

Organisation and Personnel

Legal basis

The Federal Council appoints the SERV Board of Directors (BoD) for a term of four years; a new term of office commenced in 2024. The BoD is composed of seven to nine members, taking appropriate consideration of social partners (Art. 24 SERV Act [SERVG]). It is the supreme management and control body of SERV. Its tasks are outlined in Art. 24 SERVG and explained in more detail in SERV's internal rules of procedure (RP).

The CEO is elected by the BoD. He manages and organises SERV and represents it externally. His tasks are defined in Art. 25 SERVG and further outlined in the SERV RP.

Board of Directors

The Board of Directors (BoD) appoints from among its members an Insurance Committee (IC; Chair: Barbara Hayoz) and a Finance and Organisation Committee (FOC; Chair: Christoph Meier-Meier). The BoD held six meetings in 2024 and also met in camera. The IC met 13 times and the FOC four times.

Members of the Board of Directors

* Members of the Insurance Committee

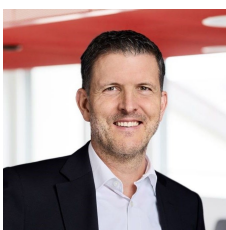
** Members of the Finance and Organisation Committee



Barbara Hayoz*, business economist, EMBA,
(Chairwoman)

is a self-employed management consultant as well as a chair and board member of various institutions. She served as full-time finance director and deputy mayor of the city of Berne.

[Download CV](#)



Christoph Meier-Meier**, business economist HWV,
(Vice Chairman)

is CEO and partner at NEWTAG Communication AG. Prior to this, he worked in various positions at Bühler AG in Uzwil (St. Gallen), including ten years as Head of Financial Services.

[Download CV](#)



Luca Albertoni*, lawyer,

is director of the Chamber of Commerce and Industry of the Canton of Ticino. He is also a member of the board of the Swiss Employers' Association, as well as Chairman of the Ticino section of "ICT-Berufsbildung Schweiz".

[Download CV](#)



Claudine Amstein**, lawyer,

is an independent consultant. She was director of the Chamber of Commerce and Industry of the Canton of Vaud (CVCI) for 17 years, and has many years' experience in trade associations at the cantonal and inter-cantonal level. She has held a number of political offices in her home canton and is also a board member of various institutions.

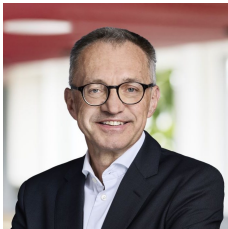
[Download CV](#)



Claire-Anne Dysli Wermeille**, lawyer,

is head of the legal department at Chiquita and the Group's Corporate Secretary. She began her career at ABB and Alstom in Baden. After holding various positions in the legal department at Logitech, she worked as head of legal affairs for several watchmaking companies within the Swatch Group.

[Download CV](#)



Burkhard Huber*, business economist, **KSZ Zug**,

worked in the banking business for four decades, including 30 years spent with UBS. He held various management positions in corporate banking for Swiss and foreign companies, including in the area of trade finance.

[Download CV](#)



Peter Jenelten*, **Dipl. El.-Ing., ETH Zurich**,

was a member of the Group Executive Board of Stadler Rail AG from 2000 to 2019, and was responsible for sales and marketing. He previously held various managerial positions at ABB and Adtranz. He now holds several board mandates for SMEs in Switzerland and abroad.

[Download CV](#)



Ruedi Noser*, business economist,

has been a member of the National Council, the Council of States and the Economic Affairs and Taxation Committee (EATC). He has served as Foundation Board President of Switzerland Innovation, and was for many years the President of Young Enterprise Switzerland. In addition, he has held the role of President at both Swiss Engineering and ICT Switzerland.

[Download CV](#)

**Reto Wyss**, MSc Economics,**

is Central Secretary of the Swiss Federation of Trade Unions (SGB), which he also represents in the EFTA Consultative Committee, the Reka BoD and the board of Solidar Suisse.

[Download CV](#)

