

**Organizational and Governance Rules
of
OC Oerlikon Corporation AG, Pfäffikon**

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Contents

I.	Scope of Application, Overview and Purpose	3
II.	Roles and Responsibilities	3
1.	Board of Directors	3
1.1.	Role	3
1.2.	Composition and Term of Office	4
1.3.	Constitution	4
1.4.	Responsibilities and Powers.....	4
1.5.	BoD Meetings.....	5
1.6.	Resolutions	5
1.7.	Minute Taking.....	5
1.8.	Reporting Procedures	6
1.9.	Compensation	6
1.10.	Right to Information	6
1.11.	Approval of Engagement	6
2.	Chairman of the Board of Directors	6
2.1.	Role	6
2.2.	Authority.....	7
2.3.	Agency by Necessity in Emergency Situations	7
3.	Vice-Chairman of the Board of Directors	7
3.1.	Powers and Duties	7
3.2.	Deputyship	7
4.	Committees of the Board of Directors	8
4.1.	Responsibility	8
4.2.	Committees.....	8
5.	Chief Executive Officer	8
5.1.	Role	8

5.2.	Authority.....	8
5.3.	Appointment.....	9
5.4.	Deputyship.....	9
6.	Executive Committee.....	9
6.1.	Role.....	9
6.2.	Composition.....	9
6.3.	Appointments and Dismissal.....	10
6.4.	Authority.....	10
6.5.	Right to Information and Duty to Provide Information.....	10
6.6.	Meetings.....	10
6.7.	Advising Procedure.....	11
6.8.	Minute Taking.....	11
7.	Chief Financial Officer.....	11
7.1.	Role.....	11
7.2.	Authority.....	11
7.3.	Appointment.....	12
8.	Chief Human Resources Officer.....	12
8.1.	Role.....	12
8.2.	Authority.....	12
8.3.	Appointment.....	12
9.	Chief Technology Officer.....	13
9.1.	Role.....	13
9.2.	Authority.....	13
9.3.	Appointment.....	13
10.	Division CEO's.....	13
10.1.	Role and Authority.....	13
10.2.	Appointment.....	13
11.	Corporate Functions.....	13
11.1.	Role and Responsibility.....	13
11.2.	Appointment.....	14
12.	Head Internal Audit.....	14
12.1.	Role and Authority.....	14
12.2.	Appointment.....	14
III.	Additional Provisions.....	14
1.	Signature Power.....	14
2.	Conflict of Interest.....	14
3.	Confidentiality.....	15

4. Entry into force	15
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I. Scope of Application, Overview and Purpose

Organizational and Governance Rules ("**OGR**") were issued by the Board of Directors by resolution dated February 4, 2021. They are based on Art. 716b of the Swiss Code of Obligations ("**CO**") and Art. 20 Para. 3 of the Articles of Association.

The OGR set out the basis for the organizational and leadership structure of OC Oerlikon Corporation AG, Pfäffikon ("**Oerlikon**") and the companies controlled by it (collectively, incl. Oerlikon, the "**Oerlikon Group**").

They govern the rights and duties of the following functions:

- Board of Directors ("**BoD**") of Oerlikon,
- the Chairman of the BoD ("**Chairman**"),
- the Vice-Chairman of the BoD ("**Vice-Chairman**"),
- the committees of the BoD ("**Committees**"),
- the Chief Executive Officer ("**CEO**"),
- the Executive Committee ("**EC**"),
- the Chief Financial Officer ("**CFO**"),
- the Chief Human Resources Officer ("**CHRO**"),
- the Chief Technology Officer ("**CTO**"),
- the Division CEOs,
- the respective heads of the Corporate Functions ("**Corporate Function Heads**"), and
- the Head Internal Audit,

as well as reporting within the Oerlikon Group.

The OGR are intended to ensure efficiency of organization and careful management within the Oerlikon Group and compliance with any applicable laws, listing rules, the Articles of Association of Oerlikon, any guidelines, rules and regulations, directives and other rules within the Oerlikon Group, and other applicable provisions, particularly the basic principles of corporate governance and compliance.

