



Remuneration Report 2024

Landis+Gyr

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Letter from the Chair of the Remuneration Committee



Dear Shareholders,
On behalf of the Board of Directors and the Remuneration Committee, I am pleased to introduce Landis+Gyr's Remuneration Report for the financial year ended March 31, 2025.

The Remuneration Report explains Landis+Gyr's remuneration system and its governance, as well as how the performance results impacted the variable incentive payments to the Group Executive Management in their remuneration plans.

At the last Annual General Meeting ("AGM") in 2024, binding votes were conducted on the maximum aggregate remuneration amounts for the Board of Directors and the Group Executive Management, with approval rates of 93.8% and 93.5%, respectively. Further, the consultative vote on the Remuneration Report achieved an approval rate of 86.4%.

As in previous years, representatives of the Board of Directors continued to engage directly with Landis+Gyr shareholders and other stakeholders through several governance roadshow meetings. The input received was considered in the ongoing evaluation of our remuneration systems and programs, with the aim of keeping our incentive plans in line with Landis+Gyr's business strategy and shareholders' interests. We are confident that our current structures and processes are in alignment with market standards and effectively support our compensation strategy to attract, motivate and retain the right talent. In further addressing feedback received, we have continued to enhance our disclosures related to the performance outcome under both our Short- and Long-Term Incentive Plans in this year's Remuneration Report.

The outcome of the Short-Term Incentive Plan reflects both the financial performance achieved as well as the continued progress made in driving our ESG targets and delivering on our sustainability commitments in financial year 2024.

Financial performance was measured against net sales, adjusted EBITDA and operating cash flow less taxes paid, and the outcome at group level for financial year 2024 reflects achievements above threshold but below target for all three performance measures.

In our share-based Long-Term Incentive Plan, we continue to measure performance against relative total shareholder return and earnings per share. For the grant made in 2022, shares will be allocated upon the vesting date at the end of the first quarter of the financial year 2025, with the performance period covering the three financial years from 2022 to 2024. The outcome of the 2022 plan reflects achievements above threshold but below target levels for both performance measures.

As disclosed last year in the Remuneration Report 2023, the Board of Directors was planning to include ESG targets in the Long-Term Incentive Plan as of financial year 2025. The intention was to include GHG emission-reduction targets, with a clear long-term focus on Scope 3 emissions. However, after further review and extensive discussions, the Board of Directors took the decision to postpone this introduction, given the initiated strategic transformation, which does not allow for setting meaningful incentive related multi-year emissions reduction targets at this time. The Company remains fully committed to its ESG roadmap and priorities, including its Science-Based Targets validated in 2023. These targets are being advanced through a range of measures detailed in the Sustainability Report and form a core element of our sustainability strategy for the 2025 to 2027 cycle.

Further, the Remuneration Committee conducted its regular activities during the past year, including the preparation of the Remuneration Report and the say-on-pay votes for the AGM. At the upcoming AGM in June 2025, we will ask for your approval of the maximum aggregate remuneration amount to be awarded to the Board of Directors for the 2025/2026 term of office and to the Group Executive Management for the financial year 2026 ending on March 31, 2027. In addition, you will again have the opportunity to express your opinion on our remuneration principles and systems through a consultative vote on this Remuneration Report 2024.

We encourage and pursue open and regular dialogue with our shareholders and their representatives, as we continue to evolve our remuneration system, with the goal of ensuring continued alignment with the strategy and performance of Landis+Gyr and the interests of our shareholders. On behalf of the Board of Directors and the Remuneration Committee, I would like to thank you again for your feedback and ongoing support.



Laureen Tolson
Chair of the Remuneration Committee
and Member of the Board of Directors
Cham, May 2025

Remuneration Report 2024

The Remuneration Report provides a comprehensive overview of Landis+Gyr's (Landis+Gyr Group AG defined as the "Company", and its subsidiaries, together the "Group") remuneration governance and principles, structure and elements. The Remuneration Report also includes information on the remuneration awarded to members of the Board of Directors ("Board") and Group Executive Management ("GEM") for the financial year ("FY") ended March 31, 2025 ("FY 2024").

The Remuneration Report is written in accordance with the Swiss Code of Obligations, specifically Articles 734a–734f, the standard relating to information on Corporate Governance of the SIX Swiss Exchange, and the principles of the Swiss Code of Best Practice for Corporate Governance of economiesuisse.

Remuneration Governance and Principles

Shareholder Engagement

Shareholders of Swiss listed companies have significant influence on the remuneration of governing bodies and annually approve the maximum aggregate remuneration for the members of such governing bodies. In addition, the principles governing remuneration must be defined in a company's articles of association, which are also subject to shareholder approval.

Landis+Gyr's Articles of Association include the principles governing remuneration (specifically art. 12, 25, 26, 28 and 29) and can be viewed online at: www.landisgyr.com/about/executive-management-and-board/ → Corporate Governance Documents → Articles of Association. The key provisions are summarized below:

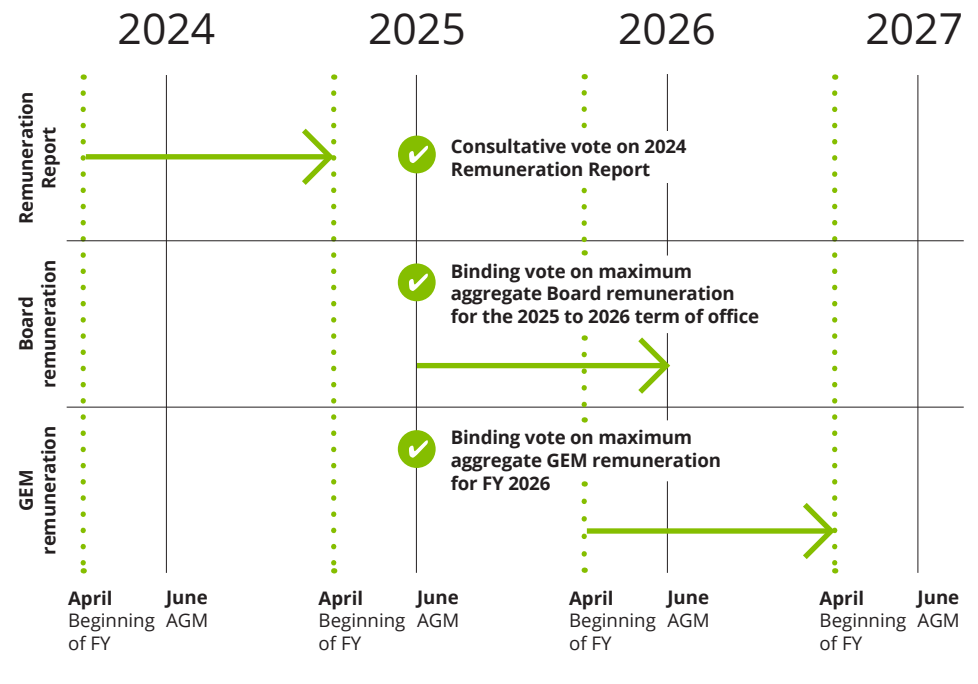
- **Votes on remuneration (art. 12):** Every year, the AGM votes separately and bindingly on the maximum aggregate remuneration of the Board for the term of office until the next AGM and on the maximum aggregate remuneration of the GEM (fixed and performance-based components) for the subsequent financial year.
- **Principles relating to the remuneration of the Board (art. 25) and the members of the GEM (art. 26):** The remuneration of the Board consists of a fixed base fee, fixed committee fees and a lump sum for expenses. The fees are awarded in cash and shares. The remuneration of the GEM consists of a fixed annual base salary and performance-based remuneration, which includes an annual short-term incentive paid in cash as well as a long-term incentive settled in shares, and other benefits.
- **Loans and credits (art. 28):** The Company may not grant any loans or credits to members of the Board or the GEM.

- **Additional amount for new members of the GEM (art. 29):** If the maximum aggregate remuneration already approved by the AGM is not sufficient to cover the remuneration for incoming GEM members in the respective financial year, the Company may pay an additional amount in each case of up to 30% of the maximum aggregate remuneration amount approved.

In line with the Company's Articles of Association, the Board will submit three separate remuneration-related resolutions for shareholder approval at the 2025 AGM as illustrated in Exhibit 1:

- This Remuneration Report (consultative vote).
- The maximum aggregate remuneration amount for the Board for the 2025/2026 term of office (binding vote).
- The maximum aggregate remuneration amount for the GEM for the financial year 2026, starting April 1, 2026, and ending March 31, 2027 (binding vote).

EXHIBIT 1: SAY ON PAY – REMUNERATION-RELATED SHAREHOLDER APPROVALS



At the 2024 AGM held on June 25, 2024, shareholders approved a maximum aggregate remuneration amount for the Board for the 2024/2025 term of office of CHF 1.8 million, as well as the maximum aggregate amount of fixed and variable remuneration for members of the GEM for FY 2025 of CHF 8.5 million. In addition, shareholders approved the Remuneration Report 2023 in a consultative vote.

