

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

in CHF (previous year in grey)

	Chairwoman	Board (8 members*, excluding chairwoman)	
		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	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
<b>Other contractual terms</b>			
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
<b>Remuneration</b>			
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
<b>Other contractual terms</b>			
Post-employment benefits	Management plan	Management plan	–
Severance compensation	–	–	–

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