

Invitation to the Annual
General Meeting on Wednesday,
April 16, 2025, in Neuchâtel

Including Short Version of 2024 Annual Report

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A Warm Welcome

Dear Shareholders,

With net sales of CHF 374.1 million, an operating profit margin of 8.5%, and a net profit of CHF 27.9 million, the Mikron Group can look back on a **solid 2024**. Both business segments were able to capitalize on the good order backlog at the beginning of the year and adapt flexibly in order to capitalize on emerging market opportunities.

Like most other organizations, the Mikron Group is affected by **major global challenges** such as currency fluctuations, new regulations, changes in industry structures, and the emergence of new technologies. However, the development of our Group in recent years demonstrates that our strategy is the best course of action. We have become **more resilient and less dependent on the short cycles** of high-volume markets.

The **Mikron Automation** business segment is well positioned in its markets, with major customers from the pharmaceutical and medical technology industries. While the order situation in North America temporarily slowed down during the reporting year, Mikron Automation in Europe successfully managed the high demand and high order backlog despite limited capacity, while waiting for the extension of our lead plant in Boudry in Switzerland, which will come into operation in 2026. Mikron Automation is also experiencing growth in Asia.

The **Mikron Machining Solutions** business segment held up well in a very challenging market environment. We were able to capitalize on our strong order backlog at the beginning of the year, and score points with innovative new products in the medical technology market. Mikron Machining Solutions strengthened its market position by acquiring DM2, an Italian manufacturer of rotary transfer CNC machines. The business segment was also successful in the introduction of innovative tools for drilling and milling special materials.

The short version of the Annual Report (see pages 18 to 30) contains a review of the 2024 financial year. The full Annual Report is available in English on our website. For an online version, see www.report.mikron.com.

Please use the enclosed form to register to attend the Annual General Meeting or appoint a proxy. Alternatively, you may vote electronically. The relevant information can be found on the "Registration/appointment of proxy" form.



Paul Zumbühl
Chairman of the Board of Directors

Program of the Annual General Meeting

Date and Place

Wednesday, April 16, 2025

Hotel Beaulac, Esplanade Léopold-Robert 2, 2000 Neuchâtel

Program

2.30 p.m. Doors open, registration and security clearance

3.00 p.m. Annual General Meeting commences

Welcome address

Paul Zumbühl, Chairman of the Board of Directors

2024 financial year and outlook 2025

Paul Zumbühl, Chairman of the Board of Directors

Marc Desrayaud, CEO Mikron Group

Philippe Wirth, CFO Mikron Group

Questions from shareholders

Regular agenda items

Paul Zumbühl, Chairman of the Board of Directors

approx. 5.00 p.m. Annual General Meeting ends

Agenda and Proposals

1. 2024 Annual Report

1.1 Management Report, Financial Statements of Mikron Holding AG and Consolidated Financial Statements 2024 of the Mikron Group; reports of the statutory auditor

Proposal

The Board of Directors proposes the approval of the Management Report, the Financial Statements of Mikron Holding AG and the Consolidated Financial Statements 2024 of the Mikron Group.

Explanation

According to the law and the company's Articles of Association, the Annual General Meeting is responsible for approving the Executive Management Report, the Annual Financial Statements and the Consolidated Financial Statements. A comprehensive review of the 2024 financial year is included in the 2024 Annual Report (available in English at www.mikron.com/financial-reports), which includes the reports of the statutory auditor, the Compensation Report, the Corporate Governance Report, and the Sustainability Report. A short version of the Annual Report can be found on pages 18 to 30 of this invitation.

1.2 Advisory vote on the Compensation Report 2024

Proposal

The Board of Directors proposes that the Compensation Report 2024 be approved.

Explanation

An advisory vote will be held in accordance with Art. 13 of the Articles of Association. The Compensation Report (pages 94 to 100 of the 2024 Annual Report) outlines the compensation policy and the system under which compensation to the Board of Directors and Executive Management is paid. It discloses the amounts earned in the year under review by the members of the Board of Directors and Executive Management and shows their shareholdings in Mikron Holding AG.

1.3 Sustainability Report

Proposal

The Board of Directors proposes the approval of the Sustainability Report 2024.

Explanation

The Sustainability Report (pages 30 to 73 of the 2024 Annual Report) describes the company's sustainability performance in its six target areas and beyond. The report also includes several case studies and examples of how Mikron is making progress on its sustainability journey.

2. Discharge of members of the Board of Directors and Executive Management

Proposal

The Board of Directors proposes to discharge the members of the Board of Directors and Executive Management for the 2024 financial year.

Explanation

According to the law and the Company's Articles of Association, the Annual General Meeting is responsible for the discharge of the members of the Board of Directors and the Executive Management.

