

Remuneration paid to members of governing bodies

In CHF 1,000

Art. 663b^{bis} Code of Obligations (Switzerland)

	Fixed		Remuneration ^{1, 2, 5}				Total Remuneration	
	There of in bearer shares (market value)		Pension fund, senior employee insurance					
	2009	2008	2009	2008	2009	2008	2009	2008
Board of Directors								
Hans Brunhart, Chairman ^{A, D}	400	400	99	99			400	400
Dr. Guido Meier, Vice-Chairman ^B	105	105	26	26			105	105
Markus Thomas Hilti, BoD ^B	75	75	19	18			75	75
Dr. Matthias Donhauser, BoD ^E		35					0	35
Roland Feger, BoD ^D	80	80	20	20			80	80
Walo Frischknecht, BoD ^C	105 ³	105	26	26			105	105
Prof. Dr. Beat Bernet, BoD	65	65	16	16			65	65
Dr. Daniel H. Sigg, BoD ^F	65	65	16	16			65	65
Total BoD	895	930	222	221	none	none	895	930
International Council⁴, 13 individuals	120	130					120	130

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	Fixed basic salary ⁶		Remuneration ^{2, 5}				Total Remuneration			
	Short-Term Incentive (STI)		Pension fund, senior employee insurance		Long-Term Incentive (LTI), number of bearer shares (prospective entitlement)					
	2009	2008	2009	2008	2009	2008	2009	2008	2009 ⁷	2008 ⁸
Executive Management, 5 individuals	3,816	2,857	0	0	284	284	4,100	3,141	4,664	6,750
Highest remuneration										
Adolf E. Real, CEO ⁹	1,625 ¹⁰	743	0	0	67	67	1,692	810	0	1,500

The model of variable remuneration with a Short-Term Incentive (STI) and Long-Term Incentive (LTI) is described in the Corporate Governance section (see Par. 5.1.2 page 59).

The number of bearer shares (eligibility from LTI – see last column) and the corresponding monetary value will not be defined until the end of the term of the plan.

The calculation of the number of shares depends on the average economic profit over the performance period. The monetary equivalent from the LTI will naturally be determined by the share price at the time ownership is transferred (end of 2011 for 2009 and end of 2012 for 2008).

^A Chairman of the Committee of the Board of Directors.

^B Member of the Committee of the Board of Directors.

^C Chairman of the Audit & Risk Management Committee.

^D Member of the Audit & Risk Management Committee.

^E Member of the Board of Directors through the 2008 Annual General Meeting.

^F Member of the Board of Directors from the 2008 Annual General Meeting onwards.

¹ Social-security costs and any applicable value-added taxes on the emoluments paid to the Board members are borne by VP Bank.

² Compensation for out-of-pocket outlays is not included in these amounts.

³ Including remuneration as representative of the Board of Directors in the pension fund.

⁴ Corresponds to the lump-sum compensation for expenses paid to the external members of the International Council and Honorary Chairman.

⁵ Payments due in the calendar year are shown.

⁶ Gifts for length of service are included.

⁷ 3-year plan.

⁸ 5-year plan.

⁹ CEO until August 25, 2009.

¹⁰ including agreed termination grant.

	Shareholdings in VP Bank Number of shares (including related parties excluding qualifying participants)				Loans and credits		Related parties ²			
	Registered		Bearer		2009	2008	Loans and credits ³		Remuneration for services provided	
	2009	2008	2009	2008			2009	2008	2009	2008
Board of Directors										
Hans Brunhart	5,000	5,000	4,210	2,705	1,900	600				
Dr. Guido Meier	23,250 ¹	23,250 ¹	20,986 ¹	20,721 ¹	609	680				
Markus Thomas Hilti			3,943 ¹	3,753 ¹						
Roland Feger	40,350 ¹	40,350 ¹	29,792 ¹	29,590 ¹	416	420			250	250
Walo Frischknecht			818	553					48	
Prof. Dr. Beat Bernet			257	257						
Dr. Daniel Sigg			280	115					42	
Total BoD	68,600	68,600	60,286	57,694	2,925	1,700	none	none	340	250
International Council	none	none	none⁶	none⁶	none	none	none	none	none	none
Executive Management	none	2,000	10,224	9,761	4,106	4,748	none	none	none	none
Fredy Vogt, CFO, CEO ad interim ⁴			4,000	4,000						
Georg Wohlwend, Head of Intermediaries			4,047	2,347						
Ernst Näf, Head of Private Banking Clients			1,663	1,163	1,800	1,625				
Gerhard Häring, Head of Banking Services			514	579						
Adolf E. Real CEO ⁵		2,000		1,672						

¹ Excluding the number of shares of the significant shareholders (qualifying participants).

² Individual or legal entities which are economically, legally or de facto closely related to a member of one of the governing bodies.

³ As of the balance-sheet date, there were no loans or credits to related parties which were not granted at market conditions.

⁴ As of August 25, 2009

⁵ CEO until August 25, 2009

⁶ Deposited shares by the Verwaltungs- und Privat-Bank AG.