

BOBST GROUP SA**ORGANIZATION REGULATIONS OF BOBST GROUP SA****(Règlement d'organisation)****1. ORGANIZATION**

1.1 The Company. Bobst Group SA (the "Company") is a holding company of industrial and financial companies.

1.2 The Group. Bobst Group SA together with all affiliated companies, which the Company controls by virtue of majority ownership of the capital or by virtue of a contract (the "Affiliated Companies"), constitute the Bobst Group (the "Group"). The present organizational regulations of the Company (the "Organization Regulations") are at the same time the organizational regulations of the Group.

1.3 The Organization Regulations. The present Organization Regulations have been adopted by the Board of Directors of Bobst Group SA (the "Board") in a meeting held on 25 July 2023 pursuant to article 716b of the Swiss Code of Obligations and replace and supersede the Organization Regulations in force since 28 March 2018. Any modification of the Organization Regulations must be approved by the Board.

1.4 Executive Bodies. Together with the articles of association of the Company (the "Articles of Association") and the Swiss Code of Obligations, the Organization Regulations define the organization and the responsibilities of the executive bodies of the Company, namely:

- a) the Board (Clause 2)
- b) the Chairman of the Board (Clause 2.6)
- c) the Vice-Chairman of the Board (Clause 2.7)
- d) the Independent Director (Clause 2.8)
- e) the Committees of the Board (Clause 2.2)
- f) the Chief Executive Officer (CEO) (Clause 3)
- g) the Group Executive Committee (GEC) (Clause 4)

2. BOARD OF DIRECTORS

2.1 Designation. During its first meeting after each Annual General Meeting and after each change in its composition, the Board designates from among its members its Chairman, Vice-Chairman and its Independent Director for a period ending at the close of the immediately following Annual General Meeting. The Board also designates a Secretary from among its members or from outside.

2.2 Committees. The Board may constitute from among its members one or several committees (the "Committees") whose function is:

- a) to prepare the decisions to be taken by the Board,
- b) to assume the supervision of certain defined areas and to inform the Board about their findings, or
- c) to adopt certain decisions subject to final approval by the Board.

The constitution of such Committees, their responsibilities, and their duration shall be determined in Charters approved by the Board. The Committees shall inform the Board periodically about their activities. The Chairman of the Board receives the convocations and minutes of the Committees and may be present during their meetings.

2.3 Audit Committee and Remuneration and Nomination Committee. There shall at all times exist an Audit Committee and a Remuneration and Nomination Committee, whose respective members are designated by the Board.

2.4 Responsibilities. The Board delegates the management of the Company and the Group to the GEC, led by the CEO, pursuant to article 716b of the Swiss Code of Obligations, article 26 of the Articles of Association and these Organization Regulations. The Board retains the responsibilities which are conferred to it by the Organization Regulations, by the Articles of Association or by law, in particular the responsibilities which cannot be delegated, such as those pursuant to article 716a of the Swiss Code of Obligations. The Board is competent to pass resolutions and take decisions on all matters which, pursuant to the law, the Articles of Association or the Organization Regulations, do not fall within the competence of the General Meeting or another governing body. Periodically, the Board shall evaluate its own performance, organization, and discharge of its duties. The Board in particular has the following power and duties:

- a) to exercise the overall management of the Company and the Group and issue the necessary regulations, in accordance with the applicable Swiss laws and regulations;
- b) to determine the Company's and the Group's organization, including the enactment and amendment of the regulations of the Board (including the present Organization Regulations);
- c) to organize the accounting, financial control and financial planning systems as required for the management of the Company;
- d) to determine the strategy and the goals of the Company and the Group, and to determine the financial strategy;
- e) to approve the annual budget of the Company and the consolidated budget of the Group;
- f) to approve investments in excess of CHF 5 million if they are part of the approved budget, and in excess of CHF 1 million if they have not been included in the approved budget;
- g) to approve research and development projects, the costs of which have not been approved as part of the annual budget;
- h) to define the compensation system for the members of the Board and of the GEC;
- i) to approve the annual accounts to be brought before the Annual General Meeting for adoption, and to review off-balance sheet items on an annual basis;
- j) to propose and approve the compensation to be paid to the members of the Board and to the members of the GEC;
- k) to approve the procurement of credit (bonds, private placements, confirmed credit lines, or similar) by the Company or any Affiliated Company if the amount exceeds CHF 30 million or if the total of credit procurement per financial year exceeds CHF 50 million, or if such approval is a condition by the creditor;

