

Invitation

to the 29th Annual General Meeting of Zur Rose Group AG

Thursday, 28 April 2022, 5 p.m. Baker & McKenzie, Holbeinstrasse 30, 8034 Zurich

Dear Shareholders

Due to the current situation regarding the Covid-19 pandemic and in accordance with the ordinance 3 of the Federal Council on measures to combat the coronavirus, the Board of Directors of Zur Rose Group AG has decided to hold the 29th Annual General Meeting without the physical presence of the shareholders, as in the previous year. The Board of Directors has taken this decision with regret, but considers this step to be necessary to protect the health of everyone involved. Accordingly, the shareholders can exercise their rights exclusively through the independent proxy.

For information on how to give voting instructions to the independent proxy, please refer to the section "Organizational information" on page 11. The voting results will be published following the Annual General Meeting on www.zurrosegroup.com, "Investors & Media", "General Meeting of Shareholders".

On behalf of the Board of Directors, we thank you for your understanding. We hope to be able to welcome you again under normal circumstances at the Annual General Meeting next year.

By order of the Board

Stefan Feuerstein Chairman of the Board

Steckborn, April 2022

Walter Oberhänsli Executive Director and CEO

Agenda

1. Approval of the management report and the annual and consolidated financial statements 2021

The Board of Directors proposes that the management report and the annual and consolidated financial statements for the financial year 2021 be approved.

2. Appropriation of the balance sheet result 2021 of Zur Rose Group AG

The Board of Directors proposes that the balance sheet result be appropriated as follows:

Retained earnings brought forward	CHF	1,599,000
Annual result	CHF	-59,220,092
Total at the disposal of the Annual General Meeting	CHF	-57,621,092
Balance to be carried forward	CHF	-57,621,092

Thus, the Board of Directors proposes to the Annual General Meeting not to distribute a dividend for 2021 and to carry forward the entire amount of CHF -57,621,092.

3. To ratify the actions of the Directors and Executive Board

The Board of Directors proposes that the actions of the Directors and Executive Board during the 2021 financial year be ratified.

4. Creation of authorized share capital

4.1 Main proposal: Creation of authorized share capital in the amount of 30 percent of the registered share capital (amendment of the Articles of Association)

The Board of Directors proposes to create authorized share capital in a maximum nominal amount of CHF 100,751,730.00 (i.e. in the amount of 30 percent of the registered share capital) for a period of two years until April 28, 2024, and to amend paragraph 1 of Article 3a of the Articles of Association as follows (with the limitation of the withdrawal or restriction of subscription rights to 10 percent being included in proposal 7):

Article 3a

¹ The Board of Directors is authorized to increase the share capital at any time until 28 April 2024 by a maximum amount of CHF 100,751,730.00 by issuing a maximum of 3,358,391 fully paid up registered shares with a par value of CHF 30.00 each. An increase of the share capital in partial amounts shall be permissible.

If this proposal is rejected by the Annual General Meeting, a shareholder's approval of this proposal shall also count for any lower percentage than 30 percent, even if the shareholder rejects or abstains from voting on proposal 4.2.

The existing paragraphs 2, 3 and 4 of Article 3a of the Articles of Association remain unchanged.

4.2 Proposal in the event that proposal 4.1 is rejected by the Annual General Meeting: Creation of authorized share capital in the amount of 10 percent of the registered share capital (amendment of the Articles of Association)

If the Annual General Meeting does not approve the proposal of the Board of Directors pursuant to agenda item 4.1 (*Creation of authorized share capital in the amount of 30 percent of the registered share capital)*, the Board of Directors proposes to create authorized share capital in the nominal amount of maximum CHF 33,583,890.00 (i.e. in the amount of 10 percent of the registered share capital) for a period of two years until April 28, 2024, and to amend paragraph 1 of Article 3a of the Articles of Association as follows:

Article 3a

¹ The Board of Directors is authorized to increase the share capital at any time until 28 April 2024 by a maximum amount of CHF 33,583,890.00 by issuing a maximum of 1,119,463 fully paid up registered shares with a par value of CHF 30.00 each. An increase of the share capital in partial amounts shall be permissible.

The existing paragraphs 2, 3 and 4 of Article 3a of the Articles of Association remain unchanged.

