitted from these educational opportunities and Meyer Burger invested 3,567 hours in training and education.

Employees



René Fröhlich, 44,
Specialist Mechanical
Component Manu-
facture, Hohenstein-
Ernstthal (Germany)



Andrea Gehre, 35,
Assistant to CTO/
Management Board,
Hohenstein-Ernstthal
(Germany)



Edwin Su, 35,
Repair & Overhaul
Manager,
Shanghai (China)



Andreas Vogel,
45, Logistiker,
Hohenstein-Ernstthal
(Germany)



Liu Xiaofei, 34,
Bearing Repair
Engineer, Shanghai
(China)



Dr. Egbert Vetter, 64,
Head of Research &
Development,
Hohenstein-Ernstthal
(Germany)



Anne Eibisch, 28,
Development Engineer
Plasma Processes,
Hohenstein-Ernstthal
(Germany)

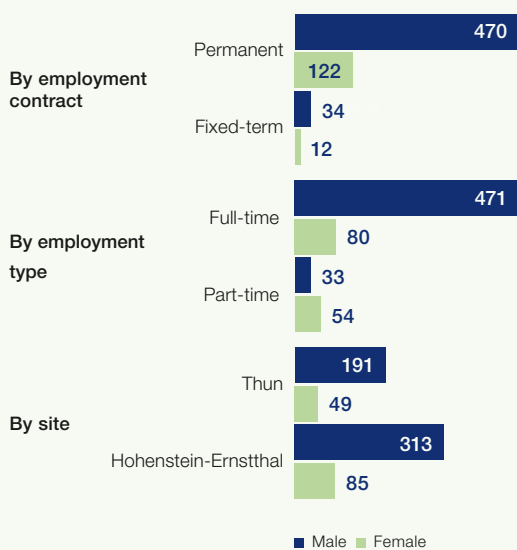


Zhang Yijin, 39,
Repair & Overhaul
Technician,
Shanghai (China)

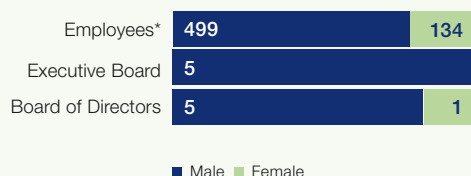
Employee ratios

Employee headcount as at 31 December 2018 at the Thun and Hohenstein-Ernstthal sites*

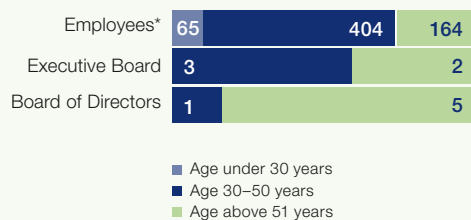
* excluding apprentices, trainees, interns and agency/lease workers



Employees by gender



Employees by age group



In Hohenstein-Ernstthal, external coaching was offered to line managers who wanted to improve their individual leadership skills and employees were encouraged to participate in weekly English language courses. One employee successfully completed his training as a certified industrial foreman. Impact and implementation of all training options are continuously examined through surveys conducted by the human resources department. At Hohenstein-Ernstthal, a total of 3,805 hours were invested in training and educational activities in 2018.

All apprentices in Hohenstein-Ernstthal who finished their education in 2018 were able to continue their employment with Meyer Burger in Germany. Currently, 13 apprentices are employed in Hohenstein-Ernstthal following professional education in fields such as mechatronics, electronics, industry mechanics, or a commercial apprenticeship. In addition, Meyer Burger employs two working students in finance and controlling.

On an annual basis, training and education is discussed with every employee globally. Up to the Executive Management level, all employees complete their performance targets and development plan with their direct managers. The employee targets are reviewed mid- and end-year.

Key figures occupational health and safety (per 100 FTEs)*

	Overall	Thun	Hohenstein-Ernstthal
Injury rate	2.7	3.5	2.1
Cases of occupational illness	3.4	8.4	0.0
Days missed (due to injuries/occupational illness)	11.7	16.4	8.6
Days of absence	971.7	718.6	1143.3

* Rates calculated using 200,000 working hours (≈ 100 FTEs). There were no fatalities.

