

Corporate Governance

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Corporate structure and shareholders

Management organisation

Board of Directors

Daniel Frutig, Chairman
 Walter Fust, Vice-Chairman
 Prof. em. Dr. Christian Belz
 Dr. Erich Bohli
 Michael Hauser
 Adrian Stürm

CEO

Dr. Christian Walz

Aerospace & Energy

Dr. Christian Walz (ad interim)

Market Segments:

- Aero Engines
- Aero Structures
- Power Turbines
- Oil & Gas
- Renewables

Transportation & Industrial Components

Dr. Marcus Otto

Market Segments:

- Heavy Duty Vehicles & Engines
- Industrial Components
- On-Road Vehicles

Precision Engineering

Jean-Daniel Isoz

Market Segments:

- Avionics
- Luxury Goods
- Med Tech

Customer Service

Günther Eller

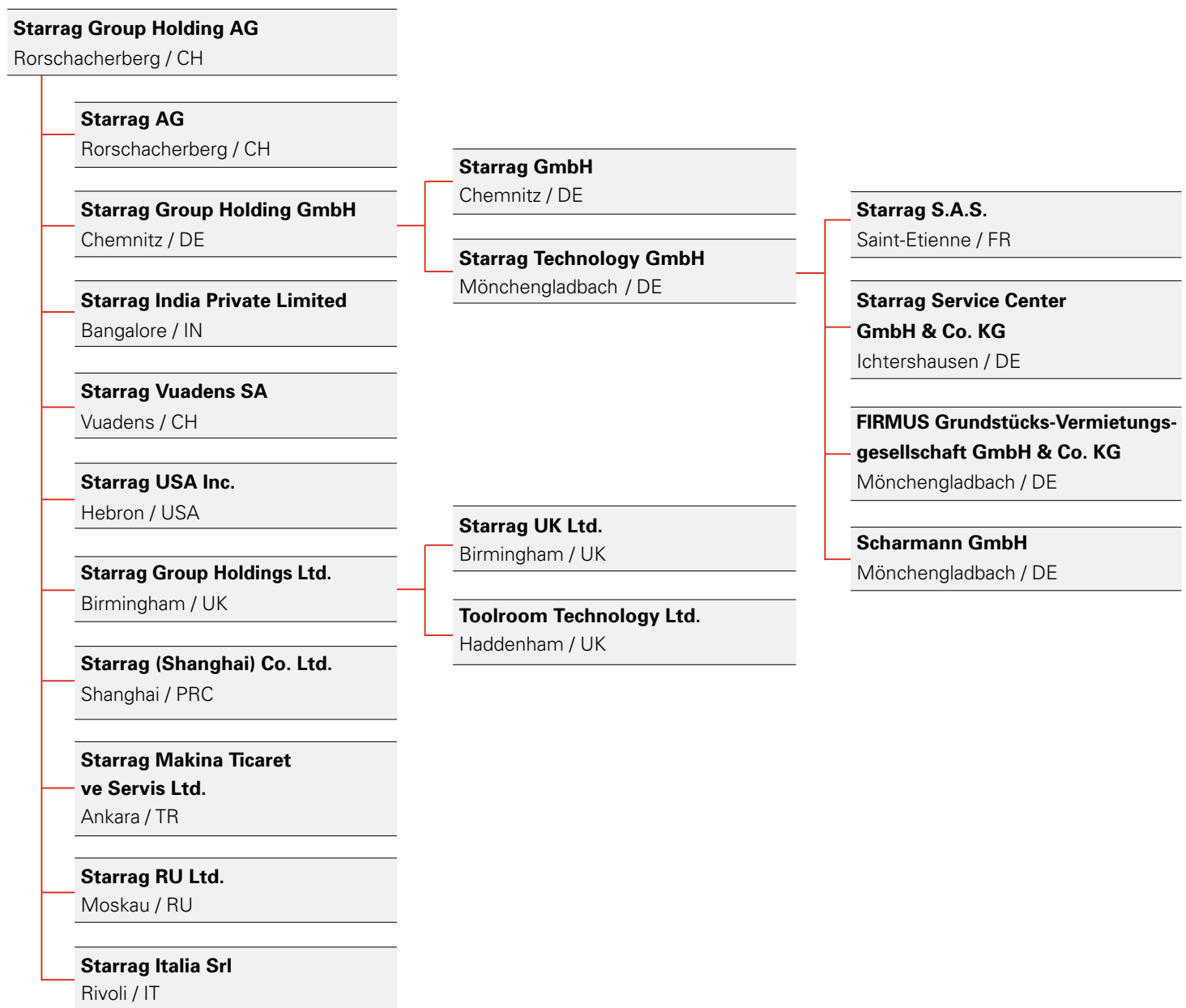
Regional Sales

Dr. Christian Walz

CFO / Corporate Center

Gerold Brüttsch

Participation structure



The registered shares of Starrag Group Holding AG (hereafter referred to as the "company") are traded at the SIX Swiss Exchange (securities number 236106, ISIN CH0002361068, ticker STGN). The market capitalisation on 31 December 2018 was CHF 144.5 million.

Shareholders

There were 1'008 shareholders registered in the company's share register on 31 December 2018. Distribution by number of shares held was as follows:

More than 100'000 shares	▶ 3 shareholders
10'001 to 100'000 shares	▶ 13 shareholders
1'001 to 10'000 shares	▶ 95 shareholders
1 to 1'000 shares	▶ 897 shareholders

278'835 shares or 8.2 % were not registered in the share register on 31 December 2018.

The following registered shareholders each held more than 3 percent of voting rights:

- ▶ Walter Fust, Freienbach, Switzerland
1'854'703 shares, 55.20 %
- ▶ Eduard Stürm AG, Goldach, Switzerland
311'079 shares, 9.26 %
- ▶ Max Rössler, Hergiswil / Parmino Holding AG, Goldach, Switzerland, 268'000 shares, 7.98 %

No disclosure notifications were made during the 2018 financial year in accordance with Art. 20 of the Swiss Federal Act on Stock Exchanges and Securities Trading.

In earlier reporting periods the following current disclosure notifications were made in accordance with Art. 20 of the Swiss Federal Act on Stock Exchanges and Securities Trading:

