

COMPENSATION REPORT

This Report describes the principles, policies, and practices as well as the governance and architectural framework of the members of the Board of Directors and the Executive Committee of Gurit. This Report discloses information regarding variable, performance-based compensation and fixed, performance-independent compensation.

It also includes the share participation schemes of the members of the Board of Directors and the members of the Executive Committee.

1. COMPENSATION POLICY

Gurit's compensation system is designed to align the interests of the Board of Directors, the Executive Committee, additional key managers and all other employees across the whole Group with the goals of the company and its shareholders. Gurit is a globally operating industrial Group in a competitive marketplace. The compensation system is therefore intended to enhance Gurit's ability to recruit and retain a talented and high performing workforce. The system also seeks to motivate Gurit employees at all levels to adopt an entrepreneurial stance, to strive for above market average performance, accountability, value creation, and to reward individuals according to predefined targets and objectives.

Gurit maintains a compensation system in accordance with the employment practices relevant in the various countries in which the company operates. In the context of Gurit's compensation system, the total compensation for an individual employee generally reflects the required qualifications, the Scope and complexity of a person's role, national legal requirements and employment conditions in the relevant countries, the overall business performance, and the person's individual performance.

Gurit is convinced that a well-balanced compensation system, which includes a sound mix of fixed elements as well as performance-related compensation, supports a sustainable business, employee loyalty and entrepreneurship.

Unless otherwise indicated, all information disclosed in this Report refers to the fiscal year ending on December 31, 2024. This Report follows articles 734-734f of the Swiss Code of Obligations and the Swiss Code of Best Practice for Corporate Governance published by economiesuisse. It also complies with chapter 5 of the Annex to SIX Swiss Exchange's Directive on information relating to Corporate Governance and the Swiss Code of Obligations. In

addition, the compensation system is coherent with Gurit's Code of Conduct, which establishes comprehensive guidance of business principles applicable throughout the Group.

1.1 COMPENSATION KEY ELEMENTS

The total compensation for most Gurit employees consists of a fixed salary component and a variable, performance-related bonus element. These two elements together form the target market salary for a given position.

FIXED SALARY COMPONENTS

The fixed compensation elements at Gurit consist of the following elements:

- Fixed cash compensation (base salary)
- Pension plans and social security cost according to the applicable jurisdiction of the respective employee.
- Fringe benefits such as company car and parking allowances for eligible employees.
- Share-based compensation for the members of the Board of Directors. These shares are subject to a blocking period of three years from the date of the grant. During the blocking period the members of the Board of Directors cannot sell the shares. The shares are considered at the value of the date they are granted.

The fixed cash compensation is reviewed annually, considering inflation and the situation of the employment markets in the countries where the respective employees are employed, as well as individual performance and changes in responsibilities.

VARIABLE SALARY COMPONENTS

The variable compensation elements of Gurit's compensation system, for those eligible, consist of the following:

- Short Term Incentive (STI) plan as defined by Gurit's Remuneration Policy.
- Long Term Incentive (LTI) plan for Management as defined by Gurit's Remuneration Policy.

	BOARD OF DIRECTORS	EXECUTIVE COMMITTEE
Variable performance related salary components		Gurit Long Term Incentive (LTI) plan
		Gurit Short Term Incentive (STI) plan
Fixed salary components	Fixed granted shares	
	Fixed cash	Fixed cash (base salary)

2. GOVERNANCE

2.1 COMPANY ARTICLES OF ASSOCIATION

The principles of compensation are governed by the Articles of Association which are approved by the Shareholders. Please refer to → www.gurit.com/AoA

The Articles of Association include the following provisions on compensation:

- General principles (§21)
- Success based remuneration (§22)
- Shares and options (§23)
- Vote on remuneration (§24)
- Additional amount for new members (§25)
- Pension benefits conditions (§28)

