

## RECEIVABLES FROM AND PAYABLES TO PARTICIPATIONS, AFFILIATED COMPANIES AND QUALIFYING PARTICIPANTS, AS WELL AS LOANS TO GOVERNING BODIES AND MATERIAL TRANSACTIONS WITH RELATED PERSONS

in CHF 1,000	31.12.2021	31.12.2020
RECEIVABLES FROM AND PAYABLES TO PARTICIPATIONS, AFFILIATED COMPANIES AND QUALIFYING PARTICIPANTS		
Receivables from participations	0	0
Payables to participations	53	60
Receivables from affiliated companies	60,704	139,829
Payables to affiliated companies	2,448,264	2,435,829
Receivables from qualifying participants	0	0
Payables to qualifying participants	99,363	95,990
LOANS TO GOVERNING BODIES		
Members of Group Executive Management and parties related thereto	3,355	2,167
Members of the Board of Directors and parties related thereto <sup>1</sup>	1,010	0

<sup>1</sup> Excluding receivables from related qualifying participants.

VP Bank also makes payments to related persons within the framework of brokerage services and bought-in advisory services. These correspond to customary market conditions. The aggregate amount of such payments and fees in 2021 totalled CHF 0.667 million (previous year: CHF 0.613 million).

## REMUNERATION PAID TO MEMBERS OF GOVERNING BODIES

in CHF 1,000	Remuneration <sup>1,2</sup>						Total remuneration	
	Fixed		thereof in registered shares A (market value)		Retirement benefit plans		2021	2020
	2021	2020	2021	2020	2021	2020		
BOARD OF DIRECTORS								
Dr Thomas R. Meier	Chairman <sup>A, G, H</sup>	490	390	123	98		490	390
Markus Thomas Hilti	Vice Chairman <sup>B</sup>	130	130	32	33		130	130
Prof. Dr Teodoro D. Cocca	BoD <sup>I</sup>		43		11		0	43
Philipp Elkuch	BoD <sup>B, H, M</sup>	93		23			93	0
Dr Beat Graf	BoD <sup>D, F</sup>	145	145	36	36		145	145
Ursula Lang	BoD <sup>D, E</sup>	160	160	40	40		160	160
Dr Gabriela Payer	BoD <sup>B, H</sup>	140	140	35	35		140	140
Michael Riesen	BoD <sup>C, F</sup>	160	160	40	40		160	160
Katja Rosenplänter-Marxer	BoD <sup>D, F, K</sup>	140	93	35	23		140	93
Fredy Vogt	BoD <sup>L, O</sup>	88	303	22	76	27	88	330
<b>Total Board of Directors</b>		<b>1,546</b>	<b>1,565</b>	<b>387</b>	<b>392</b>	<b>27</b>	<b>1,546</b>	<b>1,592</b>

<sup>A</sup> Chairman of the Nomination & Compensation Committee.

<sup>B</sup> Member of the Nomination & Compensation Committee.

<sup>C</sup> Chairman of the Audit Committee.

<sup>D</sup> Member of the Audit Committee.

<sup>E</sup> Chairwoman of the Risk Committee.

<sup>F</sup> Member of the Risk Committee.

<sup>G</sup> Chairman of the Strategy & Digitalisation Committee.

<sup>H</sup> Member of the Strategy & Digitalisation Committee.

<sup>I</sup> Member of the Board of Directors up to 24 April 2020.

<sup>K</sup> Member of the Board of Directors from 24 April 2020.

<sup>L</sup> Member of the Board of Directors up to 30 April 2021.

<sup>M</sup> Member of the Board of Directors from 30 April 2021.

<sup>N</sup> Chairman of the Board of Directors from 24 April 2020.

<sup>O</sup> Chairman of the Board of Directors up to 24 April 2020.

<sup>1</sup> Social-security costs on the emoluments paid to the Board members are borne by VP Bank.

