

Code of Conduct

**With the right energy,  
everything is possible.**



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**Dear employees, members of  
management and the Board of  
Directors,**

the reputation of any company depends to a large extent on the conduct of its employees, management and board members. Meyer Burger's public image is influenced by our values, our conduct and our compliance with the law.

Our Code of Conduct sets out the principles for respectful, ethical and responsible behavior. It applies to all of us, regardless of position, function or location. This Code reminds us that our business activities must be guided by a clear system of values and that we bear responsibility for our actions towards our colleagues, our customers, our business partners and the society in which we live and work.

This Code of Conduct is intended to serve as a guide for all of us to direct our behavior, make informed decisions and establish Meyer Burger as a leader in renewable energy.

The success of Meyer Burger is based not only on innovative technologies and products, but above all on the people who work in our company. They are the heart of our company, and their integrity, professionalism and teamwork shape our reputation in the industry. Transparency and honesty are cornerstones of our Code of Conduct. We are committed to presenting information accurately and acting fairly.

We promote open communication and a respectful interaction with each other in order to create a positive working climate in which every employee feels valued.

Equally important is the aspect of sustainability. As a company committed to the expansion of renewable energies, we bear a special responsibility for society.

Together, we are committed to protecting the environment, reducing our ecological footprint and committing to sustainable action in all areas in order to make a positive contribution. Our Code of Conduct is more than just a set of rules. It represents our identity, our beliefs and our goals.

By respecting this Code and implementing it in our daily actions, we strengthen trust in our company and our brand.

Together, we can make Meyer Burger a company that is not only a technological leader, but also respected for its integrity and responsibility.

**Sincerely**  
**The Board of Directors and**  
**the management of Meyer Burger**



## We comply with the laws and guidelines at all times.

The foundation of our actions should be the laws, regulations, codes of conduct and directives in the countries we manage and our internal standards. We are guided by the highest ethical and professional standards and observe our internal guidelines, to which we have voluntarily committed ourselves.

## We avoid conflicts of interest.

Personal or financial interests do not conflict with the interests of Meyer Burger and thus do not impair professional judgment. Therefore, we disclose personal or financial relationships with suppliers, customers, other business partners or shareholders that are beyond the contacts within the scope of our professional activities for Meyer Burger and are thus likely to trigger a conflict of interest, to the supervisor or the Compliance Officer without being asked.

This also applies to corresponding activities of relatives or related persons as well as to relationships with potential suppliers, customers or other business partners who wish to enter into a business relationship with Meyer Burger.

Cross-Group business relationships are included.

# We are committed to free and fair competition.

We compete fairly with our competitors for market share and comply with the usual national antitrust and competition laws. These serve to protect free competition and prohibit, among other things, price fixing or the division of market segments. Violation of these laws is subject to severe penalties, which can affect not only Meyer Burger as a company, but also employees who are responsible for the violations.



## **We act in harmony with the environment.**

We pursue the principle of sustainability in all our activities and decisions and are careful to use natural resources. Wherever possible, we procure resources from sustainable sources. The core of our work is to reduce our environmental impact at our sites and along the supply chain, right through to the transportation and sale of our products.

Sustainability is an integral part of our business success.

## **We support the growth of renewable energies.**

Our contribution to society is to increase the energy efficiency of solar cells and modules with innovative products and technologies. By continuously improving the social, environmental and economic processes at our technology and manufacturing sites while clearly focusing on the needs of our stakeholders, we contribute significantly to the growth of renewable energies.

## **We behave honestly and avoid any bribery.**

We conduct our business on the basis of honesty and the quality of our services. Meyer Burger does not tolerate any form of corruption, bribery or corruptibility and other unfair business practices. We do not grant advantages to business partners to secure orders (e.g. improper discounts, bribes, kickbacks, gifts, travel expenses, entertainment), nor do we accept such advantages for ourselves.

