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The Rieter Group . Sustainability Report

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Dear reader,

2014 was a good year for Rieter: we recorded growth in all key parameters, including rises of 11% in sales and 32% in EBITDA. At the same time we increased our market share. Our success is based not least on an offering of products and services in which the aspect of sustainability is given high priority.

Rieter's sustainability strategy is based on the three pillars of economic, social and environmental sustainability. Rieter aspires to improve continuously in all three areas.

Economic sustainability

Rieter focuses its business activities systematically on the needs of its customers. In fall 2014 the company set itself new priorities for implementing its corporate strategy. Two of these priorities are closely related to sustainability: by boosting our innovative drive we aim specifically to accelerate major innovations, with reduced consumption of resources for yarn production again playing an important role; by expanding the after-sales business we aim to provide even more comprehensive support for our customers in utilising their installations throughout their product life cycle and to ensure their optimum operation.

Rieter has a sound balance sheet and financial resources as well as an equity ratio of 36.5%. In fall 2014 Rieter took advantage of the attractive interest-rate environment to issue bonds in order to secure part-financing of bonds due for repayment in spring 2015. This significantly reduced the cost of financing these bonds.

Social sustainability

One of the priorities in 2014 was once again reducing the number of accidents. The number of work-related accidents was again reduced significantly compared to the previous year: in 2013 there were twelve cases, in 2014 only eight cases per million working hours. We have thus taken further encouraging strides toward achieving our target of eliminating work-related accidents entirely.

Environmental sustainability

Rieter strives for the continuous improvement of environmental footprint and energy efficiency throughout the value chain. For example, in 2014 we reduced water consumption relative to sales by some 25%. Rieter traditionally keeps a close eye on the energy consumption of its products. The successes achieved by its many years of optimization efforts are certainly impressive:

A spinning mill currently consumes some 173 kWh in producing yarn for 1 000 T-shirts on Rieter's rotor spinning system. In 1987 the yarn for only 550 T-shirts could be produced with the same amount of energy. In other words, Rieter has reduced the energy consumption of the rotor spinning system by 45%. Various technical innovations were responsible for this, such as an efficient vacuum system with intelligent filter cleaning, energy-saving air bearings for the rotors, and modern, energy-saving motors and inverters.

Reducing energy consumption is an integral element of our innovation efforts. It stimulates us to continue making improvements in this field and to our customers' satisfaction. We will be presenting further advances in this field at the ITMA in Milan in November 2015.

1). Way (

Dr. Norbert Klapper Chief Executive Officer

The Rieter Group

Rieter is the world's leading supplier for textile machinery and components used in short-staple fiber spinning. Based in Winterthur (Switzerland), the company develops and manufactures systems, machinery and technology components used to convert natural and manmade fibers and their blends into yarns.

Rieter is the only supplier worldwide to cover spinning preparation processes as well as all four final spinning processes currently established on the market. With 18 manufacturing locations in ten countries, the company employed a global workforce of some 5 000 in 2014, about 24% of which is based in Switzerland.

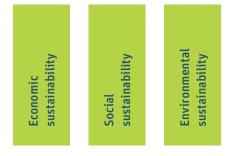
Rieter is a strong brand with a long tradition. Since it was established in 1795, Rieter's capacity for innovation has been a powerful driving force for industrial progress. With a global sales and service organization and a strong presence in the emerging markets of China and India, Rieter fulfills important prerequisites for achieving future growth. For the benefit of shareholders, customers and employees, Rieter aspires to achieve sustained growth in enterprise value. Rieter aims to achieve this by means of a continual increase in sales and profitability, primarily through its own resources, but also through cooperation and acquisitions.

Until December 31, 2014, the company consisted of two business units: Spun Yarn Systems and Premium Textile Components. Since January 1, 2015, the group has consisted of the following three business units: Machines & Systems, After Sales and Components.