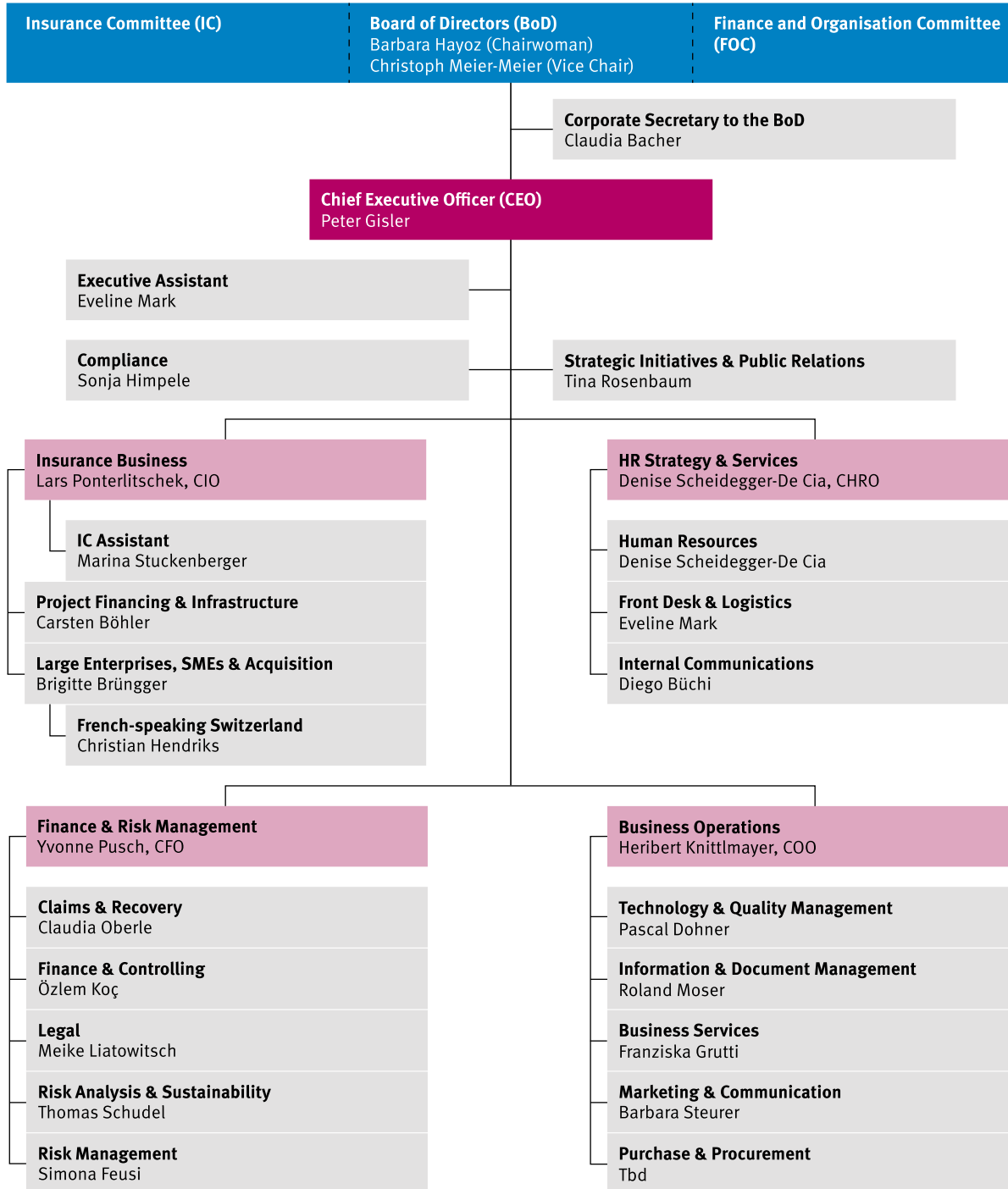
**Chief Executive Officer****Peter Gisler, Swiss-certified banking expert,**

has been Chief Executive Officer at SERV since 1 January 2017. Prior to that, he held senior positions at Aargauische Kantonalbank, at ABB Switzerland and at ABB Group Holding.

Auditors**KPMG AG**

Badenerstrasse 172
8036 Zurich

Organisation



Member of the Management Board

As of 31 December 2024

Denise Scheidegger-De Cia was elected to the BoD by the Executive Board with effect from 1 January 2024. She thereby completes the previously four-member Executive Board as Chief Human Resources Officer (CHRO).



The Executive Board: Lars Ponterlitschek (CIO), Denise Scheidegger-De Cia (CHRO), Heribert Knittlmayer (COO), Peter Gisler (CEO) and Yvonne Pusch (CFO), from left to right.

Vested interests and conflicts of interest

SERV's Board of Directors is guided in its activities by the goal of sustainable corporate management. Its decisions take into account the interests of the Swiss Confederation, clients, employees and other stakeholders. To this end, the Board of Directors ensures effective and transparent corporate governance, characterised by clearly assigned responsibilities and based on recognised standards. In particular, SERV complies with the recommendations of the Swiss Code of Best Practice for Corporate Governance of Economiesuisse, the umbrella organisation of the Swiss economy.

SERV's principles and rules on corporate governance are set out primarily in the SERV Act (SERVG), the SERV Ordinance (SERV-V), the SERV Rules of Procedure and the competence diagram. Particular attention is given to the Code of Conduct adopted by the Board of Directors. The Code expressly commits SERV to comprehensive integrity and compliance with the law and all other external and internal regulations. SERV expects its employees to take responsibility for their actions, to show consideration for people, society and the environment, to comply with applicable rules, to act with integrity and to report violations of the Code of Conduct.

SERV and its employees are required to comply at all times with the legal provisions on official secrecy (Art. 320 of the Swiss Criminal Code) and data protection to ensure the confidentiality of all information received from clients and business partners as well as of internal data. This is supported where necessary by additional measures such as employee training.

