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# Sustainability

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## The company

### Introduction: Our sustainable business model

As a manufacturer of solar cells and modules, sustainability on the basis of renewable energy is our number one priority (GRI 102-2). Our corporate goal is to become a globally leading PV company and beacon of sustainability. Thus we plan to make a significant contribution to the 1.5 degree target of the Paris Climate Agreement. We are guided by and fully committed to the Sustainable Development Goals (SDGs) of the United Nations.

This report reflects our transition in 2021. We extended our business model from photovoltaic (PV) production equipment manufacturing to the integrated production of PV cells and modules. Within just one year, we executed our plan to start the renaissance of the solar industry in Europe. The progress that we have made is highly visible and is manifested in the set-up of two new manufacturing sites where almost 500 new employees work on the energy independence of the future. They produce a new generation of solar products which are sold to customers worldwide. The execution of the new business model has been very successful in establishing new sources of renewable energy made in Europe. In 2021, we have proven that Meyer Burger is “ready to shine” on its way to 100 percent sustainability.

This report highlights all aspects of sustainability within our company and provides insights into our climate and environmentally friendly, social and customer-oriented activities. The scope of this report was extended (GRI 102-49) and includes a new approach to improving the eco-balance of our sustainable products. Meyer Burger has based its development strategies on a study by Fraunhofer ISE which provides guidance on the measures that must be adopted and extended to improve its eco-balance and sustainability. This will extend Meyer Burger’s technological lead in terms of one of the world’s lowest CO<sub>2</sub> footprints in the production of solar cells and modules, including the consideration of recycling and the reuse of materials. In pursuit of

this goal, we will introduce a new CO<sub>2</sub> control system which helps us towards our goal of reducing our carbon footprint to reach the target of the Paris Climate Agreement.

The data in this report focuses on Meyer Burger’s manufacturing operations in Germany, these being at the center of its focus on sustainability, as they represent the main source of emissions and the largest sites within the Group.

### Company structure

Meyer Burger Technology Ltd (GRI 102-1) is publicly listed Swiss solar energy company headquartered in Thun, Switzerland with its main manufacturing operations in Germany (Freiberg, Thalheim, Hohenstein-Ernstthal), R&D centers in Switzerland (Thun, Hauterive), and sales and service organizations throughout Asia, the US and Europe (GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7). As announced in December 2021, the company is establishing a production site for high-performance solar modules in Goodyear, Arizona (USA). The investment is an important step in meeting Meyer Burger’s commitments to produce modules in close proximity to end-customers, source materials from regional suppliers, and improve its overall sustainability by reducing transportation emissions and optimizing the carbon footprint of the company’s solar modules.

In 2021, our organization’s executive leadership was comprised of our CEO Gunter Erfurt, CFO Jürgen Schiffer and CSO Katja Tavernaro, a new member of the Executive Board (GRI 102-18). In June 2021, she took on the newly created role of Chief Sustainability Officer (CSO) and is responsible for Human Resources, Legal & Compliance and ESG (Environmental, Social, Governance) within the Group, setting new standards in the industry in terms of sustainability. The management is also directly responsible for handling economic, environmental, and social strategic topics (GRI 102-20, GRI 102-26, GRI 102-32).

Meyer Burger is responsibly governed by the four members of our Board of Directors (BoD) who have comprehensive experience and expertise, enabling an integrated view on the company's operations: Franz Richter, Mark Kerekes, Andreas Herzog and Urs Schenker.

In December 2021, the BoD appointed two new members to the Executive Board as of 1 January 2022. Daniel Menzel became Chief Operating Officer (COO) and Moritz Borgmann became Chief Commercial Officer (CCO). The company is thus well positioned operationally for further expansion and an accelerated growth path in Europe and the USA.

### **Sustainable development of our sites**

Our road to become a global leader in photovoltaic manufacturing required the strategic planning of our new production sites based on sustainable principles. We acquired plants with a heritage and re-used buildings and machinery wherever possible. Our plants are run by green power and provide safe and secure job conditions. Our choice of locations also takes into account the logistics as we consider that green modules should be transported on green tracks as well.

#### **Thun, Switzerland (Corporate Headquarter)**

Being the traditional headquarters for many years, our Thun location provide group services. It is also the home of our Research, Development and Engineering Center. Here, our researchers develop high performance cell connection technologies which form the basis of our next generation solar modules.

#### **Hohenstein-Ernstthal, Germany (Operational Headquarter)**

At the Research, Development and Engineering Center site in Hohenstein-Ernstthal near Chemnitz, Meyer Burger manufactures latest-generation solar cell and module technologies and develops mass production systems that are used at Meyer Burger's own manufacturing facilities in a captive business model. In the production area, machines and equipment are built by our engineers and workers and tested on our pilot manufacturing lines. The location further comprises Group functions such as HR, finance and controlling, IT and provides shared services into the organization.

#### **Thalheim (City of Bitterfeld-Wolfen), Germany**

Our main hub for solar cell production is located in Thalheim (City of Bitterfeld-Wolfen, State of Saxony-Anhalt). Meyer Burger's production site is in the center of Solar Valley, a traditional manufacturing area for the solar industry in Germany. We are using a plant which was built ten years ago as a solar cell facility. This made the re-use time shorter and

conserved resources. Starting with an annual nameplate capacity of 400 megawatts (MW) in 2021, we plan to expand to 1.4 gigawatts (GW) in 2022 and 7 gigawatt (GW) by 2027. From this hub, we deliver high-performance solar cells to our solar module sites in proximity to our focus solar markets.

#### **Freiberg (Saxony), Germany**

Meyer Burger's site in Freiberg (State of Saxony) is Europe's largest and most modern production facility for solar modules. Initially, the annual nameplate capacity is 400 MW, but this will be increased to 1 GW in an ongoing expansion in 2022. This facility was also re-used. Built as a plant for solar modules, we were able to re-use equipment, some of which had been developed by Meyer Burger, and this way it was given a second lease of life.

#### **Goodyear, Arizona, US**

Close to the prosperous US solar markets, Meyer Burger plans to set up another manufacturing plant for solar modules in Goodyear, Arizona. Initial annual production capacity is expected to be 400 MW by the end of 2022 with the potential to build to 1.5 GW of capacity.

#### **Hauterive, Switzerland**

At Meyer Burger Research in Hauterive (Switzerland), a team of experienced researchers with a widely range of different backgrounds, such as microelectronics, physics, chemistry and materials science, is at work. Their focus is on transferring technologies from the laboratory to the mass-production scale in a pilot line for the production of high-performance heterojunction solar cells. The manufactured cells are assembled into modules and tested both in the laboratory and in the field. At the same time, the pilot line is used to develop new technologies that make solar cells even more efficient and production even more cost-effective.

#### **Neuchâtel, Switzerland**

Meyer Burger's 100 percent subsidiary Pasan SA located in Neuchâtel is a market leader in solar testing and quality equipment. At the site, leading performance measurement technologies for highly efficient solar cells and modules are developed and produced. Pasan's award winning solar simulators are renowned for their outstanding accuracy and reliability and are used by leading certification institutes, as well as manufacturers of solar cells and modules.

#### **Regional module sales**

With experienced and highly motivated new team members mainly from the solar industry, Meyer Burger has established a powerful sales and marketing organization in both Europe and the USA. The

team has grown to more than 40 sales representatives. In addition to Germany, Switzerland and the USA, we have established sales offices in Belgium, the Netherlands, Italy, France, Poland, Spain and Portugal. This reflects our strong sales and marketing efforts in 2021.

### **Worldwide equipment services**

Meyer Burger has reduced the number of offices and employees in its equipment service sectors in 2021 and has concentrated the related activities at the Shanghai and Singapore locations. The existing sites in Taiwan, Korea and Malaysia were closed and the Shanghai site was downsized. In total, around 70 employees were affected by the restructuring, with about 20 continuing to be employed at the two remaining sites. The employment of the affected employees was terminated in accordance with the existing local agreements and in a socially responsible manner. The restructuring was completed by the end of 2021 and will be legally closed in 2022.

The product portfolio of high-precision measurement technology products of Meyer Burger's subsidiary Pasan will continue to be marketed to customers worldwide. In Shanghai, Meyer Burger Trading Co. will become the competence center for Pasan's sales and services in the Asian market. Services for existing Asian customers of Meyer Burger will continue to be provided in Singapore.