- l) to approve the granting of guarantees or letters of comfort for amounts in excess of CHF 10million per creditor in the aggregate other than for the procurement of credit;
- m) to supervise the execution by the GEC, led by the CEO, and any other persons entrusted with managing the Company of the management duties delegated to them;
- n) to designate and revoke the members of the GEC as proposed by the CEO;
- o) to decide on requests by members of the GEC or other employees to be allowed to accept mandates with other companies, as members of their board or in similar functions;
- p) to designate and revoke the persons authorized to engage the Company with their signature, with or without registering them in the competent Commercial Register;
- q) to verify the Internal Control System and the Risk Evaluation Process;
- r) to supervise the application of Corporate Governance principles in the Group;
- s) to bring any issue before the General Meeting;
- t) to create or dissolve Affiliated Companies held directly or indirectly by the Company;
- u) to acquire or dispose of equity participations in other companies held directly or indirectly by the Company;
- v) to determine the rules applicable to the acquisition or disposal of shares of the Company;
- w) to decide on the initiation and termination of legal proceedings of fundamental importance;
- x) to supervise and update the share register;
- y) to file an application for a debt restructuring moratorium and notify the court in the event that the Company is overindebted (see articles 725 et seqq. CO); and

- z) any other matter reserved to the Board by applicable law, the Articles of Association and these Organization Regulations.

2.5 Delegation of Authority. The Board remains responsible for the selection, the instruction, and the supervision of the persons to whom it delegates any authority, including without limitation the powers delegated in clause 2.4 of the Organization Regulations. The Board may re-assume responsibility for matters which it has delegated.

The CEO implements a Delegation of Authority to document the levels of authority delegated to various levels of management within the Company. The Delegation of Authority applies to the Company including all of its Affiliated Companies, business units, product lines and other operating entities. The Delegation of Authority will be modified, to the extent necessary, to comply with mandatory law applicable to any Affiliated Company.

2.6 Chairman. The Chairman of the Board is in charge of the preparation and of the proceedings of the Board Meetings. Together with the CEO, the Chairman shall inform the Board in a timely manner on all aspects of the business of the Company and the Group that are relevant for the decisions which the Board has to take, and for the discharge of its duty of supervision. The Chairman is the only member of the Board who may, in coordination with the CEO, communicate or authorize other Board members to communicate with third parties about matters concerning the Company or the Group.

2.7 Vice-Chairman. The Vice-Chairman of the Board assumes the functions of the Chairman while the latter is not available.

2.8 Independent Director. In case of a conflict of interest of the Chairman and the Vice-Chairman, the Independent Director will chair any Board Meeting and assumes all other functions of the Chairman pursuant to these Organization Regulations or pursuant to applicable law regarding such matter.

2.9 Board Meetings. The Board shall meet whenever necessary. It is convened by the Chairman or, if the latter is unavailable, the Vice-Chairman or subsidiarily another member of the Board; each member of the Board may request that a Board Meeting be held, specifying the reasons for convening a Board Meeting. The Board Meeting is convened by seven (7) days' notice in writing. Unless the Board decides otherwise, the GEC attends the Board Meetings (with no voting rights). The Chairman decides which other guests should also attend the Board Meetings. As far as possible, the members of the Board shall receive prior to the Board Meeting all documents necessary in order to reach a decision. The persons in charge of the issues on the agenda shall attend the Board Meeting, or be available on demand.

