

Corporate Governance



Preamble

The corporate governance of the Schlatter Group should be based on guidelines that are tailored to the size of the company, ensuring a transparent and prudent business policy and efficient use of the resources.

This corporate governance report was prepared in accordance with the requirements of the SIX Swiss Exchange guidelines for information on corporate governance.

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1 Group structure and shareholders

1.1 Listed company

Schlatter Industries AG is the parent company of the Schlatter Group. Its office and headquarters are at Brandstrasse 24 in Schlieren (CH). The company directly or indirectly holds all interests in the Schlatter Group companies.

Domestic Standard segment of the SIX Swiss Exchange since December 3, 2012 (security number 227731, ISIN CH0002277314, Telekurs STRN, Reuters STRN.S). Schlatter Industries AG had a market capitalization of CHF 28.5 million as of December 31, 2023.

1.2 Unlisted group companies

			Nominal capital in 1000	Participation in %
Schlatter Germany GmbH & Co. KG	D-Münster	EUR	3 579	100
Schlatter North America	US-Rockford	USD	23	100
Schlatter France Sarl.	FR- Noisy -le-Grand	EUR	10	100
Schlatter do Brasil Ind. and Com. de Maquinas de Soldar Ltda	BR-Sao Bernardo do Campo	BRL	50	100
Schlatter South East Asia SDN.BHD.	MY-Ipoh	MYR	500	100
Schlatter (China) Ltd.	CN Shanghai	CNY	300	100
Schlatter Maco (India) PVT LTD	IN- Kolkata	INR	10,000	51
Schlatter Italia Srl	IT- Tavagnacco	EUR	150	51
Schlatter Makina Ticaret Anonim Sirketi	TR-Istanbul	TRY	400	100

1.3 Significant shareholders

As of December 31, 2023, Schlatter Industries AG was aware of the following shareholder groups that held 3 percent or more of the shares and voting rights.

Significant shareholders	31.12.2023		31.12.2022	
	Number Shares	participation in %	Number Shares	participation in %
Huwa Finanz- und Beteiligungs AG, Au SG (CH)	219 545	19.87	219 545	19.87
Metall Zug AG, Zug (CH)	150 229	13.60	150 229	13.60
Marc Philipp Bär, Zurich (CH)	84 667	7.66	84 667	7.66
Main Line Development Inc, Hamilton (BM)	64,870	5.87	64,870	5.87
Brita Meier-Birkel, Uitikon Waldegg (CH)	51 420	4.65	51 420	4.65
Civen Ltd., Kingstown (St. Vincent & The Grenadines)	33 901	3.07	33 901	3.07

1.4 Structure of the shareholder base

number of stocks	Number of shareholders
1 to 10	47
11 to 100	92
101 to 1000	134
1001 to 10,000	33
more than 10,000	15

The information is based on the registered shareholders registered in the company's share register as of December 31, 2023. Of the 1,104,704 shares outstanding, 851,779 shares (77.4%) were recorded in the share register on the balance sheet date.

1.5 Cross-shareholdings

There is no mutual capital or voting interests between the Schlatter Industries AG and the significant shareholders mentioned above.

2 Capital structure

2.1 Ordinary share capital

As of December 31, 2023, Schlatter Industries AG had ordinary share capital of CHF 17,675,264, divided into 1,104,704 registered shares with a nominal value of CHF 16.00 per share. The share capital is fully paid up. Each share entitles you to one vote at the general meeting. All shares that are not held by the company or one of its subsidiaries are entitled to dividends. As of December 31, 2023, the company had neither conditional capital nor had it issued participation certificates, profit participation certificates or bonds of any kind.

2.2 Capital changes

At the ordinary general meeting on May 5, 2015, the requested ordinary capital increase combined with a reduction in the nominal value was approved. The nominal value of the existing 426,250 shares was reduced from CHF 31.59 to a new CHF 16.00 per share. The resulting new share capital of CHF 6,820,000 was then increased to CHF 17,050,000 by issuing 639,375 new shares at CHF 16.00.

Furthermore, the creation of authorized capital of up to 40,000 shares was approved at the ordinary general meeting on May 5, 2015. Of these, 39,079 shares were newly issued in order to pay the fixed compensation of the Board of Directors and the variable compensation of the management in 2015 exclusively in Schlatter shares. The ordinary share capital was therefore increased by CHF 625,264 to CHF 17,675,264.

