

## Executive Salary Reporting – Senior Management (Board of Directors)

in CHF (previous year in grey)

	Chairwoman	Board (7 members, excluding Chair)	
		Total	Average
<b>Level of activity</b>			
(percentage of time spent on function)	55 %		BoD 15%
			IC 20%
			FOC 10%
<b>Remuneration</b>			
Meeting attendance fee	85 500	261 500	37 357
	84 000	319 500	39 938
Cash payments for compensation of special tasks	53 850	46 928	6 704
	63 100	53 800	6 725
<b>Other contractual terms</b>			
Post-employment benefits	–	1 919	274
Severance compensation	–	–	–

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

in CHF (previous year in grey)

	CEO	Members of the Executive Board (3 members* without CEO)	
		Total	Average
<b>Remuneration</b>			
Fixed part (salary)	298 758	656 550	218 850
	298 758	471 400	235 700
Cash payments for compensation of special tasks	–	–	–
	–	–	–
Cash payments (justified by function or labour market)	–	–	–
	–	–	–
Bonuses (variable salary part)	54 770	85 900	28 633
	44 808	56 376	28 188
Other expenses	600	1 200	400
	600	1 200	600
<b>Other contractual terms</b>			
Post-employment benefits	Management plan	Management plan	–
Severance compensation	–	–	–

\* The Executive Board was expanded from three to four members in April 2022.