3. Appropriation of retained earnings, allocation and appropriation of reserves from capital contributions

in CHF 1,000

Profit carried forward from previous year	26,903
Excess in proceeds from sale of treasury shares	903
Profit for the year	6,240
Profit carried forward	34,046

Proposal

The Board of Directors proposes:

3.1 a distribution for 2024

of CHF 0.25 per share from retained earnings and to allocate reserves from capital contributions in the amount of CHF 0.25 per share to voluntary retained earnings in accordance with

the resolution, and to set a distribution for 2024 of CHF 0.25 per share free of withholding tax.

3.2 to carry forward the remaining retained earnings

as of December 31, 2024.

Explanation

The Board of Directors proposes to the Annual General Meeting a distribution of CHF 0.25 per share from retained earnings and a withholding tax-free distribution for 2024 of CHF 0.25 per share from the reserves from capital contributions. Based on 16,662,915 shares, this results in a total amount of CHF 4,165,728.75 from retained earnings and CHF 4,165,728.75 from the reserves from capital contributions. No dividend is paid on treasury shares held by Mikron Holding AG. Prior to this, reserves from capital contributions in the amount of CHF 0.25 per share with a par value of CHF 0.10 each are to be allocated to the voluntary retained earnings in accordance with the resolution. Provided that the Annual General Meeting approves the proposal, payment will be made on April 25, 2025. The last trading day entitling to receive the distribution is April 22, 2025. As of April 23, 2025, the shares will be traded ex dividend.

4. Revision of the Articles of Association

Proposal

The Board of Directors proposes to amend the Articles of Association as follows (deletions are marked in red, crossed-out font and new additions in blue, underlined font):

4.1 Revision Art. 13 Articles of Association

Original French version

Article 13 Approbation des rémunérations

L'assemblée générale approuve chaque année séparément les montants totaux décidés par le conseil d'administration pour:

1. la rémunération du conseil d'administration conformément à l'art. 26 pour la période allant jusqu'à la prochaine assemblée générale ordinaire;
 2. une éventuelle rémunération supplémentaire du conseil d'administration pour l'exercice écoulé;
 3. la rémunération totale maximale de la direction (éléments fixes et tous liés aux résultats) selon l'art. 27, al. 1 et 2, qui peut être versée au cours du prochain exercice;
 - ~~4. l'attribution d'un nombre d'actions aux membres de la direction conformément à l'art. 27, al. 3; pour l'exercice précédent clôturé;~~
 5. une éventuelle rémunération supplémentaire des membres de la direction pour l'exercice clôturé.
- le reste de l'article reste inchangé -

English translation

Art. 13 Votes on Compensation

Each year, the General Meeting votes separately on the proposals by the Board of Directors regarding the aggregate amounts of:

1. the compensation of the Board of Directors according to Art. 26 for the term of office until the next ordinary General Meeting;
 2. an additional compensation of the Board of Directors for the preceding business year;
 3. the maximum overall compensation of the Executive Management (fixed and all performance-based components) pursuant to Art. 27 para. 1 and 2 that may be paid in the subsequent business year;
 - ~~4. the allocation of a number of shares for the members of the Executive Management pursuant to Art. 27 para. 3 for the most recently concluded business year;~~
 5. a possible additional compensation of the members of the Executive Management for the preceding business year.
- the rest of the article remains unchanged -

4.2 Revision Art. 16 Articles of Association

Original French version

Article 16 Élection, durée du mandat, constitution

Le conseil d'administration se compose d'au moins trois et de sept membres au maximum. La durée du mandat du conseil d'administration correspond à la durée maximale légalement autorisée d'un an et prend fin à l'issue de la prochaine assemblée générale ordinaire. La réélection est possible dans la mesure où le membre concerné n'a pas encore atteint l'âge de ~~70~~72 ans révolus au moment de l'élection.

- le reste de l'article reste inchangé -

English translation

Art. 16 Election, Term of Office, Constitution

The Board of Directors shall consist of a minimum of three and a maximum of seven members. The term of office shall correspond to the legally permitted maximum term of one year and shall end at the end of the next ordinary General Meeting. Re-election is possible as long as the relevant member has not reached the age of ~~70~~72.
- the rest of the article remains unchanged -

4.3 Revision Art. 26 Articles of Association

Original French version

Article 26 Principes de rémunération des membres du conseil d'administration

Les membres du conseil d'administration reçoivent des honoraires de base fixes, un nombre fixe d'actions de la société représentant un montant fixe ainsi qu'une indemnité forfaitaire pour frais, qui doivent être déterminés par le conseil d'administration dans son ensemble sur proposition du comité de rémunération, sous réserve et dans le cadre de la rémunération globale approuvée par l'assemblée générale. Le conseil d'administration fixe le nombre d'actions ainsi que les conditions, y compris le moment de l'attribution et les éventuelles restrictions d'aliénation (au minimum trois ans).

