

## 5. Other short-term interest-bearing liabilities

As of 31 December 2019, the short-term liabilities consist of two loans from shareholders in the amount of CHF 6.4 million. The loans have an interest of 6%. The maturities are

agreed from December 2020. Two loans in the amount of CHF 2.7 million were repaid in 2019.

## 6. Long-term interest-bearing liabilities

As of 31 December 2019, the long-term liabilities consist of one loan in the amount of CHF 20.0 million and three loans in the amount of EUR 1.0 million each from shareholders. The loans have an interest at 6%, 4.5% and 4.0% and have terms

until December 2022, December 2021, March 2021 and April 2021. In addition, the long-term liabilities include two further loans from shareholders in the amount of CHF 1.25 million each expiring in October 2022 and bearing interest at 1.5%.

## 7. Board and Executive compensation

As of the balance sheet date, there are no loans and credits between the Company and the Board of Directors. The compensation and the number of shares held by the Board of Directors are composed as follows:

in thousand CHF	Fix in cash	Fix in shares	Other compensation	Total	Ownership of shares
<b>For the year 2019</b>					
Katharina Lehmann	90	—	—	<b>90</b>	95 053
Markus Brüttsch	30	—	—	<b>30</b>	176 308
Jürgen Blaser	30	—	—	<b>30</b>	3 500
Robert Hunink	30	—	18	<b>48</b>	17 500
<b>Total</b>	<b>180</b>	<b>—</b>	<b>18</b>	<b>198</b>	<b>292 361</b>

in thousand CHF	Fix in cash	Fix in shares	Other compensation	Total	Ownership of shares
<b>For the year 2018</b>					
Katharina Lehmann	90	—	—	<b>90</b>	91 522
Markus Brüttsch	30	—	—	<b>30</b>	176 308
Jürgen Blaser	30	—	3	<b>33</b>	3 500
Robert Hunink	30	—	23	<b>53</b>	17 500
Former board member <sup>1</sup>	11	—	—	<b>11</b>	3 000
<b>Total</b>	<b>191</b>	<b>—</b>	<b>26</b>	<b>217</b>	<b>291 830</b>

<sup>1</sup> This Board member was elected in May 2017 and ended in May 2018

As of the balance sheet date, there are no loans and credits between the Company and the Group Management. The compensation and the number of shares held by the Group Management are composed as follows:

in thousand CHF	Salary Fix in cash	Salary <sup>1</sup> Variable in cash	Employer <sup>2</sup> social contributions	Total	Ownership of shares
<b>For the year 2019</b>					
Markus Brüttsch, CEO / CFO	375	125	80	<b>580</b>	176 308
<b>Group Management Total</b>	<b>700</b>	<b>125</b>	<b>131</b>	<b>956</b>	<b>183 808</b>

in thousand CHF	Salary Fix in cash	Salary <sup>1</sup> Variable in cash	Employer <sup>2</sup> social contributions	Total	Ownership of shares
<b>For the year 2018</b>					
Markus Brüttsch, CEO / CFO	375	130	78	<b>583</b>	176 308
<b>Group Management Total</b>	<b>700</b>	<b>130</b>	<b>129</b>	<b>959</b>	<b>183 808</b>

<sup>1</sup> During 2019 and 2018 no share-based compensation was made to the Group Management.

<sup>2</sup> These amounts comprise payments to pension plans (mandatory and non-mandatory), ESPPs and other social contributions.