II. Roles and Responsibilities

1. Board of Directors

1.1. Role

The BoD is the supreme supervisory body of Oerlikon and the Oerlikon Group. It is responsible for the overall management (in the meaning of "*Oberleitung*" according to Art. 716a Subs. 1 para. 1 CO), oversight and control of Oerlikon and the Oerlikon Group, determines the Oerlikon Group strategy and oversees the CEO. It sets forth guidelines on the general and

strategic direction of Oerlikon and the Oerlikon Group and periodically reviews their implementation.

1.2. Composition and Term of Office

The BoD shall consist of at least 3 but not more than 7 members ("**Board Members**"). Their majority should be independent. In general, a Board Member shall be deemed to be independent if during the three years immediately prior to taking up office he was neither a member of the executive management of Oerlikon, the Oerlikon Group, an Oerlikon Group company or an audit firm of any of them, nor close to any of the latter, and had no significant business relations whether directly or indirectly with the Oerlikon Group.

Should the BoD exceptionally assign certain executive tasks for a limited period of time to one of its Board Members, such assignment shall as a rule not for itself qualify such Board Member as a dependent member of the BoD.

Board Members shall be elected for a term of office until the next ordinary general meeting of shareholders ("**AGM**"). Board Members may stand for re-election.

New Board Members may also be elected in extraordinary general meetings of shareholders. In such cases, newly elected Board Members shall serve until the end of the next AGM of Oerlikon.

The BoD shall not propose persons having completed 70 years of age for election or re-election to the BoD. Such Board Members shall retire from office no later than on the occasion of the AGM of the calendar year in which they celebrate their 70th birthday.

1.3. Constitution

Except for the election of the Chairman and the members of the Human Resources Committee by the AGM, the BoD shall constitute itself. It may elect one of its members as Vice-Chairman for a term of office until completion of the next AGM.

The BoD may designate a secretary who needs not to be a shareholder or a Board Member ("**Corporate Secretary**").

1.4. Responsibilities and Powers

The BoD has the following non-delegable and inalienable duties:

- the ultimate direction of the business of Oerlikon and issuing of the relevant directives;
- to lay down the organization of Oerlikon;
- to formulate accounting procedures, financial controls and financial planning;
- to nominate and remove persons entrusted with the management and representation of Oerlikon and to regulate the power to sign for Oerlikon;
- the ultimate supervision of those persons entrusted with management of Oerlikon, with particular regard to adherence to law, the Articles of Association and regulations and directives of Oerlikon;
- to issue the annual report and the compensation report and to prepare for the AGM and to carry out its resolutions;
- to inform the court in case of indebtedness; and
- to determine the strategic direction and approve the strategy for the Oerlikon Group and its Divisions.

Further responsibilities and powers of the BoD are set out in the present OGR and its Attachment A.

The decision-making process within the BoD is based on the principle of collegiality. The Chairman is responsible for the leadership and organization of the BoD. The BoD may issue provisions further specifying its modus operandi and the rights of its members.

1.5. BoD Meetings

The BoD shall hold meetings ("**BoD Meetings**"), which shall be called by its Chairman, at least four times a year, or more often as necessary. The Chairman shall chair the BoD Meetings. Each Board Member and the CEO may request the Chairman to convene a Board Meeting upon stating the reasons for such request.

The Chairman shall set the agenda. The agenda shall be sent out to the Board Members as a rule no later than ten calendar days prior to the date of the relevant BoD Meeting. With the consent of all Board Members, said deadline may be shortened, but may not be less than five calendar days, except in particularly urgent cases (e.g. in an emergency situation). The Chairman shall ensure the timely dispatch of additional documents and current financial figures prior to the BoD Meeting to enable the Board Members to prepare properly for the BoD Meeting.

Each Board Member and the CEO may timely – as a rule not less than five calendar days prior to the relevant BoD Meeting – request that an item be included on the agenda. Furthermore, Board Members may raise new issues for discussion at BoD Meetings. The EC Members other than the CEO may propose an item to be included to the Chairman.

The CEO has a "consultative" vote in BoD Meetings to which he is convened. The Chairman may convene any members of the EC and other persons to BoD Meetings.