- le reste de l'article reste inchangé -

English translation

Art. 26 Principles of Compensation relating to the Members of the Board of Directors

The members of the Board of Directors shall receive a fixed basic fee, a fixed number of shares of the Company corresponding to a fixed amount and a lump sum compensation for expenses that is determined by the Board of Directors in its entirety based on the proposal of the Remuneration Committee, subject to and within the limits of the aggregate amounts approved by the General Meeting. The Board of Directors shall determine the number of shares as well as the relevant terms and conditions, including the time of their allocation and any restrictions on transferability (minimum of three years).

- the rest of the article remains unchanged -

4.4 Revision Art. 27 Articles of Association

Original French version

Article 27 Principes de rémunération des membres de la direction

Les membres de la direction reçoivent une rémunération fixe, une indemnité forfaitaire pour frais ainsi qu'une rémunération variable liée aux résultats (Short Term Incentive Bonus) en espèces, qui ne peut dépasser 100 pour cent de la rémunération fixe pour le CEO et 75 pour cent pour les autres membres de la direction, en fonction de la réalisation d'objectifs qualitatifs et quantitatifs.

Les objectifs sont fixés chaque année par le conseil d'administration au début de la période de performance. En cas d'événements matériels exceptionnels, les objectifs peuvent être modifiés ou adaptés en cours d'année, à la discrétion du conseil d'administration ou du comité de rémunération.

Les membres de la direction peuvent en outre participer au Long Term Incentive Plan de la société, qui prévoit une rémunération supplémentaire sur des périodes de planification de trois ans, si les objectifs fixés par le conseil d'administration sont atteints conformément au plan à moyen terme de la société. Le conseil d'administration détermine chaque année, à sa discrétion, la rémunération maximale possible en tenant compte du poste, des responsabilités, des tâches et des per-

formances de chaque membre. La rémunération déterminée chaque année en fonction de la réalisation des objectifs est versée sous forme d'actions de la société, ~~selon un cours moyen calculé pour la période de planification concernée.~~ Les actions ~~sont transférées en propriété aux membres après l'assemblée générale qui approuve la rémunération et~~ restent bloquées pendant une période d'au moins trois ans. Le conseil d'administration fixe les détails du plan dans un règlement, y compris les règles de paiement en cas de départ d'un participant au plan.
- le reste de l'article reste inchangé -

English translation

Art. 27 Principles of Compensation relating to the Members of the Executive Management

The members of the Executive Management shall receive a fixed compensation, a lump sum for expenses as well as a variable remuneration based on results (Short-Term Incentive Bonus) in cash, which amounts for the CEO to a maximum of 100 percent of the fixed compensation and for the remaining members of the Executive Management to a maximum of 75 percent, based on the achievement of qualitative or quantitative targets.

The targets are defined annually by the Board of Directors at the beginning of the performance period. In case of extraordinary circumstances, the targets can be modified or adapted during the year, at the discretion of the Board of Directors or the Remuneration Committee.

In addition, the members of the Executive Management may participate in the Company's Long-Term Incentive plan providing for an additional remuneration over three-year planning periods, if the targets set by the Board of Directors in accordance with the Company's midterm plan are reached. The Board of Directors determines at its discretion the maximum remuneration on an annual basis, taking into consideration the position, responsibility, duties

and performance of each member. The compensation shall be determined annually in line with the target achievement and shall be paid out in form of shares of the Company pursuant to the average price for the respective plan period. The shares are transferred to the member after approval by the General Meeting and are blocked for a period of at least three years. By way of a regulation, the Board of Directors determines the details of the plan including the rules of payment of the remuneration in the event of a termination of employment of a plan participant.
- the rest of the article remains unchanged -

4.5 Revision Art. 33 Articles of Association

Original French version

Article 33 Communications et publications

L'organe de publication de la société est la Feuille officielle suisse du commerce. Le conseil d'administration peut désigner d'autres organes de publication.

Les communications de la société aux actionnaires ainsi que les autres publications sont publiées dans la Feuille officielle suisse du commerce.

~~L'art. 696 al. 2 CO demeure réservé:~~
- le reste de l'article reste inchangé -

English translation

Art. 33 Notices and Announcements

The publication instrument of the Company is the Swiss Official Gazette of Commerce. The Board of Directors may designate other means of publication.

Notices by the Company to the shareholders and other announcements shall be published in the Swiss Official Gazette of Commerce.

~~Art. 696 para. 2 CO remains reserved:~~
- the rest of the article remains unchanged -

Explanation

Art. 13 Votes on Compensation

With the introduction of the new Long-Term Incentive plan, all remuneration components (fixed and variable) will now be allocated to the members of the Executive Management in the same financial year and the separate vote for the allocation of shares for the previous financial year no longer applies. The Annual General Meeting will therefore vote on the total maximum remuneration in one vote, which will improve transparency for shareholders.

