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**Andreas Umbach**

Chair of the Board

[Read the CV →](#)**Werner Bauer**[Read the CV →](#)**Wah-Hui Chu**[Read the CV →](#)**Thomas Dittrich**[Read the CV →](#)**Mariel Hoch**[Read the CV →](#)**Florence Jeantet**[Read the CV →](#)**Laurens Last**[Read the CV →](#)**Abdallah al Obeikan**[Read the CV →](#)**Martine Snels**[Read the CV →](#)**Matthias Währen**[Read the CV →](#)

[→ Group Executive Board](#)

Samuel Sigrist
Chief Executive Officer

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Ann-Kristin Erkens
Chief Financial Officer

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Fabio Grazioli
Chief Supply Chain Officer

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Gavin Steiner
Chief Technology Officer

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Christoph Wegener
Chief Markets Officer

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Abdelghany Eladib
President and General Manager,
IMEA

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Angela Lu
President and General Manager,
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José Matthijsse
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Ricardo Rodriguez
President and General Manager,
Americas

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Corporate Governance Report

This Corporate Governance Report contains the information that is stipulated by the directive on information relating to corporate governance issued by SIX Swiss Exchange AG ("SIX Swiss Exchange") and follows its structure.

Unless expressly stated otherwise, this Corporate Governance Report presents the circumstances and legal position as of the balance sheet date (December 31, 2024).

1 Group structure and shareholders

1.1 Group structure

SIG Group AG, Neuhausen am Rheinfall ("Company"), is the parent company of SIG Group¹, which directly or indirectly holds all other Group companies and interests in joint venture companies. The shares of the Company are listed on SIX Swiss Exchange (symbol: SIGN, valor symbol: 43 537 795, ISIN: CH0435377954). The market capitalization of the Company amounted to CHF 6,835 million as of December 31, 2024.

Please see note 27 of the consolidated financial statements for the year ended December 31, 2024 for a comprehensive list of the Group's subsidiaries and of its joint venture. Except for the Company, the Group does not include any listed companies. The Group has effective oversight and efficient management structures at all levels. The operational Group structure as of December 31, 2024 is as follows:

The Company's board of directors ("Board of Directors" or "Board"), acting collectively, has the ultimate responsibility for the conduct of business of the Company and for delivering sustainable shareholder and stakeholder value. The Board sets the Company's strategic aims, ensures that the necessary financial and human resources are in place to meet the Company's objectives, and supervises and controls the management of the Company. There are four permanent Board committees: an audit and risk committee ("Audit and Risk Committee"), a compensation committee ("Compensation Committee"), a nomination and governance committee ("Nomination and Governance Committee"), and a technology and innovation committee ("Technology and Innovation Committee"; collectively "Committees").

Subject to Swiss law and in accordance with the Company's articles of association ("Articles of Association") and the Company's organizational regulations ("Organizational Regulations"), the Board of Directors has delegated the executive management of the Company's business (Geschäftsleitung) to the group executive board ("Group Executive Board"), which is headed by the chief executive officer ("Chief Executive Officer" or "CEO") pursuant to the Organizational Regulations.² The Group Executive Board comprises nine members, specifically the CEO, the chief financial officer ("Chief Financial Officer" or "CFO"), the chief supply chain officer ("Chief Supply Chain Officer" or "CSO"), the chief

technology officer ("Chief Technology Officer" or "CTO"), the chief markets officer ("Chief Markets Officer" or "CMO"), the president and general manager of Europe ("President and General Manager Europe"), the president and general manager of Asia Pacific ("President and General Manager Asia Pacific"), the president and general manager of Americas ("President and General Manager Americas"), and the president and general manager of India, Middle East and Africa ("President and General Manager IMEA").³ For further information on the Group's segments, please refer to note 7 of the consolidated financial statements for the year ended December 31, 2024. The Group Executive Board is directly supervised by the Board of Directors and its Committees. The Organizational Regulations can be accessed under <https://www.sig.biz/en-gb/investors/governance/organizational-regulations>.

1.2 Significant shareholders

According to the disclosure notifications reported to the Company during 2024 and published by the Company via the electronic publishing platform of SIX Swiss Exchange, the following shareholders had holdings of 3% or more of the voting rights or purchase positions for securities of the Company as of December 31, 2024:⁴

Significant shareholders	% of voting rights ⁵	Number of shares ⁶
Laurens Last ⁷	10.001%	38,232,225
UBS Fund Management (Switzerland) AG	10.001%	38,230,720
Haldor Foundation ⁸	9.95%	38,035,955
BlackRock, Inc. (mother company)	5% / 0.24% ⁹	16,512,989 ¹⁰
Fahad al Obeikan ¹¹	4.998%	17,417,632
Swisscanto Fondsleitung AG	3.126%	10,549,237

1 References to "SIG Group", "Group" or "we" are to the Company and its consolidated subsidiaries.
2 For a comprehensive description of the delegation, please refer to art. 19 of the Articles of Association and sections 2.3 and 4.1 of the Organisational Regulations.
3 Following the departure of Suzanne Verzijden from the Company as of December 31, 2023, the position of Chief People and Culture Officer ("CPO") is currently not represented in the Group Executive Board.
4 The number of shares shown here as well as the holding percentages are based on the last disclosure of shareholdings communicated by the shareholder to the Company and the Disclosure Office of SIX Swiss Exchange. The number of shares held by the relevant shareholder may have changed since the date of such shareholder's notification. The percentage of voting rights is calculated based on the share capital registered with the commercial register as at the date of the last disclosure of shareholdings; such number may have changed due to changes in the share capital registered with the commercial register.
5 According to SIX: <https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/>
6 According to SIX: <https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/>
7 Direct shareholder: Clean Holding B.V. (formerly CLIL Holding B.V.).
8 Direct shareholder: Winder Pte Ltd.
9 The 0.24% refers to the notified selling positions.
10 Of which the following voting rights were delegated by a third party and can be exercised at BlackRock, Inc.'s own discretion: 2,603,928 company shares.
11 Direct shareholder: Al Obeikan Group for Investment Company C.J.S.

Notifications made in 2024 in accordance with art. 120 et seqq. of the Financial Market Infrastructure Act ("FMIA") can be viewed at: <https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/>

As regards the value of the percentage of voting rights shown, it should be noted that any changes in the percentage voting rights between the notifiable threshold values are not subject to disclosure requirements.

As of December 31, 2024, the Company held 39,172 treasury shares.

1.3 Cross-shareholdings

The Company has no cross-shareholdings exceeding 5% in any company outside the Group.

2 Capital structure

2.1 Ordinary share capital

The ordinary share capital of the Company as registered with the commercial register of the Canton of Schaffhausen amounts to CHF 3,822,708.72 as of December 31, 2024.

It currently consists of 382,270,872 fully paid-up registered shares with a nominal value of CHF 0.01 per share.

2.2 Capital band and conditional share capital

The Company has a capital band ranging from CHF 3,440,437.85 (lower limit) to CHF 4,587,250.46 (upper limit). The Board of Directors is authorized to increase or reduce the share capital within the capital band at any time or from time to time and in any (partial) amounts, or to cause the Company or any of its Group companies to acquire (including under a share repurchase program) shares directly or indirectly until the earlier of April 20, 2026 or the full use of the capital band. Within the capital band, a capital increase may be affected by issuing up to 76,454,174 fully paid-up registered shares, each with a nominal value of CHF 0.01, and a capital reduction by way of cancelling up to 38,227,087 registered shares, each with a nominal value of CHF 0.01. A capital increase or capital reduction may further be affected with the capital band by way of an increase or a reduction of the par value of the existing shares or by a simultaneous reduction and re-increase of the share capital.

The Company furthermore has a conditional share capital of CHF 640,106.48 as of December 31, 2024. The conditional share capital of CHF 640,106.48 (i.e., 64,010,648 shares of CHF 0.01 nominal value each) is divided into the following amounts:

- CHF 160,026.62 for employee benefit plans
- CHF 480,079.86 for equity-linked financing instruments

If the share capital increases as a result of a conditional capital increase pursuant to art. 4 or art. 5 of the Articles of Association, the upper and lower limits of the capital band shall increase in an amount corresponding to such increase in the share capital. In the event of a reduction of the share capital

within the capital band, the Board of Directors shall, to the extent necessary, determine the use of the reduction amount. The Board of Directors may also use the reduction amount for the partial or full elimination of a share capital shortfall as provided for in art. 653p of the Swiss Code of Obligations ("CO") or may, as provided for in art. 653q CO, simultaneously reduce and increase the share capital to at least the previous amount.

The total number of registered shares issued from (i) the capital band according to art. 6 of the Articles of Association where the shareholders' subscription rights are excluded and (ii) the conditional share capital according to art. 5 of the Articles of Association where the shareholders' advance subscription rights for Equity-Linked Financing Instruments are excluded, may not exceed 38,227,087 registered shares up to April 20, 2026. Within the limit outlined above, the proportion of new shares assigned to each of the categories is stipulated by the Board of Directors. Any newly issued shares are subject to the restrictions set out in art. 7 of the Articles of Association.

Reference is made to the Articles of Association for the precise wording of provisions relating to conditional share capital and capital band, in particular art. 4, 5 and 6 of the Articles of Association. Among other matters, these contain details regarding the beneficiaries of the employee benefit plan and the entitlements to withdraw or restrict shareholders' subscription rights. The Articles of Association can be downloaded as a PDF document at <https://api.sig.biz/media/e33d0ovl/sig-group-ag-articles-of-association.pdf>.

2.3 Changes in capital

There were no changes in capital in the year 2024.

During 2022, the Company increased its share capital in the course of two capital increases by a total of CHF 447,500.00, from CHF 3,375,208.72 to CHF 3,822,708.72, through the issuance of 44,750,000 fully paid-up registered shares with a nominal value of CHF 0.01 per share from its authorized share capital.