Respectful collaboration and transparent information

Meyer Burger values the diversity of its workforce, which reflects its diverse customer base. As the new Code of Conduct clearly states, the company does not tolerate any form of discrimination of employees or other stakeholders due to their gender, origin, age, race, culture, religion, marital status, political or other opinions, sexual orientation, or disability. All employees are treated fairly and equally and no form of sexual or other harassment is tolerated at the workplace. These principles of equal treatment also apply to access to training and education. The privacy and personal integrity of each employee is guaranteed. As in previous years, no cases of discrimination were reported in 2018.

All employees with access to computers received an online training regarding the new Code of Conduct in 2018, while those employees without access to computers received face-to-face trainings by their supervisors. In addition, all employees received an electronic or printed copy of the Code of Conduct. Any violation of the Code can be reported to the line managers, the compliance officer, the human resources department, or the staff association and employee representation. In Hohenstein-Ernstthal, complaints can be addressed to the Head of the Legal department or the direct supervisor.

Meyer Burger encourages the active participation of its employees in decision-making processes. At the sites in Thun and Hohenstein-Ernstthal, employees elect representatives to put forward concerns of the workforce to local management. This representation complies with local rules and legislation. In Thun, an open and transparent dialogue between management and employees took place regularly in 2018 to support and help mitigate the challenges presented by the restructuring and transformation projects. Several round-table meetings provided management with the opportunity to update employee representatives on the advancement of the

projects and to answer questions from the workforce. As a result of this consultative process, Research and Development activities for non-photovoltaic wire saws did not move to Hohenstein-Ernstthal as planned but remained in Thun. Fourteen full-time employees in Thun benefitted from this decision. In Thun, the Swissmem collective employment agreement is in place. While no collective agreement applies at Hohenstein-Ernstthal, all employees are part of the internal works agreement. (GRI 102-41)

The employee fluctuation rate at the Thun site was 18.3% in 2018 and 5.3% at Hohenstein-Ernstthal. Fluctuation is calculated for permanent employees and includes only notices given by employees. A staff survey was not carried out in 2018.

Occupational health and safety

The workforce is Meyer Burger's most important asset. Ensuring a safe work environment and protecting the health and safety of every employee is thus vitally important for the company. Meyer Burger adheres to its standard operating process: a careful analysis of operating procedures and employee training to minimise risk and achieve high levels of process safety. New employees are fully briefed and sensitised to the safety regulations and processes, and all employees are required to urgently report any potential sources of danger they identify to the person responsible. Meyer Burger complies with all local work and safety directives at all its sites. Meyer Burger production sites in Switzerland and Germany have ISO 9001 certification and meet the OHSAS 18001 guidelines. In Hohenstein-Ernstthal, the thorough implementation of health and safety measures in 2018 effectively reduced the number of occupational accidents to five notifiable and four non-notifiable cases. The company also offers free flu vaccinations to all employees and plans to install back-friendly rotary tables for certain production steps.

Caring for the Environment

Meyer Burger's main contribution to sustainable development is inherent in its innovative products and technologies: increasing the energy efficiency of solar cells and modules helps customers make a positive environmental impact. By improving resource use and energy efficiency at its technology and production sites, the company also continuously reduces its own environmental footprint.

Resource-efficient systems and production equipment

Available in unlimited quantities, solar energy is affordable, inexhaustible, clean, and therefore possesses long-term benefits in decreasing the effects of global warming. To maintain a leading position in the solar energy industry, Meyer Burger focuses on the ongoing improvement of its solar energy technologies. It strives to constantly improve the ecological impact of its business activities, products, and services.

Meyer Burger pursues a double goal: to sustainably increase the energy efficiency of solar cells and modules while simultaneously offering its customers the lowest total cost of ownership. Since these goals can only be achieved through innovation, Meyer Burger invests in industry-tested technological innovations that permanently lower the cost per kilowatt hour of solar energy. In 2018, an important strategic order was received for the most promising future technology, heterojunction cells (HJT).

