

Herrliberg, 11 December 2003

## MEDIA INFORMATION

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### EMS Group

- **New EMS Group management organisation from 1 January 2004**
- **Extraordinary general meeting of EMS-CHEMIE HOLDING on 31 December 2003**

On 10 December 2003 Dr. Ch. Blocher was elected to the Swiss Federal Council by the Federal Assembly of Switzerland. Consequently and per 1 January 2004, the date upon which he will assume government office, he will resign as chairman and delegate of EMS-CHEMIE HOLDING as well as from all boards of directors of the EMS Group. The board of directors of EMS has therefore nominated an EMS-CHEMIE HOLDING board of directors adjusted to the new situation, and proposes an appropriate amendment of the boards of directors of the affiliates of which Dr. Ch. Blocher is a member. These changes are of course subject to the approval of an extraordinary general meeting.

#### 1. Board of directors of EMS-CHEMIE HOLDING

As of 1 January 2004 the composition of the board of directors of EMS-CHEMIE HOLDING will be as follows:

Chairman:	<b>Dieter Klug</b> (new)
Deputy chair, delegate:	<b>Magdalena Martullo-Blocher</b> (BoD member since 2001)
Members:	Dr. Hansjörg Frei (on BoD since 1.1.2003) Peter Matter (on BoD since 2000) <b>Albert Reich</b> (new) Dr. Albert Sommerauer (on BoD since 2000)

The board of directors will thus be numerically augmented by the installation of **Messrs Dieter Klug** and **Albert Reich**. Both gentlemen will be proposed for election on the occasion of an extraordinary general meeting of EMS-CHEMIE HOLDING.

As a further new measure in this context, the functions of **chairman** and **delegate** of the board of directors – both currently held by Dr. Christoph Blocher – will become separate offices.

The board committees will also be reorganised. Their composition will be announced on the occasion of the next general meeting.

## 2. New member of the board of directors

**Mr Dieter Klug** is proposed for election as new member of the board of directors. He will assume chairmanship of the board of directors.

**Mr Dieter Klug**, born 1937, has 30 years of management experience in industry, primarily in plastics machine construction and plastics processing. A trained and certified engineer, he successfully filled top management positions in a number of major and medium-sized companies. Most recently, he was in overall charge of holding the positions of president of the executive committee and delegate of the board of directors. He is currently a member of the board of directors of **Netstal-Maschinen AG, Switzerland**. Mr Klug holds German citizenship, and is married with two children. He will pursue his duties on behalf of EMS in addition to other activities (for details refer to the enclosed profile).

**Ms Magdalena Martullo-Blocher**, born 1969, deputy chairman, will also assume the position of delegate of the board of directors (for details refer to the enclosed profile).

**Mr Albert Reich**, born 1943, has been with the EMS Group since 1970. A trained chemical laboratory technician and graduated chemist, Mr Reich has held a number of management posts within the EMS Group. Within the process of granting organisational independence to individual divisions – which are now business units – he developed the EMS-PRIMID business unit into the leading European supplier of weather-resistant PMC hardeners. Mr Reich has been in charge of the EMS Group's largest business unit, EMS-GRIVORY, since 2000. In parallel with the planned augmentation of the Performance Polymers business, this Group business unit will be split into four independent units on 1 January 2004. Management of the four new units will be seen to directly by the board of directors. Mr Reich is Swiss and married with two children. He will perform his duties full time (for details refer to the enclosed profile).

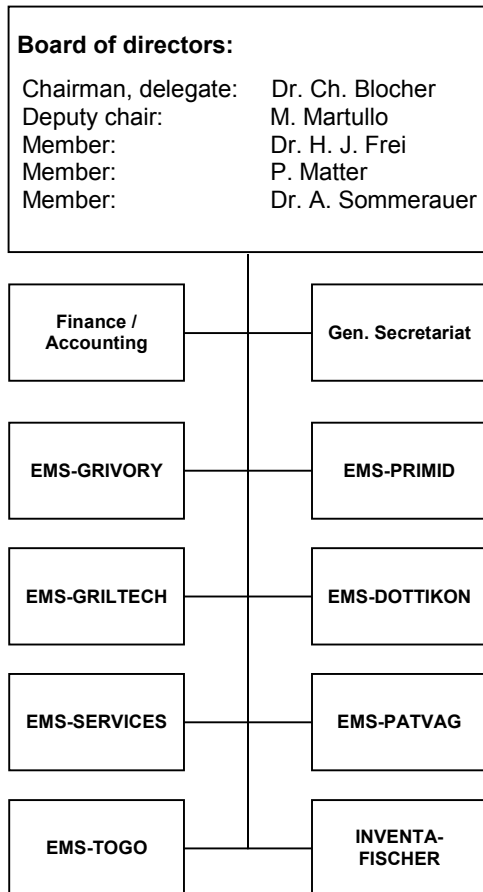
## 3. Extraordinary general meeting of EMS-CHEMIE HOLDING