Art. 16 Election, Term of Office, Constitution

In order to ensure continuity and stability in the Board of Directors in the

future the age limit shall not limiting but allow for more flexibility in succession planning.

Art. 26 Principles of Compensation

For some years now, the Board of Directors has not been allocated a fixed number of shares, but a fixed amount in Swiss francs, which is converted into a number of shares at the market price on the allocation date. Art. 26 should be corrected accordingly.

Art. 27 Principles of Compensation relating to the Members of the Executive Management

As per the current LTI plan the number of shares is determined based on the share price on December 31 of the respective year.

Art. 33 Notices and Announcements

Reference to this article of the Swiss Code of Obligations is no longer valid, as this article has been deleted.

5. Elections relating to the Board of Directors

5.1 Members of the Board of Directors

Proposal

The Board of Directors proposes that the members of the Board of Directors be re-elected for a term of one year until the conclusion of the Annual General Meeting 2026:

5.1.1 **Paul Zumbühl**, Swiss (born in 1957)

5.1.2 **Andreas Casutt**, Swiss (born in 1963)

5.1.3 **Hans-Michael Hauser**, German (born in 1970)

5.1.4 **Alexandra Bendler**, German (born in 1973)

5.1.5 **Hans-Christian Schneider**, Swiss (born in 1979)

Explanation

According to the law and the Company's Articles of Association, the Annual General Meeting is responsible for electing the members of the Board of Directors. With the conclusion of the Annual General Meeting on April 16, 2025, the one-year term of office of all members of the Board of Directors ends. All members of the Board of Directors are standing for re-election.

For more information on the current members of the Board of Directors standing for re-election, please see the 2024 Annual Report, Corporate Governance Report section, pages 79 to 81.

5.2 Chairman of the Board of Directors

Proposal

The Board of Directors proposes the election of Paul Zumbühl as Chairman of the Board of Directors for a term of one year until the conclusion of the Annual General Meeting 2026.

Explanation

According to the law and the Articles of Association of the Company, the General Meeting is responsible for electing the Chairman of the Board of Directors. As the term of office of the Chairman of the Board of Directors ends with the conclusion of the Annual General Meeting of April 16, 2025, he must be re-elected by the Annual General Meeting.

5.3 Members of the Remuneration Committee

Proposal

The Board of Directors proposes the election of the following members of the Remuneration Committee for a term of one year until the conclusion of the Annual General Meeting 2026:

- 5.3.1 **Hans-Christian Schneider**,
Swiss (born in 1979)
- 5.3.2 **Andreas Casutt**, Swiss
(born in 1963)

Explanation

According to the law and the Company's Articles of Association, the Annual General Meeting is responsible for electing the members of the Remuneration Committee. Only members of the Board of Directors may be elected. At the Annual General Meeting 2025, the term of office of the members of the Remuneration Committee ends. They are both standing for re-election. The Board of Directors intends to appoint Hans-Christian

Schneider as Chairman of the Compensation Committee if he is re-elected as a member of the Board of Directors and as a member of the Remuneration Committee by the Annual General Meeting.

6. Approval of the total future remuneration payable to the Board of Directors and Executive Management

6.1 Remuneration payable to the Board of Directors

Proposal

The Board of Directors proposes the approval of the total remuneration payable to the members of the Board of Directors for the period up to the next Annual General Meeting of maximum of CHF 700,000.

Explanation

According to the law and the Articles of Association of the Company, the Annual General Meeting is responsible for approving the compensation of the Board of Directors. The proposed total amount of CHF 700,000 (previous year: CHF 700,000) is the maximum remuneration of the five members of the Board of Directors for the term of office from the Annual General Meeting 2025 to the Annual General Meeting 2026. The total amount comprises the fixed base compensation (including remuneration for work on the Board Committees), lump-sum expenses, as well as

all contributions to social security. The compensation is partly paid in cash and partly in shares of Mikron Holding AG. The shares to be allocated are blocked for at least 3 years.

The remuneration actually paid will be disclosed in the Compensation Report for the 2025 financial year and be the subject of the related advisory vote to be held at the Annual General Meeting in 2026.

6.2 Remuneration payable to Executive Management

Proposal

The Board of Directors proposes that the following be approved as remuneration payable to Executive Management:

- 6.2.1 The total fixed and performance-related remuneration that may be paid to Executive Management during the 2026 financial year of maximum CHF 3.3 million.
- 6.2.2 The allocation of 20,861 shares for the financial year 2024 under the Long-Term Incentive plan valued with the share price per December 31, 2024, of CHF 14.40 corresponding to a value of CHF 300,398.

