

## MINUTES

**General Meeting  
mobilezone holding ltd  
Wednesday, 3 April 2024, 10.30 a.m.  
in the community hall, Dorfmat, 6343 Rotkreuz**

Olaf Swantee, President of the Board of Directors, opens the meeting in the community hall, Dorfmat, 6343 Rotkreuz and takes the chair. In addition to the Chair, the members of the Board of Directors Gabriela Theus, Michael Haubrich, Lea Sonderegger and CEO Markus Bernhard and the Executive Board members CFO Andreas Fecker and CEO Switzerland Roger Wassmer are present.

In line with the legal and statutory provisions, invitations to today's ordinary general meeting were issued in writing on 12 March 2024 to the shareholders listed in the share register and by publication in the Swiss Commercial Gazette (Schweizerisches Handelsamtsblatt) dated 11 March 2024.

The full annual report 2023 with management report, report on non-financial matters, remuneration report, consolidated financial statements, annual financial statement of mobilezone holding ag, proposal of the Board of Directors of the appropriation of the retained earnings and of the reserves from capital contributions and auditor reports on the consolidated financial statements, on the annual financial statement and on the remuneration report and the minutes of the general meeting 2023 have been available for inspection since 8 March 2024 at the headquarters of the company in Rotkreuz, Suurstoffi 22. At the same time, these documents were available to the shareholders via the website [mobilezoneholding.ch](http://mobilezoneholding.ch).

BDO AG as auditor is represented by Reto Frey (lead auditor) and Andreas Wyss.

Hodgskin Rechtsanwälte, Zurich as independent proxy are represented in person by Martin Dietrich.

Daniel Grunder from Grunder Rechtsanwälte AG in Zug is present as notary. Mr Grunder will notarise the resolutions on the amendments to the Articles of Association (agenda item 4).

The Chair nominates Bernhard Mächler as secretary.

## Attendance / quorum

Of the 43,229,135 shares issued, 33,155,769 shares are entitled to participate in the General Meeting.

The Chairman makes the following statement:

21,557,706 shares, or 49.87 percent of total shares issued or 65.02 percent of total voting shares, attend today's General Meeting. Today's General Meeting has been duly constituted and has a quorum for the scheduled agenda items.

	Shares	%	%
Shares issued	43 229 135	100.00	
Shares entitled to participate in the General Meeting	33 155 769	76.70	100.00
Shareholders present	276 252	0.64	0.83
Independent proxy	21 281 454	49.23	64.19
Total Shares present	21 557 706	49.87	65.02

### 1. Report on the financial year 2023

#### 1.1 Approval of the annual report, the consolidated financial statements and the financial statements of mobilezone holding ltd for the financial year 2023

The Board of Directors proposes that the General Meeting approves the 2023 annual report, the consolidated financial statements and the financial statements of mobilezone holding ag for the financial year 2023.

The motion of the Board of Directors is approved with 21,508,283 (99.94%) votes in favor and 12,393 (0.06%) votes against.

#### 1.2 Consultative vote on the report on non-financial matters for the financial year 2023

The Board of Directors proposes that the General Meeting approves the report on non-financial matters for the financial year 2023 (consultative vote).

The motion of the Board of Directors is approved with 21,333,947 (99.68%) votes in favor and 67,687 (0.32%) votes against.

## 2. Discharge of the Board of Directors and Group Management

The Board of Directors proposes that the General Meeting grants discharge to all members of the Board of Directors and Group Management for fiscal year 2023.

After noting that the Board of Directors and the Executive Committee and their representatives were not entitled to vote on this agenda item, the Chairman put agenda item 2 to the vote.

The motion of the Board of Directors is approved with 18,092,623 (99.77%) votes in favor and 41,498 (0.23%) votes against.

## 3. Resolution on the appropriation of available earnings, an ordinary dividend and a withholding-tax-free distribution from reserves from capital contribution

Based on the distribution rule introduced on 1 January 2020 with the corporate tax reform of the capital contribution principle for companies listed on a Swiss stock exchange, a distribution free of withholding tax from capital contribution reserves can only be carried out if taxable dividends of at least the same amount are distributed. Therefore, the Board of Directors proposes the distribution of a dividend from the available earnings of CHF 0.496 per share and a distribution from the capital contribution reserves of CHF 0.404 per share. The Board of Directors proposes to the Annual General Meeting to distribute a dividend of CHF 0.90 per registered share, composed as follows:

### 3.1 Appropriation of the 2023 available earnings and distribution of an ordinary dividend of mobilezone holding ag

Balance carried forward from previous year	CHF	91 890 619
Capital reduction	CHF	-5 996 142
Net income 2023	CHF	<u>22 797 529</u>
Available earnings at disposal of the General Meeting	CHF	108 692 006

The Board of Directors proposes to the General Meeting that the available earnings 2023 be appropriated as follows:

Distribution of a dividend of CHF 0.496 per dividend registered share	CHF	-21 441 651
Undistributed dividends on treasury shares held by the company	CHF	37 827
Income carried forward to new account	CHF	87 288 182

If this proposal is accepted, the payment on 12 April 2024 (ex-date 10 April 2024) will be with deduction of the Swiss withholding tax of 35 percent on the dividend amount of CHF 0.496 per share.

The motion of the Board of Directors is approved with 21,554,861 (99.97%) votes in favor and 7,212 (0.03%) votes against.

### 3.2 Withholding-tax-free distribution from reserves from capital contribution of mobilezone holding ag

Reserves from capital contribution – carried forward from previous year	CHF	23 429 801
Capital reduction	CHF	<u>-5 996 142</u>
Reserves from capital contributions for appropriation by the General Meeting	CHF	17 433 659

The Board of Directors proposes to the General Meeting that the reserves from capital contributions be appropriated as follows:

Withholding tax-free distribution of CHF 0.404 (previous year: CHF 0.45) per registered share	CHF	-17 464 571
Reserves from capital contributions not to be distributed on treasury shares held by the company	CHF	30 912
Reserves from capital contributions carried forward to new account	CHF	0

If this proposal is accepted, the distribution of CHF 0.404 per share from the capital contribution reserves on 12 April 2024 (ex-date 10 April 2024) will be free from withholding tax.

The motion of the Board of Directors is approved with 21,555,092 (99.97%) votes in favor and 6,856 (0.03%) votes against.

## 4. Amendment of the Articles of Association

### 4.1 Introduction of a capital band (section 4.2 of the Articles of Association)

The Board of Directors proposes to the General Meeting:

- a) In section 4.2 of the Articles of Association, the Board of Directors proposes the introduction of a capital band between CHF 392,291.35 (lower limit) and CHF 472,291.35 (upper limit), within which the Board of Directors is authorised to increase or reduce the share capital once or several times and to any extent until 2 April 2029. This replaces the previous authorised capital until 5 April 2024.

The motion of the Board of Directors is approved with 19,444,051 (90.14%) votes in favor, 115,366 abstentions (0.53%) and 2,011,489 (9.33%) votes against.

### 4.2 Other amendments in accordance with the list in letters b to d

- b) Amendments to the provisions on the General Meeting (Article 6 of the Articles of Association), including the introduction of the possibility of holding a virtual General Meeting, the reduction of the number of shares required to convene an extraordinary General Meeting and the inclusion of an item on the agenda.
- c) Amendments to the provisions on the Board of Directors (section 7 of the Articles of Association) and the provisions on remuneration (section 9 of the Articles of Association).
- d) Amendment of the other provisions of the Articles of Association (Articles 1, 3-5, 24-27, 33-39 of the old Articles of Association) to the revised Swiss Corporate Law and other amendments as proposed in the comparison of the changes in sections 1 to 5, 8, 10 and 11 of the new Articles of Association.

The Board of Directors proposes that the existing Articles of Association be amended in accordance with the list in letters b to d.

The motion of the Board of Directors is approved with 19,559,038 (91.12%) votes in favor and 1,906,566 (8.88%) votes against.