Sustainability strategy

Basis

Rieter's sustainability reporting is based on three pillars:



Rieter's "Values and Principles" reflect the group's commitment not only to ambitious business targets, but also to environmental and social responsibility. Since 1997 Rieter has adhered to environmental and safety principles as an integral component of its corporate strategy. In addition to a prudent attitude to the environment and natural resources, Rieter's commitment also includes risk management as well as the responsible leadership and development of personnel. Products and manufacturing processes must comply with strict environmental compatibility requirements and the highest safety standards for customers and employees as well as neighbors at its production sites.

Rieter's environmental and safety guidelines cover the group's entire value-adding process. Rieter strives for the continuous improvement of environmental compatibility and energy efficiency throughout the value chain. Development and production processes and infrastructure are continuously monitored and optimized, with priority given to the development of eco-efficient products and services.

Economic sustainability

The basic values governing the Rieter Group's business activities are summarized in the three overriding objectives of its corporate principles:

Delight your customers Fight for profits Enjoy your work

Rieter is successful as a company if it exceeds its customers' expectations, if it generates long-term value for its shareholders, and if its employees are enthusiastic in their commitment.

Rieter is committed to creating value for all the group's stakeholders. Its sustainability strategy forms an integral part of its business strategy.

Customers

Rieter's business activities are consistently aligned to the needs of its customers.

Customer loyalty and satisfaction are a decisive success factor for Rieter. We strive for long-term partnerships based on mutual trust and respect.

With innovative technologies, dependable products and excellent services, Rieter provides customers with solutions that contribute in turn to their success. Our comprehensive expertise in production processes from fiber to yarn and along the entire textile value chain is an important competitive advantage in this context. We develop our products further together with our customers, thus enhancing customer benefits. Our service offering supports customers throughout the lifetime of the products.

Suppliers

Suppliers are our partners. Together with them we continuously improve the quality and costing of bought-in materials and components. We attach great importance to active support from our suppliers in the innovation process, and we respect our partners' intellectual property rights. We strive for long-term cooperative relationships characterized by mutual respect and joint commitment to addressing business challenges. We also expect all our suppliers to adhere to our Code of Conduct.

Investors

Rieter fosters open, transparent dialog with investors. Its reporting aims to present a comprehensive and accurate picture of the company's targets and development. This is intended to ensure that Rieter is fairly valued, enabling the company to minimize the cost of capital and bolster its reputation and positioning on the capital market. In addition to semi-annual financial reporting, the group makes regular presentations at banking and investors' conferences and meets with Swiss and foreign fund managers and financial analysts. Rieter holds an annual event for business media and financial analysts to provide in-depth background information and explain technological innovations and medium- to long-term development prospects for the textile machinery and components business.

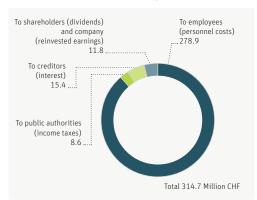
Rieter has more than 6 500 registered shareholders in numerous countries worldwide. Shareholders with more than 3% of the total share capital are listed on Rieter's website at http://www.rieter.com/en/rieter/investorrelations/largest-shareholders/. As far as the company is aware, three shareholders held more than 3% of the share capital of Rieter Holding Ltd. on December 31, 2014.

Value-added statement

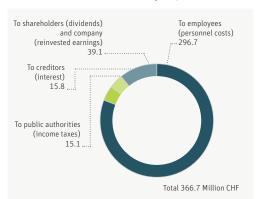
The value added by Rieter corresponds in principle to corporate output less third-party inputs. It is calculated as EBIT plus personnel costs and financial income. The following charts indicate the distribution of our value added among the different stakeholders.

Value added by Rieter increased from 366.7 million in 2013 to 395.4 million CHF in 2014, mainly as a result of higher sales. The largest share (78%) accrued to our employees in the form of remuneration and social security payments. About 3% of value added was used for interest payments to our creditors, in particular our bondholders, and 5% for taxes paid to the communities in which our group companies are located; this corresponds to a tax rate of 26%. The remaining value added was at the disposal of our shareholders for retention of income or distribution of dividends.

