

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 15%
			IC 20%
			FOC 10%
Remuneration			
Meeting attendance fee	84 000	319 500	39 938
	84 000	328 000	41 000
Cash payments for compensation of special tasks	63 100	53 800	6 725
	53 800	21 550	2 694
Other contractual terms			
Post-employment benefits	–	10 775	1 347
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	471 400	235 700
	298 758	465 400	232 700
Cash payments for compensation of special tasks	–	–	–
	–	–	–
Cash payments (justified by function or labour market)	–	–	–
	–	–	–
Bonuses (variable salary part)	44 808	56 376	28 188
	48 814	60 509	30 255
Other expenses	600	1 200	600
	600	1 200	600
Other contractual terms			
Post-employment benefits	Management plan	Management plan	–
Severance compensation	–	–	–