The company has no authorized capital as of December 31, 2023.

Further information on changes in share capital, reserves, net profit and consolidated equity can be found in the annual report under "Consolidated statement of equity".

2.3 Restrictions on transferability and nominee registrations

The shares of Schlatter Industries AG are freely transferable. For nominees the fiduciary is Registration possible with voting rights and without restrictions.

2.4 Convertible bonds and options

As of December 31, 2023, the company has not issued any convertible bonds, similar equity-linked debt instruments or options.

3 Members of the Board of Directors

According to the statutes, the Board of Directors of Schlatter Industries AG consists of at least three members. As of December 31, 2023, it consisted of the following people:

3.1 Paul Zumbühl

President since May 29, 2012
1957, Swiss
Non-executive member

Recent Activity

Various board mandates

Professional background

- January 1, 2000 to April 30, 2021 CEO of the Interroll Group, Sant ' Antonino (CH)
- 1994 to 1999 Managing Director and CEO of Mikron Plastics Technology and member of the Executive Board of the Mikron Group, Biel (CH)
- 1988 to 1994 Managing Director and other management positions in the Sarna Group, Sarnen (CH)
- 1984 to 1987 Sales Engineer and Sales Manager Europe at Symalit AG, Lenzburg (CH)

Training

Dipl. Ing. (Luzern University of Technology); MBA (Joint University Program of the universities in Bern, Boston and Shanghai); AMP of the Kellogg Business School at Northwestern University Evanston/Chicago

Other activities and interests

Chairman of the Board of Directors of Interroll Holding AG and Mikron Holding AG and Member of the Board of Directors of Zumbühl Management AG

Member of the Board of Directors since: October 29, 2007

Term of office until AGM: 2024

3.2 Michael Hauser

Vice President
1961, Swiss/German
Non-executive member

Recent Activity

Chairman of the Board of Directors and CEO of StarragTornos Group AG, Rorschacherberg (CH)

Professional background

- 2011 to 2023 CEO Tornos Holding SA, Moutier (CH)
- 2008 to 2010 Member of the Executive Board of Georg Fischer AG and Head of Managing Director AgieCharmilles
- 2000 to 2008 Member of the group management GF AgieCharmilles and head of the milling technology division (Mikron, Bostomatic, Step-Tec)
- 1996 to 2000 member of the group management of the Mikron Technology Group and chairman of the milling machines division management

Training

Dipl. Businessman, University of Mannheim

Other activities and interests

SWISSMEM, member of the board and president of the specialist group (until August 2023) "Machine tools and manufacturing technology"; CECIMO «European Committee for Cooperation of the Machine Tool Industries», Delegate (Member of the Board of Directors until November 2017, President from 2009 to 2011)

Member of the Board of Directors since: May 3, 2016

Term of office until AGM: 2024

3.3 Ruedi Huber

Member

1960, Swiss

Non-executive member

Recent Activity

Various board mandates

Professional background

- 1996 to 2014 SFS Intec, Heerbrugg (CH)
- 1985 to 1996 sales engineer SFS England and development of SFS USA

Training

Matura type C

Other activities and interests

Member of the board of directors of Huwa Finanz- und Beteiligungs AG, Heerbrugg, chairman of the board of directors of Locher Bewehrungen AG, St. Gallen and member of the board of directors of Fisba AG, St. Gallen

Member of the Board of Directors since: May 11, 2010

Term of office until AGM: 2024

3.4 Executive functions

No member of the Board of Directors has held executive functions within the Schlatter Group during the past three years.

3.5 Election and term of office

Schlatter Industries AG takes into account the requirements of the Code of Obligations regarding the election and term of office of the Board of Directors. The relevant changes to the statutes were approved at the 2015 general meeting.

3.6 Internal organization

The Board of Directors constitutes itself, subject to the mandatory authority of the General Meeting, by electing its Vice Chairman. The Board of Directors makes its resolutions and makes its elections with the absolute majority of the votes cast. In the event of a tie, the chairman has the casting vote. The President calls the Board of Directors together as often as business requires. As a rule, the Board of Directors meets for six full/half-day meetings and one full-day closed session. In the 2023 financial year, the Board of Directors met for five meetings and one telephone conference.

3.7 Number of permitted activities

No member of the Board of Directors can hold more than five additional mandates in the highest management and administrative bodies in listed companies outside the Group; In individual cases, the Board of Directors can allow a maximum of two exceptions per member. Several mandates within a group are counted as one activity.