- ▶ 29.09.2011: Max Rössler, Hergiswil / Parmino Holding AG, Goldach, Switzerland, 5.25 %
- ▶ 04.05.2011: Eduard Stürm AG, Goldach, Switzerland, 9.73 %
- ▶ 04.05.2011: Walter Fust, Freienbach, Switzerland, 54.88 %

Further information about the respective disclosure notifications is published on the website of the Disclosure Office of the SIX Swiss Exchange <https://www.six-exchange-regulation.com/de/home/publications/significant-shareholders.html>

The company is not aware of any pooling agreements between shareholders regarding the exercise of their rights as shareholders.

Cross-shareholdings

There are no cross-shareholdings.

Capital structure

Issued share capital

The company's issued share capital amounts to CHF 28'560'000 and is split into 3'360'000 fully paid-in registered shares with a nominal value of CHF 8.50 each.

Authorized share capital

The Board of Directors is authorized to increase the share capital up to a maximum of CHF 5'695'000 by issuing a maximum of 670'000 fully paid-in registered shares with a nominal value of CHF 8.50 at any time until 28 April 2020. A partial increase is permitted. Subscription and purchase of new registered shares as well as any subsequent transfers are subject to § 5 of the Articles of Incorporation.

The Board of Directors specifies the date of issue, the amount of issue, the kind of payment, the execution of the pre-emptive rights and the date of entitlement for receiving a dividend. The Board of Directors is able to issue new registered shares by a fixed acceptance of a bank or a financial syndicate and subsequent offer to the present shareholders. The Board of Directors is entitled to fix the amount of issue of the new registered shares as close as possible to the market value of the registered shares. In such case, the Board of Directors is authorized to restrict or bar trading in pre-emptive rights. The Board of Directors may allow unexercised pre-emptive rights to lapse. Additionally, the Board of Directors is allowed to use such rights and the registered shares for which pre-emptive rights have been with issued but not exercised in the company's interests or place them at market conditions.

