



ETHOS SURVEY

Executive Remuneration in the 100 Largest Companies listed in Switzerland (Summary version)

NOVEMBER 2006

“The market is capable of disciplining excessive compensation, provided that the market has adequate information.”

Christopher Cox, Chairman of the US Securities and Exchange Commission (SEC)

“Investors should welcome reforms that will provide them with an accurate picture of the magnitude and make-up of executive pay. But they should also press for the power they need if the added disclosures are to have a significant impact on executive compensation and corporate performance.”

Lucian Bebchuk, Professor of Law, Economics and Finance at Harvard Law School

“Shareholders should be able to make their views known on the remuneration policy for board members and key executives. The equity component of compensation schemes for board members and employees should be subject to shareholder approval.”

Organisation for Economic Co-operation and Development (OCDE) Principles of Corporate Governance, 2004

Ethos

2 Place Cornavin - PO Box - 1211 Geneva 1 - Switzerland
T +41 (0)22 716 15 55 - F +41 (0)22 716 15 56 - www.ethosfund.ch

Analysts

Dr. Yola Biedermann, Senior Analyst
Vincent Kaufmann, Analyst
Vinzenc Mathys, Analyst

Disclaimer

This study is based on a methodology developed by Ethos. The information was gathered from sources available to investors and the general public, e.g. company reports, websites, eventually direct contacts with company officers. Despite multiple verifications, the information provided cannot be guaranteed exact. Ethos takes no responsibility on the accuracy of information provided.

© Ethos 2006

All rights reserved. Unauthorised reproduction, lending, hiring, transmission or distribution of any data is prohibited.

Table of contents

Table of contents	3
Executive Summary	4
Key Findings and Shareholder Expectations	5
1. Disclosure	5
2. Structure.....	5
3. Competencies	6
Appendix	8

Executive Summary

This is a summary version of Ethos' study "Executive Remuneration in the 100 Largest Companies Listed in Switzerland".

The complete text of this study is available in French and in German on Ethos' website www.ethosfund.ch

The remuneration of Directors and executive management in listed companies is a matter of serious concern to shareholders. Prompted by a number of cases of excessive remuneration paid by Swiss listed companies, Ethos, as a long-term institutional investor, conducted an in-depth study of executive pay among Switzerland's 100 largest listed companies.

The study has three complementary parts. **The first examines remuneration policy in the perspective of international best practice**, reviewing successively disclosure, policy structure and competencies with regard to establishing remuneration.

The second part analyses actual remuneration on the Swiss market in 2005. The results are presented in three sections. The first looks at the level of remuneration disclosure of Swiss listed companies. The second examines the remuneration structure, with special emphasis on its components, the amounts and types of remuneration granted and the link between pay and performance. The third analyses the competencies with regard to setting executive remuneration, in particular the existence and the composition of a separate and focused remuneration committee.

Finally, **the third part assesses the state of executive pay in the main listed companies in Switzerland.** In this context, Ethos also presents the expectations of long-term institutional investors committed to the respect of international best practices on remuneration.

Main results

- The remuneration disclosure of the companies analysed rarely exceeds the minimum required by the SWX Swiss Exchange Corporate Governance Directive (CGD). This falls short of international standards and does not allow shareholders to form an informed opinion of the remuneration policy.

Ethos calls on listed companies to enhance disclosure by publishing more than the minimum amount of information required under the CGD.

- The analysis of the remuneration structure reveals that the level of remuneration is closely related to company size. The average pay of executive directors and executive management in the 100 companies amounted to CHF 2.2 million per person and the average pay of non executive directors to CHF 230,000 per person.

Ethos asks companies to apply the rules of international best practice, in particular by strengthening the link between remuneration and performance, in order to genuinely align shareholder and executive interests.

- In Switzerland, the remuneration of Board members and executive management is determined by the Board of Directors itself.

Ethos would like the annual meeting of shareholders to be able to cast an advisory vote on the remuneration policy for listed company Board members and executive management. This practice is recommended by the OECD and functions very well in several European countries, including the United Kingdom, the Netherlands and Sweden.