The estimated remuneration granted to the Board for the 2024/2025 term of office is CHF 1.6 million compared to the approved amount of CHF 1.8 million. An amount of CHF 5.1 million was granted to the GEM in FY 2024 compared to the approved amount of CHF 8.5 million. For a reconciliation of approved versus awarded amounts please refer to page 19.

Governance on Remuneration Matters

As outlined in Exhibit 2, the Remuneration Committee acts in an advisory capacity while the Board retains the decision authority on remuneration matters relating to the Board and the GEM, except for the remuneration-related shareholder approvals for the Board and the GEM. Members of the Remuneration Committee are elected annually and individually by the shareholders at the respective Annual General Meeting. The Chair of the Remuneration Committee reports to the full Board after each meeting. The minutes of the meetings are made available to the members of the Board. The Remuneration Committee may invite the Chair of the Board to attend the meetings as a non-voting guest, but he is not present during meetings or parts of meetings during which his own remuneration is discussed. The CEO and the Head of HR may attend the Remuneration Committee meetings in an advisory function, but are excluded from certain discussions. The Chair of the Remuneration Committee may decide to invite other executives to attend the meetings as appropriate. No member of management attends the meetings or the part of the meetings in which their own performance or remuneration is discussed.

The Remuneration Committee may decide to consult an external advisor on specific remuneration matters. In FY 2024, HCM International AG ("HCM") was mandated as an independent advisor on Board and GEM remuneration matters. HCM does not have any other mandates with Landis+Gyr.

EXHIBIT 2: GOVERNANCE ON REMUNERATION MATTERS

	CEO	Remuneration Committee	Board	AGM
Remuneration principles (Articles of Association)		Proposes	Reviews	Approves (binding vote)
Remuneration principles and system for the Board and GEM		Proposes	Approves	
Remuneration report		Proposes	Approves	Consultative vote
Maximum aggregate amount of remuneration for the Board		Proposes	Reviews	Approves (binding vote)
Individual remuneration of Board members		Proposes	Approves	
Maximum aggregate amount of remuneration for GEM		Proposes	Reviews	Approves (binding vote)
Remuneration of the Chief Executive Officer ("CEO")		Proposes	Approves	
Individual remuneration of other GEM members	Proposes	Reviews	Approves	

Activities of the Remuneration Committee

The Remuneration Committee meets as often as business requires but at least four times a year. In the 2024/2025 compensation cycle, the Remuneration Committee held six¹ meetings and covered the topics described in Exhibit 3. Details on Remuneration Committee members and their meeting attendance are provided in the Corporate Governance Report on page 8 et seq.

EXHIBIT 3: OVERVIEW OF THE MAIN TOPICS DISCUSSED BY THE REMUNERATION COMMITTEE DURING 2024/2025 COMPENSATION CYCLE

	06.05.24	29.05.24	13.06.24	28.10.24	11.12.24	18.03.25
Remuneration governance and policy						
Preparation of AGM related reward items including maximum aggregate remuneration amounts for the Board and GEM to be submitted to AGM vote	X					X
Remuneration Report	X	X			X	X
Review of remuneration principles, strategy and systems				X		
Review of stakeholder feedback on remuneration disclosure				X		
Remuneration Committee governance, meeting schedule and agenda setting				X		
Review of incentive plan design and structure				X	X	X
Board remuneration						
Review of Board Remuneration Policy	X					
GEM remuneration						
Review and recommendation of individual GEM remuneration levels	X	X				X
Review of short-term incentive plan performance for closing financial year	X	X				X
Review of short-term incentive plan target setting for new financial year	X	X				X
Review of long-term incentive plan performance for closing performance period	X	X				X
Review of long-term incentive plan target setting and eligibility for new performance period	X		X			X

¹ In addition, there were various ad hoc conference calls each of approximately one hour's duration to deal with matters as they arose.

Remuneration Principles

Landis+Gyr's remuneration programs are designed to recognize and reward performance, enabling the organization to attract, motivate and retain talented employees who drive performance and the achievement of business strategy and objectives as well as the creation of shareholder value.

The remuneration programs within Landis+Gyr are periodically reviewed to ensure continued alignment with the Group's strategy and market practice. They are built around the following principles:

Principle	Description
Performance	Anchor Landis+Gyr's business strategy, drive results and sharpen the focus on long-term performance and incentivize and reward performance in a sustainable manner, also in alignment with the Company's ESG strategy.
Shareholder value	Align with shareholders' interests, drive creation of shareholder value and foster entrepreneurial thinking.
Talent management	Attract, motivate and retain talented employees who can drive world-class performance, and who are incentivized based on such performance.
Market orientation	Ensure a best practice remuneration system with competitive levels and structures, reflecting a sustainable balance between short-term and long-term performance focus.

Determination of Board and GEM Remuneration

The remuneration for the Board and the target remuneration for the GEM take into account the roles and responsibilities, the respective experience required as well as current market pay practices. In addition, for the GEM, internal compensation structures as well as affordability are considered. To support remuneration recommendations to the Board, the Remuneration Committee periodically (every two to three years) benchmarks remuneration of the members of the Board and GEM against remuneration of comparable companies. For these purposes, the Remuneration Committee regards Swiss listed industrial and technology companies of comparable size to Landis+Gyr in terms of revenue as the most relevant reference group. For the Board benchmarking, this core reference group is expanded with a selection of cross-industry Swiss listed companies of comparable size (excluding financial services companies) to create a sufficiently broad and representative comparison. For the GEM, the reference group may be further extended with international peers as required to reflect global pay practices and talent markets.

The remuneration for both the Board and the GEM was last benchmarked in FY 2023, therefore the Board and the Remuneration Committee decided not to undertake a further in-depth analysis in FY 2024. For the last Board benchmarking, a reference group of 33 Swiss listed companies¹ was used, with the benchmark focusing not only on remuneration levels, but also considering fee structure and pay instruments. The analysis of the benchmark showed that the Board remuneration system and structure are aligned with the

¹ The companies included in the reference group in FY 2023 for the purpose of Board benchmarking were: Aevis, Arbonia, Autoneum, Aryzta, BKW, Bossard, Bucher, Bystronic, Daetwyler, Dormakaba, EMS-Chemie, Flughafen Zuerich, Forbo, Geberit, Huber+Suhner, Implenla, Mobilezone, Montana, Oerlikon, Pierer Mobility, Rieter, Schweiter, SFS, Siegfried, SIG, SoftwareOne, Sonova, Stadler Rail, Straumann, Sulzer, Tecan, VAT, Zur Rose.

market, supporting the Board’s decision not to make any changes to the Board fee structure at present. A benchmark examining remuneration levels and structure for the GEM, carried out in FY 2023, considered a reference group of 18 Swiss listed industrial and technology companies¹. This analysis showed that GEM remuneration levels are generally aligned with market and gaps in total compensation were addressed through modest increases to the long-term incentive plan grants made in July 2024.

EXHIBIT 4: REFERENCE GROUPS USED FOR GEM AND BOARD BENCHMARKING

GEM	Board
Geography: Switzerland + International (ad hoc)	Geography: Switzerland
Industry: Industrials + technology	Industry: Industrials + cross-industry (excl. financials)
Size: Comparable (Revenue)	Size: Comparable (Revenue)

Remuneration System

Remuneration System of the Board

To ensure its independence in fulfilling its supervisory duties, the remuneration of the Board is fixed and does not contain any variable component.

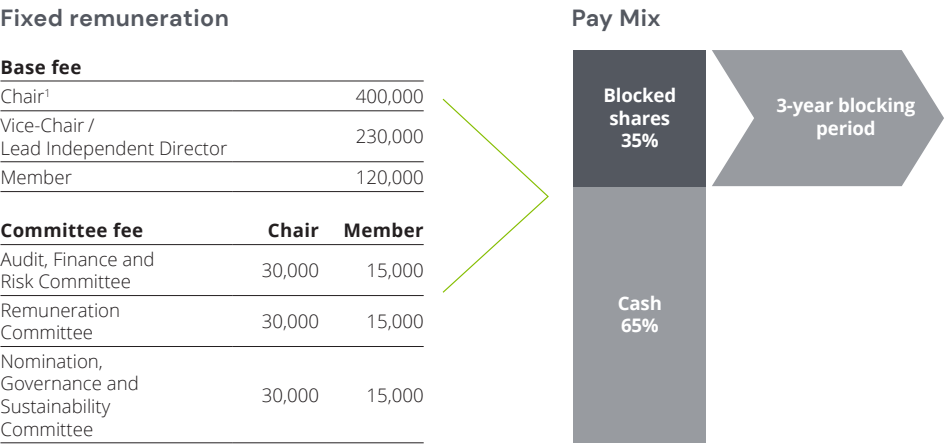
The Chair of the Board receives a fixed annual base fee of CHF 400,000 and a lump sum for expenses. The Chair is not entitled to compensation for assuming additional committee responsibilities. Due to his previous long-standing employment relationship with Landis+Gyr, during which he was continuously covered under the collective pension scheme offered by Landis+Gyr in Switzerland, and in accordance with the requirements of Swiss pension regulations, the pension cover was subsequently continued under the terms of his directorship with the Company, under the provision that all contributions, including the employer portion, are to be funded by the Chair himself. This ensures that the Company does not incur costs for pension fund contributions in addition to the Chair’s fixed base fee of CHF 400,000. The actual base fee payment to the Chair is therefore reduced by the amount remitted by the Company into the pension scheme representing the employer pension contributions. If the level of these contributions changes, based on the regulations of the pension scheme, the actual base fee payment is adjusted accordingly. In FY 2024 the Company paid CHF 36,448 (FY 2023: CHF 36,196) in employer pension contributions for the Chair, which were deducted accordingly from the Chair’s base fee payment.