Furthermore, the Board of Directors is authorized to restrict or abrogate shareholders' pre-emptive rights and allocate them to third parties in the event the registered shares are to be used as a means of payment in the acquisition of companies in whole or part, or for mergers, or for the exchange of shareholdings or the placement of shares as a means of financing such transactions.

Conditional share capital

The company has no outstanding conditional share capital.

Changes in capital

In the last three years under report, the share capital of Starrag Group Holding AG has not changed.

Shares

Shareholder rights are stipulated in the Swiss Code of Obligations as well as in the company's Articles of Incorporation. Each registered share with a nominal value of CHF 8.50 has one vote at the Annual General Meeting. The right to vote can only be exercised if the shareholder is registered in the company's share register as a shareholder with voting rights. Distribution of profit can be decided upon by act of law by the General Meeting and can be carried out in relation to the amount of shares. The company's Articles of Incorporation are published on www.starrag.com (click on Article of association under Investors). It is possible to obtain hard copies from the company at any time.

Participation and profit sharing certificates

The company has not issued any participation or profit sharing certificates.

Limitations on transferability and nominee registrations

In general, there are no limitations to the transfer of shares. The registration of shareholders with voting rights or beneficiaries into the share register can be denied due to the following reasons:

- if the acquirer does not explicitly confirm that he acquired and is holding the shares on his own behalf, in his own interests and for his own account;
- if and as long as the registration of the acquirer may, based on the available information, prevent the company from complying with Swiss law requiring proof of Swiss control of the company.

Nominees who are subject to recognised banking and financial market supervision are entered in the share register with voting rights for shares they acquire on behalf of third parties without limitation. If a nominee acquires more than 3 % of the outstanding share capital, he must disclose the names, addresses, nationality and shareholdings of all persons for whose account he holds 0.5 % or more of the outstanding share capital prior to registration.

Convertible bonds and options

There are no outstanding convertible bonds or issued option rights.

Board of Directors

Daniel Frutig (1962, Swiss) has been a member of the Board of Directors of Starrag Group Holding AG since April 2014 and its Chairman since April 2015.

Since April 2015 he is a member of the Board of Directors of Eugster/Frismag AG, Amriswil/Switzerland and since July 2017 Vice-Chairman and Delegate of the Board of Directors. He will further be proposed by the Board of Directors of the Zehnder Group AG for election to the Board at the Annual General Meeting in March 2019. From beginning 2015 to end 2017 Daniel Frutig was CEO of the international medical group Medela Holding AG, based in Zug/Switzerland. From 2011 to 2014 he was CEO of Arbonia AG (formerly AFG Arbonia-Forster-Holding AG). From 2005 to 2011 he headed the global Support Services Division of the British

Compass Group, based in London, UK. From 2003 to 2005, Daniel Frutig was CEO of Swisscom Real Estate Inc., from 1998 to 2003 he served as Associate Partner for the consultancy firm Accenture, ultimately as Global Head of Services & Technology. Before that, Daniel Frutig worked at Sulzer AG, where he began his professional career in 1987. Daniel Frutig graduated from the Lucerne University of Applied Sciences in 1987 with an engineering degree in heating, ventilation and air conditioning systems. He earned an MBA from the University of St. Gallen in 1994 and completed the Top Management Executive Program at INSEAD in Fontainebleau, France in 2004/05. He has never held an executive management position with Starrag Group and he does not have any significant business relationships with the Group.

From left to right: Daniel Frutig, Prof. em. Dr. Christian Belz, Dr. Erich Bohli, Michael Hauser, Walter Fust, Adrian Stürm



Prof. em. Dr. Christian Belz (1953, Swiss) has been a member of the Board of Directors of Starrag Group Holding AG since 2008.

He was a tenured professor of economics at the University of St. Gallen from 1989 to 2018 with a special focus on marketing and has headed the Institute of Marketing at the University of St. Gallen from 1992 to 2018. He has never held an executive management position with Starrag Group and he does not have any significant business relationships with the Group.