Key Findings and Shareholder Expectations

The successive analysis of international best practice on executive pay and actual remuneration in Switzerland's 100 largest listed companies resulted in interesting conclusions on each of the three main aspects of the issue: disclosure of remuneration policy, its structure and who has competence to establish it.

For each of the three aspects, the conclusions describe the situation in Switzerland, and present the expectations of institutional investors committed to the respect of international best practice on remuneration.

1. Disclosure

Conclusions for the Swiss companies analysed

The study on 2005 executive remuneration in Switzerland's 100 largest listed companies concludes as follows in respect of remuneration policy disclosure:

- Since the entry into force of the SWX Swiss Exchange Corporate Governance Directive (CGD) in 2002, there has been a gradual improvement in remuneration disclosure. The level of disclosure nevertheless rarely exceeds the minimum required by the CGD.
- The description of the remuneration policy usually uses boilerplate language. Most of the companies analysed still need to make serious progress if their shareholders are genuinely to understand the principles and mechanisms underlying the remuneration policy.
- Only a minority of companies presents the different components of remuneration (salary, cash bonus, shares, options, pension fund contributions) separately, making it extremely difficult to evaluate remuneration policy.

- The mechanisms for awarding bonuses and the performance criteria applied to long-term incentive plans are rarely published in comprehensive detail, seriously undermining the remuneration policy's credibility in the eyes of the shareholders.
- The publication of individual data on executive pay remains an exception, even though the most recent version of the Swiss Code of Obligations stipulates that such publication shall be mandatory as of the 2007 annual report.

Expectations of institutional investors

Listed companies must have transparent remuneration policies if they are to enjoy the shareholders' confidence. The remuneration policy must therefore be described in exhaustive and clear detail.

Companies should publish a remuneration report comprising in particular:

- a detailed description of the fundamental principles and mechanisms underpinning the remuneration policy and each of its components;
- total remuneration and the fair value of each of its components;
- a detailed description of each incentive plan;
- a summary of executive management retirement schemes;
- a description of executive management employment contracts, in particular the conditions under which senior executives are hired and leave the company.

2. Structure

Conclusions for the Swiss companies analysed

The study on 2005 executive remuneration in Switzerland's 100 largest listed companies concludes as follows in respect of remuneration policy structure:

- In 2005, few companies paid their executive management in cash alone. Most companies also granted shares and/or stock options. On average, executive directors and executive management earned 42% of their pay in shares and/or options, while non executive directors earned 30% of their pay in shares and/or options. Generally speaking, the smaller the company, the larger the cash component of the remuneration package.
- There is a strong link between level of pay and company size, regardless of the industry or category of persons concerned. Executive directors and executive management in the 100 companies analysed earned on average CHF 2.2 million each; non executive directors earned on average CHF 230,000 each.
- Average remuneration is substantially higher than the median, meaning that remuneration is considerably higher than the average in relatively few cases, but lower in many cases.
- Major differences were observed in the level of remuneration between companies of the same size but in different industries. The "Financial companies" and "Chemical & Pharma" industries offered the highest remuneration.
- The greatest increases in remuneration between 2004 and 2005 were granted to people with executive positions in the smallest companies, irrespective of the sector. Between 2004 and 2005, average executive pay rose by 30% in the smallest companies, but by only 4% in large companies.
- No link was found between pay and performance. Admittedly, it is very hard to analyse such links in the present situation, given the lack of standardisation and detail in the information published by the companies.

Expectations of institutional investors

Defining the structure of the remuneration policy implies specifying the components of the remuneration and indirectly establishing

their absolute value. Executive pay usually comprises a fixed component (basic salary), a variable component (annual bonus and long-term incentive plans) and other forms of remuneration (pension fund contributions and benefits in kind).