With this restructuring, Meyer Burger is further optimizing its global organizational structure in alignment with its transition to a manufacturer of high-performance solar modules. It also strengthens the company's future profitability.

### **Transition & new brand**

In order to successfully and sustainably complete the corporate transition from a mechanical engineering company to a manufacturer and supplier of solar modules, one of the core tasks was to redefine and reposition the heritage-rich brand. For this strategically important challenge, the renowned brand and communications agency Jung von Matt was commissioned. The goal is to establish Meyer Burger as a distinctive, global, sustainable premium brand that inspires B2C and B2B customer groups alike and sets new standards in the solar industry.

The interdisciplinary team acted as a strategic partner for Meyer Burger with its various expert agencies. Working with the agency, the new brand identity was developed and the strategic brand and product repositioning was implemented. Jung von Matt was responsible for the creative content as

well as the global communication architecture including media planning and playout of a marketing campaign.

The relaunch of the brand in March 2021 was followed by the product launch in April of three new high-performance solar modules, which was accompanied by a broad-based digital campaign starting in summer. Just as Meyer Burger sets new standards with its products made in Germany, designed in Switzerland and manufactured under the highest standards of sustainability and quality, the campaign was also intended to set new standards and appeal emotionally to end customers. Through the slogan "ready to shine," installers and end customers alike were targeted sustainably, primarily via digital channels. To avoid wastage and in the interests of sustainability, print materials such as brochures, data sheets and merchandise were reduced to a minimum.

Alongside with the campaign, Meyer Burger created a film that breaks with convention and focuses on the power of the sun instead of showcasing the solar module itself. The digital campaign was rolled out in 11 countries on relevant internet platforms and social media channels. The aim was to position the brand not only in the DACH region, but also in Meyer Burger's other core European markets such as in Belgium, France, Italy, the Netherlands, Poland and Spain, as well as in the UK and the Nordic countries. To date, the campaign has reached 290 million people in the core markets.

## Meyer Burger: mission & values

### Strategy to reach our sustainability goals

We have a clear vision: as a company, Meyer Burger believes in the sustainable development of society and actively participating in the global energy transition. The 1.5 degree target, decent working conditions and the strengthening of regional supply chains are guidelines for this, and they go hand in hand with economic principles and open up personal and social opportunities for people to work towards counteracting climate change.

Read the full interview on our website (<https://www.meyerburger.com/en/newsroom/artikel/interview-with-katja-tavernaro-chief-sustainability-officer>)



### SDG 7 "Affordable and clean energy"

Our innovative range of products, systems and services, including processes for manufacturing solar cells and modules, are essential elements of the PV value chain. Producing cost-effective solar cells and modules and improving their accessibility contributes to the UN goal of "affordable and clean energy" (SDG 7). Using photovoltaics as a primary source of energy ensures access to affordable, reliable, sustainable and modern energy for all and increases the share of renewable energy in the global energy mix.

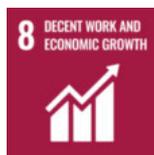
“ We have a clear goal in mind: we want to implement a coherent ESG strategy throughout the company. To achieve this, we not only want to produce the most sustainable solar modules in the world, but also set new standards as a green company - and this includes the entire life cycle of our products. Part of my job as Chief Sustainability Officer is to ensure that we move step by step in the right direction. We have already reached important milestones, for example with regards to our supply chain, recycling and environmental protection.”

Katja Tavernaro, Chief Sustainability Officer, (GRI 102-14)

By transforming our business model from the manufacture of photovoltaic production equipment and expanding it to include the production of solar cells and solar modules in our value chain, we are making sustainability based on renewable energies our number one priority. Our goal is to be one of the world's leading PV companies and a beacon of sustainability in the big market for renewable energies. We want to make a significant contribution to the 1.5 degree target of the Paris Climate Agreement and are guided by the Sustainable Development Goals (SDGs) of the United Nations.

### Contribution to UN sustainable development goals

The UN Sustainable Development Goals (SDGs) were created to provide a route, also referred to as a Pathway for Humanity, for any business to harness its power by directing efforts towards global sustainability objectives. By producing cost-effective solar energy cells and modules, and so increasing their accessibility to private and commercial consumers, Meyer Burger directly supports several of these goals.



### SDG 8 "Decent work and economic growth"

We directly support SDG 8 "Decent Work and Economic Growth" through the promotion of sustainable, inclusive economic growth and productive employment relationships. Our sites are only located in areas where forced labor issues generally do not persist and employees' rights are guaranteed by us, as well as by law. In good cooperation with employee representatives, we attach great importance to good, safe and sustainable jobs without regard to gender, race, nationality, age, religion, health restrictions or other discriminatory factors.



### SDG 9 "Resilient infrastructure"

By innovating in the PV industry, we actively contribute to building a resilient infrastructure and are working towards a sustainable industrialization (SDG 9). Our goal is to help building a resilient energy infrastructure in regions which are threatened with losing their energy independence. By using photovoltaics, this energy infrastructure

can be strengthened and become more resilient against hostile threats and dependencies. In order to reach this goal, sustainable supply chains and increased investments in R&D are essential.



### SDG 11 "Make cities sustainable"

A sustainable development of cities and communities is not possible without implementing innovative solar systems which are integrated into modern housing concepts, emissions-free transport and public infrastructure. Meyer Burger suggested many innovative methods of implementation on existing infrastructure in a White Paper, for example using the roofs of big housing blocks, freeways, or making solar energy an integral part of agriculture in new "agri-photovoltaics" approaches ([https://www.meyerburger.com/fileadmin/user\\_upload/Whitepaper/Solar-Production-in-Germany\\_WhitePaper\\_MB-SMA.pdf](https://www.meyerburger.com/fileadmin/user_upload/Whitepaper/Solar-Production-in-Germany_WhitePaper_MB-SMA.pdf)).



### SDG 12 "Sustainable consumption and production"

The foundation of our strategic set-up is a production process which is cost-effective and energy-efficient at the same time. Our new captive technology requires fewer production steps and less energy than traditional solar production technologies. For Meyer Burger, it is a compelling consequence that the products which result from this process are not disposed of, but will be recycled and returned to the material cycle. The material footprint of our products is therefore reduced to a minimum.



### SDG 13 "Combat climate change"

Solar is the solution to some of the most pressing issues for our society. The urgent climate crisis requires a change to a very high ratio of renewable energy supply as quickly as possible. Solar power as a primary energy source can supply new forms of energy storage such as hydrogen or innovative small and large scale battery systems for transportation or public infrastructure. Solar will be a determining energy source at all levels. From small residential to commercial buildings, every solar module is necessary to prevent the climate crisis.



### SDG 17 "Partnerships for goals" – Partnerships in the solar industry

With regards to SDG 17 "Partnerships for Goals", Meyer Burger engages in trusted and meaningful partnerships. Meyer Burger is a member of the following associations: Solar Power Europe (SPE), Bundesverband Neue Energiewirtschaft (bne), Bundesverband Solarwirtschaft (BSW), Swissolar, PV

Austria and Silicon Saxony. These memberships are intended to strengthen our footprint as a local and European PV manufacturer. Furthermore, as a member of the Ultra Low Carbon Solar (ULCS) Alliance, Meyer Burger advocates for low CO<sub>2</sub> PV manufacturing without forced labor (GRI 102-13).

Meyer Burger is pursuing new research projects together with its R&D partners. Our research entities in Switzerland and Germany work in exclusive cooperation with the CSEM (Centre Suisse d'Électronique et de Microtechnique) in Neuchâtel, Switzerland. In several projects, they are driving the industrialization of Interdigitated Back Contact (IBC) technology based on our heterojunction platform. This represents the next evolutionary technology step on Meyer Burger's innovation roadmap. In IBC modules, the interconnection is only located on the back of the cell, which enables better utilization of sunlight without any shading of the sun-facing front. There are significant advantages in terms of efficiency and cost, especially in combination with our SmartWire technology. We expect this proprietary technology to be used in all market segments in the future.