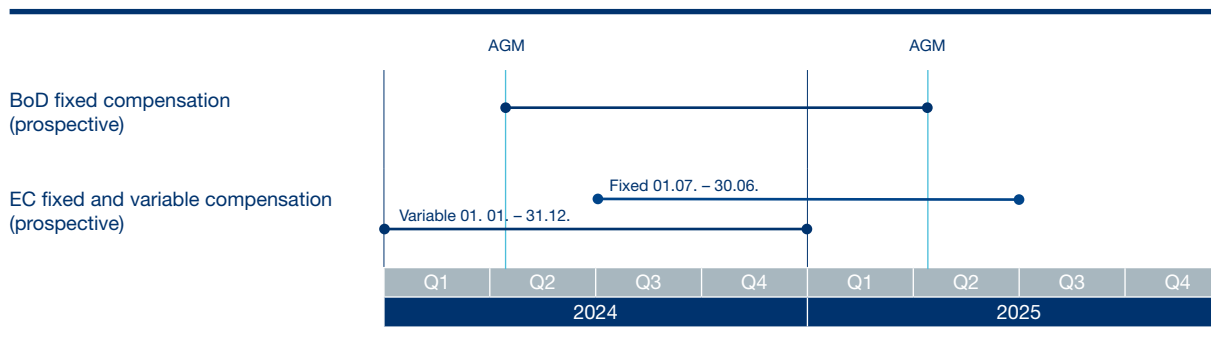
2.2 ROLES AND RESPONSIBILITIES IN COMPENSATION GOVERNANCE

RESPONSIBILITIES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Annual General Meeting approves all compensation paid to the members of the Board of Directors as a Group prospectively for the period from the date of the ordinary Annual General Meeting until the next ordinary Annual General Meeting.

It furthermore approves the maximum fixed compensation paid to the members of the Executive Committee for the period from July 1 following the date of the ordinary Annual General Meeting to June 30 the year after, as well as the maximum variable compensation paid to the same employees for the period from January 1 to December 31 of the year in which the Annual General Meeting takes place (see graphic “Compensation Vote at the AGM”).

COMPENSATION VOTE AT THE PREVIOUS AGM



RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The Board of Directors is ultimately responsible for the compensation system and the formulation of the proposals to the Annual General Meeting regarding compensation.

RESPONSIBILITIES OF THE NOMINATION AND COMPENSATION COMMITTEE

The Nomination and Compensation Committee (NCC) is responsible for the design and maintenance of the compensation systems for members of the Board of Directors, the Executive Committee, and all other Gurit employees.

The Nomination and Compensation Committee proposes the fixed compensation (in cash, benefits, and shares) for members of the Board of Directors, the CEO and the other members of the Executive Committee to the Board of Directors and the ordinary Annual General Meeting of Shareholders.

The Nomination and Compensation Committee reviews the allocation of shares to Gurit employees under the Long Term Incentive Plan for Management.

The Nomination and Compensation Committee furthermore reviews the Executive Committee’s proposals regarding the Group- or Business Unit-related performance objectives for the Group-wide bonus plan. It also reviews the resulting bonus payments within the limits approved by the ordinary Annual General Meeting of Shareholders, based on target achievement ratios as calculated by the CFO.

The Committee reserves the right to propose amendments to the Group or Business Unit performance targets and the required achievement levels to take major changes in the economic environment into consideration.

Furthermore, the Articles of Association define the additional responsibilities of the Nomination and Compensation Committee.

RESPONSIBILITIES OF THE CEO

The CEO proposes the compensation for the members of the Executive Committee to the Nomination and Compensation Committee.

OVERVIEW COMPENSATION GOVERNANCE

RECIPIENT	COMPENSATION SYSTEM DESIGN	BONUS PLAN OBJECTIVES	COMPENSATION PROPOSAL
Members of the Executive Committee	NCC BoD	CEO NCC BoD	CEO NCC and BoD AGM
CEO	NCC BoD	NCC BoD	NCC BoD AGM
BoD members	NCC BoD	n.a.	NCC BoD AGM

Body which recommends

Body which decides (reviews EC relevant governance elements)

Body which approves

RESPONSIBILITIES OF THE EXECUTIVE COMPENSATION COMMITTEE

The Business Unit Managers and the CEO approve the objectives of the performance incentive schemes for production and sales employees and the evaluation of the achievement of these objectives.

