

Corporate Governance

The company relies on the recommendations of the *économiesuisse* Swiss Code of Best Practice for Corporate Governance and adheres to the standards of the Directive on Information Relating to Corporate Governance by SIX Swiss Exchange, if applicable and of significance to Meyer Burger.

All information within this Corporate Governance Report and within the Remuneration Report refers to the company organization, internal regulations and Articles of Association that were in effect as at 31 December 2023.

- The current Articles of Association are published on the company website www.meyerburger.com under Investor Relations – Articles of Association. Website: <https://www.meyerburger.com/de/generalversammlung>

Group Structure and Shareholders

Group structure

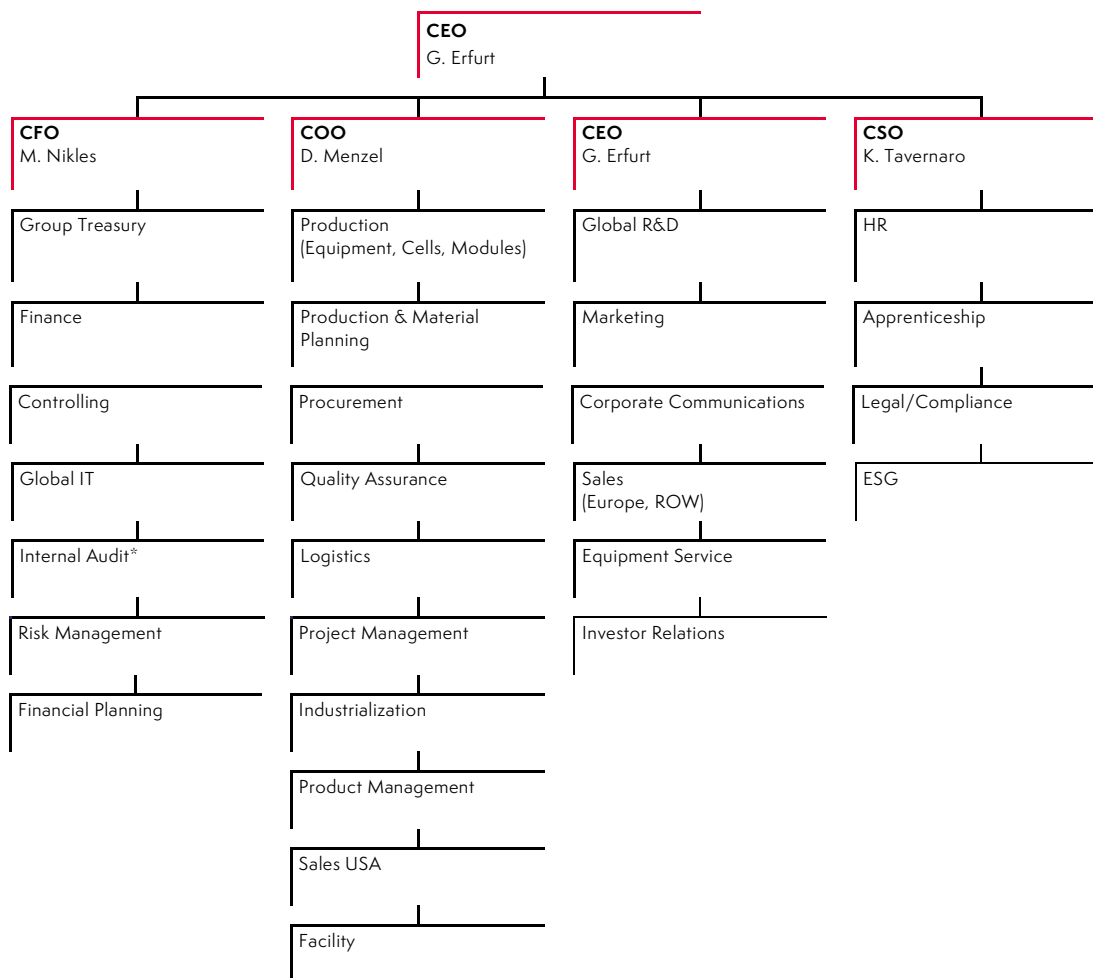
Meyer Burger Technology AG (subsequently also referred to as “the Company”) is a holding company established in accordance with Swiss law and holding all companies belonging to the Meyer Burger Group (“Meyer Burger” or “Group”) either directly or indirectly.

Meyer Burger started production of high-performance solar cells and solar modules in 2021. Its proprietary heterojunction/SmartWire technology enables the Company to set new industry standards in terms of energy yield. With solar cells and modules developed in Switzerland and manufactured in Germany according to high sustainability standards, Meyer Burger aims to become a leading European photovoltaic company with research facilities in Switzerland, development and manufacturing sites in Germany, and sales offices in Europe, the USA and Asia. In 2023, the Company also began setting up production sites in the USA.

For financial reporting, the business activities in fiscal year 2023 are divided into the business segments “Modules,” “Photovoltaics,” and “Specialized Technologies.” Activities under the old business model of equipment sales were reported in the “Photovoltaics” segment. As part of the Company’s ongoing transformation, customer projects in the “Photovoltaics” segment are being phased out, but still led to a limited amount of revenue in 2023, mainly due to long-term contracts and services provided. Due to the comprehensive change of Meyer Burger’s business model, the “Specialized Technologies” segment is also due to be phased out. Please also refer to Note 2.17 on page 127 in the consolidated financial statements of this Annual Report.

Meyer Burger is operationally managed by the Executive Board. The responsibilities of the Executive

Board members are arranged in a functional organization, as reflected in the operating corporate structure overview below:



■ Member of Executive Board
 *reports directly to the Board of Directors (BoD)

Listed companies

The shares (registered shares) of Meyer Burger Technology AG, headquartered in Thun, Switzerland, are listed on the SIX Swiss Exchange (Valor number 10850379, ISIN number CH0108503795). The ticker symbol is MBTN. The market capitalization of Meyer Burger Technology AG as at 31 December 2023 amounted to CHF 703 million.

Non-listed companies

The scope of consolidation as at 31 December 2023 includes non-listed companies, which are shown in Note 1.3 on page 109 in the financial statements of this Annual Report.

Significant shareholders

The Company is aware of the following shareholders, who according to Article 120 et seq. FMIA (Financial Market Infrastructure Act) held more than 3 percent of the voting rights (based on the share capital registered in the commercial register) as at 31 December 2023:

Shareholder ¹	Participation
Sentis Capital PCC (Cell 3) ²	10.01%
BlackRock, Inc.	5.10%
Universal-Investment-Gesellschaft mbH	3.40%
BNP Paribas Funds Energy Transition ³	3.36%
UBS Fund Management (Switzerland) AG	3.16%

¹ Voting rights participation according to the latest disclosure notices received from the shareholder.

² The beneficial owner was Petr Kondrashev, Austria.

³ The beneficial owner was BNP Paribas Asset Management UK Ltd.

In addition, Meyer Burger Technology AG held a long position of 12,756,435 registered shares (percentage of voting rights: 0.35 percent) as at 31 December 2023. The short position is in connection with the outstanding 3.5-percent convertible bond 2027 of EUR 145 million, based on 278,846,154 shares, and the 3.75-percent convertible bond 2029 of EUR 216.3 million, based on 311,088,738 shares, corresponding to 16.4 percent of the voting rights registered in the commercial register as at 31 December 2023 – see also the description of the convertible bond 2027 on page 70 – and with restricted share units, performance share units and options for the 2021, 2022 and 2023 share participation programs (total for the three years: 62,871,837 shares, corresponding to 1.75 percent of the voting rights).

- Details of individual disclosure notices according to Article 120 et seq. FMIA in relation to the participations of major shareholders of Meyer Burger Technology AG published during the 2023 financial year are available on the SIX Swiss Exchange website:

<https://www.ser-ag.com/de/resources/notifications-market-participants/significant-shareholders.html#/>

Shareholders' agreements

As at 31 December 2023, the Company was not aware of any shareholders' agreements.

Cross-shareholdings

Meyer Burger Technology AG did not have any cross-shareholdings with other companies as at 31 December 2023.