1 The Swiss listed industrial companies included in the GEM benchmarking reference group in FY 2023 were: Arbonia, Bossard, Bucher, Bystronic, Daetwyler, Dormakaba, Geberit, Implenla, Montana, Oerlikon, Rieter, Schweiter, SFS, SIG, SoftwareOne, Stadler Rail, Sulzer, VAT.

Other members of the Board receive a fixed annual base fee and fixed fees for membership of Board committees, as well as a lump sum for expenses. Participation in the Swiss pension scheme may apply, to the extent legally required, with the corresponding employer contributions included in the base and committee fees paid as per Exhibit 5 below. In FY 2024 no other members of the Board participated in the Swiss pension scheme.

The amounts of the base fee and committee membership fees, as illustrated in Exhibit 5, reflect the responsibility and time requirement inherent to the respective function and remained the same in FY 2024 compared to FY 2023. The fee level for the newly introduced Vice-Chair role is at the same level as that of the Lead Independent Director. The base fee and committee membership fee are paid 65% in cash and 35% in Company shares, which are blocked for sale for a period of three years from the date of grant. The cash portion of the base fee and committee membership fee is paid monthly; the share portion is granted in four quarterly instalments, with each instalment blocked for three years from the date of its grant. Should a Board member resign before completion of the respective term of office, that member is entitled to the respective pro-rata remuneration, and any shares already received that are in excess of the pro-rata entitlement are to be re-transferred to the Company. All granted shares remain blocked until the end of the respective blocking period. Should a Board member not stand for re-election, or not be re-elected following completion of the previous term of office, already granted shares also remain blocked until the end of the respective blocking period. In the event of a change of control, the blocking period on the shares is lifted.

EXHIBIT 5: REMUNERATION SYSTEM OF THE BOARD, IN CHF



1 The base fee for the Chair is CHF 400,000 (no change compared to FY 2023); CHF 36,448 of the base fee was deducted in FY 2024 (FY 2023: CHF 36,196) as the Chair is financing the entire cost of the pension cover himself, including the Company contribution, by way of a reduction to the base fee. The split of the base fee into 65% cash and 35% shares is applied to the base fee after the deduction of the Company pension contributions.

Remuneration System of the Group Executive Management

The remuneration elements of the GEM are summarized in Exhibit 6.

EXHIBIT 6: REMUNERATION SYSTEM OF THE GEM

	FIXED REMUNERATION		VARIABLE REMUNERATION	
	Base salary	Pension and other benefits	Short-Term Incentive Plan	Long-Term Incentive Plan
Purpose	Attraction and retention of talent	Risk protection, market competitiveness	Promotion of Landis+Gyr's operational, financial and ESG performance	Sharing in the long-term success of Landis+Gyr and alignment with shareholders' interests
Performance period	–	–	1 year	3 years
Key drivers	Role, experience and individual performance	Market practice, legal requirements	Group and (if relevant) regional financial as well as non-financial performance considerations	Group long-term stock market and operational performance measures
Instrument/settlement	Cash	Pension and insurance plans, other benefits including ESPP	Cash	Performance stock units settled in shares
Performance KPIs	–	–	Financial: Net sales, adjusted EBITDA ¹ , operating cash flow less taxes paid Non-financial: ESG-related measures	Equally weighted relative total shareholder return and earnings per share
Target incentive amounts	–	–	Individually defined, based on respective role and in alignment with market	Individually defined, based on respective role and in alignment with market; converted into number of performance stock units at grant
Payout range	–	–	0% to 200% of target incentive amount; in addition, payout respective to each KPI is capped at 200%	0% to 200% of number of granted performance stock units; in addition, the vesting multiple respective to each KPI is capped at 200%
Impact of share-price on payout value	–	–	NO	YES
Forfeiture provisions	–	–	YES	YES
Clawback provisions	–	–	YES	YES

¹ Adjusted EBITDA as defined on page 18 of the Financial Report, with the exception of the warranty normalization items which are not considered for STIP purposes.

Base Salary

Base salary is the fixed remuneration paid to employees for carrying out their role and is established considering the following factors:

- scope and responsibilities of the role, as well as qualifications and experience required to perform the role,
- market value of the role in the location in which Landis+Gyr competes for talent,
- skills and expertise of the individual in the role, and
- individual performance.

The base salary is paid out to GEM members in twelve equal monthly cash instalments.

Pension Benefits

The purpose of pension benefits is to provide security for employees and their dependents in the event of retirement, sickness, inability to work and death. The GEM members participate in the social insurance and pension plans in the countries where their employment contracts were entered into. The plans vary according to local market practice and legislation; at a minimum they reflect the statutory requirements of the respective countries. In line with local employment practice for Swiss employees, GEM members under Swiss employment contracts are covered by a supplementary non-compulsory occupational welfare plan in addition to the Company's compulsory occupational pension scheme.

Other Benefits

In addition, Landis+Gyr aims to provide competitive employee benefits. Benefits are considered from a global perspective, while appropriately reflecting differing local market practice and employment conditions.

For the GEM members, benefits include local market benefits such as company car or car allowance, health cover, etc. and, where relevant, international benefits such as tax advisory services. Further, to the extent applicable, replacement awards to incoming GEM members to compensate, generally on a "like-for-like" basis, for remuneration forfeited at the previous employer as a result of joining Landis+Gyr are reported as "other benefits". The monetary value of these remuneration elements is evaluated at fair value and disclosed in the remuneration table.

Employee Share Purchase Plan ("ESPP")

Landis+Gyr's benefits structure also includes the ESPP, which was introduced in FY 2022. Under the ESPP, employees at all levels of the organization may purchase Landis+Gyr shares at a price below the market price prevailing at the time of purchase. Minimum and maximum purchase levels apply and the purchased shares are subject to a blocking period, during which the shares may not be sold. To the extent that members of the GEM participate in the ESPP, the value of the discount granted is included as remuneration in the remuneration table under "Other benefits".

Short-Term Incentive Plan (“STIP”)

The STIP is an annual cash incentive plan, containing both financial as well as non-financial performance considerations. The purpose of the STIP is to motivate eligible participants to deliver outstanding performance and increased contribution towards Landis+Gyr’s success.

Plan participants are incentivized based on the achievement of global and (if relevant) regional financial performance targets, as well as quantitative ESG targets related to Landis+Gyr’s ESG strategy. The financial performance targets correlate with the mid-term plan and long-term strategy and are aligned with business priorities, with the aim of achieving sustainable profitability and growth in alignment with shareholders’ interests. The financial performance targets account for 80% of the individual target incentive amount and the ESG performance targets for 20%. ESG performance targets are defined based on the material topics resulting directly from Landis+Gyr’s ESG strategy and roadmap. The targets for FY 2024 were set based on the seven equally weighted key performance indicators (“KPIs”) as detailed in Exhibit 7 and focus on the reduction of the carbon footprint of the Company and its product portfolio, as well as enabling a positive environmental impact through our products and solutions, promoting ESG-driven supplier management, driving employee learning initiatives, promoting gender balance and improving cybersecurity maturity.

Both the financial as well as the ESG performance targets are determined by the Board at the beginning of each financial year. These targets represent commercially sensitive information and are therefore not disclosed, whereas additional information on the ESG KPIs is provided in Exhibit 7. Information on the realized payout for FY 2024 is provided on page 14.

Payouts under the STIP are calculated based on the achievement level of the respective performance targets, with 100% achievement resulting in 100% payout. For each financial performance target, minimum threshold performance levels, below which there is no payout, as well as maximum performance levels, at which payout is capped at 200%, apply. Linear interpolation is used to calculate the payout between threshold and target, and target and maximum. Similarly, for each ESG performance target respective threshold, target and maximum performance levels are defined, with the final payout for the ESG component determined based on the achievement of the seven equally weighted targets. Total payout under the STIP can range from 0% to 200% of the target incentive amount. For FY 2024, the individual target incentive amount for the newly appointed CEO corresponds to 75% (FY 2023: 75%) of base salary and for the other members of the GEM on average to 67% (FY 2023: 67%) of base salary. The maximum payout amount for the CEO is hence equivalent to 150% of base salary (FY 2023: 150%) and for other members of the GEM on average to 133% of base salary (FY 2023: 133%).

In case of termination of employment during the performance period, the STIP payout may be reduced or forfeited depending on the conditions of such termination and subject to applicable law. In addition, clawback provisions apply as detailed on page 11.

For FY 2024, the STIP scorecard for the GEM comprised both financial and non-financial performance targets, measured using the KPIs as detailed in Exhibit 7.