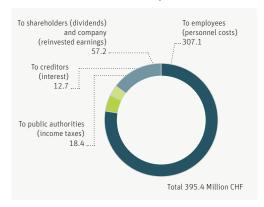
Value-added statement in Million CHF, 2012



Value-added statement in Million CHF, 2013



Value-added statement in Million CHF, 2014



The Rieter Group . Sustainability Report



Social sustainability

Personnel policy

Employees

Rieter's success is founded on the know-how and commitment of its employees as well as their flexibility and loyalty. We support them by providing appropriate workplaces and equipment, and with diverse opportunities for further development. We train future generations of management in-house and seek to fill as many executive positions as possible from within the company. We ensure management continuity through systematic global succession planning while at the same time offering attractive career prospects.

Rieter offers suitably graded, demanding assignments in an international, challenging and multicultural working environment, in conjunction with a market-oriented, performance-based remuneration policy.

The performance and potential of each employee are assessed in annual employee appraisal interviews, during which further development possibilities are also discussed. More than 250 employees and line managers worldwide were systematically involved in succession planning in the context of the global "Performance Management Process" in 2014 (compared to 260 in 2013). Interviews are also held with all employees at the various levels in the individual Legal Units. The findings from these are incorporated in "local" succession planning.

Leadership

We encourage entrepreneurial attitudes and action at all levels, and delegate authority with the appropriate responsibility to lower hierarchical levels; this increases the company's flexibility. We place confidence in our employees and in return expect them to adhere to agreements and show a willingness to engage

in the comprehensive exchange of information. We call for exemplary conduct, especially by executive staff.

We encourage teamwork with clearly defined accountability. We attach importance to recognizing our employees' potential and ensuring that they are employed in the right place. In this way we create a working atmosphere in which employees are enthusiastically committed to our customers.

Responsibility

Rieter is committed to social responsibility, which is an inherent element of sustainable development. This is applicable both at the global level and also in the local environment of our different locations. We do our utmost to promote positive cooperation with government agencies and employee representatives.

Equal opportunity, fair play and integration, in conjunction with tolerance and respect, are important principles for us. We reject any form of discrimination.

Rieter revised the Code of Conduct in 2014. It is now not only binding for all our employees, but also should be adhered to by our business partners, such as agents and external consultants.

Employees have been informed about and briefed on the revised Code of Conduct at all sites and during the global management meetings. Rieter also provides an e-learning tool for the Code of Conduct. The Code of Conduct forms an integral part of the Performance Management Process and the Rieter Compliance Program.

Workforce and geographical distribution

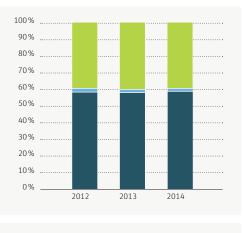
Rieter increased the number of full-time employees (excluding temporary personnel) to 5 004 in 2014, compared to 4 793 in the previous year.

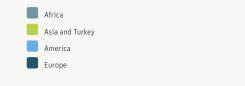
The geographical distribution of workplaces was more or less unchanged from 2013, following completion of the expansion of the plants in China at the end of 2014. The vast majority of employees are based in Europe (59%) and Asia (39%).

Age distribution

Rieter's workforce is evenly distributed in terms of age. Rieter has a large number of apprentices among its workforce; employees under 30 years of age are therefore also well represented (23%). Age distribution was little changed in 2014 compared with previous years.

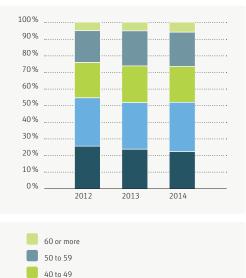
Geographical distribution





Age distribution

30 to 39 Below 30



Gender distribution

Female employees represented 19% of the total workforce in 2014, a slight increase on the previous year (18%).

Female representation at the top four management levels was 10% in 2014. As a result, there has been a gradual rise in the proportion of females employed at these management levels since 2012 (8%).

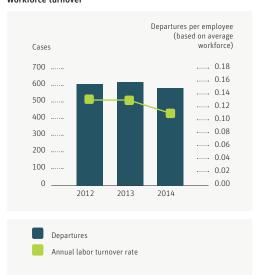
Workforce turnover

Since the textile machinery business is subject to pronounced market cycles, Rieter's workforce fluctuation rate varies widely from year to year. Fluctuation rates also diverge widely by region. The fluctuation rate for 2014 was 10+%, a sharp reduction in comparison to the previous year (13%).