5. Increase of the conditional capital for employee participations (amendment to the Articles of Association)

The Board of Directors proposes to increase the conditional share capital pursuant to Article 3b of the Articles of Association for the issuance of shares to employees and members of the Board of Directors of the Company and its subsidiaries by 177,767 registered shares to a new total of 200,000 fully paid up registered shares with a par value of CHF 30.00 each and to amend paragraph 1 of Article 3b of the Articles of Association as follows:

Article 3b

¹ The share capital of the Company may be increased by an amount not to exceed CHF 6,000,000 through the issuance of up to 200,000 fully paid up registered shares with a par value of CHF 30.00 each through issuance of shares to employees and members of the Board of Directors of the Company and its subsidiaries. The preemptive rights and advance subscription rights of the existing shareholders of the Company for the new shares in proportion to their existing participations shall be excluded.

The existing paragraphs 2 and 3 of Article 3b of the Articles of Association remain unchanged.

6. Increase of the conditional capital for financing, acquisitions and other purposes

6.1 Main proposal: Increase of the conditional capital for financing, acquisitions and other purposes to 20 percent of the registered share capital (amendment of the Articles of Association)

The Board of Directors proposes to increase the conditional share capital pursuant to Article 3c of the Articles of Association in the nominal amount of CHF 31,579,080.00, corresponding to 1,052,636 registered shares, to a new total of CHF 67,167,810.00, corresponding to 2,238,927 registered shares (i.e. to 20 percent of the registered share capital). Of this conditional share capital, CHF 9,869,400.00 or 328,980 registered shares with a nominal value of CHF 30.00 each remain reserved to cover the conversion rights under the CHF 175 million convertible bond maturing on 31 March 2025. Accordingly, the Board of Directors proposes to amend paragraph 1 of Article 3c of the Articles of Incorporation as follows (with the limitation of the withdrawal or restriction of the advance subscription right to 10 percent being included in proposal 7):

Article 3c

¹ The share capital of the Company may be increased by an amount not to exceed CHF 67,167,810.00 through the issuance of up to 2,238,927 fully paid up registered shares with a par value of CHF 30.00 each through the exercise or mandatory exercise of conversion, exchange, option, warrant or similar rights for the subscription of shares granted to shareholders or third parties alone or in connection with bonds, notes, options, warrants or other financial market instruments or contractual obligations of the Company or any of its subsidiaries (hereinafter collectively, the **Financial Instruments**). Of the conditional share capital pursuant to this paragraph of Article 3c of these Articles of Association, a nominal amount of CHF 30.00 each as a result of the exercise of conversion rights by the creditors of the CHF 175 million convertible bond maturing on 31 March 2025.

If this proposal is rejected by the Annual General Meeting, a shareholder's approval of this proposal shall also count for any percentage lower than 20 percent, even if the shareholder rejects or abstains from voting on proposal 6.2.

The existing paragraphs 2 to 4 of Article 3c of the Articles of Association remain unchanged.

6.2 Proposal in case proposal 6.1 is rejected by the Annual General Meeting: Increase of the conditional capital for financing, acquisitions and other purposes to 10 percent of the registered share capital (amendment of the Articles of Association)

If the Annual General Meeting does not approve the proposal of the Board of Directors pursuant to agenda item 6.1 (*Increase of conditional capital for financing, acquisitions and other purposes to 20 percent of the registered share capital*), the Board of Directors proposes to increase the conditional share capital pursuant to Article 3c of the Articles of Association in the nominal amount of CHF 31,579,080.00, corresponding to 1,052,636 registered shares, to a new amount of CHF 33,583,890.00, corresponding to 1,119,463 registered shares (i.e. to 10 percent of the registered share capital). Accordingly, the Board of Directors proposes to amend paragraph 1 of Article 3c of the Articles of Association as follows:

Article 3c

¹ The share capital of the Company may be increased by an amount not to exceed CHF 33,583,890.00 through the issuance of up to 1,119,463 fully paid up registered shares with a par value of CHF 30.00 each through the exercise or mandatory exercise of conversion, exchange, option, warrant or similar rights for the subscription of shares granted to shareholders or third parties alone or in connection with bonds, notes, options, warrants or other financial market instruments or contractual obligations of the Company or any of its subsidiaries (hereinafter collectively, the **Financial Instruments**).

The existing paragraphs 2 to 4 of Article 3c of the Articles of Association remain unchanged.