The Executive Compensation Committee (ECC) is composed of CEO, CFO and Head of Group HR and proposes the Group or Business Unit performance-related objectives for the performance incentive scheme for other employees to the Nomination and Compensation Committee. The compensation governance can be partially summarized as shown in the table “Overview Compensation Governance”.

To ensure market competitive compensation, Gurit benchmarks the Board of Directors and the Executive Management compensation with 12 comparable Swiss-based industry companies also listed on the SIX Swiss Exchange's Swiss Performance Index (SPI).

Some of the companies included in the benchmark are: Rieter Holding AG, Burckhardt Compression AG, Feintool International Holding AG, Interroll Holding AG, Huber & Suhner AG, Belimo Holding AG, Bossard Holding AG, CPH Chemie + Papier Holding AG, Kardex Holding AG, Komax Holding AG, Phoenix Mecano AG, Schweiter Technologies AG.

In addition, Gurit collaborates with an international consultancy firm which supports Gurit in benchmarking the compensation system and salary levels in comparison to industry standards relative to the respective countries, regions, and skill levels. This collaboration aims to increase transparency, to ensure appropriateness of Senior Management compensation and to further improve the company's career development paths.

3. COMPENSATION FOR MEMBERS OF THE EXECUTIVE COMMITTEE AND THE BOARD OF DIRECTORS

3.1 CEO

The fixed compensation for the CEO (base salary) is based on what the Nomination and Compensation Committee assessed and benchmarked as the industry standard for comparable, listed Swiss industrial companies of a similar size in terms of net sales (around CHF 500 million) and complexity. This is also based on the Nomination and Compensation Committee's members' experience as well as on collaboration with an international consultancy company which supports Gurit in benchmark compensation and salary levels (as indicated on the left).

The CEO receives a pension scheme of which half of the premiums are financed personally. The part financed by Gurit is disclosed as part of the other compensation in article 6 of this Report.

The CEO is entitled to performance-related cash compensation according to the STI described on page 32. He/she is entitled to a performance-related cash bonus payment of a maximum of 90% of her/his base salary. 100% of the performance-related bonus depends on the achievement of the general Group performance bonus components, set by the Nomination and Compensation Committee and approved by the Board of Directors. These targets include an ESG (sustainability) component.

The CEO is entitled to receive shares as part of the Group's LTI plan described on page 33. The amount of shares granted will vary between 0 and 3 000 shares per annum. The total variable compensation (shares and cash bonus) is capped and is not to exceed 65% of the CEO's total compensation.

3.2 OTHER MEMBERS OF THE EXECUTIVE COMMITTEE

The fixed compensation (base salary) for the other members of the Executive Committee is based on the market and employment conditions in the relevant country; it also reflects the individual qualifications and requirements needed for the specific position.

A supplementary pension scheme exists for certain members of the Executive Committee according to the practices of the countries in which the person is employed. Half of the pension premiums are financed by the members themselves. The part financed by Gurit is disclosed as part of the other compensation in article 6 of this Report.

The other members of the Executive Committee are furthermore entitled to a performance-related cash compensation based on the STI plan described on pages 32 and 33. As such, they are entitled to a performance-related cash bonus of a maximum of 50% of their base salary. The total variable compensation for other members of the Executive Committee (shares and cash bonus) is capped at 65% of the total compensation.

The other members of the Executive Committee are also entitled to shares granted according to the Group's LTI plan as described on page 33. The granting of such shares is subject to certain performance criteria as described in article 5 and is considered part of the variable compensation.

ESG targets as described in chapter 4.1 are also directly included as part of the STI plan for all Executive Committee members.

3.3 MEMBERS OF THE BOARD OF DIRECTORS

The fixed compensation for the members of the Board of Directors is based on what has been assessed by the Nomination and Compensation Committee as the industry standard for comparable, listed Swiss industrial companies of a similar size in terms of net sales (around CHF 500

million) and complexity, based on the Nomination and Compensation Committee's members' experience. It includes an element of fixed cash compensation and an element of fixed share-based compensation (as indicated on page 34).

A performance-based incentive scheme does not exist for the members of the Board of Directors.