Gender distribution



Workforce turnover



Social sustainability

Education and training

By tradition, employee education and training has high priority at Rieter. The experience and know-how required of employees in this sector of industry to guide Rieter successfully into the future focus on its global activities. We therefore invest in the continuous further development of our employees and management personnel both in Europe and in Asia (China and India). The programs launched in recent years continuously improve the professional qualification of employees and help to enhance the quality of Rieter's products and services.

Vocational training

In order to continue to meet customers' high expectations in terms of product quality in future, we invest heavily in vocational training.

Rieter's long-standing apprenticeship training tradition continued unchanged in Switzerland and in Germany in 2014. For example, finalyear apprentices in Switzerland once again attended the annual training week in October. "Creative Solutions", the apprentices' company within Rieter, has been managed by four apprentices since 2002 and has met with considerable interest in the region as a model for future-oriented vocational training, providing apprentices at Rieter a broader perspective than would otherwise be possible. Former apprentices from Europe were again offered assignments in China and India during 2014. During the course of their six-month stay they trained local employees, established processes and provided support for various projects. This program enables employees to gain experience in foreign countries and cultures at a young age.

In China and India the basic training programs launched in 2011 were continued and expanded. In 2014 Rieter was able to incorporate the experience accrued from previous years in the programs in both countries and consequently, in comparison to the previous year, increase the number of attendees in China to 31 and maintain the level of attendance in India at 59.

Further training (personnel development)

In 2014 Rieter offered all employees an extensive range of internal and external further training courses covering all areas and jobs Whereas further management training in 2012/2013 focused heavily on China and India, this type of training was given equal priority in all regions in 2014. Health and occupational safety was an important training theme in this context. The emphasis in technical training was on the production process, research & development and quality, while the main themes in management training were personnel management and leadership qualities.

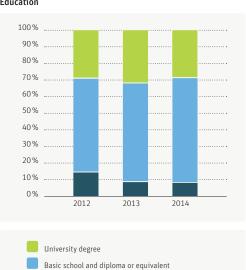
Education

91% of Rieter's employees hold a professional diploma or a university degree.

Training time

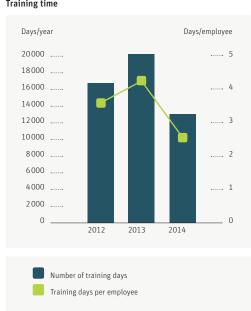
Following the completion of the extensive IT projects, for which additional training was required, training time per employee in 2014 converged to the long-term average of 3 days.

Education



Training time

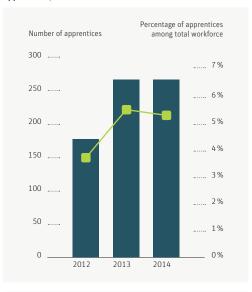
Basic school



Number of apprentices and trainees

Rieter has employed large numbers of apprentices for many years. In 2014 there were 267 apprentices (compared to 266 in 2013), accounting for more than 5% of the total Rieter workforce (5.5% in 2013).

Apprentices/Trainees



Number of apprentices and trainees (from 2013: incl. India and China)

Percentage of apprentices among total workforce

Social sustainability

Occupational health and safety

The programs that have been systematically introduced in the fields of environment and occupational safety are now proving to have a significant impact. With the new organizational structure, there has been a lively exchange of experience among specialists over recent years. Global directives and standards have been revised and various local improvement projects in the field of occupational safety have been initiated and implemented.

Locally, responsibilities at all levels have been defined more clearly, workplace analyses stepped up and, for example, lighting in critical areas has been improved.

Reference was specifically made and attention paid to the quality and utilization of personal protection equipment (PPE). In particular, training at the workplace addressing accident prevention, risk awareness and workplace safety had a positive impact, and employees' appreciation of risk has been enhanced. In addition, global targets in the field of environment and occupational safety have been drawn up annually since 2012, with corresponding analysis of parameters. Since 2014 these parameters have been analyzed more thoroughly by Rieter production departments worldwide and systematically discussed at management meetings. This has enabled awareness of safety issues to be further enhanced.