1.6. Resolutions

The presence of at least one half of the Board Members at a BoD Meeting attended by them in person or by means of telephone or video conferencing shall constitute a quorum for holding a valid BoD Meeting.

No attendance quorum is required to record the approval of an increase in capital and of the corresponding amendments to the Articles of Association.

Resolutions and elections of the BoD shall be passed by a simple majority of the Board Members present. In the event of an equality of votes, the Chairman shall have a casting vote.

Resolutions may be passed in writing by circular resolution, unless a Board Member requests oral deliberation within 48 hours of receipt of the request for circular resolution. Circular resolutions composed in whole or in part by email, email confirmation or fax are valid. By using email or fax, Board Members undertake to produce the respective written confirmation within due course.

1.7. Minute Taking

Deliberations and resolutions passed at BoD Meetings shall be recorded and the relevant minutes shall be duly signed by the Chairman and the minute-taker and approved by the BoD at the next BoD Meeting. The minute-taker does not have to be a Board Member.

Circular resolutions duly signed by Board Members and the minute-taker shall be deemed to constitute minutes of such resolutions, even if consisting in whole or in part of fax or email approvals followed by duly signed confirmations.

1.8. Reporting Procedures

At BoD Meetings, the Committees shall routinely report on their past activities and the CEO shall report on his/her day-to-day operations, operating results and important business matters. Extraordinary occurrences must immediately be notified to the Chairman and to the chair of the relevant Committee, if any.

1.9. Compensation

Each Board Member shall be entitled to the reimbursement of costs incurred in the context of its activities as Board Member. Furthermore, subject to approval by the AGM of the maximum aggregate compensation for the BoD, each Board Member shall receive the board remuneration as set by the Human Resources Committee and approved by the BoD.

1.10. Right to Information

Each Board Member may request information on any subject relating to the company at BoD Meetings.

Outside BoD Meetings, each Board Member may ask the Chairman or another Board Member for information or access to the records of the BoD. The Chairman decides on such requests taking into consideration the interests of Oerlikon and the Oerlikon Group and in compliance with applicable laws and regulations, particularly data protection laws and regulations. If such requests are approved by the Chairman, Board Members may access specific business records other than records of the BoD and/or obtain information from any employees of Oerlikon or any company of the Oerlikon Group.

In such cases, any contact with EC Members must be notified to the Chairman in advance, who consults with the CEO on such matters. Any contact to staff members other than EC Members (except the Head Internal Audit, the General Counsel the Company Secretary) must always be notified to both the Chairman and the CEO in advance.

1.11. Approval of Engagement

Any employment or other engagement of a Board Member within or for the Oerlikon Group (except for this duties as member of the BoD) need prior approval by the Chairman, specifically with regard to tasks, responsibilities and key terms including remuneration. For the avoidance of doubt, this Section 1.11 shall not affect the appointment or dismissal of managers pursuant to Art. 716a OR.

2. Chairman of the Board of Directors

2.1. Role

The Chairman shall ensure that the BoD may and does effectively carry out its superintendence and oversight role on an informed basis. He/she shall endeavor, in close contact with the CEO, to provide to the BoD optimal information regarding operating activities of Oerlikon and the Oerlikon Group.

2.2. Authority

The Chairman shall in the name of the BoD carry out the continuous oversight of its Committees and the CEO of Oerlikon and of the Oerlikon Group. He/she may participate in meetings of the EC and may receive all relevant documents and minutes. He/she shall decide matters delegated to him/her by the present OGR and its Attachment A, respectively.

The Chairman shall lead the BoD in the definition and approval of the strategy of the Group. From time to time, the Chairman shall, coordinated with the CEO, represent Oerlikon and the Oerlikon Group in relations with important shareholders, clients, contact groups, and with the general public.

He/she shall convene, prepare and chair BoD Meetings, and may convene meetings of Committees. He/she shall coordinate the work of the BoD and the Committees and shall ensure that Board Members receive in a timely manner all information necessary to perform their duties. In cases of uncertainty, he/she shall delineate authorities between the BoD, its Committees and the CEO, unless the entire BoD intends to address the matter.