7. Limitation of the number of shares that can be issued under the exclusion of subscription rights or advanced subscription rights (amendment to the Articles of Association) The Board of Directors proposes to limit the maximum number of shares that can be issued under limitation or exclusion of subscription rights and advanced subscription rights to 1,119,463 registered shares with a nominal value of CHF 33,583,890.00 (i.e. 10 percent of the registered share capital), whereby financial instruments already issued do not fall under this limitation.

For this purpose, the Board of Directors proposes to amend article 3d as follows:

Article 3d:

Until 28 April 2024, the total number of new shares issued from (i) authorized capital according to Article 3a paragraphs 1 and 4 of these Articles of Association where the preemptive rights were restricted or excluded and (ii) conditional capital according to Article 3c paragraph 1 and 3 of these Articles of Association where the advance subscription rights were restricted or excluded may not exceed 1,119,463 shares. Financial instruments already issued on 28 April 2022 remain unaffected by this provision.

- 8. Re-elections and election of the members and the Chairman of the Board of Directors Dr. Thomas Schneider and Prof. Dr. Volker Amelung will not stand for re-election. The Board of Directors proposes to re-elect the remaining five members for a further term of office until the conclusion of the next Annual General Meeting, to elect Walter Oberhänsli as new Chairman of the Board of Directors and to elect a new member:
- 8.1 Re-election of Walter Oberhänsli as member and election as Chairman of the Board of Directors in the same vote
- 8.2 Re-election of Prof. Stefan Feuerstein as member
- 8.3 Re-election of Prof. Dr. Andréa Belliger as member
- 8.4 Re-election of Dr. Christian Mielsch as member
- 8.5 Re-election of Florian Seubert as member
- 8.6 Election of Rongrong Hu as member

9. Re-election and elections to the Compensation and Nomination Committee

As is customary at Zur Rose, the Chairman of the Board of Directors has a seat in the Compensation and Nomination Committee. Therefore, Prof. Stefan Feuerstein makes his seat available. Dr. Thomas Schneider, previously a member of the Committee, will not stand for re-election to the Board of Directors. The Board of Directors therefore proposes to elect the following members to the Compensation and Nomination Committee for a term of office until the conclusion of the next Annual General Meeting:

- 9.1 Re-election of Florian Seubert as member
- 9.2 Election of Walter Oberhänsli as member
- 9.3 Election of Rongrong Hu as member

10. Election of the independent proxy

The Board of Directors proposes to appoint newly Buis Bürgi AG, Zurich, as independent proxy for a term of office until the conclusion of the next Annual General Meeting.

11. Re-election of the auditors

The Board of Directors proposes to appoint Ernst & Young Ltd, Zurich, as auditors for a further term of office until the conclusion of the next Annual General Meeting.

12. Compensation

12.1 Consultative vote on the Compensation Report 2021

The Board of Directors recommends that the Compensation Report 2021 be approved in a consultative vote.

12.2 Approval of the increase of the maximum aggregate amount of the fixed compensation for members of the Board of Directors for the financial year 2022

The Board of Directors proposes that an increase of the maximum aggregate amount of the fixed compensation of the members of the Board of Directors for the financial year 2022 in the amount of CHF 330,000 from previously CHF 1,000,000 (as approved at the Annual General Meeting 2021) to new CHF 1,330,000 be approved.

12.3 Approval of the maximum aggregate amount of the fixed compensation for members of the Board of Directors for the financial year 2023

The Board of Directors proposes that the maximum aggregate amount of the fixed compensation of the members of the Board of Directors of CHF 1,330,000 be approved for the financial year 2023.

12.4 Approval of the aggregate amount of the variable compensation for members of the Executive Board for the financial year 2021

The Board of Directors proposes that the aggregate amount of the short-term and long-term variable compensation of the members of the Executive Board of CHF 2,455,000 be approved for the completed financial year 2021.

12.5 Approval of the maximum aggregate amount of the fixed compensation for members of the Executive Board for the financial year 2023

The Board of Directors proposes that the maximum aggregate amount of the fixed compensation of the members of the Executive Board of CHF 3,900,000 be approved for the financial year 2023.