The combination of all of these initiatives launched over recent years has led, among other things, to a further sharp drop in the number of work-related accidents resulting in lost working days as a proportion of total working hours. Encouragingly, the targets set for occupational safety in 2014 were achieved.

The programs introduced will be continued in 2015, so that the number of accidents can be further reduced in all units. Besides investing in safety equipment, special emphasis is placed on the level of behavior and the creation of awareness in employees of all ranks.

Risk audits

Rieter has had a well-established risk control audit system covering all locations worldwide since 2003. In addition to standard property insurance risks such as fire and natural hazards, business interruption, occupational safety and environmental risks are also analyzed and appropriate recommendations made to the management of the sites. In this connection the corporate risk and insurance management team conduct regular audits together with an external partner, and monitor the internal implementation of recommendations. This has resulted in a much improved risk situation at all Rieter sites.

Rieter EHS Minimal Procedure Requirements Rieter has compiled clearly defined "Environment, Health and Safety Minimal Procedure Requirements" which have provided Environment, Health and Safety officers with a basis for their work for some years. These minimum requirements, which apply at a global level, were amended in 2014 and will be introduced in 2015.

Training with respect to these new guidelines will be provided worldwide in 2015 to ensure a uniform understanding of the objectives at all sites.

Certified management systems

15 Rieter plants were certified for compliance with ISO 9001, one for compliance with ISO 14001 and one for compliance with OSHA 18001 in 2014. 91% of all Rieter employees work in an ISO 9001 certified plant. Additionally, two plants are certified for compliance with ISO 50001, with one plant fulfilling the requirements of a simplified version.

	2012	2013	2014
ISO 9001 (locations)	15	15	15
% of workforce	90%	91%	91%
ISO 14001 (locations)	1	1	1
OSHA 18001 (locations)	0	0	1

Rieter does not plan to certify all plants to ISO 14001 and OSHA 18001, but nevertheless seeks to manage them according to these standards. This is also checked and ensured, for example, by conducting in-house risk assessments during the risk audits.

Occupational accidents and accident rate

The increased focus on training in occupational safety in recent years at Rieter is showing positive results. Rieter was thus able once again to reduce the number of accidents worldwide in 2014 to 88, a considerable decline from the 199 cases in 2013 and 188 accidents recorded in 2012. Rieter has thus been able to reduce the number of occupational accidents with lost days by just under 45% since 2012 to 8 per million working hours. Rieter is continuing systematically to pursue the target of zero occupational accidents.

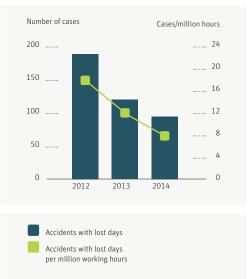
Number of work-related fatalities

Rieter has recorded no work-related fatalities in recent years.

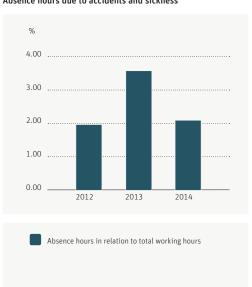
Absenteeism due to occupational accidents or sickness

In 2014 the absentee rate due to sickness or accidents was 2.11% of total working hours (compared to around 3.62% in 2013). This rate is thus once again at the low level recorded in 2012.

Occupational accidents



Absence hours due to accidents and sickness



Occupational health management

Rieter continued the various existing occupational health management initiatives and also launched new ones in 2014. Rieter aims to continue taking short-, medium- and long-term measures to promote the health and well-being of employees at the workplace.

The measures introduced (occupational health management, training courses, standardization of absence monitoring and system-supported absence management) have had a positive impact on absence rates and productivity. They form part of the further training program. The various events focus on imparting knowledge, management development, prevention and rehabilitation. Reducing absentee rates, preventing occupational accidents and strengthening management capabilities are only three of the challenging targets in this area.

Occupational health management also offers employees at individual sites a large amount of information on various themes, such as preparing for retirement.