Generally speaking, the following principles should be applied:

- The maximum value of each component should be established. A ceiling is thus to be fixed for total annual remuneration. That maximum amount should be set in the light of the company's size and complexity.
- The variable component should depend on clearly defined and sufficiently stringent performance criteria, in order to balance executive interests with those of shareholders. The relative parts of fixed and variable pay should also be set and remain within reasonable limits.
- The gap between the lowest and the highest remuneration in the Company should be limited.
- Executive pay should not systematically increase at a rate that is disproportionate to the rate of increase for other employees.

3. Competencies

Conclusions for the Swiss companies analysed

The study on 2005 executive remuneration in Switzerland's 100 largest listed companies concludes as follows in respect of who has competence to establish remuneration policy:

- Most of the companies have a remuneration committee that is in charge of matters pertaining to executive remuneration.
- Only half of those committees are sufficiently independent (i.e. at least half of their members are independent and none are executive directors).
- In Switzerland, the law does not allow the general meeting of shareholders to

vote on executive remuneration. A reasonable solution would be henceforth to give the meeting an advisory vote on remuneration policy, not on individual pay packages. This would ensure that the Board of Directors retains its competence and remains accountable for matters of pay.

Expectations of institutional investors

The objective is to establish a remuneration system that generates long-term value while aligning the interests of all the parties.

To that end, the following rules should be applied:

- The Board of Directors and the shareholders must share competence with regard to remuneration policy.
- As recommended by the OECD, remuneration policy for executive management should be put to shareholder vote at the annual meeting of shareholders.
- It is the Board of Directors' duty to set individual remuneration for executive management. Given the complexity of this task, best practice requires that it be delegated to a remuneration committee, comprising a majority of independent members.

Appendix

Appendix 1:	Listing of the 100 Companies Surveyed	
	A) In Alphabetical Order.....	9
	B) By Industry and Index	11
Appendix 2:	Remuneration Disclosure.....	12
Appendix 3:	2005 Average Total Remuneration: Executive Board Members and Members of Executive Management	
	A) Ranking in Alphabetical Order.....	14
	B) Ranking by Industry and Index.....	16
Appendix 4:	2005 Average Total Remuneration: Non Executive Board Members	
	A) Ranking in Alphabetical Order.....	18
	B) Ranking in Decreasing Order of Remuneration	20
Appendix 5:	2005 Total Remuneration: Highest Paid Board Member	
	A) Ranking of Companies in Alphabetical Order	22
	B) Ranking in Decreasing Order of Remuneration, Highest Paid Executive	24
	C) Ranking in Decreasing Order of Remuneration, Highest Paid Non Executive.....	25
Appendix 6:	2005 Average Total Remuneration, by Category of Persons	
	A) Basic Materials and Healthcare.....	26
	B) Consumer Goods and Services.....	27
	C) Financials.....	28
	D) Industrials.....	29
	E) Technology and Telecommunications.....	30
Appendix 7:	2005 Remuneration Mix, by Category of Persons	
	A) Basic Materials and Healthcare.....	31
	B) Consumer Goods and Services.....	32
	C) Financials.....	33
	D) Industrials.....	34
	E) Technology and Telecommunications.....	35
Appendix 8:	Existence and Independence of Remuneration Committees	36