## **5. Remuneration for members of the Board of Directors and Group Management**

The remuneration of the CEO and member of the Board of Directors Markus Bernhard is included in the remuneration of Group Management.

### **5.1 Consultative vote on the remuneration report for financial year 2023**

The Board of Directors proposes that the General Meeting approves the remuneration report for fiscal year 2023 based on an advisory vote. In their report of 6 March 2024 to the General Meeting the auditor BDO AG, Zurich confirms that the remuneration report complies to articles 734a-734f of the Swiss Code of Obligations (CO) and the Company's articles of incorporation.

The motion of the Board of Directors is approved with 16,877,982 (80.76%) votes in favor and 4,021,291 (19.24%) votes against.

### **5.2 Approval of the total amount of the maximum permissible remuneration for the Board of Directors for the period up to the next General Meeting**

The Board of Directors proposes to the General Meeting to approve the total amount of the maximum permissible remuneration of the Board of Directors, consisting of five members, for the period until the next General Meeting of a maximum of CHF 0.55 million (previous year: CHF 0.55 million).

The motion of the Board of Directors is approved with 20,440,453 (97.76%) votes in favor and 468,810 (2.24%) votes against.

### **5.3 Approval of the total amount of the maximum permissible remuneration for Group Management for financial year 2025**

The Board of Directors proposes that the General Meeting approves the total amount of the maximum permissible remuneration for Group Management, consisting of four members, for fiscal year 2025 in the sum of CHF 3.8 million (previous year: CHF 3.9 million).

The motion of the Board of Directors is approved with 19,149,501 (91.66%) votes in favor, 1,741,940 (8.34%) votes against.

## 6. Elections

### 6.1 Members of the Board of Directors

The Board of Directors proposes to the General Meeting that the following five persons be elected individually as members of the Board of Directors until the next annual General Meeting:

- a) Re-election of Olaf Swantee
- b) Re-election of Gabriela Theus
- c) Re-election of Michael Haubrich
- d) Re-election of Dr Lea Sonderegger
- e) Re-election of Markus Bernhard

Board of Directors	Type	Votes in favor	%	Votes against	%
Olaf Swantee	Re-election	21 449 416	99.77	50 069	0.23
Gabriela Theus	Re-election	21 443 857	99.78	47 730	0.22
Michael Haubrich	Re-election	21 415 534	99.67	71 584	0.33
Dr Lea Sonderegger	Re-election	21 431 043	99.74	56 351	0.26
Markus Bernhard	Re-election	19 494 029	90.68	2 003 491	9.32

The members of the Board of Directors are thereby elected.

### 6.2 Chairman of the Board of Directors

The Board of Directors proposes to the General Meeting that Olaf Swantee be elected as Chairman of the Board of Directors until the next annual General Meeting.

The motion of the Board of Directors is approved with 21,450,275 (99.77%) votes in favor and 50,333 (0.23%) votes against.

### 6.3 Members of the Nomination & Compensation Committee

The Board of Directors proposes that the General Meeting elects the following three persons each individually as members of the Nomination & Compensation Committee for a term of office of one year:

- a) Re-election of Olaf Swantee
- b) Re-election of Michael Haubrich
- c) Re-election of Dr Lea Sonderegger

The members of the Compensation Committee are thereby elected as following:

Board of Directors	Type	Votes in favor	%	Votes against	%
Olaf Swantee	Re-election	21 268 409	98.96	223 813	1.04
Michael Haubrich	Re-election	21 276 388	98.99	216 101	1.01
Dr Lea Sonderegger	Re-election	21 236 426	98.82	253 768	1.18

If Lea Sonderegger is elected as a member of the Nomination & Compensation Committee by the General Meeting, the Board of Directors intends to appoint her as Chair of the Nomination & Compensation Committee.

#### **6.4 Independent proxy**

The Board of Directors proposes that the General Meeting appoints Martin Dietrich, Hodgskin Rechtsanwälte, Zurich, as independent proxy until the conclusion of the next General Meeting.

The motion of the Board of Directors is approved with 21,081,252 (97.84%) votes in favor, 464,761 (2.16%) votes against.

#### **6.5 Auditor**

The Board of Directors proposes that the General Meeting appoints BDO AG, Zurich for the financial year 2024 as auditor. BDO AG, Zurich will also act as the Group's auditor.

The motion of the Board of Directors is approved with 21,496,475 (99.80%) votes in favor and 43,605 (0.20%) votes against.

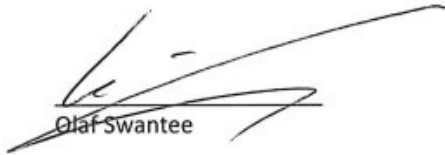
The auditor BDO AG has declared in advance their acceptance of the election.

This concludes the General Meeting. The Chair thanks the shareholders for exercising their voting rights. The next ordinary general meeting is due to take place on 2 April 2025.

End of the General Meeting: 12.05 a.m.

3 April 2024

The Chairman:



Olaf Swantee

The Secretary:



Bernhard Mächler

Attached document:

Comparison of the current Statutes with the proposed amendments



## **Amendment of the statutes**

**mobilezone holding ag**

**mobilezone holding sa**

**mobilezone holding ltd**

with registered office in Risch (ZG)

The German version will remain the only official version.

<i>Currently valid version</i>	<i>Proposed new version</i>
<b>1. TITLE: COMPANY NAME, REGISTERED OFFICE, PURPOSE AND DURATION</b>	<b>1 Company name, registered office (deleted) and duration</b>
Company and registered office	(deleted)
<u>Article 1</u>	(deleted)
The company <b>mobilezone holding ag (mobilezone holding sa) (mobilezone holding ltd)</b> is a public limited company that is subject to the present Articles of Association and Title XXVI of the Swiss Code of Obligations.	The Company mobilezone holding ag mobilezone holding sa mobilezone holding ltd is a public limited company that is subject to these Articles of Association and Title XXVI of the Swiss Code of Obligations (CO).
The company has its registered office in Risch (ZG).	The Company has its registered office in Risch (ZG).
The Company shall exist for an indefinite period.	The Company is established for an indefinite period.
Purpose	<b>2 Purpose</b>
<u>Article 2</u>	(deleted)
The purpose of the Company is to acquire, manage, hold and dispose of interests in companies of all kinds in Germany and abroad, in particular with activities in the fields of trade, industry and services.	The purpose of the Company is to acquire, manage, hold and dispose of investments in companies of all kinds in Germany and abroad, in particular with activities in the fields of trade, industry and services.
The Company may acquire, encumber, exploit and sell real property and intellectual property rights in Switzerland and abroad and finance other companies.	The Company may acquire, encumber, exploit and sell real property and intellectual property rights in Switzerland and abroad and finance other companies.
	<b>3 Sustainability</b>
«new»	The Company strives to create sustainable value through its activities.
<b>II. TITLE: Share capital and Shares</b>	<b>4 Share capital and shares</b>
Share capital	4.1 Share capital
<u>Article 3</u>	(deleted)
The share capital of the company amounts to CHF 432,291.35 and is fully paid up.	4.1.1 The share capital of the Company amounts to CHF 432,291.35 and is fully paid up.
It is divided into 43,229,135 registered shares with a par value of 1 Rp. each.	4.1.2 It is divided into 43,229,135 registered shares with a par value of CHF 0.01 each.
Authorised capital	4.2 Capital range
<u>Article 3a</u>	(deleted)
The Board of Directors is authorised at any time until 5 April 2024 to increase the share capital by a maximum amount of CHF 40,000 by issuing a maximum of 4,000,000 fully paid registered shares with a par value of 1 Rp each. An increase in partial amounts is permitted.	4.2.1 The Board of Directors is authorised to increase/reduce the share capital until 3 April 2029 within a range from CHF 392,291.35 (lower limit) to CHF 472,291.35 (upper limit) (capital range). Multiple capital increases/reductions and increases/reductions in partial amounts are permitted.