Capital Structure

Capital structure as at 31 December 2023

Ordinary share capital

CHF 179,860,927.55

3,597,218,551 fully paid-in registered shares with a nominal value of CHF 0.05 each
(as registered in the commercial register)

Conditional share capital

CHF 6,287,870.00

125,757,400 registered shares with a nominal value of CHF 0.05 each for the exercise of option rights granted to employees and members of the Board of Directors of the Company or of Group companies (in connection with the Company's share participation program)
(according to the Articles of Association dated 4 May 2023)

CHF 29,500,000.00

590,000,000 registered shares with a nominal value of CHF 0.05 each for the exercise of conversion and/or option rights in connection with convertible bonds, bonds with option rights, or similar financial market instruments of the Company or of Group companies
(according to the Articles of Association dated 4 May 2023)

Conditional share capital

In accordance with Article 3b of the Company's Articles of Association, dated 4 May 2023, the share capital may be increased by a maximum amount of CHF 6,287,870.00 through the issuance of a maximum of 125,757,400 fully paid-in registered shares with a nominal value of CHF 0.05 each, by the exercise of option rights granted to employees and members of the Board of Directors of the Company or of Group companies in accordance with a plan to be prepared and issued by the Board of Directors. The subscription rights of shareholders shall be excluded. Upon acquisition, the new registered shares shall be subject to the limitations for registration in the share register in accordance with Article 4 of the Articles of Association.

In accordance with Article 3c of the Company's Articles of Association, dated 4 May 2023, the share capital may be increased by a maximum amount of CHF 29,500,000.00 through the issuance of a maximum of 590,000,000 fully paid-in registered shares with a nominal value of CHF 0.05 each, by the exercise of conversion and/or option rights which are granted in connection with convertible bonds, bonds with option rights, or similar financial market instruments of the Company or of Group companies.

The subscription rights of the shareholders shall be excluded in connection with the issuance of convertible bonds, bonds with option rights, or other financial market instruments, which carry conversion and/or option rights. The then-current owners of conversion and/or option rights shall be entitled to subscribe for the new shares. The conversion and/or option rights shall be exercised in writing or in electronic form, in accordance with the respective provisions or agreements in the relevant bond or conversion or option agreements.

The acquisition of shares through the exercise of conversion and/or option rights and each subsequent transfer of the shares shall, upon acquisition, be subject, to the restrictions in accordance with Article 4 of the Articles of Association.

The Board of Directors is entitled to restrict or exclude the advance subscription rights in connection with the issuance of convertible bonds, bonds with option rights, or other financial market instruments of existing shareholders, provided that:

- 1) the financing instruments with conversion or option rights are issued in connection with the financing or refinancing of the acquisition of enterprises, divisions thereof or participations, or of newly planned investments; or
- 2) there is an issue by firm underwriting through a bank or a banking syndicate followed by a public

offer, thereby excluding the advance subscription rights, which seems to be the best way of issue at that point in time, in particular with respect to the terms and conditions of the issue or the transaction timeline.

If advance subscription rights are denied by a decision of the Board of Directors, the following shall apply:

- 1) Conversion rights may be exercisable only for up to ten years, and option rights only for up to seven years and from the date of the respective issuance; and
- 2) the respective financial market instruments must be issued at the relevant market conditions.

The total outstanding amount of conditional capital under Articles 3b (125,757,400 registered shares) and 3c (590,000,000 registered shares) of the Articles of Association represents 19.90 percent of the outstanding ordinary share capital (3,597,218,551 registered shares) as at 31 December 2023.

Changes in capital over the past three reporting years

Changes in capital during 2023

As at 1 January 2023, the ordinary share capital amounted to CHF 179,860,927.55, divided into 3,597,218,551 fully paid-in registered shares. In addition, the Company had conditional capital of CHF 6,287,870.00 (125,757,400 registered shares) for the exercise of option rights in connection with the Company's share participation program, and CHF 12,575,756.00 (251,515,120 registered shares) for the exercise of conversion and/or option rights in connection with convertible bonds.

The Annual General Meeting on 4 May 2023 approved the increase in conditional capital in accordance with Article 3c of the Articles of Association to CHF 29,500,000.00 (590,000,000 fully paid-in registered shares equal to 16.4 percent of ordinary share capital as at the date of approval) to be used for the exercise of conversion and/or option rights in connection with convertible bonds.

The changes to the Articles of Association were registered in the commercial register on 9 May 2023.

On 14 May 2023, Meyer Burger's German subsidiary MBT Systems GmbH had successfully placed green senior unsecured guaranteed convertible bonds due 2029 in the amount of EUR 216.3 million. The bonds were issued with a denomination of EUR 100,000 per bond at 100 percent of their principal amount and carry a coupon of 3.75 percent per annum, payable semi-annually in arrears. Unless

previously converted or repurchased and cancelled, the bonds will be redeemed at 100 percent of their principal amount on 19 May 2029. The bonds are initially convertible into approximately 311 million registered shares in Meyer Burger Technology AG, sourced from shares to be newly issued from conditional share capital excluding the existing shareholders' advance subscription rights. The initial conversion price has been set at EUR 0.6953, representing a premium of 27.5 percent over the issue price of the new shares translated into EUR using the EUR/CHF foreign exchange rate at the time of pricing. As at 31 December 2023, no convertible bond conversions into shares in Meyer Burger Technology AG had occurred. Those outstanding are presented in the table on page 70.

Changes in capital during 2022

As at 1 January 2022, the ordinary share capital amounted to CHF 133,524,500.55, divided into 2,670,491,011 fully paid-in registered shares. In addition, the Company had conditional capital of CHF 31,998.60 (639,972 registered shares) for the exercise of option rights in connection with the Company's share participation program, and CHF 12,575,756.00 (251,515,120 registered shares) for the exercise of conversion and/or option rights in connection with convertible bonds. Furthermore, the Company also had authorized capital of CHF 4,808,765.75 (96,175,315 registered shares) with issuance possible up to 4 May 2023.

The Annual General Meeting on 5 May 2022 approved the increase in conditional capital in accordance with Article 3b of the Articles of Association to CHF 6,287,870.00 (125,757,400 fully paid-in registered shares equal to 4.71 percent of ordinary share capital as at the date of approval) to be used for the exercise of option rights granted to employees and members of the Board of Directors of the Company or of Group companies (in connection with the Company's share participation program).

The changes to the Articles of Association were registered in the commercial register on 11 May 2022.

On 1 July 2021, Meyer Burger's German subsidiary MBT Systems GmbH had successfully placed green senior unsecured guaranteed convertible bonds due 2027 in the amount of EUR 145 million. As at 31 December 2022, no convertible bond conversions into shares in Meyer Burger Technology AG had occurred. Those outstanding are presented in the table on page 70. On 28 October 2022, the Extraordinary General Meeting of Meyer Burger Technology AG approved an ordinary capital increase in the amount of up to CHF 46,733,592.50

by issuing up to 934,671,850 new registered shares with a nominal value of CHF 0.05 per share. On 10 November 2022, the company issued 926,727,540 new registered shares with a nominal value of CHF 0.05 per registered share. The ordinary share capital was thus increased to CHF 179,860,927.55 divided into 3,597,218,551 registered shares.

The change to the Articles of Association and the capital increase were registered in the commercial register on 14 November 2022.

Subsequently and according to clause 6 (Adjustments to the Conversion Price) of the Terms of the Bonds, the conversion conditions of the convertible bond provide for an adjustment of the initial conversion price in case of a capital increase (issue of shares or other securities by way of conferring subscription or purchase rights). The conversion price was therefore reduced from EUR 0.5868 and CHF 0.643774 per registered share to EUR 0.52 and CHF 0.57 respectively. All other conditions remain unchanged. Therefore, the number of shares that needs to be available for sourcing and issuance from the conditional share capital in connection with the convertible bond, following the capital increase and conversion price adjustment, amounted to approximately 279 million shares and therefore exceeded the 251,515,120 shares available at the time from conditional capital (in accordance with Article 3c of the Company's Articles of Association, dated 10 November 2022). As a result, the company expected to submit a resolution to increase the Company's conditional share capital to the forthcoming Ordinary Shareholders' Meeting to be held in May 2023. The convertible bond will mature at 100 percent of its nominal value on 8 July 2027.

Changes in capital during 2021

As at 1 January 2021, the ordinary share capital amounted to CHF 125,757,560.30, divided into 2,515,151,206 fully paid-in registered shares. In addition, the Company had conditional capital of CHF 31,998.60 (639,972 registered shares) for the exercise of option rights in connection with the Company's share participation program, and CHF 3,450,000.00 (69,000,000 registered shares) for the exercise of conversion and/or option rights in connection with convertible bonds. Furthermore, the Company also had an authorized capital of CHF 5,138,803.75 (102,776,075 registered shares) with issuance possible up to 13 May 2022.

The Annual General Meeting on 4 May 2021 approved the increase in authorized capital of CHF 12,575,756.00 (251,515,120 fully paid-in registered shares equal to 10 percent of ordinary share

capital as at the date of approval) with issuance possible up to 4 May 2023.