Dr. Erich Bohli (1950, Swiss) has been a member of the Board of Directors of Starrag Group Holding AG since April 2017.

After completing his business studies (1977) and his doctorate (1980) at the University of Zürich, Erich Bohli held various positions at Unilever (Switzerland), including Internal Auditor, General Secretary, PR Manager and Marketing Manager for several international brands. He then worked as an independent turnaround manager, a profession he pursued for the next 15 years. During this time, he managed some international companies in a variety of fields of computer training/direct sales, branded consumer goods, OTC pharmaceuticals, multimedia and e-commerce development. From 1999 to 2010, he served as CEO of Dipl. Ing. Fust AG and also served on the boards of AEG (Schweiz) AG, Swiss Dairy Food AG and Service 7000 AG. Since then, he has been working in the area of business development and as an Internet entrepreneur. From 2010 to 2014, Erich Bohli completed a third degree in cultural and literary studies at the University of Zürich, which he completed in 2014 with a Master of Arts in Social Science.

Walter Fust (1941, Swiss) has been a member of the Board of Directors of Starrag Group Holding AG since 1988 (Chairman from 1992 until 2015).

From 1997 to 2009 he was a member of the Board of Directors of Jelmoli Holding AG (Chairman until 2007), in which he held a majority shareholding from 1996 to 2003. He was the founder of Dipl. Ing. Fust AG, which was listed on the stock market in 1987 and subsequently acquired by Jelmoli Holding AG in 1994, which later sold Dipl. Ing. Fust AG to Coop in 2007. Walter Fust has been a member of the Board of Directors of Tornos Holding AG in Moutier, Switzerland since 2014. Mr. Walter Fust holds a degree in engineering from the Swiss Federal Institute of Technology in Zürich (ETHZ). He has never held an executive position in Starrag Group and he does not have any significant business relationships with the Group.

Michael Hauser (1961, Swiss and German) has been a member of the Board of Directors of Starrag Group Holding AG since 28.04.2018.

Since 2011 he has been CEO of Tornos SA, based in Moutier, Switzerland and is also a member of the Board of Directors of Schlatter Industries AG, based in Schlieren, Switzerland. From 2008 to 2010, he was a member of the Executive Board of Georg Fischer AG and headed its division GF Agie Charmilles. From 2000 to 2008, he was a member of the Executive Board of the AgieCharmilles Group where he was responsible for the Milling Division. From 1996 to 2000 he headed the Milling Division of the Mikron Technology Group base in Biel, Switzerland. He serves also at the European Committee for Cooperation of the Machine Tool Industries CECIMO as Delegate (2005 – today), as Board Member (2012-2017) and Chairman (2009-2010). He is a member of the Board of Directors of SWISSMEM, where he heads the Machine tools and manufacturing technology division.

Michael Hauser holds a degree in business administration from the University of Mannheim. He has never held an executive management position with Starrag Group and he does not have any significant business relationships with the Group.

Adrian Stürm (1970, Swiss) has been a member of the Board of Directors of Starrag Group Holding AG since 2008.

He previously worked in Controlling, Operational Risk Control and Risk Management at UBS Switzerland AG since 2001. Prior to that he was an auditor with KPMG Zürich and London from 1997 to 2000. He is president of the Board of Directors of the family-owned company Eduard Stürm AG (Holding) and its subsidiaries Holz Stürm AG and Eduard Stürm Immobilien AG, which are all based in Goldach, Switzerland. Mr. Adrian Stürm holds a degree in economics from the University of St. Gallen (lic. oec. HSG). He has never held an executive management position with Starrag Group and he does not have any significant business relationships with the Group.