Appendix 1-A: Listing of the 100 Companies Surveyed, in Alphabetical Order

Company	Index*	Industry
ABB	SMI	Industrials
Actelion	SMIM	Basic Materials and Healthcare
Adecco	SMI	Industrials
Affichage Holding	-	Consumer Goods and Services
Allreal	-	Financials
Arbonia-Forster-Group	-	Consumer Goods and Services
Ascom	-	Technology and Telecommunications
Bachem	-	Basic Materials and Healthcare
Bâloise	SMI	Financials
Bank Coop	-	Financials
Bank Linth	-	Financials
Bank Sarasin	-	Financials
Banque Cantonale Vaudoise	-	Financials
Banque P. Ed. de Rothschild	-	Financials
Barry Callebaut (**)	-	Consumer Goods and Services
Basilea	-	Basic Materials and Healthcare
Belimo	-	Industrials
Berner Kantonalbank	-	Financials
BKW FMB Energie	-	Industrials
Bobst	-	Industrials
Bucher Industrials	-	Industrials
Charles Vögele	SMIM	Consumer Goods and Services
Ciba Specialty Chemicals	SMI	Basic Materials and Healthcare
Clariant	SMI	Basic Materials and Healthcare
Converium	SMIM	Financials
Credit Suisse Group	SMI	Financials
Cytos	-	Basic Materials and Healthcare
Dätwyler	-	Industrials
EFG International	-	Financials
Emmi	-	Consumer Goods and Services
Ems-Chemie	-	Basic Materials and Healthcare
Flughafen Zürich	-	Industrials
Forbo	-	Industrials
Galenica	-	Consumer Goods and Services
Geberit	SMIM	Industrials
Georg Fischer	SMIM	Industrials
Givaudan	SMI	Basic Materials and Healthcare
Helvetia	-	Financials
Hiestand	-	Consumer Goods and Services
Holcim	SMI	Industrials
Huber+Suhner	-	Technology and Telecommunications
Implenia (Zschokke)	-	Industrials
Jelmoli	-	Consumer Goods and Services
Julius Bär	SMI	Financials
Kaba	SMIM	Industrials
Komax	-	Industrials
Kudelski	SMI	Technology and Telecommunications
Kühne + Nagel	SMIM	Industrials
Kuoni	SMIM	Consumer Goods and Services
Liechtensteinische LB	-	Financials
Lindt & Sprüngli	SMIM	Consumer Goods and Services
Logitech	SMIM	Technology and Telecommunications
Lonza	SMI	Basic Materials and Healthcare
Luzerner Kantonalbank	-	Financials
Micronas	SMIM	Technology and Telecommunications
Mobimo	-	Financials

Company	Index*	Industry
Nationale Suisse	-	Financials
Nestlé	SMI	Consumer Goods and Services
Nobel Biocare	SMI	Basic Materials and Healthcare
Novartis	SMI	Basic Materials and Healthcare
Panalpina	-	Industrials
Pargesa	SMIM	Financials
Phoenix Mecano	-	Industrials
Phonak	SMIM	Basic Materials and Healthcare
PSP Swiss Property	SMIM	Financials
PubliGroupe	SMIM	Consumer Goods and Services
Richemont	SMI	Consumer Goods and Services
Rieter	SMIM	Industrials
Roche	SMI	Basic Materials and Healthcare
Saurer	SMIM	Industrials
Schindler	SMIM	Industrials
Schulthess Group	-	Consumer Goods and Services
Serono	SMI	Basic Materials and Healthcare
SEZ	SMIM	Technology and Telecommunications
SGS	SMI	Industrials
SIG	SMIM	Industrials
Sika	SMIM	Industrials
St. Galler Kantonalbank	-	Financials
Straumann	SMIM	Basic Materials and Healthcare
Sulzer	SMIM	Industrials
Swatch Group	SMI	Consumer Goods and Services
Swiss Life	SMI	Financials
Swiss Prime Site	-	Financials
Swiss Re	SMI	Financials
Swisscom	SMI	Technology and Telecommunications
Syngenta	SMI	Basic Materials and Healthcare
Synthes	SMI	Basic Materials and Healthcare
Tecan	SMIM	Basic Materials and Healthcare
Temenos	-	Technology and Telecommunications
UBS	SMI	Financials
Unaxis (OC Oerlikon dès sep. 2006)	SMIM	Technology and Telecommunications
Valiant	-	Financials
Valora	SMIM	Consumer Goods and Services
Vontobel	-	Financials
VP Bank	-	Financials
Ypsomed	-	Basic Materials and Healthcare
Zehnder	-	Industrials
Züblin Immobilien	-	Financials
Zuger Kantonalbank	-	Financials
Zurich Financial Services	SMI	Financials

(*) The SMI Index included in 2005 the 26 largest listed companies in Switzerland. Currently it includes only 25 companies as Kudelski was excluded on 30 September 2006. The SMIM Index currently includes 27 companies (the largest after those in the SMI). In 2005 it included 26 companies.