Furthermore, the Annual General Meeting on 4 May 2021 approved the increase in conditional capital in accordance with Article 3c of the Articles of Association to CHF 12,575,756.00 (251,515,120 fully paid-in registered shares equal to 10 percent of the ordinary share capital as at the date of approval) to be used for the exercise of conversion and/or option rights in connection with convertible bonds, bonds with option rights, or similar financial market instruments of the Company or of Group companies.

The changes to the Articles of Association were registered in the commercial register on 5 May 2021.

On 1 July 2021, the Company issued 155,339,805 new registered shares with a nominal value of CHF 0.05 per registered share by way of an accelerated bookbuild from the previously authorized capital. The ordinary share capital was thus increased to CHF 133,524,550.55 divided into 2,670,491,011 registered shares. The change to the Articles of Association and the capital increase were registered in the commercial register on 2 July 2021.

Additionally, on 1 July 2021, Meyer Burger's German subsidiary MBT Systems GmbH, Hohenstein-Ernstthal, Germany, (the "Issuer") successfully placed green senior unsecured guaranteed convertible bonds due 2027 in the amount of EUR 145 million. Meyer Burger placed bonds with an aggregate principal amount of EUR 145 million that were issued by the Issuer and guaranteed by Meyer Burger Technology AG. The bonds were issued with a denomination of EUR 100,000 per bond at 100 percent of their principal amount and carry a coupon of 3.5 percent per annum, payable semi-annually in arrears. Unless previously converted or repurchased and cancelled, the bonds will be redeemed at 100 percent of their principal amount on 8 July 2027. The bonds are initially convertible into approximately 247 million registered shares in Meyer Burger Technology AG, sourced from shares to be newly issued from conditional share capital excluding the existing shareholders' advance subscription rights. The initial conversion price was set at EUR 0.5868, representing a premium of 25 percent over the issue price of the new shares translated into EUR using the EUR/CHF foreign exchange rate at the time of pricing.

As at 31 December 2021, no convertible bond conversions into shares in Meyer Burger Technology AG had occurred.

Shares

The outstanding share capital of Meyer Burger Technology AG, as at 31 December 2023, was divided into 3,597,218,551 registered shares with a nominal value of CHF 0.05 each as reflected in the commercial register. All shares are fully paid-in. Each share is entitled to one vote. All shares are entitled to dividends. The Company recognizes only one entitled party for each share. A share register is kept on the shares issued, in which the owners, usufructuaries, and nominees of the registered shares are entered along with their name, domicile, address, and nationality. Entry in the share register depends on identification by means of transfer of the ownership interest or the creation of a usufruct in the correct form and in accordance with the Articles of Association. The Company will only consider as shareholders those who are registered in the share register.

Participation or dividend-right certificates

The Company has neither participation certificates nor dividend-right certificates outstanding.

Limitations on transferability and nominee registrations

As a matter of principle, the Company's Articles of Association do not include any restrictions on transferability. However, the Articles do include the following registration limits:

- Acquirers of registered shares are entered into the share register upon request as shareholders with voting rights, provided that they expressly declare that they have acquired these registered shares on their own behalf and for their own account.
- The Board of Directors may enter nominees with up to a maximum of 3 percent of the registered share capital as recorded in the commercial register with voting rights in the share register. In accordance with this regulation, nominees are persons who do not expressly declare in the share register entry form that they hold the shares for their own account and with whom the Board of Directors has entered into an agreement to this effect.
- Beyond this limit, the Board of Directors can enter registered shares of nominees with voting rights in the share register, if the nominee in question states the name, address, and shareholdings of those persons for whose account it holds 0.5 percent or more of the registered share capital as recorded in the commercial register.
- Legal entities or partnerships or other associations or joint ownership arrangements linked through capital ownership or voting rights, through common management or in like man-

ner, as well as individuals, legal entities, or partnerships (especially syndicates) that act jointly with the intention of evading the entry restrictions are considered as one shareholder or nominee.

- The entry restrictions also apply to registered shares that were purchased or acquired through the exercise of subscription rights, options, or conversion rights.

Please refer to the section "Voting rights restrictions and representation" on page 84 of this Corporate Governance Report for the procedure and requirements for changes to or the cancellation of the above-listed restrictions.

Convertible bonds, options, share participation program

Convertible bonds

As at 31 December 2023 and as at 31 December 2022, MBT Systems GmbH, Hohenstein-Ernstthal,

Germany, a direct wholly owned subsidiary of Meyer Burger Technology AG, had the following convertible bonds outstanding, for which Meyer Burger Technology AG acted as a guarantor:

Bond issued on	Outstanding amount as at 31.12.2023 ¹	Principal amount	Conversion ratio *	Conversion price*	Fixed foreign exchange rate	Bond maturity
08.07.2021	EUR 145 000 000	EUR 100 000	192 307.69	EUR 0.52 or CHF 0.57 (adjusted)	EUR 0.9115/CHF 1.00	08.07.2027
17.05.2023	EUR 216 300 000	EUR 100 000	143 822.81	EUR 0.69 or CHF 0.67	EUR 1.0249/CHF 1.00	17.05.2029

¹ As at 31.12.2022 the outstanding amount was the same as at 31.12.2023

* from July 2021 until capital increase in November 2022: conversion ratio 170416.81 and conversion price EUR 0.5868

Options, share participation program

During the 2023 financial year, Meyer Burger granted 15,507,225 options and 1,754,036 share units as part of the share-based payment plans. During the 2022 financial year, Meyer Burger granted 17,234,885 options and 875,256 share units as part of the share-based payment plans.

The details of the Company's share-based payment plans are disclosed in the Remuneration Report on page 98 et seq.

As at 31 December 2023, the number of shares and options that were offered under the share participation program (RSU, PSU, and options) amounts to:

Grant/Purchase	Number of share units originally granted	Number of share units outstanding as at 31.12.2023 ¹	Number of options originally granted	Number of options outstanding as at 31.12.2023 ¹	Acquisition price	Vesting period
24.05.2021	668 896	668 896	7 838 000	7 838 000	n/a	24.05.2021 – 23.05.2024
03.06.2021	–	–	14 902 836	12 556 257	n/a	03.06.2021 – 02.06.2024
30.12.2021	480 526	–	–	–	n/a	no vesting period ²
08.06.2022	–	–	17 234 885	16 458 616	n/a	08.06.2022 – 07.06.2025
24.06.2022	433 947	–	–	–	n/a	no vesting period ²
15.12.2022	441 309	–	–	–	n/a	no vesting period ²
13.04.2023	–	–	15 507 225	15 350 068	n/a	13.04.2023 – 12.04.2026
23.06.2023	411 992	–	–	–	n/a	no vesting period ²
15.12.2023	1 342 044	–	–	–	n/a	no vesting period ²

¹ The number of outstanding shares and options can be lower than the shares and options originally granted, mainly due to employees leaving the group before the end of the vesting period.

² The shares were granted as part of the compensation for the Board of Directors. There is no vesting period attached to these shares.

The outstanding shares and options shown in the table above correspond in total to 1.6 percent of the Company's outstanding and listed share capital as at 31 December 2023. In general, shares and options granted in the share participation program are

expected to be sourced from the conditional capital and/or treasury shares. As at 31 December 2023, Meyer Burger had conditional capital of 125,757,400 shares for the implementation of the employee share program.

Board of Directors

Board of Directors as at 31 December 2023

Name	DOB	Position	Held since
Dr. Franz Richter	1955	Chair	2020
Mark Kerekes	1976	Vice Chair	2020
Andreas R. Herzog	1957	Member	2019
Prof. Dr. Urs Schenker	1957	Member	2021
Katrin Wehr-Seiter	1970	Member	2022

Dr. Franz Richter has been the Chairman of the Board of Directors since 13 May 2020. He has been a member of the Board of Directors since 29 April 2015.

Dr. Franz Richter

Chairman and non-executive member of the Board of Directors, German citizen

Education: BSc Mechanical Engineering, Münster University of Applied Sciences, Münster, Germany. MSc Physics, University of Bielefeld, Bielefeld, Germany and Technical University of Darmstadt, Darmstadt, Germany. PhD Mechanical Engineering, Technical University of Aachen, Aachen, Germany.

Experience – 2016–2021 CEO of Süss Micro Tec SE, Garching, Germany – **2007–2016** CEO and Co-Founder of Thin Materials, Eichenau, Germany – **2005–2007** President of the Semiconductor Equipment Segment, Unaxis, at OC Oerlikon, Pfäffikon, Switzerland – **1990–2004** Various roles at Süss MicroTec, including CEO (1998–2004), Garching, Germany – **1988–1990** Scientist at Fraunhofer Institute for Laser Technology, Aachen, Germany – **1985–1988** Scientist at Carl Zeiss, Oberkochen, Germany.

