

## Articles of inclusivevents

A Non-profit Association for the Promotion of Inclusion in Event Organization  
based in Winterthur  
(Adjustment 1, June 17, 2024)

### 1. Name and Registered Office

A non-profit association exists under the name "inclusivevents" within the meaning of Art. 60 ff. ZGB (Swiss Civil Code) with its registered office in Winterthur. The association is politically, ideologically and denominationally independent.

### 2. Aim and Purpose

The purpose of the association is to advise event organizers and potential event employees on the promotion of inclusion in the implementation of events, as well as to raise awareness among the public. The association does not pursue any commercial purposes and does not seek to make a profit. The bodies work on a voluntary basis.

### 3. Resources

The association has the following resources to pursue its purpose:

- Membership fees
- Income from events and from the association's assets
- Subsidies
- Income from service agreements, donations and contributions of all kinds (sponsorship money, gifts, legacies, etc.)
- Loans

The financial year corresponds to the calendar year.

### 4. Members

Long-term memberships are sought, as the promotion of inclusion is a long-term task and memberships give the association the opportunity to invest in training and other tasks that are designed for the long term.

#### 4.1 Active members

Active members with voting rights can be natural and legal persons as well as partnerships who support the purpose of the association, use the facilities and offers of the association and undertake to organize several "inclusive events" in cooperation with the association and its event staff.

The application for membership is made with the request to book one or more events. The Board of Directors makes the final decision on admission. Once the "membership documents" (welcome letter, articles of association, membership regulations, logo and, if applicable, membership invoice) have been sent, membership is deemed to have been accepted and becomes legally binding.

#### 4.1.1 Honorary Members

Natural persons who have made a special contribution to the Association may be awarded honorary membership with voting rights by the General Meeting at the proposal of the Board of Directors.

#### 4.3 Passive Members

Passive members without voting rights are natural and legal persons as well as partnerships who support the Association with their ideas, know-how and manpower.

##### 4.3.1 Supporting Members

Supporting members without voting rights are natural and legal persons as well as partnerships who support the association financially.

#### 5. Expiry of Membership

Membership expires

- in the case of natural persons, by resignation, exclusion or death
- in the case of legal entities, by resignation, exclusion or dissolution of the legal entity

#### 6. Resignation and Exclusion

Long-term memberships are sought, as the promotion of inclusion is a long-term task and the memberships give the association the opportunity to invest in training and other tasks that are designed for the long term.

##### Resignation

Memberships are automatically renewed for one year at a time unless terminated in writing by either party by September 30 of the current year. This does not apply to memberships that are only concluded in the 4th quarter of the current year and can therefore be terminated in the first year by December 31 as an exception. Resignation must be communicated to the Executive Board immediately in writing. The full membership fee must be paid for the current year.

##### Exclusion

A member can be excluded from the association at any time without giving reasons.

The Board of Directors makes the decision to expel; the member may appeal the expulsion decision to the General Assembly within 30 days of the written notification of the decision. The appeal is to the Board of Directors. The general meeting decides by a simple majority of the votes of the members present.

If a member fails to pay the membership fee despite a reminder, he or she may be automatically excluded by the Executive Board.

#### 7. Organs of the Association

The bodies of the association are

- a. The General Meeting
- b. The Management Board
- c. The Audit, if one is appointed

## 8. The General Meeting

8.1 The Association Assembly is the supreme body of the Association. It has the following inalienable duties and powers:

- Election and dismissal of members of the Executive Board
- Election of the audit
- Approval of the minutes of the last general meeting
- Approval of the annual report of the Executive Board
- Determination of membership fees based on the proposal of the Board of Directors
- Acceptance of the audit report and approval of the annual financial statements
- Discharge of the Executive Board
- Acknowledgment of the annual budget
- Taking note of the program of activities
- Passing resolutions on matters that are reserved or imposed on it by law or the Articles of Association or motions by the Board of Directors and the members
- Resolution on the dissolution of the association and the use of the liquidation proceeds
- Amendment of the Articles of Association as proposed by the Board of Directors

### 8.2 Convening of the General Meeting

The Annual General Meeting is usually held six months after the end of the financial year.

