

8. Board and Executive compensation

As of the balance sheet date, there are loans between the company as a borrower and the Board of Directors in the amount of CHF 3.5 million (2022: CHF 2.5 million). In addition, there are other short-term liabilities against the Board of Directors in the amount of CHF 0.12 million. The compensation and the number of shares held by the Board of Directors are composed as follows:

in thousand CHF	Fix in cash	Mandate	Committee	Total	Ownership of shares
For the year 2023					
Katharina Lehmann ¹	34	–	–	34	104 021
Markus Brüttsch	67	–	–	67	228 220
Jürgen Blaser	30	–	–	30	3 500
Robert Hunink	39	3	3 ³	45	32 500
Werner Fleischmann	30	–	3 ³	33	1 753 941
Bernhard Pauli ²	19	–	3 ³	22	–
Olivier Kobel ²	21	32	3 ³	57	–
Total	240	35	12	288	2 122 182

in thousand CHF	Fix in cash	Mandate	Committee	Total	Ownership of shares
For the year 2022					
Katharina Lehmann	90	–	–	90	104 021
Markus Brüttsch	30	–	–	30	228 220
Jürgen Blaser	30	–	–	30	3 500
Robert Hunink	30	10	–	40	32 500
Werner Fleischmann	19	–	–	19	1 708 883
Total	199	10	–	209	2 077 124

¹ This Board member resigned in May 2023.

² These Board members were elected in May 2023.

³ For further information on the committees, please refer to the chapter on Corporate Governance, under the heading Committees.

As of the balance sheet date, there are no loans between the company and the Group Management. However, there are other short-term liabilities to Group Management in the amount of CHF 0.05 million. The compensation and the number of shares held by the Group Management are composed as follows:

in thousand CHF	Salary Fix in cash	Variable ¹ in cash	Employer ² social contributions	Total	Ownership of shares
For the year 2023					
Markus Brüttsch, CEO / CFO (until 30.06.23)	188	100	45	333	228 220
Fabian Leu, Markus Pfannkuch, co-CEO's (since 01.07.23)	198	–	25	223	6 600
Group Management Total	1 015	190	176	1 381	242 320

in thousand CHF	Salary Fix in cash	Variable ¹ in cash	Employer ² social contributions	Total	Ownership of shares
For the year 2022					
Markus Brüttsch, CEO / CFO	375	150	91	616	228 220
Group Management Total	1 025	189	190	1 404	242 320

¹ During 2023 and 2022 no share-based compensation was made to the Group Management. The bonus payments are based on the last financial year (2022) and are only paid out in the following year.

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

No compensation was made to former members of the Board of Directors or Group Management. Furthermore, no payments at more favorable conditions were made to active or former members of the Board of Directors or Group Management.