Minor and customary courtesies or invitations may be accepted in accordance with our internal guidelines. Meyer Burger does not make political donations, whether financial or in-kind. We are not a member of any political party and do not support them in any other way. However, we recognize the right of employees to engage in political activities as private individuals. Donations and sponsorships must be approved by the Compliance Officer. They may not be used to indirectly obtain unfair advantages from business partners.

# **We always treat business secrets and other sensitive information confidentially.**

We always use business secrets and confidential information conscientiously and only to the extent permitted for business purposes and never make them accessible to unauthorized third parties. We collect personal data, such as details of customers, business partners and employees, sparingly in accordance with the business transaction, treat them with particular confidentiality and strictly comply with the applicable legal provisions.

Personal data is protected from unauthorized access and is not kept longer than necessary. The rights of those affected are respected. Other business information must be specially protected in terms of confidentiality, availability and integrity. The IT guideline and our contractual data protection and confidentiality agreements must be complied with in this context. Employees take part in the relevant training courses. We protect our IT systems using the latest technical possibilities.

## **We protect intellectual property as an asset of our company.**

Thanks to our intellectual property, we can offer solutions that set us apart from our competitors and make us one of the leading companies in our industry. For this reason, trademark, patent, design and intellectual property rights, trade secrets, confidential information, customer lists, business opportunities and product specifications are particularly worthy of protection.

Intellectual property arises from innovative and creative ideas and enables us to advance our work. For this reason, we must ensure that our intellectual property is used exclusively for Meyer Burger's purposes and is not disclosed recklessly or negligently.

# We protect the other assets of Meyer Burger Group.

In particular, operating equipment, business documents and work materials must be protected against damage, loss and misuse by careful handling.



# **We are guided by respect and courage in our actions and decisions.**

We treat everyone with decency, openness and respect and are committed to team spirit and responsibility. Our corporate culture is based on these core values. Meyer Burger respects legally recognized employee organizations and strives for an open approach with them. We are committed to complying with all legal requirements.

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

Meyer Burger respects internationally recognized human rights and labour standards, creates a humane, safe and healthy working environment, and offers fair remuneration, at least the amount of the statutory minimum wage.

Equal pay for all employees, irrespective of gender, for work of equal value, compliance with the maximum permissible working hours, the payment of social benefits and the rejection of physical, mental or disciplinary measures are a matter of course. Our employees have the right to freedom of opinion, speech and demonstration.

However, the exercise of these rights must not interfere with work-related duties or conflict with this Code of Conduct.

## **We promote a culture of active involvement.**

As an innovative and forward-looking company, Meyer Burger benefits from the active participation of its employees. We welcome the active and constructive participation of employees in the company's decision-making processes.

## **We do not discriminate and grant equal opportunities to all.**

A diverse workforce reflects Meyer Burger's diversity and is critical to our success. We do not tolerate discrimination against people, particularly on the basis of gender, origin, age, skin color, culture, religion, marital status, political or other views, sexual orientation or disability. All people are treated fairly and, above all, equally. In particular, we do not tolerate sexual or other harassment (namely any form of bullying) in the workplace. The principles of equality are also applied to training and further education. We also respect the privacy and personal integrity of every individual.

# We are competent, friendly and fair.

Meyer Burger develops and produces high-quality products, systems and solutions. With our quality processes, we make a high contribution to customer satisfaction. We strive for long-term customer relationships based on a partnership-based dialog. We maintain friendly and professional business relationships with our customers, suppliers and other business partners.

In international trade, various products, services, financial transactions and technologies are sanctioned so that their import or export is prohibited. We comply with the relevant customs regulations, trade control regulations such as embargoes and other legal requirements.



## **We take care of a safe and healthy workplace.**

Meyer Burger strives to provide employees with a safe and healthy workplace and to avoid hazards to employees, customers and the environment. We always exercise the necessary caution and use natural resources with care. Safety and health are our top priorities.

Accordingly, we place the highest value on compliance with current safety regulations. Our operating facilities and equipment and our processes comply with occupational safety, health, fire and environmental protection regulations. We immediately report identified and potential sources of danger to the responsible person (occupational safety specialist). All employees take part in regular occupational safety training.