<p>The Board of Directors shall determine the time of issue of new shares, their issue price, the method of payment, the conditions for the exercise of subscription rights and the commencement of dividend entitlement.</p> <p>The Board of Directors may also issue new shares by means of firm underwriting or in another manner by one or more banks and subsequent offer to shareholders or third parties. The Board of Directors may allow subscription rights which have not been exercised to lapse, or it may place them or shares for which subscription rights have been granted but not exercised at market conditions or otherwise use them in the interest of the company.</p> <p>The Board of Directors is entitled to limit or cancel the shareholders' subscription rights and to allocate them to third parties or selected shareholders in the event that the shares are used for the acquisition of companies, parts of companies or participations or for a placement of shares with one or more investors for the purpose of financing or refinancing such transactions.</p>	<p>4.2.2 In the event of a capital increase:</p> <p>a) the Board of Directors shall determine the number of shares, the issue amount, the type of contributions (including contributions in kind, debt-equity swaps or conversion of non-restricted equity), the date of issue, the conditions for exercising subscription rights and the start of dividend entitlement. The Board of Directors is authorised to restrict or exclude trading in subscription rights. The Board of Directors is entitled to allow unexercised subscription rights to lapse, or to place them or the shares for which subscription rights have been granted but not exercised, or otherwise use them in the interest of the Company.</p> <p>b) Provided that the capital increase does not exceed 10 per cent of the share capital entered in the commercial register at the time, the Board of Directors is authorised to withdraw or limit the subscription rights of the shareholders and to allocate subscription rights to individual shareholders, third parties, the Company or one of its group companies for the purpose of (i) acquisition of companies or parts thereof or interests therein (ii) investment projects of the Company or one of its group companies, or (iii) financing or refinancing of such transactions through a share placement or (iv) placement of shares with a new strategic investor.</p> <p>If the share capital is reduced within the capital range, the Board of Directors, will, where necessary, determine the use of the reduction amount.</p>
Shares	4.3 Type of shares
<u>Article 4</u>	<u>(deleted)</u>
The shares are registered shares.	4.3.1 The shares are registered shares.
The Company issues its registered shares in the form of individual certificates, global certificates and/or uncertificated securities. Within the framework of the statutory provisions, the Company is free to convert the shares issued in one of these forms into another form at any time and without the consent of the shareholders.	4.3.2 The Company issues its registered shares in the form of individual certificates, global certificates, uncertificated securities or intermediated securities. Within the framework of the statutory provisions, the Company is free to convert the shares issued in one of these forms into another form at any time and without the consent of the shareholders.
A shareholder is not entitled to titles in the form of securities or to the conversion of registered shares issued in a particular form into another form. However, the shareholder may at any time request the Company to issue a certificate of the registered shares held by the shareholder in accordance with the share register.	4.3.3 A shareholder is not entitled to titles in the form of securities or to the conversion of registered shares issued in a particular form into another form. However, the shareholder may at any time request the Company to issue a certificate of the registered shares held by the shareholder in accordance with the share register.
Book-entry securities based on shares of the Company cannot be transferred by assignment. No securities can be provided by assignment on these book-entry securities.	4.3.4 Book-entry securities based on shares of the Company cannot be transferred by assignment. No securities can be provided by assignment on these book-entry securities.
Registered shares of the Company not held as book-entry securities in the form of uncertificated securities are transferred by assignment.	4.3.5 Registered shares of the Company not held as book-entry securities in the form of uncertificated securities are transferred by assignment.
Where registered shares are issued in the form of individual certificates or global certificates, they must bear the original or facsimile signatures of two members of the Board of Directors.	4.3.6 Where registered shares are issued in the form of individual certificates or global certificates, they must bear the original or facsimile signatures of two members of the Board of Directors.

Share register	4.4	Share register and registration restrictions
<u>Article 5</u>		<u>(deleted)</u>
The Company keeps a share register for all registered shares in which the owners and beneficiaries are entered with their surname, first name, domicile, address and nationality (in the case of legal entities, with their registered office). If a shareholder changes their domicile or registered office, they must inform the Company of the new address. As long as this has not taken place, all correspondence shall be sent to the address entered in the share register with legal effect. In relation to the Company, the person entered in the share register is deemed to be a shareholder or beneficiary.	4.4.1	The Board of Directors shall keep a share register for all registered shares, listing the names and addresses or company names and registered office addresses of owners and beneficiaries. A person recorded in the share register shall notify the share registrar of any change in contact details. Postal and electronic communications from the Company will be deemed to have been sent with legal effect if sent to the contact details listed in the share register.
The Company recognises only one representative per share.		(deleted)
	4.4.2	In relation to the Company, only persons entered in the share register will be deemed to be shareholders or beneficiaries. The Board of Directors determines the requirements and responsibilities for recognition of persons as shareholders or as beneficiaries with or without voting rights and their entry in the share register.
The Board of Directors issues the necessary instructions for the keeping of the share register and may issue corresponding regulations or guidelines. It may delegate its duties.	4.4.3	The Board of Directors determines the responsibilities for keeping the share register.
In the invitation to the General Meeting, the Board of Directors announces the key date for entry in the share register for entitlement to attend and vote.	4.4.4	In the invitation to the General Meeting, the Board of Directors announces the key date for entry in the share register for entitlement to attend and vote.
The Board of Directors is entitled to cancel entries in the share register with retroactive effect to the date of registration if the entry was made on the basis of false information. It must first hear the shareholder concerned. The shareholder concerned must be informed immediately of the cancellation.	4.4.5	The Board of Directors is entitled to cancel entries in the share register with retroactive effect to the date of registration if the entry was made on the basis of false information. It must first hear the shareholder concerned. The shareholder concerned must be informed immediately of the cancellation.
	4.4.6	The Board of Directors may refuse to recognize and register a person as a shareholder or beneficiary with voting rights if, upon request, they do not explicitly state that they have acquired the shares or the usufruct of the shares in their own name and for their own account, that there is no agreement on the redemption or return of the relevant shares and that they bear the economic risk associated with the shares. The Board of Directors cannot refuse to register a person on the grounds that the application was made by their bank.
<b>III. <u>TITLE: ORGANISATION OF THE COMPANY</u></b>	<b>5</b>	<b>Company Organs</b>
		The Company has the following organs: <ul style="list-style-type: none"> <li>a. General Meeting;</li> <li>b. Board of Directors;</li> <li>c. Executive Board;</li> <li>d. Auditors.</li> </ul>

<b>A. GENERAL MEETING</b>	<b>6 General Meeting</b>
Powers	6.1 Powers
<u>Article 6</u>	<u>6.1.1</u> <u>(deleted)</u>
The supreme body of the public limited Company is the General Meeting.	The supreme body of the public limited Company is the General Meeting.
It has the following non-transferable powers:	It has the following non-transferable powers:
1. the adoption and amendment of the Articles of Association;	a) the adoption and amendment of the Articles of Association;
2. the election of the Chair and the other members of the Board of Directors as well as the members of the Remuneration Committee;	b) the election of the Chair and the other members of the Board of Directors as well as the members of the Nomination & Compensation Committee;
3. the election of the auditors;	c) the election of the auditors;
4. the election of the independent voting proxy;	d) the election of the independent voting proxy;
5. the approval of the management report and the consolidated financial statements;	e) the approval of the management report, the consolidated financial statements and the report on non-financial matters pursuant to Article 964a et seq. CO and, where applicable, other reports required by law;
6. the approval of the annual financial statements and the resolution on the appropriation of retained earnings, in particular the determination of dividends and bonuses;	f) the approval of the annual financial statements and the resolution on the appropriation of retained earnings, in particular the determination of dividends;
	g) the determination of the interim dividend and the approval of the interim financial statements required for this purpose;
	h) the resolution on the repayment of the statutory capital reserve;
7. the approval of the remuneration of the Board of Directors and the Executive Board in accordance with Art. 28 of the Articles of Association;	i) the approval of the remuneration of the Board of Directors and the Executive Board in accordance with Article 7 of the Articles of Association;
	j) the consultative vote on the remuneration report;
8. the discharge of the members of the Board of Directors;	k) the discharge of the members of the Board of Directors;
9. the delisting of the Company's shares from the SIX Swiss Exchange or its successor organisation;	l) the delisting of the Company's shares (deleted);
10. the passing of resolutions on matters that are reserved for the General Meeting by law or the Articles of Association or which are submitted to it by the Board of Directors.	m) the passing of resolutions on matters that are reserved for the General Meeting by law or the Articles of Association or which are submitted to it by the Board of Directors.
In the event of a delisting resolution within the meaning of (1) 9, the Board of Directors shall determine the time and further modalities of the delisting in accordance with the applicable rules and regulations of the SIX Swiss Exchange or its successor organisation.	6.1.2 In the event of a delisting resolution (deleted), the Board of Directors shall determine the terms of the delisting. (deleted)

