



Here in Thun, the Meyer Burger team is working on the next generation of modules – like Tanja Erb-Schwab, who switched from health care to the solar industry eight years ago. She was looking for a job with and for the future. Like all Meyer Burger products, the new solar modules are sustainable: guaranteed lead-free and they reduce the carbon footprint wherever they find a place in the sun.

3

Sustainability Report

Environmental, Social, and Corporate Governance (ESG)

Summary of Meyer Burger's ESG Report

Meyer Burger is a global leader in sustainable solar energy production, offering a complete range of development and production of PV equipment as well as solar cell and module manufacturing. The company demonstrates its commitment to the 1.5 degree target of the Paris Climate Agreement by providing the technology to produce renewable energy. Further, the company is dedicated to facilitating the right measures for enlarging the amount of sustainable energy by reinforcing the use of solar PV.

This sustainability report 2022 provides an overview of Meyer Burger's products, services, and business models. It then outlines the company's general approach to sustainable management, which is overseen by its highest governance body. The largest section of the report consists of a comprehensive overview of Meyer Burger's impact on Environmental, Social, and Governance (ESG) topics. Utilizing the Global Reporting Initiative (GRI) as the standard, this report accurately references GRI topics and provides a clear, transparent view.

Meyer Burger is committed to sustainable practices and has implemented a Code of Conduct to outline how it does business and to maintain a policy of honesty and quality of services. The company's economic impact encompasses procurement practices, employment practices, and working conditions. Meyer Burger also engages in public policy at regional, national, and European levels, and does not make any political donations or contributions. Meyer Burger has taken measures to support its employees' rights to exercise freedom of association and collective bargaining.

The positive environmental impacts of Meyer Burger are significant. For instance, emissions have

been reduced through local production in Germany, and using cutting-edge technologies to decrease energy consumption. Negative effects arise from CO₂e emissions from the production of PV modules and components, yet the CO₂e pay-back time for the PV production in Germany is 1.2 years. After this time, PV modules effectively contribute to climate protection. Furthermore, Meyer Burger is aiming to create a CO₂e accounting system to assemble data about CO₂e production. As regards biodiversity, positive impacts included prioritizing brownfield investment, repurposing existing production sites and producing bifacial PV modules to be used in agricultural settings. Ground sealing has had negative effects, however, and Meyer Burger is aware of the need to ensure sustainable interactions with water as a shared resource and has implemented a range of measures.

The chapter on social impacts covers topics such as employer practices, equal opportunities, non-discrimination, asset integrity, critical incident management, occupational health and safety, and supply chain traceability. Positive outcomes of Meyer Burger's commitment to social responsibility include the renaissance of the solar industry in Europe, the creation of new jobs, increased diversity and intercultural acceptance in the workplace, and partnerships with local universities and institutions. Meyer Burger has also established a culture of inclusion in the workplace, with a commitment to diversity and fairness for its employees. Moreover, due to increased uncertainty in the global supply chain, the company has sought to reduce its carbon footprint by shortening supply routes, creating more local job opportunities, and enhancing process controls.

The company has established ambitious targets for sustainability and pursued them throughout 2022. With the goal of becoming a leading PV company worldwide, Meyer Burger is a key player in global efforts towards sustainability.

Meyer Burger's ESG Report in a Nutshell

ESG Report 2022 Abstract

Meyer Burger is a global leader in sustainable solar energy production and is committed to achieving the 1.5 degree goal of the Paris Climate Agreement. This sustainability report 2022 provides an outline of the company's products, services, and business models, and its drive to promote sustainable management and ESG topics. Through its Code of Conduct, Meyer Burger has implemented a policy of integrity and quality of services, as well as economic benefits through procurement practices, employment practices, and working conditions. Meyer Burger has had significant positive environmental impacts, such as lowering emissions through local production and using advanced technologies to decrease energy consumption. It has also taken measures to ensure sustainable interactions with water as a shared resource. On the social side, Meyer Burger has revived the solar industry in Europe, generated new jobs in rather disadvantaged regions, and increased diversity and intercultural acceptance in the workplace. The company has also attempted to lower its carbon footprint by shortening supply routes and enhancing process controls.

Meyer Burger's Sustainability Focus

Meyer Burger is committed to helping decarbonize society by providing clean energy. Its positive environmental impact is significant, with reduced emissions due to local production in Germany and advanced technologies to minimize energy usage. Although there may be some negative effects from CO₂e emissions from PV module and equipment production, the CO₂e pay-back time for PV production in Germany is only 1.2 years. After this time, the PV modules start to make a meaningful contribution to climate protection. Every 15 minutes, Meyer Burger produces enough solar modules to power a family home, and once installed, they can give households or families energy self-sufficiency or at least some degree of energy independence. Meyer Burger is committed to providing clean, renewable energy to reduce emissions, fight climate change and lay the groundwork for a sustainable energy sector.

Structure and Purpose of this Report

The purpose of this report is to provide a transparent overview of the impacts Meyer Burger has on a variety of Environmental, Social, and Governance (ESG) topics. To this end, this report builds on the standard of the Global Reporting Initiative (GRI), referencing the respective GRI standard topic whenever possible.

This report is divided into three sections. The first section gives a brief overview of Meyer Burger's services, products, and business models. The second section outlines the company's general approach to sustainable management, including the highest governance body concerning sustainability topics. The third section reveals the impact of Meyer Burger's operations on the environment, people, and economy, including the materiality assessment process that identified the topics covered in the report.

This report covers the period from January 1st, 2022, to December 31st, 2022. For any additional inquiries, please contact the ESG Coordinator, Jörg Liebschner or Corporate Communications, Dana Ritzmann, via email at communications@meyer-burger.com. This report will be published on 23 March 2023.

Introduction to Meyer Burger

The Company

Meyer Burger Technology AG, headquartered in Gwatt (Thun, Switzerland), is a publicly listed manufacturer of solar cells and modules with the ambition to become a leading global PV company. Meyer Burger is committed to helping meet the 1.5 degree target of the Paris Climate Agreement, providing the technology to produce renewable energy. With locations in Europe, the USA, China, and Singapore, all entities are included in this report, except if mentioned otherwise. The main manufacturing operations are in Germany (Freiberg, Bitterfeld-Wolfen, Hohenstein-Ernstthal), with R&D centers in Switzerland (Thun, Hauterive). Sales and service organizations are located throughout Asia, the US, and Europe. For details of Meyer Burger's different locations, please refer to the following table.

Thun, Switzerland	<ul style="list-style-type: none"> • Corporate headquarters • Provides group services • Home of Research, Development (R&D) and Engineering
Hohenstein-Ernstthal, Germany	<ul style="list-style-type: none"> • Operational headquarters • Research, Development and Engineering • Development of mass production systems used in own manufacturing facilities • Production of latest-generation solar cell and module technologies
Bitterfeld-Wolfen, Germany	<ul style="list-style-type: none"> • Main solar cell production site • Located in a 10-year-old solar cell production facility in a former manufacturing area for the solar industry in Germany (to save resources and shorten renovation time) • Delivers solar cells to Meyer Burger's solar module manufacturing site in Freiberg • In 2021: annual nameplate capacity of 400 megawatts (MW) • In 2022: annual nameplate capacity of 1 gigawatt (GW) • Plan for 2023: expansion to approx. 800 MW as announced on 2 March 2023 • Plan for 2024: expansion to approx. 3 GW
Freiberg, Germany	<ul style="list-style-type: none"> • Main solar module production site • Europe's largest and most advanced solar module production facility • Acquired an existing facility previously used for a solar module factory, undergoing renovation • In 2021: annual nameplate capacity of 400 MW • In 2022: annual nameplate capacity of 1 GW • In 2023: expansion to approx. 800 MW as announced on 2 March 2023
Goodyear, USA	<ul style="list-style-type: none"> • Manufacturing plant in development (leased facility) • Initial annual production capacity of approximately 1.5 GW is forecast to be achieved by the end of 2024 • A long-term collaboration has been established with D.E. Shaw Renewable Investments (DESRI), a leading player in the US renewable energy market.
Hauterive, Switzerland	<ul style="list-style-type: none"> • Research and Development • An interdisciplinary research team is transferring technologies from the laboratory to mass production • A pilot production line is being used to develop new technologies and improve performance and cost-efficiency of heterojunction solar cells
Neuchâtel, Switzerland	<ul style="list-style-type: none"> • Pasan SA as a wholly owned subsidiary of Meyer Burger • Market leader in solar testing • Development and production of performance measurement technologies for solar cells and modules
Regional module sales	<ul style="list-style-type: none"> • Sales and Marketing teams in Europe, the USA, South Africa, Australia • Focus on DACH region • Sales offices in Austria, Belgium, the Netherlands, Italy, France, Poland, Czech Republic, Spain, Portugal, UK, Ireland, Scandinavia
Worldwide equipment services	<ul style="list-style-type: none"> • Restructuring process ended 2021 • Shanghai is the center for Pasan's sales and services in the Asian market • Services for existing Asian customers of Meyer Burger are still provided from Singapore

Table 1 Meyer Burger's locations

At the end of 2022, Meyer Burger had a workforce of 1,128 people, mostly in Germany and Switzerland. During the reporting period, the number of employees grew substantially due to the growth in PV production capacities; the workforce had grown by 31,5% by the end of the year compared to the

end of 2021. To achieve this, Meyer Burger carried out widespread recruitment activities throughout Germany, as well as in other parts of Europe and the United States. The following figure illustrates the ratio of employees per country.

Employees per Country

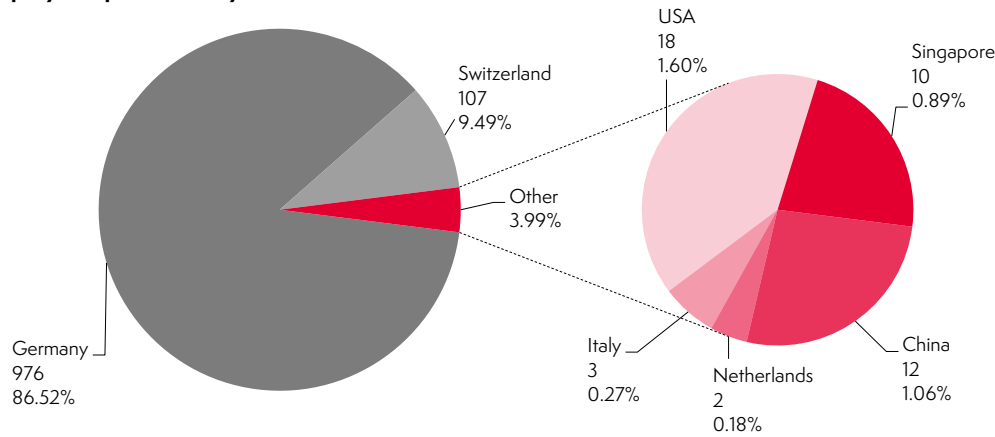


Figure 1: Employees per country

This report focuses on Meyer Burger’s production sites in Germany and its headquarters in Thun. These sites are the focus of Meyer Burger’s dedication to sustainability; over 95% of all employees are located there and have a significant impact on the environment, society, and economy, both directly and indirectly.