As the new management organisation requires the approval of the general meeting, EMS-CHEMIE HOLDING will hold an extraordinary general meeting at 10:30 a.m. on 31 December 2003 at the Swissôtel in Zurich. The sole item on the agenda: "elections", i.e. the essential purpose of the extraordinary general meeting is the election of the proposed Messrs Dieter Klug and Albert Reich to the board of directors.

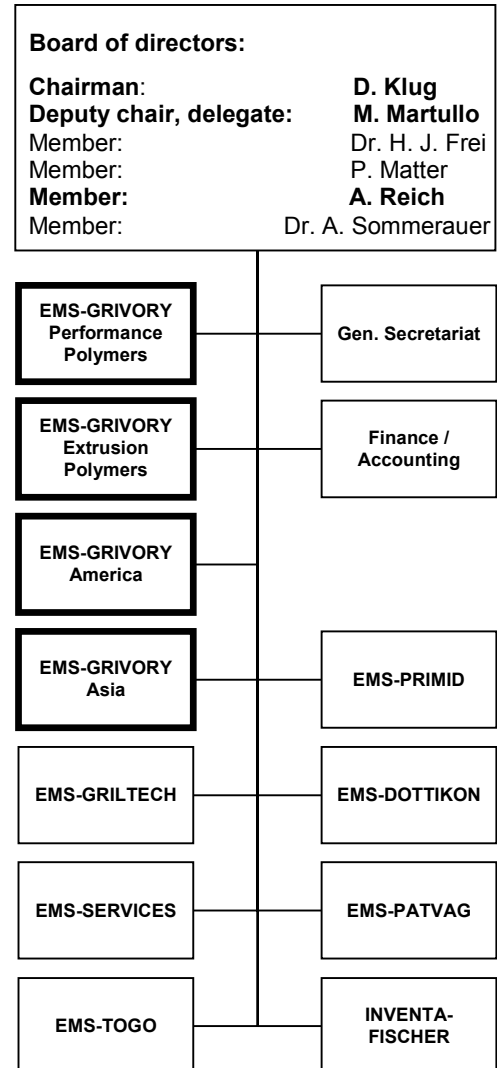
#### 4. New management organisation

The new management organisation as of 1 January 2004 compared with the current organisation:

##### Current management organisation



##### New management organisation



## 5. Outlook

The fourth quarter remains under the influence of sluggish global economic developments, and is still marked by a strong Swiss franc and reticence on the investment front. As previously stated, EMS is confident that end-of-year sales and EBIT will be on the level of the previous year.

The economic outlook for 2004 is, however, more positive, with the USA leading the way. EMS is ready for the upswing. Measures aimed at boosting the Group's strength in the innovation field have been intensified throughout, with the aim of launching new products onto the market. In addition, capacities for higher-margin sales-drive products have been expanded. On the costs side, the cost-cutting drive initiated in the course of the current year is now under way, and will additionally enhance the Group's competitive position.

## 6. Schedule

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|--|---------------------|
| - Extraordinary general meeting  | 31 December 2003    |
| - Financial media / financial analysts conference for the business year 2003 | 13 February 2004    |
| - First-quarter report 2004  | end of April 2004   |
| - Second-quarter report 2004   | end of July 2004    |
| - General meeting 2004   | 14 August 2004      |
| - Third-quarter report 2004  | end of October 2004 |

## 7. Enclosures

Personal profiles: Dieter Klug, Magdalena Martullo and Albert Reich