Time and Place	6.2	Regulations for holding general meetings
<u>Article 7</u>		<u>(deleted)</u>
The Ordinary General Meeting is held annually within six months of the end of the financial year; extraordinary General Meetings are convened as required, in particular in the cases provided for by law.	6.2.1	The ordinary General Meeting shall take place once a year, within six months of the end of the financial year. Extraordinary general meetings are convened as required, particularly in cases provided for by law.
The General Meeting shall meet at the place designated by the Board of Directors.	6.2.2	The General Meeting shall meet at the place designated by the Board of Directors. The General Meeting can be held as a virtual general meeting using electronic means without a physical location. The Board of Directors determines the electronic means to be used.
	6.2.3	The Board of Directors specifies in the invitation to the General Meeting the record date for participation and voting rights registration in the share register, as well as details of the written and electronic proxies and instructions.
	6.2.4	The Board of Directors may provide that shareholders who are not present at the meeting location can exercise their rights by electronic means.
	6.2.5	The General Meeting is presided over by the Chair, and in his absence, by another member of the Executive Board or another person appointed by the General Meeting to chair the meeting for the day.
	6.2.6	The Chair appoints the minutes-taker and the vote counters, who do not need to be shareholders; these roles can be assigned to the same person. The minutes shall be signed by the Chair and the minutes-taker.
	6.2.7	The Chair has all the management powers necessary and appropriate for the proper conduct of the General Meeting without interruptions.
Responsibility for convening the meeting; agenda items	6.3	Convocation and circulation of reports
<u>Article 8</u>		<u>(deleted)</u>
The General Meeting is convened by the Board of Directors, if necessary, via the auditors. The liquidators also have the right to convene a meeting.	6.3.1	The ordinary General Meeting is convened by the Board of Directors, if necessary, by the auditors. (deleted)
The convening of a General Meeting may also be requested in writing by one or more shareholders who together represent at least 10% of the share capital, stating the item to be discussed and the corresponding proposal to the Board of Directors. Shareholders representing at least 2% of the share capital may request that an item be included on the agenda. The relevant request for items to be placed on the agenda must be received by the Company in writing at least 45 days prior to the meeting, stating the items to be discussed and the motions.	6.3.2	The convening of an Extraordinary General Meeting may also be requested in writing by one or more shareholders who together represent at least 5% of the share capital or votes, stating the item to be discussed and the corresponding proposal to the Board of Directors. (deleted)

Date and content of the convening notice	(deleted)
<u>Article 9</u>	<u>(deleted)</u>
The General Meeting must be convened no later than 20 days prior to the date of the meeting by publication in the Swiss Official Gazette of Commerce. The invitation may also be sent by letter to all shareholders entered in the share register.	Integrated into 6.3.5
.	<p>6.3.3 The convocation must specify:</p> <ul style="list-style-type: none"> <li>a) the date, start, type and location of the General Meeting;</li> <li>b) the items on the agenda;</li> <li>c) the proposals of the Board of Directors and a brief explanation of these proposals;</li> <li>d) if applicable, the proposals of the shareholders along with a brief explanation;</li> <li>e) the name and address of the independent proxy.</li> </ul> <p>The Board of Directors shall ensure that the agenda items maintain thematic unity and the General Meeting is provided with all the information necessary to make decisions.</p>
	<p>6.3.4 The Board of Directors can summarise the agenda items in the convocation, provided that it makes further information available to the shareholders in another way.</p>
No later than 20 days before the ordinary General Meeting, the annual report and the auditors' report as well as the remuneration report shall be made available for inspection by the shareholders at the registered office of the Company.	<p>6.3.5 The annual report (management report, annual and consolidated financial statements, report on non-financial matters in accordance with Article 964a et seq. CO and remuneration report) and the audit reports must be made available to shareholders at least 20 days before the ordinary General Meeting. If the documents are not available electronically, every shareholder is entitled to ask for them to be delivered in a timely manner.</p>
The notice convening the General Meeting shall state the items on the agenda as well as the motions of the Board of Directors and the shareholders who have requested that a General Meeting be held or that an item be included on the agenda.	(deleted)
Motions	6.4 Inclusion of items on the agenda and right to propose motions
<u>Article 10</u>	<u>(deleted)</u>
No resolutions may be passed on motions relating to items not duly announced, with the exception of motions to convene an extraordinary General Meeting or to conduct a special audit.	<p>6.4.1 No resolutions may be passed on motions relating to items not duly announced, with the exception of motions to convene an extraordinary General Meeting or to conduct a special audit.</p>
No prior notice is required for motions within the scope of the items on the agenda and for negotiations without resolutions.	<p>6.4.2 No prior notice is required for motions within the scope of the items on the agenda and for negotiations without resolutions.</p> <p>Shareholders representing shares of at least 0.5 per cent of the share capital or votes may request to have a subject for discussion placed on the agenda for the General Meeting. The relevant request for items to be placed on the agenda must be received by the Company in writing at least 45 days prior to the meeting, stating the items to be discussed and the motions. Shareholders can submit a brief statement of reasons with the agenda or motion proposals. This must be included in the convocation of the General Meeting.</p>
	<p>6.4.3 At the General Meeting, every shareholder can submit motions regarding the agenda items.</p>

Voting rights	(deleted)
<u>Article 11</u>	<u>(deleted)</u>
Each share entitles the holder to one vote at the General Meeting.	New in Article 6.5.1
Representation	(deleted)
<u>Article 12</u>	<u>(deleted)</u>
Each shareholder may be represented by a third party who is not required to be a shareholder and who is authorised in writing, or by the independent voting proxy. Shareholders may also authorise and instruct the independent voting proxy electronically, whereby the Board of Directors determine the modalities. The members of the Board of Directors in attendance shall decide on the recognition or rejection of the power of attorney.	New in Article 6.5
Decision-making	6.5 Resolutions
<u>Article 13</u>	<u>(deleted)</u>
	6.5.1 Each registered share entitles the holder to one vote at the General Meeting.
	6.5.2 Every shareholder maybe represented at the General Meetingby (deleted): a) his legal representative; b) a representative of their own choice; or c) an independent proxy.
	6.5.3 To authorise proxies and give instructions, shareholders must use the forms provided by the Board of Directors or the specified electronic means.
	6.5.4 If the independent proxy does not receive any instructions, they shall abstain from voting. Powers of attorney and instructions for the independent proxy can only be issued for the forthcoming General Meeting.
	6.5.5 Every year, the General Meeting selects either an individual, a legal entity, or a partnership to serve as the independent voting proxy. Their term ends with the conclusion of the next ordinary General Meeting. Re-election is possible. If the position of independent proxy is vacant, the Board of Directors shall appoint such a representative for the next General Meeting.
Unless otherwise stipulated in the Articles of Association, the proper constitution of the General Meeting is not dependent on the number of shares represented.	6.5.6 Unless otherwise stipulated in the Articles of Association, the proper constitution of the General Meeting is not dependent on the number of shares represented.
Unless the law or the Articles of Association provide otherwise, the General Meeting shall pass its resolutions and carry out its elections by an absolute majority of the votes cast, excluding abstentions, empty and invalid votes.	6.5.7 Unless the law or the Articles of Association provide otherwise, the General Meeting shall pass its resolutions and carry out its elections by (deleted) majority of the votes cast, excluding abstentions, empty and invalid votes. In the event of a tied vote, a motion is deemed to have been rejected. The Chair does not have a casting vote.
If none of the candidates standing for election is able to obtain an absolute majority of the votes in the first ballot, a second ballot shall be held. In the second ballot, the relative majority of votes is decisive.	6.5.8 If none of the candidates standing for election is able to obtain a majority of the votes in the first ballot, a second ballot shall be held. In the second ballot, the relative majority of votes is decisive.