The Value Chain

Meyer Burger is a comprehensive manufacturer of solar cells and modules, with three main business models: the development and production of solar cells, solar modules, and the equipment necessary for their fabrication.

The production of machinery and equipment for photovoltaic production is an integral part of solar cell and module manufacturing. Meyer Burger utilizes the equipment for its own production of solar cells and solar modules to improve the performance of the cells and modules, as well as to enhance production efficiency. The solar cells generated serve as the precursor to the formation of Meyer Burger’s solar modules, which are then distributed to PV installation companies throughout Europe and the USA to be utilized in residential dwellings, hotels, commercial properties, and even a soccer stadium, all with the aim of augmenting the amount of renewable energy in the energy mix. In 2022, 321 MW of solar modules were manufactured at the Freiberg site, producing 321,000 MWh of electric energy – enough to meet the energy needs of a small city for a year while reducing emissions from fossil fuel energy sources. This energy will benefit communities and people living in homes with PV installations on their roofs.

The following graphic illustrates the value chain entities of the Meyer Burger business model and how they are build one upon the other.

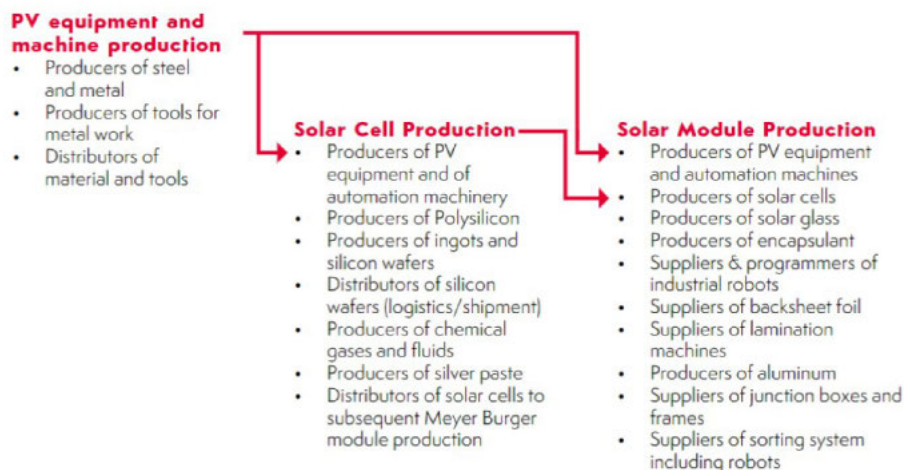


Figure 2: Meyer Burger’s value chains

Example Project

In late 2022, Meyer Burger revealed Dachdecker-Einkauf Süd eG (DE Süd), a renowned specialist roofing provider in Germany, as its initial distribution partner for its solar roof tile pilot phase. DE Süd will oversee the initial pilot projects and collaborate with their roofing sector customers to execute them. The solar roof tiles come from Meyer Burger’s pilot production and are equipped with high-performance solar cells from the Bitterfeld-Wolfen plant.

ESG Strategy and Governance

Sustainability Statement



Gunter Erfurt,
Chief Executive Officer
Meyer Burger

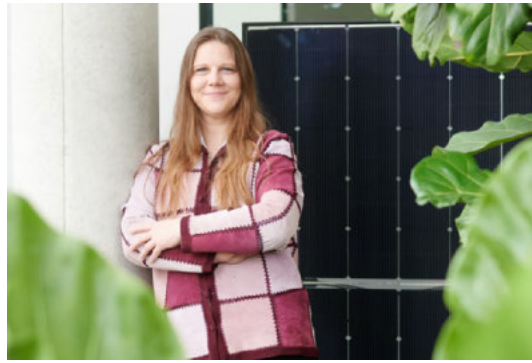
“Our goal is not only to produce the best and most sustainable solar modules on the planet, but also to be a truly green company and to influence the industry with pioneering sustainability standards and benchmarks.”

Key ESG Objectives

Meyer Burger has set itself ambitious objectives as regards sustainability. The company’s primary aim is to establish a new source of energy produced in Europe, significantly contributing to the 1.5 degree climate goal of the Paris Climate Agreement by providing technology that makes energy production more renewable.

Meyer Burger is working to substantially increase the proportion of renewable energy sources in the global energy mix and to make electricity more accessible around the world with the help of cutting-edge PV technologies. In doing so, Meyer Burger is striving to create a brighter and more peaceful future, while handling natural resources responsibly, by reusing, upcycling, and recycling. The company is committed to the concept of a circular economy and is doing its utmost to reduce pollutants and carbon emissions.

Furthermore, Meyer Burger is committed to going beyond just producing PV equipment and solar cells



Katja Tavernaro,
Chief Sustainability Officer
Meyer Burger

“We want to turn climate change into a climate opportunity by enabling the generation of clean energy and speeding up the energy transition... We want everybody to internalize that Meyer Burger is about sustainability and that we are pursuing a common goal, which means we want to do something good for this Earth and limit climate change.”

and modules. To ensure meeting this mission is achieved, the company is guided by the United Nations’ Sustainable Development Goals (SDGs) and is currently focusing on seven specific sustainability goals. These goals are connected to energy and the environment, including SDG 7 (Affordable and Clean Energy), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation & Infrastructure), 11 (Sustainable Cities and Communities), 12 (Responsible Consumption & Production), 13 (Climate Action), and 17 (Partnerships for the Goals).

Governance Structure

The governing bodies of Meyer Burger are the shareholders’ meeting, the Board of Directors (BoD) and the auditors. The BoD is responsible for overseeing sustainability matters. It is comprised of Franz Richter, Mark Kerekes, Andreas Herzog, Urs Schenker, and Katrin Wehr-Seiter, who joined in May 2022. All members of the BoD are non-executive and have no conflicts of interest, working independently.

Franz Richter



- member of BoD since 2015
- non-executive
- experienced business professional
- mandates include Chairman of the Foundation Board of the Fraunhofer Institute IZM, Berlin, Germany, since 2009, Chairman of the Board of Directors of Scint-X Technologies AB, Kista, Sweden, since 2014.
- [CV](#)

Andreas Herzog



- member of BoD since 2019
- non-executive
- experienced business professional
- mandates include Member of the Board of Directors of SBB, Berne, Switzerland, since 2021, Member of the Board of Directors of HOCHDORF Swiss Nutrition AG, Lucerne, Switzerland, since 2020, Chairman of the Board of Directors of Systemcredit, Zurich, Switzerland, since 2019.
- [CV](#)

Mark Kerekes



- member of BoD since 2020
- non-executive
- experienced business professional
- mandates include Member of the Board of Directors of Elbogross SA, Zug, Switzerland, since 2014, Member of the Board of Directors of Aeries Holding AG, Zug, Switzerland, since 2016, Member of the Board at Sentis Capital PCC (Cell1, Cell 2, Cell 4), Balzers, Lichtenstein, since 2018.
- [CV](#)

Urs Schenker



- member of BoD since 2021
- non-executive
- experienced legal professional
- mandates include member of the Board of Directors of Bellevue Group AG, and its subsidiary Bellevue Asset Management AG, member of the Board of Directors of Capital Dynamics Holding AG, Chairman of the Board of Directors of Geschäftshaus City AG.
- [CV](#)

Katrin Wehr-Seiter



- member of BoD since 2022
- non-executive
- experienced business professional
- mandates include Member of the Board of Directors of SES S.A., Betzdorf, Luxembourg, Member of the Board of Directors of Bellevue Group AG, Küsnacht, Switzerland, Member of the Board of Directors of Unite Holding SE, Leipzig, Germany.
- [CV](#)

The BoD is responsible for overseeing sustainability issues within the company. The BoD is aware of the environmental, social and governance impacts of the company and the importance of sustainability.

The BoD sets the strategy for developing the business activities and delegates the resulting specification and realization of measures to the C-level management. To ensure that sustainability remains a priority, the company has appointed a Chief Sustainability Officer as part of the company's C-level management.

This department, directed by an ESG coordinator/officer, is responsible for evaluating and developing processes related to environmental, social, and governance matters.

The BoD is committed to ensuring that the company is taking the necessary steps to address its ESG impacts. With the help of the CSO and ESG coordinator/officer, Meyer Burger is taking the necessary steps to ensure that it is meeting its sustainability goals. In 2023, they plan to update Meyer Burger's purpose, values, mission statements, and policies to define and communicate their sustainability targets.

At the executive level of the Meyer Burger Group, the C-level management, which consists of five members, is in charge of economic, environmental, and social strategic matters within the organization. In 2022, Gunter Erfurt was the Chief Executive Officer (CEO) heading the Group executive. Katja Tavernaro was Meyer Burger's Chief Sustainability Officer (CSO) and oversaw Human Resources, Legal & Compliance and ESG within the Group, setting new standards in the industry for sustainability. Daniel Menzel and Moritz Borgmann joined the Executive Board in January 2022 as the Chief Operating Officer (COO) and Chief Commercial Officer (CCO) respectively. In May 2022, Markus Nikles, a Swiss national and highly experienced finance professional, was appointed to the Executive Board as the new Chief Financial Officer (CFO) and took up his position on 1 September 2022.

Gunter Erfurt



- Chief Executive Officer
- member of C-level management since 2017
- PhD in Physics
- [CV](#)

Katja Tavernaro



- Chief Sustainability Officer
- member of C-level management since 2021
- experience in legal and business topics as well as from an academic point of view
- [CV](#)

Markus Nikles



- Chief Financial Officer
- member of C-level management since 2022
- experience in leading positions in the field of finance with the Swiss Bühler Group
- international track record
- [CV](#)

Moritz Borgmann



- Chief Commercial Officer
- member of C-level management since 2022
- Doctorate degree (Dr. sc. techn.), proofed record in the energy sector
- [CV](#)

Daniel Menzel



- Chief Operating Officer
- member of C-level management since 2022
- significant experience in the PV sector
- [CV](#)

Given that their main operations are in Eastern Germany, it is essential to Meyer Burger that the executive team and BoD include a fair representation of East Germans, an under-represented group at upper-level management. Three members of the executive team and one member of the BoD are of East German descent.