On the industrialization of perovskite tandem technology, we have been intensified discussions and are evaluating partnerships with leading global research institutes. An extensive industrial research project is already underway with leading Fraunhofer ISE institutes in Germany. We have also extended our long-standing partnership with CSEM in Switzerland to include the development of HJT-Perovskite solar cells and modules. We believe that strategic cooperation can support us in sustaining a technical leadership position in the market and contributing to the global energy transition (GRI 102-12).

To reach our goal to set up a coherent Environmental Social Governance (ESG) strategy within our company, we will set new standards within the solar industry, including the whole life-cycle of our products. We have ambitious targets:

- 100 percent of energy consumption from renewable sources for our production sites
- 100 percent recycling of our solar modules
- 0 percent hazardous material contained in our solar modules
- Continuous reduction of CO<sub>2</sub> emissions in our company using a standardized controlling process

These goals can be reached by following certain operational strategies. In particular, we pursue the following ways to reach our sustainability goals:

## Our CO<sub>2</sub> footprint

We are continuously working to reduce our carbon footprint along the entire value chain, starting with sustainable sources of raw materials, through to the delivery of our emission-reducing products. At our sites in Thalheim and Freiberg, we have developed particularly efficient resource-saving production processes. Since 2021, we have supplied all our modern production plants with electricity from 100 percent renewable energies. In addition, we are reducing our environmental footprint thanks to short transport routes between our sites and reduced energy requirements in our production processes. All these efforts result in a low CO<sub>2</sub> footprint for our products. A Life Cycle Assessment analysis by Fraunhofer ISE has shown that we already produce significantly less CO<sub>2</sub> in our production than Chinese suppliers of standard PERC modules.

## Sustainable supply chain

To ensure transparency and to avoid CO<sub>2</sub> emissions, goods and services are sourced from local manufacturers and suppliers wherever possible. Meyer Burger defines procurement as local if it takes place within the nation state in which the production site is located. These sources are supplemented by European and global suppliers. As a consequence of losing big parts of the solar value chain in Europe, we currently have to reach out to the remaining sources worldwide. In the context of forced labor allegations, we stated in 2021 that we hold guarantees from our wafer suppliers that they use polysilicon from sustainable sources and operate without using raw material from the Xinjiang region in particular.

## Sustainable use of raw materials

Where raw materials are concerned, we are continuously looking for innovative solutions to further improve our products and reduce our use of raw materials. We build our solar modules with the lowest silver content in the industry, use less energy in manufacturing, generate less waste water and use significantly fewer solvents in our production processes compared to other manufacturers. We have already completely eliminated the toxic heavy metal lead in module manufacturing. Our modules do not contain any hazardous materials, which contributes to a sustainable recycling process. We are among the very few solar module manufacturers worldwide that comply with the EU RoHS law.

## Recycling & Cradle2Cradle concept

We want to convert our business model to the sustainable "Cradle2Cradle" concept (GRI 301). The aim of this concept is not only to limit the company's negative impact on the environment, but to go even further and leave a positive footprint. With this in mind, we are striving for waste-free production.

With regards to recycling, we have already taken a big step and recycled a total of 340 tons of waste in 2021. In the future, we want to adopt the principles of the circular economy even more strongly - through reusing, sharing, repairing, refurbishing and recycling - in order to avoid waste, pollution and carbon emissions as far as possible. To this end, we are working with innovative regional suppliers to ensure that the raw materials are fully recovered at the end of a module's life cycle. Even if our products will not reach the end of their life only for about 30 years, we are already working on innovative recycling processes.

## Solar energy for everyone

Our goal is to make the benefits of solar energy accessible to everyone, whether commercial customers, homeowners or tenants. That is why, in the spirit of solar law, we advocate, amongst other things, the strengthening of self-consumption, tenant electricity models and sharing models, so that everyone can make a contribution to our environment. Citizens should be enabled to organize their own renewable energy communities, to set up their own PV systems and to be able to obtain electricity from them at reduced prices. In addition, we are committed to enabling citizens to participate directly in PV plants in their vicinity. All this is based on a Code of Conduct which includes the company's core values, guidelines for business ethics and our stakeholder engagement.

## Ethics & integrity

Our company values (GRI 102-16) apply to all our employees and form the foundation of our everyday actions. These values constantly shape our company culture and best describe what we want to achieve as a company:

**Passion:** We combine our thirst for knowledge and success with genuine engineering and design expertise to actively and creatively shape future industrial processes.

**Determination:** We work in a solution-oriented and efficient way, set standards and secure our technological leadership.

**Responsibility:** We strive for cost-effective solutions that create sustainable added value for our customers and society with our forward-thinking, partnership-based attitude.

**Integration:** We offer our customers well-thought out and individual solutions as well as high quality services along the entire value chain.

As a globally active and publicly listed company, Meyer Burger ensures that all employees, products

and services fully adhere to applicable international, national and local laws, regulations and standards. Reliability, loyalty and respect are Meyer Burger's key values for all interactions both within the company and externally. Meyer Burger's Code of Conduct outlines the company's core values and provides guidance regarding business ethics, human rights, compliance, corporate governance, stakeholder engagement and fostering an encouraging work environment and is provided to every employee (GRI 410-1).

While making sure that our strategy and values are fully integrated into our value creation, we also foster transparency through adequate financial, sustainability and compliance reporting. In this matter, we thoroughly analyze our actions and the related outcomes to derive suggestions for improvement and to enhance the company's performance and sustainable footprint in the future.

### **Honesty and high service quality**

We continuously educate our employees on important topics, such as our Code of Conduct, anti-corruption measures, cyber-security and the prevention of insider by a relevant training (GRI 205-2). We treat confidential information conscientiously and carefully avoid conflicts of interest (GRI 102-25). Furthermore, we do not grant any advantages nor do we accept such advantages for ourselves. In case of doubt, our employees will consult their supervisor or the Compliance Officer (GRI 102-17). Furthermore, we internally disclose and monitor any personal or financial relationships with suppliers, customers or other business partners that go beyond contacts in the regular course of our professional activities, and we take action as needed.

### **Political donations**

Meyer Burger does not make any political donations. We are not a member of any political party nor do we support one in any other way. However, we recognize and support the right of employees to engage in political activities as private citizens (GRI 415-1).

### **Respect of industry ethics**

We are guided by the highest ethical and professional standards of our industry and we review and measure our internal guidelines regularly. We commit to free and fair competition so we compete fairly for market share and comply with local anti-trust and competition laws.

In 2021, Meyer Burger was not involved in any legal proceedings on the grounds of anti-competitive conduct, nor did any cases of corruption come to light (GRI 206-1). Neither were there any fines or

penalties for breaches of laws or regulations in 2021 (GRI 205-3, GRI 419-1).

### **Management of Intellectual property**

Several steps were taken in 2021 to further strengthen our Intellectual Property (IP) management. IP arises from our innovative and creative ideas and enables us to make considerable economic and social progress. Therefore, employees in Research and Development functions receive training on IP law. To avoid cases of patent infringement, employees are included in the assessment of competitors' patents to ensure Meyer Burger's freedom to operate. Internal knowledge is exchanged through regular workshops and meetings under the responsibility of our CEO Gunter Erfurt. Since 2020, an additional IP validation process has been introduced to increase our IP quality.

### **Procurement practices**

We expect our suppliers to comply with applicable laws, directives and contractual conditions as well as generally accepted sustainability standards. This includes, amongst other things, compliance with basic labor and human rights and the prohibition of child and forced labor, as well as regulations on safety and environmental protection, money laundering and corruption. Suppliers must provide documentary evidence of their efforts in these areas. In case of violations, corrective measures are taken immediately but if these measures are not implemented within a reasonable period of time, Meyer Burger reserves the right to terminate the cooperation immediately.

### **Approach to tax**

In respect of its core values, Meyer Burger pays its taxes according to the places in which our company operates, thus supporting local communities and complying with the applicable regulations. Embedded within the control function and reporting to the CFO, the responsibility for taxes also includes a functional transfer pricing strategy to ensure that taxes are paid where value is created, which we have adopted to the new business model in 2021. Tax risks are assessed on a regular basis and Meyer Burger is in contact with the tax authorities to prevent any possible mistakes. (GRI 207-1, GRI 207-2, GRI 207-3).

### **Stakeholder Engagement & materiality matrix**

The company's main stakeholder groups include shareholders, wider society, customers, suppliers, employees and local communities (GRI 102-40).