A majority of the members of the Board must be present in person, by telephone or video conference, or by other means of direct communication, for any Board Meeting to be validly constituted. The presence of one (1) sole member is sufficient for a Board Meeting which is convened for the modification of the Articles of Association as regards the amount of the share capital mentioned therein after a modification of the share capital pursuant to the Articles of Association and the applicable law, or which is convened to ratify the measures required in order to perfect an increase of the share capital.

A simple majority of the votes of the members present at the Board meeting is required for the adoption of a decision. In case of a draw, the vote of the Chairman or in his or her absence, the vote of the member in the chair of the Board Meeting counts double.

All members of the Board must be present in a Board Meeting, or must have been able to express their opinion pursuant to the preceding paragraph, for the adoption of a decision on a subject which does not figure on the agenda of a regularly convened Board Meeting.

The Board may pass its resolutions either (i) at a meeting with physical venue, (ii) by using electronic means, as per articles 701c to 701e of the Swiss Code of Obligations *mutatis mutandis*, or (iii) in writing on paper or electronically (including by telefax or e-mail), provided no member of the Board requests oral deliberation within three (3) days of receipt of the notification of the proposal. To be valid, resolutions in writing must have been communicated to all members of the Board, and must have been approved in writing by a majority of the members of the Board.

The proceedings of the Board and the decisions adopted by it are recorded in minutes of the Board Meeting signed by the Chairman and the Secretary. The minutes shall be sent to the members of the Board prior to the following Board Meeting and be approved during said Board Meeting.

2.10 Information. Each member of the Board is entitled to obtain information about the Company and its business, within the limits of article 715a of the Swiss Code of Obligations. During each Board Meeting, the CEO and, where necessary, members of the GEC shall inform the Board about the activities of the Company, of the Group, and of the Affiliated Companies. Outside of a Board Meeting, important or exceptional events shall be brought to the attention of the Chairman and, depending on the circumstances, of the other members of the Board without delay, by means of a circular letter or otherwise. The Board shall determine the scope and nature of reports to be sent regularly to its members. All persons attending a Board Meeting or a meeting of any of its Committees shall keep the proceedings strictly secret and confidential.

2.11 Power of Representation. The Chairman, the Vice-Chairman, and any other member of the Board, as decided from time to time, are each granted the authority to represent the Company and to bind it by their joint signature together with any other person authorized to sign on behalf of the Company. The Company is also represented by

other persons to whom it has conferred the authority to represent it.

2.12 Conflict of Interest. Each member of the Board or the GEC shall, of its own initiative, inform the Board when he or she encounters a conflict of interest with regard to an item on the agenda of a meeting. There is in particular a conflict of interest in a situation where a member's vote would operate to the detriment of the Company and at the same time further the own interests of such member or a party related to it, or any interest otherwise represented by such member. The member shall at all times act in the best interest of the Company. He or she shall abstain from taking part in the discussion and decision on a subject where he or she is in a conflict of interest situation. The member abstaining from the discussion and vote because of a conflict of interest shall not be considered present for the purpose of the quorum, and the quorum shall be reduced by the number of members so abstaining, but may never be less than three (3) members.

2.13 Limit of Age. The Board will as a rule not propose candidates for election as members of the Board who at the term of their mandate would be older than 70 completed years of age. In exceptional circumstances, the Board may not apply the age limit.

3. CHIEF EXECUTIVE OFFICER (CEO)

3.1 Organization. The management of the Company is delegated to the CEO. The CEO reports to the Board and receives his instructions from the Chairman of the Board. The CEO shall brief the Board during the Board Meetings, and whenever it is warranted by exceptional events of a certain importance.

