

## 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	31.12.2022	31.12.2021
<b>Receivables from and payables to participations, affiliated companies and qualifying participants</b>		
Receivables from participations	0	0
Payables to participations	51	53
Receivables from affiliated companies	45,833	60,704
Payables to affiliated companies	2,455,417	2,448,264
Receivables from qualifying participants	1,011	0
Payables to qualifying participants	115,763	99,363
<b>Loans to governing bodies</b>		
Members of Group Executive Management and parties related thereto	4,249	3,355
Members of the Board of Directors and parties related thereto <sup>1</sup>	1,270	1,010

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

VP Bank also remunerates related parties within the scope of customary intermediary services and purchased advisory services. Such compensation is in line with standard market conditions. The total amount of these remunerations and professional fees was CHF 0.683 million in 2022 (previous year: CHF 0.667 million).

## Compensation 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			
		2022	2021	2022	2021	2022	2021	2022	2021
<b>Board of Directors</b>									
Dr Thomas R. Meier	Chairman <sup>B, G</sup>	490	490	123	123			490	490
Ursula Lang	Vice Chairwoman <sup>D, E, M</sup>	173	160	43	40			173	160
Markus Thomas Hilti	Vice Chairman <sup>N</sup>	43	130	11	32			43	130
Philipp Elkuch	BoD <sup>A, H, J</sup>	153	93	38	23			153	93
Dr Beat Graf	BoD <sup>B, D</sup>	145	145	36	36			145	145
Dr Gabriela Payer	BoD <sup>K</sup>	47	140	12	35			47	140
Dr Mauro Pedrazzini	BoD <sup>F, H, L</sup>	93		23				93	0
Michael Riesen	BoD <sup>C, F</sup>	160	160	40	40			160	160
Katja Rosenplänter-Marxer	BoD <sup>B, F</sup>	140	140	35	35			140	140
Fredy Vogt	BoD <sup>I</sup>		88		22			0	88
<b>Total Board of Directors</b>		<b>1,445</b>	<b>1,546</b>	<b>362</b>	<b>387</b>			<b>1,445</b>	<b>1,546</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 until 30 April 2021.

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

<sup>K</sup> Member of the Board of Directors until 29 April 2022.

<sup>L</sup> Member of the Board of Directors from 29 April 2022.

<sup>M</sup> Vice Chairwoman of the Board of Directors from 29 April 2022.

<sup>N</sup> Vice Chairman and Member of the Board of Directors until 29 April 2022.

<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.

## Compensation 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)		Cash Deferral Plan (CDP)		Performance Share Plan (PSP)		Retirement benefit plans		2022	2021
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021		
<b>Group Executive Management</b>	<b>3,220</b>	<b>3,158</b>	<b>893</b>	<b>284</b>	<b>513</b>		<b>1,282</b>	<b>1,136</b>	<b>448</b>	<b>414</b>	<b>6,357</b>	<b>4,991</b>
<b>Highest remuneration</b>												
Paul H. Arni	700	700	255	120	170		425	480	112	107	1,662	1,407

<sup>1</sup> These amounts do not include fees or lump-sum allowances.

<sup>2</sup> Length of service awards and severance pay are included.

The remuneration model, which is described in the Compensation Report (→ pages 96 et seqq.), provides for a fixed basic salary, a cash compensation (STI), a cash deferral plan and performance share entitlements. The cash deferral is paid out over the next five years. The number of registered A shares (entitlement under the Performance Share Plan) and the corresponding monetary benefit are definitively determined only at the end of the respective plan (or upon transfer of the registered A shares). Under the 2022-2024 plan, a total of 12,847 performance shares (previous year: 10,451)

were allocated to the Executive Board. The calculation of the number of shares transferred after the end of the plan period depends on the achievement of the targets (net profit and net new money). The monetary benefit from the respective PSP programme is naturally determined by the share price at the time of the transfer of ownership. In the 2022 financial year, a total of 1,813 performance shares were transferred under the 2019-2021 Performance Share Plan (previous year: 3,327) with a market value on the allocation date of CHF 171,329 (previous year: CHF 397,909) to the Executive Board.

## 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		2022	2021
	2022	2021	2022	2021		
<b>Board of Directors</b>						
Dr Thomas R. Meier	3,854	2,483				
Ursula Lang	2,209	1,724				
Markus Thomas Hilti <sup>A</sup>		7,286				
Philipp Elkuch	652	223			1,270	1,010
Dr Beat Graf	2,519	2,113				
Dr Gabriela Payer <sup>A</sup>		2,310				
Dr Mauro Pedrazzini <sup>B</sup>	261					
Michael Riesen	3,134	2,686				
Katja Rosenplänter-Marxer	942	550				
<b>Total Board of Directors</b>	<b>13,571</b>	<b>19,375</b>	<b>0</b>	<b>0</b>	<b>1,270</b>	<b>1,010</b>
<b>Group Executive Management</b>						
Paul H. Arni, CEO						
Roger Barmettler, CFO						
Tobias Wehrli	6,762	5,826			2,135	2,135
Dr Urs Monstein, COO	6,328	5,451			2,114	1,220
Thomas von Hohenhau						
Patrick Bont, CRO						
<b>Total Group Executive Management</b>	<b>13,090</b>	<b>11,277</b>	<b>0</b>	<b>0</b>	<b>4,249</b>	<b>3,355</b>

Remuneration, loans and credits to related parties (Art. 16 ERCO): Pursuant to Art. 16 of ERCO, VP Bank Ltd and the VP Bank Group have paid to related persons and companies remuneration or a guarantee on customary conditions as applicable to third parties.

<sup>A</sup> Member of the Board of Directors until 29 April 2022.

<sup>B</sup> Member of the Board of Directors from 29 April 2022.