These groups are identified based on the number and depth of interactions with the company

(GRI 102-42). Meyer Burger engages in a permanent dialogue with all stakeholders to determine current needs and future trends, especially as concerns economic, environmental, and social topics (GRI 102-21, GRI 102-43). In 2021, no concerns were raised on this matter (GRI 102-44).

Meyer Burger’s focus on sustainable value creation is based on the analysis of material topics. The materiality matrix ranks the most important topics from high relevance to very high relevance both from a stakeholders’ (vertical axis) and from that of the company (horizontal axis). These topics represent the core of this report (GRI 102-46).

When analyzing current trends and looking towards the future, the following topics were identified as being most relevant for Meyer Burger and its stakeholders (GRI 103-1):

**Climate and energy:** Having important consequences for society and the environment, the improvement of the CO<sub>2</sub> footprint through the production of renewable and sustainable energy is a strong continual focus for the future.

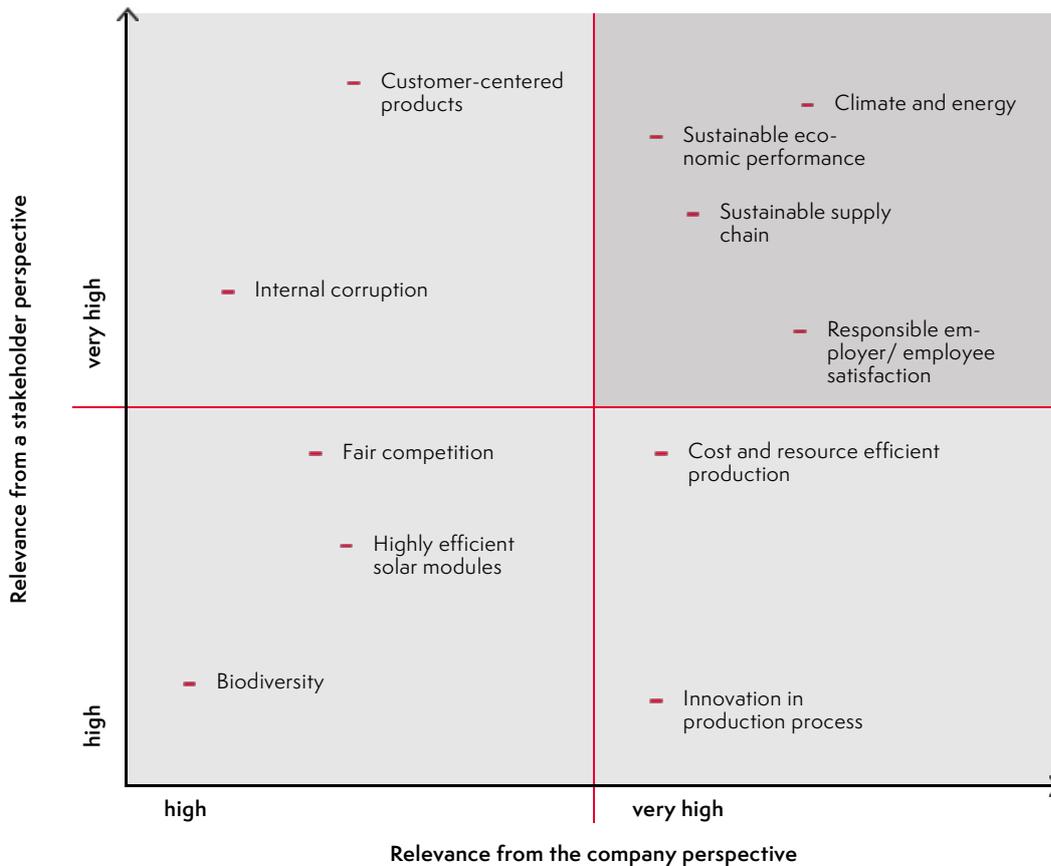
**Sustainable economic performance:** Being profitable allows Meyer Burger to further invest in future innovations to reach its goal to become the greenest PV company in the world.

**Sustainable supply chain:** To create a truly sustainable product, the entire supply chain needs to apply these values. To foster transparency and reduce CO<sub>2</sub> emissions, Meyer Burger is aiming to establish a local supply chain and to implement the Cradle to Cradle strategy in its business model.

**Employee satisfaction:** To guarantee an outstanding product quality, Meyer Burger aims to motivate and increase the loyalty of its employees through various measures.

Throughout the report, the management approach will be described for each material topic and evaluated through stakeholder feedback, internal measurement systems and benchmarking (GRI 103-2, GRI 103-3).

**Materiality matrix (GRI 102-47)**



## Our sustainable business

### Risk management

A constantly changing environment continuously leads to new challenges and opportunities. In order to ensure ongoing operations with a high focus on quality and sustainability, Meyer Burger needs to be prepared for all eventualities. Because of this, Meyer Burger treats upcoming risks diligently. Despite the risks listed below, and thanks to a regular risk review by the management, the company is well

prepared to face the major risk areas detailed below (GRI 102-15). In general, the company applies the *Precautionary Principle* to avoid negative impacts on the environment (GRI 102-11).

The risks as well as the risk management process are regularly reviewed by the management and the Board with the aim of reviewing current economic, environmental, and social topics (GRI 102-27, GRI 102-29, GRI 102-30, GRI 102-31).

Area of risk	Probability	Impact on business	Trend
Economy, Society, Politics & Regulations	High	Moderate	Constant
Compliance & Corporate Governance	Low	Low	Constant
Human Capital	Possible	High	Constant
Operations	Possible	High	Constant
Strategy	Moderate	Moderate	Decreasing

### Economy, Society, Politics and Regulations

The military conflict in Ukraine has a historic dimension and will bring fundamental changes on many levels. Control over raw materials is becoming more important in a multipolar, uncertain world. Supply chains, but also technologies, industries and energy supplies will therefore tend to regionalize in the future. The geographical proximity of manufacturing and operations will become increasingly important in the future.

Uncertainties on the supplier and client sides had already been caused over the last two years by the Covid-19 pandemic. Shorter supply routes promote regional jobs, reduce CO<sub>2</sub> emissions and strengthen process controls. A new, EU strategic industrial policy is aimed at making the European economy more competitive, resilient and climate neutral.

Due to its strong focus on the European market, the impact of those risks on the company's core business is evaluated as being moderate and thus not threatening to Meyer Burger's core operations.

The unintended disclosure of business-relevant information as well as unethical behavior are evaluated as being business-critical risks. Meyer Burger also continuously assesses risks related to corruption (GRI 205-1). To prevent these risks, the group takes relevant measures such as employee training to reduce the likelihood to a minimum. As in the past, the company is not expecting any breaches in the future.

Compliance and corporate governance also refer to environmental and sustainability risks, which could have impact on the company's production environment. Meyer Burger's business model is

designed and structured to precisely face and ease such risk on a global scale. Consequently, the company not only promotes, but would strongly benefit from an increase in environmental and sustainability awareness amongst its stakeholders (GRI 201, GRI 201-2).

### Human capital

As human capital is vital for the company's future, it would be business-critical if the company were not able to manage its workforce adequately. In particular, the group is dependent on the availability of, and its ability to attract and retain, a significant number of skilled and experienced employees. Fortunately, the business model of Meyer Burger as well as its reputation in the labor market attracts a local workforce.

Due to the current change in the business model and a multitude of operational changes, measuring employee satisfaction is challenging and an increase in fluctuation might be seen in the short-term (GRI 401-1). Naturally, Meyer Burger is determined to provide a stable work environment throughout the intense period of change and to prevent terminations as far as possible. After these necessary changes, the workforce is expected to stabilize.

### Operations

The prevention of operational risk is the current focal point for Meyer Burger, particularly the uncertainties of global supply chains, as consequences might be highly business-critical. Meyer Burger's transition to its new business model has been successfully implemented. This is intended to acquire an additional market share and to increase the group's revenues.

Furthermore, Meyer Burger is aiming at operating at a sustainable cost and margin structure in order to be able to bridge potential temporary shortfalls should they occur.

Additionally, to prevent potential risks within the supply chain, Meyer Burger is focusing on building a more local supply chain and to increase diversification amongst its suppliers.