On May 18, 2022, the Company increased its share capital by CHF 110,000.00, from CHF 3,375,208.72 to CHF 3,485,208.72, through the issuance of 11,000,000 fully paid-up registered shares with a nominal value of CHF 0.01 per share from its authorized share capital. The net proceeds from the capital increase were used to partially finance the acquisition of Pactiv Evergreen Inc.'s Asia Pacific chilled operations, which consisted of the three target companies Evergreen Packaging Korea Limited, Seoul, Evergreen Packaging (Shanghai) Co. Ltd, Shanghai, and Evergreen Packaging (Taiwan) Co. Ltd, Taiwan.

On May 23, 2022, the Company increased its share capital by CHF 337,500.00, from CHF 3,485,208.72 to CHF 3,822,708.72, through the issuance of 33,750,000 fully paid-up registered shares with a nominal value of CHF 0.01 per share from its authorized share capital. The newly issued shares were transferred to Clean Holding B.V. as part of the consideration for the acquisition of Scholle IPN.

2.4 Shares, participation certificates and profit-sharing certificates

The shares are registered shares with a nominal value of CHF 0.01 each and are fully paid-up. Each share carries one vote at a shareholders' meeting. The shares rank *pari passu* with each other in all respects, including in respect of entitlements to dividends, to a share in the liquidation proceeds in the case of a liquidation of the Company, and to subscription and advance subscription rights.

The Company issues its shares as uncertificated securities (*Wertrechte*), within the meaning of art. 973c para. 1 CO, and in accordance with art. 973c para. 2 CO the Company maintains a register of uncertificated securities (*Wertrechtbuch*).

The shares which are entered into the main register of SIX SIS AG consequently constitute book-entry securities (*Bucheffekten*) within the meaning of the Federal Act on Intermediated Securities ("**FISA**").

The Company has neither outstanding participation certificates nor shares with preferential rights.

2.5 Dividend-right certificates (*Genussscheine*)

The Company has not issued any profit-sharing certificates (*Genussscheine*).

2.6 Limitations on transferability and nominee registrations

According to art. 7 of the Articles of Association, any person holding shares will, upon application, be entered in the share register without limitation as a shareholder with voting rights, provided they expressly declare that they have acquired the shares in their own name and for their own account.

Any person who does not expressly state in their application to the Company that the relevant shares were acquired for their own account may be entered in the share register as a shareholder with voting rights without further inquiry up to a maximum of 5% of the issued share capital outstanding at that time. Above this limit, shares held by nominees are entered in the share register with voting rights only if the nominee in question makes known the names, addresses and shareholdings of the persons for whose account it is holding 1% or more of the outstanding share capital available at the time, and provided that the disclosure requirement stipulated in the FMIA is complied with. In addition, the Board of Directors has the right to conclude agreements with nominees concerning their disclosure requirements. Such agreements may further specify the disclosure of beneficial owners and contain rules on the representation of shareholders and the voting rights. The percentage limit mentioned above also applies if shares are acquired by way of exercising subscription, advance subscription, option or conversion rights arising from shares or any other securities issued by the Company or any third party.¹

The setting and cancelling of the limitation on transferability in the Articles of Association require a resolution of the shareholders' meeting of the Company passed by at least two-thirds of the represented share votes and an absolute majority of the par value of represented shares.

2.7 Convertible bonds and warrants/options

As of December 31, 2024, the Company had no outstanding bonds or debt instruments convertible into, or option rights in, the Company's securities.

As of December 31, 2024, a total of 781,846 performance share units ("**PSUs**") and restricted share units ("**RSUs**") awards were outstanding. Each awarded PSU and RSU represents the contingent right to receive one share of the Company subject to fulfilment of pre-defined vesting conditions. The Group expects to settle its obligation under these plans and arrangements by using own shares (treasury shares) or, alternatively, by using shares issued from conditional share capital. If the PSUs and RSUs were fully vested and exclusively shares from conditional share capital were used, this would increase

the existing share capital by approximately 0.002%. Please refer to the **Compensation Report** → for further information pertaining to any PSUs and RSUs awarded as an element of executive compensation.

Furthermore, in 2020 the Group introduced an equity investment plan ("**EIP**") for a wider group of management in leadership positions, other key employees and talents, under which the participants may choose to invest in shares in the Company at market value. The number of employees invited to participate in the EIP is limited per year to 2% of the Group's employees. The amount a participant may invest per year is limited to the value of the annual short-term incentive target amount of such participant for the relevant year. The shares are blocked for three years. For each purchased share, the Group grants the participants two matching options to purchase another two shares at a pre-defined exercise price at the end of a three-year vesting period. The Group expects to settle its obligations under these plans and arrangements by using own shares (treasury shares) or, alternatively, by using shares issued from conditional share capital. If the options were fully vested and exclusively shares from conditional share capital were used, this would increase the existing share capital by approximately 0.001%. Please refer to note 30 of the consolidated financial statements for the year ended December 31, 2024 for additional information about the EIP options.

3 Board of Directors

3.1 Members of the Board of Directors

Art. 18 of the Articles of Association provides that the Board of Directors shall consist of a minimum of three members, including the chair of the Board ("**Chair**"). Currently, the Board consists of the following ten members:

Name	Nationality	Position	Since	Expires ²
Andreas Umbach	Swiss and German	Chair	2018	AGM 2025
Werner Bauer	Swiss and German	Member	2018	AGM 2025
Wah-Hui Chu	Chinese	Member	2018	AGM 2025
Thomas Dittrich	Swiss and German	Member	2024	AGM 2025
Mariel Hoch	Swiss and German	Member	2018	AGM 2025
Florence Jeantet	French	Member	2023	AGM 2025
Laurens Last	Dutch	Member	2022	AGM 2025
Abdallah al Obeikan	Saudi Arabian	Member	2021	AGM 2025
Martine Snels	Belgian	Member	2021	AGM 2025
Matthias Währen	Swiss	Member	2018	AGM 2025

1 For a comprehensive description of the limitations to transferability and nominee registration, refer to art. 7 of the Articles of Association.
2 All Board members are elected annually in accordance with Swiss corporate law and the Articles of Association.

At the annual general meeting of the Company ("**Annual General Meeting**" or "**AGM**") on April 23, 2024 ("**Annual General Meeting 2024**" or "**AGM 2024**"), all previous nine members of the Board were re-elected and one new member was elected, each for a one-year term of office.

All current members of the Board of Directors are non-executive directors. Abdallah al Obeikan served from 2000 to 2021 as CEO of the SIG Combibloc Obeikan joint venture companies, which became fully owned subsidiaries of the Company in February 2021. Laurens Last served from 2015 until 2022 as chair of Scholle IPN, which became a fully owned subsidiary of the Company in June 2022. All other members of the Board of Directors were not members of the management of the Company or a subsidiary of the Group in the three years preceding the year under review. The Board of Directors determines independence annually in accordance with the Company's independence criteria set forth in the Organizational Regulations. Pursuant to the Company's independence criteria and based on the last assessment performed before the AGM 2025, all members of the Board of Directors are deemed to be independent, except for Abdallah al Obeikan and Laurens Last.

Andreas Umbach is a Swiss and German citizen and has served as Chair since the Initial Public Offering on September 28, 2018 ("**IPO**"). Mr. Umbach has further served as chair of the board of directors of Landis+Gyr Group AG (SIX: LAND) (since 2017), as chair of the supervisory board of Techem Energy Services GmbH (since 2018) and as chair of the board of directors of Schurter Group (since 2023). Mr. Umbach previously served as chair of the board of directors of Rovensa SA (from 2020 to 2023) and as a member of the board of Ascom Holding AG (SIX: ASCN) (from 2010 to 2020 as member, from 2017 to 2019 as chair). He also served as president of the Zug Chamber of Commerce and Industry (from 2016 to 2024). In addition, Mr. Umbach served as a member of the board of directors of WWZ AG (from 2013 to 2020) and as a member of the board of directors of LichtBlick SE (from 2012 to 2016). Furthermore, Mr. Umbach was president and CEO/COO of Landis+Gyr AG (from 2002 to 2017). Prior to that, Mr. Umbach served as president of the Siemens Metering Division within the power transmission and distribution group and held other positions within Siemens. Mr. Umbach holds an MBA from the University of Texas, Austin, USA and an MSc in mechanical engineering (*Diplom-Ingenieur*) from the Technical University of Berlin, Germany.

Werner Bauer is a Swiss and German citizen and has served as a member of the Board of Directors since the IPO. From 2015 until the IPO, he served as an advisory member of the Board for the Company. Mr. Bauer has also served as vice chair of the board of directors of Bertelsmann SE & Co. KGaA (BTG4: FRA) (since 2012) and as chair of the board of trustees of the Bertelsmann Foundation (since 2011). Previously, Mr. Bauer served as member and vice chair of the board of directors of Givaudan SA (SIX: GIVN) (from 2014 to 2023). He further served as a member of the board of directors of Lonza Group AG (SIX: LONN) (from 2013 to 2022), as a member of the advisory board of SIG Combibloc Group (from 2015 to 2018) and as a member of the board of directors of GEA-Group AG (from 2011 to 2018). Prior to that, he served as chair of the board of directors of Nestlé Deutschland AG (from 2005 to 2017) as well as chair of the board of directors of Galderma Pharma SA (from 2011 to 2014). Additionally, Mr. Bauer was executive vice president and head of innovation, technology, research & development at Nestlé SA (SIX: NESN) (from 2007 to 2013), and prior to that he served as executive vice president and head of technical, production, environment, research & development for Nestlé SA and held other positions within Nestlé. Furthermore, Mr. Bauer served as chair of the board of directors of Sofinol S.A. (from 2006 to 2012), as a member of the board of directors of L'Oréal SA (XFRA: LOR) (from 2005 to 2012) and as a member of the board of Alcon Inc. (NYSE: ALC) (from 2002 to 2010). Mr. Bauer holds a diploma and a PhD in chemical engineering from the University of Erlangen-Nürnberg, Germany.