(**) Barry Callebaut's financial year-end is 31 August. When this survey was made, the 2005/2006 remuneration was not available. The figures correspond to the 2004/2005 data.

Appendix 1-B: Listing of the 100 Companies Surveyed, by Industry and Index

	Basic Materials and Healthcare	Consumer G&S.	Financials	Industrials	Technology & Telecom.
SMI	Ciba Specialty ^(*) Clariant ^(*) Givaudan ^(*) Lonza Nobel Biocare Novartis ^(*) Roche ^(*) Serono ^(*) Syngenta ^(*) Synthes ^(*)	Nestlé ^(*) Richemont ^(*) Swatch Group ^(*)	Bâloise ^(*) Credit Suisse Group ^(*) Julius Bär ^(*) Swiss Life Swiss Re UBS ^(*) Zurich Financial Services	ABB Adecco Holcim ^(*) SGS	Kudelski ^(*) ^(**) Swisscom
SMIM	Actelion ^(*) Phonak Straumann Tecan	Charles Vögele Kuoni Lindt & Sprüngli ^(*) PubliGroupe Valora	Converium ^(*) Pargesa ^(*) PSP Swiss Property ^(*)	Geberit Georg Fischer ^(*) Kaba ^(*) Kühne + Nagel ^(*) Rieter Saurer ^(*) Schindler ^(*) SIG Sika Sulzer	Logitech ^(*) Micronas SEZ ^(*) Unaxis ^(*)
Autres	Bachem Basilea ^(*) Cytos ^(*) Ems-Chemie ^(*) Ypsomed	Affichage Holding Arbonia-Forster ^(*) Barry Callebaut Emmi Galenica ^(*) Hiestand ^(*) Jelmoli ^(*) Schulthess Group ^(*)	Allreal Bank Coop Bank Linth Bank Sarasin Banque Cantonale Vaudoise Banque P. Ed. de Rothschild Berner Kantonalbank EFG International ^(*) Helvetia ^(*) Liechtensteinische LB Luzerner Kantonalbank Mobimo ^(*) Nationale Suisse St. Galler Kantonalbank Swiss Prime Site Valiant Vontobel VP Bank Züblin Immobilien Zuger Kantonalbank	Belimo ^(*) BKW FMB Energie Bobst Bucher Industrials ^(*) Dätwyler Flughafen Zürich Forbo ^(*) Implenia (Zschokke) ^(*) Komax ^(*) Panalpina Phoenix Mecano ^(*) Zehnder ^(*)	Ascom Huber+Suhner Temenos ^(*)

(*) Companies where the highest paid board member is executive. To avoid biased results, when the remuneration of the non executive Chairman exceeds five times the average remuneration of the other non executive board members, it was included in the remuneration of the executive (Bâloise, Credit Suisse Group, EFG International and Julius Bär). This brings to 49 the number of companies where the highest paid board member is executive (or equivalent).

(**) Kudelski was excluded from the SMI Index on 30 September 2006. As the survey concerns the 2005 fiscal year, Ethos maintained Kudelski in this Index for the purposes of this survey.

