



SIEMENS



## Articles of Association for the Siemens Wind Power A/S Staff Association

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## § 1 Name and organisation

The official name of the Association is  
"Personaleforeningen for Siemens Wind Power A/S".

Møllebanden and Vingesuset share the rules and  
are separate divisions under the main association.  
The reason is that Siemens Wind Power only need  
to relate to one set of rules.

The different divisions can make their own Rules of  
procedure if needed.

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## § 2 Purpose

The main purpose of Møllebanden is to strengthen the social relationship between employees that have their daily work at a Siemens Wind Power location.

The Staff Association is unpolitical in every aspect and does not support political events or activities. The Staff Association must not have organisational links to trade unions.

All activities under the auspices of the association must be in accordance with the "Business Conduct Guidelines".

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## § 3 Members

All employees who regularly visit and work at Siemens Wind Power A/S can become a member of Møllebanden (In Ålborg you can only be a member of Vingesuset), no matter if you are external, Internal SWP or Siemens A/S.

You can stay a member during a leave of absence as well.

If a member do not behave at events , the board can exclude the member.

Withdrawal from membership of the Staff Association is subject to one month's notice for withdrawal at the end of a quarter.

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## § 4 The executive committee

The members of the parent association's executive committee, comprising the chairmen of the appurtenant divisions.

The division executive committee comprises at least three elected members, and at least one alternate.

How the executive committee is aligned is defined by the individual rules of procedure.

Siemens Wind Power is authorised to intervene if decisions are made that do not serve the company's interests.

The exclusion of a member of the executive committee is subject to the convening of an extraordinary general meeting or a decision made by Siemens Wind Power.

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## § 5 Election of division executive committee

All members can be nominated as candidates for the division executive committees. Candidates can only be nominated if they are employed with Siemens Wind Power on the election date and are not aware of their resignation from the enterprise within the coming election period.

The election period for executive committee members is two years and one year for the alternative

There are no limitation of how long a member can be in the executive committee.

If a member of executive committee resigns during the period, the alternative with the highest amount of votes takes over as a member of the executive committee for the rest of the period.

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## § 6 Divisions' annual general meeting

The annual general meeting is the association's supreme authority and is held every year in February.

The annual meeting has to be announced at least 4 weeks before and proposals has to be submitted to the chairman 2 weeks before the meeting the latest.

All members can vote, but have to be present to vote.

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## § 7 Changes to the Articles of Association

Changes to the articles of association can only be requested at the annual meeting or at an extraordinary general meeting.

All sub divisions needs to have the meeting at the same time, and the majority of the votes decide the result.

Before a change Siemens Wind Power has to approve of it.

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## § 8 Extraordinary general meeting

An extraordinary general meeting may be convened by the division executive committee and is convened at the same notice as the annual general meeting.

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## § 9 Signatories and liability

Signatories for the divisions are two members of the executive committee jointly – the chairman and one other member.

The division is only liable for its debts to the extent of the assets belonging to the association at all times. The members of the division and the executive committee are not personally liable for the association's debts.

The various divisions under the parent association are not jointly and severally liable.

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## § 10 The divisions' financial matters

The divisions' membership fees are determined by the annual general meeting.

The financial year of the divisions is the calendar year. The audited financial statements are presented at the annual general meeting and shown upon request.

Siemens Wind Power has appointed an auditor to review the accounts.

The divisions may collect user charges for participating members. The members must be informed thereof when they register for the event, at the latest

The divisions may not take up loans or make financial speculations.



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## § 11 Committees

Deleted

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## § 12 Dissolution of the Staff Association

The Staff Association or a division of the Staff Association cannot be dissolved unless two thirds of its members submit a written request to this effect.

If the association is dissolved, all financial means must be distributed equally between members and all property must be given to Siemens Wind Power A/S.

If a division is dissolved, its assets and financial means are distributed among the remaining division(s) under the parent association. The division executive committee prepares a statement of cash, that has to be presented to the annual general.