Explanatory notes on the agenda

- Appropriation of the balance sheet result 2021 of Zur Rose Group AG (agenda item 2)

Regarding the long-term development of the Zur Rose Group, the Board of Directors considers it appropriate to retain liquidity in the Company in order to be able to finance the necessary investments in growth in 2022. For this reason, it proposes to the Annual General Meeting to refrain from distributing a dividend for the financial year 2021 and to carry forward the entire amount of CHF -57,621,092.

- Creation of authorized share capital (agenda item 4)

The Board of Directors proposes the creation of authorized capital in order to maintain the financial flexibility of Zur Rose Group AG. The authorized capital proposed according to the main proposal in section 4.1 corresponds to 30 percent of the Company's registered share capital. The subscription right for the creation of shares from the authorized capital shall (according to the proposal of the Board of Directors in agenda item 7) only be restricted or excluded for 10 percent of the registered capital. In this respect, the authorized capital, the creation of which is proposed by the Board of Directors in section 4.1, is in line with comparable companies and recommendations of proxy advisors. The same applies with regard to the creation of authorized capital in the amount of only 10 percent of the registered capital as proposed in the contingent proposal pursuant to section 4.2. See also the joint explanatory notes on agenda items 4, 6 and 7 below.

The shareholders are informed that they can vote in favor of both proposals, because the contingent proposal pursuant to section 4.2 only becomes relevant if the main proposal pursuant to section 4.1 is rejected. In this context, a vote in favor of the main proposal pursuant to section 4.1 also includes a vote in favor of a lower percentage than 30 percent and, thus, takes precedence over a rejection of or an abstention on the contingent proposal pursuant to section 4.2. This is intended to clarify any contradictions.

- Increase of the conditional capital for employee participations (agenda item 5)

The objective of the employee participation plans of Zur Rose Group AG is to enable employees and members of the Board of Directors to participate with their own investment in the continued increase in the value of the Company to the extent customary in the market, in order to align their interests with those of the shareholders.

At the Annual General Meeting 2019, Zur Rose Group AG increased the conditional capital to CHF 6,000,000.00, divided into 200,000 shares with a nominal value of CHF 30.00 each, and serviced the existing employee stock option plans in accordance with the Articles of Association. Due to the issuance of shares to employees and members of the Board of Directors in the last two years, the existing conditional capital was used up to 22,233 shares. For the future servicing of the employee stock option plans, the Board of Directors proposes that the conditional capital for employee participations is increased again by 177,767 shares to a new maximum of 200,000 shares. After the increase, the conditional capital for employee participations corresponds to CHF 6,000,000 and approximately 1.79 percent of the currently registered share capital of Zur Rose Group AG.

- Increase of the conditional share capital for financing and other purposes (agenda item 6)

In order to maintain the financial flexibility of the Company, the Board of Directors proposes in the main proposal that the conditional capital for financing and other purposes is increased by allowing 2,238,927 registered shares being newly issued. The conditional capital proposed in the main proposal pursuant to section 6.1 corresponds to 20 percent of the Company's registered share capital, whereas according to Art. 3d the advanced subscription right when issuing a financial instruments (as proposed by the Board of Directors in agenda item 7) from conditional capital may be restricted or excluded for only 10 percent of the registered share capital, and is thus in line with comparable companies and recommendations of proxy advisors. The same applies with regard to the increase of the conditional share capital to only 10 percent of the registered share capital as proposed in the contingent proposal pursuant to section 6.2. See also the following joint explanatory notes on agenda items 4, 6 and 7.

The shareholders are informed that they can vote in favor of both proposals, because the contingent proposal pursuant to section 6.2 only becomes relevant if the main proposal pursuant to section 6.1 is rejected. In this context, a vote in favor of the main proposal pursuant to section 6.1 also includes a vote in favor of a lower percentage than 20 percent and, thus, takes precedence over a rejection of or an abstention on the contingent proposal pursuant to section 6.2. This is intended to clarify any contradictions.

- Joint explanatory notes on agenda items 4, 6 and 7

By simultaneously proposing the creation of authorized capital (agenda item 4) and an increase in the conditional capital (agenda item 6), the Board of Directors wishes to ensure having the flexibility to use the appropriate financing instrument in each case. In this context, the total number of shares that can be issued or made available from authorized and conditional share capital by restricting or excluding the subscription or advance subscription rights shall in any case remain limited to a total of 10 percent of the currently registered share capital (corresponding to 1,119,463 registered shares). Consequently, the Board of Directors proposes to amend the provision of Article 3d of the Articles of Association accordingly. The extent of this restriction corresponds to those of comparable companies and to the recommen-

dations of voting advisors. Financial instruments already issued remain unaffected. Although these are also partly backed by shares from conditional capital, they have already been issued by today and therefore no longer affect the future powers of the Board of Directors.