Maximum number of permissible mandates

The members of the Board of Directors may hold not more than four additional mandates in companies listed on an official stock exchange and ten additional mandates in unlisted companies. The following mandates are not subject to the aforementioned limitations:

1. Mandates in companies that are controlled by the company;
2. Mandates held at the request of the company or companies controlled by it; no member of the Board of Directors or the Executive Board shall hold more than ten such mandates;
3. Mandates in companies that do not satisfy the requirements of Art. 727 para. 1 CO, and mandates in associations, foundations, charitable organisations, trusts, employee welfare foundations and other comparable structures; no member of the Board of Directors or the Executive Board shall hold more than fifteen such mandates.

Mandates shall mean mandates in the supreme governing body of a legal entity that is required to be registered in the Swiss commercial register or a comparable foreign register. Mandates in different legal entities that are under joint control are deemed to be a single mandate.

Elections and term of office

The members of the Board of Directors are elected annually at the Annual General Meeting. There are no term limits for Board members.

Internal organizational structure

The Board of Directors shall constitute itself, unless otherwise provided by law. The Chairman shall convene meetings of the Board of Directors if and when the need arises or upon the written request of any other member. Except in urgent cases, calling notices for meetings are to be sent out five days before the scheduled date of the meeting, stating the items for discussion. Minutes are to be kept of the discussions, and are to be signed by the Chairman and the Secretary. The Board of Directors appoints a Secretary, who need not be a member of the Board of Directors. A majority of the Board of Directors must be present in order for resolutions to be validly adopted. No attendance quorum is required for the sole declaration of the execution of a capital increase and the subsequent amendment of the Articles of Association. Resolutions shall be passed by a simple majority of the votes cast. In the event of a tie vote, the Chairman, who shall always cast a vote, shall have the casting vote. Resolutions can also be passed in writing by way of circular letter, provided no member requests an oral discussion of the item in question. Resolutions adopted in this way are to be included in the minutes.

There are usually six board meetings a year, each lasting about five hours. Members of the Executive Board will be called in to these meetings if and when necessary. Board resolutions and elections are decided by a majority of votes cast. In the event of a tie vote, the Chairman has the casting vote. Resolutions can also be adopted by way of circular letter, provided no member requests oral deliberations. During the 2018 financial year the Board of Directors held eight meetings and the average duration was 6 hours. Apart from that, all members of the Board of Directors attended all meetings.

The duties and powers of the Compensation Committee are presented in the Compensation Report (page 82). The Board of Directors has not established any other committees. At our mid-sized company, the duties typically assigned to standing committees are performed by the Board of Directors as a whole. Moreover, the Executive Board regularly consults with the Chairman and individual directors on an informal basis regarding important aspects of specific topics.

Definition of areas of responsibility

The Board of Directors has the overall responsibility for the management of the company as well as the supervision of the executive management. According to an organisation directive and the accompanying functions chart, the Board of Directors has delegated most of the responsibility for daily business to the CEO. The Board of Directors though, remains responsible for duties that legally cannot be delegated and other important business. These include in particular matters such as business strategy, approval of the budget, decisions with regard to acquisitions and important personnel matters.

Information and control instruments vis-a-vis the Executive Board

Executive management control is exercised primarily through regular reporting by the Executive Board to the Board of Directors, in particular by means of:

- monthly and quarterly financial reports including commentary on the corresponding key figures (order intake, sales revenues, margins, profits, capex, liquidity, working capital);
- information about market and business developments as well as major projects;
- detailed information about market and business developments at every Board meeting, which are occasionally attended by the CEO and CFO and by other members of the Executive Board as required.

In addition, the Chairman of the Board of Directors discusses current developments with the CEO on a regular basis. Walter Fust and Adrian Stürm also exercise further control functions as members of the Supervisory Board of Starrag Technology GmbH, Mönchengladbach, Germany and Walter Fust as member of the Board of Directors of Starrag Vuadens SA, Vuadens, Switzerland.

Risk management

As one of the world's leading manufacturers of precision milling machines, the Starrag Group is faced with various risks, with the most important being:

- The weakening of the economic environment in customer markets and also of business cycles could lead to a reduction in demand;
- Misjudgments of developments in customer markets or in the competitive environment could lead to missed business opportunities or losses;
- Failure in research and development and other innovation-based activities could prevent business potential from being realised,
- A lack of availability of financial resources could have an impact on the performance and operations of the Starrag Group and
- Natural occurrences (such as fires) can have an influence on operating activities.