Wah-Hui Chu is a Chinese citizen and has served as a member of the Board of Directors since the IPO. From 2015 until the IPO, he served as an advisory member of the Board for the Company. He is also the founder and chair of iBridge TT International Limited (since 2018) and the founder of M&W Consultants Limited (since 2007). Previously, Mr. Chu served as a member of the board of directors of Mettler Toledo International (NYSE: MTD) (from 2007 to 2023) and as a member of the advisory board of SIG Combibloc Group (from 2015 to 2018). In addition, Mr. Chu served as CEO and as a member of the board of directors of Tingyi Asahi Beverages Holding (from 2013 to 2014) and as executive director and CEO of Next Media Limited (from 2008 to 2011). He also served as a member of the board of directors of Li Ning Company Limited (from 2007 to 2012) and as chair of PepsiCo Investment (China) Limited (from 1998 to 2007, and again from 2012 to 2013). Mr. Chu spent many years as an executive at PepsiCo, serving as non-executive chair of PepsiCo International's Asia region (in 2008) and as president of PepsiCo International – China beverages business unit (from 1998 to 2007). Mr. Chu holds a BSc in agronomy from the University of Minnesota, USA and an MBA from Roosevelt University, USA.

Thomas Dittrich is a Swiss and German citizen and has served as a member of the Board of Directors since April 2024. He currently holds the position of chief financial officer of Galderma Group AG (SIX: GALD) (since 2019). Mr. Dittrich has also served as a member of the board of the Förderverein des Instituts für Finanzdienstleistungen Zug (IFZ) at Lucerne University of Applied Sciences and Arts (since 2022). Prior to this, Mr. Dittrich served as chief financial officer and executive member of the board of directors of Shire plc (LON: SHP) (from 2018 to 2019). He also served as chief financial officer and member of the executive committee, as well as chief executive officer ad interim of Sulzer AG (SIX: SUN) (from 2014 to 2018). In addition, Mr. Dittrich served as vice president, finance corporate planning and chief accounting officer, of Amgen Inc. (NASDAQ: AMGN), and as chief financial officer of Amgen International (from 2006 to 2014). Mr. Dittrich further held various finance and general manager positions at Dell Technologies Inc (NYSE: DELL) (from 1998 to 2006). Mr. Dittrich holds an MSc in mechanical engineering and robotics from Munich Technical University, Germany and a Master's in finance, controlling and accounting from the University of St. Gallen, Switzerland.

Marcel Hoch is a Swiss and German citizen and has served as a member of the Board of Directors since the IPO. Ms. Hoch has been a partner at the Swiss law firm Bär & Karrer since 2012. She has further served as a member and vice chair of the board of directors of Comet Holding AG (SIX: COTN) (since 2016), where she also chairs the nomination and compensation committee. Furthermore, she has served as a member of the board of directors of Komax Holding AG (SIX: KOMN) (since 2019), where she also serves as a member of the audit committee, and has further served as a member of the board of directors of MEXAB AG (since 2014). Additionally, she has also served as a member of the foundation board of The Schörling Foundation (since 2013), as a member of the foundation board of the Irene M Staehelin Foundation (since 2020), as a member of the Law and Economics Foundation St. Gallen (since 2020), and as a member of the foundation board of the Orpheum Foundation (since 2023). Previously, Ms. Hoch served as a member of the board of directors of Adunic AG (from 2015 to 2018). Ms. Hoch also served as co-chair of the Zurich Committee of Human Rights Watch (from 2017 to 2021). Ms. Hoch was admitted to the Zurich bar in 2005 and holds a law degree and a PhD from the University of Zurich, Switzerland.

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Florence Jeantet is a French citizen and has served as a member of the Board of Directors since April 2023. She has further served as a member of the Association des Conseillers du Commerce Extérieure de la France (since 2013), where she has served in various functions including as chair of the Ethics Committee (*Comité d'Éthique*) (since 2021 as member, since 2024 as chair) and previously as chair of the national Dutch Committee (*Comité des Pays Bas*) (from 2017 to 2021). Ms. Jeantet has further served as a member of the board of directors of Mérieux NutriSciences (since 2024). Additionally, she has served as official representative (*chef d'exploitation*) of SCEA La Calmontaise (since 2023) and has acted as an independent advisor in the field of ESG/sustainability. Prior to that, Ms. Jeantet was with Danone SA (XPAR.: BN) (from 2004 to 2023), where she held various leadership positions including SVP-OP2B general manager, SVP Danone 2025 & health mission, chief growth officer, Danone worldwide business unit early life nutrition, vice president medical, quality and R&D, Danone early life nutrition, vice president, R&D, Danone baby nutrition, vice president, R&D, Danone waters division and ultimately senior vice president, chief sustainability officer. Before that, Ms. Jeantet held various leadership positions at Unilever NV (XAMS: UNAT) in France, the Netherlands, and Russia (from 1991 to 2004). Ms. Jeantet holds a Master's in food science and technology engineering from Polytech Montpellier, France. Ms. Jeantet further holds a Certificate d'Administrateur de Sociétés from Sciences Po-IFA, Paris, France, as well as a European Board Diploma from ecoDa/ICGN, France/UK. She also completed the Women on Boards Program at Harvard Business School, USA. She was further awarded the title of Knight of the Order of Merit in France.

Laurens Last is a Dutch citizen and has served as a member of the Board of Directors since April 2022. Mr. Last has also served as a member of the board of TSAL Family Office B.V. (since 2023), as a member of the board of Lorenzo Marine Ltd. (since 2023), and as a member of the board of Roque Marine Ltd. (since 2023). He previously served as a member of the board of Clean Holding B.V. (from 2019 to 2023), as a member of the board of TSAL Holding NV (from 2015 to 2023), and as a member of the board of Clean Cycle Investments BV (from 2021 to 2023). Furthermore, he founded and served as CEO of International Packaging Network (IPN) (from 1994 to 2014) and served as chair and member of the board of Scholle IPN (from 2014 to 2022). Before pursuing his entrepreneurial ventures, Mr. Last studied at HEAO Business School in the Netherlands.

Abdallah al Obeikan is a Saudi Arabian citizen and has served as a member of the Board of Directors since April 2021. Mr. al Obeikan has also served as a member of the board of directors of Arabian Shield Cooperative Insurance Company (TADAWUL: 8070) (since 2012) and as a member of the board of directors and CEO of the Obeikan Investment Group (OIG) (since 2000). In addition, Mr. al Obeikan has served as chair of Obeikan AGC Glass Company (TADAWUL: OBEIKAN GLASS) (since 2011), as chair of Riyadh Polytechnic Institute (since 2009), as member of the board of directors of National Water Company (since 2018), and as chairman of the Riyadh Chamber of Commerce (since 2024). Prior to that, Mr. al Obeikan served as member of the board of directors of Social Development Bank (from 2017 to 2022). Furthermore, he served as CEO of the SIG Combibloc Obeikan joint venture companies (from 2000 to 2021). Mr. al Obeikan holds a BSc in electrical engineering from King Saud University, Riyadh, K.S.A.

Martine Snels is a Belgian citizen and has served as a member of the Board of Directors since April 2021. Ms. Snels has also served as a member of the supervisory board of Prodrive Technologies (since 2023) and as a member of the board of directors of Electrolux Professional AB (XSTO: EPRO B) (since 2019). In addition, Ms. Snels is the founder and CEO of L'Advance BV (since 2020) and has served as a member of the advisory board (Beiratsmitglied) of Zentis Fruchtwelt GmbH & Co. KG (since 2021). Previously, Ms. Snels served as a member of the supervisory board of URUS Group LLC (from 2021 to 2023). She also served as a member of the supervisory board of VION Food Group NV (from 2020 to 2022) and as a member of the board of directors of Resilux NV (from 2019 to 2022). Prior to that, she served as a member of the executive board of GEA Group AG (from 2017 to 2020) and held various leadership roles at Royal Friesland Campina NV (from 2012 to 2017), including member of the executive board as C.O.O. Ingredients (from 2015 to 2017), Nutreco NV (from 2003 to 2012) and Kemira Industries (from 1996 to 2003). Ms. Snels holds an MSc in agricultural engineering from K.U. Leuven, Belgium.

Matthias Währen is a Swiss citizen and has served as a member of the Board of Directors since the IPO. Mr. Währen has further served as a member of the board of trustees of the HBM Foundation (since 2018). Prior to that, Mr. Währen served as a member of the board of directors of Bloom Biorenewables SA (from 2020 to 2024) and as a member of the board of trustees of the Givaudan Foundation (from 2013 to 2024). Mr. Währen further served as a member of the board of directors of Keto Swiss AG (from 2020 to 2023), as a member of the board of directors of ph. AG (from 2020 to 2023), and as a member of the regulatory board of SIX Swiss Exchange (from 2006 to 2017). Furthermore, he served as a member of the board of scienceindustries (from 2009 to 2017), as a member of the board of SwissHoldings (from 2015 to 2017) and as a member of the board of directors of various subsidiaries of Givaudan SA (XSWX: GIVN) (from 2005 to 2019). He also served as CFO and as a member of the executive committee of Givaudan SA (from 2005 to 2017). Prior to that, he served as the global head of finance and informatics of the Roche vitamin division and held a variety of other positions at Roche (XSWX:RO) (from 1983 to 2004), including vice president finance and informatics at Roche USA, Nutley, New Jersey, head of finance and information technology at Nippon Roche, Tokyo, Japan, and finance director of Roche Korea. Mr. Währen holds a Master's in economics from the University of Basel, Switzerland.

As of December 31, 2024, other than with respect to Laurens Last, there are no material business relationships of any Board member with the Company or with any subsidiary or joint venture company. With respect to Laurens Last, a contingent consideration may be payable to Clean Holding B.V., a company ultimately controlled by Laurens Last, in three annual installments of up to USD 100 million per year for the years ended December 31, 2023 and 2024 and the year ending December 31, 2025 as part of the consideration for the acquisition of Scholle IPN, contingent upon Scholle IPN outperforming the top end of SIG's mid-term growth guidance of 4–6% per year in the respective years. Any earn-out payments for growth rates ranging from 6–11.5% per year are subject to a pre-agreed ratchet structure. The Group has also entered into a transitional service agreement in relation to an entity controlled by Laurens Last that was not part of the acquisition of Scholle IPN.

