

## 7. Board and Executive compensation

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	Number of registered voting shares	Number of registered preferred shares
<b>For the year 2025</b>						
Markus Brüttsch	90	-	-	90	228 220	4 240
Robert Hunink <sup>1</sup>	15	-	-	15	32 500	-
Werner Fleischmann	30	-	-	30	1 874 749	135 554
Bernhard Pauli	30	-	-	30	-	848
Olivier Kobel	30	15	-	45	-	848
Martin Tobler <sup>2</sup>	18	-	-	18	1 980	-
<b>Total</b>	<b>213</b>	<b>15</b>	<b>-</b>	<b>228</b>	<b>2 137 449</b>	<b>141 490</b>

<sup>1</sup> This Board member resigned in May of the respective year

<sup>2</sup> This Board member was elected for the first time in May 2025.

<sup>3</sup> For further information on the committees, please refer to the chapter on Corporate Governance, under the heading committees.

in thousand CHF	Fix in cash	Mandate	Committee	Total	Number of registered voting shares	Number of registered preferred shares
<b>For the year 2024</b>						
Markus Brüttsch	90	-	-	90	228 220	4 240
Jürgen Blaser <sup>1</sup>	13	-	-	13	3 500	-
Robert Hunink	45	-	5 <sup>3</sup>	50	32 500	-
Werner Fleischmann	30	-	-	30	1 833 284	135 554
Bernhard Pauli	30	-	5 <sup>3</sup>	35	-	848
Olivier Kobel	30	53	-	84	-	848
<b>Total</b>	<b>238</b>	<b>53</b>	<b>10</b>	<b>302</b>	<b>2 097 504</b>	<b>141 490</b>

<sup>1</sup> This Board member resigned in May of the respective year

As of the balance sheet date, there are no loans 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	Variable in cash <sup>1</sup>	Employer social contributions <sup>2</sup>	Total	Number of registered voting shares	Number of registered preferred shares
<b>For the year 2025</b>						
Fabian Leu, Markus Pfannkuch, co-CEOs	440	44	60	544	6 600	-
<b>Group Management Total</b>	<b>620</b>	<b>59</b>	<b>84</b>	<b>763</b>	<b>6 600</b>	<b>-</b>

in thousand CHF	Salary Fix in cash	Variable in cash <sup>1</sup>	Employer social contributions <sup>2</sup>	Total	Number of registered voting shares	Number of registered preferred shares
<b>For the year 2024</b>						
Fabian Leu, Markus Pfannkuch, co-CEOs	400	33	54	487	6 600	-
<b>Group Management Total</b>	<b>801</b>	<b>33</b>	<b>164</b>	<b>998</b>	<b>242 320</b>	<b>4 240</b>

<sup>1</sup> During 2025 and 2024 no share-based compensation was made to the Group Management. The bonus payments are based on the last financial year (2024) and are only paid out in the following year.

<sup>2</sup> 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.

## 8. Depreciation, amortization and impairment

As of 31 December 2025, depreciation, amortization and impairment include the regular depreciation on property, plant and equipment in the amount of CHF 0.2 million (2024: CHF 0.1 million). In addition, an impairment of the investment in Precious Woods Compagnie Equatoriale

des Bois S.A., Gabon, in the amount of CHF 2.5 million and a revaluation of the investment in MIL Madeiras Preciosas Ltda., Brazil, in the amount of CHF 2.5 million are included. No impairment was recognized in 2024.

## 9. Pledged assets / other securities

As of 31 December 2025 and 2024, there are no secured liabilities in the balance sheet.