Appendix 2: Remuneration Disclosure

	Index	General Disclosure		Individual Disclosure		
		Breakdown of all elements of remuneration	Identity of the Highest Paid Board Member	Board of Directors	Executive Management	CEO Remuneration, if not Board Member
ABB	SMI	yes	yes	yes	yes	yes
Actelion	SMIM	no	no	no	no	NR
Adecco	SMI	yes	yes	yes	yes	yes
Affichage Holding	-	no	yes	no	no	no
Allreal	-	yes	yes	yes	no	no
Arbonia-Forster-Group	-	no	yes	no	no	NR
Ascom	-	no	yes	yes	no	yes
Bachem	-	yes	no	no	no	no
Bâloise	SMI	no	yes	no	no	no
Bank Coop	-	no	no	no	no	no
Bank Linth	-	no	no	no	no	no
Bank Sarasin	-	no	no	no	no	no
Banque Cantonale Vaudoise	-	no	no	no	no	no
Banque P. Ed. de Rothschild	-	no	no	no	no	no
Barry Callebaut	-	no	no	no	no	no
Basilea	-	no	yes	no	no	NR
Belimo	-	no	no	no	no	NR
Berner Kantonalbank	-	no	yes	no	no	yes
BKW FMB Energie	-	no	no	no	no	no
Bobst	-	no	yes	no	no	no
Bucher Industrials	-	no	no	no	no	no
Charles Vögele	SMIM	no	no	no	no	no
Ciba Specialty Chemicals	SMI	no	no	no	no	NR
Clariant	SMI	no	no	no	no	NR
Converium	SMIM	no	yes	yes	no	NR
Credit Suisse Group	SMI	no	yes	no	no	no
Cytos	-	yes	yes	no	no	NR
Dätwyler	-	no	no	no	no	no
EFG International	-	no	yes	no	no	no
Emmi	-	no	no	no	no	no
Ems-Chemie	-	no	no	no	no	NR
Flughafen Zürich	-	no	no	no	no	no
Forbo	-	no	yes	no	no	NR
Galenica	-	yes	yes	yes	no	NR
Geberit	SMIM	no	no	no	no	no
Georg Fischer	SMIM	no	no	no	no	NR
Givaudan	SMI	yes	yes	yes	no	yes
Helvetia	-	yes	yes	no	no	NR
Hiestand	-	no	yes	no	no	NR
Holcim	SMI	no	no	no	no	NR
Huber+Suhner	-	no	no	no	no	no
Implenia	-	no	yes	no	no	NR
Jelmoli	-	no	no	no	no	NR
Julius Bär	SMI	no	no	no	no	no
Kaba	SMIM	no	no	no	no	NR
Komax	-	no	no	no	no	NR
Kudelski	SMI	no	no	no	no	NR
Kühne + Nagel	SMIM	no	no	no	no	no
Kuoni	SMIM	no	no	no	no	no
Liechtensteinische LB	-	no	no	no	no	no
Lindt & Sprüngli	SMIM	no	no	no	no	NR
Logitech	SMIM	yes	yes	no	no	NR

	Index	General Disclosure		Individual Disclosure		
		Breakdown of all elements of remuneration	Identity of the Highest Paid Board Member	Board of Directors	Executive Management	CEO Remuneration, if not Board Member
Lonza	SMI	no	yes	yes	no	no
Luzerner Kantonalbank	-	no	yes	yes	no	no
Micronas	SMIM	no	no	no	no	no
Mobimo	-	no	no	no	no	no
Nationale Suisse	-	no	no	no	no	no
Nestlé	SMI	no	yes	no	no	NR
Nobel Biocare	SMI	yes	yes	yes	no	yes
Novartis	SMI	yes	yes	yes	yes	NR
Panalpina	-	no	no	no	no	no
Pargesa	SMIM	no	no	no	no	NR
Phoenix Mecano	-	no	yes	no	no	NR
Phonak	SMIM	no	yes	yes	no	yes
PSP Swiss Property	SMIM	yes	no	no	no	NR
PubliGroupe	SMIM	yes	no	no	no	no
Richemont	SMI	no	no	yes	no	NR
Rieter	SMIM	no	no	no	no	no
Roche	SMI	yes	yes	yes	yes	NR
Saurer	SMIM	yes	no	yes	no	NR
Schindler	SMIM	no	yes	no	no	NR
Schulthess Group	-	no	no	no	no	NR
Serono	SMI	no	no	no	no	NR
SEZ	SMIM	no	no	no	no	NR
SGS	SMI	no	yes	yes	no	no
SIG	SMIM	no	no	no	no	no
Sika	SMIM	no	no	no	no	no
St. Galler Kantonalbank	-	no	yes	no	no	no
Straumann	SMIM	yes	yes	no	no	yes
Sulzer	SMIM	no	yes	yes	no	yes
Swatch Group	SMI	yes	no	no	no	no
Swiss Life	SMI	no	yes	yes	no	yes
Swiss Prime Site	-	yes	no	no	no	no
Swiss Re	SMI	no	yes	no	no	no
Swisscom	SMI	no	yes	no	no	yes
Syngenta	SMI	no	yes	no	no	NR
Synthes	SMI	no	no	no	no	NR
Tecan	SMIM	no	no	no	no	no
Temenos	-	no	yes	no	no	NR
UBS	SMI	yes	yes	no	no	no
Unaxis	SMIM	yes	yes	no	no	NR
Valiant	-	no	no	no	no	no
Valora	SMIM	no	no	no	no	no
Vontobel	-	no	no	no	no	no
VP Bank	-	no	no	no	no	no
Ypsomed	-	no	no	no	no	yes
Zehnder	-	no	no	no	no	NR
Züblin Immobilien	-	yes	no	no	no	no
Zuger Kantonalbank	-	no	no	no	no	no
Zurich Financial Services	SMI	yes	yes	yes	no	no