IN NUMBER OF SHARES	AUDITED	2024
	REGISTERED SHARES HELD AT YEAR-END	REGISTERED SHARES ALLOCATED DURING THE YEAR
Philippe Royer (chairman)	5 177	427
Stefan Breitenstein (member)	9 910	250
Nick Huber (member)	5 510	250
Bettina Gerharz-Kalte (member)	1 000	250
Andreas Evertz (member)	250	250
TOTAL BOARD OF DIRECTORS	21 847	1 427
Javier Perez-Freije (CEO a.i.)*	5 838	5 263
Bing Chen (member)	2 625	465
Lance Hill (member)	582	465
Daniel Dahlqvist (member)	465	465
Karen Glauser (member)**	-	-
Jesper Sørensen (member)***	-	-
TOTAL EXECUTIVE COMMITTEE	9 510	6 658
TOTAL MANAGEMENT PARTICIPATION	31 357	8 085

* CEO ad-interim since 30.10.2024

** since 01.02.2024

*** since 15.04.2024

4. CASH-BASED PERFORMANCE INCENTIVE SCHEME FOR THE EXECUTIVE COMMITTEE

Gurit's cash-based performance incentive scheme covers the STI for the Executive Committee.

As defined by the Remuneration policy, the STI plan consists of a general performance element related to the relevant Business Unit or the total Group.

The total bonus achievable under this scheme may vary depending on the function and is as follows:

- CEO: up to 90% of the annual base salary
- Executive Committee members: up to 50% of the annual base salary.

Bonuses under the STI plan are paid out, directly after publication of the annual results.

Overview of the updated KPI matrix for 2024

GROUP	BUSINESS UNIT
30% Net Sales	30% Net Sales
30% Operating Profit	30% Operating Profit
30% Free Cash Flow	30% Free Cash Flow
10% ESG	10% ESG

SITE/PLANT	SALES
70% DSI	70% Sales
20% LTAR	30% Overdue
10% Reduction Scope 1&2	

4.1 BUSINESS UNIT AND GROUP GENERAL PERFORMANCE BONUS COMPONENT

The respective minimum objective levels, target levels and cap levels are proposed by the ECC, reviewed by the Nomination and Compensation Committee, and approved by the Board of Directors.

At the end of the fiscal year, the Business Unit and Group general performance bonus achievements are calculated by the CFO and proposed by the Nomination and Compensation Committee for approval to the Board of Directors. No bonus is paid if the minimum objective level has not been achieved. During the year 2024, the levels of financial KPI achievement were between 8% and 137%.

With effect as of 2024 financial year, to strengthen the Group's focus on the importance of sustainability, the Board of Directors amended the STI by adding the following Environmental Social Governance (ESG) target criteria:

- Environmental KPI: related to Scope 1 tCo₂/MCHF sales intensity (direct greenhouse gas emissions from operations) and Scope 2 tCo₂/MCHF sales intensity (greenhouse gas emissions from purchased electricity, excluding renewable electricity).
- Health and safety KPI: related to Lost Time Accident Rate (LTAR).

The ESG targets apply to the remuneration of all Gurit employees subject to STI program worldwide and are weighted between 10% at Group and Business Unit level (5% LTAR/5% Environmental) and 30% at Site level (20% LTAR/10% Environmental).

BONUS CATEGORIES

RECIPIENT	GROUP FINANCIAL GOALS	BUSINESS UNIT FINANCIAL GOALS	SUBTOTAL OF FINANCIAL GOALS	TOTAL BONUS
CEO	100%	–	100%	100%
EC Members, Business Units	30%	70%	100%	100%
EC Members, Corporate Functions	100%	–	100%	100%

* ESG goals make up 10% of the financial goals

5. SHARE-BASED COMPENSATION FOR THE EXECUTIVE COMMITTEE

The Group's LTI plan provides the Executive Committee a part of their performance-related compensation in the form of Gurit shares and aims to build their long-term commitment to Gurit and align their interests with the interests of Gurit shareholders. The share-based compensation amount is determined every year by the Nomination and Compensation Committee and approved by the Board of Directors.