- Re-elections of five members and election of the Chairman of the Board of Directors as well as election of a new member of the Board of Directors (agenda item 8)

The majority of the Board of Directors of Zur Rose Group AG is composed of independent members. All members, with the exception of Dr. Thomas Schneider and Prof. Dr. Volker Amelung, will stand for re-election. It is proposed that the remaining five members be re-elected for a further term of office until the conclusion of the next Annual General Meeting. In addition, it is proposed that Walter Oberhänsli, Executive Director and CEO, be newly elected as Chairman of the Board of Directors. Walter Oberhänsli will be succeeded as CEO by Walter Hess, Head Germany of the Zur Rose Group. Chairman of the Board of Directors Prof. Stefan Feuerstein is to assume the office of the Vice Chairman. The brief curricula vitae of the members of the Board of Directors proposed for re-election can be found in the online Annual Report at https://gb.zurrosegroup.com/en > "Corporate Governance".

The Board of Directors also proposes to elect Rongrong Hu as a new independent member of the Board of Directors. The 42-year-old Chinese has lived in Switzerland since 2016 and is an investor focusing on the technology sector. From 2013 to 2018, she worked for eBay, most recently as Sr. Director of Innovation, M&A & Business Development EMEA. Previously, she worked for McKinsey & Company, CITIC Capital and was the founder of various businesses. She graduated with a dual Bachelor's Degree in Telecommunication Engineering and International Economics & Trading from Shanghai Jiaotong University and holds an MBA from Harvard Business School. From the perspective of the Board of Directors, Rongrong Hu, as a proven expert in the e-commerce and tech environment, ideally complements the Board. If all proposed persons are elected, the Board of Directors will be reduced from currently seven to six members and one third will be female.

- Election of the independent proxy (agenda item 10)

The Board of Directors proposes that Buis Bürgi AG, Zurich, is appointed as independent proxy for a term of office until the conclusion of the next Annual General Meeting. The firm is independent and very familiar with the procedures of acting as an independent proxy.

- Compensation (agenda item 12)

The principles governing the compensation of the members of the Board of Directors and the Executive Board are governed by Articles 25, 26 and 27 of the Articles of Association of Zur Rose Group AG. The Articles of Association can be consulted online at www.zurrosegroup.com > "Investors & Media" > "Corporate Governance". Further information on the compensation of the members of the Board of Directors and the Executive Board can also be found in the Compensation Report 2021 at https://gb.zurrosegroup. com/en > "Compensation Report".

- Consultative vote on the Compensation Report 2021 (agenda item 12.1)

The Compensation Report 2021 describes the compensation principles, the governance framework and the compensation system of Zur Rose Group AG. It also contains detailed information on the compensation of the members of the Board of Directors and the Executive Board for the financial year 2021. The Compensation Report complies with the requirements of the Ordinance against Excessive Compensation in Listed Stock Corporations of 20 November 2013 (Ordinance) and with section 5 of the Annex to the Directive on Information Relating to Corporate Governance of the SIX Swiss Exchange of 18 June 2021 (DCG). The vote on the Compensation Report is purely consultative. You can find it online at https://gb.zurrosegroup.com/en > "Compensation Report".

- Approval of the increase of the maximum aggregate amount of the fixed compensation of the Board of Directors for the financial year 2022 (agenda item 12.2)

Since 2017, the individual compensation of the Board of Directors has remained unchanged. Against this background, in 2021, an in-depth review was conducted by a neutral compensation advisor to determine the competitiveness of the Board of Directors' compensation in terms of structure and overall level. For this purpose, a peer group consisting of 23 Swiss companies of similar size in terms of market capitalization, earnings and number of employees was used. The analysis showed that the compensation structure was in line with customary market practice, but the compensation level was significantly below the median compensation (market median). In order to pay an appropriate compensation approved at the Annual General Meeting 2021 by CHF 330,000 to CHF 1,330,000 is approved for the financial year 2022. With regard to this amount it is to be taken into account that it additionally includes relatively significant increase dosts for mandatory pension contributions. In addition, Walter Oberhänsli, as designated Chairman of the Board of Directors, also receives a compensation that was not previously granted to him as Executive Director.