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Social responsibility

Soziale Verantwortung

Rieter has traditionally taken its social responsibility in the communities where its plants are located and toward employees very seriously. In Switzerland Rieter is engaged through the Johann Jacob Rieter Foundation in the fields of art, culture, education and charitable causes. In India Rieter supports projects in education and medical care through the Rieter Abhiyan Charitable Trust.

Cooperation with employee representatives worldwide is fundamentally important to Rieter. At the European level this is with the European Works Council, and at the national level directly with the relevant employee representatives and trade unions in the individual countries.

Social commitment

As an employer, Rieter provides support for its employees in their voluntary commitments in associations and social services or in political bodies.

Rieter is a member of various industrial associations and is actively involved with the various committees depending on the field of activity.

Environmental sustainability

Product development

Reducing the consumption of resources is a major concern for Rieter. Rieter not only strives continuously to make its own manufacturing operations more energy-efficient, but is also working constantly on the product and process optimization of its machinery and components to enable customers' consumption of resources in their spinning mills also to be reduced. Minimum environmental pollution, higher energyefficiency, optimal utilization of raw materials – Rieter recognized all these sustainability factors long time ago and takes full account of them in product development.

Rieter is the only supplier worldwide to cover fiber and spinning preparation processes as well as all final spinning processes currently established on the market. This expertise along the entire value chain enables Rieter to optimize processes and machine settings to meet overall individual customer needs.

Rieter is now a partner in the Blue Competence sustainability initiative Rieter's actions to ensure sustainability fulfill the criteria of the VDMA's Blue Competence sustainability initiative. Since October 2014 Rieter has been a Blue Competence partner, demonstrating that both its own production facilities and the spinning machines it develops are environmentally compatible.



Partner of the Engineering Industry
Sustainability Initiative

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Environmental sustainability

Reporting

Rieter collects all data relevant to sustainable corporate management in the SEED (Social, Economic and Environmental Data) database. These data are analyzed monthly and annually and also provide the basis for the sustainability report.

Environmental sustainability

Environmental data

The main facts and figures of environmental relevance regarding Rieter's worldwide activities are set out below. They refer to the years 2012 to 2014.

Since 2012 Rieter has specified a reduction target for energy consumption at all business units and a reduction target for CO2 emissions per employee worldwide.

The diagrams indicate the positive results for specific energy consumption achieved by Rieter. As also in the area of occupational safety, various improvement projects in the area of the environment were initiated and implemented at local level, for example concerning energy efficiency of buildings, heat recovery, compressed-air leakage detection and replacement of energy-intensive lighting equipment. One notable example here is the heat recovery system for Rieter's powder coating facility in China.

Also for 2015 Rieter has set an energy consumption reduction target for all business units and a new CO2 emission reduction target per employee.

Energy consumption

Overall energy consumption in 2014 increased by a mere 500+ MWh compared to the previous year to just under 134 000 MWh. Pleasingly, energy consumption relative to sales declined by almost 8% to 0.12 MWh / 1 000 CHF. Energy consumption per employee was maintained at the same low level as in 2013.

Energy consumption

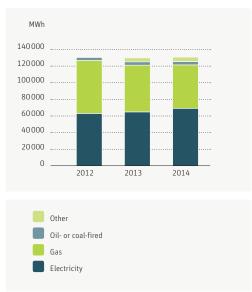


Energy mix

Rieter's energy needs.

Electricity and gas were the main sources of energy for the company's needs in 2014, accounting for 93% of total energy consumption. Electricity's share rose to 53%, while that of gas declined to 40%. Fuels including oil and coal were (in roughly equal amounts) the other sources covering

Energy source mix



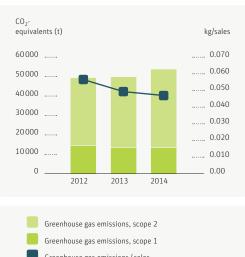
Greenhouse gas emissions and acidification

Greenhouse gas emissions, reported in metric tons of CO2 equivalents, comprise emissions generated directly by Rieter production plants. They arise either from fuel combustion (scope 1 emissions) or from electricity generation by power utilities in countries where Rieter operates (scope 2 emissions). In 2014 absolute CO2 emission figures were slightly above the level of the previous two years due to the increase in sales, while emissions relative to sales were reduced by a further 5%.