### Strategy

Currently, the PV market is showing strong growth, accelerated by governmental support and certain regional measures, giving momentum to Meyer Burger's repositioning as a producer of high-performance solar cells and modules. The company is confident that it will quickly gain a substantial market share based on its advanced technologies.

An increase in competition could affect market entry and/or lead to lower profit margins and a loss in market share as well as delayed or absent positive cash flow. A regular extensive analysis of the company's environment allows it to foresee such changes in competition and to adapt adequately.

Meyer Burger is well equipped to face competition in its position as a technological leader. According to an expert report from the Fraunhofer ISE Institute in 2020, Meyer Burger currently has a three-year technological lead over mainstream PV module producers. Meyer Burger's continuous work towards improvements within its technology roadmap are expected to result in the maintenance or even the expansion of this technological leadership position and to bring additional economic upside potential to the Group.

### Ecological responsibility Research & development

Since increasing the energy efficiency of solar cells and modules helps customers to make a positive environmental impact, sustainable development is literally built into Meyer Burger's innovative products and technologies. Our research and development activities form a guideline to our innovation roadmap. The basic principle of this roadmap is to be environmentally responsible by developing long-lasting products that significantly reduce the carbon footprint over their lifetime all over the world. Therefore, it is not only crucial that the technologies enable compelling solar cell and solar module performance, but that they build on sustainable materials and energy-saving processes.

The most damaging material used in common solar modules is lead. With its new business strategy, Meyer Burger decided to implement 100 percent lead-free technology and to stick to this in its future

R&D roadmap. With conventional recycling processes, lead-particles can escape from end-of-life modules and infiltrate the ground. To eliminate this risk, Meyer Burger produces lead-free products and, hence, complies with EU RoHS law.

Our sustainable R&D roadmap also helps to reduce other materials and process and operation gases. Resource use in the area of indium tin oxide (ITO) coating was reduced by 25 percent, and the use of silver was continuously minimized as well thanks to technological improvements. The next steps in our innovation roadmap will implement and improve these results. Sustainable HJT-technology will be further developed and will form the basis of our IBC technology as well as our next technological steps.

### Sustainable operations

The constantly ongoing development of highly productive HJT-technology equipment reduces the use of energy and cooling water and lowers emissions per solar module (GRI 302-4). Meyer Burger is committed to protecting the environment and contributes to sustainable business operations as far as possible. Our aim is to use the earth's natural resources to add meaningful value to our society. During this process, we ensure that those resources are either returned to our environment or recycled for use in further production.

To address its own environmental footprint, Meyer Burger continuously improves resource use and energy efficiency at its technology and production sites (GRI 302-4). In 2021, Meyer Burger decided to implement an innovative CO<sub>2</sub> control system to monitor its emissions on a standardized basis. This system will allow operations to identify the adjusting screws of the emissions. This will enable us to reduce our emissions in a focused manner and to monitor the results very closely.

Meyer Burger recognizes the importance of protecting biodiversity (GRI 304-1). Before the start of operations, regional assessments are conducted to ensure the preservation of the local environment (GRI 304). In 2021, no operational sites were owned, leased or managed in, or near to, protected areas and areas of high biodiversity value outside protected areas (GRI 304-1). Meyer Burger emphasizes the importance of following all applicable legal requirements. In 2021, no fines or non-monetary penalties were imposed for non-compliance with environmental laws (GRI 307-1).

In terms of taking care of its environment, Meyer Burger is committed to reducing CO<sub>2</sub> emissions, limiting energy and water consumption and promoting waste recycling. (GRI 303-1, GRI 305). In

connection with this, the quality standard for effluent discharge are carried out at all sites in accordance with the legal requirements (GRI 303-2). Due to the extended home office working due to the Covid-19 pandemic, the 2021 reported consumption is lower than in previous years. No water withdrawal or discharge, or any chemical or environmental spills were reported for 2021. Pollutants can upset the environmental balance through incorrect waste disposal (GRI 306-1). Aspiring to waste-free production, Meyer Burger is aiming to apply the

Cradle to Cradle concept to its production process. We have already taken an important steps in this direction as regards recycling waste in our production. We are working together with various recycling partners in Germany. In 2021, we recycled 340 tons of material, including our packaging.

(GRI 301-3) In our solar cell production, we introduced reusable carriers to avoid transportation with plastic boxes.

## Meyer Burger environmental indicators<sup>1</sup>

	2021	2020	2019
<b>Energy consumption [MWh]</b>	<b>29 581</b>	<b>7 349</b>	<b>9 399</b>
<b>Electricity [MWh]</b>	<b>18 626</b>	<b>4 606</b>	<b>6 456</b>
<b>Heating and cooling [MWh]</b>	<b>10 955</b>	<b>2 119</b>	<b>2 186</b>
<b>Total fuels for vehicles [hectoliter]</b>	<b>81 234</b>	<b>624</b>	<b>757</b>
Diesel [hectoliter]		566	683
Petrol [hectoliter]	81 234	55	61
LPG/propane [hectoliter] <sup>2</sup>	–	3	13
<b>Total CO<sub>2</sub> emissions [tonnes of CO<sub>2</sub> equivalents]<sup>3</sup></b>	<b>849</b>	<b>3 958</b>	<b>5 152</b>
<b>Scope [tonnes of CO<sub>2</sub> equivalents]</b>	<b>818</b>	<b>674</b>	<b>660</b>
Fuels for heating and cooling [tonnes of CO <sub>2</sub> equivalents]		514	460
Fuels for vehicles [tonnes of CO <sub>2</sub> equivalents]	818	160	200
<b>Scope 2 (electricity) [tonnes of CO<sub>2</sub> equivalents]<sup>4</sup></b>	<b>–</b>	<b>2 584</b>	<b>2 827</b>
<b>Scope 3 (business travel) [tonnes of CO<sub>2</sub> equivalents]<sup>5</sup></b>	<b>31</b>	<b>700</b>	<b>1 665</b>
<b>Water use [m<sup>3</sup>]</b>	<b>49 831</b>	<b>10 287</b>	<b>13 958</b>
Drinking water/fresh water	49 831	10 287	13 958
Ground water	–	–	–
<b>Waste water [m<sup>3</sup>]</b>	<b>45 918</b>	<b>7 166</b>	<b>10 057</b>
Municipal sewage treatment plant [m <sup>3</sup> ] <sup>5</sup>	45 918	7 166	10 057
Waste water treatment by third party [m <sup>3</sup> ]	–	–	–
<b>Waste [tonnes]</b>			
<b>Non-hazardous waste [tonnes]</b>	<b>137</b>	<b>35</b>	<b>126</b>
Residual waste to incineration [tonnes]	74	12	26
Composting [tonnes]	–	–	–
Wood (burning) [tonnes]	63	23	100
<b>Recycling [tonnes]</b>	<b>340</b>	<b>121</b>	<b>127</b>
Paper and cardboard [tonnes]	80	14	36
Glass [tonnes]	18	1	1
Metal (mainly aluminum, copper, iron, steel) [tonnes]	155	107	81
Plastic [tonnes]	34	3	9
Modul and wafer	54	–	–
<b>Special waste [tonnes]</b>	<b>599</b>	<b>249</b>	<b>474</b>
Batteries (recycling) [tonnes]	–	–	–
Waste electrical and electronic equipment (recycling) [tonnes]	5	2	1
Oils, fats, chemicals (mainly aqueous solutions) [tonnes]	140	257	472
Hazardous waste (mainly coolants and slurries) [tonnes]	454	–	–

<sup>1</sup> Due to the materiality of operations in Germany, the scope of the environmental data is limited to Meyer Burger (Germany) GmbH and Meyer Burger (Industries) GmbH and 2020 and 2019 for Meyer Burger (Germany) GmbH.

<sup>2</sup> The previous report contained an estimated value for 2019. The volume has thus been restated for 2019. No material effects result from this restatement (GRI 102-48).

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

<sup>4</sup> The emissions relating to purchased electricity (Scope 2) were calculated using the “location-based approach” of the Greenhouse Gas Protocol Scope 2 Guidance.

<sup>5</sup> The value for 2020 is estimated. The actual value can only be determined after publication of this report.