The Board of Directors and management give high priority to the careful handling of strategic, financial and operational risks. The Starrag Group has a holistic risk management process which is analysed every year by management and the Board of Directors, with the following aims being pursued:

- Systematically identifying special risks,
- Establishing processes to monitor, reduce and ideally to prevent risks and
- Finding the right balance between risks and opportunities.

The risk management system is based on a classic risk matrix involving the probability of occurrence and possible extent of damage (identification and classification) and includes internal guidance as well as a risk log, in which operational data as well as action planning for risk management are documented.

The Executive Board appointed a risk management representative for the moderation and implementation of the risk management, which reports directly to the CFO.

In the annual risk review there is a diligent identification, assessment, analysis and evaluation of risks and appropriate measures are defined to reduce the risks. This information is documented in a group wide risk matrix. The implementation of the measures is monitored by the risk management representative. In business processes with recurring risks the measures are integrated as process steps in the operative processes of the daily business.

On an annual basis, the Executive Board reports nature, extent and assessment of significant risks and the measures taken for risk minimization to the Board of Directors. Risks in accounting and financial reporting are monitored and reduced by an adequate internal control system.

Additional information on financial risk management can be found on page 100.

Internal auditing

In accordance with the simplifications stated in the Swiss Code of Best Practice for Corporate Governance, the Board of Directors has decided not to implement an internal audit.

The codex implies certain simplifications for medium and small companies as well as for companies with active majority shareholders.

Executive Board

Members of the Executive Board

The Board of Directors has appointed an Executive Board and has specified its authorities and duties in the organizational guidelines and the accompanying functions diagram:

From left to right: Günther Eller, Gerold Brüttsch, Dr. Christian Walti, Dr. Marcus Otto, Jean-Daniel Isoz





Dr. Christian Walti (1967, Swiss) has been CEO of Starrag Group and Head of Regional Sales since 01.06.2018.

From 2012 to 2018 he was the Head of Bosch Packaging Systems in Beringen, Switzerland. He was additionally responsible for the Horizontal Packaging Systems Food as of 2017, a unit of Bosch Packaging Technology with five international production sites. His primary responsibilities were global product portfolio management, organizational optimization, expansion of key account business, implementation of Industry 4.0 and the general positioning of the company as a technology leader in its target areas of expertise. From 2005 to 2011, as a shareholder and director of Faes Finanz AG (Holding), he subsequently assumed the role of delegate of the Board of Directors and CEO of Faes AG in Wollerau, Switzerland, where he established the company's international activities, among other achievements. Previously he was a consultant at Capgemini Consulting AG, followed by management tasks at ABB Schweiz AG.

Christian Walti completed his studies in business administration at the University of St. Gallen (HSG) with a doctorate.



Gerold Brüttsch (1966, Swiss) has been Chief Financial Officer (CFO) of Starrag Group since 2000 and since 2005 Deputy CEO and Head of Corporate Center.

Mr. Brutsch previously served as Chief Financial Officer of an international machine manufacturing company and as an auditor with KPMG in Zürich and San Francisco.

Gerold Brutsch is a graduate of the University of Applied Sciences in St. Gallen and earned his degree in business administration in 1990. He is a Swiss Certified Accountant and U.S. Certified Public Accountant.



Günther Eller (1960, German) has been Head of Customer Service at Starrag Group since 2007.

He previously held various management positions at OC Oerlikon in sales and customer service beginning in 1986. From 2001 to 2006 he was Managing Director of the Business Unit Customer Service of the company's Data Storage Division. He served as Managing Director of a sales and service subsidiary for OC Oerlikon's machine business from 1995 to 2001 and prior to that held various sales and key account management positions.

Gunther Eller has a degree in engineering physics.



Jean-Daniel Isoz (1959, Swiss) has been Head of Business Unit Precision Engineering since 2015, with responsibility for the brands Bumotec and SIP covering the market segments Avionics, Luxury Goods and Med Tech.

