

## General Information to Shareholders on Announced new Group Leadership Structure and Governance Changes, effective July 1, 2022

As announced on March 1, 2022, Dr. Roland Fischer, is stepping down for private reasons after six years as Oerlikon Group CEO, effective June 30, 2022. His decision is done in consultation and with the endorsement of the Board of Directors.

Following Dr. Fischer's decision, Oerlikon has decided to introduce the **Executive Chair model** effective as of July 1, 2022 to:

- **strengthen the Group's strategic focus,**
- **enable faster decision making,**
- **improve the organizational agility, and**
- **ensure sustainable profitable growth of the Group.**

Oerlikon would like to reiterate that under the Executive Chair model:

- **The division CEOs**, Dr. Markus Tacke and Georg Stausberg, will **gain agility in decision making**, which will enable them to **expedite the execution of their business and ensure sustainable growth**.
- Prof. Dr. Michael Süss will assume the position of **Executive Chair**, overseeing all Group-level management topics and leading the Executive Committee in addition to his role as Chairman of Oerlikon's Board of Directors.
- The **Executive Committee** will be responsible for ensuring the **harmonized Group-wide management** of all cross-divisional organizational topics.
- Oerlikon will **further strengthen its Corporate Governance** by introducing a new Board function of independent **Lead Director** and a new **Governance Committee** that will consist of a majority of independent members of the Board of Directors. The Lead Director, with the support of the Governance Committee, will be responsible for **ensuring adequate control mechanisms under the Executive Chair model** as set forth in governance guidelines, e.g. in the Swiss Code of Best Practice for Corporate Governance.
- Prof. Dr. Michael Süss, as the designated Executive Chair, **will not be proposed anymore as a member of the Human Resources Committee** at this year's AGM in adherence to **good corporate governance**.