The Company aims to have a well-balanced Board of Directors with individuals who bring a variety of perspectives, backgrounds, and skills, and who apply them to permit the Board of Directors to offer informed stewardship. The Board skill matrix below summarizes the current set of skills/traits grouped into 13 categories:

Board skill matrix

Qualifications and experience	Board member									
	Andreas Umbach	Werner Bauer	Wah-Hui Chu	Thomas Dittrich	Mariel Hoch	Florence Jeantet	Laurens Last	Abdallah al Obeikan	Martine Snels	Matthias Währen
Customer: fast moving consumer goods (FMCG)		●	●	○		●	○	●	●	○
Sector: packaging industry	○	●	●		○	●	●	●	●	○
Financial proficiency	●	○	○	●	○	○	○	●	○	●
Enterprise risk management	○	○	○	●	●	○	○	○	○	●
Leadership, incl. human capital development	●	●	●	●	○	●	●	●	●	○
Growth: strategy and business development / entrepreneurial	●	●	●	●	○	●	●	●	●	○
Technology and innovation management	●	●	○	○		●	●	●	●	
Operational excellence (incl. quality management, supply chain)	●	●	○	●		●	○	●	●	
Digitalisation, incl. cybersecurity	○	○	○	○		○		●	○	○
Environmental, social and governance (ESG)	○	○	○	○	○	●	○	○	○	○
International & global perspective	●	●	●	●	○	●	●	●	●	●
Mergers and acquisitions, integrations	●	○	○	●	●	○	●	○	○	○
Legal & regulatory affairs	○	○	○	○	●	○	○	○	○	○
Independence	▲	▲	▲	▲	▲	▲			▲	▲

● Expert/very experienced ○ Proficient/relevant experience ▲ Independent

3.2 Number of permissible activities

In the interest of good governance, art. 28 para. 1 of the Articles of Association limits the number of outside mandates of the members of our Board as follows:

- i. up to four mandates in listed firms; and
- ii. up to ten mandates in non-listed firms.¹

Such a mandate is deemed to be any activity in superior governing or administrative bodies of legal entities that are required to be registered in the commercial register or any comparable foreign register, other than the Company and any entity controlled by or controlling the Company. The Board of Directors shall ensure that such activities do not conflict with the exercise of their duties for the Group. Functions in various legal entities that are under joint control, or in entities in which this legal entity has a material interest, are counted as one function.

3.3 Election and term of office

The members of the Board of Directors are elected individually each year by the Annual General Meeting of the Company for a term of office of one year and can be re-elected. The Chair of the Board of Directors is also elected each year by the Annual General Meeting for a period of office of one year. There is no limit on the term in office. The initial election year of each Board member is shown in the table in section 3.1.

3.4 Internal organization – division of roles within the Board of Directors and working methods

The Board of Directors represents the Company vis-à-vis third parties and attends to all matters which have not been delegated to or reserved for another corporate body of the Company. The Chair convenes meetings of the Board of Directors as often as the Group's business requires, but at least four times a year. The Chair prepares the meetings, draws up the agenda, and chairs the meetings. Any member of the Board can ask for a meeting to be convened and for the inclusion of an item on the agenda. In order to pass resolutions, not less than a majority of the Board members must be attending the meeting. Except as required by mandatory law, the Board will adopt resolutions by a simple majority of the votes cast. In case of a tie, the Chair has no casting vote. Board resolutions may also be passed in writing by way of circular resolution, provided that no member of the Board of Directors requests oral deliberation (in writing, including by email) of the Chair or the secretary. Board resolutions by means of a written resolution require the affirmative vote of a majority of all the members of the Board.

4 Committees

The Board of Directors may delegate the preparation and execution of its decisions to Committees or to its individual members. The Board of Directors has appointed four standing Committees: the Audit and Risk Committee, the Compensation Committee, the Nomination and Governance Committee, and the Technology and Innovation Committee. For each of the Committees, the Board of Directors elects a chair from the members of the Board of Directors. The period of office of all Committee members is one year. Re-election is possible.

Subject to the provisions of the Articles of Association² and the Committee charters, the Audit and Risk Committee, the Compensation Committee, and the Technology and Innovation Committee shall generally comprise three or more members of the Board of Directors. The Nomination and Governance Committee shall generally comprise two or more members of the Board of Directors.

4.1 Compensation Committee

As required by Swiss law, the members of the Compensation Committee are elected each year by the Annual General Meeting. As of December 31, 2024, the members of the Compensation Committee were Werner Bauer (chair), Wah-Hui Chu and Matthias Währen.

Meetings of the Compensation Committee are held as often as required, but in any event at least three times a year, or as requested by any of its members.

The members of the Compensation Committee shall be non-executive and independent, and a majority of the members of the Compensation Committee, including its chair, should be experienced in the areas of succession planning and performance evaluation, as well as the compensation of members of boards of directors and executive management boards.

The Compensation Committee shall assist the Board in fulfilling its responsibilities relating to the compensation of the members of the Board of Directors and the Group Executive Board. The Compensation Committee's responsibilities include:

- issuance and review of the compensation policy and the performance criteria, and periodic review of the implementation and submission of suggestions and recommendations to the Board, including as regards compliance with applicable laws;
- preparation of the Board of Directors' proposals to the Annual General Meeting regarding the compensation of the Board of Directors and the Group Executive Board;
- review of the principles and design of compensation plans, long-term incentive and equity plans, pension arrangements and further benefits for the Group Executive Board, including review of the contractual terms of the members of the Group Executive Board and submission of adjustments to the Board of Directors for approval;
- for each performance period, preparation of the decisions for the Board of Directors regarding the compensation of the members of the Board of Directors and the Group Executive Board, including the breakdown of compensation elements (within the amount approved by the Annual General Meeting);
- submission of suggestions to the Board of Directors regarding the recipients of performance-related and/or long-term incentive compensation, and submission of suggestions to the Board of Directors regarding the definition of the annual or other targets for performance-related and/or long-term incentive compensation; and
- review of the Compensation Report and submission to the Board of Directors for approval.

The Board of Directors may entrust the Compensation Committee with additional duties in related matters. The Compensation Committee is required to report its activities to the Board of Directors on a regular basis and to make recommendations and propose appropriate measures to the Board of Directors.³

¹ Pursuant to art. 727 para. 1 number 1 CO.

² <https://www.sig.biz/investors/en/governance/articles-of-association>

³ The organisation and responsibilities of the Compensation Committee are stipulated in the Articles of Association (art. 21).

4.2 Audit and Risk Committee

The members and the chair of the Audit and Risk Committee are appointed by the Board of Directors. As of December 31, 2024, the members of the Audit and Risk Committee were Matthias Währen (chair), Thomas Dittrich, Mariel Hoch, Florence Jeantet and Martine Snels.

Meetings of the Audit and Risk Committee are held as often as required, but in any event at least four times a year, or as requested by any of its members.

The members of the Audit and Risk Committee shall be non-executive and independent, and a majority of the members of the Audit and Risk Committee, including its chair, must be experienced in financial and accounting matters.

The Audit and Risk Committee: (i) assists the Board in fulfilling its supervisory responsibilities with respect to (a) the integrity of the Company's financial statements and financial reporting process, (b) the Company's compliance with legal, regulatory and compliance requirements, (c) the system of internal controls, and (d) the audit process; (ii) monitors the performance of the Company's internal auditors and the performance, qualification and independence of the Company's independent auditors; and (iii) considers the proper assessment and professional management of risks by supervising the Company's risk management system and processes.

The responsibilities of the Audit and Risk Committee include, in particular, reviewing and discussing with the CFO and, both together with the CFO and separately, with the auditors the Company's annual and semi-annual and quarterly (if quarterly financial statements are prepared) financial statements and reports intended for publication, as well as any other financial statements intended for publication. The Audit and Risk Committee also recommends the annual financial statements for approval by the Board of Directors for submission to the Annual General Meeting, recommends the semi-annual financial statements for approval by the Board of Directors and approves quarterly (if quarterly financial statements are prepared) financial statements for publication. In addition, the Audit and Risk Committee discusses with the CFO and the auditors significant financial reporting issues and judgments made in connection with the preparation of the Company's financial statements, including any significant changes in the Company's accounting policies, the selection and disclosure of significant accounting estimates, and the effect of alternative assumptions, estimates or accounting policies on the Company's financial statements.

The Audit and Risk Committee also reviews and discusses with management and, to the extent applicable and relevant, with the Group's assurance providers, the Group's sustainability reports. In this context, it also recommends the sustainability reports for approval by the Board of Directors and, with respect to the statutory non-financial matter reporting pursuant to art. 964a et seq. CO, for submission to the Annual General Meeting for approval by the Company's shareholders.

In connection with the risk management of the Company, the Audit and Risk Committee discusses with the CFO and, if appropriate, the Group General Counsel any legal matters (including the status of pending or threatened litigation) that may have a material impact on the Company's business or financial statements and any material reports or inquiries from regulatory or governmental agencies that could materially impact the Company's business or contingent liabilities and risks. Its members periodically review the Company's policies and procedures designed to secure compliance with laws, regulations, and internal rules regarding insider information, confidentiality, bribery and corruption, sanctions, and adherence to ethical standards, and assess the effectiveness thereof. The Audit and Risk Committee obtains and reviews reports submitted at least annually by the Group General Counsel and any other persons the committee has designated as being responsible for assuring the Company's

compliance with laws and regulations. In this context, it informs the Board at least annually about the most significant risks for the Company and the Group, and how such risks are managed or mitigated.

The Board of Directors may entrust the Audit and Risk Committee with additional duties in financial matters. In discharging its responsibilities, the Audit and Risk Committee has unrestricted and direct access to all relevant information in relation to the Company and the Group. The Audit and Risk Committee ensures that it is informed by the independent auditors on a regular basis. The Audit and Risk Committee is required to report its activities to the Board of Directors on a regular basis and to make recommendations and propose appropriate measures to the Board of Directors.

4.3 Nomination and Governance Committee

The members and the chair of the Nomination and Governance Committee are appointed by the Board of Directors. As of December 31, 2024, the members were Mariel Hoch (chair), Werner Bauer, Florence Jeantet, and Martine Snels.

Meetings of the Nomination and Governance Committee are held as often as required, but in any event at least two times a year, or as requested by any of its members.

The majority of the members of the Nomination and Governance Committee shall be non-executive, and a majority of the members of the Nomination and Governance Committee, including its chair, must be experienced in nomination of members of boards of directors and executive management boards and in corporate governance matters.