Shares granted under this plan form part of the variable compensation, as the number of shares granted is subject to the achievement of the following main performance criteria:

- a) Market environment, includes:
 - Market demand development
 - Competitive situation
 - Cost curve analysis
 - Statutory environment
- b) Strategy deployment, includes:
 - Group strategy deployment and achievement
- c) Prospective cash development and financial results relative to competition:
 - Prospective cash development
 - Results in perspective to competition

The level to which these criteria are achieved is assessed early in the year following the year under review by the Nomination and Compensation Committee. Depending

on the level of achievement, the number of shares granted varies between 0% and 150% of the target number of shares fixed for each level of management as follows:

Share-based compensation at 100% target achievement:

- CEO: 2 000 shares
- CFO: 800 shares
- Other Executive Committee members: 500 shares

The shares are blocked for a period of three years during which the employee cannot sell the shares and are transferred to the participant's share plan some 15-20 days after the Annual Result media release. Therefore, the closing price on the day on which the shares are transferred might vary from the closing price on the day (allocation day) on which the total number of shares was determined and allocated by the Nomination and Compensation Committee and approved by the Board of Directors.

5.1 TREATMENT OF JOINERS AND LEAVERS

If a participant joins or leaves the LTI plan during the course of a bonus period, the LTI shares to be effectively allocated to such participant will be calculated on a pro rata basis unless the Board of Directors decides otherwise.

In the event that the participant is dismissed for cause or poor performance, the company has the right to reduce or withdraw any LTI share granted.

6. MANAGEMENT COMPENSATION 2024/2023

The following tables show the compensation for the Board of Directors and the Executive Committee in 2024 and 2023. Other fixed compensation includes pension contributions and social benefits relating to the fixed compensation. Variable compensation contains the accrued variable compensation (including related accrued social benefits), which are paid out in the calendar year following the calendar year under review.

MANAGEMENT COMPENSATION 2024

IN CHF 1000	AUDITED						2024
	FIXED CASH COM-PENSATION	FIXED SHARE-BASED COM-PENSATION	FIXED OTHER COM-PENSATION	VARIABLE CASH COM-PENSATION	VARIABLE SHARE-BASED COM-PENSATION	TOTAL COM-PENSATION	
Board of Directors							
Philippe Royer (Chairman)	250	8	33	–	–	291	
Stefan Breitenstein (member)	80	4	15	–	–	99	
Andreas Evertz (member)	80	4	–	–	–	84	
Bettina Gerharz-Kalte (member)	80	4	–	–	–	84	
Nick Huber (member)	80	4	15	–	–	99	
Total Board of Directors	570	24	63	–	–	657	
	86%	4%	10%	–	–	100%	
Executive Committee*							
Mitja Schulz (CEO)**	550	–	107	109	24	790	
Other members	2 009	–	460	364	133	2 966	
Total Executive Committee	2 559	–	567	474	156	3 756	
	68%	–	15%	13%	4%	100%	
Total Management compensation							
	3 129	–	630	474	156	4 413	
Percentage of total compensation	71%	–	14%	11%	4%	100%	

* The annual average number of Executive Committee members in 2024 was 6,4

** until 30.10.2024

The amount of the share-based compensation for 2024 was calculated based on a share price of CHF 15 per share. This corresponds to the average closing share price in January 2025. Due to the share price fluctuation, the effective settlement value may be higher or lower on the settlement date in March 2025.

MANAGEMENT COMPENSATION 2023

IN CHF 1000	AUDITED						2023
	FIXED CASH COM-PENSATION	FIXED SHARE-BASED COM-PENSATION	FIXED OTHER COM-PENSATION	VARIABLE CASH COM-PENSATION	VARIABLE SHARE-BASED COM-PENSATION	TOTAL COM-PENSATION	
Board of Directors							
Philippe Royer (Chairman)	144	26	27	–	–	197	
Rudolf Hadorn (Chairman until August 15, 2023)	156	24	22	–	–	202	
Stefan Breitenstein (member)	80	19	15	–	–	114	
Andreas Evertz (member)	80	19	–	–	–	99	
Bettina Gerharz-Kalte (member)	80	19	–	–	–	99	
Nick Huber (member)	80	19	15	–	–	114	
Total Board of Directors	620	126	79	–	–	825	
	75%	15%	10%	–	–	100%	
Executive Committee*							
Mitja Schulz (CEO)	500	–	95	400	151	1 146	
Other members	1 894	–	312	643	156	3 005	
Total Executive Committee	2 394	–	407	1 043	307	4 151	
	58%	–	10%	25%	7%	100%	
Total Management compensation							
	3 014	–	486	1 043	307	4 976	
Percentage of total compensation	61%	–	10%	21%	6%	100%	

* The annual average number of Executive Committee members in 2023 was 7,3

The total management compensation 2024 is 11% lower than 2023. This is mainly related to the achievement of the Group performance targets and the performance achievement for the LTI in 2024. Details are disclosed on page 33.