NR : Companies where the CEO sits on the Board

Appendix 3-A: 2005 Average Total Remuneration of Executive Board Members and Members of Executive Management, Ranking of Companies in Alphabetical Order

Company	Index	Executive Board Members and Executive Management (in globo)							Per person	
		Cash (CHF)	Shares (Nb)	Shares (CHF)	Options (Nb)	Options (CHF)	Other (CHF)	Total (CHF)	(CHF)	Var. 04-05 (*) (%)
ABB	SMI	7'188'722	1'044'456	7'467'860	-	-	5'560'147	20'216'729	3'912'915	12%
Actelion	SMIM	6'355'218	-	-	178'324	4'846'140	-	11'201'358	1'120'136	63%
Adecco	SMI	7'387'466	8'489	512'736	-	-	3'494'491	11'394'693	2'241'579	-16%
Affichage Holding	-	1'977'467	681	123'533	-	-	-	2'101'000	300'143	10%
Allreal	-	1'800'000	-	-	-	-	200'000	2'000'000	500'000	5%
Arbonia-Forster-Group	-	3'082'970	-	-	-	-	-	3'082'970	770'743	106%
Ascom	-	4'349'000	-	-	150'200	980'806	-	5'329'806	1'065'961	12%
Bachem	-	836'000	300	21'255	-	-	147'000	1'004'255	334'752	-28%
Bâloise (**)	SMI	5'687'604	30'542	1'900'629	-	-	-	7'588'233	1'379'679	2%
Bank Coop	-	1'749'275	2'988	184'957	-	-	-	1'934'232	483'558	7%
Bank Linth	-	1'663'000	-	-	-	-	-	1'663'000	391'294	5%
Bank Sarasin	-	17'596'315	NA	NA	-	-	-	17'596'315	2'544'046	55%
B. Cantonale Vaudoise	-	5'687'331	4'696	1'857'570	-	-	-	7'544'901	1'077'843	7%
B. P. Ed. de Rothschild	-	8'656'000	-	-	-	-	-	8'656'000	1'082'000	18%
Barry Callebaut	-	5'500'000	34'656	10'105'213	-	-	-	15'605'213	2'600'869	137%
Basilea	-	1'810'496	-	-	75'200	3'215'552	-	5'026'048	1'256'512	10%
Belimo	-	3'252'000	-	-	-	-	-	3'252'000	542'000	21%
Berner Kantonalbank	-	2'805'500	2'100	401'100	-	-	-	3'206'600	769'584	-2%
BKW FMB Energie	-	2'917'653	4'760	381'800	-	-	300'000	3'599'453	359'945	2%
Bobst	-	6'040'000	-	-	-	-	-	6'040'000	862'857	18%
Bucher Industrials	-	4'042'602	8'333	873'298	21'600	624'668	-	5'540'568	692'571	29%
Charles Vögele	SMIM	3'753'618	-	-	24'300	495'720	-	4'249'338	1'416'446	51%
Ciba Specialty Chemicals	SMI	7'392'412	63'776	5'012'794	-	-	-	12'405'206	1'550'651	-1%
Clariant	SMI	5'100'000	18'512	367'463	118'244	682'502	2'100'000	8'249'965	1'031'246	36%
Converium	SMIM	5'700'000	114'269	1'330'091	327'991	1'276'880	-	8'306'972	1'186'710	-37%