3.2 Responsibilities. The CEO has the responsibilities listed in this clause. The CEO can delegate part of the below responsibilities to members of the GEC. The CEO has, in particular, the following responsibilities:

- a) convene and chair the meetings of the GEC;
- b) prepare the budget of the Group;
- c) reach the goals and budget objectives of the Group;
- d) decisions concerning the strategy of the Business Units ("BU") of the Bobst Group, based on the propositions by the Heads of the BU, within the limits of the strategy of the Bobst Group defined by the Board;
- e) decisions concerning the development of new products;
- f) decisions concerning the policy for information technology of the Company and the Affiliated Companies;
- g) decisions concerning the supply chain policy of the Affiliated Companies and their means of production;

- h) decisions concerning the modification of the capital of Affiliated Companies;
- i) management of the relations with investors and financial analysts, with the authorities and with the media;
- j) management of the communication with the various industry segments in which the Group is present and with the customers of the Affiliated Companies;
- k) decisions regarding the human resources policy of the Affiliated Companies;
- l) designation and revocation of the members of the boards of the Affiliated Companies;
- m) directives concerning the designation and revocation of the members of the senior management of the Affiliated Companies;
- n) remuneration policy of the members of the management and of the senior management (other than members of the GEC) of the Group;
- o) nomination, revocation and remuneration of the members of the management and of the senior management (other than the members of the GEC) of the Company, subject to proposals made by the member of the GEC to whom these members of the management or senior management report;
- p) proposals to the Remuneration and Nomination Committee concerning the remuneration of the members of the GEC;
- q) decision on the institution and termination of legal proceedings unless they are of fundamental importance and subject to the decision by the Board.

4. GROUP EXECUTIVE COMMITTEE (GEC)

4.1 Composition. The GEC is composed of (i) the Chief Executive Officer CEO, (ii) the Chief Financial Officer (CFO) and (iii) the Heads of the Business Units.

4.2 Organization. The GEC is chaired by the CEO or, in his absence, by another member designated by the CEO. The members of the GEC report to the CEO and receive their instructions from the CEO. Each member of the GEC is entitled to ask for a hearing with the Board of Directors, after discussion with the CEO and with the Chairman of the Board.

4.3 Responsibilities. The GEC has the following responsibilities:

- a) application of the strategy adopted by the Board;
- b) execution of the decisions by and instructions received from the CEO

- c) approval of investments of less than CHF 5 million if they are part of the budget approved by the Board, and of less than CHF 1 million if they have not been included in the approved budget;
- d) decisions on issues concerning the responsibilities of more than one (1) member of the GEC;
- e) decision on guidelines concerning the remuneration of the employees of the Group;
- f) preparation of the consolidated budget of the Group;
- g) preparation of all issues which have to be brought before the Board for decision;
- h) reaching the goals and budget objectives of the Group.

4.4 Specific responsibilities. Each member of the GEC manages his or her particular area or activity, and is responsible for:

- a) preparing the budget;
- b) reaching the goals and budget objectives;
- c) putting in place and supervising a structure of organization and competences commensurate with the objectives;
- d) the remuneration subject to the approval by the CEO;
- e) supervising the commercial and industrial activity and the compliance with rules and regulations.

4.5 CFO Responsibilities. In addition, the Chief Financial Officer as member of the GEC in charge of Group Finances is responsible for:

- a) implementing the accounting principles approved by the Board;
- b) organizing and supervising the financial control of the Group;
- c) monitoring the treasury and liquidity of the Group and planning for adequate financial means and liquidity for the Group and the Affiliated Companies and reporting regularly to the Board in this regard;
- d) implementing the Internal Control System and the Risk Evaluation Process;
- e) constantly monitoring the deviation of the main performance parameters of the Group from the guidance provided to the investors community;
- f) putting in place the organization for making Ad hoc Publicity releases;
- g) together with the CEO, (i) approving the procurement of credit (bonds, private placements, confirmed credit lines, or similar) by the Company or any of its majority-owned or controlled affiliates if the amount does not exceed CHF 30million or if the total of credit procurement per financial year does not exceed CHF 50million, and (ii) approving the granting of guarantees or letters of comfort for amounts of less than CHF 10million per creditor in the aggregate other than for the procurement of credit.

4.6 Information to the CEO and GEC. Each member of the GEC manages the additional special tasks assigned to him or her by the CEO. He or she keeps the CEO and other members of the GEC informed about all of his or her activities, and informs the CEO without delay about important particular events.