Before he was responsible for the former Business Unit 4 with the brand Bumotec in Sales (Switzerland) and SIP in Geneva (Switzerland). Prior to that, he had served as Managing Director of SIP from 2006. After first working as sales manager for SIP from 2000 to 2002, he took over as CEO of Bula Machines until end of 2005. Prior to that, he held various management positions in production and customer service at Bobst SA Lausanne, USA and Asia since 1985.

Mr. Isoz holds a degree in electrical engineering and has completed Finance and Marketing programs at INSEAD in Fontainebleau, France.



Dr. Marcus Otto (1964, German) is in charge of the Business Unit Transportation & Industrial Components since Oktober 2016. This unit responsible for the Heckert product range is focused onto the market segments Heavy Duty Vehicles & Engines, On-Road Vehicles and Industrial Components. Since May 2016, Dr. Marcus Otto had acted as interim managing director of the Heckert GmbH in Chemnitz.

He previously held various management and as managing director positions at Thyssen-Krupp (1991 to 2001) and Gildemeister (2001 to 2011). Since 2011, Dr. Marcus Otto has been an independent management consultant and interim manager, among others, for Schiess Tech GmbH, Berlin, and as Senior Adviser for Staufen AG.

Dr. Marcus Otto obtained his diplomas in engineering and business engineering at Ruhr-University Bochum, where he also received his PhD degree.

Maximum number of permissible mandates

The members of the Executive Board may hold not more than four additional mandates in companies listed on an official stock exchange and ten additional mandates in unlisted companies.

The following mandates are not subject to the aforementioned limitations:

1. Mandates in companies that are controlled by the company;
2. Mandates held at the request of the company or companies controlled by it; no member of the Board of Directors or the Executive Board shall hold more than ten such mandates;
3. Mandates in companies that do not satisfy the requirements of Art. 727 para. 1 CO, and mandates in associations, foundations, charitable organisations, trusts, employee welfare foundations and other comparable structures; no member of the Board of Directors or the Executive Board shall hold more than fifteen such mandates.

Mandates shall mean mandates in the supreme governing body of a legal entity that is required to be registered in the Swiss commercial register or a comparable foreign register. Mandates in different legal entities that are under joint control are deemed to be a single mandate.

Acceptance of mandates/appointments outside the company by members of the Executive Board requires prior approval by the Board of Directors.

Management contracts

There are no management contracts with companies outside Starrag Group.

Compensation, participation and loans

Information to compensation and loans are specified in the remuneration report (page 85) and information regarding participation can be found in the notes to the financial statements (page 126).

Shareholders' participation rights

Shareholders of Swiss corporations have extensive participation and protective rights. The participation rights include, in particular, the right to participate in General Meetings, the right to express opinions and the right to vote. The protective rights include, among others, the right for inspection and information, the right for a special audit, the right to convene a General Meeting, the right to add topics to the agenda, the right to challenge resolutions and the right to raise claims regarding responsibility.

Voting rights restrictions and representation

There are no restrictions on the voting right for all shareholders whose right to vote is registered in the share register. Every shareholder is entitled to be represented by another shareholder whose power to do so is proven in writing.

Statutory quorum

There is no statutory quorum.

Convocation of the Annual General Meeting of shareholders

The Articles of Association contain no provisions on convening General Meetings that deviate from the law. A notice convening a General Meeting must be sent in writing to shareholders at least 20 days before the scheduled date of the General Meeting.

Extraordinary General Meetings are to be called upon resolution of a General Meeting of shareholders or the Board of Directors, or at the request of the auditors, or if shareholders representing at least 3 percent of the share capital request in writing that a General Meeting be called, specifying the agenda items to be discussed and the proposals to be voted on.

Agenda

The notice convening a General Meeting shall state the agenda items and the motions of the Board of Directors as well as any proposals by shareholders who have duly requested that a General Meeting be called or that an item be included in the agenda. Shareholders representing an aggregate par value of at least CHF 500'000 may request that an item be included on the agenda of a General Meeting. Such inclusion must be requested in writing at least 40 days prior to the next scheduled General Meeting, specifying the agenda items to be discussed and shareholder proposals to be voted on.