The Nomination and Governance Committee assists the Board of Directors in fulfilling its responsibilities and discharging the Board's responsibility to (i) establish and maintain a process relating to nomination of the members of the Board and the Group Executive Board, and (ii) establish sound practices in corporate governance across the Group. Its responsibilities include assisting the Board in identifying individuals who are qualified to become members of the Board or qualified to become CEO when vacancies arise and, in consultation with the CEO, members of the Group Executive Board. Furthermore, the Nomination and Governance Committee reviews the performance of each current member of the Board of Directors, the CEO and each of the other members of the Group Executive Board. It also provides recommendations to the Board of Directors as to how the Board's performance can be improved.

The Nomination and Governance Committee also develops and makes recommendations to the Board of Directors regarding corporate governance matters and practices, including the effectiveness of the Board of Directors, its Committees, and individual directors. It also oversees the Company's strategy and governance in relation to corporate responsibility for environmental, social, and governance (ESG) matters, in particular regarding key issues that may affect the Company's business and reputation. In doing so, the Nomination and Governance Committee may consult with the Responsibility Advisory Group, which consists of external ESG experts and was established to support the Group Executive Board with the development of SIG's Way Beyond Good approach by providing an external perspective.

The Board of Directors may entrust the Nomination and Governance Committee with additional duties in related matters. The Nomination and Governance Committee is required to report its activities to the Board of Directors on a regular basis and to make recommendations and propose appropriate measures to the Board of Directors.

4.4 Technology and Innovation Committee

The Technology and Innovation Committee was established on April 23, 2024, following the AGM 2024. The members and the chair of the Technology and Innovation Committee are appointed by the Board of Directors. As of December 31, 2024, the members of the Technology and Innovation Committee were Abdallah al Obeikan (chair), Werner Bauer, Florence Jeantet, Laurens Last and Martine Snels.

Meetings of the Technology and Innovation Committee are held as often as required, but in any event at least twice a year, or as requested by any of its members.

The majority of the members of the Technology and Innovation Committee shall be non-executive and independent, and the members must possess the necessary knowledge, experience, and time to effectively fulfill the Technology and Innovation Committee's responsibilities.

While the decision-making power remains with the Board, the Technology and Innovation Committee assists the Board of Directors in overseeing the Company's strategy and performance with respect to technology and innovation. Its responsibilities include (i) providing strategic guidance on the Group's technology, digital and innovation initiatives, (ii) monitoring innovative technology projects within the Group's market environment that could represent significant long-term business opportunities, and (iii) encouraging the implementation of the established strategy of the Group regarding technological development by supporting management in driving innovation projects both within and outside of the Group. Additionally, the Technology and Innovation Committee advises the Board on emerging trends, opportunities, and challenges in the fields of technology and innovation relevant to the Group's business and stakeholders. The Technology and Innovation Committee further ensures that the Group leverages its technological capabilities to create sustainable value for shareholders and other stakeholders.

The Technology and Innovation Committee is required to report its activities to the Board of Directors regularly, providing recommendations and proposing appropriate measures to support the Company's technology and innovation strategy.

5 Frequency of meetings of the Board of Directors and its Committees

The Chair convenes meetings of the Board of Directors as often as the Group’s business requires, but at least four times a year, and whenever a member of the Board or the CEO requests a meeting of the Board indicating the reasons for such meeting in writing.

The Board of Directors usually convenes four full-day ordinary meetings as well as an annual two day joint strategy meeting with the Group Executive Board. The task at these meetings is to analyze the positioning of the Group in the light of the current macroeconomic and competitive environment, and to review and, if necessary, redefine the strategic orientation.

In the period under review, the Board held seven ordinary meetings, of which (i) six were in-person meetings, including one strategy meeting lasting two full days, and (ii) one was a virtual meeting. In addition, the Board held four extraordinary virtual meetings. All Board members participated in all Board meetings except one Board member missing one Board meeting, resulting in an attendance rate of 99.06% in the period under review. Furthermore, the Board held one mandatory regulatory compliance training session. Attendance at the Board meetings in 2024 can be summarized as follows:

Meetings of the Board of Directors, January 1, 2024 to December 31, 2024

Dates	Feb 15, 2024	Feb 22, 2024	Apr 22, 2024	Apr 23, 2024	May 21/22, 2024	Jun 26, 2024	Jul 25, 2024	Aug 30, 2024	Sept 10/11, 2024	Oct 21, 2024	Dec 11, 2024
Andreas Umbach	●	●	●	●	●	●	●	●	●	●	●
Werner Bauer	●	●	●	●	●	●	●	●	●	●	●
Wah-Hui Chu	●	●	●	●	●	●	●	●	●	●	●
Thomas Dittrich	n/a ¹	n/a ¹	n/a ¹	excused	●	●	●	●	●	●	●
Mariel Hoch	●	●	●	●	●	●	●	●	●	●	●
Florence Jeantet	●	●	●	●	●	●	●	●	●	●	●
Laurens Last	●	●	●	●	●	●	●	n/a ²	●	●	●
Abdallah al Obeikan	●	●	●	●	●	●	●	●	●	●	●
Martine Snels	●	●	●	●	●	●	●	●	●	●	●
Matthias Währen	●	●	●	●	●	●	●	●	●	●	●

1 Thomas Dittrich was elected at the AGM 2024.
2 Not in attendance due to conflict of interest.

For the period under review, the Compensation Committee held five ordinary meetings with an average duration of approximately three hours, of which three were in-person meetings and two were virtual meetings. Furthermore, the Compensation Committee held two extraordinary virtual meetings with an average duration of approximately one hour. All Compensation Committee members participated in all meetings, except one Compensation Committee member missing one Compensation Committee meeting, resulting in an attendance rate of 95.65%.

Meetings of the Compensation Committee, January 1, 2024 to December 31, 2024

Dates	Jan 25, 2024	Feb 21, 2024	Jun 21, 2024	Aug 13, 2024	Aug 18, 2024	Sept 09, 2024	Dec 10, 2024
Werner Bauer	n/a ¹	n/a ¹	●	●	●	●	●
Wah-Hui Chu	●	●	excused	●	●	●	●
Mariel Hoch	●	●	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²
Matthias Währen	●	●	●	●	●	●	●

The Nomination and Governance Committee held three ordinary meetings with an average duration of approximately three hours, all of which were in-person meetings. Furthermore, the Nomination and Governance Committee held 19 extraordinary meetings with an average duration of approximately one hour, all of which were virtual meetings. The Nomination and Governance Committee meetings had an attendance rate of 98.86%.

Meetings of the Nomination and Governance Committee, January 1, 2024 to December 31, 2024

Dates	Feb 20, 2024	Feb 27, 2024	May 16, 2024	Jun 25, 2024	Jul 16, 2024	Jul 26, 2024	Aug 02, 2024	Aug 09, 2024	Aug 13, 2024	Aug 18, 2024	Aug 29, 2024
Werner Bauer	●	●	●	●	●	●	●	●	●	●	●
Wah-Hui Chu	●	●	n/a ³	n/a ³	n/a ³	n/a ³	n/a ³	n/a ³	n/a ³	n/a ³	n/a ³
Mariel Hoch	n/a ⁴	n/a ⁴	●	●	●	●	●	●	●	●	●
Florence Jeantet	n/a ⁵	n/a ⁵	●	●	●	●	●	●	●	●	●
Martine Snels	●	●	●	●	●	●	●	●	●	●	●
Andreas Umbach	●	●	n/a ⁶	n/a ⁶	n/a ⁶	n/a ⁶	n/a ⁶	n/a ⁶	n/a ⁶	n/a ⁶	n/a ⁶

1 Werner Bauer served as member since the AGM 2024.
2 Mariel Hoch served as member until the AGM 2024.
3 Wah-Hui Chu served as member until the AGM 2024.
4 Mariel Hoch served as member since the AGM 2024.
5 Florence Jeantet served as member since the AGM 2024.
6 Andreas Umbach served as member until the AGM 2024.

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Meetings of the Nomination and Governance Committee, January 1, 2024 to December 31, 2024 – continued

Dates	Sep 02, 2024	Sep 03, 2024	Sep 11, 2024	Sep 27, 2024	Oct 11, 2024	Oct 20, 2024	Nov 19, 2024	Nov 25, 2024	Dec 04, 2024	Dec 09, 2024	Dec 20, 2024
Werner Bauer	●	●	●	●	●	●	●	●	●	●	●
Wah-Hui Chu	n/a ¹	n/a ¹	n/a ¹	n/a ¹	n/a ¹	n/a ¹	n/a ¹	n/a ¹	n/a ¹	n/a ¹	n/a ¹
Mariel Hoch	●	●	●	●	●	●	●	●	●	●	●
Florence Jeantet	●	●	●	●	●	●	●	●	●	●	●
Martine Snels	●	●	●	excused	●	●	●	●	●	●	●
Andreas Umbach	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²

The Audit and Risk Committee held five ordinary meetings with an average duration of approximately three hours, of which three were in-person meetings and two were virtual meetings. Furthermore, the Audit and Risk Committee held one extraordinary virtual meeting with a duration of approximately three hours. All Audit and Risk Committee members participated in all meetings, resulting in an attendance rate of 100%. The five ordinary meetings of the Audit and Risk Committee were partially attended by the external auditors.

Meetings of the Audit and Risk Committee, January 1, 2024 to December 31, 2024

Dates	Feb 21, 2024	Apr 26, 2024	Jul 24, 2024	Oct 24, 2024	Nov 26, 2024	Dec 10, 2024
Werner Bauer	●	n/a ³	n/a ³	n/a ³	n/a ³	n/a ³
Thomas Dittrich	n/a ⁴	●	●	●	●	●
Mariel Hoch	●	●	●	●	●	●
Florence Jeantet	n/a ⁵	●	●	●	●	●
Martine Snels	●	●	●	●	●	●
Matthias Währen	●	●	●	●	●	●

¹ Wah-Hui Chu served as member until the AGM 2024.

² Andreas Umbach served as member until the AGM 2024.

³ Werner Bauer served as member until the AGM 2024.

⁴ Thomas Dittrich served as member since the AGM 2024.