In 2024 the Group was only partially able to achieve its budgeted targets. As a result, the STI bonus and LTI share allocation was lower than the previous year.

In 2024, the total performance-related compensation for the members of the Executive Committee varied from 5% to 41% (2023: 0% to 136%) of the individual total compensation.

On August 25, 2023, Gurit entered into a consultancy agreement with Rudolf Hadorn, a former Director of the company, to provide consulting services. In this regard during the year 2024, services in the amount of CHF 4 125 were charged to the company. Gurit also entered in an agreement with Hannes Hauéis (former Executive Committee member) to provide consultancy services in the amount of CHF 30 000.

There were no other transactions with current or former members of the Board of Directors or the Executive Committee (or parties closely linked to them) which relate to their former activities as member of these corporate bodies.

No loans, securities, advances, or credits were granted to members of the Board of Directors or the Executive Committee (or parties closely linked to them). There are no options issued on Gurit shares on December 31, 2024, in the context of a participation program.

7. MANAGEMENT COMPENSATION COMPARED TO AMOUNTS APPROVED BY THE ANNUAL GENERAL MEETING

The below table provides a comparison of the actual compensation amounts in the reporting year to the respective amounts approved by the Annual General Meeting.

AUDITED	FIXED COMPENSATION BOARD OF DIRECTORS APRIL 18, 2024 - APRIL 15, 2025		FIXED COMPENSATION EXECUTIVE COMMITTEE JULY 1, 2023 - JUNE 30, 2024		VARIABLE COMPENSATION EXECUTIVE COMMITTEE JANUARY 1, 2024 - DECEMBER 31, 2024	
	APPROVED MAXIMUM	ACTUAL	APPROVED MAXIMUM	ACTUAL	APPROVED MAXIMUM	ACTUAL
Cash, in CHF 1 000	686	570	2 708	2 386	1 688	444
Number of shares	1 500	1 500	–	–	7 200	9 348
Shares value at current price in CHF 1 000	24	24	–	–	108	140*
Social security and pension in CHF 1 000	90	63	542	505	359	42
TOTAL	800	657	3 250	2 891	2 155	625

* in accordance with paragraph 25 of the Article of Association, additional amounts granted to new members of the EC after approval of the maximum amount are not exceeding 30% of the approved amount.

8. FUNCTIONS HELD BY MEMBERS OF THE BOD AND MEMBERS OF THE EC IN OTHER COMPANIES

In accordance with Art. 734e of the of the Swiss Code of Obligations, the table below lists the mandates as Board members or managers in other companies of the Board and EC members.