	6.6	Special resolution quorums
A resolution of the General Meeting, passed by at least two-thirds of the votes represented and an absolute majority of the par value of the shares represented, is required for:	6.6.1	In addition to the matters listed under Article 704 OR, a resolution of the General Meeting passed by at least two-thirds of the votes represented and the majority of the par value of the shares represented is required for: a) The introduction of voting right restrictions; b) Changes to this Article
1. the change of the Company purpose;		(deleted, included in Article 704 CO)
2. the introduction of voting shares;		(deleted, included in Article 704 CO)
3. the limitation of the transferability of registered shares;		(deleted, included in Article 704 CO)
4. an authorised or conditional capital increase;		(deleted, included in Article 704 CO)
5. the capital increase from equity, against contribution in kind or for the purpose of acquisition of assets and the granting of special benefits;		(deleted, included in Article 704 CO)
6. the restriction or cancellation of the subscription right;		(deleted, included in Article 704 CO)
7. the transfer of the Company's registered office;		(deleted, included in Article 704 CO)
8. the delisting of the Company's shares from the SIX Swiss Exchange or its successor organisation;		(deleted, included in Article 704 CO)
9. the dissolution of the Company without liquidation.		(deleted, included in Article 704 CO)
Provisions in the Articles of Association which require major majorities for the adoption of certain resolutions than those prescribed by law may only be introduced with the required majority.	6.6.2	Provisions in the Articles of Association which require major majorities for the adoption of certain resolutions than those prescribed by law may only be introduced with the required majority.
Votes and elections shall take place openly, unless the General Meeting decides on a written vote or election or the Chair orders such a vote or election. Voting or election may also be conducted by electronic means at the request of the Chair. Electronic voting and elections shall be equivalent to written voting and elections.		(deleted)
The Chair may have an open vote or election repeated at any time by a written or electronic vote or election if, in his opinion, doubts exist as to the result of the vote. In this case, the preceding open vote or election shall be deemed not to have taken place.		(deleted)
Chair		(deleted)
<u>Article 14</u>		(deleted)
The Chair or another member of the Board of Directors designated by the Board of Directors chairs the General Meeting. In the absence of all members of the Board of Directors, the Chair shall be appointed by the General Meeting.		Newly integrated into Article 6.2.5
The Chair appoints the Secretary of the General Meeting and the tellers. The aforementioned persons do not necessarily have to be shareholders.		Newly integrated into Article 6.2.6

Minutes	6.7 Minutes
<u>Article 15</u>	<u>(deleted)</u>
<p>The Board of Directors shall ensure that minutes of the General Meeting are kept. These minutes shall record:</p> <ol style="list-style-type: none"> <li>1. the number, type, par value and category of shares represented by the shareholders and by the independent proxy;</li> <li>2. the resolutions and election results;</li> <li>3. the request for information and the answers given to it;</li> <li>4. the statements put on record by the shareholders.</li> </ol>	<p>6.7.1 The Board of Directors shall ensure that minutes of the General Meeting are kept. These minutes shall record:</p> <ol style="list-style-type: none"> <li>a) the date, start and end as well as the type and location of the General Meeting;</li> <li>b) the number, type, par value and category of shares, stating the shares, represented by (deleted) the independent proxy;</li> <li>c) the resolutions and election results;</li> <li>d) the request for information and the answers given to it;</li> <li>e) the statements put on record by the shareholders;</li> <li>f) relevant technical problems that arise during the General Meeting.</li> </ol>
<p>The minutes must be signed by the Chair and the Secretary of the General Meeting.</p>	<p>6.7.2 The minutes must be signed by the Chair of the General Meeting and the minutes-taker.</p>
<p>The shareholders have the right to inspect the minutes.</p>	<p>6.7.3 The resolutions and election results, with exact voting ratios, must be made accessible electronically within 15 days following the General Meeting; any shareholder may request that the minutes be made available to them within 30 days after the General Meeting.</p>

<b>B. BOARD OF DIRECTORS</b>	<b>7 Board of Directors</b>
Composition	7.1 Composition
<u>Article 16</u>	<u>(deleted)</u>
The Board of Directors of the Company consists of three to seven members to be elected by the General Meeting.	The Board of Directors of the Company consists of three to seven members to be elected by the General Meeting.
Term of office; constitution	7.2 Term of office and constitution
<u>Article 17</u>	<u>(deleted)</u>
The members of the Board of Directors are elected for a term of one year. The term of office ends with the conclusion of the next ordinary General Meeting.  Re-election is possible.	7.2.1 Every year, the General Meeting elects individually the members of the Board of Directors, the Chair of the Board of Directors and the members of the Nomination & Compensation Committee, who must be members of the Board of Directors. The term of office ends with the conclusion of the next ordinary General Meeting. Re-election is possible. If the office of Chair is vacant, the Board of Directors shall appoint a person from among its members to fulfil this role until the conclusion of the next General Meeting.
The Board of Directors constitutes itself subject to Art. 6 (2) 2 of the Articles of Association.	7.2.2 The Board of Directors is self-constituting (deleted). This does not affect the right of the General Meeting to elect the Chair of the Board of Directors and the members of the Nomination & Compensation Committee
Convening; information	(deleted)
<u>Article 18</u>	(deleted)
The Board of Directors is convened by the Chair as often as business requires. Any member of the Board of Directors may request the Chair to convene a meeting immediately, stating the reasons.	(deleted)
Any member of the Board of Directors may request information on all matters relating to the Company.	(deleted)
All members of the Board of Directors and the persons entrusted with the management of the Company are obliged to provide information at the meetings.	(deleted)
Decision-making; minutes	7.3 Resolution and minutes
<u>Article 19</u>	<u>(deleted)</u>
The Board of Directors has a quorum if a majority of its members is present. The resolutions of the Board of Directors shall be adopted with a majority of the votes cast.	(deleted)
Resolutions of the Board of Directors on a submitted motion may also be passed with the written consent of a majority of all members of the Board of Directors, provided that the motion is sent to all members of the Board of Directors and no member requests verbal consultation.	(deleted)
The Organisational Rules of the Board of Directors may provide for exceptions to the provisions on quorum and decision-making pursuant to (1) and (2).	7.3.1 (deleted)  The procedures, quorum and resolutions of the Board of Directors are governed by the Organisational Rules of the Board of Directors.  The Chair has the casting vote.
Minutes must be kept of the deliberations and resolutions of the Board of Directors and must be signed by the Chair and the secretary.	7.3.2 Minutes must be kept of the deliberations and resolutions of the Board of Directors and must be signed by the Chair and the minutes-taker.
Responsibility	7.4 Responsibility