Explanation

According to the law and the Company's Articles of Association, the

Annual General Meeting is responsible for approving the compensation of the Executive Management. The Board of Directors decided to extend the Executive Management and include all the Division Heads. Hence, the Executive Management will have 5 members (prior year: 3 members). The proposed total amount of CHF 3.3 million (prior year: CHF 2.0 million) reflects the remuneration of the additional members of the Executive Management and covers the fixed salary and the maximal possible bonus payments under the Short-Term and Long-Term Incentive plans for the financial year 2026.

The maximum total amount of CHF 3.3 million is made up of the following amounts for the respective compensation components:

- Basic remuneration: CHF 1.6 million. The Board of Directors will stipulate the actual remuneration for 2026 at the end of 2025.
- Variable remuneration: CHF 1.1 million, subject to maximum target achievement by all members of Executive Management.
- Pension fund contributions and supplementary benefits, as well as employer contributions to social insurance: CHF 0.6 million. The amount of the effective obligations depends, among other factors, on the basic and variable remuneration effectively paid, on the age structure of the members

of Executive Management, and on the insurance contributions.

The remuneration actually paid in relation to proposal 6.2.1 will be disclosed in the Compensation Report for 2026 and be subject of the related advisory vote at the Annual General Meeting in 2027.

7. Election of the independent proxy

Proposal

The Board of Directors proposes the re-election of Urs Lanz, notary and attorney-at-law from Nidau, as the independent proxy until the conclusion of the Annual General Meeting 2026.

Explanation

According to the law and the Company's Articles of Association, the Annual General Meeting is responsible for electing the independent proxy.

8. Election of the statutory auditor

Proposal

The Board of Directors proposes the election of BDO AG, Bern, as statutory auditor for the 2025 financial year.

Remarks

According to the law and the Company's Articles of Association, the

General Meeting of Shareholders is responsible for electing the auditors.

Organizational Information

Annual Report

The Annual Report (Management Report, Financial Report of Mikron Holding AG and of the Mikron Group) as well as the auditor's reports for 2024 are available for inspection at the company's administrative offices at Güterstrasse 20, 4900 Langenthal, Switzerland.

The Annual Report is available on the website www.mikron.com as a PDF file and can also be viewed in an online version at www.report.mikron.com. The invitation to the Annual General Meeting is also available on the website for viewing and downloading.

Right to vote

Shareholders of Mikron Holding AG registered in the share register with voting rights until April 9, 2025, are entitled to vote. The share register will remain closed, and registrations will not be updated in the time from April 10 to 16, 2025.

Conduct of the Annual General Meeting and appointment of proxy

Shareholders can order an admission card or authorize a proxy by using the document "Registration/Power of Attorney" enclosed with this invitation.

Shareholders are requested to return the document and, if applicable, the instruction form as soon as possible to [sharecomm ag](mailto:sharecomm@ag), Postfach, CH-6010 Kriens 2. In addition, shareholders may alternatively register online or authorize a proxy until 12.00 p.m. on April 14, 2025. Information on the online

platform and your personal access data can be found in the document "Registration/Power of Attorney". Shareholders not wishing to participate in person in the Annual General Meeting may, in accordance with the law and the Articles of Association, be represented as follows:

- by a person authorized by them in writing, or
- by the independent proxy, Mr. Urs Lanz, notary and attorney-at-law, Hauptstrasse 54, CH-2560 Nidau.

Note

The General Meeting will be held in German.

Boudry, March 2025

Mikron Holding AG
Route du Vignoble 17
CH-2017 Boudry
Phone +41 32 321 72 00
Fax +41 32 321 72 01
ir.mma@mikron.com

2024 Annual Report
Short Version

Key Figures

CHF million, except number of employees and %	2024		2023		+/-		2022	
Key performance data								
Order intake ¹⁾	388.6		412.1		-23.5	-5.7%	408.0	
Automation	265.0		276.1		-11.1	-4.0%	239.0	
Machining Solutions	123.7		136.1		-12.4	-9.1%	169.0	
Order backlog (end of year) ¹⁾	324.1		304.3		19.8	6.5%	270.7	
Automation	232.9		205.1		27.8	13.6%	168.8	
Machining Solutions	91.2		99.1		-7.9	-8.0%	101.8	
Net sales	374.1		370.2		3.9	1.0%	309.4	
Automation	233.3		231.2		2.1	0.9%	183.8	
Machining Solutions	140.8		139.1		1.7	1.2%	125.7	
Number of employees (end of year) ¹⁾	1,588		1,548		40	2.6%	1,414	
Automation	1,000		961		39	4.0%	832	
Machining Solutions	560		561		-1	-0.1%	558	
Profitability								
EBITDA ¹⁾ , as % of net sales	41.3	11.0%	44.3	12.0%	-3.0	-6.9%	35.5	11.5%
EBIT ¹⁾ , as % of net sales	31.2	8.3%	35.3	9.5%	-4.1	-11.6%	26.4	8.5%
Operating profit, as % of net sales	31.9	8.5%	33.4	9.0%	-1.5	-4.5%	25.8	8.3%
Net profit, as % of net sales	27.9	7.5%	28.8	7.8%	-0.9	-3.2%	24.2	7.8%
Cash flow								
Free cash flow ¹⁾ , as % of net sales	48.9	13.1%	29.9	8.1%	18.9	63.3%	16.6	5.4%
Balance sheet (end of year)								
Total assets	399.1		374.2		24.9	6.7%	345.9	
Current assets	283.6		271.5		12.1	4.5%	212.2	
Cash and current financial assets	123.3		84.1		39.2	46.7%	64.4	
Non-current assets	115.5		102.8		12.7	12.4%	133.7	
Current liabilities	161.4		157.0		4.4	2.8%	143.3	
Non-current liabilities	11.5		13.4		-1.9	-13.9%	16.6	
Shareholders' equity, as % of total assets	226.2	56.7%	203.8	54.5%	22.4	11.0%	186.0	53.8%