The consistent further development of highly productive equipment reduces the use of energy, cooling water, process and operation gas, as well as emissions per solar module. For example, in the area of ITO coating, the resource use could be reduced by 25%. In addition, the use of silver has been minimised continuously due to technology improvements and is now less than 100 mg per solar cell.

Continuously improving own operations

Meyer Burger follows a smart and comprehensive approach to energy and resource efficiency that applies not only to the systems and production equipment, but also to every step of internal operations. The environmental management system strives to organise the company's activities in a comprehensive, systematic, and well documented manner. Both sites, Thun and Hohenstein-Ernstthal, possess ISO 14001 environmental management certifications, while the latter additionally has an ISO 50001-certified energy management system. With the goal of assessing the company's ecological impact and evaluating areas of improvement, data collected covers energy, emissions, water, waste water, and waste.

Both production sites covered in this report are located in energy-efficient buildings that were constructed according to the most recent environmental standards. Thun is operated with electricity from 100% renewable sources: 90% of the certified renewable power comes from Swiss hydro, 7.5% from local hydro from Thun, and 2.5% from solar, wind, and biomass. The site also takes advantage of the energy created by its own photovoltaic equipment and the photovoltaic building façade.

Additionally, two electric vehicles and a charging station are provided in Thun. In Hohenstein-Ernstthal, the electricity generated by photovoltaic equipment is fed into the public grid. One electric vehicle and a charging station are available for employee use. Further measures to improve energy efficiency at the Hohenstein-Ernstthal site in 2018 included installing LED lights in the entire building and optimising the generation of compressed air.

Meyer Burger environmental indicators¹

	2018	2017	2016
Energy consumption [MWh]	13474	13835	14654
Electricity	10063	10582	10765
of which own production (photovoltaic) ²	106	43	87
Heating and cooling	2234	2265	2531
Total fuels for vehicles	1177	988	1358
Diesel	1103	905	1224
Petrol	71	69	103
LPG/propane	3	13	30
Total CO₂ emissions [tonnes of CO₂ equivalents]³	6048	6219	6858
Scope 1	786	740	893
Fuels for heating and cooling	472	477	532
Fuels for vehicles	314	263	360
Scope 2 (electricity)⁴	3150	3348	3417
Scope 3 (business travel)	2113	2131	2283
Air travel	2102	2111	2255
Rental cars and train ⁵	10.31	19.53	27.60
Water use [m³]	702143	569474	597002
Drinking water/fresh water	21652	17177	19417
Ground water ⁶	680491	552297	577585
Waste water [m³]	15590	12451	17340
Municipal sewage treatment plant ⁷	15244	11834	16307
Waste water treatment by third party	346	617	1033
Waste [tonnes]			
Non-hazardous waste	259	328	327
Residual waste to incineration	100	115	79
Residual waste to unknown treatment ⁸	–	–	52
Composting	–	15	7
Wood (burning)	159	198	189
Recycling	457	447	419
Paper and cardboard	58	87	115
Glass	42	46	11
Metal (mainly aluminum, copper, iron, steel)	349	302	231
Plastic	8	10	60
PET ⁹	1	1	2
Special waste	734	827	728
Batteries (recycling)	0.6	0.4	0.5
Waste electrical and electronic equipment (recycling)	84	60	47
Oils, fats, chemicals (mainly aqueous solutions)	598	696	621
Hazardous waste (mainly coolants and slurries)	51	71	60

¹ Thun and Hohenstein-Ernstthal sites

² PV generated electricity at the Hohenstein-Ernstthal site is directly fed into the grid (2018/2017/2016: 18/17/18 MWh).

³ Emission categories according to the Greenhouse Gas Protocol. Scope 1: combustion in own facilities/vehicles; Scope 2: purchased electricity; Scope 3: third-party services

⁴ The emissions related to purchased electricity (Scope 2) were calculated with updated emission factors for all the years displayed in the table, leading to a minor restatement of the respective figures for 2016 and 2017

⁵ Includes diesel consumption of rental cars in Thun

⁶ Drawn at the Thun site for heating/cooling and then returned to the ground water reservoir.