<u>Article 20</u>	<u>(deleted)</u>
The Board of Directors may pass resolutions on all matters that are not assigned to the General Meeting by law or the Articles of Association.	7.4.1 The Board of Directors may pass resolutions on all matters that are not assigned to the General Meeting by law or the Articles of Association.
	7.4.2 The Board of Directors may delegate the management and representation of the Company to one or more of its members or other natural persons who do not need to be shareholders, in accordance with the Organisational Rules.
The Board of Directors has the following non-transferable and irrevocable duties:	7.4.3 The Board of Directors has the following non-transferable and irrevocable duties:
1. the overall management of the Company and the issuing of the necessary instructions;	a) the overall management of the Company and the issuing of the necessary instructions;
2. determination of the organisation;	b) determination of the organisation;
3. the structuring of accounting, financial control, and financial planning, insofar as these are necessary for the management of the Company;	c) the structuring of accounting, financial control and financial planning, insofar as these are necessary for the management of the Company;
4. the appointment and dismissal of the persons entrusted with the management and representation of the Company;	d) the appointment and dismissal of the persons entrusted with the management and representation of the Company;
5. the ultimate supervision of the persons entrusted with the management of the Company, also with regard to compliance with the law, the Articles of Association, regulations and directives;	e) the ultimate supervision of the persons entrusted with the management of the Company, in particular with regard to compliance with the law, the Articles of Association, regulations and directives;
6. the preparation of the annual report and the remuneration report as well as the preparation of the General Meeting and the execution of its resolutions;	f) preparation of the annual report (management report, annual and consolidated financial statements, report on non-financial matters in accordance with Article 964a et seq. CO and remuneration report) as well as the preparation of the General Meeting and the implementation of its resolutions;
7. notifying the judge in case of over indebtedness.	g) submission of an application for a debt-restructuring moratorium and notification of the judge in the event of overindebtedness.
Transfer of management; domicile; authority to sign	(deleted)
<u>Article 21</u>	<u>(deleted)</u>
The Board of Directors may delegate the management and representation of the Company to one or more of its members or other natural persons who do not need to be shareholders, in accordance with the Organisational Rules.	(integrated into Article 7.4)
At least one member of the Board of Directors authorised to represent the Company must be resident in Switzerland. The Board of Directors determines the authority to sign and grants the authority to sign.	(deleted)

Standing committees	7.5	Standing committees and organisation
<u>Article 22</u>		(deleted)
The Board of Directors may elect standing committees from among its members. Art. 23 of the Articles of Association remains reserved.	7.5.1	The Board of Directors can (deleted) delegate the preparation and implementation of its resolutions or the monitoring of business transactions to committees or individual members. It must ensure appropriate reporting to its members. The foregoing applies without prejudice to Article 7.6 of the Articles of Association.
The Board of Directors determines the details in the Organisational Rules.	7.5.2	The Board of Directors determines the details in the Organisational Rules.
Remuneration Committee; principles regarding duties and responsibilities	7.6	Nomination & Compensation Committee; principles regarding duties and responsibilities
<u>Article 23</u>		(deleted)
The Remuneration Committee consists of members of the Board of Directors. The members of the Remuneration Committee are elected annually by the General Meeting. The term of office ends with the conclusion of the next ordinary General Meeting. Re-election is possible.	7.6.1	The Nomination & Compensation Committee consists of members of the Board of Directors. Every year, the General Meeting elects the members of the Nomination & Compensation Committee individually. The term of office ends with the conclusion of the next ordinary General Meeting. Re-election is possible. If the number of members in the Nomination & Compensation Committee falls below the minimum number of two members, the Board of Directors shall appoint the missing members from among its members by the end of the next General Meeting.
	7.6.2	The Board of Directors shall appoint a Chair. In all other respects, the Nomination & Compensation Committee is self-constituting.
The Remuneration Committee assists the Board of Directors in determining and reviewing the remuneration policy and guidelines and the performance targets as well as in preparing motions to the General Meeting regarding the remuneration of the Board of Directors and the Executive Board and may submit motions to the Board of Directors regarding other remuneration issues.	7.6.3	The Nomination & Compensation Committee assists the Board of Directors in determining and reviewing the remuneration policy and guidelines and the performance targets as well as in preparing motions to the General Meeting regarding the remuneration of the Board of Directors and the Executive Board and may submit motions to the Board of Directors regarding other remuneration issues.
In a set of regulations, the Board of Directors shall determine for which Board of Directors and Executive Board positions the Remuneration Committee, alone or together with other functionaries, shall submit motions with regard to performance targets, target values and remuneration and for which positions it shall set these performance targets, target values and remuneration itself within the framework of the Articles of Association and the guidelines issued by the Board of Directors.	7.6.4	In a set of regulations, the Board of Directors shall determine for which Board of Directors and Executive Board positions the Nomination & Compensation Committee, alone or together with other functionaries, shall submit motions with regard to performance targets, target values and remuneration and for which positions it shall set these performance targets, target values and remuneration itself within the framework of the Articles of Association and the guidelines issued by the Board of Directors.
The Board of Directors may assign further duties to the Remuneration Committee.	7.6.5	The Board of Directors may assign further duties to the Nomination & Compensation Committee.

<b>C. THE AUDITORS</b>	<b>8 Auditors</b>
Requirements	(deleted)
<u>Article 24</u>	(deleted)
The General Meeting shall elect a state-supervised auditing company as auditor.	8.1.1 The General Meeting shall elect a state-supervised auditing company as auditor. The auditor's term of office is one financial year and ends with the approval of the relevant annual financial statements. Re-election is possible.
	8.1.2 The duties of the auditors are determined by the statutory provisions.
The auditors must be independent within the meaning of the statutory provisions. The independence of the auditors must not be impaired, either in fact or in appearance.	(deleted)
Term of office	(deleted)
<u>Article 25</u>	(deleted)
The auditors are elected for a period of one year. This term of office ends with the General Meeting at which the audit report is to be submitted.	Newly integrated into Article 8.1.2
Re-election is possible.	Newly integrated into Article 8.1.2
Duties	(deleted)
<u>Article 26</u>	<u>(deleted)</u>
The auditor is the Company's auditing body. It is responsible for the duties in accordance with the law.	Newly integrated into Article 8.1.2
Acceptance of the accounts and appropriation of profit	(deleted)
<u>Article 27</u>	<u>(deleted)</u>
The General Meeting may only approve the annual financial statements and decide on the appropriation of the balance sheet profit if an audit report is available, and an auditor is present.	(deleted)
The General Meeting may decide unanimously to waive the presence of an auditor.	(deleted)

<b>IV. TITLE: REMUNERATION PROVISIONS</b>	<b>9 Remuneration provisions</b>
Approval of the remuneration of the Board of Directors and the Executive Board	9.1 Approval of remuneration for the Board of Directors and the Executive Board
<u>Article 28</u>	(deleted)
<p>The General Meeting votes separately each year on the approval of the total amounts proposed by the Board of Directors:</p> <ol style="list-style-type: none"> <li>1. the maximum permissible remuneration of the Board of Directors for the period up to the next ordinary General Meeting,</li> <li>2. the maximum permissible remuneration of the Executive Board for the coming financial year.</li> </ol>	<p>9.1.1 The General Meeting votes separately each year on the approval of the total amounts proposed by the Board of Directors:</p> <ol style="list-style-type: none"> <li>a) the maximum permissible remuneration of the Board of Directors for the period up to the next ordinary General Meeting,</li> <li>b) the maximum permissible remuneration of the Executive Board for the coming financial year.</li> </ol>
<p>The Board of Directors may divide the respective maximum total amount into a maximum total amount for fixed and a maximum total amount for variable remuneration and submit the corresponding motions separately to the General Meeting for approval. It may also divide the corresponding motions into other individual remuneration elements and/or submit them to the General Meeting for approval with reference to other time periods.</p>	<p>9.1.2 The Board of Directors may divide the respective maximum total amount for the Executive Board into a maximum total amount for fixed and a maximum total amount for variable remuneration and submit the corresponding motions separately to the General Meeting for approval. It may also divide the corresponding motions into other individual remuneration elements and/or submit them to the General Meeting for approval with reference to other time periods.</p>
<p>The Board of Directors may pay or cause to be paid remuneration which has either already been approved by the General Meeting or which is subject to approval by the General Meeting.</p>	<p>9.1.3 The Board of Directors may pay or cause to be paid remuneration that has either already been approved by the General Meeting or is subject to approval by the General Meeting.</p>
<p>The Board of Directors shall submit the remuneration report to the General Meeting for a consultative vote.</p>	<p>9.1.4 The Board of Directors shall submit the remuneration report to the General Meeting for a consultative vote.</p>
<p>The Company or companies controlled by it are authorised to pay to each person who joins the Executive Board after the General Meeting has approved the maximum total amount of remuneration for the Executive Board or is promoted within the Executive Board an additional amount for the duration of the already approved remuneration period, if the already approved maximum total amount of remuneration is not sufficient for their remuneration. The additional amount for each remuneration period for the Executive Board may not exceed 25% of the last approved total amount of the maximum remuneration for the Executive Board.</p>	<p>9.1.5 The Company or companies controlled by it are authorised to pay to each person who joins the Executive Board after the General Meeting has approved the maximum total amount of remuneration for the Executive Board (deleted) an additional amount for the duration of the already approved remuneration period, if the already approved maximum total amount of remuneration is not sufficient for their remuneration. The additional amount for each remuneration period for the Executive Board may not exceed 25% of the last approved total amount of the maximum remuneration for the Executive Board.</p> <p>In addition, the Company or companies controlled by it are authorised to compensate new members of the Executive Board for any forfeited remuneration that arose in connection with the assumption of this new role.</p>