Nomination, Selection and Remuneration of the Governance Bodies

Meyer Burger's Articles of Association, which are available on the website, detail the nomination and selection processes for the Chairman and members of the BoD, the members of the Nomination and Remuneration Committee, and the auditors. These persons are elected individually for a term of office that lasts until and including the next ordinary shareholders' meeting, with re-election being permitted.

The members of the BoD are chosen based on their professional experience and competence in relevant fields, such as finance and legal, and their knowledge in the areas of investment activity and corporate development. The Chairperson of the BoD is not an executive in the organization.

According to the Articles of Association, the BoD can validly pass resolutions if a majority of its members are present at the meeting, with no minimum presence requirement applying to resolutions in connection with capital increases.

The members of the BoD has a deep understanding of sustainability due to their experience in the renewable energy and photovoltaic technology industries. Also they aspire to even broaden their knowledge of sustainable development. At the annual shareholder's meeting, the BoD engages with stakeholders and communicates the management report and, if legally required, the consolidated financial statements that need to be approved. Information on other matters related to sustainability is

made available on the website or in printed materials to keep consumers, the press, and political stakeholders informed of the BoD engagement with sustainability. The BoD evaluates its performance in managing sustainability by means of a self-assessment, though this process is not made public. The results or measures to be taken may be shared with management.

The remuneration of the BoD and C-level members is voted on at the annual shareholders' meeting and published in the minutes of the Annual General Meeting on Meyer Burger's website. The remuneration policies in 2022 did not include objectives or performance targets in relation to the management of impacts on the economy, the environment, and people. In 2023, the company will set targets with regard to ESG and Sustainability.

Stakeholder Engagement

Meyer Burger is committed to engaging with stakeholders in an open and transparent manner to ensure that its sustainability strategy is successful. Meyer Burger believes in stakeholder engagement as a key component of its sustainability strategy. The company maintains regular contact with its key stakeholders, including shareholders, wider society, customers, suppliers, employees, and local communities.

The company is committed to treating all stakeholders with civility, openness, and respect and adheres to the principles of good and transparent corporate governance. Meyer Burger's corporate culture is based on team spirit and responsibility and the company ensures that its reporting and accounting is accurate, complete, and not misleading.

Meyer Burger also maintains an open and consistent approach to media communication. The company does not comment on rumors or disclose information on current transactions and ensures that employees are informed at the same time as the media and other stakeholders.

Material Impacts on ESG

Meyer Burger's commitment to sustainability has led it to implement a comprehensive ESG reporting system in order to assess and manage its impacts on the environment, people, and the economy. This report focuses on the performance of Meyer Burger as regards sustainability in 2022 and reflects the strategic direction in its commitment to sustainable development.

Due to the vastness of the Environmental, Social, and Governance (ESG) field, it was essential to complete a materiality assessment. Through this, the topics that are most impacted by Meyer Burger's business, supply chain and partnerships were determined. The process was based on the GRI 2021 Standard and involved surveying stakeholders to narrow down a long list of relevant, potential material topics. For all 20 relevant topics, a

workshop followed to evaluate the direct, indirect, positive, and negative impacts in terms of their severity and likelihood of occurrence. This was combined with the organization's sector, current social grand challenges (e.g. the climate crisis, human rights, biodiversity crisis), organizational practices and measures taken. The final materiality matrix displayed below included 14 topics which were disclosed in detail using GRI topic indicators.

The following chapters outline the material topics in detail:

- Governance Impacts
- Environmental Impacts
- Social Impacts

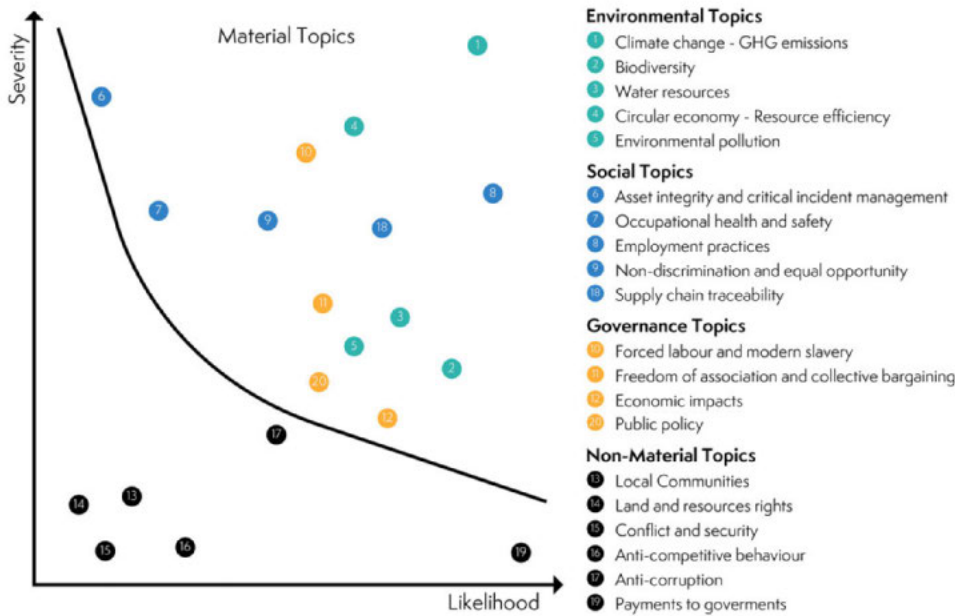


Figure 3: Materiality Matrix

Governance Impacts

Business Ethics

Meyer Burger takes a comprehensive view of the responsibilities, opportunities, and risks associated with the goal of providing renewable energy. The company's guidelines for how it does business are outlined in its Code of Conduct, which was approved by the BoD on December 5, 2017. This Code of Conduct is implemented by all subsidiaries and is binding on all business divisions and their employees.

The Code of Conduct and its principles are an integral part of the onboarding process for all new employees. This Code of Conduct is also made available to the public, shareholders, and customers via the website. All employees are provided with a copy of this Code of Conduct and the management is responsible for communicating the values and standards to the employees and monitoring their compliance on a regular basis. Any breach of this Code of Conduct may lead to disciplinary measures, including possible termination of employment and legal action.

Sustainability is stated in Meyer Burger's Code of Conduct: "We act in harmony with the environment and respect basic social values. We adhere to the principle of sustainability in all our activities and decisions and strive to utilize natural resources sparingly. Wherever possible, we obtain our resources from sustainable sources. The main focus of our work is on reducing the environmental impact at our locations and along the supply chain, all the way through to the transport and sale of our products. Sustainability is an integral component of our business success. Increasing the energy efficiency of solar cells and modules with innovative products and technologies is our contribution to society. By continuously improving the social, ecological, and economic processes at our technology and production sites, while focusing clearly on stakeholders' needs, we are significantly adding to the growth of renewable energies."

Policy commitments are stated in the [Code of Conduct](#) which is published on the website.

Meyer Burger makes health and safety a number one priority. Avoiding dangers to employees, customers, and the environment is an essential element of its goal to provide employees with a safe and healthy workplace which they strive towards.

Long-term customer relationships based on mutual respect are also high priorities. The aim is to maintain friendly and professional business relationships with customers, suppliers, and other business partners. An efficient and objective procurement process has been sought, and extensive training programs have been provided to customers.

Suppliers are expected to comply with applicable laws, guidelines, and standards set forth, such as those concerning fundamental employee and human rights, safety and environmental protection, and money laundering and corruption. In the event of any infringements, corrective measures are taken immediately. Meyer Burger's [Supplier Code of Conduct](#) is also publicly available.

Financial results and other important matters are communicated in a timely and factual manner, in accordance with strict rules. A comprehensive program of training courses and customer service centers is offered in order to ensure customers benefit from the advanced and innovative products.

Business is carried out based on honesty and quality of services, and corruption in any form is not tolerated. Personal data is treated with the utmost confidentiality and electronically stored information is

protected with state-of-the-art technical facilities. Intellectual property is used exclusively for the purposes of Meyer Burger and is not given away carelessly.

All shareholders are treated and respected equally in accordance with statutory provisions. Meyer Burger always adheres to the principles of good and transparent corporate governance and a clear division of tasks and responsibilities is established and reviewed periodically. Meyer Burger takes a broad perspective looking at responsibilities, opportunities and risks related to the goal of providing renewable energy.

Processes to Remediate Negative Impacts

Meyer Burger is committed to providing for and cooperating in the remediation of any negative impacts that it identifies it has caused or contributed to. The company attaches the utmost importance to compliance with current safety regulations and to competing fairly with competitors for market share. Concerns about Meyer Burger's business conduct can be addressed to one of the following contact persons: Direct Superior, Compliance Officer, Human Resources Department, Works Council / Employee Representatives.

Meyer Burger requires its suppliers to uphold all laws concerning fundamental human rights and the prohibition of child labor and forced labor, as well as safety and environmental regulations, money laundering, and corruption prevention. If these measures are not implemented within a reasonable timeframe, the company reserves the right to immediately terminate the cooperation. The management is responsible for communicating the values and standards to the employees and monitoring their compliance. Meyer Burger encourages its employees to contribute to the company's decision-making processes actively and constructively. The company also tracks the effectiveness of its grievance mechanisms and other remediation processes by engaging in dialogue with stakeholders such as customers, suppliers, shareholders, and employees. To ensure transparency, accurate figures must be implemented in these measures.

Economic Impact

In the following table, Meyer Burger's actual and potential economic impacts are displayed:

Impacts	Positive	Negative
Actual	<ul style="list-style-type: none"> Reestablished solar PV industry in Germany and Europe Increased renewable energy share for improved energy security Sourced locally to strengthen regional supply chains Created jobs in structurally weak regions (e.g. Eastern Germany) Accelerated energy transition towards solar and other renewable energy sources 	<ul style="list-style-type: none"> Job cuts in Asia Taking workers from other businesses
Potential	<ul style="list-style-type: none"> Support PV and energy transition Reduce global warming and climate change by distributing solar modules 	<ul style="list-style-type: none"> Build factories that damage the environment by sealing soil and reducing biodiversity Require even more energy to run said factories

Table 2 Economic Impacts

Meyer Burger's Economic Impact encompasses not only the local, national, and global economic levels, but also their procurement practices which focus on sustainability and regionality, as well as their employment practices and working conditions. Furthermore, the production and use of their PV modules helps to ensure the security of regional and national energy infrastructures, having a positive effect on the economy and supply system.

To further assess their progress, Meyer Burger has set goals and targets, as well as indicators, such as positive financial results, an increase in share price and meeting GRI standards, which are tracked in their annual fiscal reports and sustainability report.

In addition, Meyer Burger is also committed to improving infrastructure in structurally weak areas, for instance, by supporting the municipality in establishing a new bus route which passes their production site, to facilitate their workers' commute.

Financial assistance received from governments

Meyer Burger received a total of CHF 14,080,071.76 in financial grants in 2022. The table below shows a breakdown of grants received by country.