⁵ Florence Jeantet served as member since the AGM 2024.

The Technology and Innovation Committee held two ordinary meetings with an average duration of approximately four hours, both of which were in-person meetings. The Technology and Innovation Committee held no extraordinary meetings. All Technology and Innovation Committee members participated in all meetings, resulting in an attendance rate of 100%.

Meetings of the Technology and Innovation Committee,
January 1, 2024 to December 31, 2024

Dates	May 24, 2024	Dec 12, 2024
Werner Bauer	●	●
Florence Jeantet	●	●
Laurens Last	●	●
Abdallah al Obeikan	●	●
Martine Snels	●	●

With the exception of certain directors-only sessions, the Board meetings were usually attended by the CEO and other members of the Group Executive Board and other representatives of senior management. Some meetings of the Board of Directors were partially attended by external advisers. Meetings of the Audit and Risk Committee were attended by the CEO, the CFO and the Group General Counsel & Chief Compliance Officer. Meetings of the Compensation Committee were regularly attended by an external adviser to the Compensation Committee, the CEO, the Chief People & Culture Officer, the Group's Global Compensation and Benefits Manager and the Company Secretary. The Nomination and Governance Committee meetings were regularly attended by the CEO and by the Company Secretary. Meetings of the Technology and Innovation Committee were attended by the CEO, the CTO and other representatives of senior management.

6 Areas of responsibility

The Board, acting collectively, has the ultimate responsibility for the conduct of business of the Company and for delivering sustainable shareholder and stakeholder value. The Board sets the Company's strategic aims, ensures that the necessary financial and human resources are in place to meet the Company's objectives, and supervises and controls the management of the Company. Further, the Board monitors progress of previously defined strategic initiatives and priorities. In addition, the Board is also responsible for maintaining a corporate culture with high ethical standards which emphasizes the integrity of the Group and its employees. It may take decisions on all matters that are not expressly reserved to the shareholders' meeting or to another corporate body by law, by the Articles of Association or by the Organizational Regulations. The Board's non-transferable and irrevocable duties, as set out in the CO and art. 19 para. 4 of the Articles of Association, include:¹

- the supreme managerial responsibility for the Company and for issuing the necessary directives;
- determining the Company organization;
- the overall structure of the accounting system, financial control and financial planning;
- the appointment and dismissal of those persons responsible for the conduct of business and for representing the Company, the regulation of signatory authorities and the determination of their other authorities;
- the supervision of those persons responsible for the conduct of business, especially in terms of their compliance with the law, with the Articles of Association and with regulations and directives;
- the production of the Annual Report and of the Compensation Report, and the preparation of the General Meeting and the implementation of its resolutions;
- all decisions relating to the subsequent paying-in of non-fully-paid-up shares;
- all decisions relating to capital increases and the consequent amendments to the Articles of Association;
- filing an application for a debt restructuring moratorium and notifying the court in the event that the Company is overindebted;
- all other non-transferable and inalienable responsibilities attributed to the Board of Directors by law or these Articles of Association.

In addition, Swiss law and the Organizational Regulations reserve to the Board the following powers, among others:

- to determine the overall business strategy, taking into account the information, proposals, and alternatives presented by the CEO;
- to set financial objectives and approve, via the budget and financial planning process, the necessary means to achieve these objectives, including approving a capital allocation framework;
- to decide on the Group entering into substantial new business areas or exiting from a substantial existing business area, insofar as this is not covered by the current approved strategic framework;
- to appoint and remove the CEO and the other members of the Group Executive Board;
- to set the risk profile and the risk capacities of the Group; and
- to approve all matters and business decisions where such decisions exceed the authority delegated by the Board to its Committees, the CEO, or the Group Executive Board.

The Board of Directors has delegated the operational management of the Company and the Group to the Group Executive Board headed by the CEO, subject to the duties and powers reserved to the Board by Swiss law, the Articles of Association, and the Organizational Regulations. The Group Executive Board is responsible for implementing and achieving the Company's corporate objectives, and for the management and control of all Group companies.² The Group Executive Board is directly supervised by the Board of Directors and its Committees.

Pursuant to the Organizational Regulations, the CEO is appointed by the Board of Directors on recommendation of the Nomination and Governance Committee and may be removed by the Board of Directors. The other members of the Group Executive Board are appointed by the Board of Directors on the recommendation of the Nomination and Governance Committee in consultation with the CEO and may be removed by the Board of Directors.

7 Information and control instruments vis-à-vis the Group Executive Board

The Board of Directors supervises the Group Executive Board and uses reporting and controlling processes to monitor its operating methods. At each of its meetings, the Board of Directors is informed by the CEO, or by another member of the Group Executive Board, of the current business and significant events. At these meetings, members of the Board of Directors may ask other members of the Board of Directors or the CEO to provide information about the Group that they require in order to carry out their duties. The Chair has regular interaction with the CEO between Board meetings. The course of business and all major issues of corporate relevance are discussed at least once a month. Executive management provides monthly reports to the Board regarding the financial and operational performance of the business. All members of the Board of Directors are notified immediately of any exceptional occurrences.

The Head of Internal Audit, the General Counsel and auditing bodies assist the Board of Directors in carrying out its controlling and supervisory duties. In addition, the Committees monitor the performance of the Group Executive Board. The scope of this remit is agreed with the Board of Directors.

The Committees regularly receive information in the form of Group reports relevant to their needs. These reports are typically discussed in depth at regular meetings of the Committees involved. The Group Executive Board defines and evaluates the Group's most significant risks based on a coordinated and consistent approach to risk management and control. Based on a list of the most important risks, the Group Executive Board establishes a list of measures to prevent and mitigate potential loss and damage. The list is presented to the Audit and Risk Committee at least annually. After review and discussion, the Audit and Risk Committee informs the Board of Directors, which directs the Group Executive Board to ensure that the measures are put into practice.

In addition, the Board of Directors is supported by Internal Audit. The Audit and Risk Committee reviews and discusses with the Head of Internal Audit material matters arising in internal audit reports provided to the Audit and Risk Committee. Internal Audit has an unrestricted right to demand information and examine the records of all Group companies and departments. In addition, after consultation with the Audit and Risk Committee, the Group Executive Board may ask Internal Audit to carry out special investigations above and beyond its usual remit. The Head of Internal Audit submits a report to the Audit and Risk Committee at least annually. The Audit and Risk Committee is responsible for reviewing and discussing such reports, the internal audit plan for the Company and budgeted resources for Internal Audit.

¹ A detailed description of these responsibilities and duties of the Board of Directors, its Committees, and the Group Executive Board can be found in the Articles of Association (<https://www.sig.biz/investors/en/governance/articles-of-association>) and the Organizational Regulations (<https://www.sig.biz/investors/en/governance/organizational-regulations>).

² The Group Executive Board exercises those duties which the Board of Directors has delegated to the management in accordance with the Company's Organizational Regulations and Swiss law.

SIG Group has risk management systems in place at all its Group companies. Potential risks are reviewed periodically and significant risks to which the Company is exposed are identified and assessed for probability of occurrence and impact. Action to manage and contain these risks is approved by the Board of Directors.

8 Group Executive Board

8.1 Members of the Group Executive Board

The Group Executive Board is headed by the CEO and comprises nine members, specifically the CEO, the CFO, the CTO, the CSO, the CMO, the President and General Manager Europe, the President and General Manager Asia Pacific, the President and General Manager Americas and the President and General Manager IMEA.

On October 2, 2024, the Company announced the appointment of Fabio Grazioli as CSO and a member of the Group Executive Board, effective November 15, 2024. Since the departure of former CSO Ian Wood, effective as of December 31, 2023, Henrik Wagner, Vice President Global Sourcing & Procurement, and Rodrigo Steinvorth, Vice President Global Production & CIS, had co-led the CSO function *ad interim*.

The Group Executive Board comprised the following members on December 31, 2024:

Name	Nationality	Position
Samuel Sigrist	Swiss	CEO
Ann-Kristin Erkens	German	CFO
Fabio Grazioli	Italian	CSO
Gavin Steiner	Swiss and South African	CTO
Christoph Wegener	German	CMO
Abdelghany Eladib	Egyptian	President and General Manager IMEA
Angela Lu	Singaporean	President and General Manager Asia Pacific
José Matthijsse	Dutch	President and General Manager Europe
Ricardo Rodriguez	Brazilian and Spanish	President and General Manager Americas

The biographies on the following pages provide information about the Group Executive Board members in office on December 31, 2024.

Samuel Sigrist is a Swiss citizen and has served as CEO since 2021. Prior to that, he served as CFO of the Company (from 2017 to 2021). Mr. Sigrist joined the Company in 2005 and held various roles in finance and corporate developments, including Director of Group Controlling and Reporting, Head of Finance/CFO of Europe, and Head of Group Projects. He also served as the Company’s President and General Manager Europe (from 2013 to 2017). Prior to joining the Company, Mr. Sigrist worked as a consultant. Mr. Sigrist holds a Bachelor’s in business administration from the Zurich University of Applied Sciences, Switzerland, an MBA from the University of Toronto, Canada, and a Global Executive MBA from the University of St. Gallen, Switzerland.

Ann-Kristin Erkens is a German citizen and joined SIG in November 2023 as CFO. She has also served as a member of the supervisory board of Schott Pharma AG & Co KGaA (since 2023). Prior to that, Ms. Erkens spent 21 years at Henkel AG & Co KGaA (from 2002 to 2023), where she held various roles. In addition to her role as financial director of adhesives technologies, she was responsible for global operations and supply chain adhesive technologies with more than 100 factories worldwide (from 2019 to 2023, and for the Europe region as of 2023). Prior to that, she served as financial commercial director for the packaging adhesives business for the India, Middle East, and Africa region. Within the broader Henkel Group, she previously served as corporate director of group strategy. Ms. Erkens holds a degree in business management and industrial engineering from the University of Applied Sciences, Wedel, Germany, and an MSc in operations management from the University of Buckingham, UK.