Meyer Burger’s goal is two-fold: to increase the energy efficiency of solar cells and modules while simultaneously offering its customers the lowest total cost of ownership. As innovation is key to achieving

these goals, Meyer Burger invests in new technologies that permanently lower the cost per kilowatt hour of solar energy. We are continuously looking

to further utilize currently unusable residual materials from production to limit our waste production (GRI 306-2).

Even if Meyer Burger expects its first products to end its life after more than 30 years lifetime, we are obliged to set up take back systems in different countries as soon as our product is sold on the market according the law. In general, we act according to German and European waste laws, but do not consider these laws to be sustainable enough compared to our own sustainability claims. According to Cradle to Cradle principles, Meyer Burger has started to work on module recycling solutions in collaboration with a partner from Germany to allow the reuse of almost all module ingredients and materials for further manufacturing operations. In 2021, we started the certification process for a module recycling plant together with our partner. The building permit has been issued, and pilot production is expected to start in 2023. It will demonstrate innovative recycling technology by disassembling the PV system components. The goal is to recycle modules up to 100 percent except plastics. Components such as glass, aluminum, silver or silicon can be reused. Our goal for 2022 is to set up a sustainable module recycling system in the US as well. For Meyer Burger, this market is crucial as we plan to start our own module production by the end of the year 2022. In the US, no sustainable take-back system has been established until so far. Here, Meyer Burger intends to set new standards for the solar industry in this important sector.

### Energy footprint and payback time

Solar energy is affordable, clean and available in unlimited quantities. Therefore, it can sustainably decrease the effects of global warming over the long term. Meyer Burger focuses on the ongoing improvement of its solar energy technologies to maintain its leading position in the industry and improve the ecological impact of its business activities, products and services.

The energy footprint (the net energy consumption of a particular product/system over its lifetime) and energy payback time (operating time until a power system has generated the same amount of energy that was originally used to produce it) are key drivers for the renewable energy systems market. For solar PV systems, the energy payback time depends on the geographical location. In Northern Europe, PV systems need around 1.5 years to balance their input energy, in Southern Europe it can take less than one year. Consequently, over the course of the product lifecycle, Meyer Burger's PV cells and modules produce 20 times the energy needed for their own production and quickly become energetically profitable (GRI 302-5).

Meyer Burger currently produces highly performing solar cells and modules with the "Made in Germany" seal, using our proprietary Heterojunction/SmartWire Technology (HJT/SWCT). The sustainability of Meyer Burger's HJT solar cells and modules produced in Europe, plays an important role in competing with products from China, which rely on the globally established PERC (Passivated Emitter Rear Cell) technology. In 2021, Meyer Burger commissioned the Fraunhofer Institute for Solar Energy Systems ISE to conduct a life cycle analysis (LCA) for its solar modules.

As part of this, materials with a significant contribution to the impact categories of the overall system were selected (e.g. yield n-Cz versus p-Cz, diamond wire for wafer sawing, process gases and chemicals, silver paste, front side glass, aluminum frame, cell connectors, encapsulation films, rear side glass or film, wiring) and their environmental impacts were analyzed.

As a result, ISE found that Meyer Burger's HJT modules (Meyer Burger White, Meyer Burger Black, Meyer Burger Glass) have a significantly lower carbon footprint than the PERC reference module. The relative saving compared to the PERC reference module is about 24 percent for the glass-backsheet modules (Meyer Burger White and Meyer Burger Black products) and about 37 percent for the glass-to-glass module (Meyer Burger Glass products). Two important factors that have significantly improved the environmental impact of the Meyer Burger Glass product are its longer life and higher efficiency. Reduced transport distances through manufacturing "in Europe, for Europe" can prevent further direct CO<sub>2</sub> emissions caused by shipping or other forms of transport, for example.

The low CO<sub>2</sub> footprint already helps to market and sell our products. The French market in particular has set high standards. The entry threshold for module manufacturers to participate in the CRE Tender Market is 550 kilograms CO<sub>2</sub> per kilowatt peak. Our normal series products here directly manage a CFP score of up to 450 kg CO<sub>2</sub>/kWp without going into special production. This low CO<sub>2</sub> value is a result of the following main drivers: the polysilicon used for our wafers is supplied from sources with a lower, certified CO<sub>2</sub> impact, and our production lines for the solar cells and modules are located in Germany where energy with a low CO<sub>2</sub> footprint can be purchased.

### Our sustainable supply chain

For transparency reasons, goods and services are procured from local manufacturers and suppliers wherever possible, which are complemented by European and global sources. Meyer Burger defines

local sourcing as taking place within the country of a specific production site. Reliable and efficient sourcing of materials and goods directly from manufacturers is a key precondition in order to react flexibly to customer demand.

Our suppliers are chosen carefully and we strive for a long-term trusting relationship (GRI 414-1). This relationship is characterized by loyalty and openness. With its efficient supplier management, the group can easily identify, assess and develop the right partners to provide quality and flexibility, as well as cost and technology potential. All contracts are awarded based on total cost of ownership and include environmental and corporate responsibility clauses concerning the suppliers' CO<sub>2</sub>- footprint or its commitment to Cradle to Cradle (GRI 308-1, GRI 407-1, GRI 408-1, GRI 409-1, GRI 412-1, GRI 414-1).

Energy production through PV systems is Meyer Burger's core business, featuring a unique and comprehensive portfolio of technologies and equipment, including the manufacturing and interconnection of solar cells. This portfolio is optimally complemented by Meyer Burger's service offering, which plays an important role in fulfilling the full spectrum of customer needs. With our customer-centric business model, we directly address SDG 11 "Sustainable cities and communities" and SDG 12 "Responsible consumption and production". (GRI 203-2, GRI 413-1).

The basic building block of a solar PV system is the solar PV module. The vast majority of solar PV modules are silicon-based PV modules, with thin-film technologies serving a market niche. Before being sold to end customers, silicon PV modules are produced in four distinct stages. Ultra-high-purity silicon material is first produced in a chemical process. In the next stage, liquefied silicon is usually cast or pulled into ingots, which are then sawn into thin slices (wafers). These wafers are then processed into a solar PV cell, a basic unit that is capable of converting solar radiation into electricity. In the fourth stage, PV cells are electrically connected, laminated into a transparent encapsulate film and sandwiched between outer protective layers made from either glass or polymer film. Modules are then installed on-site together with inverters, cabling, racks and other mounting structures. The PV modules and these auxiliary components make up the residential, commercial or large scale PV system.

In general, Meyer Burger needs supplies for the manufacture of its own production equipment, as well as for the production of solar cells and modules. For its equipment production, the group mainly purchases mechanical and electrical components from third-party suppliers. Meyer Burger

strives to be capable of switching to alternative suppliers for each product and for the supply of production materials. Accordingly, the group generally has more than one supplier for any given component.

For the production of PV cells and modules, Meyer Burger needs suppliers for other materials and components, most of which are expected to come from Europe and Asia. The company employs a multi-sourcing strategy to diversify supply chain risks. This is especially true for solar wafers, which can be only supplied from China. Meyer Burger benefits from a global supply chain, which was very volatile in 2021 due to the challenges caused by the Covid-19 pandemic. As we see severe dependencies on Asian suppliers, Meyer Burger aims to build up a sustainable European supply chain with the intention of increasing transparency and reducing transportation-related CO<sub>2</sub>-emissions. As an example, the company is currently considering inter-European train transportation solutions. Therefore, we can ensure we respect human rights, conform to our ethical values and promote equal rights amongst our workforce and society in general. In this respect, no incidents of violations involving rights of indigenous peoples were recorded in 2021 (GRI 411-1, GRI 412).

## Social responsibility

### Our employees, our responsibility

As an innovative and sustainable company, Meyer Burger benefits from active employee involvement. Our aim is to provide a working environment which motivates our employees to make the best of themselves and to collaboratively bring our company forward. We welcome the active and constructive participation of employees in every decision-making process within the company, including economic, environmental, and social topics (GRI 102-19, GRI 102-29). In this matter, employees are expected to report critical concerns to the highest governance body as soon as they arise (GRI 102-33). In 2021, no critical concerns were reported (GRI 102-34).

Meyer Burger's core values guide us in our actions and our decisions. We treat everyone with decency, openness and respect and are committed to team spirit and responsibility. We respect all legally recognized employee organizations and strive to collaborate openly. We are committed to complying with all legal requirements.