3.8 Committees of the Board of Directors

The Board of Directors has a Risk and Audit Committee and a Nomination and Compensation Committee appointed; These committees support the Board of Directors, but have no decision-making authority. The duties and competencies assigned to the Board of Directors in accordance with the organizational regulations and the law remain with the Board as a whole. The term of office of the members of the Board of Directors committees generally coincides with their term of office as members of the Board of Directors for Schlatter Industries AG.

3.9 Risk and Audit Committee

Members: Paul Zumbühl (chairman), Ruedi Huber

The Risk and Audit Committee supports the Board of Directors in supervising the accounting system and in monitoring compliance with legal regulations. The committee has the following tasks in particular:

- Reviewing the design of the accounting system (applicable accounting regulations as well as assessment of valuation and financing principles, internal and external financial reporting) with regard to appropriateness, reliability and effectiveness.
- Review of the annual financial statements and other financial information to be published
- Monitoring and assessing company risks and reviewing risk management practices.
- Monitoring business activities with regard to compliance with resolutions of the board of directors, internal regulations and guidelines, instructions and legal provisions, in particular from stock exchange legislation (compliance).
- Review of the performance, independence and remuneration of the external auditors as well as election recommendations to the Board of Directors or the General Meeting.
- Dealing with the audit reports, advising on all significant findings and recommendations from the external auditors with group management and the external auditors.
- Monitoring the implementation of recommendations from the external auditors.
- Reviewing the performance and remuneration of consulting mandates with related parties.
- Carrying out other tasks assigned to the committee by the board of directors.

The Risk and Audit Committee also carries out tasks relating to financial risk management.

The committee meets as often as business requires, but at least twice a year. It also meets with representatives of the external auditors at least once a year. The CFO usually takes part in the committee meetings, and other members of the board of directors, the CEO, other members of the group management or other specialists may also be involved. In the 2023 financial year, the Risk and Audit Committee met for a meeting and held a telephone conference, in which the CEO and CFO also took part.

3.10 Nomination and Compensation Committee

Members: Michael Hauser (chairman), Paul Zumbühl

The Nomination and Compensation Committee prepares all relevant agenda items in the areas of nomination and compensation with regard to the members of the Board of Directors and Group Management. The committee has the following tasks:

- Leading the selection process and submitting applications for new board members.
- Management of the selection process and application for CEO.
- Examination of the process for selecting members of the group management (including interviews during final selection) as well as the essential conditions of their employment contracts.
- Application for compensation of the board of directors and its committees.

- Review, negotiate and apply for CEO compensation.
- Reviewing and applying for compensation for members of the group management at the request of the CEO.
- Reviewing, applying for and monitoring the implementation of option and participation plans for the board of directors, the CEO, the group management and other employees.
- Succession planning at the top management level.
- Carrying out other tasks assigned to the committee by the board of directors.

The committee meets as often as business requires, but at least twice a year. The CEO generally attends meetings unless his performance is being assessed or his compensation is being determined. Other members of the Board of Directors, other members of the Group Management or other specialists may be invited to the meetings. In the 2023 financial year, the Nomination and Compensation Committee met for two meetings, which were also attended by the CEO.

3.11 Competence regulation

The Board of Directors has the ultimate management and supervision of the management. It determines corporate and business policies, long-term corporate goals and the means necessary to achieve them. The non-transferable and irrevocable tasks of the board of directors result from Article 716 a CO. The internal organizational structure and the responsibilities of the board of directors and the group management are set out in organizational regulations.

The Board of Directors delegates management in full to the CEO, unless the law, the statutes or the organizational regulations provide otherwise. The CEO ensures that the decisions of the Board of Directors and the resolutions he makes within the scope of his own authority are enforced. For this purpose, the CEO issues guidelines and monitors compliance with the standards by the company and its group and affiliated companies.

With the exception of the managing directors of the pure sales companies, who report to the group's sales manager, the managing directors of all group and affiliated companies report directly to the CEO. The CEO or, upon his appropriate order, the responsible member of the management of a group or investment company submits the applications to the board of directors.

3.12 Information and control instruments for group management

The Board of Directors is informed by the Group Management at every meeting and through monthly reports about the current business situation as well as the balance sheet and income statement.