# **We conduct transparent, respectful communication both externally and internally.**

We communicate with the media in a consistent and open manner. As a matter of principle, we do not provide any information about ongoing business and do not comment on rumors. Employees are informed as far as possible at the same time as the media and other stakeholders. As a listed company, we are fully committed to good corporate governance. We adhere to the standards of the Directive on Information Relating to the

Corporate Governance of the SIX Swiss Exchange insofar as they are applicable and material for Meyer Burger.

We inform the public about our financial results and important information on time and in accordance with strict rules. Each disclosure must first be reviewed by Corporate Communications and approved by the CEO or CFO.

All shareholders are treated equally and respected within the framework of the statutory provisions. We comply with the principles of good and transparent corporate governance at all times. A clear division of tasks and responsibilities is made by means of organizational regulations and reviewed at regular intervals. We ensure at all times that our reporting (e.g. publications, reports, research and development data) and accounting (e.g. expense reports) is accurate and not misleading.

Any discrepancies, errors or inconsistencies must be reported immediately and corrected accordingly.

Furthermore, we keep our books of account in accordance with recognized principles of proper accounting and ensure that all transactions are proper, complete, transparent at all times and correctly recorded in our books of account. Operational measures or financial risks must be appropriately reviewed and subsequently approved.

Violations of accurate reporting or distortion of the presentation of facts may, under certain circumstances, fulfill the elements of fraud. The parties to a violation, as well as Meyer Burger, may be subject to severe penalties and liability for such illegal acts.



## **We strive for a long-term relationship with our suppliers based on trust.**

This relationship should be characterized by loyalty and openness and meet both our ethical and quality standards. We expect our suppliers to comply with applicable laws, regulations and contractual terms and conditions, as well as generally accepted sustainability standards and ILO (International Labor Organization) requirements.

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

Through money laundering prevention Meyer Burger ensures not being misused for money laundering. All employees are required to report unusual financial transactions that may give rise to suspicion of money laundering to the Compliance Officer so that they can be reviewed. This also applies with regard to cash.

In case of violations, corrective measures will be taken immediately and if these measures are not implemented within a reasonable period of time, Meyer Burger reserves the right to terminate the cooperation immediately.

**We treat confidential information belonging to a security or the issuer of such a security conscientiously.**

Insider information is non-public information about Meyer Burger or its business partners. Such information includes, in particular, planned acquisitions or important transactions, new products or innovations, and new technologies that could influence an investor's decision to buy or sell a security of Meyer Burger.

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.

# Compliance

This Code of Conduct, which was approved by the Board of Directors of Meyer Burger Technology Ltd on 16.08.2023, is to be implemented by all companies of Meyer Burger Group and applies to all business units and their employees. This Code of Conduct replaces all previous versions.

Employees who report violations of this Code of Conduct in good faith do not have to fear any resulting disadvantages. All employees are informed of this Code of Conduct.

The management is obliged to communicate the values and standards to the employees and to monitor compliance periodically.

Employees and managers are obligated to participate in regular training, to act if there is a threat of danger to persons or Meyer Burger and to report any misconduct. All violations of this Code of Conduct may result in disciplinary action up to and including termination and, if warranted, criminal action or legal proceedings.



# Contact

We attach great importance to a transparent and open corporate culture. Should any questions arise regarding compliance with or interpretation of this Code of Conduct, the following contacts are available:

- Direct supervisor
- Compliance Officer
- Head of Legal & Compliance
- Human Resources
- Works Council/Employee Representation

Also available are:

- [tip@meyerburger.com](mailto:tip@meyerburger.com)
- anonymous [whistleblowing](#) system in the footer of the website [www.meyerburger.com](http://www.meyerburger.com) under [Trustnet Trade \(whistleblowing.trade\)](#)
- Mailings to the respective company with the remark "Compliance".

# Imprint

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Switzerland