EXHIBIT 7: STIP PERFORMANCE SCORECARD FOR THE GEM FOR FY 2024

% of target incentive amount	Topic	KPI	Weight FY 2024	KPI measurement
80%	Sales	Net sales	30%	CEO, CFO: 100% Group results Regional EVPs: 50% Group results, 50% Regional results
	Profit	Adjusted EBITDA	40%	
	Cash flow	Operating cash flow less taxes paid	30%	
20%	ESG ¹	1) % of electricity sourced from renewable energy sources		100% Group results
		2) Million tons of CO ₂ savings enabled through Landis+Gyr products & solutions		
		3) % of shipped units that are part of the Landis+Gyr Eco-Portfolio ²		
		4) % of direct material spend covered by ESG supplier audits		
		5) Number of employee learning hours		
		6) % share of female employees		
		7) Average % BSIMM ³ score		

¹ All seven ESG KPIs are equally weighted.

² For a definition of the Eco-Portfolio see page 41 of the Sustainability Report.

³ Building Security in Maturity Model; for a definition see page 80 of the Sustainability Report.

With respect to the financial KPIs, for the CEO and CFO 100% Group results are considered when determining the level of performance. For the GEM members with regional responsibility, 50% Group and 50% respective regional results are evaluated, with the financial KPIs correspondingly assessed at both the global and regional level. The ESG KPIs are assessed at the global level for all participants.

Long-Term Incentive Plan (“LTIP”)

The current LTIP, under which the first grant was made in FY 2018, is a share-based incentive plan measured over a three-year performance period, representing three financial years. Its purpose is to foster long-term value creation for the Group by providing the members of the GEM and other eligible key managers with the possibility:

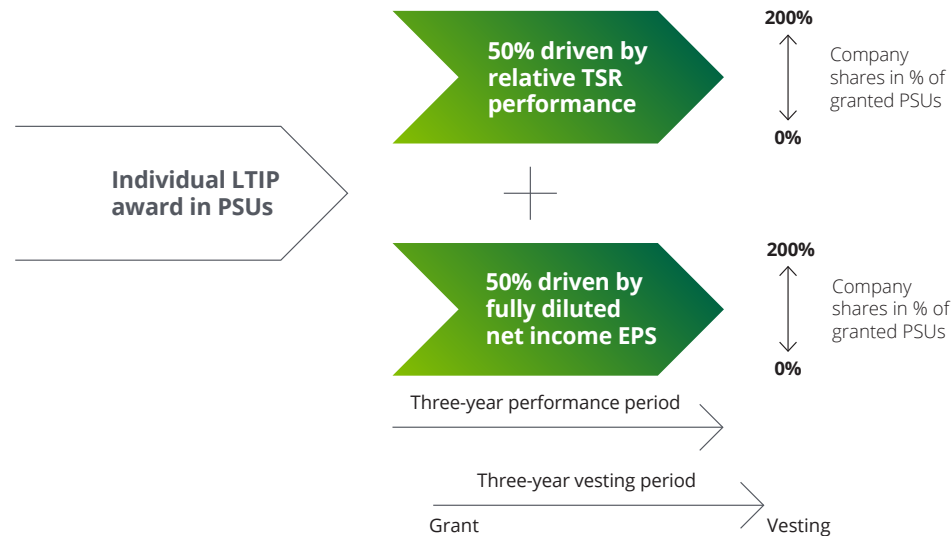
- to become shareholders or to increase their shareholding in the Company,
- to participate in the future long-term success of Landis+Gyr, and
- to further align the long-term interests of the plan participants with those of the shareholders.

The individual target incentive amounts under the LTIP are determined based on the role and responsibilities, taking into account external market levels. For the grants made in FY 2024, the individual target incentive amount for the CEO who departed in November 2024 corresponds to 85% (FY 2023: 80%) of base salary and for other members of the GEM represents on average 55% (FY 2023: 50%) of base salary (for details see page 15 et seq.). Awards under the LTIP are a contingent entitlement, granted in the form of performance stock units (“PSUs”), to receive Landis+Gyr shares, provided certain performance targets are achieved during the three-year performance period (see Exhibit 8) and subject to continuous employment. In case the performance does not reach certain pre-determined thresholds after three years, no PSUs will vest under the LTIP.

For the purpose of the LTIP, the measurement of Landis+Gyr’s long-term performance comprises two equally weighted KPIs:

- 50% of the award is linked to the Total Shareholder Return (“TSR”) measured over three years relative to a peer group of Swiss and international companies¹ and
- 50% of the award is linked to the fully diluted net income Earnings per Share (“EPS”).

EXHIBIT 8: VESTING UNDER THE LTIP



¹ The peer companies used to measure the 3-year relative TSR performance for the FY 2024 grant are: ABB, Aichi Tokei Denki, Apator, Arbonia, Badger Meter, Burckhardt Compression, Daetwyler, Genus Power Infrastructures, Hexing Electrical, Hubbell, Inficon, Itron, Legrand, LEM, Mueller Water Products, OC Oerlikon, Osaki Electric, Rexel, SIT, Smart Metering Systems, SPIE, Sulzer, Takaoka Toko, Xylem.

The vesting curves for each KPI under the LTIP are defined to support the symmetrical performance and payout situations below and above the target and allow for a realistic performance-related chance to realize vesting.

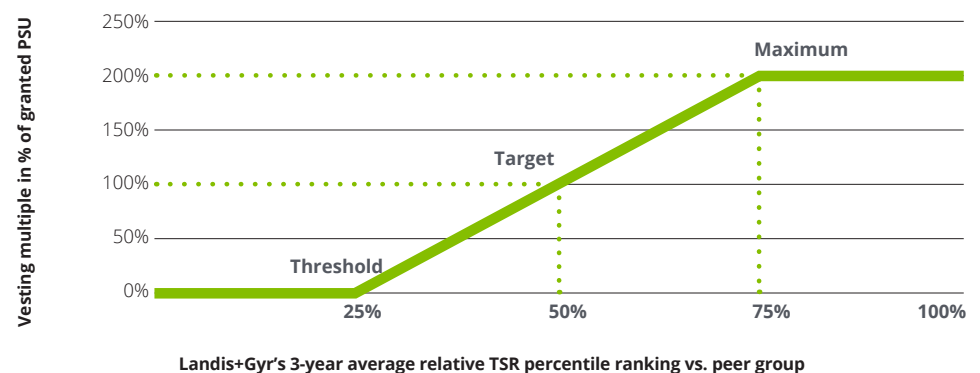
Relative TSR performance is measured against a custom peer group of 24 Swiss and international organizations¹ operating in comparable industries to Landis+Gyr and representing the markets that are relevant for Landis+Gyr. The peer group remained consistent in FY 2024 as compared to FY 2023.

Landis+Gyr’s TSR performance is assessed as a three-year average percentile rank compared to the peer group. For each company in the peer group, the relative TSR is calculated considering not only the variation of the closing prices over the three-year performance period, but also the dividends distributed in the same period, assuming that at the time of distribution those dividends are reinvested in the shares of the respective company. All calculations related to TSR performance are done by an independent third-party company.

For the FY 2024 grant, 100% of the PSUs linked to the relative TSR performance will vest after the three-year performance period if Landis+Gyr is ranked at the median of the peer group. The maximum vesting multiple of 200% applies if the Landis+Gyr TSR is at or above the 75th percentile of the peer group. The vesting multiple of 0% applies should Landis+Gyr’s TSR performance relative to the peers be at or below the 25th percentile of the peer group. Linear interpolation applies between the threshold, target and maximum performance levels. In addition, to allow for further performance alignment, if Landis+Gyr’s absolute TSR attributable to the relevant three-year performance period is negative, the relative TSR vesting multiple will be capped at 100% regardless of whether Landis+Gyr outperforms the median of the peer group.

Exhibit 9 represents an illustration of the relative TSR vesting curve for the FY 2024 grant.

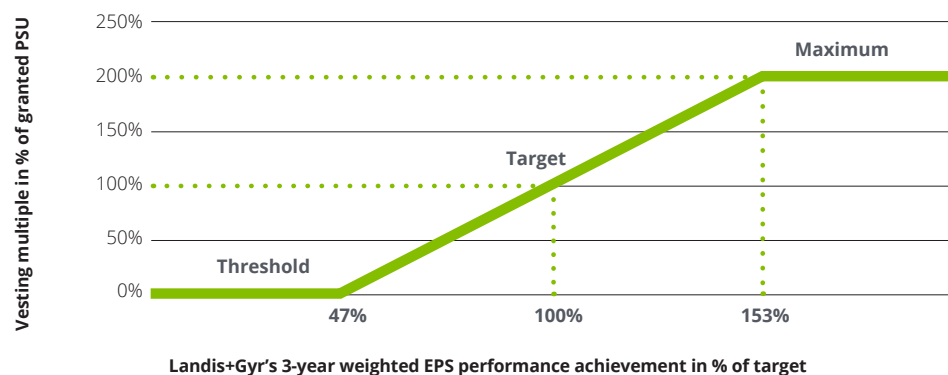
EXHIBIT 9: VESTING CURVE 3-YEAR RELATIVE TSR FOR FY 2024 GRANT



The three-year fully diluted net income EPS is calculated as the cumulative weighted sum of the reported net income fully diluted EPS attributable to shareholders for the financial years covered by the respective three-year performance period. In order to give more weight to the EPS achieved in the later years of the performance period, the EPS of each year is weighted as follows: The first financial year is weighted at 1/6, the second financial year at 2/6 and the third financial year at 3/6.