Fabio Grazioli is an Italian citizen and joined SIG in November 2024 as CSO. Prior to joining the Company, Mr. Grazioli served as vice president supply chain, procurement, E2E cost leadership and CTO – EMEA at Haier Group (from 2022 to 2024). Before that, he gained over a decade of experience in the home appliances sector, having held various senior leadership roles at BSH Home Appliances (Bosch) (from 2018 to 2022) and at Whirlpool (from 2012 to 2018). Before that, Mr. Grazioli gained experience at Otis Elevator (from 2004 to 2012) and at SC Johnson (from 2002 to 2004). Mr. Grazioli holds a degree in management and production engineering from Politecnico di Milano, Italy.

Gavin Steiner is a Swiss and South African citizen and joined SIG in 2023 as CTO. Prior to joining the Company, Mr. Steiner spent 28 years at Nestlé, where he served as vice president global R&D packaging and technology (from 2018 to 2023). Before that, he served as operations and technical director for the Eastern Southern Africa region, global confectionary R&D manager and operations director for South Korea. Mr. Steiner has many years of international experience in senior R&D, production and innovation roles covering a wide range of food quality and safety systems. Mr. Steiner holds a BSc in microbiology and biochemistry from the University of Natal, South Africa, and an Executive MBA from IMD Lausanne, Switzerland.

Christoph Wegener is a German citizen and has served as Chief Markets Officer since 2023. Before his current role, he held various other positions within SIG, including Senior Vice President Commercial (from 2022 to 2023), Chief Markets Officer Middle East and Africa (from 2018 to 2021), and Head of Global Sales and Business Development (from 2015 to 2018). Prior to joining the Company, Mr. Wegener worked as principal at The Boston Consulting Group, Germany (from 2007 to 2015). Mr. Wegener holds a BSc in business informatics from the University of Rostock, Germany, and a Master’s in business administration from the University of Oxford, UK.

Abdelghany Eladib is an Egyptian citizen and has served as President and General Manager IMEA since 2023. Before his current role, he held various other positions within SIG, including President and General Manager Middle East and Africa (from 2021 to 2023) and Chief Operating Officer in the SIG Combibloc Obeikan joint venture companies (from 2017 to 2021). Prior to joining the Company, Mr. Eladib held various positions at Procter & Gamble (from 1992 to 2006) and gained experience at other leading FMCG companies in the region. He holds a BSc in mechanical engineering and an MBA from ESLSCA university, Egypt, as well as various degrees in digital transformation from MIT, USA, and a diploma in strategic management from the Jack Welch Institute, USA.

Angela Lu is a Singaporean citizen and has served as President and General Manager Asia Pacific since 2023. Ms. Lu previously served as President and General Manager Asia-Pacific South at SIG (from 2022 to 2023). Prior to joining the Company, Ms. Lu served as group chief growth officer at Yeo Hiap Seng (from 2020 to 2021). She further spent more than ten years at Nestlé, where she held various leadership positions in Switzerland and several Asia Pacific key markets, including Singapore, Thailand, China, and Australia (from 2007 to 2011, and again from 2014 to 2020). Ms. Lu also gained experience in leading multinational FMCG companies, including The Coca-Cola Company (from 2011 to 2014), Fonterra (from 2006 to 2007), and Gillette (from 1999 to 2005). Ms. Lu holds a Bachelor's in industrial management engineering (marketing) from Tongji University, China, and an MBA from Nanyang Technological University, Singapore.

José Matthijsse is a Dutch citizen and has held the position of President and General Manager Europe since 2021. Prior to joining the Company, Ms. Matthijsse gained considerable experience in the food and beverage industry, having held senior and general management positions at FrieslandCampina (from 2018 to 2021) and Heineken (from 2003 to 2018) in a number of countries in Europe, the Americas and Africa. Ms. Matthijsse holds a Master's in food science technology from Wageningen Agricultural University, the Netherlands.

Ricardo Rodriguez is a Brazilian and Spanish citizen and has served as President and General Manager Americas since 2015. Mr. Rodriguez joined SIG in 2003 and previously served as Director and General Manager, South America, and Technical Service Director, South America. Prior to joining the Company, Mr. Rodriguez held several roles at Tetra Pak (from 2001 to 2003), including general manager of the Belo Horizonte branch, key account manager and technical service manager. He holds a BSc in aeronautical/mechanical engineering from the Technological Institute of Aeronautics, Brazil, and an MBA from the Getúlio Vargas Foundation, Brazil. Furthermore, Mr. Rodriguez graduated from a specialist business management course at IMD Lausanne, Switzerland.

8.2 Number of permissible activities

In the interest of good governance, art. 28 para. 2 of the Articles of Association limits the number of outside mandates of the members of the Group Executive Board as follows:

- i. one mandate in listed firms;¹ and
- ii. up to five mandates in non-listed firms.

Such a mandate is deemed to be any activity in senior governing or administrative bodies of legal entities that are required to register in the commercial register or any comparable foreign register, other than the Company and any entity controlled by or controlling the Company. The Board of Directors shall ensure that such activities do not conflict with the exercise of their duties for the Group. Functions in various legal entities that are under joint control, or in entities in which this legal entity has a material interest, are counted as one function.

8.3 Management contracts

The Company has not entered into any management contracts with persons outside the Group for the delegation of executive management tasks.

9 Compensation, shareholdings, and loans

All details of compensation, shareholdings and loans are listed in the [Compensation Report](#) →.

10 Shareholders' rights of participation

10.1 Restrictions of voting rights and representation

Each share that is entered in the share register entitles the shareholder to one vote. The voting rights may be exercised only after a shareholder has been registered in the Company's share register as a shareholder with voting rights up to a specific qualifying day (record date) designated by the Board of Directors. On application, persons acquiring shares are entered in the share register as shareholders with voting rights without limitations, provided they expressly declare that they have acquired the shares in their own name and for their own account and that they comply with the disclosure requirement stipulated by the FMIA. Entry in the share register of registered shares with voting rights is subject to the approval of the Company.

Entry may be refused based on the grounds set forth in art. 7 paras. 3, 4, 5 and 6 of the Articles of Association. The respective rules have been described in Section 2.6 "Limitations on transferability and nominee registrations" of this Corporate Governance Report. If the Company does not refuse to register the applicant acquirer as a shareholder with voting rights within 20 calendar days on receipt of the application, the acquirer is deemed to be a shareholder with voting rights. Acquirers who are not eligible for registration are entered in the share register as shareholders without voting rights. The corresponding shares are considered as not represented at the shareholders' meeting. A revocation of the statutory restrictions of voting rights requires the approval of a simple majority of votes cast, regardless of the number of shareholders present or shares represented. Abstentions and invalid votes do not count as votes cast.

The rights of shareholders to participate in shareholders' meetings comply with legal requirements and the Articles of Association (<https://www.sig.biz/investors/en/governance/articles-of-association>). Every shareholder may personally participate in the shareholders' meetings and cast their vote(s), or be represented by a proxy appointed in writing, who need not be a shareholder, or be represented by the independent proxy. Shareholders may issue their power of attorney and instructions to the independent proxy by post or electronically. The independent proxy is obligated to exercise the voting rights that are delegated to them by shareholders according to their instructions. Should they have received no instructions, they shall abstain from voting.

On an annual basis, the Annual General Meeting elects the independent proxy with the right of substitution. Their term of office terminates at the conclusion of the next Annual General Meeting. Re-election is possible. Should the Company have no independent proxy, the Board of Directors shall appoint an independent proxy for the next Annual General Meeting.

¹ Pursuant to art. 727 para. 1 number 1 CO.

10.2 Quorum requirements

Unless a qualified majority is stipulated by law or the Articles of Association, the Annual General Meeting makes its decisions based on the relative majority of valid votes cast, regardless of the number of shareholders present or shares represented. Resolutions require the approval of a simple majority of votes represented.

10.3 Convening the Annual General Meeting

The Annual General Meeting is convened by the Board of Directors or, if necessary, by the Company's independent auditors. Extraordinary shareholders' meetings may be held when deemed necessary by the Board of Directors or the Company's auditors. Liquidators may also call a shareholders' meeting. Furthermore, extraordinary shareholders' meetings must be convened if resolved at a shareholders' meeting or upon written request by one or more shareholder(s) representing in aggregate at least 5% of the Company's share capital or votes.

Shareholders' meetings are convened by publication in the Swiss Official Gazette of Commerce (*Schweizerisches Handelsamtsblatt*) at least 20 days prior to the date of the meeting. Such publication and letters of invitation must indicate the date, time and venue of the meeting, the items on the agenda, and the wording of any motions proposed by the Board of Directors or by shareholders who have requested the convening of a shareholders' meeting or the inclusion of an item on the meeting's agenda.

10.4 Inclusion of agenda items

The Board of Directors is responsible for specifying the agenda. Registered shareholders with voting rights individually or jointly representing at least 0.5% of the Company's share capital or votes may request that an item be placed on the agenda of a shareholders' meeting of the Company, provided they submit details thereof to the Company in writing at least 45 calendar days in advance of the shareholders' meeting concerned. If an explanatory statement is to be included in the notice of meeting, it must be submitted within the same period and be brief, clear and concise.

10.5 Registration in the share register

Only shareholders who are registered in the share register as shareholders with voting rights on a specific qualifying day (record date) designated by the Board of Directors are entitled to attend a shareholders' meeting and to exercise their voting rights. In the absence of a record date designated by the Board of Directors, the record date shall be ten days prior to the shareholders' meeting.

11 Change of control and defense measures

11.1 Duty to make an offer

The Company does not have a provision on opting out or opting up in its Articles of Association. Thus, the provisions regarding the legally prescribed threshold of 33¹/₃% of the voting rights for making a public takeover offer set out in art. 135 para. 1 FMIA are applicable.