Other activities and vested interests

Current mandates: Chairman of the Board of Trustees of Fraunhofer Institute IZM, Berlin, Germany, since 2009. Chairman of the Board of Directors of Scint-X Technologies AB, Kista, Sweden, since 2014. CEO of Dr. Hönle AG, Gilching, Germany, since 2023.

No other mandate at a publicly listed company, two non-remunerated mandates at a non-listed company and a research organization. No significant official functions or political offices.

No business relationship with the Company or any of its Group companies. Not a member of the management of the Company or any of its Group companies in the three financial years preceding the current financial year.

Mark Kerekes

Non-executive member and Vice Chair of the Board of Directors, Austrian citizen

Education: Master's in Business Administration, Capital Market Theory and Business Informatics, Vienna University of Economics and Business, Vienna, Austria.

Experience – Since 2016 Member of the Board and Co-Manager of Sentis Capital PCC, Cell 1, Cell 2, Cell 4, Balzers, Liechtenstein – **Since 2014** Member of the Board and Co-Manager of Elbogross SA, Zug, Switzerland – **Since 2013** Co-Founder and General Manager of Aeries Advisors GmbH, Zug, Switzerland – **2012–2013** Co-Founder and General Manager of Hidden Pearl Invest GmbH, Vienna, Austria – **2009–2012** Senior Fund Manager, Product Developer and Team Leader at Advisory Invest GmbH, Vienna, Austria – **2000–2009** Various roles at Raiffeisen Group, Vienna, Austria.

Other activities and vested interests

Current mandates: 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 of Directors of Sentis Capital PCC, Cell 1, Cell 2, Cell 4, Balzers, Liechtenstein, since 2016.

No other mandate at a publicly listed company, three remunerated mandates and no non-remunerated mandates at non-listed companies. No significant official functions or political offices.

No business relationship with the Company or any of its Group companies. Not a member of the management of the Company or any of its Group companies in the three financial years preceding the current financial year.

Andreas R. Herzog

Non-executive member of the Board of Directors, Swiss citizen

Education: Training as a banker at Business Training College, Winterthur, Switzerland. Bachelor's in Economics at University of Applied Sciences, Zurich, Switzerland. Postgraduate studies in the following fields: Marketing Management, Western University, London, Canada. Corporate Financial Strategy in Global Markets, INSEAD, Paris, France. Strategic Management, Harvard University, Boston, USA. International Tax Law, University of Applied Sciences, Basel, Switzerland. Leadership Management, Harvard University, Boston, USA.

Experience — 2002–2019 CFO, Bühler Group, Uzwil, Switzerland — **2001–2002** CFO, Eichhof Group, Lucerne, Switzerland — **1996–2001** Vice President, Finance, Swarovski, Feldmeilen, Switzerland — **1990–1995** Various management positions as Senior Controller & Operational Auditor and as Co-CEO Germany SMH/SWATCH, Biel, Switzerland, and Bad Soden am Taunus, Germany — **1984–1990** Various positions in finance, controlling, logistics, Ciba-Geigy AG, Mexico, Switzerland, Colombia and Ivory Coast.

Other activities and vested interests

Current mandates: Member of the Board of Seed Capital Invest AG, Luzern, Switzerland (since 2018). Chairman of the Board of Directors of Systemcredit AG, Schlieren, Switzerland (since 2019). Member of the Board of Directors, HOCHDORF Holding AG, Hochdorf, Switzerland (since 2020). Member of the Board of Directors of Kleiderberg AG, Rüslikon, Switzerland (since 2021). Member of the Advisory Board of Planetary SA, Cologny, Switzerland (since 2021). Member of the Board of Directors of SBB Swiss Federal Railways, Bern, Switzerland (since 2021). Member of the Board of Directors of Brand-soul AG, Zurich, Switzerland (since 2023). Member of the Advisory Board of the Swiss-Chinese Chamber of Commerce, Zurich, Switzerland (since 2023).

No other mandate (as explained above) at a publicly listed company, two remunerated mandates and four non-remunerated mandates at non-listed companies. No significant official functions or political offices.

No business relationship with the Company or any of its Group companies. Not a member of the management of the Company or any of its Group companies in the three financial years preceding the current financial year.

Prof. Dr. Urs Schenker

Non-executive member of the Board of Directors, Swiss citizen

Education: Studied Law at University of Zurich, Zurich, Switzerland, graduated 1981 lic. iur. and 1985 Dr. iur. LLM from Harvard Law School, Harvard University, Boston, USA. Habilitation thesis: "Swiss Takeover Law," University of St. Gallen, St. Gallen, Switzerland.

Experience — Since 2015 Attorney at Walder Wyss Ltd. attorneys at law, Zurich, Switzerland — **Since 2009** Adjunct Professor for commercial and business law, University of St. Gallen, St. Gallen, Switzerland — **1991–2015** Attorney at Baker McKenzie, Zurich, Switzerland.

Other activities and vested interests

Current mandates: Member of the Board of Directors of Bellevue Group AG and its subsidiary Bellevue Asset Management AG, Zurich, Switzerland. Chairman of the Board of Directors of Geschäftshaus City AG, Zurich, Switzerland. Member of the Board of Directors of Ufenau Capital Partners AG, Zurich, Switzerland. Member of the Board of Directors of Ornak AG, Zurich, Switzerland. Chairman of the Board of SWISA Holding AG, Baar, Switzerland. Member of the Board of Directors of Indicum Technologies AG, Hünenberg, Switzerland. Chairman of the Board of Directors of EBV Immobilien AG, Urdorf, Switzerland. Chairman of the Board of Directors of Invico Asset Management AG, Zurich, Switzerland. Chairman of the Foundation Board of Personalvorsorgestiftung der Pfizer AG, Zurich, Switzerland. Member of the Foundation Board of Stiftung für Herz- und Kreislaufforschung, Zurich, Switzerland. Chairman of the Foundation Board of Stiftung Zuversicht für Kinder, Zug, Switzerland.

One other mandate at a publicly listed company, four remunerated mandates and four non-remunerated mandates at non-listed companies.

No significant official functions or political offices.

No business relationship with the Company or any of its Group companies. Not a member of the management of the Company or any of its Group companies in the three financial years preceding the current financial year.

Katrin Wehr-Seiter

Non-executive member of the Board of Directors, German citizen

Education: Diploma (MSc) in Mechanical Engineering, Technical University of Chemnitz, Germany. Master of Business Administration (MBA), INSEAD, Fontainebleau, France. High Performance Boards Program, IMD, Switzerland.

Experience — Since 2012 Managing Director, Partner, BIP Investment Partners S.A. / BIP Capital Partners, Luxembourg — **2010–2012** Independent M&A, strategy and investment advisory; Senior Advisor Bridgepoint GmbH, Frankfurt am Main, Germany — **2000–2009** Principal, Permira Beteiligungsberatung GmbH, Frankfurt am Main, Germany — **1996–2000** Consultant, Siemens AG (Siemens Management Consulting), Munich, Germany — **1995–1996** Proposal Manager, Project Engineer, Siemens AG, Germany and USA — **1991–1994** Various internships, incl. Siemens Power Corporation, USA; Rolls-Royce Industrial Power Group, United Kingdom; Siemens AG, Germany.

Other activities and vested interests

Current mandates: Member of the Board of Directors of SES S.A. Betzdorf, Luxembourg (since 2015). Member of the Board of Directors of Unite Holding SE, and its subsidiaries Unite Network SE and Mercateo Deutschland AG, Leipzig/Munich, Germany (since 2017). Member of the Board of Directors of The Simpleshow Company S.A., Luxembourg (since 2017). Member of the Board of Managers of BIP (GP) S.à r.l. (since 2017) and BIP Interim (GP) S.à r.l., Luxembourg (since 2021). Member of the Board of Directors of Bellevue Group AG and its subsidiary Bellevue Private Markets AG, Küsnacht, Switzerland (since 2019). Member of the Advisory Board of Wellcosan Beteiligungs GmbH, Schlüchtern, Germany (since 2022).

Two other mandates at a publicly listed company, four remunerated mandates and three non-remunerated mandates at non-listed companies. No significant official functions or political offices.

No business relationship with the Company or any of its Group companies. Not a member of the management of the Company or any of its Group companies in the three financial years preceding the current financial year.

Board of Directors



Dr. Franz Richter
Chairman, non-executive



Mark Kerekes
Vice Chairman, non-executive



Andreas Herzog
Member, non-executive



Prof. Dr. Urs Schenker
Member, non-executive



Katrin Wehr-Seiter
Member, non-executive

Changes to the Board of Directors in fiscal year 2023

At the General Meeting of Shareholders on 5 May 2023, shareholders re-elected Dr. Franz Richter as a member and Chairman of the Board of Directors and re-elected Andreas R. Herzog, Mark Kerekes, Prof. Dr. Urs Schenker, and Katrin Wehr-Seiter as members of the Board of Directors.