If the weighted EPS target is reached, 100% of the respective PSUs granted under the EPS KPI will vest. If the weighted EPS performance is at or above the maximum performance level, 200% of respective granted PSUs will vest. If the weighted EPS performance is at or below the threshold performance level, 0% of PSUs granted under the EPS KPI will vest. Linear interpolation applies between the threshold, target and maximum performance levels. Exhibit 10 represents an illustration of the weighted EPS vesting curve for the FY 2024 grant.

EXHIBIT 10: VESTING CURVE 3-YEAR WEIGHTED EPS FOR FY 2024 GRANT



Actual EPS targets are considered commercially sensitive information and communicating such targets would allow insight into the strategy of Landis+Gyr and may create a competitive disadvantage for the Company. Consequently, the decision was made not to disclose the specifics of those targets at the time of their setting, but to explain in more detail the process applied in setting EPS targets, and to subsequently disclose the target achievement at the end of the respective performance period, i.e., for the FY 2024 grant with the reporting for FY 2026.

EPS targets for each grant are set by the Board following a thorough outside-in approach conducted by the Remuneration Committee's independent external advisor. Investors' return expectations on market value, stock risk profile, investment projections and current profitability levels were taken as a starting point and translated into EPS targets, using multifactor valuation models and statistical analyses in order to establish an appropriate link between LTIP payouts and the value created for investors.

No changes with regard to the methodology were made when determining EPS targets for the 2024 grant. The consistent application of this robust target setting approach helps achieve Landis+Gyr's goal of designing compensation elements with a realistic performance-based chance to realize vesting and to balance perceived riskiness and value of the plan for participants. The results of the outside-in approach were assessed against historical company performance, as well as equity analysts' expectations and strategic plan as suggested by management, to reinforce the Remuneration Committee's and Board's confidence in the overall quality and robustness of the EPS targets.

At the end of the vesting period, based on actual performance achieved, the resulting multiple of PSUs will be settled in ordinary shares of Landis+Gyr. Forfeiture rules in case of termination of employment before the end of the respective vesting period apply as summarized in Exhibit 11 and clawback provisions exist as detailed below.

EXHIBIT 11: SUMMARY OF LTIP FORFEITURE PROVISIONS

Termination reason	Vesting provisions	Early vesting	Vesting level
Death and disability	Pro-rata vesting	Yes	At target
Retirement	Pro-rata vesting	No	Based on actual performance
Termination without cause	Pro-rata vesting	No	Based on actual performance
Other termination reasons	Full forfeiture	n/a	n/a

In addition, in the event of a change of control, early vesting on a pro-rata basis at target, i.e., without consideration of performance, applies.

Clawback of Variable Remuneration

Landis+Gyr's clawback provisions allow for partial or full recovery of performance-based cash or equity paid or vested to members of the GEM during the previous three financial years. These provisions apply in cases where the Company is required to make a material restatement to its accounts (due to fraud or error) as well as in the event of fraud, gross negligence or willful misconduct, any serious breach of Landis+Gyr's code of business ethics and conduct or in the event of actions that caused serious reputational harm to the Company.

Employment Conditions

The members of the GEM are employed under contracts of unlimited duration with notice periods up to a maximum of twelve months. They are not contractually entitled to termination payments or any change of control provisions other than the early vesting of LTIP awards as mentioned above, which is applicable to all plan participants. Correspondingly, members of the GEM are not disproportionately advantaged by change of control provisions in comparison to any other employees. The employment contracts for the GEM may include non-competition agreements following the end of employment not exceeding a period of 12 months.

Remuneration Awarded to Members of Governing Bodies

The section below is in line with the Swiss Code of Obligations, which requires disclosure of remuneration granted to members of the Board and GEM. Remuneration paid to members of the Board and to the highest paid member of the GEM is shown separately.

Remuneration Awarded to the Board for FY 2024

Explanatory Comments

Exhibit 12 summarizes the remuneration paid to the Board for the full FY 2024. All Board members were re-elected at the 2024 AGM. Peter Mainz was appointed CEO of Landis+Gyr effective November 21, 2024. Exhibit 12 reflects the pro-rated Board remuneration for FY 2024 paid to him until his appointment as CEO. Further, Peter Bason, the representative of Kirkbi Invest A/S, which had been one of Landis+Gyr's major shareholders, stepped down from the Board at the Extraordinary General Meeting held on August 26, 2024 ("2024 EGM"). Peter Bason had waived all remuneration for his Board duties for the 2024/2025 term of office. Fabian Rauch was newly elected at the 2024 EGM as the representative of Spectrum Entrepreneurial Ownership (SEO), one of Landis+Gyr's major shareholders, and his remuneration is correspondingly included in Exhibit 12 on a pro-rated basis for FY 2024. In addition, Audrey Zibelman was appointed Vice-Chair of the Board effective January 1, 2025, with her base fee adjusted to the same level as that of the Lead Independent Director as of that date.

Exhibit 13 summarizes the remuneration paid for the full FY 2023, including the pro-rated remuneration of Audrey Zibelman, who was newly elected at the 2023 AGM. Peter Bason, elected at the 2023 AGM as the new representative of Kirkbi Invest A/S (replacing Søren Thorup Sørensen), waived all remuneration for his Board duties for the 2023/2024 term of office.

In FY 2024 the Board received total remuneration of CHF 1,592,234 (FY 2023: CHF 1,499,820). There was no change to the Board fee levels in FY 2024 as compared to FY 2023. The difference in total remuneration in FY 2024 as compared to FY 2023 is due to the reasons as explained above.

Remuneration of the Board

EXHIBIT 12: REMUNERATION OF MEMBERS OF THE BOARD FOR FY 2024¹ (AUDITED), IN CHF

Non-executive Board members	Role in the Board	Base fees paid in cash	Committee fees paid in cash	Base and committee fees delivered in shares ²	Total fees (cash and shares)	Expense lump sum	Employer social security contributions	Total remuneration
Andreas Umbach	Chair	272,250 ³	–	127,750	400,000	20,000	25,159	445,159
Eric Elzvik	Lead Independent Director	149,500	31,688	97,563	278,751	10,000	19,675	308,426
Andreas Spreiter	Independent Member	78,000	19,500	52,500	150,000	10,000	11,265	171,265
Christina Stercken	Independent Member	78,000	19,500	52,500	150,000	10,000	–	160,000
Peter Mainz ⁴	Not independent; CEO	49,834	16,250	35,583	101,667	6,389	–	108,056
Laureen Tolson	Independent Member	78,000	12,685	48,831	139,516	10,000	–	149,516
Peter Bason ⁵	Not independent; representative of a major shareholder	–	–	–	–	–	–	–
Audrey Zibelman ⁶	Vice-Chair; independent	95,875	7,313	55,563	158,751	10,000	–	168,751
Fabian Rauch ⁷	Not independent; representative of a major shareholder	45,500	–	24,500	70,000	5,833	5,228	81,061
Total Board of Directors		846,959	106,936	494,790	1,448,685	82,222	61,327	1,592,234

1 Represents gross amounts prior to deductions for social security, withholding tax, etc., for services rendered from April 1, 2024, to March 31, 2025, with the exception of three Board members as per footnotes 4, 5 and 7 below.

2 Granted in quarterly instalments; fair value is defined using the volume weighted average share price for the last 20 trading days of the month preceding the month of the respective quarterly grant.

3 Includes employer pension contribution in the amount of CHF 36,448 funded by the Chair through a reduction to base fees paid.

4 Peter Mainz was appointed as the new CEO of Landis+Gyr effective November 21, 2024. Amounts reflect the period from April 1, 2024 to November 20, 2024. As of the appointment as CEO, no further Board remuneration was paid.

5 Waived all remuneration for the 2024/2025 term of office. Peter Bason stepped down from the Board with effect from the 2024 EGM.

6 Appointed to Vice-Chair effective January 1, 2025.

7 Newly elected at the 2024 EGM; representative of SEO, a major shareholder of Landis+Gyr. Amounts reflect pro-rated Board remuneration received since the election to the Board until March 31, 2025.

