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Lucerne, 4 March 2024

Changes in the area of corporate governance and remuneration at Mobimo Holding AG

Dear Sir or Madam,

We published the Corporate Governance Report and the Remuneration Report for the 2023 financial year on 9 February 2024 and sent out the invitation to the Annual General Meeting on 26 March on 1 March 2024.

We would like to draw your attention to the following important points as you analyse the agenda items for the Annual General Meeting and cast your votes:

1. Improving transparency and comprehensibility of the remuneration report

The introduction of various graphical and tabular presentations has further improved the comprehensibility and readability of the remuneration report (see, for example, [Corporate Governance and Remuneration Report 2023](#), pages 42 and 43).

For the first time, we have transparently disclosed the focal points of the performance assessment for the qualitative targets for the performance-related remuneration of the Executive Board (Corporate [Governance and Remuneration Report 2023](#), page 43) and presented and explained the achievement of the quantitative and qualitative targets ([Corporate Governance and Remuneration Report 2023](#), page 46).

2. Continuation of the renewal process on the Board of Directors

After 15 years of service, Daniel Crausaz will not be standing for re-election at the upcoming Annual General Meeting. Dr Markus Schürch will be proposed for election as a new member in his place. Markus Schürch (born 1971, Swiss citizen) has been a member of the Group Executive Committee since September 2018 and Chief Financial Officer of the listed company Belimo Holding AG since January 2019. Most recently, he was Senior Vice President & CFO for the EMEA region (Europe, Middle East and Africa) of Landis+Gyr between 2012 and 2018. Markus Schürch holds a degree and doctorate in chemical engineering from ETH Zurich (Switzerland). With his extensive expertise in finance, capital markets and corporate services as well as his background in real estate, he is both a professional and personal asset to the Mobimo Board of Directors.

Subject to the election of Markus Schürch and the re-election of the other members, the Board of Directors of Mobimo Holding AG will have the following profile after the 2024 Annual General Meeting:

Number of members	7
Proportion of women	43%
Average age	56 years
Average term of office	6.6 years

The ongoing renewal process on the Board of Directors is to be continued. In the interests of a good balance between continuity and renewal, the gradual replacement of the longest-serving members of the Board of Directors, Brian Fischer, is currently planned for the 2025 Annual General Meeting and Peter Schaub for the 2026 Annual General Meeting.

3. Planned introduction of Long-Term Incentive Plan

The Nomination and Compensation Committee is currently planning to replace the portion of variable remuneration paid out in shares with a performance-based long-term incentive plan in order to align the remuneration of the Executive Management even more closely with shareholder interests and sustainable values.

In order to facilitate the planned adjustments to the variable remuneration system, we are submitting a new wording of Article 31 to the Annual General Meeting as part of a partial amendment to the Articles of Association. As soon as the details of the long-term incentive plan have been finalised, we would be happy to discuss the details of the variable remuneration model with you.

We hope that these additional explanations are useful to you. All detailed information on corporate governance and remuneration can be found in the [Corporate Governance and Remuneration Report 2023](#). Please do not hesitate to contact our Investor Relations department (Stefan Feller, ir@mobimo.ch, +41 44 39 11 97) if you have any questions or require further information.

Kind regards

Mobimo Holding AG



Peter Schaub
Chairman of the Board of Directors



Bernadette Koch
Chairwoman of the Nomination and
Compensation Committee