Country	Funding amount (CHF)
Switzerland	1,147,299.82
Germany	12,922,771.94
Total	14,080,071.76

Table 3 Financial assistance received by Meyer Burger by country

The grants received are divided into investments grants and research and development grants. Meyer Burger was awarded CHF 8,428,337.34 for investments in their plants in 2022, which was received by Meyer Burger Industries. Additionally, CHF 5,915,292.14 was granted for research and development projects. The figure below shows the breakdown of these grants by entities.

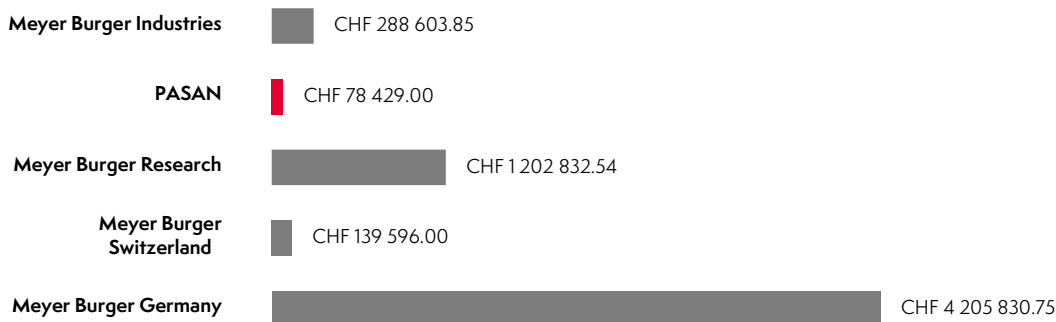


Figure 4 Grants received for research and development by entity

Freedom of Association and Collective Bargaining

At Meyer Burger, employees are currently covered by collective bargaining agreements. However, ongoing discussions between the reference trade union (IG Metall) and the management have been taking place, with the aim of establishing a collective bargaining agreement.

In 2022, a new works council was established in Bitterfeld-Wolfen, one of the production sites in Germany. A Group works council was also created for the whole company. Conversations between the management and IG Metall continued with the aim of concluding a collective bargaining agreement for the company, and improving employer branding with these measures.

Meyer Burger fostered close, long-term relationships with suppliers, to ensure that they know and follow the [Supplier Code of Conduct](#), and that good working conditions, including freedom of association and collective bargaining, are provided for their employees. Meyer Burger supports the existing works councils and works to maintain good relationships and dialogs.

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Meyer Burger's labor-intensive PV production plants are located almost exclusively in Germany, with manufacturing plants in Freiberg and Bitterfeld-Wolfen, and machinery in Hohenstein-Ernstthal. In order to ensure that workers' rights are not violated or put at significant risk, the company adheres to the Works Constitution Act, as well as the ILO regulations in Germany and Switzerland.

For other countries and geographical areas, the company keeps a close eye on the situation and has a Supplier Code of Conduct in place to transparently state their values and expectations.

In 2022, Meyer Burger has taken measures to support rights to exercise freedom of association and collective bargaining, such as establishing a new works council at the cell production site in Bitterfeld-Wolfen and a group works council that coordinates the work of the existing work councils. The Suppliers' Code of Conduct also explicitly states that suppliers' employees shall have the right to form and join trade unions of their own choice and not be penalized for it.

To ensure workers' rights also on the supplier side, Meyer Burger has a Suppliers Code of Conduct in place that states the following:

"Suppliers' employees shall have the right to form and join trade unions of their own choice, to bargain collectively and to engage in peaceful assembly or refrain from such activities in conformity with the local laws. Employees shall not be penalized or threatened in any way for this engagement by the Supplier. The supplier shall respect – within the framework of laws, regulations, and prevailing labor relations and employment practices – the right of its employees to be represented by labour unions and other employee organizations."

Public Policy

Customers, shareholders, local politicians, and employees are all requesting more green and environmentally friendly energy. For this reason, Meyer Burger is striving to increase the production of solar cells and modules in Europe, in order to provide a safe and peaceful source of energy for the continent and its people.

In the following table, Meyer Burger's actual and potential impacts on public policy are displayed:

Impacts	Positive	Negative
Actual	<ul style="list-style-type: none"> Revived the European solar industry Encouraged public policy to speed up energy transition Involved stakeholders to restart PV production Engaged politicians to support industry revival Part of driving energy transition from fossil to renewable Highlighted issues with Chinese PV imports 	<ul style="list-style-type: none"> Subsidies distorted competition in the German and European PV market
Potential	<ul style="list-style-type: none"> Strengthen political backing for renewable energy in Europe Enhance resilience of renewable energy sources in Europe Boost sustainability of renewable energies in Europe 	<ul style="list-style-type: none"> European business practices anger China and could influence international relations

Table 4 Impacts on Public Policy

Meyer Burger has engaged in public policy at regional, national, and European levels through lobbying, memberships of industry and trade associations, and meetings with relevant stakeholders, such as politicians.

Regardless of these activities, Meyer Burger has not made any financial or in-kind contributions to political parties, politicians, or causes. Furthermore, Meyer Burger adheres to its own Code of Conduct which states that it does not make political donations and is not a member of a political party. Employees are, however, allowed to engage in political activities as private individuals.

Actions taken by Meyer Burger include participating in relevant industry associations to support policies that denounce supply chain issues, issuing media releases, interviews, and public statements, using narratives that focus on Europe as a leading technology provider for renewable energy, thus setting standards for high-tech PV production that is highly efficient, resource-saving and climate friendly.

Additionally, Meyer Burger has memberships and board positions on various national and European solar associations in order to engage in multiple areas and maintain contact with the major players in the industry, both in the national industry and abroad.

Meyer Burger is independent as stated in the [Code of Conduct](#):

“Meyer Burger does not make any donations for political purposes. Meyer Burger does not make

any political donations, whether financial or material (e.g. donations of property or services, or the purchase of tickets for fundraising campaigns). We are not a member of a political party, nor do we support one in any way. We do, however, recognize the right of employees to engage in political activities as private individuals.”

Membership associations

Meyer Burger has a significant role in several membership associations and national or international advocacy organizations, including the following:

- Solar Power Europe (SPE)
- Federal Solar Industry Association (Bundesverband Solarwirtschaft, BSW)
- Federal New Energy Industry Association (Bundesverband Neue Energiewirtschaft, BNE)
- Federal Association of Medium-Sized Economy (Bundesverband der Mittelständischen Wirtschaft, BVMW)
- Innovations Network Machine Building Saxony (Innovationsverbund Maschinenbau Sachsen, VEMASinnovativ)
- Swissolar
- PV Austria
- PV-Vlaanderen
- Ultra Low-Carbon Solar Alliance, USA (ULCSA)

In 2022, the CEO of Meyer Burger, Gunter Erfurt, was elected to the BoD of Solar Power Europe and re-elected to the BoD of the Federal Solar Industry Association (BSW).

Environmental Impacts Climate Change

In the following table, Meyer Burger’s actual and potential impacts on climate change are displayed:

Impacts	Positive	Negative
Actual	<ul style="list-style-type: none"> • Increased PV module production & renewable energy to reduce climate change • 100% renewable energy for production of solar cells and modules • Reduced emissions through local production in Germany • HJT & Smart Wire Technology for low energy consumption 	<ul style="list-style-type: none"> • CO₂e emissions by production of PV modules and components • 97.5% of emissions from suppliers’ production sites • Transport of materials from Asia to Germany due to limited availability in Europe
Potential	<ul style="list-style-type: none"> • CO₂e accounting accomplished in 2023 • Emissions reduction due to reduction of silver consumption and of wafer thickness in 2023 	<ul style="list-style-type: none"> • None

Table 5 Impacts on climate change

Meyer Burger’s commitment to the avoidance of climate change is evident in its production of PV Modules, which provide renewable energy and reduce overall emissions.

Their Smart Wire Technology and HJT Cell Technology provide a low energy consumption, as evidenced by a study from the Fraunhofer Institute for Solar Energy Systems (ISE) which found that Meyer Burger’s HJT modules have a significantly lower carbon footprint than the Passivated Emitter and Rear

Cells (PERC) reference module. This is because the HJT Cell Technology has fewer production steps and uses Smart Wire Technology Modules with low temperatures. This has allowed Meyer Burger to reduce their energy consumption and make their production more sustainable.

To further reduce emissions, Meyer Burger has promoted local manufacturing and partially created a local supply chain. This has resulted in a successful reduction of emissions from PV module production.

Meyer Burger also looks to extend its emissions-reducing efforts by seeking out and evaluating suppliers from Europe and Germany, thus reducing emissions caused by transportation and localizing its supply chain. Additionally, Meyer Burger is in the process of developing a CO₂ accounting system to focus on components and materials with a high potential for CO₂ savings. Together with its suppliers, it is also assessing activities to further reduce emissions.

At its production sites for cells and modules, Meyer Burger has switched to 100% renewable energy. Only the liquid gas purchased for the production site in Hohenstein-Ernstthal is non-renewable. Furthermore, it has focused on manufacturing its PV modules “in Europe, for Europe” in order to reduce transport emissions. This has resulted in most of the modules having a longer life, higher efficiency, and a decreased transport distance. Moreover, the German energy mix has a higher renewable energy rate compared to China and other Asian countries that were suppliers in the past.

Meyer Burger is planning to develop a CO₂ accounting system to provide a data base for CO₂ drivers, which will be the base for future activities. The major CO₂ drivers identified were silver consumption and the usage of polysilicon wafers. In order to reduce their dependency on these materials, Meyer Burger is committed to minimize the amount of silver used by reducing the thickness of the wafers and finding new, regional sources of polysilicon wafers, e.g. in Europe. In order to use only renewable energy for production, the company has verified existing suppliers, compared prices, and ensured quantity and sources of energy. This has allowed Meyer Burger to make sure that the energy used to power its production is as renewable as possible.

To set up and increase the production of PV modules, Meyer Burger prepared all the required technical, commercial, and financial data, obtained the legal approvals, and concluded agreements with employees, suppliers, customers, and partners.

Meyer Burger then ramped up production and increased the efficiency of its solar modules and production volume.

Achievements

The above-described measures have enabled several achievements in the past year. The module efficiency increased in 2022 by several Watt peak (Wp), which was generated by Meyer Burgers R&D activities. The production volume also increased to 321 MWp, and the yield at cell and module production dramatically increased in 2022. Additionally, there were more tools available to analyze downtime and developing corrective measures.

Stakeholder engagement

The management at Meyer Burger is cognizant of the need to engage with stakeholders on the important issue of climate change. It was decided to take several measures for both their internal and external stakeholders.

