

Executive Salary Reporting – Senior Management (Board of Directors)

in CHF (previous year in grey)

	Chairwoman	Board (7 members, excluding Chair)	
		Total	Average
Level of activity			
(percentage of time spent on function)	55 %		BoD 15%
			IC 20%
			FOC 10%
Remuneration			
Meeting attendance fee	77 500	245 875	35 125
	85 500	261 500	37 357
Cash payments for compensation of special tasks	79 700	47 897	6 842
	53 850	46 928	6 704
Other contractual terms			
Post-employment benefits	–	–	–
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
Remuneration			
Fixed part (salary)	305 229	747 945	249 315
	298 758	656 550	218 850
Cash payments for compensation of special tasks	–	–	–
	–	–	–
Cash payments (justified by function or labour market)	–	–	–
	–	–	–
Bonuses (variable salary part)	89 625	161 188	53 729
	54 770	85 900	28 633
Other expenses	600	1 800	600
	600	1 200	600
Other contractual terms			
Post-employment benefits	Management plan	Management plan	–
Severance compensation	–	–	–