4.7 Meetings of the GEC. The GEC meets as often as necessary to perform its duties, but at least eight (8) times a year as called by the CEO, who shall also call a meeting at the request of one (1) of its members by indicating the reasons for asking for a meeting. The yearly schedule of meetings is deemed to be convocation of the meetings. A meeting can only be held if duly called. In addition to the members of the GEC, other persons may be asked to attend a meeting. The decisions adopted by the GEC are recorded in minutes. Except where a decision cannot be put off due to the urgency of the matter, the GEC shall not take any decision unless a majority of its members including the CEO is present. If a decision has to be taken by a meeting with the presence of a majority of the members, but in the absence of the CEO, he shall be duly informed at the earliest possible moment. As a rule and as often as possible, decisions shall be taken by unanimous consent of the members present. If the GEC is unable to adopt a decision by unanimous consent, the CEO decides.

If it is unavoidable due to pressing operational needs to take a decision without the presence of a majority of the members of the GEC, even by conference call, the member or members of the GEC shall adopt a decision which is best suited to safeguard the interest of the Company, of the Bobst Group, and of its affiliated companies. Every effort shall be made to inform the other members of the GEC as soon as possible.

5. MANAGEMENT OF THE AFFILIATED COMPANIES

5.1 Organization. The GEC manages the business of the Affiliated Companies. The members of the GEC perform their duties by adhering to the rules contained in this section, as representatives of the Company, as a shareholder, or as members of the board of directors of an Affiliated Company. The organization and the responsibilities of the boards of directors of the Affiliated Companies of the Bobst Group are subject to the laws, the articles of association, and the regulations of each such Affiliated Company. The member or members of the GEC shall take their decisions in such matters pursuant to Clause 4.3. The GEC decides on issues which belong to the responsibilities of two or more members of the GEC. If the GEC is unable to reach a decision by unanimous consent, the CEO shall decide.

5.2 Composition of the management of the Affiliated Companies. The General Managers of the Affiliated Companies are designated and revoked by the CEO of the Company in consultation with (i) the member or members of the GEC to whom the Affiliated Company reports, (ii) the CFO, (iii) the Chief Human Resources Officer (the “CHRO”) and (iv) the General Counsel. Their remuneration is determined by the CEO of the Company in consultation with the member or members of the GEC to whom it reports and the CHRO.

5.3 General Managers. The general managers of an Affiliated Company (the “General Managers”) are in charge of the management of the Affiliated Company pursuant to the Delegation of Authority of the Group and the respective instructions from the board of directors of the Affiliated Company. The General Managers report to:

- a) the member(s) of the GEC responsible for the activity of the Affiliated Company, or their delegates; and
- b) the chairman of the board of directors of the Affiliated Company.

The General Managers bring before the board of directors of the Affiliated Company all issues to be decided by it by virtue of the law, the articles of association, or the regulations of the Affiliated Company, if any.

5.4 Responsibilities of the General Managers. The General Managers of the Affiliated Companies coordinate their activities with the GEC. The General Managers shall keep the GEC informed about all important or unusual events. The following issues in particular require the prior approval of the member or members of the GEC to whom the Affiliated Company reports:

- a) modification of the organization of the Affiliated Company;
- b) designation of members of the management;
- c) modifications concerning the authority to sign on behalf of the Affiliated Company;
- d) remuneration of the General Managers;
- e) modification of the employee regulations;
- f) applications for patents;
- g) implementation of retirement plans and approval of the regulations for new or existing plans (including retirement funds, social insurance and other types of insurance)
- h) commencement of law suits;
- i) decisions pertaining to the corporate identity (including but not limited to logos, trademarks).
- j) decisions regarding capital structures and the financing of the Affiliated Company;

5.5 Board of directors of Affiliated Companies. The persons who have been designated as members of the board of directors of an Affiliated Company shall assume the responsibility that all laws, articles of association, and regulations are adhered to at all times. In discharging this duty, they shall act in the best interest of the Bobst Group, and shall when necessary obtain instructions from the GEC.