11.2 Change of control clauses

There are no change of control provisions in favor of any member of the Board of Directors and/or the Group Executive Board and/or other management personnel. However, in the event of a change of control, restricted share units, performance share units and shares subject to transfer restrictions or vesting periods granted to members of the Board and the Group Executive Board may be subject to accelerated vesting or early lifting of restrictions under the applicable plans.¹

12 Auditors

12.1 Duration of the mandate and term of office of the auditor in charge

The auditors are elected annually at the Annual General Meeting for a term of one year. The grounds for selection of external auditors are customary criteria such as independence, quality, reputation, and cost of services. PricewaterhouseCoopers AG, St. Jakobstrasse 25, 4002 Basel, Switzerland ("**PwC**"), have been the statutory auditors of the Company since its relocation from Luxembourg to Switzerland on September 27, 2018 and were re-elected at the AGM 2024. Prior to the Company's relocation, the independent registered auditors (*réviseur d'entreprises agréé*) of SIG Group AG (formerly SIG Combibloc Group AG and, before that, SIG Combibloc Group Holdings S.à r.l.) were PricewaterhouseCoopers, Société cooperative, Luxembourg, who had been the independent registered auditors of the Company since the period ended December 31, 2015. The main Group companies are also audited by PwC.

Bruno Rossi (audit expert) as auditor-in-charge was responsible for auditing the financial statements of the Company as well as the consolidated financial statements of the Group from March 2020 until July 2024. As of July 24, 2024, Joanne Burgener (audit expert) took over the role as auditor-in-charge. The lead auditor has to rotate every seven years in accordance with Swiss law.

¹ For further information on compensation with respect to a change of control, please refer to page 218 of the Compensation Report.

12.2 Fees

The fees charged by PwC as the auditors of the Company and of the Group companies audited by it, as well as its fees for audit-related and additional services, are as follows:

in CHF 1,000	2024
Audit	2,070
Audit-related services	–
Tax and other services (primarily consisting of tax consultancy and support, and sustainability-related support)	329
Total	2,399

12.3 Informational instruments pertaining to the auditors

The Board exercises its responsibilities for supervision and control of the external auditors through the Audit and Risk Committee. The Audit and Risk Committee assesses the professional qualifications, independence, quality, and expertise of the auditors as well as the fees paid to them each year and prepares an annual appraisal. It recommends to the Board proposals for the shareholders’ meeting regarding the election or dismissal of the Company’s independent auditors. The assessment of the performance of the external auditors is based on key criteria, such as efficiency in the audit process, validity of the priorities addressed in the audit, objectivity, scope of the audit focus, quality and results of the audit reports, resources used, and the overall communication and coordination with the Audit and Risk Committee and the Group Executive Board, as well as the audit fees. The Audit and Risk Committee further coordinates cooperation between the external auditors and the internal auditors.

Prior to the audit, the auditors agree the proposed audit plan and scope, approach, staffing and fees of the audit with the Audit and Risk Committee. Special assignments from the Board of Directors are also included in the scope of the audit.

PwC presents to the Audit and Risk Committee, on an annual basis, a comprehensive report on the results of the audit of the consolidated financial statements, the findings on significant accounting and reporting matters, and findings on the internal control system, including any significant changes in the Company’s accounting principles, the selection and disclosure of significant accounting estimates, and the effect of alternative assumptions, estimates or accounting principles on the Company’s financial statements as well as the status of findings and recommendations from previous audits. The results and findings of this report are discussed in detail with the CFO and the Audit and Risk Committee, with representatives of the auditor explaining their activities and responding to questions. The Audit and Risk Committee also monitors whether and how the Group Executive Board implements measures based on the auditor’s findings.

Each year, the Audit and Risk Committee evaluates the effectiveness of the external audit, performance, fees, and independence of the auditors and the audit strategy. The Board of Directors discusses and reviews the scope of the audits and the resulting reports. On this basis, it decides on any changes or improvements to be made. Representatives of the auditor attend individual meetings or individual agenda items of meetings of the Audit and Risk Committee. There is also regular contact between the auditors, the Group Executive Board and the Audit and Risk Committee outside of meetings. PwC as external auditor of the Group partially attended the five ordinary meetings of the Audit and Risk Committee in 2024 at which they discussed, amongst other topics, the scope and certain results of the audit and reviews.

Additional services or consulting assignments are delegated to the auditors only if they are permitted by law and the auditor’s code of independence. The auditors are required to confirm that their performance of these additional services will not affect the independence of their auditing mandate. The Audit and Risk Committee pre-approves all permitted non-audit services performed by the auditors and reviews the compatibility of non-audit services performed by them with their independence requirements. This procedure is aimed at ensuring PwC’s independence in its capacity as auditors to the Group. PwC monitors its independence throughout the year and confirms its independence to the Audit and Risk Committee annually.

13 Information policy

The Group is committed to communicating in a timely and transparent way to shareholders, potential investors, financial analysts, and customers. To this end, the Board of Directors takes an active interest in fostering good relations and engagement with shareholders and other stakeholders. In addition, the Company complies with its obligations under the rules of SIX Swiss Exchange, including the requirements on the dissemination of material and price-sensitive information.

The Group publishes an annual report that provides audited consolidated financial statements, audited financial statements and information about the Company, including the business results, strategy, products and services, corporate governance, corporate responsibility, and executive compensation. The annual report is published within four months of the December 31 balance sheet date. The annual results are also summarized in the form of a press release. In addition, the Company releases results for the first half of each year within three months of the June 30 balance sheet date. The published half-year and annual consolidated financial statements comply with the requirements of Swiss company law, the listing rules of SIX Swiss Exchange and IFRS Accounting Standards. Furthermore, the Group publishes trading statements for the first and third quarters in the form of a press release. The quarterly press releases contain unaudited financial information prepared in accordance with IFRS.

The Company’s annual report, half-year report and quarterly releases are distributed pursuant to the rules and regulations of SIX Swiss Exchange and are announced via press releases and investor conferences in person or via telephone. An archive containing annual reports, half-year reports, quarterly releases and related presentations can be found at <https://investor.sig.biz>.

The CEO, CFO and Investor Relations are responsible for communicating with investors and representatives of the financial community, media and other stakeholders. In addition to the publication of results and the Annual General Meeting, the Company also regularly participates in country or sector (non-deal) conferences. Whenever possible and appropriate, meetings with investors are organized via video conferencing technology to reduce carbon emissions and travel costs. In between, however, physical meetings are also held at the investors' premises (roadshow) or at the Group's headquarters. An overview of upcoming events as well as a list of bank analysts covering the share and consensus figures can be found on the Company's website.

The corporate responsibility section of the annual report is prepared in accordance with the reporting on non-financial matters according to art. 964a et. seq. CO. An archive containing the corporate responsibility reports that have been prepared in previous years can be found at <https://www.sig.biz/en/sustainability/cr-reports>.

The Group reports in accordance with the disclosure requirements of art. 124 FMIA and the ad hoc publication requirements of art. 53 of the listing rules of SIX Swiss Exchange. At <https://www.sig.biz/en/investors/contact>, interested parties can register for the free Company email distribution list to receive direct, up-to-date information at the time of any potentially price-sensitive event (ad hoc announcements). Ad hoc announcements may be viewed at <https://www.sig.biz/investors/en/news-events/media-releases> at the time of notification to SIX Swiss Exchange and for three years thereafter.

Notices to shareholders are made by publication in the Swiss Official Gazette of Commerce (*Schweizerisches Handelsamtsblatt*). To the extent the Company communicates to its shareholders by mail, such communications will be sent by ordinary mail to the recipient and address recorded in the share register or in such other form as the Board of Directors deems fit.

14 General blackout periods

All directors, officers and employees of any Group company are subject to general blackout periods between the last day of the period for which financial performance data for public release are established and the close of trading on SIX Swiss Exchange one trading day after the public release of the financial performance data for such period. During general blackout periods, these persons are prohibited from trading in any shares of the Company and in any option or conversion rights or any other financial instruments whose price is materially dependent (meaning a degree of more than 33%) on the shares of the Company (together the **"Relevant Securities"**).

Furthermore, members of the Board of Directors, the Group Executive Board as well as certain employees of the Group notified by the Group General Counsel may only make transactions in Relevant Securities during designated trading windows, subject to pre-clearance by the Group General Counsel. The opening and closing of a trading window are determined by the CEO in consultation with the CFO and the Group General Counsel.

Any exception to the aforementioned rules must be cleared through the Group General Counsel. No such exemption was granted in the reporting year.

15 Significant changes since December 31, 2024

As previously announced, the Board has nominated Ola Rollén for election as member and Chair at the AGM 2025. The nomination follows the Company's announcement in March 2024 that Andreas Umbach, the current Chair, has decided not to stand for reelection at the AGM 2025, having chaired the Company since the IPO.

As part of regular Board succession planning, Matthias Währen and Wah-Hui Chu, both of whom have been members of the Board since the IPO, have decided not to stand for reelection at the AGM 2025. Thomas Dittich is proposed to succeed Matthias Währen as Chair of the Audit and Risk Committee.

In addition, the Board has nominated Niren Chaudhary and Urs Riedener for election to the Board at the upcoming AGM 2025.

Clean Holding B.V., which is beneficially owned by Laurens Last, has initiated legal action against the Company in arbitration. The claims of Clean Holding B.V. pertain to contingent consideration under the share purchase agreement entered into by the Company in 2022 for the acquisition of Scholle IPN from Clean Holding B.V. Under the share purchase agreement, the contingent consideration depends on whether certain agreed revenue targets of the acquired business in the relevant years 2023, 2024, and 2025 have been achieved. The Company determined that the prerequisites for the contingent consideration for 2023 and 2024 were not met. Against the background of this legal action, the Board has decided not to nominate Laurens Last for reelection as a director at the AGM 2025.

The Company’s website:

<https://www.sig.biz>

Ad hoc messages (pull system):

<https://www.sig.biz/investors/en/news-events/media-releases>

Subscription for ad hoc announcements (push system):

<https://www.sig.biz/investors/en/contact>

Financial reports:

<https://www.sig.biz/en/investors/results-reports-presentations>

Corporate responsibility reports:

<https://www.sig.biz/en/sustainability/cr-reports>

Corporate calendar:

www.sig.biz/en/investors/news-events

Contact address:

The SIG Group Investor Relations Department can be contacted through the website or by telephone, email, or letter.

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Financial calendar

The important dates for 2025 include:

Publication of 2024 full-year results and date of earnings call	February 25, 2025
Annual General Meeting 2025	April 8, 2025
Publication of Q1 2025 trading statement	April 29, 2025
Publication of 2025 half-year report	July 29, 2025
Publication of Q3 2025 trading statement	October 28, 2025