⁷ The previous report contained an estimated value for 2017 from the Hohenstein-Ernstthal site. The total volume of waste water treated by municipal sewage treatment plants has thus been restated for 2017

⁸ Formerly classified "Residual waste to unknown treatment" at the Hohenstein-Ernstthal site is being incinerated since 2017.

⁹ PET recycling data for the Thun site are estimated

With the electricity consumption in 2018, the Thun site was subject to the provisions of the “Large consumer article of the Canton of Bern”. The article obliges Meyer Burger to reduce its main electricity consumption by up to 15% in the coming years. However, due to the announced discontinuation of all manufacturing activities at the end of 2018, the provision will no longer apply in the future.

With the enhancement of production in Hohenstein-Ernstthal, water usage is expected to increase. To support the health and wellbeing of its employees and to better preserve the environment, drinking water for the employees is now provided by water dispenser, allowing the site to reduce its waste generation. Due to several additional measures, total mixed waste (not reused or recycled) was reduced from 15% to 12% of the site’s total waste generation. The goal for 2019 is to further reduce the number to 10%.

Meyer Burger places great importance on following all applicable legal requirements. In 2018, no fines or non-monetary penalties were imposed for non-compliance with environmental laws.

Economic and Social Contribution

As an important employer, training company, and partner for local suppliers in Hohenstein-Ernstthal and Thun, the discontinuation of the production in Thun and the announced transformation programme present a major challenge for the local employees and the regional socio-economic environment. The future photovoltaic activities will be concentrated at the Hohenstein-Ernstthal site in Germany and Wuxi-Shanghai in China. Meyer Burger in Thun continues to participate in round-table discussions with the Canton of Berne and the representatives of the local social partners to minimise the social impact as much as possible. With the sale of the building-integrated PV business to 3S Solar Plus AG and the wafering business to Precision Surfacing Solutions, both jobs and technology know-how could be secured in Thun.

Local sourcing and efficient supplier management

The volatile solar industry demands quick and proactive responses. Reliable and efficient sourcing of materials and goods directly from manufacturers are key. With efficient supplier management, Meyer Burger can identify, assess, further develop, and integrate the right partners to provide quality, flexibility, as well as cost and technology potential. Contracts are awarded on the basis of total cost of ownership and include sustainability and corporate responsibility factors. Meyer Burger uses a self-declaring supplier questionnaire that includes questions on the implementation of standards such as ISO 9001, ISO 14001, OHSAS 18001, and Social Accountability 8000, as well as standards relating to a code of conduct, human rights, and ethics. Suppliers have to provide corresponding documentation of their efforts in these areas.

Meyer Burger consistently informed its suppliers and partners in an open and transparent dialogue about the discontinuation of production in Thun and the progress in the move to China. In May 2018, the production of building-integrated solar modules for the Swiss market was sold to 3S Solar Plus AG, which will maintain its production in Thun. This presents an opportunity for local suppliers to continue delivering goods for this manufacturing process, even though this made renegotiation of contracts and supply conditions with the new business partner necessary. In 2018, no Meyer Burger Supplier Day took place.

Whenever possible, Meyer Burger prefers local suppliers, as they ensure the efficiency and flexibility required in today's markets. Local means that the sourcing takes place within the country of a specific production site. Local Swiss suppliers will therefore not continue to supply the new production site in China. The global purchasing project that had been launched in 2017 was continued in 2018, aiming to harmonise global sourcing activities and integrate Chinese supply chain structures. Since the beginning of 2018, Meyer Burger has focused on recruiting Chinese staff to strengthen the supply chain management and evaluation of suppliers and materials in Asia.

In 2018, the production sites of Thun and Hohenstein-Ernstthal were responsible for more than 80% of Meyer Burger's production volume. While around 89% of the purchasing volume was bought from local suppliers in Hohenstein-Ernstthal, approximately 54% was sourced locally in Thun. The remaining suppliers are largely located in other parts of Europe.

Compliance

Meyer Burger, as a globally active and publicly listed company, ensures that its employees and its products and services fully adhere to all international, national, and local laws and regulations. The company's Code of Conduct was revised and approved by the Board of Directors in 2017 and all employees received either web-based or face-to-face trainings in 2018. The Code of Conduct outlines the company's core values and provides guidance regarding business ethics, compliance, corporate governance, stakeholder engagement, and fostering an encouraging work environment. It is available in English, German, and Mandarin.