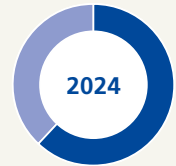
¹⁾ Alternative performance measures, see 2024 Annual Report, pages 138 to 140, or www.mikron.com/apm

Net sales (CHF million)

	2022	2023	2024
	309.4	370.2	374.1

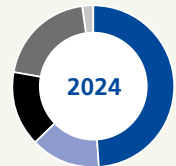
By segment

Automation	59%	62%	62%
Machining Solutions	41%	38%	38%



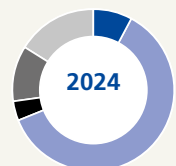
By region

Europe	42%	47%	49%
Switzerland	7%	12%	14%
Asia/Pacific	20%	14%	15%
North America	30%	25%	20%
Others	1%	2%	2%



By industry

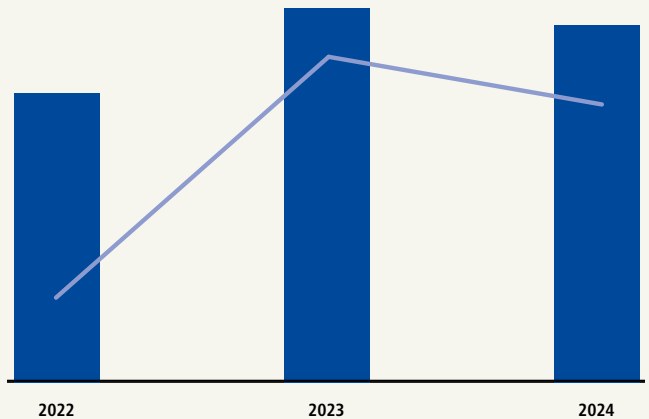
Automotive	12%	7%	8%
Pharma/Medtech	55%	57%	61%
Writing	4%	5%	4%
Consumer Goods	9%	8%	11%
Others	20%	23%	16%



Mikron Group

Operating profit

Operating profit (CHF million)	25.8	33.4	31.9
Operating profit margin	8.3%	9.0%	8.5%



Employees

	31.12.2022	31.12.2023	31.12.2024
Total employees	1,414	1,548	1,588
Europe	1,040	1,113	1,188
North America	251	290	245
Asia	123	145	155

Mikron's Financial Year 2024 at a Glance

Net sales and order backlog
increased. Operating profit
margin of 8.5%.

Net sales
(in CHF million)

374.1

(2023: 370.2)

Operating profit
(in CHF million)

31.9

(2023: 33.4)

Order backlog
(in CHF million)

324.1

(2023: 304.3)



Efficient, modern, and
attractive to our existing
and future employees.



A broad-based culture
of sustainability.



Financially strong, free
of debt, with an
equity ratio
of 56.7%.

Mikron has become more resilient and less
dependent on the short-term cycles.

Financial Commentary

Mikron achieved net sales of CHF 374.1 million in the 2024 financial year, an increase of 1.0% compared to the prior year. In 2023, growth amounted to 19.7% in a market environment that was challenging, particularly for Machining Solutions in Europe. Operating profit amounted to CHF 31.9 million, which is 4.5% below the prior year. The efficiency losses were caused by a strong regional shift of Automation business, which experienced strong growth in Europe but a sharp decline in North America. With a healthy backlog, Mikron is well positioned at the start of 2025.

Order intake and order backlog

Mikron's order intake for 2024 was CHF 388.6 million, 5.7% below the prior year's result. Automation contributed CHF 265.0 million, a decrease of 4.0%. Solid results in Europe and Asia were offset with a decline in North America. Machining Solutions ended the year with an order intake of CHF 123.7 million, a decrease of 9.1% resulting from a general weakening of the market in Europe contrasting with growth in North America.

