



**DIVIDEND AND COMPENSATION PAYMENTS
IN LIGHT OF COVID-19 PANDEMIC**

Information as of 18 November 2020

Company	Index	Annual General Meeting (2020)	2019 dividend (paid 2020)	Short-time work	Board compensation	Executive compensation
ABB	SMI	unchanged (26.03.2020)	unchanged CHF 0.80	-	10% reduction of board compensation for the duration of the crisis	10% reduction of salary for the duration of the crisis
Adecco	SMI	unchanged (16.04.2020)	unchanged CHF 2.50	yes	-	-
Aevis	Other	unchanged (30.04.2020)	cancelled	-	-	-
Alcon	SMI	unchanged (06.05.2020)	postponed to 2021	-	-	-
Also	Other	unchanged (24.03.2020)	unchanged CHF 3.25	-	-	-
ams	SMIM	unchanged (03.06.2020)	-	-	-	-
APG/SGA	Other	unchanged (14.05.2020)	cancelled (from CHF 11.00)	yes	-	20% reduction of base salary
Aryzta	Other	postponed to 15.12.2020	postponed	yes	30% reduction of fees for 3 months	30% reduction salary reduction for 3 months (15% for wider leadership team)
Autoneum	Other	unchanged (25.03.2020)	cancelled	yes	-	10% reduction of base salary
Baloise	SMIM	unchanged (24.04.2020)	unchanged CHF 6.40	-	-	-
Barry Callebaut	SMIM	unchanged (09.12.2020)	-	-	-	-
BB Biotech	SMIM	unchanged (19.03.2020)	unchanged CHF 3.40	-	-	-
Bobst	Other	unchanged (07.04.2020)	unchanged CHF 1.50	-	-	-
Bossard	Other	unchanged (08.04.2020)	reduced by 50% to CHF 2.00	-	4% reduction of compensation	4% salary reduction
Bucher Industries	SMIM	unchanged (24.04.2020)	unchanged CHF 8.00	yes (mainly FR and IT)	-	-
BVZ	Other	unchanged (16.04.2020)	reduced to CHF 7.50	-	-	-
Calida Group	Other	brought forward to 17.04.2020	cancelled	-	-	-
Cariant	SMIM	postponed to 29.06.2020	regular dividend cancelled (CHF 0.55), extraordinary dividend of CHF 3.00 maintained	-	-	-
Coltene	Other	unchanged (2 April 2020)	reduced by 50% to CHF 1.50	-	-	-
Comet	Other	unchanged (23.04.2020)	unchanged CHF 1.00	-	-	-
Conzzeta	Other	unchanged (22.04.2020)	unchanged CHF 42.00	yes	-	-
Credit Suisse	SMI	unchanged (30.04.2020)	reduced by 50% (CHF 0.14)	-	-	-
DKSH	Other	postponed to 13.05.2020	CHF 1.90	-	-	-
dormakaba	SMIM	unchanged (20.10.2020)	CHF 10.50	yes	10% reduction in monthly compensation	10% reduction in monthly base salary (Executive Committee and Senior Management)
Dufry	SMIM	postponed to 18.05.2020	cancelled (from CHF 4.00)	yes	30% reduction for at least 3 months	30% reduction for at least 3 months
EMS-Chemie	SMIM	unchanged (08.08.2020)	-	yes (outside CH)	15% reduction of board fees	15% reduction in fixed salary
Feintool	Other	unchanged (30.04.2020)	cancelled (from CHF 1.00)	yes	-	-
Flughafen Zurich	SMIM	postponed to 11.06.2020	cancelled (from CHF 3.90 + add. dividend of CHF 3.20)	yes	-	-
GAM	Other	unchanged (30.04.2020)	unchanged (no dividend planned)	-	Waiver of a portion of the fees (no details)	-
Geberit	SMI	unchanged (01.04.2020)	unchanged CHF 11.30	-	-	-
Georg Fischer	SMIM	unchanged (15.04.2020)	unchanged CHF 25.00	yes	10-20% temporary reduction of fixed compensation	10-20% temporary reduction on monthly fixed compensation
Givaudan	SMI	unchanged (25.03.2020)	unchanged CHF 62.00	-	-	-
Helvetia	SMIM	unchanged (24.04.2020)	unchanged CHF 5.00	-	-	-
Julius Baer	SMIM	postponed to 18.05.2020 EGM on 02.11.2020	unchanged CHF 1.50 (in two instalments: 50% May AGM, 50% Nov EGM)	-	-	-
Komax	Other	postponed to 11.05.2020	cancelled (from CHF 1.80)	-	-	-
Kuehne + Nagel	SMIM	unchanged (05.05.2020)	approved by EGM at CHF 4.00	-	-	-
LafargeHolcim	SMI	unchanged (12.05.2020)	unchanged CHF 2.00	-	-	-
Landis+Gyr	Other	unchanged (30.06.2020)	postponed	-	10% reduction on base and committee fees for 6 months	10% reduction on base salary for 6 months
