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Our Code of Conduct

Meyer Burger Technology AG

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Our core values

Passionate

We combine our desire for knowledge and our hunger for success with true engineering and construction competence to actively and creatively shape future industrial processes.

Determined

We are solution oriented and focused in our work. Our high quality standards and continuous development enable us to set standards and secure our technology leadership.

Responsible

We strive to offer cost efficient solutions which create sustainable added value for our customers through our visionary partnership approach.

Holistic

We offer tailored individual and complete solutions as well as highly qualified services along the entire value chain from a single source.

Business ethics

Legal compliance

We comply with laws and guidelines at all times.

The laws, rules of conduct and directives in the countries in which we operate are to be the foundation for our business activities. We adhere to the highest ethical and professional standards and also observe our internal guidelines, to which we have voluntarily committed ourselves.

Insider information

We treat confidential information with the utmost care.

Insider information is non-public information relating to Meyer Burger or its business partners. Examples of such information include planned acquisitions or important transactions, new products and innovations as well as new technologies that might influence an investor's decision to buy or sell Meyer Burger shares. We do not make confidential information available to unauthorized persons, either internally or externally, and we do not misuse it for our own purposes or those of third parties.

Conflicts of interest

We avoid conflicts of interest.

A conflict of interest exists when personal or financial interests are at odds with the interests of Meyer Burger and impair professional judgment. For this reason, we are obliged to inform the superior or the compliance officer of personal or financial relationships with suppliers, customers or other business partners that extend beyond the contacts within the scope of professional activities on behalf of Meyer Burger and thus have the potential to trigger a conflict of interest. This also applies to the activities of relatives or affiliated persons as well as to relationships with potential suppliers, customers or other business partners wishing to enter into a business relationship with Meyer Burger. Group-wide business relationships are also included.

Competitive practices – antitrust law

We are committed to free and fair competition.

We compete fairly with our competitors for market share and comply with the respective national antitrust and competition laws. These serve to ensure free competition and prohibit, among other things, price fixing or the division of market segments. Violation of these laws is subject to severe criminal penalties that may affect not only Meyer Burger as a company, but also any employees bearing responsibility for the violations.

Corruption and granting of undue advantage

We behave honestly and refrain from granting any undue advantages.

We operate our business on the basis of honesty and the quality of our services. Meyer Burger does not tolerate corruption in any form. We do not grant any advantages to business partners to secure orders (e.g. illegal discounts, bribes, kickbacks, gifts, travel expenses, entertainment offers, etc.), nor do we accept such advantages for ourselves.

The exchange of small and customary courtesy gifts or invitations between business partners is permissible. The value of these gifts or invitations must not, however, be such as to constitute an obligation on the part of the recipient. In case of doubt, we consult the superior or the compliance officer.

Political donations

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.

Protection of confidential information

We always treat trade secrets and other sensitive information confidentially.

In the course of our work, we regularly come into contact with confidential information and trade secrets. We always use them conscientiously and only to the extent allowed for business purposes, and we do not under any circumstances make them available to unauthorized third parties.

We treat personal data such as information concerning customers, business partners and employees as especially confidential and adhere strictly to the principles of the data protection law. Our IT systems are secured by state-of-the-art technical facilities, thereby ensuring that our electronically stored information is protected at all times.

Intellectual property

Intellectual property is a company asset and is to be protected at all times.

Based on our intellectual property, we are in a position to offer solutions that set us apart from our competitors and make us one of the leading companies in our industry. Being the product of innovative and creative thinking, our intellectual property enables us to drive our work forward. For this reason, we must ensure that our intellectual property is used exclusively for the purposes of Meyer Burger and is not thoughtlessly or carelessly given away.

Employees

Labor practices

Meyer Burger's core values serve as our guide in our actions and decisions.

We treat everyone with civility, openness and respect and are committed to team spirit and responsibility. Our corporate culture is founded on these core values.

Meyer Burger respects legally recognized employee organizations and has an open attitude towards them. It undertakes to comply with all legal regulations.

We protect our employees against unethical or unfair working conditions, including forced labor and child labor.

Our employees have the rights to freedom of opinion, freedom of speech and freedom of demonstration. However, the exercise of these rights must not interfere with their work-related tasks or conflict with this Code of Conduct.

Employee participation

We encourage a culture of active participation.

An innovative and sustainable company benefits by the active participation of its employees. We welcome active, constructive contributions by our employees to the decision making processes of the company.

Equal opportunity / discrimination

A diverse workforce reflects the diversity of our customers and is vitally important for our success.