At each meeting, the Board of Directors is informed by the CEO and CFO about the general course of business, the most important business transactions and any measures taken. The CEO and CFO also prepare a monthly written report for the Board of Directors, which provides information on business performance and key financial figures with reference to the budget and the previous year. The monthly management information system includes information about the order and earnings situation at company level and per segment, the development of liquidity and the cash flow statement as well as the balance sheet. There are also selected key figures that are necessary for managing the business. In addition to the annual budget, an updated forecast is prepared quarterly for the entire current financial year and made available to the Board of Directors. The actual values are compared with the planning figures and analyzed. The measures taken are described.

The CFO is responsible for controlling within the group. In the event of significant business events, the Board of Directors is informed on an ad hoc basis by the CEO and CFO. As a rule, the members of the Board of Directors do not take part in the group management meetings, but are immediately informed by the CEO and CFO of significant business events or are included in the meetings. importance to the careful handling of risks. For this reason, the group management carries out an annual risk assessment, which is also presented to the board of directors. In addition to the general guarantee of comprehensive insurance protection, risk management includes the systematic identification and assessment of and reporting on strategic, operational and financial risks. The general business risks, which cover all divisions and companies, as well as the key balance sheet items are analyzed and evaluated. A detailed analysis of the probability of occurrence and possible impacts was carried out for the top 8 risks. The assessment of all top 8 risks is submitted and presented to

the Board of Directors. Depending on their impact and significance, these risks not only affect the strategic area, but can also relate to operational and financial business, provided the respective impact is relevant for the company. All risks are scaled and assessed qualitatively and quantitatively based on their probability of occurrence and their impact. Based on the evaluated risks, control points and processes are defined, which are controlled by the respective process owners. It was now decided to also include cyber risk in the top risks.

The focus of risk management activities is on hedging currency risks, ensuring liquidity, the flexibility of the cost structure, the development of customer markets and the processing of customer projects.

4 Members of the group management

The Schlatter group management included the following members as of December 31, 2021. The group management members also form the management of Schlatter Industries AG.

4.1 Werner Schmidli

CEO
1965, Swiss

Professional background

- 2004 to 2012 CFO Schlatter Group, since June 1, 2012 CEO Schlatter Group
- 2001 to 2004 CFO Integra-Biosciences, Baar (CH)
- 1998 to 2001 CFO Tela -Kimberly Switzerland, Balsthal (CH)

Education: Lic. rer. pole. (University of Friborg)

With the Schlatter Group since: August 1, 2004

4.2 Reto Stettler

CFO
1975, Swiss

Professional background

- 2002 to 2012 Head of Accounting Schlatter Group, since June 1, 2012 CFO Schlatter Group
- 1991 to 2001 Head of Accounting MADAG AG, Dietikon

Education: Finance and accounting specialist

With the Schlatter Group since: January 1, 2002

4.3 Daniel Zappa

Sales & Service Welding
1972, Swiss

Professional background

- Since September 1st, 2012 Head of Sales & Service of the Schlatter Group
- 2004 to 2012 Head of Customer Service Schlatter Group, Head of Rail Welding Business Unit
- Until November 1, 2003 Sales Manager "Sheet Metal" division HA Schlatter AG (CH)
- 1999 to 2002 Sales engineer HA Schlatter AG (CH)

Education: Dipl. Masch. Ing. FH; Dipl. Economics Ing. FH

With the Schlatter Group since: August 1, 1995

4.4 Daniel Fransson

Research & Development Welding
1971, Swede/Swiss

Professional background

- From 2024 Head of Technology Schlatter Group
- 2012 to 2023 Head of Product Management Schlatter AG, Schlieren (CH)
- 2007 to 2011 Head of Project Management Schlatter AG, Schlieren (CH)
- 2005 to 2006 Project Manager Schlatter AG, Schlieren (CH)
- 2002 to 2004 calculation engineer/project manager, Helbling Technik, Aarau (CH)
- 1997 to 2002 Group leader/calculation engineer, Alcan Mass Transportation Systems, Zurich (CH)

Education: Dipl. – Mechanical Engineering, Chalmers Technical University (CTH), Gothenburg (SE)