He/she shall chair the general meetings of shareholders of Oerlikon. If he/she is not fluent in German, he/she shall chair the non-mandatory part of the general meeting in English with simultaneous translation into German. He/she shall delegate the formal part of the general meeting to a Board Member who is fluent in German and whom he/she may select at his/her discretion.

He/she shall receive comments from the HRC and Board Members regarding the performance of the BoD and the Board Members and shall submit annually to the BoD, upon HRC recommendation, an assessment of the performance of the BoD and the BoD Members.

2.3. Agency by Necessity in Emergency Situations

If in emergency situations the BoD is not in a position to decide on matters for which it is responsible in a timely manner, then the Chairman shall be empowered in place of the BoD to take any provisional action to be taken without delay in order to prevent imminent damage that could not easily be remedied.

He/she shall, where possible, consult with one or more Board Members, and in any event convene as expeditiously as possible, but within no more than three calendar days, an extraordinary BoD Meeting to re-examine and confirm, change or supplement the provisional measures already taken. With the consent of all Board Members, said deadline for convening an extraordinary BoD Meeting in emergency situations may be further shortened.

3. Vice-Chairman of the Board of Directors

3.1. Powers and Duties

If the Chairman is unable to exercise his office, the Vice-Chairman shall act as his deputy. The Vice-Chairman shall have the same powers and duties for the performance of his/her role as a deputy as those accruing to the Chairman, but such powers and duties shall be confined to resolutions to be passed during the period of the representation.

3.2. Deputyship

If no Vice-Chairman has been elected or if the Vice-Chairman is unable to act as deputy, the BoD shall elect at the earliest possible date a Board Member who shall take his/her office. Up

to that point, the Chair of the Audit Committee, or in his/her incapacity or absence, the Chair of the Strategy Committee, or in his/her incapacity or absence, the Chair of the Human Resources Committee, or in his/her incapacity or absence, the longest-standing Board Member shall take the office of the Vice-Chairman.

4. Committees of the Board of Directors

4.1. Responsibility

The entire BoD shall be responsible for carrying out its duties. It may at any time create Committees from amongst its Board Members to assist it in the performance of its duties. The BoD may issue respective rules and regulations for its Committees.

4.2. Committees

The Committees are advisory groups supporting the BoD with their particular expertise. Unless expressly stated in the present OGR, its Attachment A and the relevant Committee's rules and regulations, the Committees shall not have any authority to decide matters in lieu of the BoD. Composed by three Board Members each they may prepare, review or investigate matters and submit proposals to the BoD for deliberation, but must not themselves take resolutions beyond recommendations, proposals or motions to be submitted to the BoD for deliberation.

The role, composition and organization of the Committees are set out in separate rules of the BoD. The Committees that currently exist are:

- the Audit Committee ("**AC**");
- the Human Resources Committee ("**HRC**"); and
- the Strategy Committee ("**SC**").

The BoD may, at any time, create additional Committees or abrogate existing Committees.

Further details are set out in Attachment A, Appendix 1 for the AC, Appendix 2 for the HRC and Appendix 3 for the SC.

5. Chief Executive Officer

5.1. Role

In accordance with Art. 716b CO, Art. 20 Para. 3 and 22 Para. 3 of the Articles of Association, the BoD herewith delegates the operational management of Oerlikon and the Oerlikon Group to the CEO, subject to mandatory law, the Articles of Association, and these OGR. The CEO may sub-delegate certain tasks or areas – which have not yet been assigned to them by these OGR – to the other members of the EC, if falling within their relevant field of expertise or to other organizational bodies of Oerlikon or the Oerlikon Group.

The CEO shall head and oversee the operational management of Oerlikon and the Oerlikon Group in accordance with the directives of the BoD, if any.

5.2. Authority

The CEO shall in particular have the following responsibilities and duties:

- preparation of the strategy for each of the Divisions and the Group, jointly with the EC, under the guidance of the SC;
- implementation of the Oerlikon Group strategy and of the resolutions of the BoD;
- chairing the EC and deciding on all matters submitted to the EC;
- heading the management directly subordinated to him/her;
- reporting to the Chairman of the BoD;
- formulating for the SC the development of the Group's strategy being approved by the BoD;
- leading and overseeing the implementation of the Group's long and short term plans in accordance with its strategy; and
- leading the EC in communicating with the BoD.