EXHIBIT 13: REMUNERATION OF MEMBERS OF THE BOARD FOR FY 2023¹ (AUDITED), IN CHF

Non-executive Board members	Role in the Board	Base fees paid in cash	Committee fees paid in cash	Base and committee fees delivered in shares ²	Total fees (cash and shares)	Expense lump sum	Employer social security contributions	Total remuneration
Andreas Umbach	Chair	272,250 ³	–	127,750	400,000	20,000	25,390	445,390
Eric Elzvik	Lead Independent Director	149,500	39,000	101,500	290,000	10,000	20,574	320,574
Andreas Spreiter	Independent Member	78,000	19,500	52,500	150,000	10,000	11,356	171,356
Christina Stercken	Independent Member	78,000	19,500	52,500	150,000	10,000	–	160,000
Peter Mainz	Independent Member	78,000	19,500	52,500	150,000	10,000	–	160,000
Søren Thorup Sørensen ⁴	Not independent; representative of a major shareholder	–	–	–	–	–	–	–
Laureen Tolson	Independent Member	78,000	9,750	47,250	135,000	10,000	–	145,000
Peter Bason ⁵	Not independent; representative of a major shareholder	–	–	–	–	–	–	–
Audrey Zibelman ⁶	Independent Member	58,500	–	31,500	90,000	7,500	–	97,500
Total Board of Directors		792,250	107,250	465,500	1,365,000	77,500	57,320	1,499,820

1 Represents gross amounts, prior to deductions for social security, withholding tax, etc. for services rendered from April 1, 2023 until March 31, 2024, with the exception of two Board members who were newly elected at the 2023 AGM as per footnotes 5 and 6 below, and one Board member who did not stand for re-election at the 2023 AGM as per footnote 4 below.

2 Granted in quarterly instalments; fair value is defined using the volume weighted average share price for the last 20 trading days of the month preceding the month of the respective quarterly grant.

3 Includes employer pension contribution in the amount of CHF 36,196 funded by the Chair through a reduction to base fees paid.

4 Waived all remuneration for the term of office 2022/2023. Søren Thorup Sørensen did not stand for re-election at the 2023 AGM.

5 Newly elected at the 2023 AGM. Peter Bason waived all remuneration for the term of office 2023/2024.

6 Newly elected at the 2023 AGM. Amounts reflect the period from July 1, 2023 until March 31, 2024.

Remuneration Awarded to the GEM for FY 2024

Performance Assessment and Explanatory Comments

For FY 2024, the members of the GEM received base salary, variable remuneration and pension and other benefits, in line with the remuneration system, as detailed in Exhibit 6.

For the Group as a whole, as illustrated in Exhibit 14, FY 2024 results related to the financial performance targets represent achievement above threshold, but below the respective target for all three KPIs.

EXHIBIT 14: STIP FINANCIAL TARGETS PERFORMANCE FY 2024

Group financial targets FY 2024 (representing 80% of target incentive)	Weight	Target in USDm (100% payout)	Achievement in USDm ²	Payout %	Weighted payout %
Net sales	30%	1,963.0	1,779.3	53.2%	16.0%
Adjusted EBITDA ¹	40%	222.2	184.0	57.0%	22.8%
Operating cash flow less taxes paid	30%	130.2	100.7	43.4%	13.0%
Weighted payout factor financial targets					51.8%
Contribution of financial targets to overall payout (80%)					41.4%

¹ Adjusted EBITDA as defined on page 18 of the Financial Report, with the exception of the warranty normalization items which are not considered for STIP purposes.

² One-off items considered in the calculation of the actual performance achievements for FY 2024, but which were not known during the target setting phase, include effects related to M&A, divestment, and discontinued operations.

At a regional level, the varying KPI performance on the financial targets resulted in an overall payout factor below target for all three regions. Performance was generally above threshold, except for operating cash flow less taxes paid in the Americas and Asia Pacific, and adjusted EBITDA in EMEA, which came in below threshold.

In FY 2024 Landis+Gyr continued to drive forward its ESG priorities and roadmaps, managing to meet or exceed most of the targets, as reflected in Exhibit 15. Among other successful activities, the Group continued to reduce its carbon footprint, expand its green product offerings, and focus its efforts on further improving cybersecurity maturity.

EXHIBIT 15: STIP ESG TARGETS PERFORMANCE FY 2024

ESG targets FY 2024 (equally weighted and representing 20% of target incentive)	Target (100% payout)	Achievement	Payout %	Weighted payout %
% of electricity sourced from renewable energy sources	90.0%	96.4%	164.0%	23.4%
Million tons of CO ₂ savings enabled through Landis+Gyr products & solutions	9.0	9.02	120.0%	17.1%
% of shipped units that are part of the Landis+Gyr Eco-Portfolio	87.1%	89.1%	169.0%	24.1%
% of direct material spend covered by ESG supplier audits	89.6%	92.5%	185.3%	26.5%
Number of employee learning hours (developmental content)	20 hrs per employee	28.8 hrs per employee	200.0%	28.6%
% share of female employees	26.7%	25.6%	0.0%	0.0%
Average % BSIMM score	47.0%	50.8%	176.0%	25.1%
Weighted payout factor ESG targets				144.9%
Contribution of ESG targets to overall payout (20%)				29.0%

At Group level, the resulting weighted payout factor related to the financial performance targets, which account for 80% of the target incentive amount, amounts to 41.4%. The resulting weighted payout factor related to the ESG performance targets, accounting for 20% of the target incentive amount, amounts to 29.0%.

The overall payout for both financial and non-financial performance targets is 70.4% of the STIP target incentive amount for the CEO (FY 2023: 155.0%) and between 61.1% and 68.6% of the STIP target incentive amounts for the other members of the GEM (FY 2023: 110.7% to 160.6%). No discretion was applied by the Board when quantifying the outcome of the STIP for FY 2024.

In FY 2024, GEM members received total remuneration of CHF 5,104,548 (FY 2023: CHF 6,203,253). This is an overall decrease of 18% compared to the previous year, with the main changes explained in the following sections below.

Remuneration of the GEM

EXHIBIT 16: REMUNERATION OF GROUP EXECUTIVE MANAGEMENT MEMBERS FOR FY 2024¹ (AUDITED), IN CHF

Remuneration elements	Members of the GEM ²	Highest remuneration Werner Lieberherr, departed CEO
Base salary	2,486,135	767,742
Short-term incentive in cash ³	685,900	405,155
Fair value at grant under the LTIP ⁴	1,250,400	608,409
Other benefits ⁵	190,841	33,774
Pension costs ⁶	220,170	98,978
Employer social security contributions ⁷	271,102	140,800
Total remuneration	5,104,548	2,054,858

- 1 Represents gross amounts paid, prior to deductions for social security, withholding tax, etc. for services rendered from April 1, 2024 until March 31, 2025.
- 2 Reflects remuneration of seven members of the GEM for FY 2024, including the pro-rated remuneration of three GEM members appointed during the year on November 1, 2024, November 21, 2024 and December 10, 2024, respectively; and including the pro-rated remuneration of three departed GEM members whose employment ended during the year on December 9, 2024, March 15, 2025 and March 16, 2025, respectively.
- 3 Payable in FY 2025 for FY 2024.
- 4 Disclosure reflects awards for the reporting year, that is, fair value at grant for FY 2024. The LTIP value at vesting may vary based on performance outcomes and respective share price at the time of vesting.
- 5 Includes car benefits, allowances, tax advisory services, etc., as well as ESPP discount, if applicable. One GEM member participated in the FY 2024 ESPP offering.
- 6 Representing employer contributions for retirement savings, death and disability towards the statutory Swiss pension scheme as well as the supplementary welfare plan for the two GEM members under Swiss employment contracts; and representing employer 401k contributions for three GEM members on a US employment contract, as well as statutory employer pension contributions for one GEM member on a German employment contract and employer contributions to the company pension plan for one GEM member on a UK employment contract.
- 7 Includes estimates of social security contributions related to the LTIP grant made in FY 2024.

EXHIBIT 17: REMUNERATION OF GROUP EXECUTIVE MANAGEMENT MEMBERS FOR FY 2023¹ (AUDITED), IN CHF

Remuneration elements	Members of the GEM ²	Highest remuneration Werner Lieberherr, CEO
Base salary	2,100,015	800,000
Short-term incentive in cash ³	2,163,664	930,240
Fair value at grant under the LTIP ⁴	1,290,641	634,276
Other benefits ⁵	127,063	42,000
Pension costs ⁶	201,603	98,283
Employer social security contributions ⁷	320,267	187,873
Total remuneration	6,203,253	2,692,672

- 1 Represents gross amounts paid, prior to deductions for social security, withholding tax, etc. for services rendered from April 1, 2023 until March 31, 2024.
- 2 Reflects remuneration of four members of the GEM for FY 2023.
- 3 Payable in FY 2024 for FY 2023.
- 4 Disclosure reflects awards for the reporting year, that is, fair value at grant for FY 2023. The LTIP value at vesting may vary based on performance outcomes and respective share price at the time of vesting.
- 5 Includes car benefits, allowances, tax advisory services, etc., as well as ESPP discount, if applicable. Two of the four GEM members participated in the FY 2023 ESPP offering.
- 6 Representing employer contributions for retirement savings, death and disability towards the statutory Swiss pension scheme as well as the supplementary welfare plan for the two GEM members under Swiss employment contracts; and representing employer 401k contributions for one GEM member on a US employment contract, as well as statutory employer pension contributions for one GEM member on a German employment contract.
- 7 Includes estimates of social security contributions related to the LTIP grant made in FY 2023.