- Approval of the maximum aggregate amount of the fixed compensation of the Board of Directors for the financial year 2023 (agenda item 12.3)

For their work, the members of the Board of Directors receive a fixed basic compensation per term of office (retainer), 70 percent of which is granted in cash and 30 percent in registered shares of Zur Rose Group AG with a three-year lock-up period. The amount of the compensation is not linked to a performance component, and there is no variable compensation. The proposed maximum aggregate amount for the financial year 2023 of CHF 1,330,000 assumes that the six proposed persons will be elected as members of the Board of Directors (and of the Compensation and Nomination Committee) at the Annual General Meeting 2022. The amount consists of the fixed compensation in cash and in shares, the committee fee, social security contributions and a reserve of approximately 5 percent of the expected fixed compensation for 2023. The reserve takes into account various types of unforeseen expenses, compensation adjustments and/or unexpected costs, e.g. taxes contractually owed or immediately payable. For the financial year 2021, the total compensation to the members of the Board of Directors amounted to CHF 937,000.

- Approval of the aggregate amount of the variable compensation of the Executive Board for the financial year 2021 (agenda item 12.4)

For the completed financial year 2021, the proposed maximum aggregate amount of CHF 2,455,000 was calculated for the variable compensation of the members of the Executive Board. This amount comprises a short-term variable compensation in cash of CHF 870,000, a long-term variable compensation in shares of CHF 1,393,000 and pension benefits of CHF 192,000. Two members of the Executive Board receive the cash compensation in EUR. Therefore, the actual payment may differ depending on the exchange rate at the time of payment.

Approval of the maximum aggregate amount of the fixed compensation of the Executive Board for the financial year 2023 (agenda item 12.5)

For the financial year 2023, the proposed maximum aggregate amount of CHF 3,900,000 per financial year, which remains unchanged compared to 2022, is calculated for the fixed compensation of a total of seven members of the Executive Board. This amount consists of the fixed base salary, fringe benefits, pension benefits and a reserve of approximately 10 percent of the expected fixed compensation for 2023. The reserve takes into account various types of unforeseen expenses, compensation adjustments and/ or unexpected costs, such as contractually owed or immediately payable taxes. One member of the Executive Board is paid in EUR. The aggregate amount proposed includes the conversion of the compensation for this member based on the average exchange rate for 2021 of 1 EUR = 1.05 CHF. Exchange

rate fluctuations until the final payment of all compensation elements are not taken into account. For the financial year 2021, a total of CHF 3,799,000 was paid to the eight members of the Executive Board, with one member having had joined the Company only in August (fixed base salary incl. fringe benefits and pension benefits).

Organizational notes

- Representation by the independent proxy

As mentioned above, you may only exercise your voting rights through the independent proxy Fürer Partner Advocaten KlG, Rheinstrasse 16, PO Box 731, 8501 Frauenfeld, represented by Dr. iur. Christa-Maria Harder. The proxy must be granted using the duly completed proxy form enclosed with this invitation or via the electronic platform. Information on how to access the online platform is printed on the proxy form. If you would like to issue specific voting instructions, please use the reverse side of the proxy form or the online platform before the close of instructions on 26 April 2022 at 12:00 pm. In the absence of specific instructions, the independent proxy will vote in favour of the Board's proposals.

All shareholders whose shares are registered in Zur Rose Group AG's share register on 20 April 2022 will be entitled to vote through the independent proxy. From 21 April 2022 to the day of the Annual General Meeting, the share register will be closed for new entries.

- Annual Report

The 2021 Annual Report, which also contains the Compensation Report and the auditors' reports, is available for inspection by shareholders at Zur Rose Group AG's offices at Walzmühlestrasse 60, Frauenfeld. The detailed online 2021 Annual Report was published on 24 March 2022 and can be downloaded at https://gb.zurrosegroup.com/en.

- Queries

If you have any queries about the Annual General Meeting, please contact Lisa Lüthi, Head of Group Communications, telephone: +41 52 724 08 14, email: lisa.luethi@zurrose.com.

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