NAME	INTERESTS AND MANDATES	AUDITED	NAME	INTERESTS AND MANDATES	AUDITED
BOARD OF DIRECTORS			PHILIPPE ROYER		
STEFAN BREITENSTEIN	Other important activities and vested interests	EPIC Suisse AG, Zürich, Chairman of the Nomination and Remuneration Committee Brink's International Holdings AG, Zug, Vice-Chairman of the Board Brink's Schweiz AG, Kloten, Board Member MAN Truck & Bus Schweiz AG, Otelfingen, Board Member Kar-Tess Holding Sàrl, Luxembourg, Board Member The A.G. Leventis Foundation, Vaduz, Liechtenstein, Foundation Board Member Vorwerk International AG, Wollerau, Chairman of the Board Julius Bar Family Office & Trust AG, Zurich, Chairman of the Board Alpheus Administration Services AG, Zurich, Chairman of the Board Bata Schuh Stiftung, St. Moritz, Foundation Board Member Bata Stiftung, Vaduz, Liechtenstein, Foundation Board Member Pariter Services AG, Zurich, Chairman of the Board Schroder Stiftung, Zurich, Chairman of the Foundation Board Tegro AG, Schwerzenbach, Board Member Truad Verwaltungen AG, Zurich, Chairman of the Board	Other important activities and vested interests	Philippe Royer Consulting Services, Genolier, Switzerland, Owner	
As part of his legal and trust practice, Mr Breitenstein holds the following additional Board functions:	L&S Trust Services SA, Geneva, Zurich, Vice Chairman of the Board Anderson & Sheppard Holdings Limited, Isle of Man, Board Member Coleen Trust Services Ltd., St. Vincent, Chairman of the Board Compass Holdco Limited, Bermuda, Board Member Dena Capital Holdings Inc., BVI, Board Member Halliburton Anstalt, Vaduz, Liechtenstein, Board Member Halliburton Industries AG, Vaduz, Liechtenstein, Board Member Honor Trustees Limited, Guernsey, Board Member Ildesheim Family Foundation, Vaduz, Liechtenstein, Foundation Board Member Redan Capital Ltd., BVI, Board Member SAGEN (BVI) Ltd., BVI, Board Member Sagen International Ltd., BVI, Board Member Sarsura Directors Limited, Guernsey, Board Member Shuttlecock Holdings Ltd., BVI, Board Member Stamag Trustee Company Ltd., UK, Board Member Sunciera Holdings Corp., Panama, Board Member Tzohar Foundation, Vaduz, Liechtenstein, Foundation Board Member		ANDREAS EVERTZ	Other important activities and vested interests	ProXES GmbH, Board Member VDMA Power Transmission Engineering Association, Board Member Hannover Messe, Member of the Exhibitor Advisory Board
			NICK HUBER	Other important activities and vested interests	COLTENE Holding AG, Altstätten, Switzerland, Chairman of the Board of Directors SFS Group AG, Heerbrugg, Switzerland, Member of the Board of Directors Huwa Finanz- und Beteiligungs AG, Heerbrugg, Switzerland, Member of the Board of Directors DGS Druckguss Systeme AG, St. Gallen, Switzerland, Member of the Board of Directors stürmsfs ag, Goldach, Switzerland, Member of the Board of Directors Inventx AG, Chur, Switzerland, Member of the Board of Directors Inhaus Handels GmbH, Hohenems, Austria, Member of the Board of Directors Rauch Schweiz AG und Rauch Trading AG, Widnau, Switzerland, Member of the Board of Directors Mettler Entwickler AG, St. Gallen, Switzerland, Member of the Board of Directors

REPORT OF THE STATUTORY AUDITOR TO THE GENERAL MEETING OF GURIT HOLDING AG

OPINION

We have audited the compensation report of Gurit Holding AG (the Company) for the year ended 31 December 2024. The audit was limited to the information pursuant to article 734a-734f of the Swiss Code of Obligations (CO) in the tables marked 'audited' on pages 32 and 34 to 36 of the Compensation Report.

In our opinion, the information pursuant to article 734a-734f CO in the Compensation Report (pages 29 to 36) complies with Swiss law and the Company's articles of incorporation.

BASIS FOR OPINION

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the 'Auditor's responsibilities for the audit of the compensation report' section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

OTHER INFORMATION

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the tables marked 'audited' in the Compensation Report, the consolidated financial statements, the financial statements and our auditor's reports thereon.

Our opinion on the Compensation Report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the compensation report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the compensation report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

BOARD OF DIRECTORS' RESPONSIBILITIES FOR THE COMPENSATION REPORT

The Board of Directors is responsible for the preparation of a compensation report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a compensation report that is free from material misstatement, whether due to fraud or error. It is also charged with structuring the remuneration principles and specifying the individual remuneration components.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE COMPENSATION REPORT

Our objectives are to obtain reasonable assurance about whether the information pursuant to article 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this compensation report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the compensation report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

PricewaterhouseCoopers AG

Thomas Wallmer
Licensed audit expert
Auditor in charge

Corinne Lüthy
Licensed audit expert



Zurich, February 28, 2025