Lindt	SMIM	unchanged (24.04.2020)	unchanged CHF 1,750.00	-	-	-
Logitech	SMIM	not yet disclosed	-	-	-	-
Lonza	SMI	unchanged (28.04.2020)	unchanged CHF 2.75	-	-	-
Medacta	Other	unchanged (19.05.2020)	-	yes	50% (chair) and 20% (members) reduction of the total compensation	50% (CEO) and 20% (EC) reduction of total compensation
Meyer Burger	Other	unchanged (13.05.2020)	-	yes	15% reduction of the board compensation for the period of the COVID-19 crisis	15% reduction of the salaries for the period of the COVID-19 crisis
Nestle	SMI	unchanged (23.04.2020)	unchanged CHF 2.70	-	-	-
Novartis	SMI	unchanged (28.02.2020)	unchanged CHF 2.95	no	-	-
OC Oerlikon	SMIM	unchanged (07.04.2020)	unchanged CHF 1.00	yes	-	-
ORIOR	Other	postponed to 04.06.2020	-	yes	-	-
Partners Group	SMIM	unchanged (13.05.2020)	unchanged CHF 25.50	-	100% reduction for 6 months (executive members)	100% reduction for 6 months (co-CEOs)
Pierer Mobility	Other	postponed	cancelled	-	-	-
PSP Swiss Property	SMIM	unchanged (09.04.2020)	unchanged CHF 3.60	-	-	-
Richemont	SMI	unchanged (09.09.2020) + EGM on 17.11.2020	reduced to CHF 1.00 + shareholder loyalty scheme (3-year warrants to purchase shares at CHF 67.00) approved at EGM	yes	Reduction of fees (no details)	Reduction of base salary and STI (no details)
Roche	SMI	unchanged (17.03.2020)	unchanged CHF 9.00	no	-	-
Schindler	SMIM	unchanged (19.03.2020)	unchanged CHF 4.00	-	-	-
SFS	Other	unchanged (23.04.2020)	reduced by 14% to CHF 1.80	yes	Reduction of base pay (no details)	Reduction of base pay (no details)
SGS	SMI	unchanged (24.03.2020)	unchanged CHF 80.00	-	-	-
Sika	SMI	unchanged (21.04.2020)	unchanged CHF 2.30	-	-	-
Sonova	SMIM	unchanged (11.06.2020)	Stock dividend instead of cash (1 share for every 150 shares, approx. value CHF 1.30)	yes	Full waiver of cash retainer for board chair, reduction of 20% of cash retainer for other members for the full term of office (AGM 2020-AGM 2021)	25% reduction of base salary
Straumann	SMIM	unchanged (07.04.2020)	unchanged CHF 5.75	yes	40% reduction of the board compensation	25% reduction of base salary
Sunrise	SMIM	unchanged (08.04.2020)	unchanged CHF 4.40	-	-	-
Swatch Group	SMI	unchanged (14.05.2020)	reduced from CHF 8.00 to CHF 5.50 (bearer shares); CHF 1.60 to CHF 1.10 (registered shares)	yes	30% reduction of fixed board compensation	-
Swiss Life	SMI	unchanged (28.04.2020)	unchanged CHF 20.00	-	-	-
Swiss Prime Site	SMIM	unchanged (24.03.2020)	unchanged CHF 3.80	-	-	-
Swiss Re	SMI	unchanged (17.04.2020)	unchanged CHF 5.90	-	-	-
Swisscom	SMI	unchanged (06.04.2020)	unchanged CHF 14.30	-	-	-
Temenos	SMIM	unchanged (20.05.2020)	unchanged CHF 0.85	-	50% reduction of the compensation of the Executive Chairman for remainder of 2020 Planned board compensation increase deferred to 2021 AGM (effective 2022)	50% (CEO) and 25% (EC) reduction of base salary for remainder of 2020
UBS	SMI	unchanged (29.04.2020)	reduced by 50% to USD 0.365 (other half reserved, EGM in November 2020)	-	-	50% reduction of base salary; if 2nd half of dividend is not paid: 2020 cash STI payments to be allocated to deferred compensation plans
Valora	Other	postponed to 11.06.2020	cancelled (from CHF 12.50)	yes (compensation for 100% in April and 90% in May)	-	-
VAT Group	SMIM	unchanged (14.05.2020)	-	-	-	-
Vifor Pharma	SMIM	unchanged (14.05.2020)	-	-	-	-
Zehnder	Other	unchanged (02.04.2020)	reduced from CHF 1.00 to 0.70	-	10% reduction of board compensation	10% reduction of salary
Zurich Insurance Group	SMI	unchanged (01.04.2020)	unchanged CHF 20.00	-	-	-

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