5.6 Remuneration of the board of directors of Affiliated Companies. To the extent that the board of directors of an Affiliated Company is composed of employees of the Bobst Group, its members shall not be paid any particular remuneration. Where the board of directors comprises persons from outside the Bobst Group, the board of directors of the Affiliated Company in consultation with the CEO, shall determine the remuneration of the member of the board of directors of the Affiliated Company.

6. PREVENTION OF INSIDER TRADING AND MARKET MANIPULATION

6.1 OTC-X platform. The Company's registered shares have been delisted from SIX Swiss Exchange with effect as at December 30, 2022 and are since January 3, 2023, traded on the BEKB's OTC-X platform. Although these shares are no longer listed on SIX Swiss Exchange, the rules on insider trading (art. 142 of the Financial Market Infrastructure Act (FinMIA) and market manipulation (art. 143 FinMIA) still apply, indirectly, by way of contract, to the trading of Bobst shares on the OTC-X platform. Art. 7 para. 2 of the OTC-X Trading Rules, which apply to securities traded on the OTC-X platform, provides that art. 142 and 143 FinMIA must still be complied with by all participants.

The Company also issued certain bonds which are listed on SIX Swiss Exchange. The trading of these bonds on SIX Swiss Exchange remains subject to the rules on insider trading and market manipulation of the FinMIA and related criminal provisions.

6.2 Close Periods. The Board can declare Close Periods as required. Close Periods can be declared for a number of weeks prior to the release of the annual and semi-annual results, and in addition each time when the Company or members of the Board or officers have knowledge of facts or decisions which are not known by the public and which, on becoming public, are potentially price-sensitive. Close Periods can also be declared (i) by a joint decision of the Audit Committee and the Chairman of the Board, or (ii) by a joint decision of the CEO and the CFO, who immediately inform the Chairman. All members of the Board must be informed without delay that a Close Period has been declared. The Board or the officers who decree a Close Period give the necessary instructions to create and keep up to date an Insider List with the names of all people who have knowledge of the confidential information.

6.3 Trading in Shares. The Board shall ensure that the Company does not buy or sell its own shares, nor listed shares or other financial instruments about which the Company has insider information related to its own plans, during a Close Period nor on the first day after the end of a Close Period, nor in general at times when it has not or not yet published potentially price-sensitive facts in the meaning of the Listing Rules of the SIX Swiss Exchange. The same ban on selling or buying shares of the Company or of other financial instruments as above defined, shall apply to the members of the Board and of the GEC, to the Secretary of the Board, and to any other person to be considered as insiders. The Board shall adopt measures in order to limit the number of people to be considered as insiders, and shall adopt measures in order to ensure that insiders do not make any illicit use of the confidential information.

6.4 Ad hoc Publicity. The decision to make a press and media release pursuant to the applicable stock exchange rules about Ad hoc Publicity is taken by the Board when in session, especially for matters impacting the listed bonds. When the Board is not in session, the decision to make a press and media release pursuant to the applicable stock exchange rules about Ad hoc Publicity is taken, in descending order, either jointly by the Chairman of the Board, the CEO and the CFO, or by the CEO, or by the CFO, or by a member of the GEC after consultation with the officer in charge of Investor Relations or the General Counsel.

7. MISCELLANEOUS

7.1 Confidentiality. The members of the Board and of the GEC shall keep confidential all information and documents obtained or reviewed in connection with the exercise of their function for the Company. Upon termination of their function, the members of the Board and the GEC shall return to the Company all documents related to the Company.

7.2 Entry into effect. The present Organization Regulations shall become effective on December 13, 2024. They replace the organizational regulations enacted on July 25, 2023.

Mex, December 13, 2024

The Chairman of the Board of Directors of Bobst Group SA:

Mr. Alain Guttmann

A member of the Board of Directors of Bobst Group SA:

Mr. Thierry de Kalbermatten