

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 |
|----------------------------|-------------|---------|----------------|-------|------------------------------------|---------------------------------------|
| For the year 2024 | | | | | | |
| Markus Brüttsch | 90 | – | – | 90 | 228 220 | 4 240 |
| Jürgen Blaser ¹ | 13 | – | – | 13 | 3 500 | – |
| Robert Hunink | 45 | – | 5 ³ | 50 | 32 500 | – |
| Werner Fleischmann | 30 | – | – | 30 | 1 833 284 | 135 554 |
| Bernhard Pauli | 30 | – | 5 ³ | 35 | – | 848 |
| Olivier Kobel | 30 | 53 | – | 84 | – | 848 |
| Total | 238 | 53 | 10 | 302 | 2 097 504 | 141 490 |

1 These Board members resigned in May of the respective year.
2 These Board members were elected for the first time in May 2023.
3 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 |
|--------------------------------|-------------|---------|----------------|-------|------------------------------------|---------------------------------------|
| 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 | – |

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 ¹ | Employer social contributions ² | Total | Number of registered voting shares | Number of registered preferred shares |
|---------------------------------------|--------------------|-------------------------------|--|-------|------------------------------------|---------------------------------------|
| For the year 2024 | | | | | | |
| Fabian Leu, Markus Pfannkuch, co-CEOs | 400 | 33 | 54 | 487 | 6 600 | – |
| Group Management Total | 801 | 33 | 164 | 998 | 242 320 | 4 240 |

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

1 During 2024 and 2023 no share-based compensation was made to the Group Management. The bonus payments are based on the last financial year (2023) 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.

8. Depreciation, amortization and impairment

As of 31 December 2024, depreciation, amortization and impairment includes, the normal depreciation on property, plant and equipment in the amount of CHF 0.1 million (2023: CHF 0.1 million). In 2023, it includes an impairment of the investment Unio S.A. in the amount of CHF 2.8 million.

9. Pledged assets / other securities

As of 31 December 2024, there are no secured liabilities in the balance sheet. In 2023, Precious Woods Holding Ltd liabilities of CHF 26.0 million were secured by land securities in Brazil.