

# Invitation to the ordinary General Meeting of Feintool International Holding AG

Time: Thursday, 14 April 2015, 10 a.m.

**Location: FEINDINE staff restaurant, Feintool, Industriering 3, 3250 Lyss** 

Dear shareholder

You are cordially invited to our ordinary General Meeting for the 2014 financial year.

#### A. Agenda and Board proposals

# 1. Approval of the Annual Report, the 2014 financial statements and the consolidated 2014 financial statements of Feintool International Holding AG

The Board of Directors proposes that the Annual Report and the 2014 financial statements, as well as the consolidated 2014 financial statements of Feintool International Holding AG, be approved.

# 2. Resolution on the appropriation of the 2014 net result and on the payment of a dividend from capital contribution reserves

In the following proposals, the Board of Directors proposes to the General Meeting to (a) carry forward the available earnings as at 31.12.2014, and (b) set a dividend from capital contribution reserves of CHF 1.50 per registered share with a par value of CHF 10 each and to transfer capital contribution reserves amounting to CHF 6,694,456.50 to the free reserves for the payment of this dividend. The proposed dividend will be paid out (exempt of withholding tax) on 20 April 2015.

### a. Appropriation of the 2014 net result

Proposal of the Board of Directors:

The Board of Directors proposes to carry forward the 2014 net result of CHF 16,972,611.35.

# b. Appropriation of reserves from capital contributions

Proposal of the Board of Directors:

The Board of Directors proposes the following actions to the General Meeting:

- Transfer of reserves amounting to CHF 6,694,456.50 from capital contributions to the free reserves for the payment of a dividend:
- Setting a dividend for the 2014 financial year from the free reserves of CHF 1.50 per registered share for 4,462,971 registered shares, i.e.
- CHF 6,694,456.50 in total;
- Disbursement of this dividend with payment due on 20 April 2015.

#### 3. Ratification of the actions of the Board of Directors and of the members of Group Management

The Board of Directors proposes that the actions of its members and of the members of Group Management in the 2014 financial year be ratified.

# 4. Resolution on compensation

### a. Board of Directors

The Board of Directors proposes that the General Meeting approves a maximum total amount of CHF 1.5 million for the compensation of the Board of Directors for the period from this ordinary General Meeting to the 2016 ordinary General Meeting (due to be held on 13 April 2016). This includes 5'000 shares of Feintool International Holding AG which are valued at the average price on the ten trading days following publication of the 2014 annual report.



#### b. Group Management

The Board of Directors proposes that the General Meeting approves a maximum total amount of CHF 1.8 million for the compensation of Group Management for the 2016 financial year (1 January - 31 December 2016).

#### 5. Elections

#### a. Board of Directors

The Board of Directors proposes to the General Meeting that the Board members Alexander von Witzleben, Dr. Michael Soormann, Thomas A. Erb, Wolfgang Feil, Dr. Thomas Muhr and Dr. Kurt E. Stirnemann (all existing members), be elected for a term up to the conclusion of the next ordinary General Meeting (individual voting).

#### b. Election of the Chairman of the Board of Directors

The Board of Directors proposes to the General Meeting that Alexander von Witzleben (existing Chairman) be elected as Chairman of the Board of Directors for the term up to the conclusion of the next ordinary General Meeting.

#### c. Election of the Compensation and Nomination Committee

The Board of Directors proposes to the General Meeting that Alexander von Witzleben, Dr Michael Soormann and Wolfgang Feil (all existing members) be elected as members of the Compensation and Nomination Committee for a term up to the conclusion of the next ordinary General Meeting.

#### d. Appointment of the independent proxy

The Board of Directors proposes to the General Meeting that COT Treuhand AG, Lyss, be re-elected as independent proxy for a term up to the conclusion of the next ordinary General Meeting.

#### e. Election of auditors

The Board of Directors proposes the reappointment of KPMG AG in Zurich as statutory auditors for a further term of one year.

# 6. Changes to Articles of Association

# a. Amendment of Articles of Association to take account of the Ordinance against Excessive Remuneration in Listed Companies Limited by Shares ("ERCO")

In order to amend the company's Articles of Association to take account of the Ordinance against Excessive Remuneration in Listed Companies Limited by Shares and carry out a few formal adjustments, the Board of Directors proposes a uniform resolution to change the Articles of Association. This is subject to the proposed changes listed under agenda item 6 (b). The current Articles of Association will otherwise continue to apply unchanged.

