

Statement**Independence of the Board of Directors**

Basel, 23 March 2021

The Board strongly believes that its independence is important and in the best interest of all stakeholders. Ensuring continuity, securing deep industry and company insights by occasionally appointing proven executive talent to the board serves everybody. Above all, the Board strongly believes it is crucial to maintain an entrepreneurial mindset which includes ensuring a reasonable risk-taking and fostering an engaging high-performance culture.

Evaluation of the independence

The Human Resources & Compensation Committee (HRCC) reviews the independence of the Board members annually based on the outlined criteria below. The assessment of the Board member candidates' independence is an important factor when the Board of Directors prepare its annual composition proposal. The evaluation also considers the interest of the founding Straumann family being the company's largest shareholder as well as the Maag family as the second largest shareholder, which must be respected and preserved.

Assessment criteria

The independence of the Board of Directors conforms with the Swiss law, the Swiss Code of Best Practice for Corporate Governance as well as the SIX Directive on Information relating to Corporate Governance.

For the Straumann Group Board, a candidate for the Board of Director is considered independent if the candidate:

- is not, and has not been for the prior three years, employed as an Executive Management Board member in the Group or any of its subsidiaries;
- is not, and has not been for the prior three years, an employee or affiliated with the elected external auditor;
- does not maintain a material direct or indirect business relationship with the Group or any of its subsidiaries;

The age of a Board member or length of tenure are not a criteria for independence. Furthermore, significant shareholder status is also not considered a criteria for independence unless the shareholding exceeds 20% of the Group's share capital.¹ Board members with immediate family relationships would not qualify as independent.

¹ For clarity, there is no shareholder agreement between the family shareholders, hence each of the private anchor shareholders may act independently

The HRCC also considers whether individual Board members would financially depend on the Straumann Group Board compensation or if other commitments would prevent the person from devoting enough time to fulfill their Board mandate. Possible conflicts of interest, related party transactions and other commitments potentially jeopardizing a member's independence are additional considerations.

The Board and the HRCC acknowledge that some proxy advisors apply different standards for assessing the independence of our Board members, for example regarding tenure and significant shareholding status.

Proposal for the Annual General Meeting on April 9, 2021

According to this year's evaluation by the HRCC, all Board of Directors proposed for the election at the 2021 Annual Shareholder's Meeting are considered independent with the exception of Marco Gadola and Petra Rumpf:

Board Member	Independence Rating / Comments
Gilbert Achermann, Chairman	Independent
Dr. Beat Lüthi, Vice Chairman	Independent
Dr. Sebastian Burckhardt	Independent
Marco Gadola	Not independent due to 3 year rule; Straumann Group CEO 2013 - 2019
Juan-José Gonzales	Independent
Petra Rumpf	Not independent due to 3 year rule; Straumann Group Executive Management 2015 - 2020
Dr. h.c. Thomas Straumann	Independent, largest anchor shareholder and 3 rd generation of the firm's founding family
Regula Wallimann	Independent