

7. Remuneration of the Group Management and Board of Directors

The compensation paid to the members of the Board of Directors and Executive Committee includes, in particular, fees, wages, bonuses and the allocation of options in the context of the share-based compensation from the employee participation programme. The variable remuneration is dependent on the business result and the fulfilment of key individual tasks. All amounts are gross and include social security contributions payable by employees. Of the employer's contribution towards social security, pension fund contributions are shown.

The following benefits were paid out in the 2010 and 2009 financial years:

| CHF | | Gross value of salaries and fees during the financial year | Gross value of cash bonuses | Allocation number of options | Tax value of options ²⁾ | BVG contributions | Total remuneration 2010 | Total remuneration 2009 | |
|----------------------------|--|--|-----------------------------|------------------------------|------------------------------------|-------------------|-------------------------|-------------------------|------------------|
| Board of Directors | | | | | | | | | |
| | Leo Steiner | Chairman | 195,000 | 0 | 2,000 | 20,660 | 0 | 215,660 | 212,493 |
| | Daniel Hirschi | Member | 95,000 | 0 | 1,000 | 10,330 | 0 | 105,330 | 99,570 |
| | Max Koch | Member | 95,000 | 0 | 1,000 | 10,330 | 0 | 105,330 | 99,570 |
| | Melk M. Lehner | Member | 95,000 | 0 | 1,000 | 10,330 | 0 | 105,330 | 99,570 |
| | Hans Caspar von der Crone | Member | 100,000 | 0 | 1,000 | 10,330 | 0 | 110,330 | 104,570 |
| | Total Board of Directors | | 580,000 | 0 | 6,000 | 61,980 | 0 | 641,980 | 615,773 |
| Executive Committee | | | | | | | | | |
| | Beat Kälin ¹⁾ | CEO | 332,138 | 448,000 | 8,000 | 82,640 | 48,750 | 911,528 | 619,698 |
| | Total other members of Executive Committee | | 863,991 | 550,800 | 11,800 | 124,156 | 109,912 | 1,648,859 | 1,770,591 |
| | Total Executive Committee | | 1,196,129 | 998,800 | 19,800 | 206,796 | 158,662 | 2,560,387 | 2,390,289 |

1) Highest-compensated member of Executive Committee

2) The options were valued on the basis of their tax value. This is CHF 10.33 for the 2010 options, which have an exercise price of CHF 75.68 and a duration of five years (three years to vest, two years to exercise).