Order backlog at December 31, 2024 was CHF 324.1 million, up 6.5% on the prior year. Automation increased its order backlog by 13.6% mainly in Europe and Asia, while Machining Solutions declined by 8.0% due to weaker markets in Europe.

Net sales

Automation

Net sales for Automation amounted to CHF 233.3 million, an increase of 0.9% compared to the prior year. 94% of net sales came from the pharmaceutical and medical technology industries (2023: 90%) with continued strong growth of 20.4% in Europe and 17.2% in Asia. This was offset by a sharp decline of 31.4% in North America, mainly due to a lack of orders. Mikron believes this is temporary, but it is difficult to predict for how long. Therefore, it has made the necessary capacity adjustments in its US operations. In contrast, Mikron created additional temporary production space in Europe and Asia to fulfill the high demand in Automation.

Machining Solutions

Machining Solutions increased net sales by 1.2% to CHF 140.8 million, which is a good result given the difficult market conditions, particularly in Europe. Net sales to the automotive industry continued to decline to 12% of net sales (2023: 15%). Europe and Asia declined by 6.0% and 3.4% respectively, while North America grew by 37.8%.

Total Group

Mikron's net sales amounted to CHF 374.1 million, an increase of 1.0% compared with the prior year. The pharmaceutical and medical technology industries accounted for 61% of net sales (2023: 57%), up 7.6% on the prior year. These industries are also the main drivers of Mikron's 8.8% growth in Europe, while North America was down 17.8%.

Profitability

Mikron's operating profit in 2024 amounted to CHF 31.9 million or 8.5% of net sales, compared to CHF 33.4 million or 9.0% of net sales in the prior year. The main reason for the decline in operating profit is the sharp decline in Automation sales in North America. While the drop in sales was offset by strong Automation sales growth in Europe and Asia, adjusting the US cost structure will involve some time lag into 2025. In addition, temporary production inefficiencies in Europe to cope with the high demand had to be taken into account.

The non-operating result amounted to CHF -0.8 million compared to CHF 1.8 million in the prior year. The loss in 2024 is due to the revaluation of a remaining piece of the investment property in Nidau sold in 2023. The prior-year non-operating result included a gain on the sale of Nidau of CHF 2.2 million.

Mikron's actual tax rate in 2024 was 10.0% compared to 15.2% in the prior year. The reduction is mainly due to a shift of taxable income from high to low-tax jurisdictions.

As a result, net profit in 2024 was CHF 27.9 million compared to CHF 28.8 million last year, a slight decrease of 3.2%. Earnings per share amounted to CHF 1.68 or a decline of 2.9% compared to the prior year.

Free cash flow

Free cash flow in 2024 amounted to CHF 48.9 million compared to CHF 29.9 million in the prior year, which included proceeds of CHF 28.4 million from the sale of the investment property. Adjusted for this item, free cash flow increased by CHF 47.3 million, due primarily to the timing of order intake and related prepayments.

Capital expenditure in 2024 came to CHF 20.6 million (2023: CHF 8.9 million). The 2024 figure included expansion investments of CHF 12.5 million mainly for the increase of our Automation production facility in Boudry, the purchase of machinery to in-source the tool coating process, and the

procurement of AI software and competency in connection with the acquisition of LYSR, a dynamic start-up and spin-off of the School of Engineering and Architecture of Fribourg, Switzerland.

Balance sheet

Mikron's balance sheet remains healthy. The company is free of net debt and reports an equity ratio of 56.7% as at December 31, 2024 (prior year: 54.5%)

Mikron has a credit agreement with a banking syndicate in the amount of CHF 90.0 million, which is available for bank guarantees to secure customer prepayments and for cash advances. The credit agreement will expire at the end of June 2025. It requires Mikron to achieve certain key financial figures (covenants) which were met.

Distribution to shareholders

At the Annual General Meeting on April 16, 2025, the Board of Directors of Mikron will propose a distribution to the shareholders of CHF 0.50 per share (prior year: CHF 0.50).

Consolidated Financial Statements 2024
of the Mikron Group

Consolidated income statement

CHF 1,000	2024		2023	
Net sales	374,064	100.0%	370,241	100%
Change in inventory of finished and unfinished goods	-9,168		-10,039	
Material costs and subcontractors	-118,450		-121,839	
Personnel expenses	-152,881		-144,595	
Other operating income	4,747		1,679	
Other operating expenses	-56,974		-53,050	
Depreciation of tangible assets	-8,527		-8,097	
Amortization of intangible assets	-870		-868	
Operating profit	31,941	8.5%	33,432	9.0%
Financial result	-216		-1,288	
Ordinary profit	31,725	8.5%	32,144	8.7%
Non-operating result	-760		1,824	
Profit before taxes	30,965	8.3%	33,968	9.2%
Income taxes	-3,089		-5,179	
Net profit	27,876	7.5%	28,789	7.8%
Earnings per share (basic and diluted)	1.68		1.73	