The wording of the proposed changes can be found in the annex to this invitation.

## b. Change to the object of the company and modification to the wording of Article 12

The Board of Directors proposes to the General Meeting that the object of the company should be amended and that Article 2 para. 1 of the Articles of Association be modified accordingly. The proposed change will bring the Articles of Association in line with the actual development of the company's operating activities.

The Board of Directors also proposes that the wording of Article 12 point 8 of the Articles of Association be amended in line with the wording of Article 704 para.1 point 8 of the Swiss Code of Obligations. Both these resolutions require a resolution with a qualified majority in accordance with Article 12 of the Articles of Association.

The proposed changes are as follows:

#### "Article 2 Object

The object of the Company shall be to take participating interests in trading and industrial companies at home and abroad, especially in the field of tool and machine-making the development and manufacture of fineblanking systems including the related tools and the production of pre-finished fineblanked and formed components, and to manage and supervise its subsidiaries' activities.



The Company may take all measures and effect all transactions which are apt to promote its corporate object or which relate to it.

The Company may open branches and acquire and dispose of properties at home and abroad."

# "Article 12 Qualified majority on important resolutions

The following resolutions of the general meeting shall require the assent of at least two-thirds of votes represented, and an absolute majority of the par value of shares represented:[...]

8. dissolution of the Company-without winding up."

#### B. General information

# 1. Supporting documentation

The Annual Report, containing the 2014 annual report and financial statements of Feintool International Holding AG, the consolidated 2014 financial statements of the Feintool Group and a copy of the statutory auditors' reports, is available for inspection by shareholders during office hours at the company's headquarters as of 3 March 2015. It can also be viewed online and downloaded from www.feintool.com.

# 2. Dispatch of documents

Shareholders recorded in the shareholder register by 5 p.m. on Thursday 2 April 2015 (closing date) will have the following documents sent to them at the address most recently supplied:

- Invitation to the General Meeting
- Registration slip with reply envelope
- On request the Annual Report (incl. auditor's reports), provided we receive the order by 10 April 2015 at the latest. If you have any questions about the invitation (including ordering the Annual Report), please contact Ms Rahel Clavadetscher, tel. +41 (0)32 387 51 59 or e-mail rahel.clavadetscher@feintool.com.

#### 3. Admission

Admission cards for the General Meeting will only be sent out once you have registered to attend. Registrations must be sent using the enclosed registration slip (reply envelope also enclosed) to areg.ch ag, Feintool International Holding AG, Fabrikstrasse 10, 4614 Hägendorf, and be received by 10 April 2015 at the latest.

# 4. Representation at the General Meeting

In accordance with Article 10 of the Articles of Association, only a shareholder's legal representative, another registered shareholder present or the independent proxy (see section 6) may represent a shareholder at the General Meeting. Permission must be granted in the form of written authorization (see registration slip).

# 5. Independent proxy

The independent proxy is COT Treuhand AG, Bielstrasse 29, CH-3250 Lyss. Should the independent proxy be unable to attend, the Board of Directors will appoint a new independent proxy. The powers of delegation issued to the independent proxy also apply to any new independent proxy appointed by the Board of Directors. Shareholders who wish to request representation by the independent proxy and issue him with voting instructions must send their signed and dated registration slips using the enclosed reply envelope either directly to COT Treuhand AG or to areg.ch ag, Feintool International Holding AG, Fabrikstrasse 10, 4614 Hägendorf, by 10 April 2015 (date of receipt) at the latest. Alternatively, shareholders can request representation and issue instructions to the independent proxy electronically at https://netvote.ch/feintool. The independent proxy will not accept any instructions to speak on a shareholder's behalf.



# 6. Organizational points

The General Meeting will take place in the Feintool staff restaurant at Industriering 3 in Lyss. Parking spaces will be indicated by signs. In addition, a shuttle bus will depart from Lyss railway station at 9:15 and 9:45 a.m. for Industriering Nord and Feintool. Doors open at 9:30 a.m. and the General Meeting will begin at 10 a.m. Feintool will be providing complimentary refreshments after the event, which is expected to finish at 12:30 p.m. The shuttle bus will then return to Lyss railway station.