We do not tolerate any discrimination against employees or other stakeholders on the basis of gender, origin, age, skin color, culture, religion, marital status, political or other opinion, sexual orientation or disability. All employees are treated fairly and, above all, equally. The principles of equal rights also apply to further and advanced training. Likewise, we respect the privacy and personal integrity of each and every employee.

Health and safety

Meyer Burger does everything in its power to provide employees with a safe and healthy workplace.

We always exercise the necessary caution and use natural resources sparingly. Here, our safety and health is the number 1 priority. The avoidance of dangers to employees, customers and the environment is an essential element of the goal towards which Meyer Burger is striving, namely to provide employees with a safe and healthy workplace. Accordingly, we attach the utmost importance to compliance with current safety regulations. We report perceived and potential sources of danger immediately to the responsible person.

Customers

We are competent, friendly and fair.

Meyer Burger develops and produces high-quality products, systems and solutions. With our quality processes, we make a major contribution to customer satisfaction. Professional and friendly support forms the basis for our customer and business relationships.

We strive for long-term customer relationships based on a dialog between equals. We maintain friendly and professional business relationships with our customers, suppliers and other business partners. At the same time, we ensure an optimum, objective and efficient procurement process.

Meyer Burger's technically advanced and innovative products can only be convincing if they are employed correctly. This is the reason why customers benefit from our extensive program of training courses (from basic training to courses specially tailored to customer requirements). These are held at our own company locations or directly at the customer's premises. A comprehensive network of customer service centers ensures optimum service on site.

Suppliers

We aim for long-term and trusting relationships with our suppliers.

These relationships should be characterized by loyalty and openness and satisfy our quality standards. We expect our suppliers to comply with the applicable laws, guidelines and contractual terms and conditions as well as the generally accepted sustainability standards.

These include, among other things, compliance with fundamental employee and human rights and the prohibition of child labor and forced labor, as well as the regulations on safety and environmental protection, money laundering and corruption.

In the event of infringements, corrective measures shall be initiated immediately. Meyer Burger reserves the right to terminate the cooperation immediately should these measures not be implemented within a reasonable period of time.

Corporate governance

We conduct transparent, respectful communication both externally and internally.

Dialog with the media

We communicate with the media in a consistent and open manner. As a matter of principle, we do not disclose any information on current transactions and do not comment on rumors. As far as possible, employees are informed at the same time as the media and other stakeholders.

Dialog with the public

As a company listed on the stock market, we are fully committed to good business management principles in the sense of corporate governance. We comply with the standards of the Directive on Information Relating to Corporate Governance issued by the SIX Swiss Exchange insofar as they are applicable and material to Meyer Burger. We inform the public of our financial results and other important matters in a timely and factual manner, and in accordance with strict rules. Every disclosure must first be reviewed by Corporate Communications and approved by the CEO or CFO.

Dialog with the shareholders

All shareholders are treated and respected equally within the framework of the statutory provisions. We adhere to the principles of good and transparent corporate governance at all times. A clear division of tasks and responsibilities is carried out by means of organizational rules and reviewed at regular intervals.

Correct reporting and accurate accounting

We ensure at all times that our reporting (e.g. publications, reports, research and development data, etc.) and accounting (e.g. expense reports) is accurate and not misleading. Any discrepancies, errors or inconsistencies must be reported immediately and corrected accordingly.

In addition, we maintain our accounting records in accordance with the generally accepted accounting standards and ensure that all transactions are properly, completely and transparently recorded at all times, thereby appearing correctly in our accounting records. Operational measures or financial risks must be examined accordingly and subsequently approved.

Breaches of correct reporting requirements or distortion of factual information may under certain circumstances be deemed to be fraud. The parties involved in an offense as well as Meyer Burger itself may be subject to severe penalties and liability claims for such illegal acts.

Sustainability

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 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.

Compliance

This Code of Conduct, approved by the Board of Directors of Meyer Burger Technology Ltd on December 5, 2017, is to be implemented by all subsidiaries and is binding on all business divisions and their employees. This Code of Conduct supersedes all previous versions.

Employees reporting in good faith breaches of duty with regard to this Code of Conduct have no reason to fear any resulting disadvantages.

All employees receive a copy of this Code of Conduct. The management is responsible for communicating the values and standards to the employees and monitoring their compliance periodically.

Any infringement of this Code of Conduct may lead to disciplinary measures including possible termination of employment and, if justified, criminal proceedings or legal action.

Contact persons

We attach the utmost importance to a transparent and open corporate culture. Any questions regarding compliance with or interpretation of this Code of Conduct should be addressed to one of the following contact persons:

- DirectSuperior
- Compliance
- Officer
- Human Resources Department
- Works Council / Employee Representatives