With the Schlatter Group since: February 3, 2005

4.5 Roland Kasper

Operations, Schlieren
1976, Swiss

Professional background

- 2010 to 2013: Head of Production Maschinenfabrik Rieter AG, Winterthur (CH)
- 2009 to 2010: Project manager Graf+Cie AG, Rapperswil (CH)
- 2007 to 2009: Managing Director Graf Metallic of America Inc., Spartanburg (USA)
- 2002 to 2006: Project manager Rieter Group, Winterthur (CH)

Education: Dipl. Business & Prod. -Ing. ETH

With the Schlatter Group since: June 1, 2013

4.6 Dominant group companies

- Schlatter Industries AG (Management since June 1, 2012: Werner Schmidli)
- Schlatter Deutschland GmbH & Co. KG (Management since August 1, 2023: Mohamed Sfar)

The members of the group management and the managing directors of the dominant group companies do not have any permanent management or advisory tasks for important interest groups and do not hold any official or political mandates.

4.7 Management contracts

Neither Schlatter Industries AG nor its group companies have concluded management contracts with third parties.

4.8 Number of permitted activities

No member of the group management can hold more than two additional mandates in the highest management and administrative bodies in listed companies outside the group; The Board of Directors can allow a maximum of two exceptions per member in individual cases. Multiple mandates within a group are counted as one activity. In any case, the Board of Directors must agree to take on mandates.

5 Compensations

5.1 Content and determination procedure for compensation

The members of the Board of Directors receive a fixed annual salary for their work, especially for the preparation and participation in the meetings as well as for the work in the committees. The annual compensation is determined once a year by the Board of Directors at the request of the Nomination and Compensation Committee.

The compensation of the members of the group management takes into account their tasks, performance and business performance. In addition to a fixed annual salary, it includes the potential for variable compensation, which is measured as follows:

	in % of the fixed salary		
	Plan ¹	minimum	Maximum ²
CEO	40	0	80
Other members of the group leadership	20-30	0	40-60

¹ when target is achieved 100%

² Target achievement maximum 200%

For the 2022 and 2023 financial years, the variable compensation is calculated between 80% and 85% based on the EBIT generated and between 15% and 20% based on the financial key figures of net sales and/or order intake. According to the statutes, the variable compensation may not exceed 120% of the fixed annual compensation for the CEO and 100% for the other members of the group management. The variable remuneration can take the form of participation rights in whole or in part. In the current bonus plan, the stated limits are not exceeded, and no compensation was paid in equity shares in the 2022 and 2023 financial years.

The compensation applies to all activities in all legal entities of the group. The members of the group management may also receive a flat-rate expense allowance, which is not considered remuneration but must be shown in the remuneration report. Flat-rate expense allowances were not paid in either 2022 or 2023.

The compensation for the CEO is determined once a year by the Board of Directors at the request of the Nomination and Compensation Committee. For the other members of the Group Management, the compensation is also determined once a year by the Board of Directors, at the request of the Nomination and Compensation Committee in collaboration with the CEO. The fixed total compensation must be approved annually by the general meeting prospectively and the variable compensation retrospectively. If the general meeting refuses approval, the board of directors can submit new proposals for approval at the same general meeting. If the Board of Directors does not submit any new proposals or if the General Meeting also rejects the new proposals, the Board of Directors must convene a new General Meeting within three months.

Since the 2022 financial year, the group management has been paid a slightly higher fixed remuneration. Due to the achievement of the target, between 88% and 96% of the variable plan compensation should be distributed to the group management for the 2023 financial year; For the previous period of 2022, between 60% and 70% of the variable plan compensation was paid out.

The 2023 General Meeting approved a maximum fixed compensation for the Board of Directors for 2023 of CHF 380,000, of which CHF 267,384 was paid out. For the group management, the approved maximum fixed compensation for 2023 was CHF 1,700,000; Of this, CHF 1,291,325 was paid out.

An additional amount is available to the Board of Directors for the remuneration of members of the Group Management who are appointed after the approval of the relevant maximum total amount. This can also be used to pay compensation for disadvantages that the new member of management suffers as a result of his or her job change. This additional amount amounts to a maximum of 40% of the last approved total amount of fixed compensation for the management.

All members of the group management are connected to the local pension and pension solution in Switzerland and do not receive any additional pension and management solutions.

6 Participation rights of shareholders

6.1 Voting rights restrictions and representation

Each share entitles you to one vote at the general meeting. Anyone who is registered as a shareholder in the share register 30 days before the general meeting and has not sold their shares by the end of the general meeting can exercise their membership rights. A shareholder can be represented by another shareholder or a third party. Representatives of registered shareholders must identify themselves by means of a written power of attorney.