Registration in the share register

The Board of Directors keeps a share register in which the shareholders and beneficiaries are entered with their names and addresses. Shareholders and beneficiaries are only recognized as such if they are registered in the share register. Any entry requires the approval of the Board of Directors, a committee determined by the Board of Directors or a single person determined by the Board of Directors. The Board of Directors has the right to demand from the applicant all information which might be useful for the assessment of the application for registration. The entry in the share register of a shareholder with the right to vote or a beneficiary can be denied for the following reasons:

- if, on request of the company, the acquirer does not explicitly confirm that he did not obtain the shares in his name, in his own interest and on his own account and that he will hold them;
- if and as long as the registration of the acquirer may, based on the available information, prevent the company from complying with Swiss acts which ask for Swiss control.

Acquirers who are not yet recognized by the company are to be registered in the share register as shareholders without voting rights. The corresponding shares are deemed not to be represented at the General Meeting. After hearing the person in question, the Board of Directors can delete the registration if it resulted from invalid

information. The acquirer has to be informed immediately. The record date for the inscription of registered shareholders into the share register in connection with the attendance of the General Meeting will be set on a date shortly before the statutory period on the convocation of the General Meeting.

Changes of control and defence measures

Duty to make an offer

There are no statutory rules regarding «opting-out» and «opting-up» which differ from law.

Clauses on changes of control

There are no clauses on changes of control.

Auditors

Duration of the mandate and term of office of the auditor in charge

PricewaterhouseCoopers AG, St. Gallen, has been the statutory and group auditor since 1981. It is elected for a term of office of one year by the General Meeting. The current term of office expires at the Annual General Meeting in 2019. The auditor in charge, Beat Inauen, was first assigned auditing responsibilities with the auditing of the 2012 annual report. The maximum period as auditor in charge based on the legal rotation principle is seven years for Swiss companies.

Audit fees

Audit fees paid to PricewaterhouseCoopers AG during the 2018 financial year and charged to the consolidated financial statements for 2018 amounted to TCHF 275.

Additional fees

No additional non-audit fees were paid to PricewaterhouseCoopers AG in the financial year 2018.

Supervisory and control instruments pertaining to the auditors

The external audit is supervised by the Board of Directors. The Board of Directors assesses the audit plan, the audit scope, the execution and the results of the audit. The auditors report directly to the Board of Directors. In the reporting year, the auditor in charge and his deputy attended one Board meeting each. At those meetings, the audit schedule, scope, and results as well as other important elements of auditing were discussed.

Information policy

The company informs its shareholders and the capital market in an open and timely fashion and with the highest possible levels of transparency. The most important information tools are the business and interim reports, the www.starrag.com website, media releases, balance sheet presentations for the media and analysts and the Annual General Meeting.

As a company listed on the stock exchange, the Starrag Group Holding AG is required to disclose information relevant to the share price in accordance with the listing regulations of the SIX Swiss stock exchange. Any interested party can register at <http://www.starrag.com/index.php/en/> (click on E-Mail distribution under Investors) to receive potential information relevant to the share price directly from the company via the E-Mail distribution list. This information is also available on the website (<http://www.starrag.com/index.php/en/>, click on Media releases under Investors) and can be provided to any interested parties upon request.

Corporate calendar:

- › **26.04.2019**
Annual General Meeting in Rorschach
- › **24.07.2019**
Half-year report 2019

- › **24.01.2020**
Sales and orders 2019
- › **06.03.2020**
Presentation of 2019 results for analysts and the media in Zurich
- › **25.04.2020**
Annual General Meeting in Rorschach

Related information and documents will be published on our website www.starrag.com to the extent possible.

Official announcements and invitations will be sent by post to shareholders using the addresses recorded in the share register. Public announcements prescribed by law are made by publication in the Swiss Official Gazette of Commerce.

Contacts:

Gerold Brüttsch, CFO

P +41 71 858 81 11
investor@starrag.com