In Europe, we protect our employees from unethical or unfair working conditions, including forced (409-1) and child labor (408-1). Our employees have the right to freedom of opinion, speech and demonstration where these do not interfere with our Code of Conduct.

### Benefits

As our workforce is our most important asset, it is key to the company's success that we are an attractive employer. In this respect, the company provides various benefits to maintain employees' well-being and to retain a high quality workforce. Amongst other things, we support our employees to balance their family and work life (GRI 401-3).

### Diversity and equal opportunities

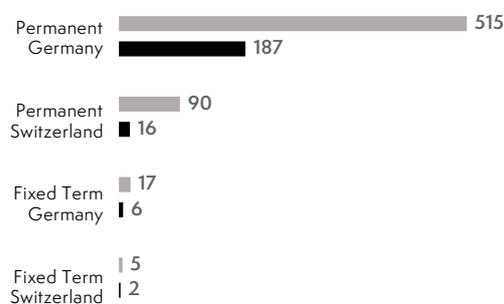
A diverse work-force is one of our main assets. All employees are treated fairly and equally. The principles of equality apply to recruiting, training, continuous education and salary. Without consideration of the employees' gender or other characteristics, their remuneration is set according to the company's remuneration table. Meyer Burger respects the privacy and personal integrity of every employee. The company does not tolerate discrimination against employees or other stakeholder on the basis of gender, origin, age, skin color, culture, religion, marital status, political or other opinion, sexual orientation or disability. In particular, we do not tolerate sexual or other harassment, namely any kind of bullying. Every year, all employees are updated on the most recent Code of Conduct. Meyer Burger has a clear process to deal with alleged

breaches of the Code of Conduct. Employees can report any violations to their direct supervisor, the compliance officer, the human resources department or the staff association and employee representation. As in previous years, no cases of discrimination were reported in 2021 (GRI 406-1). In 2021, the first woman was introduced to the Executive

### Employee ratios

Employee headcount as at 31 December 2021  
Meyer Burger in Germany and Switzerland  
(GRI 102-8, GRI 405-1)

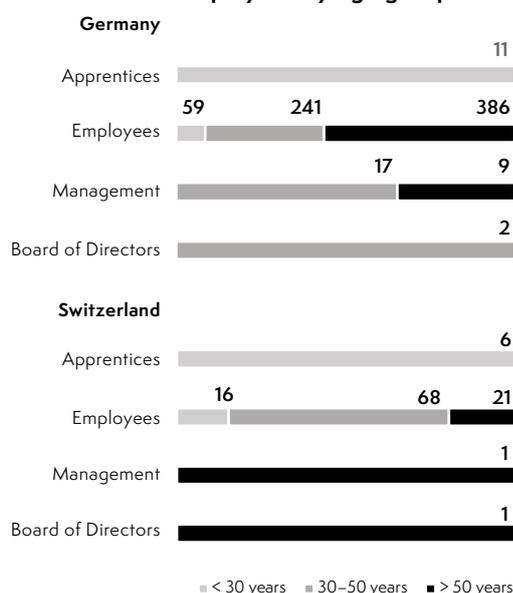
#### By employment contract



#### Employees by gender



#### Employees by age group



Board of Meyer Burger Technology Ltd. Katja Tavernaro was appointed to the newly created role of Chief Sustainability Officer (CSO) and is responsible for human resources, Legal & Compliance and ESG (Environmental, Social, Governance) within the Group. The Board of Directors still only comprises men. We aim for more gender equality.

### **Employee training and education**

We hire new employees with foresight and provide them with professional training and sufficient time to settle-in, especially during the first three months of employment. This ensures that our employees are suitably qualified and adequately prepared to meet their responsibilities. This was also true in 2021, which was a significantly challenging year, especially in terms of training and education of existing and new employees. Two new production sites were opened and ramped-up, new entities and departments, marketing and sales organizations and logistics departments had to be set up. In total, Meyer Burger recruited more than 500 new employees worldwide. At the new production sites, an innovative 5-shift-working-model has been established. While offering attractive salaries, we have reduced regular working hours to shift workers to 35 hours per week. Through this additional rest time, we aim to increase our employees' health and motivation. The new workforce was given qualified training in operations, working procedures and companywide procedures. In 2021, approximately 1'878 hours (2020: 650 hours) were invested in training and education at Meyer Burger. As the expansion continues in 2022, the number of training hours will significantly increase again in the coming year (GRI 404).

In order to secure the next generation of skilled workers, the group is committed to offering internships and apprenticeships to promising talents. In addition to recruiting young talents, Meyer Burger also proactively plans for the succession of experienced, long-standing employees. The company offers training to enable younger employees to build up know-how and keep up with the latest technological developments so they can successfully face future challenges (GRI 404-2).

All employees discuss their further education and personal development during the annual appraisal interviews. Goals and development plans are usually discussed at year-end together with direct supervisors (GRI 404-3). Meyer Burger is convinced of the importance of committed and accountable employees. The group not only invests in its talented employees but also recognizes the importance of continuous succession and talent management planning.

### **A healthy and safe working environment**

Particularly during these challenging times with a business transformation under way during the global Covid-19 pandemic, we recognize our responsibility towards our employees and we strive to create a collaborative and safe working environment both on and off site. Contributing to high occupational health and safety standards (GRI 403) we ensure safe work environments. The health of each employee is of the highest importance to Meyer Burger (GRI 403-1). As we place the highest value on observance of current safety regulations, we comply with local work and safety directives at all of our sites. Applying our Code of Conduct, security practices include the respect of human rights policies and procedures (GRI 410-1).

In 2021, the total fluctuation of Meyer Burger Group was 20.7 percent (GRI 401-1). This was primarily due to our restructuring measures in 2021. The termination rate on the employer side was 15.9 percent, of which 13.7 percent was due to restructuring measures. The termination rate on the employee side was 4.8 percent.

In times of transformation and expansion, an active and collaborative information exchange within the company is essential. Regular company-wide online meetings were implemented in 2021 to keep all employees informed of current developments and changes. In addition to these meetings held by the management, other methods of internal communication were used. In particular the use of the employee app "MBLive" on mobile and desktop devices was increased. By the end of 2021, around 700 users were registered, about 400 of whom were actively engaged in using the app on a regular basis. For employees, who do not use "MBLive", there is still a fallback news flow via e-mail and on traditional white boards in the production areas. (GRI 402-1).

In the onboarding process, in particular, all training was able to be executed. We adhere to our proven operating processes to minimize risks and achieve high levels of process safety (GRI 403-2, GRI 403-3, GRI 403-7). New employees are informed on and trained extensively on corporate security regulations and processes (GRI 403-5). Despite the strict Covid-19-rules requiring remote working, the Meyer Burger Health and Safety department was able to hold all necessary trainings. Furthermore, we immediately report identified and potential sources of exposure to the responsible person. In addition, all employees are obliged to report potential risks they encounter (GRI 403-4). In 2021, additional safety measures were taken to minimize health risks through the spread of Covid-19 accord-

ing to public health regulations. The thorough implementation of health and safety measures in 2021 contributed to a low number of work accidents. (GRI 403-9, 403-10) In Hohenstein-Ernstthal, we registered only two reportable walking accidents. At our new sites, there were three reportable work accidents in 2021. There were no fatalities.

In December, at our site in Freiberg, we had to announce the closure of one of two production lines due to Covid-19 cases as well as quarantine cases among our employees. The production line was back in operation by the end of January 2022, as planned.

### **Community engagement**

At its sites, Meyer Burger is an important employer and a partner for local suppliers and interest groups. We actively engage with local authorities and politics. Meyer Burger strives for long-term customer relationships. Thus, we maintain an open dialogue with our customers. In 2021, we relaunched our website and set up new digital channels for our customer relations. A call center serves the needs of our customers. This allows us to continuously improve our services and products. Customer feedback is received on a daily basis and is systematically documented so that our teams can follow up effectively. Personal contact with existing and potential customers provides insights into their current and future needs. In 2021, the first company tours were offered. A tour program for customers and certified installers will be implemented in 2022.