<sup>2</sup> Compensation for out-of-pocket expenses is not included.

Remuneration paid to members of governing bodies (continued)

in CHF 1,000	Remuneration <sup>1, 2</sup>										Total remuneration	
	Fixed basic salary		Short Term Incentive (STI)		Performance Share Plan (PSP)		Restricted Share Plan (RSP)		Retirement benefit plans		2021	2020
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020		
<b>Group Executive Management</b>	<b>3,158</b>	<b>3,092</b>	<b>284</b>	<b>2,224</b>	<b>1,136</b>	<b>1,716</b>		<b>420</b>	<b>414</b>	<b>490</b>	<b>4,991</b>	<b>7,942</b>
HIGHEST REMUNERATION												
Paul H. Arni	700		120		480				107		1,407	
Christoph Mauchle		289		644		546		420		70		1,968

<sup>1</sup> Compensation for out-of-pocket expenses is not included.

<sup>2</sup> Gifts for length of service and termination pay are included.

The compensation model described in the section on corporate governance (pages 92 ff.), both the fixed basic salary and the cash compensation (STI), and the entitlement to performance shares are disclosed. The number of registered shares A (entitlement to the performance share plan) as well as the related monetary benefit are fixed definitively only at the end of the respective planning period (or at the time of transferring the registered shares A). As part of the 2021-2023 plan, Group Executive Management received 10,451 performance shares (previous year: 12,438 performance

shares). The computation of the number of shares transferred upon expiry of the plan period is dependent upon the achievement of the targets (net profit and net new money). The monetary benefit from the respective PSP and RSP programme will by definition be determined by the equity share price at the time of transfer of title to the shares. In the 2021 financial year, 3,327 performance shares (previous year: 21,987) with a market value of CHF 397,909 on the date of allocation (previous year: CHF 3,189,375) were transferred from the Management Plan 2018-2020 as well as the RSP 2018-2020.

## SHAREHOLDINGS AND LOANS TO GOVERNING BODIES AND RELATED PARTIES

in CHF 1,000	Shareholdings in VP Bank Number of shares (including related parties, excluding qualifying participants)				Loans and credits	
	Registered shares A		Registered shares B		2021	2020
	2021	2020	2021	2020		
BOARD OF DIRECTORS						
Dr Thomas R. Meier	2,483	1,316				
Markus Thomas Hilti	7,286	6,976				
Philipp Elkuch <sup>A</sup>	223				1,010	
Dr Beat Graf	2,113	1,767				
Ursula Lang	1,724	1,343				
Dr Gabriela Payer	2,310	1,976				
Michael Riesen	2,686	2,305				
Katja Rosenplänter-Marxer	550	216				
Fredy Vogt <sup>B</sup>		3,373				
<b>Total Board of Directors</b>	<b>19,375</b>	<b>19,272</b>	<b>0</b>	<b>0</b>	<b>1,010</b>	<b>0</b>
GROUP EXECUTIVE MANAGEMENT						
Paul H. Arni, CEO						
Roger Barmettler, CFO <sup>C</sup>						
Tobias Wehrli	5,826	4,316			2,135	1,247
Dr Urs Monstein, COO	5,451	3,634			1,220	920
Thomas von Hohenhau						
Patrick Bont, CRO						
<b>Total Group Executive Management</b>	<b>11,277</b>	<b>7,950</b>	<b>0</b>	<b>0</b>	<b>3,355</b>	<b>2,167</b>

Remuneration, loans and credits to related parties (Art. 16 OaEC): VP Bank Ltd, respectively Group, has provided remuneration by issuing a guarantee to related parties which is at arm's length terms in accordance with Art. 16 OaEC.

<sup>A</sup> Member of the Board of Directors from 30 April 2021.

<sup>B</sup> Member of the Board of Directors up to 30 April 2021.

<sup>C</sup> Member of the Group Executive Management from 1 March 2021.