The General Meeting is convened by the Chairman of the Board of Directors. Members are invited to the General Meeting in writing at least 10 days in advance, stating the agenda items.

Motions for the attention of the General Meeting must be submitted in writing to the Board of Directors at least 5 days before the meeting.

The Board of Directors or 1/3 of the members can request the convening of an extraordinary general meeting at any time, stating the items on the agenda. The meeting must be held no later than 4 weeks after receipt of the request.

The association meeting can take place by means of electronic communication (online), which allows all participants to communicate adequately.

### 8.3 Voting rights and Passing of Resolutions

All members with voting rights have the same voting and election rights at the general meeting. Every duly convened general meeting is quorate regardless of the number of members present.

The members pass resolutions by a simple majority. In the event of a tie, the President has the casting vote.

Amendments to the Articles of Association require the approval of a 2/3 majority of those present and entitled to vote.

At the very least, minutes of all resolutions passed must be drawn up.

The written consent of the voting members with the necessary majority to a motion is equivalent to a resolution of the general meeting. (Time limit - within 5 days of announcement)

## 9. The Executive Board

9.1 The Board of Directors consists of at least 3 persons. The term of office is 3 years. Re-election is possible. The Board of Directors constitutes itself.

The Board of Directors manages the day-to-day business, can issue regulations and set up working groups (specialist groups). It may employ or commission persons to achieve the Association's objectives in return for appropriate compensation and, in particular, appoint a secretariat or an office.

9.2 The Board of Directors has all powers that are not transferred to another body by law or in accordance with these Articles of Association. These include in particular

- a. Preparation of the general meeting
- b. Execution of the resolutions of the General Meeting
- c. Resolution on the admission and possible exclusion of association members
- d. Handling of suggestions, applications and complaints from association members
- e. Annual review of the Articles of Association and, if necessary, proposed amendments to the General Meeting of Shareholders
- f. Preparation of the annual budget, annual report and annual financial statements
- g. Management of the association's assets
- h. Planning, coordination and execution of activities in relation to the fulfillment of the association's purpose
- i. Preparation and adoption of the membership regulations
- j. Resolution on membership in other organizations

9.3 The Board of Directors meets as often as business requires. Any member of the Board of Directors may request that a meeting be convened, stating the reasons. If no member of the Board of Directors requests a verbal discussion, the passing of resolutions by electronic circular is equally valid.

Board meetings can take place via electronic communication (online), which allows all participants to communicate adequately.

The Board of Directors works on a voluntary basis. It is entitled to reimbursement of actual expenses. Acting board members are exempt from membership fees.

## 10. Representation and Signing Authority of the Management Board

The Board of Directors represents the association externally. It determines the authorized signatories as well as the type and scope of signing authority.

## 11. The Revision

At the proposal of the Board of Directors, the General Assembly may appoint an auditor to audit the accounts.

The auditor submits a report and proposal to the Board of Directors for the attention of the General Meeting. The term of office is 3 years. Re-election is possible.

## 12. Liability

Only the association's assets are liable for the association's debts. Personal liability of the executive bodies and members is excluded.

### 13. Dissolution of the Association

The dissolution of the association can be decided with the approval of 2/3 of the eligible voters present at the general meeting.

If it is decided to dissolve the Association, the liquidation shall be carried out by the Executive Board unless the General Meeting has appointed special liquidators.

Upon dissolution of the Association, the net assets remaining after payment of all obligations shall be transferred to a tax-exempt association in Switzerland in accordance with the purpose of the Association.

### 14. Messages

The association prefers to use electronic communication (e-mails) for all notifications and invoicing.

### 15. Entry into Force

The Articles of the Association were adopted at the founding meeting on January 17, 2022 and entered into force on this date.

Adjustment 1 was made at the Annual General Meeting on June 17, 2024.

Winterthur, June 17, 2024  
The Executive Board