Meyer Burger does not tolerate any form of corruption or granting or accepting undue advantage. It provides clear guidelines to ensure that all employees react appropriately to situations that could compromise Meyer Burger's integrity. In 2018, Meyer Burger introduced a web-based compliance training, which covers topics such as the Code of Conduct, insider trading, IT security, and data protection. The training will take place on a yearly basis.

In 2018, Meyer Burger also put a strong focus on intellectual property management, particularly in light of the relocation of many business processes to China. For the site in China, local guidelines regarding the reception and handover of gifts and favours have been implemented. Meyer Burger is committed to free and fair competition and complies with the respective national anti-trust and fair competition laws. The company was not involved in any legal proceedings on the grounds of anti-competitive conduct in 2018, nor did any cases of corruption come to light. There were also no fines or penalties for breaches of laws or regulations in 2018.

Active commitment

Reliability, loyalty, and respect are Meyer Burger's key values within the company and with customers, suppliers, research institutes, governments, and other business partners. Meyer Burger is actively committed to forward-looking energy strategies and smart solar and energy systems. The company is a member of Solar United, the international photovoltaic industry association, of Solar Power Europe, the European photovoltaic industry association, and Swissmem. All other Swiss memberships were transferred to 3S Solar Plus AG in 2018. In Germany, Meyer Burger extended its membership with the Innovationsverbund Maschinenbau Sachsen and plans to increase its activities in 2019.

Local sponsoring

In view of current restructuring and transformation programmes, Meyer Burger is reviewing its global sponsoring strategy and plans to realign its relevant activities accordingly. In Hohenstein-Ernstthal, two students of the University of Applied Sciences Zwickau are supported within the “Deutschlandstipendium”. In addition, Meyer Burger (Germany) GmbH is a sponsor of TUC Racing, the Formula Student Racing team of the Technical University Chemnitz. With this engagement, the company aims to increase its publicity and position itself as an attractive employer to motivated and qualified students.

Information on sustainability reporting

Sustainability is an integral part of business success at Meyer Burger. For this reason, the company reports on sustainability topics every year in its annual report (GRI 102-52). The last report, covering fiscal year 2017, was published in March 2018. The current report covers the fiscal year 2018, which runs from 1 January 2018 to 31 December 2018 (GRI 102-50/51). This report has been prepared in accordance with the GRI Standards: Core option (GRI 102-54). The contents of the sustainability chapter have not been externally validated (GRI 102-56). There were no significant changes regarding material topics and topic boundaries (GRI 102-48). Retrospective adjustments have been made to the corresponding data to allow better comparability (GRI 102-49). The scope of consolidation can be found on page 76 of this annual report (GRI 102-45).

Principles for defining report content and quality have been applied throughout the information collection and report development process. In order to prioritise topics for inclusion in this report, Meyer Burger conducted an internal materiality analysis in 2015. During a workshop, senior managers from the Thun and Hohenstein-Ernstthal sites representing the departments of Finance, Production, Marketing, Sales, Customer Service, Quality & Safety, IT, Supply Chain Management, Corporate Communications, and Human Resources identified key topics and issues from the company and stakeholder perspectives. Although external stakeholders were not directly involved in the process, management took their existing concerns into account (GRI 102-46). In particular, customer concerns that were identified in communications between Sales, Service teams, and Customer Service were incorporated (GRI 102-43, GRI 102-44). In order to clarify the business model’s contribution to sustainable development, the sustainability topics identified during the materiality analysis were reviewed and given a new strategic orientation in 2016. In 2018, no adjustments were made. The resulting list of material topics can be found on page 11 of this report. The main stakeholders who significantly influence or are influenced by the business success of Meyer Burger comprise customers, employees, shareholders, regional authorities, suppliers, and the public (GRI 102-40, GRI 102-42).

For all questions relating to the sustainability report, please contact Ingrid Carstensen, +41 (0)33 221 28 34, ingrid.carstensen@meyerburger.com (GRI 102-53).