Remuneration policies	9.2 Remuneration policies
<u>Article 29</u>	(deleted)
<p>The remuneration of the members of the Board of Directors comprises only fixed remuneration elements. Unless otherwise determined by the Board of Directors, this will be paid in cash.</p>	<p>9.2.1 (deleted)</p> <p>The remuneration of the members of the Board of Directors consists of a function-dependent, fixed, non-performance-related director's fee. An additional fixed fee is paid for chairing and being a member of a committee. The remuneration of the members of the Board of Directors takes into account the responsibility and activities of the members of the Board of Directors. The amount of the remuneration elements is determined by the Board of Directors as part of the total remuneration for the Board of Directors approved by the General Meeting.</p> <p>If the Board of Directors appoints a delegate from the Board of Directors, their remuneration can consist of the elements of remuneration of the members of the Executive Board (Articles 9.2.2 to 9.3.3).</p>
<p>The remuneration of the members of the Executive Board comprises fixed and variable components. The fixed remuneration consists of a base salary paid in cash and other remuneration elements and benefits. The variable remuneration comprises short-term and/or long-term variable remuneration elements. The variable remuneration can amount to a maximum of 130% of the fixed remuneration.</p>	<p>9.2.2 The remuneration of the members of the Executive Board comprises fixed and variable components. The fixed remuneration consists of a base salary paid in cash and other remuneration elements and benefits. The variable remuneration comprises short-term and/or long-term variable remuneration elements. The variable awarded remuneration can amount to a maximum of 130 per cent of the fixed remuneration.</p>
<p>Short-term variable remuneration elements are based on performance values that take into account the performance of the Company, the Group or parts thereof, targets calculated in relation to the market, other companies or comparable benchmarks and/or individual targets, and the achievement of which is generally measured over a one-year period. Unless otherwise determined by the Board of Directors or, if delegated to do so, the Remuneration Committee, short-term variable remuneration elements are paid in the form of shares of the Company or in cash, which may be blocked for a certain period of time.</p> <p>Long-term variable remuneration elements take into account the sustainable, long-term success of the Company and/or the Group and may also include incentives for connection. Unless otherwise determined by the Board of Directors or, if delegated to do so, the Remuneration Committee, long-term variable remuneration elements shall be paid in whole or in part in the form of shares of the Company, which may be blocked for a certain period of time.</p>	<p>9.2.3 Short-term variable remuneration elements ("short-term incentive") are based on performance values that take into account the performance of the Company, the Group or parts thereof, targets calculated in relation to the market, other companies or comparable benchmarks and/or individual targets, and the achievement of which is generally measured over a one-year period. Unless otherwise determined by the Board of Directors or, if delegated to do so, the Nomination &amp; Compensation Committee, short-term variable remuneration elements are paid in the form of shares of the Company or in cash, which may be blocked for a certain period of time.</p> <p>Long-term variable remuneration elements ("long-term incentive") take into account the sustainable, long-term success of the Company and/or the Group and may also include retention incentives due to service conditions. Unless otherwise determined by the Board of Directors or, if delegated to do so, the Nomination &amp; Compensation Committee, long-term variable remuneration elements shall be paid in whole or in part in the form of shares or similar instruments of the Company, which may be blocked for a certain period of time.</p>
<p>The remuneration can be paid in cash or in the form of shares. The remuneration of the members of the Executive Board may also be granted in the form of options. The Board of Directors or, if delegated to do so, the Remuneration Committee shall determine vesting and exercise conditions and any blocking periods and expiration conditions.</p>	<p>9.2.4 (deleted) The Board of Directors or, if delegated to do so, the Nomination &amp; Compensation Committee shall determine performance conditions for the variable remuneration (deleted), as well as their objectives and weighting (deleted) and any lock-up periods and expiration conditions.</p>



<p>These may stipulate that, due to events determined in advance, such as a change of control or the termination of an employment or mandate contract, vesting and/or exercise conditions and/or lock-up periods are continued, shortened or cancelled, and remuneration is paid assuming that the target values are achieved or remuneration lapses. The Company may acquire the required shares on the market or make them available using authorised or conditional share capital.</p>	<p>9.2.5 These may stipulate that, due to events determined in advance, such as a change of control or the termination of an employment or mandate contract, (deleted) performance conditions and/or lock-up periods are continued, shortened or cancelled, and remuneration is paid assuming that the target values are achieved or remuneration lapses. The Company may acquire the required shares on the market or make them available using the (deleted) capital range or conditional share capital.</p>
<p>The remuneration may be paid by the Company or by companies controlled by it.</p>	<p>9.2.6 The remuneration may be paid by the Company or by companies controlled by it.</p>
	<p>9.3 Performance-related and participation schemes</p>
	<p>(deleted)</p>
	<p>9.3.1 The remuneration of members of the Executive Board consists of fixed remuneration elements, a variable performance component and a stock option plan (performance share units, PSU; or similar instruments). The variable performance component is intended to create an incentive to improve the Company's results and thus continuously increase the Company's value. It is measured by the achievement of financial targets and performance targets, which are determined by the Board of Directors at the beginning of the relevant performance period. The performance targets can include personal targets, company and division-specific targets of a financial and non-financial nature, taking into account the role of the member of the Executive Board. The variable performance component foreseen for the achievement of the financial targets has an entry barrier and can reach up to a maximum of 200% of the target amount if the targets are exceeded. The variable performance component, which depends on the achievement of financial targets, is partly paid out in shares, comparable instruments, cash and/or units determined by the Company to ensure direct participation in the long-term performance of the Company. The variable performance component, which depends on the achievement of performance targets, is limited to a maximum of 100% of the target amount if the targets are exceeded and is paid in cash. To further align with shareholder interests, the Board of Directors may decide on guidelines for the Executive Board members regarding the accumulation and retention of a minimum shareholding in the Company.</p>
	<p>9.3.2 The performance share unit scheme issued by the Board of Directors aims to incentivise the Executive Board to contribute to the long-term, positive development of the Company and to support the recruitment and retention of key personnel. Performance share units entitle the holder to purchase shares in the Company after a period of typically three years, provided they are in a non-terminated employment relationship.</p>
	<p>9.3.3 The Board of Directors shall determine the details for granting the performance share units such as performance conditions, including targets and weighting, any expiry conditions, lock-up periods as well as the time of allocation and valuation; it may provide that performance conditions and periods, as well as lock-up periods, can be shortened or cancelled based on the occurrence of predetermined events, such as the termination of an employment or mandate relationship, compensation being aligned assuming the achievement of target values, or compensation lapsing. The Board of Directors shall take into account the long-term interests of the Company.</p>