For internal stakeholders, Meyer Burger implemented measures such as permanent reporting of major KPIs from production sites, and common evaluations between different departments. This was done to enable the verification of production conditions, training of operators, quality of input materials, parameters of processes and tools, as well as the definitions of parameters or processes that could be adopted.

For external stakeholders, Meyer Burger implemented measures such as monitoring of down time onsite by suppliers and its own employees, with permanent data reporting to the supplier. Recurring meetings between suppliers and Meyer Burger serve to discuss activities to increase the availability of tools and to schedule corrective actions. Finally, the results of these measures were verified. Meyer Burger was thus taking active steps to ensure that it was engaging with its stakeholders on the issue of climate change.

Energy consumption

Note: Energy consumption values relate to the main consumers for production in Germany and

Switzerland. The USA and China have very small numbers of employees and were not included in the following figures.

Energy Consumption per Energy Source

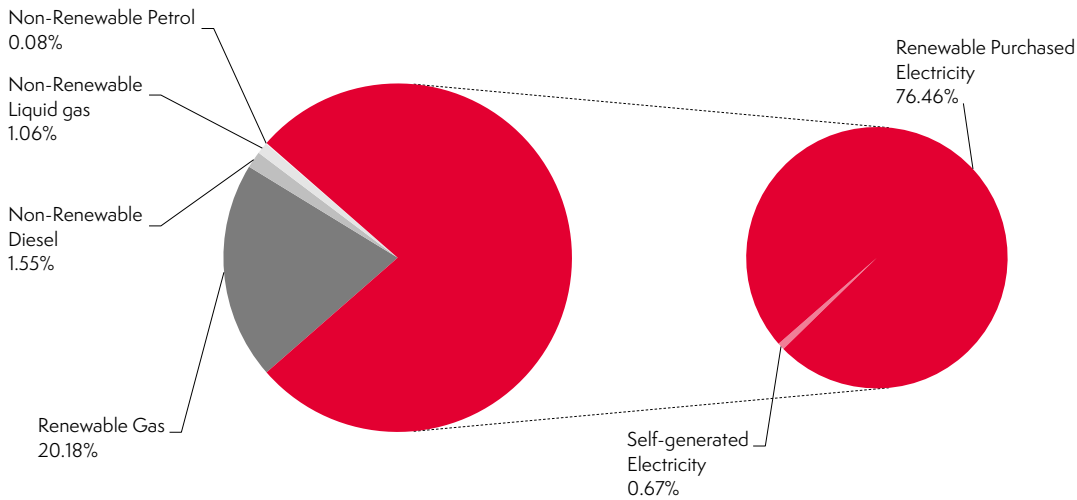


Figure 5: Energy consumption per energy source

The total consumption does not include the achieved surplus of energy that was sold. Following the GRI calculation logic, the total energy consumption is 47,359,260 kWh.

The energy intensity of Meyer Burger was 148 MWh/MWp in 2022, this being the company's ratio of megawatt-hours consumed per megawatt-peak of produced capacity. This was calculated by dividing the total energy consumed (47,359.260 MWh) in Scope 1 and 2 by the total production volume (321 MWp) in the same scope.

Measures to reduce energy consumption

Meyer Burger took several steps to reduce energy consumption at its sites.

In Freiberg, the circuit external lighting and roof lighting were separated, resulting in a saving of approximately 3,600 kWh/a. In addition, new high-efficiency laminators were used, reducing the energy used per module produced. Lastly, a new high-efficiency chiller was installed with a coefficient of performance (COP) of 4.0, compared to the old chiller's COP of 2.8.

The site in Bitterfeld-Wolfen also took steps to reduce energy consumption. Lighting in production area 1 was replaced, resulting in savings of 86,724 kWh/a. Lighting in production areas 2 and 3 was also replaced, resulting in savings of 168,790 kWh/a.

At Hohenstein-Ernstthal, cooling circuits were optimized due to reduced heat load, resulting in savings of 18,000 kWh/a. In addition, the fresh air supply in hall 1 was optimized, with a control change for the frequency converters resulting in savings of 124,622 kWh/a.

Overall, these actions taken by Meyer Burger have helped to reduce the company's energy consumption significantly.

Greenhouse Gas Emissions

Meyer Burger's carbon footprint totals 305,859 tons (t) of carbon dioxide equivalent (CO₂e). For this calculation, all Greenhouse Gases (GHG) have been considered. The base year is 2021, with 818 t of CO₂ Scope 1 emissions and 0 t of Scope 2 (market-based calculation). Within Scope 3 emissions, only business travel was included in 2021. Emission factors were sourced from the Ecoinvent database, and energy consumption data was provided by the energy department. All values were calculated using the GHG Protocol and the ecospeed software.

In 2022, Meyer Burger generated 327 tons of carbon dioxide equivalent (CO₂e) in Scope 1, 6 t of CO₂e in Scope 2 calculated using market-based logic, and 305,526t of CO₂e in Scope 3. Using the location-based logic and factoring in the German and Swiss electricity mixes, the total Scope 2 emissions were 13,770 t of CO₂e.

Greenhouse Gas Emissions in Tonnes (t)

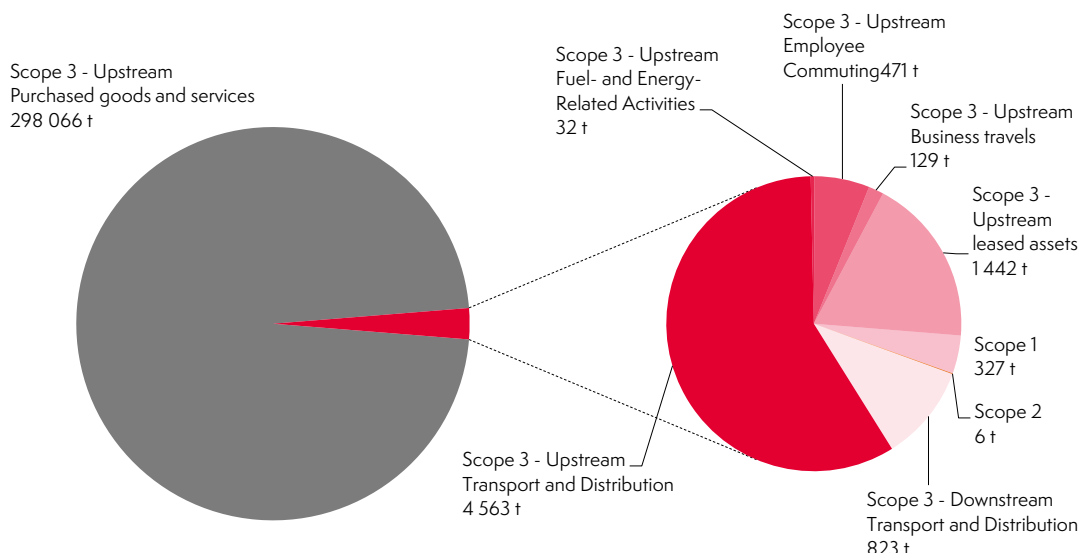


Figure 6: Greenhouse gas emissions in tons (t)

The GHG emissions intensity of Meyer Burger was 953t/MWp in 2022, this being the company’s ratio of tons of CO₂e emitted per megawatt-peak of produced capacity. It was calculated by dividing the total emissions of Scopes 1, 2 and 3 (305,859) in Scopes 1 and 2 by the total production volume (321 MWp) in the same scope.

Circular Economy

One key aspect of sustainability is circular economy. For Meyer Burger, this means seeking to extend the lifetime of products and the use of more

efficient modules, reducing the materials requirement for the same power output. Additionally, Meyer Burger seeks to reduce the thickness of wafers, allowing more efficient manufacturing and use of resources.

In the following table, Meyer Burger’s actual and potential impacts on the circular economy are displayed:

Impacts	Positive	Negative
Actual	<ul style="list-style-type: none"> Achieved extremely low landfill rate for waste compared to total material used Reduced hazardous waste Achieved waste reduction as outlined in text below 	<ul style="list-style-type: none"> Only packaging materials are currently being recycled; all other used materials are newly produced. This is explained by having achieved renewable energy production efficiency and the longevity of PV modules.
Potential	<ul style="list-style-type: none"> Begin collaborating with a recycling partner to recycle complete modules from production waste and end-of-life products 	<ul style="list-style-type: none"> Consumption of materials will be increased by ramp-up of production company

Table 6 Impacts on Circular Economy

Most of the PV module components (85%) are recycled as glass, aluminum frame, connectors, and cables after end of life – according to the regulations in Germany.

Waste

At Meyer Burger, most of the waste is defined by the design of the product and production process, resulting mainly in plastic foil, glass, and cell breakage.

The engineering and process department hence focused on reducing the amount of materials and waste generated by their designs and processes. Going forward, the process and R&D departments

are exploring new ways to reduce material and waste consumption.

The 2022 targets included:

- Reducing cell breakage by 50%
- Managing module waste once production has stabilized
- Reducing silver consumption by 30% (to be implemented in production)
- Reducing wafer height (to be implemented in production)
- Reducing foil waste by improving alignment and buying the foil at its final dimensions

Meyer Burger is also working with recycling partners to recycle entire modules in the future. This process can be used for complete modules that are the result of production waste. Going forward, once the modules reach the end of their life, the company plans to use this process to recycle them.

Key numbers of materials used:

- 29.317 t input of non-renewable material
- Close to 0% recycled input materials used
- 8,846 modules were returned
- 849,500 modules produced, resulting in a 1% return rate

Recycled input materials

Currently, Meyer Burger has been in discussions with its the suppliers of aluminum frames, exploring the possibility of using recycled aluminum in the production process.

The introduction of the use of reusable carriers to avoid the need to transport solar cells in plastic boxes is one significant achievement so far. Meyer Burger has also taken a responsible approach to waste generation and disposal, acting in accordance with German and European waste laws. Furthermore, Meyer Burger has been exploring other options to reduce waste, such as reuse and recycling.

Meyer Burger is aware of the potential effects of waste on climate change and has taken steps to reduce its waste-related impacts.

