

Executive Salary Reporting – Senior Management (Board of Directors)

in CHF (previous year in grey)

	Chairwoman	Board (8 members, excluding chairwoman)	
		Total	Average
Level of activity			
(percentage of time spent on function)	55 %		BoD 10% IC 20% FOC 10%
Remuneration			
Meeting attendance fee	84 000	328 000	41 000
	81 000	289 000	41 286
Cash payments for compensation of special tasks	53 800	21 550	2 694
	40 900	23 450	3 350
Other expenses (travelling expenses, accommodation, board and representation)	–	–	–
	1 139	27 681	3 954
Other contractual terms			
Post-employment benefits	–	22 485	2 811
Severance compensation	–	–	–

Executive Salary Reporting – Executive Board (CEO and Department Heads)

in CHF (previous year in grey)

	CEO	Members of the Executive Board (2 members without CEO)	
		Total	Average
Remuneration			
Fixed part (salary)	298 758	465 400	232 700
	295 800	454 404	227 202
Cash payments for compensation of special tasks	–	–	–
	–	–	–
Cash payments (justified by function or labour market)	–	–	–
	–	–	–
Bonuses (variable salary part)	48 814	60 509	30 255
	57 094	58 875	29 438
Other expenses	600	1 200	600
	840	1 680	840
Other contractual terms			
Post-employment benefits	Management plan	Management plan	–
Severance compensation	–	–	–