The following explanatory comments can be given with regard to the changes compared to prior year:

Composition of the GEM: Exhibit 16 includes remuneration paid in FY 2024 to seven members of the GEM, including for departed and incoming GEM members. The highest remuneration for FY 2024 was awarded to Werner Lieberherr, the CEO until November 20, 2024, and whose employment ended effective March 16, 2025, with his remuneration for FY 2024 correspondingly included until such date. The new CEO, Peter Mainz, was appointed on November 21, 2024. His pro-rata remuneration for FY 2024 as of that date is accordingly reflected in Exhibit 16 under “Members of the GEM”. The CFO’s appointment to the GEM and her employment ended on March 15, 2025, with her remuneration for FY 2024 correspondingly included until such date. Exhibit 16 further includes the pro-rata remuneration for FY 2024 for the new Head of EMEA, appointed on November 1, 2024, and the new Head of Americas, appointed on December 10, 2024. Both held other roles within Landis+Gyr prior to their appointments to the GEM. The full-year FY 2024 remuneration for the departed Head of EMEA, who stepped down from the GEM as of November 1, 2024, and whose employment ended on March 31, 2025, and the pro-rata remuneration for the departed Head of Americas, whose appointment to the GEM and employment ended on December 9, 2024, are also included in Exhibit 16 accordingly. Remuneration in FY 2023, as shown in Exhibit 17, reflects the full-year remuneration of four members of the GEM.

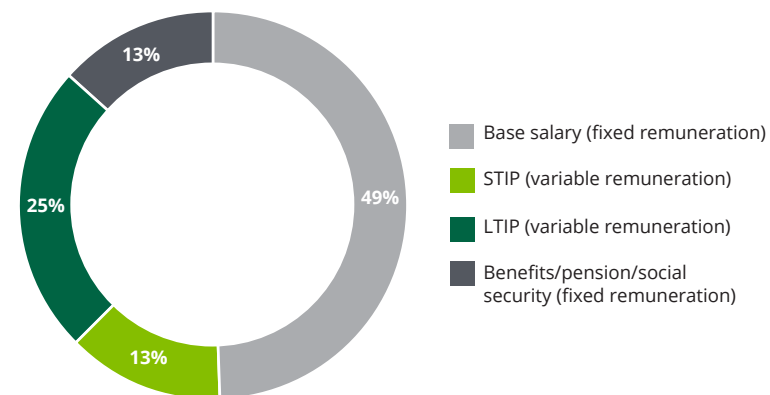
Base salary: The base salaries for the newly appointed GEM members are at comparable levels to those of their predecessors. The variation in base salary between FY 2024 as compared to FY 2023 is due to the changes to the composition of the GEM, as explained above. Further, as all GEM members, except for the departed CEO and CFO, are employed in countries other than Switzerland, there is some variance year-over-year due to exchange rate fluctuations between the CHF and the respective currencies of the countries of employment, namely in FY 2024 the United States, Germany and the UK.

STIP: STIP target incentive amounts for the newly appointed GEM members are at levels comparable to those of their predecessors. The difference in payouts under the STIP between FY 2024 and FY 2023 reflects the achieved performance levels as well as the changes to the composition of the GEM during FY 2024, as described in the sections above. Further, respective forfeiture provisions in accordance with the plan were applied.

LTIP: As the changes to the GEM occurred after the grant date of the FY 2024 LTIP, the GEM members appointed during the year will first become eligible for the LTIP related to their new roles as of FY 2025 grant. The disclosed grants were made to the four GEM members who were active at the time of the FY 2024 LTIP grant. Their grant amounts as compared to FY 2023 are somewhat impacted by the exchange rate differences described above, as well as the difference between the fair value at grant date and the 20-day volume-weighted average share price prior to grant date used to convert the target incentive amounts into PSUs, which was CHF 74.33 for the grant made in FY 2024 (FY 2023: CHF 79.61).

As illustrated in Exhibit 18, for FY 2024 the total variable remuneration, i.e., STIP and LTIP, for the GEM represents 38% of total remuneration received. For the departed CEO, the total variable remuneration represents 49% of his total remuneration and 97% of his total fixed remuneration, i.e., base salary, benefits, pension and social security. For the other members of the GEM, the total variable remuneration represents on average 30% of total remuneration and ranges from 35% to 49% of total fixed remuneration, reflecting the variation in achieved performance levels. As described in previous sections of the report, the target mix between variable STIP and LTIP in relation to fixed remuneration for the GEM balances short- and long-term performance in alignment with Landis+Gyr's remuneration strategy and shareholders' interests.

EXHIBIT 18: GEM PAY COMPOSITION FY 2024



Performance of LTIP Grant FY 2022

For the LTIP grant made in FY 2022, with the performance period covering the three financial years 2022 to 2024, the overall vesting multiple is 0.68. It is driven by two equally weighted KPIs, namely relative TSR and EPS. As illustrated in Exhibit 19, Landis+Gyr's three-year average relative TSR percentile rank in the peer group was above threshold but below median, resulting in a vesting multiple of 0.52 for the relative TSR component of the 2022 LTIP. The EPS performance, as illustrated in Exhibit 20, exceeded threshold but was below target, resulting in a vesting multiple of 0.84 for the EPS component of the 2022 LTIP. As EPS performance was affected by one-off items, primarily goodwill impairment, Brusa impairment and transformation expenses, the Board took the decision to normalize these one-off effects. Out of the 78,229 PSUs originally granted to plan participants in FY 2022, approximately 35,500 shares, including 2,408 for members of the GEM, will be allocated upon vesting in July 2025.

EXHIBIT 19: RELATIVE TSR PERFORMANCE LTIP GRANT FY 2022

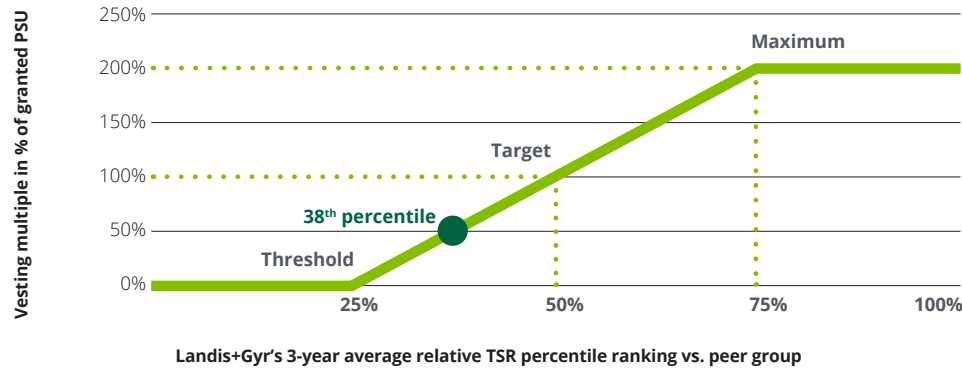
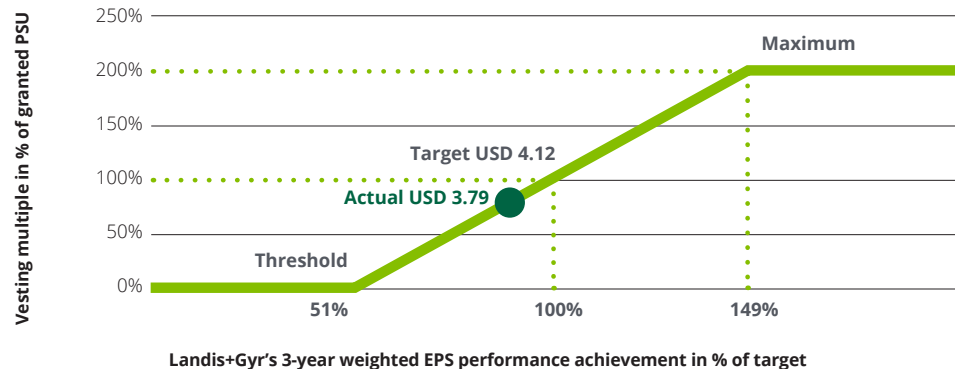


EXHIBIT 20: EPS PERFORMANCE LTIP GRANT FY 2022



Holding of Shares by Members of the Board and the GEM

The members of the Board and GEM, including related parties, hold a total participation of 0.41% of the outstanding registered shares as of March 31, 2025 (0.43% as of March 31, 2024). This participation includes registered shares purchased as well as fully vested shares allocated in connection with the remuneration schemes and, for members of the Board, shares allocated in payment of part of their fees. However, unvested PSUs are not included.

EXHIBIT 21: SHARES HELD BY MEMBERS OF THE BOARD (AUDITED)

	Role	Shares held as at March 31, 2025	Shares held as at March 31, 2024
Andreas Umbach	Chair	79,395	77,536
Eric Elzvik	Lead Independent Director	12,474	11,054
Andreas Spreiter	Independent Member	11,736	10,970
Christina Stercken	Independent Member	5,660	4,894
Peter Mainz ¹	Not independent; CEO	6,297	4,139
Laureen Tolson	Independent Member	2,666	1,950
Audrey Zibelman	Vice-Chair; independent	1,269	435
Fabian Rauch ²	Not independent; representative of a major shareholder	364	n/a

¹ Appointed CEO and member of the GEM effective November 21, 2024.