Biodiversity

In the following table, Meyer Burger’s actual and potential impacts on biodiversity are detailed:

Impacts	Positive	Negative
Actual	<ul style="list-style-type: none"> • Prioritizing brownfield investment and re-use of existing production sites in industrial areas • Research into a state funded project (SME-KUL) on flowering meadows • “company bees” program started • Bifacial production of PV modules that can also be used as agri-photovoltaic modules in agricultural settings producing fruit or vegetables and energy simultaneously 	<ul style="list-style-type: none"> • New chemical farm built in 2022 next to the cell production site for gases and fluids to be stored, sealing ground on a 7,500 m² area • Biodiversity affected on sealed ground as there are now buildings and gas tanks where there used to be grass and wildflowers
Potential	<ul style="list-style-type: none"> • When the company grows, there might potentially be enough space to have flowering meadows and more beehives 	<ul style="list-style-type: none"> • As PV production capacity is increased to 7 GW by 2027, Meyer Burger might need to build new production sites, harming flora and fauna in the area

Table 7 Impacts on biodiversity

In 2022, a third site in addition to the ones in Freiberg and Bitterfeld-Wolfen was set up; a former logistics hub being turned into a PV module production site. To further its sustainability efforts, Meyer Burger joined a research project on flowering meadows funded by the Saxon State Ministry

Upstream: Meyer Burger has implemented measures to reduce waste caused by suppliers. This includes reducing the amount of packaging materials used in incoming materials, as well as ensuring that suppliers adhere to environmental and sustainability standards.

At Meyer Burger itself: waste directly caused by production is minimized. This includes products and components that do not meet the quality requirements. The Company has also implemented a system to recycle and reuse materials wherever possible.

Downstream: Meyer Burger has implemented measures to reduce the number of modules reclaimed by customers. This includes offering extended warranties and providing clear information about product lifespan. Furthermore, it ensures that returned modules are recycled or reused whenever possible.

In 2022, roughly 1% of modules were reclaimed, and their packaging materials were recycled or reused wherever possible. This is an important step in reducing Meyer Burger’s contribution to climate change.

Waste generated

In 2022, a total of 4,052 tons of waste was produced, with 2,844.39 tons of that being non-hazardous. Of the amount of non-hazardous waste, only 0.62 tons were stored in a landfill. That means that 4,051.38 tons of waste, which is almost all of the generated waste, was recycled.

for Energy, Climate Protection, Environment and Agriculture, Dresden, Germany (SMEKUL). The result, however, revealed that the green space around the production sites and administration buildings in Freiberg and Hohenstein-Ernstthal was too small to

fit the program's criteria, which required a minimum area of 1,000 m².

Separately, as a measure for more biodiversity in the region, Meyer Burger started a "company bees" program, which encourages interested employees to engage in beekeeping and provides them with support.

Meyer Burger's sustainability efforts are also helped by the fact that one of the three PV products it produces is bifacial Glass-Glass modules that are perfect for use in agri-photovoltaics in agricultural settings, thus allowing the soil to be used in two ways at once – to produce fruit or vegetables and to produce energy on top.

Meyer Burger also set a target to work on a biodiversity policy, which would help to enhance sustainability goals and thus have a positive impact on the environment.

Significant impacts of activities, products, and services on biodiversity

In 2022, the construction of a new chemical farm was completed near the cell production site in Bitterfeld-Wolfen, Germany. Spanning over 7,500 m², the construction of the farm sealed off a considerable amount of ground, negatively impacting the local biodiversity. The chemical farm is composed of several buildings and gas tanks that replaced the lush grass and wildflowers of the area.

To ensure that the chemical farm had minimal environmental impact, numerous measures were put in place by Meyer Burger. These included the use of energy-saving construction methods, as well as the installation of various filters to make sure that no chemical substances were allowed to pollute the surrounding environment.

Water Resources

Meyer Burger had a water consumption of less than 6%, and the discharged water is suitable for biological treatment. In order to protect production and local wastewater treatment, Meyer Burger has implemented a continuous monitoring system to ensure that water quality is maintained.

Interactions with water as a shared resource

The following information is based on sites in Germany and Switzerland.

Meyer Burger has been aware of the need to ensure sustainable interactions with water as a shared resource. To aid in meeting this goal, a range of measures have been implemented.

For instance, consumption of potable water is based on requirements for processes. Where necessary, water treatment is carried out. Meyer Burger also has its own water treatment facility which goes beyond drinking water standards to ensure that the water is of high enough quality for the production process. Meyer Burger has also taken steps to ensure that the discharged water is treated so that it is safe to be inserted into the public sewage treatment plants. This is accomplished through detailed monitoring of all required parameters regarding quality and quantity, as well as collaboration with suppliers. Finally, Meyer Burger has worked closely with local authorities to ensure that its water complies with all regulations.

Management of water discharge-related impacts

The management of water discharge-related impacts is of utmost importance to Meyer Burger, and stringent standards have been set for the quality of effluent discharge. These standards were determined by taking into consideration the production ramp-up, the continuous supply of water and the avoidance of interruption to production.

The quality of potable water is defined by the requirements of external stakeholders such as the supplier company, while the quality of discharged water is defined by the local authority.

To fulfill the needs of the production process, the quality of water must meet certain standards as defined by the specifications of the suppliers of production tools. Furthermore, the quality of water is also defined by the specifications of Meyer Burger's production tools, as determined by the process and R&D department. The profile of the receiving waterbody was also considered when designing the sewage treatment plant, in order to ensure that the effluent, when discharged, does not pose a threat to the environment.

Water withdrawal, discharge, and consumption

Within the reporting year, Meyer Burger had a freshwater withdrawal of 195,478 m³ from the local supplier. All the company's production sites exclusively consumed potable water, with most of it being used in a circular chain in cell production.

Meyer Burger discharged 183,811 m³ of other water, which was suitable for sewage treatment due to the internal water treatment. The major focus of the water treatment was to eliminate fluoride caused by the wet chemical process.

The total water consumption in the current year was 11,667 m³, indicating that 6% of the water withdrawn was consumed. All the water used was sourced from water-stressed areas.

Environmental Pollution

Meyer Burger is committed to meeting all legal requirements regarding environmental pollution, in accordance with the Technical Guidelines for Air Pollution Control (TA Air). In order to ensure compliance with current standards, the concentration of emissions is closely monitored throughout the engineering and production processes. The total volume or mass of relevant gases is not recorded, however, Meyer Burger adheres to the concentration of relevant gases required by TA Air. To ensure compliance, Meyer Burger engineers install additional

equipment, such as filters and washers, when required.

Meyer Burger is proud to report zero incidents of non-compliance concerning health and safety regulations. This demonstrates Meyer Burger's commitment to providing a healthy and safe environment for its employees, customers, and the surrounding community.

Social Impacts Employer Practice, Equal Opportunity, and Non-Discrimination

In the following table, Meyer Burger's actual and potential impacts on working conditions, equal opportunities, and non-discrimination are displayed:

Impacts	Positive	Negative
Actual	<ul style="list-style-type: none"> • Reestablished solar industry in Europe and created jobs in structurally weak regions • Increased diversity and intercultural acceptance in work environments • Improved infrastructure in weak regions • Partnered with local universities and institutions • High number of members of management from local communities • Relatively young C-level management 	<ul style="list-style-type: none"> • Withdrawal of workforce from other sectors in weak regions • Lack of skilled workers, resulting in recruitment and training efforts • Not enough female leaders
Potential	<ul style="list-style-type: none"> • Establish new solar module production sites to create jobs in Germany and Europe • Increase cultural and professional diversity • Improve infrastructure in structurally weak areas 	<ul style="list-style-type: none"> • Skilled worker shortage in main operation sites • Intense recruitment efforts from distant locations and training for PV production employment

Table 8 Impacts on working conditions, equal opportunities, and non-discrimination

Meyer Burger's goal is to bring the solar industry back to Europe. In an effort to create jobs in structurally weak regions, Meyer Burger has established a presence in Solar Valley, located in Eastern Germany. In addition to creating jobs, Meyer Burger has also placed a priority on improving the diversity and intercultural competence of its workforce, hiring employees from all over the world to fill the necessary positions. This has allowed it to create a culture of acceptance and inclusion, while simultaneously boosting job opportunities in the region.

Meyer Burger has also partnered with various professional institutions and universities in the area to further its commitment for the development of a sustainable solar industry.

Another initiative has been to network and be an active player in the region, specifically in supporting local communities. Meyer Burger has begun recruiting through a European platform, enabling the company to find the best talent in the business. This was important to ensure its offer of good work with good conditions and benefits in a sustainable working environment, which was necessary to ensure

that employees would stay in the solar industry for a long time and not look for opportunities elsewhere. Furthermore, Meyer Burger has developed several initiatives to help train its employees and enable them to learn and develop in their professional career, including offering relevant training and opportunities for development.

New employees hired & turnover rate:

- 394 new employees in 2022
- new employee rate of 34.9%
- turnover rate of 7.6%

The fact, that there are benefits provided to full-time employees and not to part-time employees has to do with different legislation in Switzerland and Germany.

Non-employee workers

In total, there were 88 workers, most of whom were contract workers and apprentices. These individuals worked in PV production or were trained as apprentices in PV production.

The headcount revealed that there was a noticeable increase of 87.2% of non-employee workers, due to capacity expansion in PV production. This was further driven by the fact that in 2022, the company had apprentices for the first time at the new PV production sites in Freiberg and Bitterfeld-Wolfen, who were counted as workers who are not employees. This led to an appreciable increase in non-employee workers.

Parental leave

In the reporting period, 28 employees took parental leave; 19 male and 9 female. Of those who took parental leave, 17 returned to work in the same reporting period; 15 male and 2 female. 12 months after their return to work, 15 of the employees were still employed; 13 male and 2 female.

Thus, male employees had a return to work and retention rate of 87%, while female employees had a rate of 100%. The overall return to work and retention rate was 88.2%.

Parental Leave by Gender

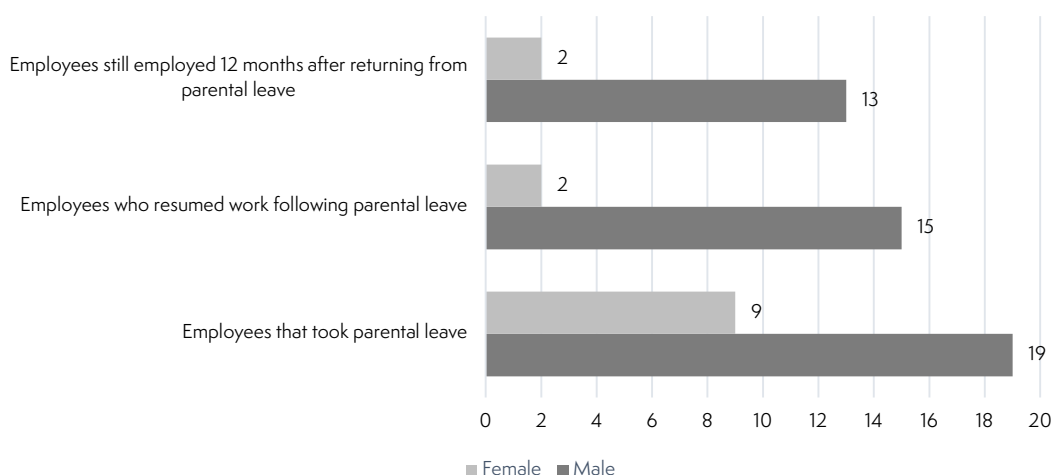


Figure 7: Parental leave by gender

Minimum notice periods regarding operational changes

When it comes to changes to Meyer Burger’s operations, the minimum notice period is regulated by the terms of an employment contract. Announcements of changes were always made with a minimum notice period specified. In certain situations, such as short-time work or mass layoffs, the minimum number of weeks’ notice provided to employees is regulated by law in Germany and Switzerland.