The CEO, as a primary contact and from time to time together with the Chairman in a complementary role, shall represent Oerlikon and the Oerlikon Group in relations with important shareholders, customers, contact groups, and the general public.

5.3. Appointment

The CEO shall be appointed and dismissed by the BoD and may not be a Board Member. He/she is formally employed with OC Oerlikon Management AG, Pfäffikon. The key principles of his/her employment shall be approved by the BoD upon HRC recommendation.

5.4. Deputyship

If the CEO is prevented from carrying out his/her duties due to long-term illness or any other long-term absence, said duties shall be assigned by the Chairman to another member of the EC or a Board Member of his/her choice for the duration of the absence.

6. Executive Committee

6.1. Role

The EC is the supreme advisory body advising the CEO with respect to the management of the business of Oerlikon and the Oerlikon Group.

6.2. Composition

The BoD shall at its discretion be responsible for the constitution of the EC. The EC shall comprise the following EC Members:

- the CEO;
- the CFO;
- the CHRO;
- the CTO;
- the Division CEO OMF and
- the Division CEO OSS.

The EC shall be chaired by the CEO (pursuant to Section 5.2 or, as the case may be, its deputy pursuant to Section 5.4) ("**Chair**"). If, outside the scope of Section 5.4, the CEO is

prevented from attending a meeting of the EC ("**EC Meeting**") which is not rescheduled, the CEO shall appoint the Chair of such meeting, which Chair, however, shall not have the power to decide on the matters submitted to the EC.

6.3. Appointments and Dismissal

The BoD may at any time appoint upon proposal by the CEO additional EC Members or replace existing EC Members.

The age limit for EC Members shall be, as a rule, the end of the month in which they celebrate their 65th birthday. The BoD may set a different retirement age in particular cases.

6.4. Authority

Upon consultation by the CEO, the EC deliberates major decisions as an advisory body. Advice for the purposes of this Section 6.4 in particular should be provided on the below listed matters and on all matters referred to the EC for advice in the discretion of the CEO:

- preparation of the strategy for each of the Divisions and the Oerlikon Group under the guidance of the SC;
- implementation of the Oerlikon Group strategy and of the resolutions of the BoD;
- implementation of key initiatives required for restructuring and operational excellence (e.g. sourcing, R&D, lean management) as well as divestment and merger & acquisition activities;
- establishment of a close monitoring on operational performance and of a close contact between corporate decision makers and the Divisions' management teams;
- development of the Divisions to higher operational performance and higher independence in defining and executing continuous improvements (operational excellence);
- allocation of key resources (CAPEX, R&D funding, HR) to implement the approved strategy;
- establishment of a succession planning and compensation scheme as well as development of incentive systems aligned with the strategy and objectives and to support the Divisions in developing their teams but also foster attraction, identification and development of talents across the Oerlikon Group;
- grouping of resources in shared service centers for homogenous, standardized and clearly definable tasks (e.g. IT); and
- performance assessment and development of the key Corporate Functions.

6.5. Right to Information and Duty to Provide Information

The EC Members and the Corporate Function Heads shall have a duty to timely and comprehensively inform the CEO about all relevant matters. Subject to applicable compulsory law (such as data protection laws), the EC Members and the CEO shall have the right to obtain any information, books, documents, other notes and records, data carriers and IT systems, from any staff member within the Oerlikon Group, as necessary for and relevant to the performance of their duties.

6.6. Meetings

The EC shall meet whenever business so requires. Each EC Member may request that the Chair convene an extraordinary EC Meeting.

The Chair shall set the agenda prior to the EC Meeting considering the suggestions and inputs from the EC. Furthermore, EC Members may raise new matters for discussion at EC Meetings.

6.7. Advising Procedure

The presence of a majority of the EC Members including the CEO at an EC Meeting attended in person or by means of telephone or video conferencing shall constitute a quorum for holding a valid EC Meeting.

Advices may in exceptional cases be established in written form, including e-mail or fax circulation.