Executive activities for the Company or one of its Group companies

As at 31 December 2023, the current members of the Board of Directors have never been members of the Executive Board of the Company or any of the Group companies.

In accordance with Article 28 of the Articles of Association dated 4 May 2023, members of the Board of Directors and the Executive Board may not hold or exercise more than the following number of additional activities in the highest management or administrative bodies of other legal entities that are obliged to be registered in the commercial register or in a comparable foreign register and are not controlled by the Company or do not control the Company:

- Ten mandates (for members of the Board of Directors) or three mandates (for members of the Executive Board) in comparable positions in other undertakings,
- of which five mandates (for members of the Board of Directors) and one mandate (for members of the Executive Board) for public companies, and
- Ten (for members of the Board of Directors) or two (for members of the Executive Board) non-remunerated mandates with non-profit,

charitable, or other not-for-profit legal entities, whereby reimbursement of expenses does not count as remuneration.

Several mandates with different companies belonging to the same group count as one mandate. The above limitation does not apply to mandates held by a member of the Board of Directors or the Executive Board on behalf of the Company (e.g. joint ventures or pension funds of these legal entities or in companies in which this legal entity holds a significant [non-consolidated] interest). The acceptance of mandates or employment by members of the Executive Board outside the Meyer Burger Group requires the prior approval of the Board of Directors. The Board of Directors may refuse approval at its own discretion.

Elections and terms of office

In accordance with Article 18 of the Articles of Association dated 4 May 2023, the Board of Directors consists of one or more, but a maximum of nine members. The General Meeting of Shareholders elects annually:

- the members of the Board of Directors and the Chairman of the Board
- the members of the Nomination & Compensation Committee, who must be members of the Board of Directors

The members of the Board of Directors are elected individually and for a term of office up to and including the next Annual General Meeting. Re-election is possible. The term of office of a member of the Board of Directors will, however, end irrevocably on the date of the Annual General Meeting following the 70th birthday of the member in question.

Internal organization

The Board of Directors constitutes itself, except for the mandatory competences of the Annual General Meeting (election of the Chairman of the Board of Directors and the members of the Nomination & Compensation Committee). The Board shall choose its Vice Chairman and a Secretary, who does not need to be a member of the Board of Directors. As at 31 December 2023, Dr. Franz Richter was serving as Chairman of the Board of Directors and Mark Kerekes as Vice Chairman.

The Board of Directors holds ordinary Board meetings at least four times per year; usually at least one meeting per quarter. Additional meetings are held as often as necessary. In fiscal year 2023, the Board of Directors held 25 Board meetings, of which two were physical meetings and 23 were held as virtual conferences. In addition, the Board was constantly updated on, and involved in, the progress of Meyer Burger's business transition. In this regard,

23 circular resolutions were also passed. Meetings of the Board of Directors with physical attendance usually lasted a full day. The length of virtual conferences was up to four hours depending on the issues discussed. In general, the Executive Board participated in the meetings of the Board of Directors.

The Board of Directors can introduce permanent or ad-hoc committees for preparing individual resolutions, for performing certain control functions, or for other special tasks. The committees do not have decision-making authority in most cases (with certain exceptions, for example, regarding decisions of execution that have been delegated by the Board of Directors in single resolutions).

As at 31 December 2023, the Board of Directors had two permanent committees: the Risk & Audit Committee and the Nomination & Compensation Committee. The duration of the committees' meetings depended on the issues discussed.

Risk & Audit Committee (R&A Committee)

Committee members as at 31 December 2023: Andreas R. Herzog (Chairperson), Mark Kerekes, Katrin Wehr-Seiter.

The R&A Committee has the following principal responsibilities:

- Reviewing the accounting system
- Reviewing the annual financial statements and other financial information published
- Supervising risk assessment within the Group
- Monitoring compliance and risk management, and the effectiveness and efficiency of the internal control system ("ICS")
- Reviewing the scope and effectiveness of the internal audit system and ensuring that the internal audit function is adequately resourced
- Planning the risk-based annual internal audit plan with the Head of Internal Audit and reviewing the findings and recommendations of the internal audit reports
- Supervising business activities concerning compliance with resolutions by the Board of Directors, internal regulations and guidelines, directives and statutory provisions, along with — in particular — compliance with stock exchange laws
- Reviewing the services, independence, and fees of the external auditors as well as making recommendations to the Board of Directors regarding the proposal to the General Meeting of Shareholders in respect of the auditors
- Detailed consideration of the audit letters, examination of all important conclusions and recommendations of the external auditors with the Executive Board and the auditors themselves

- Monitoring the implementation of the recommendations of the external auditors
- Reviewing the services and fees regarding consulting mandates with related parties
- Periodic examination of the Group's insurances
- Further special tasks as assigned by the Board of Directors

The Committee meets as often as business requires, which is usually at least three times per year. The meetings usually last up to three hours. The CFO usually participates in these meetings. Other members of the Board of Directors, the CFO or other members of the Executive Board, representatives of the external auditors, representatives of the internal auditors, or other specialists may also be invited to these meetings. The decision is made by the Chairperson of the R&A Committee. The designation of assignments to third parties requires the approval of the Board of Directors or, in urgent cases, the Chairman of the Board of Directors. The Committee meets at least twice per year with representatives of the external auditors. None of the members of the Executive Board shall be present for the duration of such a meeting with the auditors.

In fiscal year 2023, the R&A Committee held twelve meetings. The external auditors participated in eight meetings. The Head of Internal Audit was present at ten meetings. The Committee did not consult regularly with external advisors.

Nomination & Compensation Committee (N&C Committee)

Committee members as at 31 December 2023: Prof. Dr. Urs Schenker (Chairperson), Andreas R. Herzog.

The N&C Committee has the following principal responsibilities:

- Responsibility for the process of selecting and proposing new members of the Board of Directors
- Responsibility for the process of selecting and proposing the appointment of the CEO
- Examination and approval of, and proposals related to, the selection of members of the Executive Board and of management members of important Group companies (including occasional interviews at the end of the selection process) as well as examining the most important conditions of their employment contracts
- Proposing the compensation of the members of the Board of Directors and the Board's committees
- Review, negotiation, and proposal of the CEO's remuneration
- Review and proposal (together with the CEO) of the remuneration of the members of the Executive Board

- Reviewing and deciding on the targets and their achievement by members of the Executive Board
 - Review of the targets and total remuneration of important Group companies
 - Preparation and proposal of the Remuneration Report
 - Review, proposal, and monitoring of the implementation of participation programs for the Board of Directors, the CEO, the other members of the Executive Board, and other employees
 - Examination, proposal (together with the CEO), and monitoring of the implementation of the structure and organization of the highest level of operating management
 - Planning succession at the highest level of management
 - Planning and implementing a self-assessment of the Board of Directors
 - Further special tasks as assigned by the Board of Directors in the areas of nomination, organization, and remuneration
- Detailed information on the decision-making authority regarding the remuneration of the Board of Directors and the Executive Board is included in the Remuneration Report on page 90.

The Committee meets as often as business requires, which is usually at least four times per year. The meetings usually last up to four hours. The Chairperson of the Committee can invite members of the Executive Board, members of the management of significant subsidiaries, or third parties to the meetings. The delegation of assignments to third parties requires the approval of the Board of Directors or the Chairman of the Board of Directors.

In fiscal year 2023, the N&C Committee held four meetings. The Committee was supported by independent external consultancy providers with regard to compensation and the Remuneration Report.

Participation of the members of the Board of Directors at Board of Directors and Committee meetings (incl. telephone conferences) in fiscal year 2023

Members	Board of Directors	R&A Committee	N&C Committee
Dr. Franz Richter	25	7	4
Mark Kerekes	25	12	2
Andreas Herzog	24	12	4
Prof. Dr. Urs Schenker	24	5	4
Katrin Wehr-Seiter	24	12	2
Total meetings	25	12	4
Average attendance ratio at meetings¹ in %	98%	100%	100%

- Not a member of the committee

¹ The average attendance ratio at the committee meetings refers directly to the members of the relevant committee (additional participants who participate as guests in the committee meetings are not included in the table above and in the percentage calculations). For the newly elected Board members, attendance ratios are calculated as at the date of their election at the 2023 Annual General Meeting.

Definition of areas of responsibility

The main tasks of the Board of Directors are to determine and periodically review the corporate strategy and Company policy, as well as the organization (including control systems) of the Group, and the control of the operational management and risk management. In addition, it is responsible for the periodic assessment of its own performance and that of the Executive Board.