Contracts with members of the Board of Directors and the Executive Board	9.4	Contracts with members of the Board of Directors and the Executive Board
<u>Article 30</u>		(deleted)
The Company may enter into remuneration agreements with the members of the Board of Directors and the Executive Board, either itself or through companies controlled by it. Such contracts are concluded for a maximum fixed term of one year or with a period of notice of no more than twelve months..		The Company may enter into remuneration agreements with the members of the Board of Directors and the Executive Board, either itself or through companies controlled by it. Such contracts are concluded for a maximum fixed term of one year or with a period of notice of no more than twelve months.
Mandates of members of the Board of Directors and the Executive Board outside the mobilezone Group	9.5	Mandates of members of the Board of Directors and the Executive Board outside the mobilezone Group
<u>Article 31</u>		(deleted)
No member of the Board of Directors may exercise more than five additional mandates in listed companies and more than ten mandates in non-listed companies.	9.5.1	A member of the Board of Directors (deleted) may hold up to five additional mandates in listed companies and up to ten additional mandates in unlisted companies, but not exceeding ten additional mandates in total.
No member of the Executive Board may exercise more than two mandates in listed companies and more than four mandates in non-listed companies.	9.5.2	A member of the Executive Board may hold one additional mandate in a listed company and (deleted) four additional mandates in unlisted companies, but not exceeding four additional mandates in total.
Mandates are defined as mandates in the highest management body of a legal entity which is obliged to be entered in the commercial register or in a corresponding foreign register. Mandates in different legal entities that are under uniform control or have the same economic justification are considered as one mandate. The restriction of this Art. 31 does not apply to: <ol style="list-style-type: none"> <li>1. mandates in companies controlled by the Company or controlling the Company;</li> <li>2. mandates performed by order of the company or companies controlled by it. No member of the Board of Directors or the Executive Board may hold more than ten such mandates; and</li> <li>3. mandates in associations and federations, non-profit organisations, foundations, trusts and personnel welfare foundations. No member of the Board of Directors or the Executive Board may hold more than six such mandates.</li> </ol>	9.5.3	Mandates are defined as (deleted) activities with a commercial purpose performed by members of the Board of Directors and the Executive Board in comparable roles at other companies. Mandates in different legal entities that are under uniform control or have the same economic justification are considered as one mandate. The restriction of Article 9.5 does not apply to: <ol style="list-style-type: none"> <li>a) mandates in companies controlled by the Company or controlling the Company;</li> <li>b) mandates performed by order of the Company or companies controlled by it. No member of the Board of Directors or the Executive Board may hold more than ten such mandates; and</li> <li>c) mandates in associations and federations, non-profit organisations, foundations, trusts and personnel welfare foundations. No member of the Board of Directors or the Executive Board may hold more than six such mandates.</li> </ol>
The acceptance of mandates by members of the Executive Board in legal entities outside the mobilezone Group must be approved in advance by the Board of Directors or, if delegated to do so, by the Remuneration Committee.	9.5.4	The acceptance of mandates by members of the Executive Board in legal entities outside the mobilezone Group must be approved in advance by the Board of Directors or, if delegated to do so, by the Nomination & Compensation Committee.
Members of the Board of Directors or the Executive Board who, at the time of their election or appointment to the Company or by acceptance of a mandate with a legal entity outside the mobilezone Group, do not fulfil or no longer fulfil the requirements of this provision of the Articles of Association must reduce their number of mandates to the permitted level by the ordinary date of resignation of an excess mandate, but at the latest within 12 months of such election or appointment or acceptance. During this period, they are members of the Board of Directors or the Executive Board with all rights and duties.	9.5.5	By resolution of the Board of Directors, in justified exceptional cases, the restrictions set out in Articles 9.5.1 and 9.5.2 may be exceeded by a maximum of six months. This must be disclosed in the remuneration report, naming the member concerned.

Loans and credits to members of the Board of Directors and the Executive Board	9.6	Loans and credits to members of the Board of Directors and the Executive Board
<u>Article 32</u>		(deleted)
No loans or credits shall be granted to members of the Board of Directors.	9.6.1	No loans or credits shall be granted to members of the Board of Directors and the Executive Board.
The Board of Directors may grant loans or credits to members of the Executive Board. Such loans or credits may not exceed a total amount of CHF 500,000 and may only be granted under normal market conditions.		(deleted)
<b><u>V. TITLE: FINANCIAL YEAR, ANNUAL REPORT AND PROFIT DISTRIBUTION</u></b>	<b>10</b>	<b>Financial year, annual report and profit distribution</b>
Financial year		(deleted)
<u>Article 33</u>		(deleted)
The Board of Directors determines the financial year.	10.1	The Board of Directors determines the financial year.
Annual report		(deleted)
<u>Article 34</u>		(deleted)
For each financial year, the Board of Directors shall prepare an annual report consisting of the annual financial statements, the management report and consolidated financial statements, if required by law.		New in Article 7.4
The financial statements consist of the income statement, cash flow statement, balance sheet and notes. They must be drawn up in accordance with the legal provisions.		New in Article 7.4
The management report presents the course of business and the economic situation of the Company and, if applicable, of the Group at the end of the financial year from points of view which are not expressed in the annual financial statements.		New in Article 7.4
If consolidated financial statements are prepared in accordance with an accepted accounting standard, the cash flow statement and the management report may be dispensed with.		(deleted)
Reserves; appropriation of profit		(deleted)
<u>Article 35</u>		(deleted)
5% of the annual profit shall be allocated to the general reserve until it reaches 20% of the paid-up share capital. If, as a result, the general reserve no longer reaches the legally prescribed level of 20% of the paid-up share capital, further allocations must be made until this limit is reached again.  The General Meeting decides on the distribution of the remaining balance sheet profit at the proposal of the Board of Directors, whereby the mandatory legal provisions on the legal reserve must be observed.	10.2	(deleted)  The General Meeting decides on the appropriation of available earnings taking into account the statutory requirements (Article 671 et seq. CO).
Dividend		(deleted)
<u>Article 36</u>		(deleted)
The dividend shall be paid on the date specified by the Board of Directors. Dividends that are not claimed within five years of their due date are payable to the Company.	10.3	The dividend shall be paid on the date specified by the Board of Directors. Dividends that are not claimed within five years of their due date are payable to the Company.

<b><u>VI. TITLE: LIQUIDATION</u></b>	<b>(deleted)</b>
Responsibility	(deleted)
<u>Article 37</u>	<u>(deleted)</u>
The liquidation of the Company shall be carried out by the Board of Directors unless it is transferred to other persons by resolution of the General Meeting.	(deleted)
At least one of the liquidators must be resident in Switzerland and be entitled to represent the company.	(deleted)
Proceedings	(deleted)
<u>Article 38</u>	<u>(deleted)</u>
The powers of the Company's bodies shall, upon the commencement of liquidation, be limited to those acts which are necessary for the performance of the liquidation but which, by their nature, cannot be performed by the liquidators.	(deleted)
The General Meeting retains the right to approve the liquidation account and to grant discharge to the liquidators.	(deleted)
The assets of the dissolved company shall be distributed among the shareholders after repayment of its debts in accordance with the amounts paid in.	(deleted)
However, such distribution may not take place until at least one year has elapsed from the date on which the call for debts was made for the third time.	(deleted)
A distribution may take place after a period of three months if a government-supervised audit firm confirms that the debt has been repaid and it can be assumed under the circumstances that no third-party interests will be jeopardised.	(deleted)
<b><u>VII. TITLE: ANNOUNCEMENTS</u></b>	<b>11      Company's publications and announcements</b>
Company's publication body	(deleted)
<u>Article 39</u>	(deleted)
The Company's announcements shall be published in the Swiss Official Gazette of Commerce unless written notification is required by law.	11.1      The Company's announcements shall be published in the Swiss Official Gazette of Commerce (deleted). The Board of Directors can determine additional publication outlets.
	11.2      Communications and notifications to shareholders may instead, or in addition, be sent by regular mail, email or another form deemed appropriate by the Board of Directors to the addresses entered into the share register.