Lyss, 10 March 2015

FEINTOOL INTERNATIONAL HOLDING AG

The Board of Directors



Annex: Wording of proposed changes to Articles of Association:

"Article 3a (deleted)"

"Article 3c (deleted)"

"Article 3d (deleted)"

#### "Article 8 Powers

The General Meeting shall hold the following non-transferable powers:

- 1. to adopt and amend the Articles of Association;
- 2. to elect <del>and dismiss</del> the members of the Board of Directors<del>- and, the Chairman of the Board of Directors, the members of the Compensation and Nomination Committee, the Auditor and the independent proxy;</del>
- 3. to adopt the annual report financial review and consolidated, Group accounts and annual financial statements:
- 4. to <u>adopt the financial statements and</u> resolve on the appropriation of the retained earnings and to determine dividends;
- 5. to grant discharge to the members of the Board of Directors; and
- 6. to approve the remuneration of the Board of Directors and the persons who are wholly or partially entrusted by the Board of Directors with the management of the company (Group Management) in accordance with Article 18c of the Articles of Association;
- 67. to resolve on matters reserved by law or by the Articles of Association to the General Meeting."

## "Article 9 Convening of meetings and inclusion of business on the agenda

The General Meeting shall be convened by the Board of Directors or, if necessary, the Auditor. The liquidators and representatives of the bondholders shall also have the right of convocation.

The ordinary General Meeting shall be held annually within six months of the close of the financial year. Extraordinary meetings shall be convened as necessary

One or more shareholders, together representing at least 10 percent of the share capital, may also convene a General Meeting. Shareholders representing shares of CHF 1 million par value may request inclusion of business on the agenda, up to 40 calendar days before the General Meeting at latest. Requests for convocation and inclusion of business on the agenda shall be made in writing, stating the item of business and motions.

If the Board of Directors does not accept such a request in reasonable time, a court shall order convocation at the applicants' request.

An ordinary or extraordinary General Meeting shall be convened by publication in the Swiss Official Gazette of Commerce at least 20 days before the meeting. The registered shareholders entered in the share register may also be invited by letter. Such publication and invitation shall state the place and time, items of business and the wording of the motions of the Board of Directors and of the shareholders who have applied for the meeting to be held or for inclusion of an item of business on the agenda.

The notice of the meeting shall point out that the Annual Report and Auditor's Report and the Remuneration Report (Art. 13 Ordinance against Excessive Remuneration in Listed Companies Limited by Shares (ERCO)) with the related Auditor's statement (Art. 17 ERCO) are available for inspection at the company's registered office no later than

20 days before the ordinary General Meeting, and that each shareholder may be sent a copy of these documents immediately on request.

Resolutions shall not be taken on matters not thus notified, except motions convening an extraordinary General Meeting or for execution of a special audit."



#### "Article 10 Voting rights and representation of shares

Each share shall confer entitlement to one vote. Only those shareholders entered in the share register are entitled to vote at the Annual General Meeting.

A shareholder may only be represented at the Annual General Meeting by his own legal representative, another shareholder who attends the meeting, is identified by written proxy and is entered in the share register, or the independent proxy. Representation shall be permitted by written proxy. Attending members of the Board of Directors shall decide on the recognition of proxies. All the shares held by a shareholder may be represented by one person only.

Representation shall also be possible by organs of the Company or independent proxy able to exercise voting rights."

#### "Article 10a Independent proxy

The General Meeting shall elect an independent proxy. Natural persons, legal entities or partnerships may be elected. Their independence may not be compromised, or perceived to be compromised and shall otherwise be established in accordance with Art. 728.2-6 of the Swiss Code of Obligations.

The term of office of the independent proxy shall end at the close of the ordinary General Meeting following that in which he was elected. Re-election shall be possible.

If the company has no independent proxy, the Board of Directors shall appoint one for the next General Meeting.

The General Meeting may dismiss the independent proxy with effect from the end of the General Meeting.

The independent proxy shall perform his duties in accordance with the relevant provisions of law.

The Board of Directors shall ensure that shareholders are able

- 1. to give instructions to the independent proxy concerning each motion on business announced in the notice of the meeting; and
- 2. to give general instructions to the independent proxy on motions for business not announced in the notice of the meeting and on new items of business in accordance with Art. 700.3 of the Swiss Code of Obligations.

The company shall further ensure that shareholders are able to issue their proxies and instructions to the independent proxy. including in electronic form, until 16.00 hours on the third working day prior to the date of the General Meeting.