In case of a fundamental disagreement with respect to any matter impacting the strategic or operational performance of the business significantly a dissenting EC Member may immediately at the EC Meeting or, in the event of an advice given by email or fax, within 24 hours from receipt of the CEO's decision request the CEO to submit such matter to the Chairman for his/her recommendation. The Chairman is presented with the CEO's decision and the opinion of the dissenting EC Member and the advice of the other EC Members and provides his/her recommendation. The CEO shall then take the final decision.

6.8. Minute Taking

Deliberations and advices of the EC shall be recorded and the relevant minutes shall be duly signed by the CEO and the minute-taker and shall be approved at the next EC Meeting. The minute-taker does not have to be an EC Member. The minute-taker shall keep such records in such a manner that also the Chairman, other Board Members and the Corporate Secretary may consult them. In the event of establishing an advice by way of circulation, the relevant documentation (if transmitted by fax or email, their fax or print out) shall be put on record.

7. Chief Financial Officer

7.1. Role

The CFO shall be responsible for all financial matters relating to the operational management of Oerlikon and of the Oerlikon Group.

7.2. Authority

The CFO shall have in particular the following responsibilities and duties:

- The CFO shall manage the Oerlikon Group finance and accounting and also head the functions Accounting & Reporting, Controlling / Risk Management, Treasury, Tax, Investor Relations, M&A, Internal Audit (administrative reporting only, functionally reporting to Head of AC) as well as the respective Division functions (full reporting regarding OSS; functional reporting regarding OMF with administrative reporting to the Division CEO of OMF). He/she shall be responsible for ensuring protection against financial risks.
- The CFO shall ensure that the Oerlikon Group has transparent and timely financial reporting procedures, consistent with applicable laws and the Oerlikon Group accounting rules set out by the BoD. The CFO shall ensure good relations with capital markets and investors.

- The CFO shall report to the CEO and with respect to audit and financial reporting matters to the AC.
- The CFO shall also head the Oerlikon Group IT function.

Further details are set out in Attachment A.

7.3. Appointment

The CFO shall be appointed and dismissed by the BoD upon proposal of the CEO and HRC and AC recommendation. The CFO is formally employed with OC Oerlikon Management AG, Pfäffikon. The key principles of his/her employment shall be approved by the BoD upon HRC and AC recommendation.

8. Chief Human Resources Officer

8.1. Role

The CHRO shall be responsible for all human resources matters relating to the operational management of Oerlikon and of the Oerlikon Group.

8.2. Authority

The CHRO shall have in particular the following responsibilities and duties:

- The CHRO shall manage the Oerlikon Group human capital, people relations and also head the functions of Talent Management / Talent Acquisition, Learning and Development, Rewards and Organizational Design, People Analytics, HR processes, services & tools, as well as the respective Division functions (full reporting regarding OSS; functional reporting regarding OMF with administrative reporting to the Division CEO of OMF).
- The CHRO shall insure that Oerlikon Group has competitive and capable human capital.
- The CHRO shall report to the CEO and with respect to human resources reporting matters to the HRC.

Further details are set out in Attachment A.

8.3. Appointment

The CHRO shall be appointed and dismissed by the BoD upon proposal of the CEO and HRC recommendation. The CHRO is formally employed with OC Oerlikon Management AG, Pfäffikon. The key principles of his/her employment shall be approved by the BoD upon HRC recommendation.

9. Chief Technology Officer

9.1. Role

The CTO shall be responsible for all technology matters relating to the operational management of Oerlikon and of the Oerlikon Group.

9.2. Authority

The CTO shall have in particular the following responsibilities and duties:

- The CTO shall manage the Oerlikon Group technology function as well as the respective Division functions (functional reporting with administrative reporting to the Division CEOs of OMF and OSS).
- The CTO shall report to the CEO.

Further details are set out in Attachment A.

9.3. Appointment

The CTO shall be appointed and dismissed by the BoD upon proposal of the CEO and HRC recommendation. The CTO is formally employed with OC Oerlikon Management AG, Pfäffikon. The key principles of his/her employment shall be approved by the BoD upon HRC recommendation.