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102-54	Claims of reporting in accordance with the GRI Standards	22
102-55	GRI content index	23
102-56	External assurance	22

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report. The GRI Materiality Disclosures Service was performed on the English version of the report.

		Pages/Reference	Reason for Omission
GRI 200	Economic Topics		
GRI 201: 2016	Economic Performance		
GRI 103: 2016 103-1/103-2/103-3	Management approach	2–9	
201-1	Direct economic value generated and distributed	70–74	
GRI 203: 2016	Indirect Economic Impacts		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
203-1	Infrastructure investments and services supported	22	
GRI 204: 2016	Procurement Practices		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
204-1	Proportion of spending on local suppliers	21	
GRI 205: 2016	Anti-corruption		
GRI 103: 2016 103-1/103-2/103-3	Management approach	21	
205-3	Confirmed incidents of corruption and actions taken	21	
GRI 206: 2016	Anti-competitive Behavior		
GRI 103: 2016 103-1/103-2/103-3	Management approach	21	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	21	
GRI 300	Environmental Topics		
GRI 302: 2016	Energy		
GRI 103: 2016 103-1/103-2/103-3	Management approach	18	
302-1	Energy consumption within the organization	19	
GRI 303: 2016	Water		
GRI 103: 2016 103-1/103-2/103-3	Management approach	18	
303-1	Water withdrawal by source	19	
GRI 305: 2016	Emissions		
GRI 103: 2016 103-1/103-2/103-3	Management approach	18	
305-1	Direct (Scope 1) GHG emissions	19	
305-2	Energy indirect (Scope 2) GHG emissions	19	
305-3	Other indirect (Scope 3) GHG emissions	19	
GRI 306: 2016	Effluents and Waste		
GRI 103: 2016 103-1/103-2/103-3	Management approach	18	
306-1	Water discharge by quality and destination	19	
306-2	Waste by type and disposal method	19	
306-4	Transport of hazardous waste	19	
GRI 307: 2016	Environmental Compliance		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
307-1	Non-compliance with environmental laws and regulations	20	

		Pages/Reference	Reason for Omission
GRI 400	Social Topics		
GRI 401: 2016	Employment		
GRI 103: 2016 103-1/103-2/103-3	Management approach	13	
401-1	New employee hires and employee turnover	17	
GRI 403: 2016	Occupational Health and Safety		
GRI 103: 2016 103-1/103-2/103-3	Management approach	17	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	16	
GRI 404: 2016	Training and Education		
GRI 103: 2016 103-1/103-2/103-3	Management approach	13	
404-1	Average hours of training per year per employee	13, 16	
404-2	Programs for upgrading employee skills and transition assistance programs	13, 16	
404-3	Percentage of employees receiving regular performance and career development reviews	16	
GRI 405: 2016	Diversity and Equal Opportunity		
GRI 103: 2016 103-1/103-2/103-3	Management approach	17	
405-1	Diversity of governance bodies and employees	16	
405-2	Ratio of basic salary and remuneration of women to men		Information unavailable
GRI 406: 2016	Non-Discrimination		
GRI 103: 2016 103-1/103-2/103-3	Management approach	17	
406-1	Incidents of discrimination and corrective actions taken	17	
GRI 407: 2016	Freedom of Association and Collective Bargaining		
GRI 103: 2016 103-1/103-2/103-3	Management approach	17	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Not applicable*
GRI 416: 2016	Customer Health and Safety		
GRI 103: 2016 103-1/103-2/103-3	Management approach	12	
416-1	Assessment of the health and safety impacts of product and service categories	12	
GRI 417: 2016	Marketing and Labeling		
GRI 103: 2016 103-1/103-2/103-3	Management approach	12	
417-1	Requirements for product and service information and labeling	12	
GRI 419: 2016	Socioeconomic Compliance		
GRI 103: 2016 103-1/103-2/103-3	Management approach	21	
419-1	Non-compliance with laws and regulations in the social and economic area	21	

* The GRI reporting scope includes the sites in Hohenstein-Ernstthal (Germany) and Thun (Switzerland)