Average hours of training per year per employee

Across Germany and Switzerland, employees spent different amounts of time in training during the reporting year. In Germany, female employees spent an average of 4.1 hours in training, while male employees spent an average of 3.8 hours. In Switzerland, the average training hours are lower at 3.9 hours for female employees and 2.9 hours for male employees.

Programs to upgrade employee skills

15 employees at the Meyer Burger site in Freiberg, Germany, participated in a multi-level, modular training program to upgrade their skills and become

maintenance technicians at the solar module production site. Additionally, a concept for retraining non-technical employees for assignment in PV production at the Freiberg and Bitterfeld-Wolfen sites is currently in the planning stage.

Non-discrimination

In addition to its non-discrimination policy, Meyer Burger also has a long-standing commitment to diversity and inclusion in the workplace. This is evidenced by its culture of inclusion, its promotion of diversity in the workplace, and its ongoing commitment to creating an environment where all employees are treated with fairness and respect as stated in the above Employer Practice chapter. There were no instances of discrimination reported during 2022.

Proportion of senior management hired from the local community

At Meyer Burger, 80% of senior management at the most important operational locations are recruited from the local community. This includes the CFO of the company’s Swiss headquarters and the CEO,

CSO, and COO of its Eastern German PV production sites in Freiberg, Bitterfeld-Wolfen, and Hohenstein-Ernstthal.

Diversity of governance bodies and employees

Meyer Burger is also striving to achieve gender diversity within its leadership. While the Chief Sustainability Officer position was filled by a female leader in 2021, additionally in 2022 the BoD was extended by one female leader. Meyer Burger continues to look for qualified female leaders to join the executive team and the BoD and seeks to enhance awareness within the company.

So far the BoD consists of one female and four male members. The C-level team is also composed of one female and four male members. Of the four members of the BoD, four are over 50 years old, and one is between the ages of 30 and 50, resulting in 80% being over 50 years old. All five of the C-level members are between 30 and 50 years old, making up 100%.

Diversity of employees

There is a nearly 30% female gender representation among the employees. Of all employees, 10.5% are under 30, 58.7% are between 30 and 50, and 30.8% are 50 or older. 1.7% are people with disabilities, referring only to Germany, as information on this is not collected at other operating sites.

Employees by gender

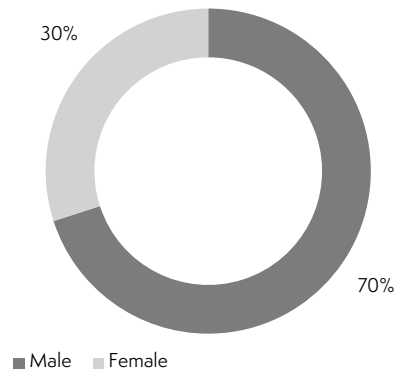


Figure 8: Employees by gender

Employees by age group

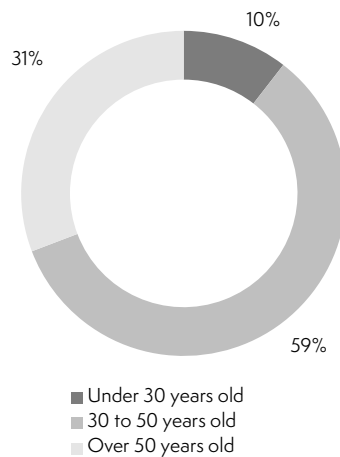


Figure 9: Employees by age group

Meyer Burger is focused on providing permanent jobs to its employees, which gives them a high degree of job security. Out of 1128 employees, only 11 (less than 1%) are employed on a temporary basis. The high proportion of part-time employees is due to the shift system in place at its PV production sites in Freiberg and Bitterfeld-Wolfen. Meyer Burger has created an employee-friendly shift system to balance work and life, as well as providing good working conditions and a sustainable working environment. It has

introduced a new 6/4 shift system, which allows employees to have 4 days off after 6 days of work in shifts with the pattern of 2 morning shifts, 2 day shifts and then 2 night shifts, providing a good work-life balance in a potentially stressful job. As a result, employees do not usually work full-time, but still have the flexibility to do so if they wish.

The following figure displays the total number of employees by type of employment:

Permanent vs Temporary Employees by Gender

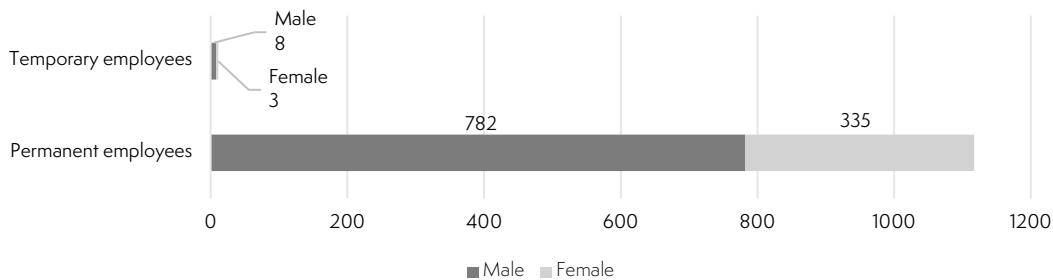


Figure 10: Permanent vs temporary employees by gender

Full-Time vs. Part-Time Employees by Gender

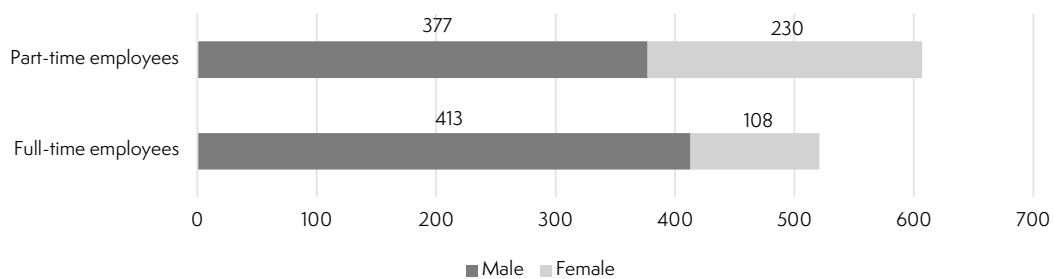


Figure 11: Full-time vs. part-time employees by gender

Ratio of basic salary and remuneration

Meyer Burger strives to ensure equity and fairness in its compensation practices by maintaining a consistent ratio of basic salary to remuneration. The company has established a remuneration table based on a company agreement that applies to all employees regardless of gender, disability, or other factors.

This table is reflective of the company's significant locations of operation, which include the Swiss headquarters, the administrative headquarters in Hohenstein-Ernstthal, and the PV production sites in Freiberg and Bitterfeld-Wolfen. Meyer Burger strives to ensure that all employees are compensated fairly for their efforts and contributions

Occupational Health and Safety, Asset Integrity, Critical Incident Management

Meyer Burger has implemented safety measures to ensure employees adhere to safety requirements. This includes providing safety instructions in multiple languages, work instructions and safety data sheets.

To ensure that these instructions are followed, the employer, health and safety instructors and the works council promote their observance on a regular basis. Additionally, initial instructions, workplace instructions and risk assessments are in place, as well as a health concept in cooperation with a health insurance company and regular examinations by the company doctor. Furthermore, there are health days available on a voluntary basis.

Impacts	Positive	Negative
Actual	<ul style="list-style-type: none"> • Safety risk assessments in Safety Data Sheets • Deployment of safety specialists and company doctor • Review of occupational health and safety measures and their effectiveness • Provision of training 	<ul style="list-style-type: none"> • None
Potential	<ul style="list-style-type: none"> • Organize back training • Set up massage appointments • Create own fitness center • Lead running group • Arrange health insurance prevention appointments for ergonomics at the workplace 	<ul style="list-style-type: none"> • Management System not implemented

Table 9 Impacts on occupational health and safety, asset integrity, critical incident management

The most important factor for Meyer Burger in the area of ESG is ensuring that all employees adhere to health and safety regulations. Proactive steps are taken to minimize potential risks ahead of time. The low number of injuries that have occurred over the past year demonstrates the effectiveness of these measures. The goal is to reduce the number of injuries to zero, so it is necessary to monitor the various kinds of injuries that are reported as well as the number of sick-days.

Hazard identification, risk assessment, incident investigation and occupational health services

Meyer Burger has implemented a comprehensive program to ensure the safety of its employees. Its occupational safety specialists carry out risk assessments and adjust them if there are any changes to the work processes. Based on the risk assessment, corrective measures are then implemented. Workers can report potential risks and hazardous conditions to their supervisors, occupational safety specialists, the works council, or to the relevant authorities in cases of serious violations. To ensure that all personnel are able to meet their job requirements, the medical service performs various types of examinations. Also, examinations are carried out by approved occupational health services.

Workers have the right to remove themselves from hazardous situations. Additionally, Meyer Burger provides equipment that is safe to operate, as outlined in the Ordinance on Safety and Health Protection (BetrSichV). Furthermore, processes for worker safety must be based on the Occupational Safety and Health Act and Rules of the Employer's Liability Insurance Association (Arbeitschutzgesetz und Regeln der Berufsgenossenschaft).

Worker participation consultation and communication on occupational health and safety

The occupational safety committee, comprised of the medical company doctor, management, occu-

pational safety specialist, works council, and department head, meets three times a year to discuss worker participation and communication concerning occupational health and safety. Additionally, regular updates on accident statistics are posted on the company's intranet.

Promotion of worker health, prevention and mitigation of occupational health and safety impacts

Meyer Burger has made it easy for employees to access non-work related medical and healthcare services, in consultation with the occupational health service. Sports training for back health, massage appointments, running groups and ergonomics prevention appointments were also provided through health insurance.

In order to prevent and mitigate potential occupational health and safety impacts, Meyer Burger sites must take several precautions. These include using safety data sheets to comply with regulations for hazardous substances, verifying that components carry the CE mark, and appointing a coordinator to provide guidance for external companies.

Work-related injuries and ill health

The main risks associated with mechanical and electrical work, as well as with work involving chemicals and gases, are injuries such as cuts and potential illnesses related to such work.