6.2 Statutory quorums

There are no statutory quorums that go beyond the legal provisions.

6.3 Calling the general meeting

The general meeting is convened by the board of directors and, if necessary, by the auditors. The liquidators and the representatives of the bondholders also have the right to convene meetings. The general meeting takes place at the company headquarters or at another location in Germany or abroad. The ordinary general meeting is held annually within six months of the end of the financial year, and extraordinary meetings are held as required. The calling of an extraordinary general meeting can also be requested in writing by one or more shareholders who together represent at least 10 percent of the share capital, stating the subject of the negotiations and the proposals. The board of directors must hold the general meeting within two months.

The general meeting is convened at least 20 days before the date of the meeting by means of a single announcement in the company's publications. Registered shareholders will be invited by letter to their last address recorded in the share register.

6.4 agenda

Shareholders who represent at least 3% of the share capital can request that an item be placed on the agenda for the General Meeting, whereby the item must be submitted to the Board of Directors in writing up to 45 days before the General Meeting, stating the item to be discussed and the proposals.

6.5 Entry in the share register

The company keeps a share register in which the owners, beneficiaries and nominees of the registered shares must be entered with their names, place of residence, address and nationality. Entry in the share register requires proof of the formal and statutory transfer of the share to ownership or the establishment of a usufruct.

If a registered shareholder changes address, he must inform the company of the new address. Until the company receives a corresponding notification, all written communications to the registered shareholder are legally sent to the address entered in the share register.

No entries will be made in the share register of Schlatter Industries AG 30 days before a general meeting until the day following the general meeting.

7 Change of control clauses and defensive measures

7.1 Obligation to offer

In its statutes, the company has excluded the obligation to make an offer in accordance with Article 32 of the Stock Exchange Act (Opting Out).

7.2 Change of control clauses

There are no change of control clauses in favor of the members of the Board of Directors or the Group Management.

8 Auditor

8.1 Duration of the mandate and term of office of the lead auditor

KPMG AG, Zurich, has been the auditor of Schlatter Industries AG since 1963. The auditors are elected by the general meeting for a period of one year. The audit has been led by Anita Benz since the 2023 financial year.

8.2 Audit fee

KPMG AG's ordinary audit fee for the 2023 financial year was CHF 122,640 (previous year: CHF 102,500).

8.3 Additional fees

In the 2023 financial year, KPMG (Switzerland and Malaysia) was paid additional consulting fees amounting to CHF 34,081 (previous year: CHF 18,500).

8.4 Information tools for external auditing

The Risk and Audit Committee meets twice and the full Board of Directors meets with the external auditors annually. The CFO takes part in these meetings. The external auditors report to the Board of Directors through a comprehensive report prepared after the annual financial statements as well as the auditors' reports. The review and assessment of performance, independence and remuneration as well as the recommendation for the election of the external auditor to the Board of Directors or the General Meeting are carried out by the Risk and Audit Committee. Assessment criteria are the personal conversation between the board of directors and the auditors, the audit results and the quality of the audit. The appointment of the external auditors for the financial year was based on a tender in which the Board of Directors compared the services and costs of the various providers. The term of office of the lead auditor is a maximum of seven years.

9 Information policy

Schlatter Industries AG pursues an open information policy. Schlatter Industries AG's financial year runs from January 1st to December 31st. The Schlatter Group publishes its annual and half-year financial statements in accordance with Swiss GAAP FER (according to IFRS up to and including the 2012 semi-annual financial statements).

Schlatter Industries AG informs its shareholders and the capital market via ad hoc announcements about price-relevant facts and via annual and semester reports about current business developments. The information is also automatically delivered to news service subscribers via email. The company's official publication is the Swiss Official Gazette of Commerce. The company's statutes are available on the Schlatter Group website.

Werner Schmidli, Chief Executive Officer, is responsible for investor relations for the Schlatter Group; Telephone +41 44 732 71 70 or werner.schmidli@schlattergroup.com.

10 Schlatter Group Code of Conduct

Our Code of Conduct describes the principles of business operations of the Schlatter Group, the Board of Directors, and all employees at all locations.

11 Statutes of Schlatter Industries AG

Schlieren, April 3, 2024

Applicable Documents:

- Schlatter Group Code of Conduct
- Statutes of Schlatter Industries AG