

Gate Gourmet Switzerland Pension Scheme (PGG)

Election Regulations

valid from 25 August 2023



Unless expressly indicated otherwise, the use of pronouns and adjectives to refer to persons or functions in these Regulations refers to both men and women even if only one grammatical form is used.

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Based on the Foundation Deed, the Board of Trustees issues the following Election Regulations for elections of the employee representatives to the Board of Trustees.

1. Suffrage and voting rights

Art. 1.1 Eligibility as an employee representative on the Board of Trustees

All actively insured persons of the affiliated companies are eligible for election as employee representatives. Members of senior management (Executive Management Board and GG Switzerland) are excluded. As required by Article 8 of the Business and Organisational Regulations, all members of the Board of Trustees must understand German.

Art. 1.2 Right to vote

All actively insured persons of the affiliated companies which belong to the relevant electoral district and who are actively insured at the time of the system search, irrespective of whether their contract of employment has already been terminated, are entitled to vote.

2. Electoral procedure

Art. 2.1 Notice of election and electoral districts

The Board of Trustees will call an election by means of a circular at least ten weeks before general elections of all members. Provision is made for the fair representation of the employee categories by the following electoral districts:

- one representative for the Geneva Operating Unit
- two representatives for the Zurich Operating Unit
- one representative for other employees

When representing the employee categories, the representatives must safeguard the interests of the insured persons of the relevant electoral district. An electoral district may also be represented by an employee of a different electoral district who must then safeguard the interests of the insured persons of the electoral district he represents.

By-elections for a member of the Board of Trustees must be held if the employee resigns or leaves the company. Notice of the election must be given as soon as possible after the vacancy becomes known.

Art. 2.2 Nominations

Nominations must be submitted to the Foundation's administrative office within three weeks of the notice of the election. Each new candidate must be recommended by at least fifteen employees who are entitled to vote. The recommendation must be personally signed.

Art. 2.3 Candidates and campaign period

The names of the candidates will be published in a circular. A three-week campaign period commences after the publication of the circular.

Art. 2.4 The ballot

The elections are held within three weeks of the end of the campaign period and last for three weeks.

The administrative office distributes the ballot papers or ensures that all persons entitled to vote are able to vote electronically. The Managing Director is responsible for conducting the election.

If the number of candidates offering themselves for election is the same as the number of seats available, these candidates are deemed to have been elected in an uncontested election.

Art. 2.5 Counting the votes and necessary majority

The votes will be counted by an electoral commission appointed by the Managing Director.

All ballot papers received must be counted to determine the result of the election but ballot papers received after the end of the period specified in the ballot will not be considered. Blank and invalid ballot papers (inverted commas, ditto, ballot papers which cast doubt on the voter's wishes, ballot papers with defamatory comments or markings, ballot papers listing more persons than can be elected, etc.) must be excluded from the total number of ballot papers. Cumulative voting (more than one vote cast for a single candidate) is permitted for the Zurich Operating Unit electoral district provided that two representatives are to be elected.

The candidates with the most votes are elected (relative majority). In the event of a tied vote, a decision shall be taken by drawing lots.

Art. 2.6 Publication of the election results

All insured persons will be informed of the election results by means of a circular.

Art. 2.7 Entry into force

These Election Regulations come into force immediately by the resolution of the Board of Trustees passed on 25 August 2023.