Acidification (SOx equivalents)

Absolute SOx emissions in 2014 were 1% lower than in the previous year. SOx emissions relative to sales decreased by an excellent 15% to 0.012 kg / CHF 1 000.

Greenhouse gas emissions





Acidification



Water consumption

Water is used mainly for cooling or for sanitation and cleaning purposes. Wherever possible, closed-loop systems are used in order to reduce water consumption.

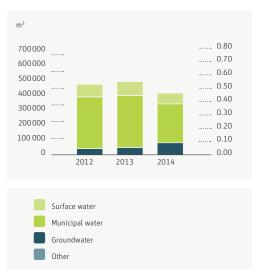
Absolute water consumption in 2014 amounted to some 374 000 m 3 , 16% less than in 2013. Water consumption relative to sales declined by some 25% and per employee by almost 3% in 2014.

Most of the water used in 2014 (approx. 63%) was taken from municipal supplies, whereas the combined share of groundwater and surface water amounted to 37%.

Water consumption



Water consumption by source



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Waste and recycling

The volume of waste relative to sales decreased by 5% to 11.25 kg/1 000 CHF. The volume of waste generated at the Rieter sites increased by 6% in absolute terms.

Waste and recycling



Examples of sustainable projects in 2014

Total success is equal to the sum of individual successes

For generations, Rieter development staff have taken the design principles of energy optimization into account for every product line and have made use of them in the machine concepts (see Figure 1). Depending on the total share of each product line in the yarn manufacturing process, the success of energy reduction has to be weighted differently. With regard to energy consumption in manufacturing a yarn, first place is occupied by the final spinning machines, followed by the card and the comber. Therefore, the reduction of 80% in the card's energy consumption over the generations is a significant step toward environmentally-friendly yarn production.

Figure 1: Each contribution to reduced energy consumption per product line increases the overall response of the entire Rieter system

Product line	Product (Year)		Reduction of energy consumption [%] based on kWh/kg	
Card	C4 (1990)	C70 (2014)	80%	
Comber	E 7/6 (1988)	E 80 (2012)	34%	
Ring Spinning Machine	G 30 (1998)	G 36/32 (2013)	27 %	
Compact Spinning Machine	K44 (2001)	K46 (2013)	28 %	
Semi-automatic Rotor Spinning Machine	BT 903 (1998)	R35 (2013)	37 %	
Automatic Rotor Spinning Machine	R1 (1995)	R60 (2011)	35 %	

Long-standing experience with integrated installations pays off

For decades, Rieter has been recording and optimizing the energy consumption of its spinning systems. For example, the energy consumption of a Turkish customer's Rieter spinning installation producing Ne 30 combed cotton warp yarn records a 35% reduction in energy consumption since 1971 (Figure 2).

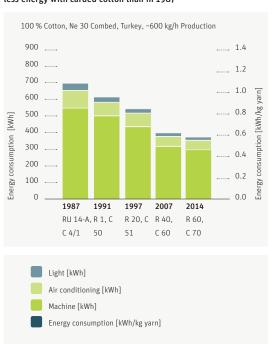
Rieter also has data on total energy consumption for rotor spinning technology. A 45% reduction in energy consumption for the whole plant has been achieved since 1987 (Figure 3). This is an impressive development in energy saving for an integrated Rieter rotor spinning plant over the generations.

Figure 2: Rieter's current ring spinning system consumes 35 % less energy with combed cotton than in 1971



Rieter's current ring spinning system consumes 35% less energy with combed cotton than in 1971.

Figure 3: Rieter's current rotor spinning system consumes 45 % less energy with carded cotton than in 1987



Rieter's current rotor spinning system consumes 45% less energy with carded cotton than in 1987.

All statements in this report which do not refer to historical facts are forecasts for the future which offer no guarantee whatsoever with respect to future performance; they embody risks and uncertainties which include – but are not confined to – future global economic conditions, exchange rates, legal provisions, market conditions, activities by competitors and other factors which are outside the company's control.

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