10. Division CEO's

10.1. Role and Authority

Each Division shall be headed by a Division CEO who shall be responsible for the operational management of the Division within the scope of guidelines of the CEO. The Division CEO shall report to the CEO and must follow the CEO's instructions.

10.2. Appointment

Division CEOs who are at the same time members of the EC shall be appointed and dismissed by the BoD upon proposal of the CEO and HRC recommendation.

11. Corporate Functions

11.1. Role and Responsibility

Each Corporate Function shall be headed by a function head ("Corporate Function Head") responsible for providing the corresponding group services to support the BoD and the operational management respectively.

11.2. Appointment

Corporate Function Heads are appointed and dismissed by the CEO. The CEO may with the approval of the BoD at any time create new Corporate Functions or abrogate existing ones.

12. Head Internal Audit

12.1. Role and Authority

The Head Internal Audit shall be responsible for the internal audit. The internal audit is the corporate body for Oerlikon Group wide internal control of finance and accounting and risk management.

The Head Internal Audit shall conduct the internal audit. He/she shall report to the Chair of the AC with regard to technical matters and to the CFO with regard to administrative matters. The Head Internal Audit must follow their relevant instructions, respectively.

12.2. Appointment

The Head Internal Audit shall upon proposal of the CEO be appointed and dismissed by the BoD on recommendation of the Chair of the AC. The Head Internal Audit is as a rule formally employed by OC Oerlikon Management AG, Pfäffikon. The key principles of his/her employment shall be approved by the Chairman upon HRC recommendation.

III. Additional Provisions

1. Signature Power

Persons empowered to represent Oerlikon or a company of the Oerlikon Group shall, subject to any applicable compulsory law to the contrary, have joint signature power by two. Board Members shall always have authority to sign collectively by two on behalf of Oerlikon.

The BoD may appoint additional authorized signatories of Oerlikon. Such individuals shall always sign collectively by two.

The BoD may – for any level within the Oerlikon Group – set out general guidelines regarding the use of signature power. In respect of the Oerlikon Group company level, the BoD may delegate this power to the CEO, who in turn may delegate this power to the Division CEOs pursuant to Attachment A.

2. Conflict of Interest

Board Members, members of Committees, or EC Members are under an obligation to immediately inform the BoD, the Committee or the EC, respectively, about any potential or actual conflict of interest between their personal interests or to the interests of related individuals, legal entities or partnerships, on the one hand side, and the interests of Oerlikon or of group companies of the Oerlikon Group, on the other side ("**Conflict of Interest**"). In case of a Conflict of Interest, the conflicted individual has to sit out of deliberations and

decision-making processes. For the avoidance of doubt, the foregoing shall not prevent anyone from voting in favor of his/her own election or appointment to a corporate body of Oerlikon.

In the event of any such sit out, the quorum shall be determined as if the member sitting out did not belong to the board concerned. If and to the extent appropriate, the BoD may suspend the right to information of the member obliged to sit out.

In addition, Board Members and EC Members have to fully declare all their business activities, in particular consultancy services for private equity companies and investment banks, to the Corporate Secretary on an annual basis subject to such business activities being able to create a Conflict of Interest.

3. Confidentiality

The Board Members, the members of the Committees, the EC Members, Corporate Function Heads and all staff members of Oerlikon or of companies of the Oerlikon Group are under an obligation to keep secret any and all confidential information that comes to their knowledge in the performance of their functions and to delete or return to the General Counsel any records and data carriers without retaining copies and to confirm in writing such return or deletion, upon expiration of their term of office. The confidentiality obligation shall survive the expiration of their term of office.

4. Entry into force

Organizational Rules entered into force on August 25, 2008, and replaced the Organization Regulations of October 22, 2004. They were amended as of August 25, 2009, May 18, 2010, March 1, 2012, May 1, 2014, April 4, 2016, December 1, 2016, October 31, 2017 and February 4, 2021.

On behalf of the Board of Directors:



Michael Süß, Chairman

Attachment A: Chart of Competencies

Appendix 1: Rules and Regulations Audit Committee

Appendix 2: Rules and Regulations Human Resources Committee

Appendix 3: Rules and Regulations Strategy Committee