This deadline shall be deemed to have been met if the proxies and instructions are received by the independent proxy by that time. The Board of Directors shall determine the procedure for the electronic issue of proxies and instructions.

The independent proxy is obliged to exercise the voting rights conferred on him by the shareholders as instructed. If he has not received any instructions, he shall abstain from voting.

If the independent proxy is unable to exercise his duties or if the company no longer has an independent proxy, the proxies and instructions issued to him shall be deemed to have been issued to the independent proxy appointed by the Board of Directors in accordance with Paragraph 3 above."

#### "Article 11 Voting

Save compelling contrary provision of the law or of the Articles of Association, the General Meeting shall resolve and elect by simple majority of voting shares represented, irrespective of the number of shareholders present or of shares represented. Accordingly, in elections, candidates who attract the largest numbers of votes shall be deemed elected. In the event of a tie, the chairman shall have the casting vote.

Ballots shall, as a rule, be open, unless

- the chairman orders a secret ballot; or
- a shareholder moves that a secret ballot be held and the majority of shareholders present at the General Meeting support such motion by open ballot with a simple show of hands."



#### "Article 13 Chair, organization and minutes

The Chairman of the Board of Directors or, in his absence, the Vice-Chairman or other member designated by the Board of Directors shall chair the General Meeting. The chairman shall appoint the secretary and the tellers to count the votes.

The chairman shall guide the meeting, its proceedings and its votes. He shall announce the results of voting. He shall hold the necessary powers to ensure the normal progress of the meeting. The proceedings of the General Meeting shall be recorded in minutes, including the following information:

- 1. number, type, par value and category of shares represented by the organs, the independent proxy and by proxies representing portfolios and by the shareholders present;
- 2. the resolutions and the results of ballots;
- 3. requests for information and answers given to them;
- 4. and statements made on record by shareholders.

The minutes shall be approved and signed by the chairman, secretary and tellers of the General Meeting and kept at the company's registered office.

Every shareholder shall be entitled to inspect the minutes at the company's registered office."

#### "Article 14 Membership

The Board of Directors shall consist of one or more members. Newly elected and re-elected Members shall be appointed for a one-year term of office. The General Meeting shall elect the members of the Board of Directors in individual votes and the Chairman from among the members of the Board of Directors. The term of office of the members and Chairman of the Board of Directors shall end no later than the close of the ordinary General Meeting following that in which they were elected, unless they resign early or are dismissed. Re-election shall be possible.

Board members can be reelected. If the position of Chairman is vacant, the Board of Directors shall appoint a new Chairman for the remaining term of office.

The Board of Directors constitutes itself <u>having due regard for the election decisions of the General Meeting concerning the Chairman of the Board of Directors and the members of the Compensation and Nomination Committee</u>. It elects a Chairman and a Vice-Chairman, as well as a secretary, who does not have to be a Board member."

#### "Article 15 Powers of the Board of Directors

The Board of Directors shall act as the highest tier of management of the company and monitor the management of its business. It shall represent the company in external relations and deal with all matters not assigned by law, by the Articles of Association or by organizational regulations to another organ of the company.

The Board of Directors may transfer powers and the management of the business, or parts thereof, to one or more persons individual members of the Board of Directors or other natural persons, who need not be shareholders, unless such powers and management are assigned to the Board, by compelling provision of the law or of the Articles of Association. The Board of Directors shall issue organizational regulations and govern the corresponding contractual relations.

The Board of Directors shall have the following non-transferable and inalienable tasks:

- 1. to act as the highest tier of the company's management and to issue the necessary directives;
- 2. to determine the organization;
- 3. to configure the accounting system, financial control and financial planning;
- 4. to appoint and dismiss the persons entrusted with the management and representation, to determine their rights of signature and establish their powers;
- 5. to exercise ultimate supervision over the persons entrusted with the management, especially in relation to compliance with the laws, Articles of Association, regulations and directives;
- 6. to draw up the annual report <u>and Remuneration Report in accordance with Arts. 13 ff. ERCO</u> and prepare for the General Meeting and implement its resolutions;
- 7. to resolve on subsequent payment of contributions on shares which have not been fully paid up, and to amend the Articles of Association accordingly;
- 8. to resolve on the establishment of capital increases and subsequent amendments of the Articles of Association;
- 9. and to notify the court in case of over-indebtedness."