² Representative of Spectrum Entrepreneurial Ownership (SEO), holding 1,448,338 shares which amounts to 5.01% of outstanding share capital. Newly elected at the EGM on August 26, 2024.

EXHIBIT 22: SHARES HELD BY MEMBERS OF THE GEM (AUDITED)

	Role	Shares held as at March 31, 2025	Shares held as at March 31, 2024	Unvested PSUs held as at March 31, 2025
Peter Mainz ¹	Chief Executive Officer	6,297	4,139	–
Robert Evans ²	Head of EMEA	–	n/a	1,223
Prasanna Venkatesan ³	Head of Americas	–	n/a	8,207

¹ Appointed CEO and member of the GEM effective November 21, 2024.

² Appointed member of the GEM effective November 1, 2024.

³ Appointed member of the GEM effective December 10, 2024.

As reflected in Exhibit 22, as at March 31, 2025, members of the GEM held a total of 9,430 unvested PSUs with respect to grants made under the LTIP. As at March 31, 2024, members of the GEM held a total of 56,632 unvested PSUs.

Shareholding Guidelines for the GEM Members

Shareholding guidelines were introduced for GEM members in FY 2018, which are designed to increase the alignment of the interests of GEM members and shareholders. The target ownership levels are defined based on the role and correspond to:

- 300% of base salary for the position of CEO
- 200% of base salary for other GEM members

GEM members are expected to build up their shareholding to the targeted ownership levels within five years, from the introduction of the guidelines or appointment to the GEM, respectively. Given the recent appointment dates of new GEM members during FY 2024, the first validation of compliance with the shareholding guidelines is required at the end of FY 2029.

Equity Overhang and Dilution as of March 31, 2025

In total as of March 31, 2025, the equity overhang, defined as the total number of outstanding unvested PSUs divided by the total number of shares issued, amounts to 0.47% (as at March 31, 2024: 0.57%).

The company's gross burn rate defined as the total number of equities (shares and PSUs) granted in FY 2024 divided by the total number of shares issued amounts to 0.31% (FY 2023: 0.25%).

It is the Company's policy to settle all shares under the equity plans for the Board remuneration, the LTIP and the ESPP through existing treasury shares as well as additional shares purchased in the market, thereby not creating any dilution effect to shareholders.

Loans Granted to Members of the Board or the GEM

As referenced on page 4, in accordance with art. 28 of the Articles of Association, Landis+Gyr Group AG may not grant loans to members of the Board or the GEM and hence did not do so during FY 2024. Correspondingly, no loans to members of the Board, the GEM or to closely related parties were outstanding as of March 31, 2025.

Related-Party Transactions

Disclosure on remuneration for FY 2024 covers members of the Board and the GEM as indicated, and for both includes related parties to the extent applicable. Such related parties cover spouses, partners, children and other dependents or closely linked persons. In FY 2024 no remuneration was paid to any related party.

Remuneration to Former Members of Governing Bodies

During FY 2024, no remuneration was paid to former members of the Board or the GEM for their time as a member of such governing bodies, nor to any related parties. The remuneration paid to departed GEM members during FY 2024 is included in the FY 2024 remuneration table on page 15.

External Mandates Held by Members of Governing Bodies

As at March 31, 2025, members of the Board and GEM held the following external mandates (unless noted otherwise, the mandate also applies as at March 31, 2024):

EXHIBIT 23: EXTERNAL MANDATES OF MEMBERS OF THE BOARD AS AT MARCH 31, 2025 (AUDITED)

Board of Directors	Current positions at publicly traded companies	Current positions at non-publicly traded companies and non-profit organizations
Andreas Umbach	Chair of the Board of Directors, SIG Group AG Board member and Chair of the audit committee, AB Volvo Board member and Chair of the audit and compliance committee, LM Ericsson Telephone Company	Chair of the Board of Directors, Schurter Group AG Chair of the Supervisory Board, Techem Energy Services GmbH Until May 2024: President, Zug Chamber of Commerce and Industry Chair, Deutsche Glasfaser Group Chair, GlobalConnect Group Senior Industrial Advisor, EQT Group
Eric Elzvik		
Peter Mainz	None	Board member, Metron Farnier
Andreas Spreiter	None	Member of the supervisory board and Chair of the audit and risk committee, Alpha ABMD Holdco B.V. Co-owner and Managing Director, Spreiter Consulting GmbH Since May 2024: Board member and chair of the audit committee, RUAG International
Christina Stercken	Board member and Chair of the Sustainability and Risk Committee, Ansell Ltd. Member of the Supervisory Board, TeamViewer SE	Chair of the Board, Myanmar Foundation (since 2025; previously Vice-Chair)
Laureen Tolson	Board member, Delek US Holdings	CEO, Tolson Consulting Company Since November 2024: Board member, Pluralsight
Audrey Zibelman	None Until September 2024: Board member, SunPower Inc. Until June 2024: Board member, EOS Energy	Founder and CEO, Zibelman Energy Advisors Board member, Pollination Global Holdings Ltd. Board member, Sosteno SGR Board member, Squadron Energy Pty Member of the Advisory Board, Meridiam Since September 2024: Member, DER Advisory Council; Co-Chair, Pew Charitable Trust Until January 2025: Board member, SPAN io, Inc. Until December 2024: Member, National Infrastructure Advisory Council Until December 2024: Board member, EarthGrid PBC Until December 2024: Member, RMI Board of Trustees
Fabian Rauch	Since April 2024: Board member, u-blox Holding AG (including formal internal mandates within group)	Co-Founder and Managing Partner, SEO Management AG

EXHIBIT 24: EXTERNAL MANDATES OF MEMBERS OF THE GEM AS AT MARCH 31, 2025 (AUDITED)

GEM	Current positions at publicly traded companies	Current positions at non-publicly traded companies and non-profit organizations
Peter Mainz	None	Board member, Metron Farnier
Robert Evans	None	None
Prasanna Venkatesan	None	None

Reconciliation of AGM Remuneration Resolutions

For the 2024/2025 term of office, the 2024 AGM approved a maximum aggregate remuneration amount for the Board of CHF 1.8 million (including social security costs). Exhibit 25 below shows the reconciliation between the remuneration that has been/ will be paid/granted for the respective term of office and the maximum aggregate amount approved by the shareholders.

At the 2023 AGM, an amount of CHF 8.5 million (including social security costs, benefits, etc.) was approved as the maximum aggregate amount for FY 2024, comprising fixed and variable remuneration in relation to the then existing members of the GEM. Exhibit 26 below shows the reconciliation between the remuneration paid to the GEM for FY 2024 and the maximum aggregate amount approved by the shareholders.

EXHIBIT 25: REMUNERATION APPROVED AND PAID/GRANTED FOR THE MEMBERS OF THE BOARD

	Total remuneration granted (paid/payable)	Maximum aggregate amount available	Status
2023/2024 term of office	CHF 1.5 million ¹	CHF 1.8 million	Approved (2023 AGM)
2024/2025 term of office	CHF 1.6 million ²	CHF 1.8 million	Approved (2024 AGM)
2025/2026 term of office		CHF 1.8 million ³	Proposed (2025 AGM)

¹ For 8 members of the Board, of which one member waived his remuneration for the term of office.

² For 9 members of the Board, of which one member waived his remuneration for the term of office; represents an estimate for the term of office 2024/2025; the final amount will be disclosed in the Remuneration Report 2025.

³ For 8 members of the Board.

EXHIBIT 26: REMUNERATION APPROVED AND PAID/GRANTED FOR THE MEMBERS OF THE GEM

	Total remuneration granted	Maximum aggregate amount available	Status
FY 2023	CHF 6.2 million ¹	CHF 8.5 million	Approved (2022 AGM)
FY 2024	CHF 5.1 million ²	CHF 8.5 million	Approved (2023 AGM)
FY 2025		CHF 8.5 million	Approved (2024 AGM)
FY 2026		CHF 9.3 million ³	Proposed (2025 AGM)

¹ For 4 members of the GEM as per the explanations given on pages 14 to 15.

² For 7 members of the GEM as per the explanations given on pages 14 to 15.

³ The amount requested for FY 2026 is based on 4 members of the GEM.

Report of the statutory auditor to the General Meeting of Landis+Gyr Group AG, Cham

Opinion

We have audited the remuneration report of Landis+Gyr Group AG (the Company) for the year ended 31 March 2025. 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 13 and 15 and pages 17 to 19 of the remuneration report.

In our opinion, the information pursuant to article 734a-734f CO in the accompanying remuneration report 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 remuneration 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 remuneration report, the consolidated financial statements, the financial statements and our auditor's reports thereon.

Our opinion on the remuneration 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 remuneration 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 remuneration 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 remuneration report

The Board of Directors is responsible for the preparation of a remuneration 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 remuneration 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 remuneration 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 remuneration 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 remuneration 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



Patrick Balkanyi
Licensed audit expert
Auditor in charge



Keleigh Ramos

Zug, 27 May 2025

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This report is subject to all legal reservations and disclaimers as set forth on page 38 of the Annual Report.