In addition to the non-transferable and irrevocable tasks pursuant to Article 716a of the Swiss Code of Obligations, the Board of Directors has explicitly reserved the approval of various matters (see the list below). In general, the Board of Directors has delegated the operational management of the Group to the CEO and the Executive Board, respectively.

The Board of Directors explicitly reserves approval to itself in the following circumstances:

- Incorporation/financing/closure of subsidiaries; investment in/divestment of participations, changes in participation quotas or of share-ownership ratios; purchase of a business or a company or parts thereof through the acquisition of assets or of assets and liabilities (including workforce); opening balance sheet of business sectors that are to be transferred to subsidiaries as well as the concept and main details of contracts between Group companies
- Contracts/cancellation of contracts for strategic alliances that have an influence on the business scope, geographic scope, or the capital structure of Meyer Burger Technology AG or any of its Group companies
- Decisions on business affairs that are of major importance to Meyer Burger
- Individual expenditure, investment, divestment; sale of assets, abandonment of plants or assets, liquidation of investments, waiving of receivables; granting of sales reductions or adjustments

- to invoices; write-off of receivables: above CHF 1.5 million, if included in the budget; above CHF 1 million, if not included in the budget
- Bids and contracts with customers above CHF 30 million
- Agreements to and allowance of letters of comfort and guarantees, loans, and credits to third parties above CHF 5 million
- Loans to members of the Board of Directors or members of the Executive Board (possible up to a maximum of CHF 50 thousand)
- Financing transactions (bank loans, bonds issues), leasing above CHF 5 million
- Structured financing transactions
- Decisions concerning communication (identity, design, branding, communication policy, marketing communication strategy)
- Personnel and salary policy of the Group
- Wage negotiations and social planning for the Group
- Appointment, dismissal, and compensation of members of the Executive Board
- Employment conditions for the highest-level management positions
- Share and option programs, including profit sharing programs for associates and employees
- Principles for pension plans and social benefits
- Large restructuring programs

Members of the Board of Directors and members of the Executive Board of the Company have joint signature authority.

Information and control instruments vis-à-vis the Executive Board

Every month, the Board of Directors receives a report from the Executive Board on business development and the key figures for all Group companies as part of a structured information system. The information relates in particular to:

- detailed monthly reports and consolidated monthly financial statements including results since the beginning of the year (year-to-date figures, comparisons with the budget, and the results of the previous year's period) and key figures for the Group
- detailed treasury reporting with information on liquidity, debt position, the currency situation, and working capital
- information on incoming orders, order backlog, the inventory situation, production data, development of the number of employees
- the share register

The members of the Board of Directors additionally receive the following information prior to Board meetings:

- Interim reports on the course of business

- Information about business and market developments
- Appropriate information regarding events that concern the internal control system and risk management

Both the CEO and the CFO participate in Board of Directors' meetings, at which financial results are discussed.

- Detailed information regarding the participation of members of the Executive Board at meetings of the Board of Directors and the committees is included in the comments on the "Internal organization" section and the descriptions of the different committees on page 75 et seq.

During Board meetings, each member of the Board of Directors can request information from the other members of the Board, as well as from the members of the Executive Board on all affairs of the Company. Outside of Board meetings, each member of the Board of Directors can request information on the course of business or important business transactions from the CEO, the CFO, or from other members of the Executive Board. Members of the Board of Directors can also contact other associates (in agreement with members of the Executive Board).

Risk management

Meyer Burger's risk management process essentially consists of four components. These are as follows: risk identification, risk assessment, risk treatment, and risk communication. Relevant risks are identified and described as part of the risk identification stage. During the risk assessment process, the probability of occurrence and the extent of the loss are considered. The Company uses both quantitative and qualitative methods for this, applying these on a uniform basis across the Group as a whole and thereby enabling risk assessments to be compared across different areas of the Company. Based on the results regarding probability of occurrence and expected implications, a clear risk assessment matrix is drawn up. Control measures are identified for relevant risks. These measures are tracked and monitored to determine whether they are successful. Risk reporting is carried out on a regulatory basis in order to inform the relevant stakeholders. The Board of Directors receives detailed risk management reports on a regulatory basis. In fiscal year 2023, two risk management reports were presented and communicated to the R&A Committee.

- For further information regarding risk management please refer to Note 3 of the consolidated financial statements on page 130 et seq.

Internal control system

The Board of Directors approved an optimized internal control system ("ICS"). The ICS applies a risk-oriented approach (focused on major risks and controls). Meyer Burger's ICS consists of systematically designed organizational and technical measures and controls to ensure compliance with guidelines and to avert damage that may be caused by the company's own personnel or third parties. The controls can be either independent of or dependent on the underlying process. The scope of the ICS depends on the size and risks of each subsidiary within the Group. This classification is reviewed once per year.

The key risks identified are continuously monitored and at regular intervals, all control measures for the major processes that are relevant for the financial reporting are reviewed with regard to their appropriateness. In the future, in addition to appropriateness, their effectiveness and efficiency will also be tested on a regular basis. At the Group level, controls are implemented with regard to the consolidated financial statements of the Group.

In addition, the relevant processes are reviewed annually to ensure that the documentation is up to date. The following processes were defined as financially relevant: sales, procurement, financial reporting, inventory, fixed assets, human resources, treasury, and information technology. A process owner has been defined for each of these processes. The process owners are responsible for ensuring that the controls identified for the respective processes are complied with and implemented.

The Board of Directors receives a detailed report on the ICS once per year. In fiscal year 2023, the R&A Committee discussed the ICS at one of its meetings and the Board of Directors discussed it at one Board meeting. The external auditors also audit compli-

ance with ICS regulations as part of their annual audit and report their conclusions directly to the R&A Committee and the Board of Directors.

Where control weaknesses exist, actions to eliminate these weaknesses must be defined and monitored.

Internal audit

After its organizational transformation, the Company reprised the internal audit function as of November 2021. The first half of 2022 saw the implementation of an internal audit system based on the Institute of Internal Auditors' International Professional Practices Framework (IPPF). In order to preserve the independence of the internal audit function, the Head of Internal Audit reports functionally to the R&A Committee. The internal audit has unrestricted access to information that allows it to review all aspects of the Group's risk management, control, and governance processes. The Executive Board and the subsidiary concerned are notified of the deficiencies found so that they can be rectified and the Head of Internal Audit follows up with the implementation of audit recommendations.

Since the second half of 2022, the internal audit function has been properly in place and performing independent, objective assurance and consulting activities designed to add value and improve the organization's operations. Five assurance and two consulting activities of the internal audit were issued in 2023.

The internal audit generally results in written reports detailing the audit carried out and the findings from the audit and, if necessary, giving recommendations to improve systems and processes. The internal audit carries an obligation to immediately report possible irregularities or fundamental shortcomings to the R&A Committee and to the Chairman of the Board of Directors.

Executive Board

Executive Board as at 31 December 2023

Name	DOB	Position	Member of Executive Board
Dr. Gunter Erfurt	1973	Chief Executive Officer	since 2017
Markus Nikles	1972	Chief Financial Officer	since 2022
Katja Tavernaro	1977	Chief Sustainability Officer	since 2021
Daniel Menzel	1979	Chief Operating Officer	since 2022

Dr. Gunter Erfurt

Chief Executive Officer (CEO),

German citizen

Education: Degree in Engineering Physics from the West Saxon University of Applied Science, Zwickau, Germany. Degree in Physics and PhD in Physics, Technical University Bergakademie Freiberg, Germany.

Experience – Since 2020 CEO and Member of the Executive Board, Meyer Burger Technology AG – **2017–2020** COO, CTO, and Member of the Executive Board, Meyer Burger Technology AG – **2015–2017** Managing Director and Member of the Management Board of Meyer Burger (Germany) AG, Hohenstein-Ernstthal, Germany – **2011–2015** Managing Director, Solarworld Innovations GmbH, Freiberg, Germany. Responsible for global strategic technology development – **2009–2011** Global Head of Planning and Investment/Technology Transfer, Solarworld AG, Bonn, Germany. Staff position to the COO – **2006–2009** Head of Planning and Investment, Solarworld Industries America LLC, Hillsboro, USA – **2005–2006** Project Manager, planning and investments, Deutsche Solar AG, Freiberg, Germany. Project Manager for building a factory for solar cell production – **2003–2005** Development Engineer/Laboratory Manager, Deutsche Solar AG, Freiberg, Germany. Establishment and management of material and module test laboratory – **1998–2003** Research Associate, Sächsische Akademie der Wissenschaften zu Leipzig, Leipzig, Germany.