#### "Article 17 Authorization to sign

The Board of Directors shall designate persons, not necessarily from within its membership, to hold legally binding power of signature on behalf of the Company. The Board of Directors shall prescribe how such power shall be exercised on behalf of the Company.

# **Compensation and Nomination Committee**

The General Meeting shall elect a Compensation and Nomination Committee comprising one or more members. The members of the Compensation and Nomination Committee shall be individually elected. Only members of the Board of Directors are eligible for election. The term of office of the members of the Compensation and Nomination Committee shall end no later than the close of the ordinary General Meeting following that in which they were elected. Re-election shall be possible.

If the Compensation and Nomination Committee has fewer than the number of members elected by the last General Meeting and is therefore not fully constituted, the Board of Directors shall appoint the missing members for the remaining term of office.

The task of the Compensation and Nomination Committee is to prepare the resolution of the Board of Directors concerning the compensation of members of the Board of Directors, Group Management and any Advisory Board and to make the appropriate proposal to the Board of Directors in this regard. The Board of Directors shall adopt a resolution based on the proposal of the Compensation and Nomination Committee on the compensation of members of the Board of Directors, Group Management and any Advisory Board and submit this to the General Meeting for approval in accordance with Article 18c of the Articles of Association.

The Board of Directors shall issue regulations for the Compensation and Nomination Committee in which it may entrust the Committee with additional tasks, especially in the sphere of nominations and appointments and the termination of employment relationships, and specify its tasks under the Articles of Association.

The Compensation and Nomination Committee may engage other persons and external advisors for the performance of its duties and request them to attend its meetings."

#### "Article 18 Remuneration

The members of the Board of Directors shall be entitled to due remuneration, to be prescribed by the Board of Directors, and to reimbursement of their expenses.

#### Compensation principles, performance-based compensation, participation and option plans

The compensation of members of the Board of Directors, Group Management and any Advisory Board should be commensurate, competitive and performance-based and shall be determined in accordance with the Group's strategic objectives and results.

The company may pay the members of the Board of Directors, Group Management and any Advisory Board a performance-based compensation. The amount of such compensation shall be dependent upon the qualitative and quantitative targets and parameters set by the Board of Directors, in particular the Group's total profit and the individual contribution of the member concerned. The performance-based compensation may be paid in cash or in the form of the allocation of equity securities, conversion or warrant rights or other rights to equity securities. The Board of Directors shall issue regulations governing the details.

The company may allocate equity securities, conversion or warrant rights or other rights to equity securities to the members of the Board of Directors, Group Management and any Advisory Board as part of their compensation. If equity securities, conversion or warrant rights or other rights to equity securities are allocated, the amount of the compensation shall equate to the value that can be attributed to the allocated securities or rights at the time of their allocation according to generally accepted valuation methods, unless the General Meeting dictates otherwise. The Board of Directors may set a vesting period for the holding of the securities or rights and determine when and to what extent the entitled persons shall acquire a legal entitlement and/or the conditions in which any vesting periods shall lapse and the beneficiaries shall immediately acquire a legal entitlement (e.g. in the event of a change of control, substantial restructuring or certain forms of termination of employment). The Board of Directors shall issue regulations governing the details.

The allocation of equity securities, conversion or warrant rights or other rights to equity securities which the members of the Board of Directors, Group Management and any Advisory Board receive in their capacity as shareholders of the company (e.g. subscription rights in the context of a capital increase or options in the context of a capital reduction) shall not constitute compensation and are not covered by this provision."



#### "Article 18a Employment contracts, loans, credits and pension benefits

Employment contracts with the members of Group Management and contracts with the members of the Board of Directors upon which the compensation of the members concerned is based shall be concluded for a fixed term of no more than one year or for an indefinite duration with a notice period of no more than twelve months to the end of a calendar month.

Loans or credits may be extended to members of the Board of Directors, Group Management and any Advisory Board up to a maximum sum of CHF 300,000, in particular in the form of advances on costs of civil, criminal or administrative proceedings connected with the activity of the person concerned as a member of the Board of Directors or Group Management of the company (in particular, court fees and lawyer's fees).