In 2022, there have been only seven instances of injury, mainly cuts, in the workplace during 2022. Fortunately, there were no incidents associated with working with toxic chemicals and gases reported thus far.

Supply Chain Traceability

Due to the increased uncertainty of the supply chain caused by events such as climate effects and pandemics, it has become increasingly important to have control over raw materials. In addition shortening the supply routes creates more regional job

opportunities and reduces CO₂ emissions, while also strengthening the process controls.

Meyer Burger’s suppliers are carefully chosen, and it strives to build a long-lasting trusting relationship with them, based on loyalty and openness.

In the following table, Meyer Burger’s actual and potential impacts on supply chain traceability are displayed:

Impacts	Positive	Negative
Actual	<ul style="list-style-type: none"> Supplier Code of Conduct must be signed, urging suppliers to comply with environmental and social standards Introduce thinner wafer to reduce costs and demand on energy intensive material at the same time Identify material groups with the highest impact on CO₂ footprint Implement requirements for more sustainable packaging in the material specifications 	<ul style="list-style-type: none"> A few suppliers have been audited by the end of 2022 Requirements on packaging material have not been adapted yet by all suppliers
Potential	<ul style="list-style-type: none"> Completion of supplier on-site audits Suppliers motivated to improve based on results (e.g. improve packaging) Close PPA to use electricity from wind power directly 	<ul style="list-style-type: none"> None

Table 10 Impacts on supply chain traceability

Suppliers for major components must sign a Supplier Code of Conduct to ensure compliance and prevent any negative impacts on business relationships. Preparations have started to improve future audit plans.

may violate human rights. No suppliers were identified with significant actual or potential negative social impacts who had improvements agreed upon because of the assessment, hence no relationships were terminated.

Spending on local suppliers and new suppliers screened using social and environmental criteria

Due to non-disclosure agreements with suppliers and competitive factors, the percentage of spending on local suppliers is confidential. Meyer Burger defines ‘local’ suppliers as those operating in Europe, and ‘significant locations of operation’ as those in Germany.

All suppliers were screened using social criteria and approximately 30% of new suppliers were screened based on environmental criteria.

Negative social and environmental impacts in the supply chain and actions taken

Twelve suppliers were evaluated to determine the number of those that had significant actual and potential negative environmental impacts. Three suppliers were identified as having a high energy consumption for resource extraction, which could potentially lead to environmental damage. No improvements were made with these suppliers as a result of the assessment, and no relationships were terminated.

Although there were no actual substantial negative social impacts discovered in the supply chain, there is a potential risk that subcontractors of suppliers

GRI Content Index

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

Disclosure No.	Disclosure Name	Chapter in Report	Comment
2-1	Organizational details	3.1 The Company	
2-2	Entities included in the organization's sustainability reporting	3.1 The Company	https://www.meyerburger.com/en/company/locations Meyer Burger Technology AG Meyer Burger (Switzerland) AG Meyer Burger Research AG Meyer Burger (Germany) GmbH Meyer Burger (Industries) GmbH Meyer Burger (Americas) Ltd. Meyer Burger Trading (Shanghai) Co. Ltd. Meyer Burger (Singapore) Pte. Ltd. Pasan SA
2-3	Reporting period frequency and contact point	3.1 The Company	1 January 2022 – 31 December 2022
2-4	Restatements of information		No restatement in the reporting period
2-5	External assurance		No external assurance
2-6	Activities, value chain and other business relationships	3.2 The Value Chain	
2-7	Employees	3.1 The Company & Employer Practice	Methodology used Head Count on the reference date 31/12/2022
2-8	Workers who are not employees	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
2-9	Governance structure and composition	4.3 Governance Structure	
2-10	Nomination and selection of the governance body	4.4 Nomination, Selection and Remuneration of the Governance Bodies	https://www.meyerburger.com/fileadmin/user_upload/Investors/Generalversammlung/Statuten/Meyer-Burger-Articles-of-Association-10112022.pdf
2-11	Chair of the highest governance body	4.3 Governance Structure	
2-12	Role of the highest governance body in overseeing the management of impacts	4.3 Governance Structure	
2-13	Delegation of responsibility for managing impacts	4.3 Governance Structure	
2-14	Role of the highest governance body in sustainability reporting	4.3 Governance Structure	
2-15	Conflicts of Interest		Each member of the BoD and C-level management is required to check and report conflicts of interest; Internal Audit and Compliance is required to check on this; there is an insider regulation regarding shares, which is checked; in addition, it is published which mandates are still available
2-16	Communication of critical concerns		There is always the highest transparency towards the BoD. Zero incidents of critical concerns were communicated to the BoD.
2-17	Collective knowledge of the highest governance body	4.4 Nomination, Selection and Remuneration of the Governance Bodies	
2-18	Evaluation of the performance of the highest governance body	4.4 Nomination, Selection and Remuneration of the Governance Bodies	
2-19	Remuneration policies	4.4 Nomination, Selection and Remuneration of the Governance Bodies	
2-20	Process to determine remuneration	4.4 Nomination, Selection and Remuneration of the Governance Bodies	Results of votes of shareholders: Agenda items: 1, 2 & 7 ff. https://www.meyerburger.com/fileadmin/user_upload/Investors/Generalversammlung/2022/Protokoll-oGV-2022-de.pdf
2-22	Statement on sustainable development strategy	4.1 Sustainability Statement, 5.1.1 Business Ethics	
2-23	Policy commitment	5.1.1 Business Ethics	
2-24	Embedding policy commitment	5.1.1 Business Ethics	
2-25	Processes to remediate negative impacts	5.1.2 Processes to Remediate Negative Impacts	

Disclosure No.	Disclosure Name	Chapter in Report	Comment
2-26	Mechanisms for seeking advice and raising concerns	5.1.2 Processes to Remediate Negative Impacts	
2-28	Membership associations	5.1.5 Public Policy	
2-29	Approach to stakeholder engagement	4.5 Stakeholder Engagement	
2-30	Collective bargaining agreements	5.1.4 Freedom of Association and Collective Bargaining	
3-1	Process to determine material topics	5. Material Impacts on ESG	
3-2	List of material topics	5. Material Impacts on ESG	See Materiality Matrix
201-1	Direct economic value generated and distributed	5.1.3 Economic Impacts	See Fiscal report
201-4	Financial assistance received from government	5.1.3 Economic Impacts	
202-2	Proportion of senior management hired from the local community	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
203-1	Infrastructure investments and services supported		Not applicable
203-2	Significant indirect economic impacts	5.1.3 Economic Impacts	
204-1	Proportion of spending on local suppliers		Confidential information not to be published
204-1	Spending on local suppliers	5.3.3 Supply Chain Traceability	
301-1	Material used by weight or volume	5.2.2 Circular Economy	
301-2	Recycled input materials used	5.2.2 Circular Economy	
301-3	Reclaimed products and their packaging materials	5.2.2 Circular Economy	
302-1	Energy consumption	5.2.1 Climate Change	
302-3	Energy ratio	5.2.1 Climate Change	
302-4	Reduction of energy consumption:	5.2.1 Climate Change	
303-1	Interactions with water as a shared resource (for GER & CH)	5.2.4 Water Resources	
303-2	Management of water discharge related impacts	5.2.4 Water Resources	
303-3	Water withdrawal	5.2.4 Water Resources	
303-4	Water discharge	5.2.4 Water Resources	
303-5	Water consumption	5.2.4 Water Resources	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not applicable
304-2	Significant impacts of activities		Impact is reversible, constructions can be torn down but will not be for a long time
304-2	Significant impacts of activities, products and services on biodiversity	5.2.3 Biodiversity	
304-3	Habitats protected or restored		Not applicable
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not applicable
305-1	Scope 1	5.2.1 Climate Change	
305-2	Scope 2	5.2.1 Climate Change	
305-3	Other indirect (Scope 3 GHG Emissions)	5.2.1 Climate Change	
305-4	GHG emissions intensity	5.2.1 Climate Change	
305-5	Reduction of GHG emissions	5.2.1 Climate Change	
305-7	Nitrogen oxides (NOx) sulfur oxides (SOx), and other significant air emissions	5.2.5 Environmental Pollution	
306-1	Waste generation and significant waste-related impacts	5.2.2 Circular Economy	
306-2	Management of significant waste-related impacts	5.2.2 Circular Economy	

Disclosure No.	Disclosure Name	Chapter in Report	Comment
306-3	Waste generated	5.2.2 Circular Economy	
306-3 (Effluents and Waste 2016)	Significant spills		None
306-4	Waste diverted from disposal	5.2.2 Circular Economy	
306-4	Waste diverted from disposal	5.2.2 Circular Economy	
306-5	Waste directed to disposal	5.2.2 Circular Economy	
306-5	Waste directed to disposal	5.2.2 Circular Economy	
308-1	New suppliers screened using environmental criteria	5.3.3 Supply Chain Traceability	
308-2	Negative environmental impacts in the supply chain and actions taken	5.3.3 Supply Chain Traceability	
401-1	New employees hired & turnover	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
401-2	Benefits provided to full-time employees not provided for part-time employees	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
401-3	Parental leave	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
402-1	Minimum notice periods regarding operational changes	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
403-1	Occupational health and safety management system	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	Not implemented
403-10	Work-related ill health	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	
403-2	Hazard identification, risk assessment, incident investigation	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	
403-3	Occupational health services	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	
403-4	Worker participation consultation and communication on occupational health and safety	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	
403-5	Worker training on occupational health and safety	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	
403-6	Promotion of worker health	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	
403-7	Prevention and mitigation of occupational health and safety impacts – linked to business relationships	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	
403-9	Work related injuries	5.3.2 Occupational Health and Safety, Asset Integrity and Critical Incident Management	
404-1	Average hours of training per year per employee	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
404-2	Programs for upgrading employee skills and transition assistance programs	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
405-1	Diversity of governance bodies and employees	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
405-2	Ratio of basic salary and remuneration	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
406-1	No reported incidents of discrimination during the reporting period	5.3.1 Employer Practice, Equal Opportunity, and Non-Discrimination	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.1.4 Freedom of Association and Collective Bargaining & 5.3.3 Supply Chain Traceability	
408-1	Operations and suppliers at significant risk for incidents of child labor	5.1.2 Processes to Remediate Negative Impacts	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.3.3 Supply Chain Traceability	

Disclosure No.	Disclosure Name	Chapter in Report	Comment
414-1	New suppliers that were screened using social criteria	5.3.3 Supply Chain Traceability	
414-2	Negative social impacts in the supply chain and actions taken	5.3.3 Supply Chain Traceability	
415-1	Political contribution	5.1.5 Public Policy	
416-1	Assessment of the health and safety impacts of products and service categories	5.2.5 Environmental Pollution	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	5.2.5 Environmental Pollution	

Table 11 GRI-Index Table