Other activities and vested interests

Current mandates: Member of the Scientific Advisory Board of the Institute for Solar Energy Research (ISFH), Hamelin, Germany, since 2019 (non-remunerated mandate), Member of the Board of the Federal Association Solarwirtschaft e.V., Berlin, Germany, since 2020 (non-remunerated mandate), Member of the Board of Directors, Supervisory Board and/or of the Executive Board of various subsidiaries of the Company, Member of the Board of Directors of Oxford Photovoltaics Limited, London, United Kingdom, since 2020 (non-remunerated mandate), Member of the Board of Trustees of Fraunhofer Institute for Solar Energy Systems (ISE), Freiburg, Germany, since 2022 (non-remunerated

mandate), Member of the Board of Directors of SolarPower Europe, since 2022 (non-remunerated mandate).

No further Board of Directors memberships or consultancy activities for important Swiss or foreign organizations. No significant official functions or political offices.

Markus Nikles

Chief Financial Officer (CFO), Swiss citizen

Education: Executive Master of Corporate Finance (EMCF), IFZ Institute for Financial Services Zug, Switzerland. Bachelor's in Business Administration, University of Applied Sciences of the Grisons, Chur, Switzerland. Commercial apprenticeship, Swiss Bank Corporation (today UBS), Interlaken, Switzerland.

Experience – Since 2022 CFO and Member of the Executive Board, Meyer Burger Technology AG – **2019–2022** CFO Bühler Asia, Wuxi, China, responsible for the sub-regions of China, Southeast Asia, Japan, and Korea – **2015–2019** CFO Bühler Germany, Braunschweig, Germany – **2005–2014** Controller and subsequently CFO, Vice President, Bühler USA, Minneapolis, USA – **2000–2004** Export Finance Specialist & Corporate Controller, Bühler Uzwil, Switzerland – **1992–1996** Various functions (last position: Customer Relationship Manager) with Swiss Bank Corporation Interlaken, Münchenbuchsee and Bern, Switzerland.

Other activities and vested interests

Current mandates: No further Board of Directors memberships or consultancy activities for important Swiss or foreign organizations. No significant official functions or political offices.

Katja Tavernaro

Chief Sustainability Officer (CSO),

German citizen

Education: Law studies, Technical University of Dresden, Dresden, Germany. Degree in Human Resources Management, German Academy for Management, Berlin, Germany.

Experience – Since 2021 CSO and Member of the Executive Board, Meyer Burger Technology AG – **Since 2020** Head of Global Human Resources Meyer Burger Technology AG – **Since 2017** Head

of Global Legal & Compliance Meyer Burger Technology AG — **Since 2016** Member of the Executive Board of Meyer Burger (Germany) AG, Hohenstein-Ernstthal, Germany. Head of the central functions Human Resources, Legal & Compliance, Staff units (data protection, customs, environmental protection, occupational safety, health protection), site management for the Hohenstein-Ernstthal site, Germany — **Since 2013** Corporate Counsel of the Company, Hohenstein-Ernstthal, Germany — **2006–2013** Attorney at law, Madaus Law Firm, focus on corporate and tax law, insolvency, and contract law, Colditz, Germany.

Other activities and vested interests

Current mandates: No further mandates for Board memberships or consulting activities for important Swiss or foreign organizations. No significant official functions or political offices.

Daniel Menzel

Chief Operating Officer (COO),
German citizen

Education: Bachelor of Law (LL.B.), economic law, University of Wismar, Germany. Diploma Business Economics (BWA), Distance study of economics and management at European Business School, Education and Business Academy St. Gallen, Switzerland. Graduation as Industrial Manager, apprenticeship at M + W Zander GmbH, Dresden, Germany. Mechanical Engineering/Technical Building Equipment, University of Applied Sciences in Dresden, Dresden, Germany.

Experience — Since 2022 COO and Member of the Executive Board, Meyer Burger Technology AG — **Since 2021** Managing Director Operations, Meyer Burger (Industries) GmbH, Freiberg, Germany — **2018–2021** Chief Executive Officer, G.S. Stolpen GmbH & Co. KG, Stolpen, Germany — **2017–2018** Director Sales and Marketing, Member of the Executive Board, SolarWorld Industries GmbH, Bonn, Germany/Qatar Solar Technologies, Doha, Qatar — **2015–2017** Vice President Global Procurement and Global Sales, Member of the Executive Board, SolarWorld AG, Bonn, Germany — **2013–2015** Director Global Procurement and Supply Chain Management, SolarWorld AG, Bonn, Germany — **2011–2013** Division Manager Purchase Department, Germany, SolarWorld AG, Bonn, Germany — **2008–2011** Team Leader Purchase Department, SolarWorld AG, Bonn, Germany — **2005–2008** Purchaser, Linde AG/Linde KCA GmbH, Dresden, Germany — **2003–2005** Employment abroad in the USA and Canada, Team Leader of a humanitarian organization.

Other activities and vested interests

Current mandates: No further Board of Directors memberships or consultancy activities for important Swiss or foreign organizations. No significant official functions or political offices.

Changes to the Executive Board during fiscal year 2023

In line with the Company's aims regarding the transition to a cell and module producer, and especially the production and sales aspects of this transformation, the Executive Board was reduced from five to four members. Dr. Moritz Borgmann (CCO)

stepped down and left the Executive Board on 24 July 2023.

Management contracts

There are no management contracts between Meyer Burger Technology AG or any of the Group companies and third parties.

Mandates held by the Executive Board (outside of Meyer Burger) as at 31 December 2023

Mandates	Remunerated mandates at publicly listed companies	Remunerated mandates at other legal entities	Non-remunerated mandates
Limit set by Articles of Association	1	3	2
Dr. Gunter Erfurt	-	-	3
Markus Nikles	-	-	-
Katja Tavernaro	-	-	-
Daniel Menzel	-	-	-

For the exact wording of Article 28 of the Articles of Association regarding the maximum number of mandates allowed outside Meyer Burger, please refer to the section concerning members of the Board of Directors on page 75. The Board of Directors separately approved of the mandates exceeding the limit set by the Articles of Association.

Executive Board



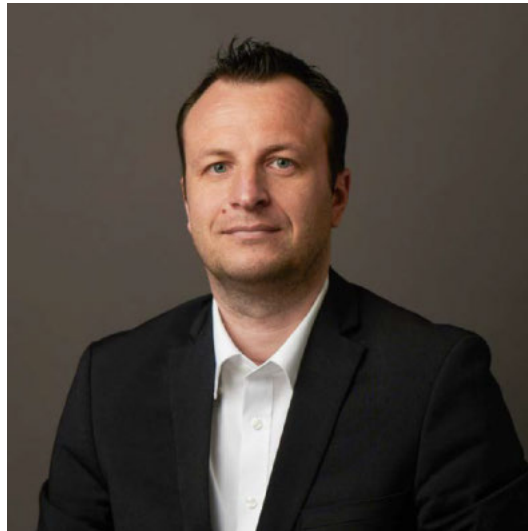
Dr. Gunter Erfurt
Chief Executive Officer



Markus Nikles
Chief Financial Officer



Katja Tavernaro
Chief Sustainability Officer



Daniel Menzel
Chief Operating Officer

Compensation, Shareholdings, and Loans

- Detailed information on compensation, shareholdings, and loans to active and former members of the Board of Directors and the Executive Board is included in the Remuneration Report (pages 88 to 99).
- Statutory rules regarding the principles of compensation, participation plans, loans, credit, and pension benefits are set out in Articles 30 to 34 of the Articles of Association. The rules regarding the approval of the remuneration by the General Meeting of Shareholders are set out in Article 17 of the Articles of Association.

Shareholders' Participation Rights Voting rights restrictions and representation

Each share is entitled to one vote. The shareholder rights can be exercised by anyone who is registered in the share register as a shareholder ten days prior to the General Meeting of Shareholders and who has not sold their shares up to the end of the General Meeting of Shareholders.

A shareholder may be represented at the General Meeting of Shareholders by a person with a written power of attorney, who does not need to be a shareholder. All shares held directly or indirectly by a shareholder can only be represented by one person. For voting rights of nominees, please refer to the section "Limitations on transferability and nominee registrations" on page 69 of this Corporate Governance Report. Any cancellation, liberalization, or intensification of the limitations on nominee registration stipulated in the Articles of Association must be approved by at least two thirds of the votes represented and the absolute majority of the nominal value of shares represented at the Meeting of Shareholders.

Independent proxy holder

The General Meeting of Shareholders elects an independent proxy holder. Natural persons, legal entities, and partnerships are eligible for election. The term of office expires with the conclusion of the next Ordinary Shareholders' Meeting. Re-election is permitted.

The Annual General Meeting of Shareholders held on 5 May 2023 elected Mr. lic. iur. André Weber as independent proxy holder for a term of office until the conclusion of the 2023 Ordinary Shareholders' Meeting. Mr. Weber is independent and has no further mandates for Meyer Burger Technology AG.