The members of the Board of Directors, Group Management and any Advisory Board shall receive occupational pension benefits in accordance with the legal or regulatory provisions at home or abroad that apply to them, including non-obligatory benefits where applicable. The provision of such benefits shall not constitute compensation that is subject to approval. If a member of Group Management, of the Board of Directors or of any Advisory Board falls ill or suffers an accident, the company may continue paying his salary within the scope of a regulatory arrangement issued by the Board of Directors or within the scope of insurance benefits. When early retirement is taken, the company may pay bridging benefits to the insured or additional contributions to a pension fund in accordance with early retirement regulations to be issued by the Board of Directors."

#### "Article 18b Additional mandates

The members of the Board of Directors, Group Management and any Advisory Board may not hold or exercise more than (i) 8 additional, paid mandates, of which no more than 4 at companies whose equity securities are listed on a stock exchange, and (ii) 8 unpaid mandates, expense allowances not being deemed to constitute compensation.

Mandate denotes activity on the most senior management or administrative organs of other legal entities that are required to be registered in the commercial register or a comparable register abroad and that are not controlled by the company or do not control the company. Mandates at various companies belonging to the same corporate group shall count as one mandate.

Mandates fulfilled by a member of the Board of Directors or Group Management on the instructions of a group company shall not fall under the restriction on additional mandates under this Article 18b."

# "Article 18c Voting on compensation by the General Meeting

Each year, at the motion of the Board of Directors, the General Meeting shall individually and bindingly approve the total compensation for

- 1. the Board of Directors and any Advisory Board (in a separate ballot) for the period until the next ordinary General Meeting:
- 2. Group Management for the financial year following the ordinary General Meeting (the "approval" period).

If an approved total sum for the compensation of Group Management is not sufficient to compensate any members appointed after the resolution of the General Meeting until the start of the next approval period, the company shall have at its disposal for the remainder of the respective approval period an additional sum per person of no more than 50% of the total compensation for Group Management previously approved. The General Meeting shall not vote on the additional sum used.

In addition to the approval pursuant to Para. 1, each year at the motion of the Board of Directors the General Meeting may individually and bindingly resolve to increase the approved sums for the compensation of the Board of Directors, Group Management and any Advisory Board for the approval period running up to the General Meeting concerned or the previous approval period. The Board of Directors is authorized to pay any kind of permitted compensation from the approved totals or additional sums.

If the General Meeting refuses to approve a total sum for the members of the Board of Directors, Group Management or any Advisory Board, the Board of Directors may present new motions at the same General Meeting. If it does not present new motions or if these are also rejected, the Board of Directors may at any time, with due regard for the requirements of law and the Articles of Association, convene a new General Meeting.

The reimbursement of expenses shall not constitute compensation. Within the limits accepted by the tax authorities, the company may reimburse the members of Group Management, the Board of Directors and any Advisory Board for expenses in the form of fixed expense allowances.



The company may take out directors' & officers' liability insurance on behalf of the members of the Board of Directors, Group Management and any Advisory Board and pay the contractual premiums or contributions. Payment of the premiums or other contributions shall not constitute compensation.

Members of the Board of Directors, Group Management and any Advisory Board may draw compensation for activities at companies that are directly or indirectly controlled by the company, provided such compensation would be permitted were it paid directly by the company and provided it has been approved by the company's General Meeting. The amounts approved by the General Meeting in accordance with this provision of the Articles of Association may be paid by the company and/or one or more other Group companies.

Compensation approved in an approval resolution by the General Meeting for a particular period may also be paid in full or in part after the end of that period, provided it is paid for the period to which the approval resolution relates. In this case, the compensation must not be covered by the approval resolution for the period in which payment is made.

In the event of notice to terminate or the early termination of a permanent employment contract with a member of Group Management, the company may pay the salary until the end of the notice period, even if the employee is released and commences a new role. If a member of Group Management is released during the term of a fixed-term employment relationship or if that relationship is dissolved early, the same shall apply until the expiry of the fixed term.

If the company has agreed a non-competition clause with a member of Group Management or Board of Directors, it may pay the member concerned an annual compensation of no more than 50% of his total last annual compensation (including all supplements, variable and discretionary compensation) for a period not exceeding two years."

#### "Article 21 Financial year and accounting principles

The financial year shall be determined by the Board of Directors.

The Group accounts and the annual financial statements, consisting of the statement of income, balance sheet, cash flow statement and notes, shall be compiled in accordance with the provisions of the Swiss Code of Obligations, especially Articles 662a 957 ff. and with the generally recognized and usual commercial and industry principles."

\*newly inserted sections are underlined