Ensuring our customers' health and safety is essential for Meyer Burger's long-term success. All products are manufactured in compliance with applicable international and national laws, guidelines and standards. As part of the regular quality management process, they are thoroughly checked before customer delivery. In addition, data sheets and safety manuals ensure that all internal and external health and safety protection regulations as well as individual customer specifications are fulfilled. Customers receive extensive technical documentation,

user instructions and optimal support through the global sales organization (GRI 416-1, GRI 417-1).

All in all, in 2021, direct contact with our customers, both personally and remotely, led to a perceived overall improvement in customer satisfaction. No substantiated complaints concerning breaches of customer privacy or losses of data were reported (GRI 418-1). Human rights were guaranteed. Anti forced labor actions were taken.

We actively engage with our stakeholders and play an active role in our local communities. We are open to dialogue and warmly invite stakeholders to contact us, e.g. using the contact details listed on our website or through public online and offline events. Meyer Burger also seeks contact with local authorities, such as municipalities or tax authorities. In the areas of our production sites in Hohenstein-Ernstthal, Freiberg and Thalheim especially, close cooperation is essential in the ramp-up phase in order to build a strong foundation for long-lasting constructive relationships (GRI 413). Meyer Burger is seen as an attractive employer at the German production sites, which allows the company to deeply interact with the local community.

### **Final remarks**

This report has been prepared in accordance with the GRI Standards: Core option (GRI 102-54). The Sustainability Report is published annually (GRI 102-52). The 2020 sustainability report was published on 11 March 2021 (GRI 102-51). This version reports on the period from 1 January to 31 December 2021 (GRI 102-50), and it covers Meyer Burger Technology Ltd and all its subsidiaries (GRI 102-45). The 2021 Sustainability Report has not been externally assessed (GRI 102-56).

For all questions on this sustainability report, please contact (GRI 102-53):

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Global Head of Corporate Communications  
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## GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core Option (GRI 102-54).

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		Pages/Reference	Reason for Omission
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102-37	Stakeholders' involvement in remuneration	Remuneration Report, "Letter to Shareholders" (p. 57)	
102-38	Annual total compensation ratio	Remuneration Report, "Compensation of the Board of Directors in 2020" (p. 62-63), "Compensation 2020 Realized Compensation" (p. 66)	
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<b>GRI 202: 2016</b>	<b>Market Presence</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
202-2	Proportion of senior management hired from the local community		
<b>GRI 203: 2016</b>	<b>Indirect Economic Impacts</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
203-2	Significant indirect economic impact	25	
<b>GRI 204: 2016</b>	<b>Procurement Practices</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
204-1	Proportion of spending on local suppliers	24	
<b>GRI 205: 2016</b>	<b>Anti-Corruption</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
205-1	Operations assessed for risks related to corruption	21	
205-2	Communication and training about anti-corruption policies and procedures	19	
205-3	Confirmed incidents of corruption and actions taken	19	
<b>GRI 206: 2016</b>	<b>Anti-Competitive Behavior</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	19	

		Pages/Reference	Reason for Omission
<b>GRI 207: 2019</b>	<b>Tax</b>		
GRI 103: 2016 103-1/103-2/103-3 207-1/207-2/207/3 207-4	Management Approach  Country-by-country Reporting	20  Notes to the consolidated Financial Statement (p. 91)	
<b>GRI 300</b>	<b>Environmental Topics</b>		
<b>GRI 301: 2016</b>	<b>Materials</b>		
GRI 103: 2016 103-1/103-2/103-3 301-3	Management approach  Reclaimed products and their packaging materials	20  22	
<b>GRI 302: 2016</b>	<b>Energy</b>		
GRI 103: 2016 103-1/103-2/103-3 302-4 302-5	Management approach  Reduction of Energy Consumption Reductions in energy requirements of products and services	20  22 24	
<b>GRI 303: 2018</b>	<b>Water and Effluents</b>		
GRI 103: 2016 103-1/103-2/103-3 303-1/303-2 303-3 303-4	Management approach  Water withdrawal Water discharge	20  24 24	
<b>GRI 304: 2016</b>	<b>Biodiversity</b>		
GRI 103: 2016 103-1/103-2/103-3 304-1	Management approach  Operational sites owned, leased, managed in, or adjacent to, protected areas of high biodiversity value outside protected areas	20  22	
<b>GRI 305: 2016</b>	<b>Emissions</b>		
GRI 103: 2016 103-1/103-2/103-3 305-1 305-2 305-3	Management approach  Direct (Scope 1) GHG emissions Energy indirect (Scope 2) GHG emissions Other indirect (Scope 3) GHG emissions	20  23 23 23	
<b>GRI 306: 2020</b>	<b>Waste</b>		
GRI 103: 2016 103-1/103-2/103-3 306-1/306-2 306-3 306-4 306-5	Management approach  Waste generated Waste diverted from disposal Waste directed to disposal	20, 23  23 23 23	
<b>GRI 307: 2016</b>	<b>Environmental Compliance</b>		
GRI 103: 2016 103-1/103-2/103-3 307-1	Management approach  Non-compliance with environmental laws and regulations	20  22	
<b>GRI 308: 2016</b>	<b>Supplier Environmental Assessment</b>		
GRI 103: 2016 103-1/103-2/103-3 308-1	Management approach  New suppliers that were screened using environmental criteria	20  25	
<b>GRI 400</b>	<b>Social Topics</b>		
<b>GRI 401: 2016</b>	<b>Employment</b>		
GRI 103: 2016 103-1/103-2/103-3 401-1 401-2 401-3	Management approach  New employee hires and employee turnover Benefits provided to full-time employees that are not provided to temporary or part-time employees Parental leave	20  21, 27  26	
<b>GRI 402: 2016</b>	<b>Labor/Management Relations</b>		
GRI 103: 2016 103-1/103-2/103-3 402-1	Management approach  Minimum notice periods regarding operational changes	20  27	
<b>GRI 403: 2018</b>	<b>Occupational Health and Safety</b>		
GRI 103: 2016 103-1/103-2/103-3 403-1/403-2/403-3/ 403-4/403-5/403-6/ 403-7 403-9 403-10	Management approach  Work-related injuries Work-related ill health	20, 27  28 28	

		Pages/Reference	Reason for Omission
<b>GRI 404: 2016</b>	<b>Training and Education</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
404-2	Programs for upgrading employee skills and transition assistance programs	27	
404-3	Percentage of employees receiving regular performance and career development reviews	27	
<b>GRI 405: 2016</b>	<b>Diversity and Equal Opportunity</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
405-1	Diversity of governance bodies and employees	26	
<b>GRI 406: 2016</b>	<b>Non-Discrimination</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
406-1	Incidents of discrimination and corrective actions taken	26	
<b>GRI 407: 2016</b>	<b>Freedom of Association and Collective Bargaining</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	25	
<b>GRI 408: 2016</b>	<b>Child Labor</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
408-1	Operations and suppliers at significant risk for incidents of child labor	25	
<b>GRI 409: 2016</b>	<b>Forced or Compulsory Labor</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	25	
<b>GRI 410: 2016</b>	<b>Security Practices</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
410-1	Security personnel trained in human rights policies or procedures	19, 27	
<b>GRI 411: 2016</b>	<b>Rights of Indigenous Peoples</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
411-1	Incidents of violations involving rights of indigenous peoples	25	
<b>GRI 412: 2016</b>	<b>Human Rights Assessment</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
412-1	Operations that have been subject to human rights reviews or impact assessments	25	
<b>GRI 413: 2016</b>	<b>Local Communities</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
413-1	Operations with local community engagement, impact assessments and development programs	25	
<b>GRI 414: 2016</b>	<b>Supplier Social Assessment</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
414-1	New suppliers that were screened using social criteria	25	
<b>GRI 415: 2016</b>	<b>Public Policy</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
415-1	Political contributions	19	
<b>GRI 416: 2016</b>	<b>Customer Health and Safety</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
416-1	Assessment of the health and safety impacts of product and service categories	28	
<b>GRI 417: 2016</b>	<b>Marketing and Labeling</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
417-1	Requirements for product and service information and labeling	28	

		Pages/Reference	Reason for Omission
<b>GRI 418: 2016</b>	<b>Customer Privacy</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of data	28	
<b>GRI 419: 2016</b>	<b>Socioeconomic Compliance</b>		
GRI 103: 2016 103-1/103-2/103-3	Management approach	20	
419-1	Non-compliance with laws and regulations in the social and economic area	19	