The Company enables its shareholders to transfer their votes to the independent proxy holder by electronic means through the eComm platform

(<https://ip.computershare.ch/meyerburger>) for any General Meeting. The description of the procedure to register and vote through the platform is sent to shareholders who are registered in the share register together with the invitation to the Shareholders' Meeting.

- For statutory rules regarding the independent proxy holder, please refer to Article 13 of the Articles of Association.

Statutory quorums

The General Meeting of Shareholders drafts its resolutions and carries out its votes on the basis of the absolute majority of the voting rights represented. At least two thirds of the votes represented and the absolute majority of the nominal value of shares represented are required, among other things, for resolutions in accordance with Article 704 paragraphs 1 and 2 of the Swiss Code of Obligations (CO).

Convocation of a General Meeting of Shareholders

General Meetings of Shareholders are convened by the Board of Directors, or if necessary by the auditors, or at the request of one or more shareholders who together represent at least 10 percent of the share capital with voting rights. The convocation of a General Meeting of Shareholders will take place by means of the publication of an invitation in the Swiss Official Gazette of Commerce at least 20 days prior to the date of the Meeting. In addition, shareholders who are registered in the share register will receive a written invitation from the Company to participate in the General Meeting of Shareholders. The invitation must include the motions and proposals by the Board of Directors and by those shareholders who have requested either the convocation of a Meeting or the inclusion of a certain motion on the agenda.

Agenda

Shareholders representing shares that account for at least 0.5 percent of the voting rights or shares may request the inclusion of an item on the agenda of the General Meeting of Shareholders. Such requests must be submitted to the Board of Directors at least 35 days prior to the General Meeting of Shareholders in writing, specifying the items and proposals to appear on the agenda.

Requests with regard to motions that have not been properly announced may be permitted for discussion if the General Meeting of Shareholders decides to do so. However, it will not be possible, to take a decision on such a request until the next General Meeting of Shareholders. This rule does

not apply to requests for an Extraordinary General Meeting or for the performance of a special audit.

No prior notice is required for requests regarding motions that are on the agenda.

Registration in the share register

No entries will be made in the share register for a period of ten days prior to a General Meeting of Shareholders, including the day after the General Meeting.

Change of Control and Defense Measures

Duty to make an offer

Pursuant to the Swiss FMIA (Financial Market Infrastructure Act), any person who acquires equity securities in a company whose shares are listed on a Swiss stock exchange, whether directly or indirectly or acting in concert with third parties, and, as a result, exceeds the threshold of 33¹/₃ percent of the voting rights (whether exercisable or not) of such a company, must submit a public tender offer to acquire 100 percent of the listed equity securities of that company. Meyer Burger Technology AG's Articles of Association do not provide for opting out of this rule or opting-up of the threshold for a mandatory offer.

Clauses on changes of control

In the event that a third party would acquire more than 33¹/₃ percent of the voting rights of Meyer Burger Technology AG, the vesting periods and/or retention periods for employee shares set by the Board of Directors shall be accelerated so that any unvested share shall be immediately vested in full. The vesting would take place on the first day of the grace period in case of a successful public tender offer. There are no further clauses regarding a change of control that would favor the members of the Board of Directors, members of the Executive Board, or other members of management or associates.

Auditors

Mandate and fees of the lead auditor

PricewaterhouseCoopers AG has been the Company's auditor since fiscal year 2003. The lead auditor, René Rausenberger, has been responsible for the audit mandate since 2020. The auditors have to be elected each year by the General Meeting of Shareholders.

The auditing fees of PricewaterhouseCoopers AG, for services related to the audit of the annual financial statements of Meyer Burger Technology AG and its subsidiaries, the consolidated financial statements of Meyer Burger, the review of the Half-Year

Report, and the audit of the Remuneration Report for fiscal year 2023 are as follows.

In TCHF	2023
Audit fees	1 023
Additional fees	9
Total	1 032

The additional fees relate to non-audit confirmation services.

Supervisory and control instruments vis-à-vis the auditors

Once a year, the R&A Committee examines the auditing concept, the auditing plan, and the fee structure, as well as the auditors' independence from the Company.

At least once a year, the external auditors provide a detailed audit report and brief the R&A Committee extensively. The important statements and recommendations in the audit reports compiled by the external auditors are then discussed in detail with the entire Board of Directors and the Executive Board.

In fiscal year 2023, the external auditors issued two detailed audit reports (one each for the fiscal year and half-year report). Representatives of the external auditors participated in eight meetings of the R&A Committee.

Once a year, the Board of Directors verifies the selection of potential auditors, in order to propose the preferred audit firm for election to the shareholders at the General Meeting of Shareholders. The R&A Committee evaluates the effectiveness of the auditors in accordance with Swiss law. In this evaluation, the R&A Committee attaches great importance to the following criteria: independence of the external auditors (personal independence of the lead auditor and independence of the audit firm in general), understanding of the Company's business areas, sufficient resources set aside by the auditors, practical recommendations for the implementation of regulations in accordance with Swiss law and Swiss GAAP FER, the global network of the auditors, understanding of the specific business risks of the Company, the focus of the audit within the audit program, and cooperation with the R&A Committee, the internal audit, and the Executive Board.

The Board of Directors follows the regulations of the Swiss Code of Obligations with regard to the rotation intervals of the lead auditor, i.e. the lead auditor will be rotated every seven years.

The R&A Committee also examines the ratio between the auditing fee for the annual financial state-

ments and the additional non-audit services performed by the auditors. The Committee will examine potential consequences regarding the independence of the auditors. The Executive Board is permitted to assign non-audit mandates to the auditors up to an amount of TCHF 50. For any non-audit mandates exceeding this amount, the R&A Committee or the Board of Directors must be informed. The auditing fee for the annual audit mandate is approved definitively by the entire Board of Directors.

For fiscal year 2023, the Board of Directors concluded that the independence of the auditors was fully ensured at all times.

Information Policy

Meyer Burger Technology AG communicates openly and transparently and treats shareholders, analysts, business partners, employees, and the public equally when it informs them promptly about any development in the Company.

- Company website www.meyerburger.com

Meyer Burger Technology AG publishes its financial results in an annual report and an interim report, as well as through press releases. When the annual results are released, the Company organizes a physical conference for the media and the financial community and a conference call to discuss details of the reported earnings. For the interim results, the Company organizes a conference call. The Company's financial reports are available on the Company website in electronic format or can be ordered from the Company in print form and free of charge.

- Financial reports are available directly at <https://www.meyerburger.com/en/investor-relations/financial-reports-publications>

Official notices are published in the Swiss Official Gazette of Commerce (Schweizerisches Handelsamtsblatt, SOGC). Publications in conjunction with the listing of the registered shares on the SIX Swiss Exchange are made in accordance with the SIX Swiss Exchange listing rules. The rules can be viewed at:

<https://www.ser-ag.com/dam/downloads/regulation/listing/listing-rules/lr-en.pdf>

Detailed information regarding disclosure notices of major shareholders of Meyer Burger Technology AG is available at <https://www.ser-ag.com>, (Product Search "MBTN," Overview, Major Shareholders).

Price-sensitive information is published according to the ad-hoc publicity rules. The methods of distribution of ad-hoc press releases (known as push and pull systems) have been implemented in accordance with the SIX Swiss Exchange ad-hoc publicity rules.

- Press releases can be viewed at: <https://www.meyerburger.com/en/investor-relations/ad-hoc-announcements>
- The contact form to subscribe for direct receipt of the ad-hoc press releases is available at: <https://www.meyerburger.com/en/newsroom/registration-news-service>

Information on Company share transactions by members of the Board of Directors and members of the Executive Board are published at www.six-swiss-exchange.com, (Product Search "MBTN," Overview, Management Transactions).

- For details regarding investor relations contacts, address details of the Company, and the schedule of important dates for fiscal year 2023, please refer to page 160 of this Annual Report.

Quiet Periods

Based on Meyer Burger's Insider Trading Regulations, members of the Company's Board of Directors and Executive Board and all other persons participating in the Company's employee share ownership plans are prohibited from trading in the Company's shares and/or derivatives on the date of publication of the Company's half-year or fiscal year figures or within the 40 days preceding that date, unless the Board of Directors has given express written consent to an acquisition or disposal during the quiet period.

If insider information exists, as defined in Article 2 (j) FMIA, insiders are also prohibited from acquiring or disposing of ownership rights, whether directly or indirectly, outside the lock-up periods.

If special circumstances exist, the Board of Directors also reserves the right to restrict or prohibit trading in ownership rights outside the lock-up periods.