Members of the Board of Directors are obliged to report their vested interests when they are elected and to report any relevant changes during their term of office without delay.

Directors are required to manage their personal and business affairs in such a way that conflicts of interest are avoided wherever possible and to undertake the necessary measures to do so. Should a conflict of interest nevertheless arise, the member concerned shall immediately inform the Chairwoman or the Vice Chairman of the Board of Directors so that they can notify the Board of Directors. The members of the Board of Directors and the Chairwoman are obliged to recuse themselves from any business that may conflict with their own interests or the interests of natural or legal persons close to them.

In line with best practice regarding the conduct of directors under the compliance requirements and in particular the Code of Conduct, directors are required to make an annual declaration of integrity and loyalty.

The Board of Directors receives regular internal training on topics relevant to the company and is kept abreast of how to deal with vested interests.

Auditors

The auditors of SERV are appointed by the Federal Council at the request of the BoD. The auditors review the income statement, balance sheet, cash flow statement, income statement by segment, balance sheet by segment, notes to the financial statements, proof of economic viability and the existence of an internal control system (ICS). The auditors report their audit findings to the BoD and the Federal Council. Following a tender procedure pursuant to the Ordinance on Public Procurement (OPP), the Federal Council awarded the audit mandate for 2019 to 2021 to KPMG AG, Zurich. This mandate was extended until 2024 based on an award option.

The focus in 2024 was on our corporate culture and employer branding.

We are securing expertise in the export risk business through bespoke specialist training.

Human Resources

SERV made targeted improvements to its corporate culture in the year under review. The organisation's clear positioning as an attractive employer strengthens its employer branding both internally and externally over the long term. According to the employee survey, our initiatives to promote an open, respectful and appreciative culture have resulted in a high level of satisfaction. These measures help us to boost SERV's competitiveness in the labour market and counter the skills shortage.

Promotion of young talent: developing specialist training for the export risk business

SERV is investing today in the experts of tomorrow, providing dedicated specialist training to prepare SERV employees for the complex demands of the export risk business. This enables us to promote talented individuals at an early stage and offer them prospects for a long-term career with SERV. Our training modules combine theoretical knowledge with practical experience. Through this optimal training programme, we are creating a stable basis for future leaders while at the same time ensuring the transfer of specific specialist knowledge in an essential business area.

60 per cent of managers are female

SERV has a high proportion of women in leadership roles. 60 per cent of management positions are occupied by women, and women make up 40 per cent of the Executive Board. SERV is committed to equal opportunities and the promotion of talented individuals irrespective of gender or background. Our diverse teams enrich the corporate culture and strengthen our competitive position as an innovative and forward-looking employer.



“Our employees apply their diverse range of experiences, perspectives and strengths every single day. That is what makes SERV such a strong employer.”

Denise Scheidegger-De Cia
Chief Human Resources Officer

Remuneration

Board of Directors

The Board of Directors (BoD) has regulated the remuneration and fringe benefits of the Chairwoman and its members in the Regulations Governing the Remuneration of the Board of Directors (Remuneration Regulations). These are based on the SERVG and, by analogy, the corresponding provisions of the Swiss Federal Personnel Act (FPA). The remuneration of the Chairwoman and the members of the Board of Directors consists of compensation for preparing for and attending meetings of the Board of Directors and its committees, actual travel expenses and compensation for special tasks. The Chairwoman and the members also receive a Half Fare Travelcard. The total remuneration is based on the responsibility assigned to the member, the complexity of the task, the professional and personal requirements and the time required to fulfil the responsibilities.

No remuneration was paid to former members of governing bodies.

Board of Directors, Chief Executive Officer and members of the Executive Board

SERV does not grant members of the Board of Directors, members of the Executive Board or the CEO any loans or credits, any other compensation for additional services or any pension benefits beyond the occupational benefits provided for in the regulations. No remuneration is paid in advance.

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	65 200	213 500	26 688
	77 500	245 875	35 125
Cash payments for compensation of special tasks	70 200	40 083	5 010
	79 700	47 897	6 842
Other contractual terms			
Post-employment benefits	–	–	–
Severance compensation	–	–	–

* Expansion from 7 to 8 members as of 1 July 2024

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

in CHF (previous year in grey)

	CEO	Members of the Executive Board (4 members* without CEO)	
		Total	Average
Remuneration			
Fixed part (salary)	307 385	1 031 400	257 850
	305 229	747 945	249 315
Cash payments for compensation of special tasks	–	–	–
	–	–	–
Cash payments (justified by function or labour market)	–	–	–
	–	–	–
Bonuses	68 676	161 821	40 455
	89 625	161 188	53 729
Other expenses	1 928	3 980	995
	600	1 800	600
Other contractual terms			
Post-employment benefits	Management plan	Management plan	–
Severance compensation	–	–	–

* Expansion from 3 to 4 members as of 1 January 2024