Consolidated balance sheet

CHF 1,000	31.12.2024		31.12.2023	
Current assets				
Cash and cash equivalents	113,289		33,960	
Current financial assets	10,000		50,109	
Accounts receivable	28,892		28,682	
Other receivables	5,299		4,493	
Net assets from customer projects	46,354		65,736	
Inventories	73,457		81,514	
Prepayments and accrued income	6,315		6,963	
Total current assets	283,606	71.1%	271,457	72.5%
Non-current assets				
Tangible assets	99,952		87,403	
Intangible assets	3,487		2,528	
Investment property	246		940	
Deferred tax assets	11,826		11,882	
Total non-current assets	115,511	28.9%	102,753	27.5%
Total assets	399,117	100.0%	374,210	100.0%
Current liabilities				
Short-term financial liabilities	1,009		1,243	
Accounts payable	25,963		25,130	
Other payables	4,700		3,271	
Net liabilities from customer projects	92,144		90,335	
Accrued expenses	25,120		22,751	
Current provisions	12,475		14,294	
Total current liabilities	161,411	40.4%	157,024	42.0%
Non-current liabilities				
Long-term financial liabilities	2,058		2,550	
Non-current provisions	709		359	
Deferred tax liabilities	8,753		10,472	
Total non-current liabilities	11,520	2.9%	13,381	3.5%
Total liabilities	172,931	43.3%	170,405	45.5%
Shareholders' equity				
Share capital	1,671		1,671	
Treasury shares	-868		-2,012	
Capital reserves	87,634		92,466	
Retained earnings	137,749		111,680	
Total shareholders' equity	226,186	56.7%	203,805	54.5%
Total liabilities and shareholders' equity	399,117	100.0%	374,210	100.0%

Consolidated statement of cash flow

CHF 1,000	2024	2023
Cash flow from operating activities		
Net profit	27,876	28,789
Depreciation and amortization	9,397	8,965
Revaluation of investment property	694	125
Net gain / loss on sale of non-current assets	203	-2,288
Change in provisions	-1,748	2,480
Change in deferred taxes	-1,356	1,246
Share-based compensation	-1,600	599
Other non-cash items	1,499	2,862
Change in accounts receivable	518	-6,916
Change in inventories	9,043	-19,139
Change in net assets/liabilities from customer projects	23,027	-7,595
Change in accounts payable	-1,623	82
Change in other receivables, prepayments and accrued income	97	-2,186
Change in other payables and accrued expenses	3,392	3,450
Cash flow from operating activities	69,419	10,474
Cash flow from investing activities		
Purchase of tangible assets	-19,451	-8,916
Proceeds from sale of tangible assets	126	161
Proceeds from government grants for tangible assets	583	393
Purchase of intangible assets	-1,812	-484
Investments in investment property	0	-63
Proceeds from sale of investment property	0	28,353
Investments in financial assets	0	-15,059
Divestments of financial assets	40,059	126
Acquisition of a consolidated company, net of cash acquired	-129	0
Interests received	935	1,014
Cash flow from investing activities	20,311	5,525
Cash flow from financing activities		
Purchase of treasury shares	-654	-1,618
Sale of treasury shares	0	119
Distribution to shareholders	-8,274	-6,616
Repayment of financial liabilities	-1,069	-400
Repayment of finance lease liabilities	-845	-1,368
Interests paid	-107	-81
Cash flow from financing activities	-10,949	-9,964
Net change in cash and cash equivalents		
	78,781	6,035
Cash and cash equivalents at beginning of period	33,960	29,203
Currency translation effect on cash and cash equivalents	548	-1,278
Cash and cash equivalents at end of period	113,289	33,960

Notes

1. General information

Mikron Holding AG is a limited company under Swiss law, domiciled in Boudry. Its shares are listed on the SIX Swiss Exchange.



The full 2024 Annual Report can be viewed on the Mikron website:

www.mikron.com/financial-reports

An online version is available under www.report.mikron.com

2. Accounting principles

The consolidated financial statements have been prepared in accordance with Swiss GAAP FER. However, the data presented in the short version of this report should be read in conjunction with the full Annual Report for the year 2024. This short version does not fulfill all the disclosure requirements of Swiss GAAP FER nor are the accounting principles set out.

3. Scope of consolidation

The consolidated financial statements include Mikron Holding AG and all Swiss and foreign subsidiaries which the parent company, directly or indirectly, controls either by holding more than 50% of the voting rights or by some other form of control.

Mikron Holding AG
Route du Vignoble 17
CH-2017 Boudry

Phone +41 32 321 72 00

ir.mma@mikron.com

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