Credit Suisse Group (**)	SMI	53'300'000	2'363'068	170'140'864	-	-	1'520'000	224'960'864	32'137'266	29%
Cytos	-	2'322'900	-	-	32'415	402'728	214'600	2'940'228	401'123	9%
Dätwyler	-	4'073'000	-	-	-	-	-	4'073'000	718'765	-11%
EFG International (**)	-	8'063'071	-	-	561'499	9'674'391	-	17'737'462	2'956'244	NA
Emmi	-	3'136'000	-	-	-	-	-	3'136'000	372'594	1%
Ems-Chemie	-	2'486'000	-	-	-	-	-	2'486'000	828'667	41%
Flughafen Zürich	-	1'816'800	3'265	770'214	-	-	149'000	2'736'014	513'323	-3%
Forbo	-	4'823'274	-	-	5'250	490'875	-	5'314'149	1'062'830	13%
Galenica	-	3'330'000	3'533	786'681	-	-	268'000	4'384'681	730'780	17%
Geberit	SMIM	3'818'000	-	-	2'734	453'844	-	4'271'844	1'067'961	-25%
Georg Fischer	SMIM	4'500'000	1'170	500'000	-	-	-	5'000'000	833'333	9%
Givaudan	SMI	5'377'969	-	-	278'000	2'985'720	855'746	9'219'435	1'317'062	4%
Helvetia	-	4'559'478	734	217'998	-	-	562'232	5'339'708	843'112	10%
Hiestand	-	2'320'000	3'451	3'207'705	-	-	-	5'527'705	1'381'926	82%
Holcim	SMI	16'000'000	58'385	5'588'612	58'571	1'214'177	2'500'000	25'302'789	1'581'424	2%
Huber+Suhner	-	3'527'000	2'150	258'000	-	-	392'000	4'177'000	550'813	24%
Implenia	-	2'829'439	1'668	1'195'956	-	-	-	4'025'395	670'899	18%
Jelmoli	-	3'185'769	585	1'000'994	8'100	799'470	100'000	5'086'233	1'017'247	45%
Julius Bär (**)	SMI	16'487'089	145'758	12'695'522	54'145	1'006'384	-	30'188'994	3'773'624	137%
Kaba	SMIM	6'636'622	-	-	5'400	382'769	-	7'019'391	877'424	7%
Komax	-	NA	-	-	NA	NA	NA	1'954'940	390'988	-23%
Kudelski	SMI	7'951'189	129'254	5'047'369	-	-	-	12'998'558	1'856'937	23%
Kühne + Nagel	SMIM	10'063'127	7'500	2'002'500	15'000	1'152'300	300'000	13'517'927	1'864'542	17%
Kuoni	SMIM	6'501'856	2'159	1'079'500	-	-	1'000'000	8'581'356	953'484	-25%
Liechtensteinische LB	-	2'331'000	1'149	938'963	-	-	272'000	3'541'963	708'393	15%
Lindt & Sprüngli	SMIM	7'500'000	100	1'959'693	12'500	3'754'458	-	13'214'151	2'642'830	19%
Logitech	SMIM	5'814'060	-	-	480'000	8'716'010	100'330	14'630'400	1'828'800	7%

Company	Index	Executive Board Members and Executive Management (in globo)							Per person	
		Cash (CHF)	Shares		Options		Other (CHF)	Total (CHF)	Var. 04-05 ^(*) (%)	
			(Nb)	(CHF)	(Nb)	(CHF)				
Lonza	SMI	4'795'300	-	-	355'000	546'700	307'000	5'649'000	880'364	31%
Luzerner Kantonalbank	-	2'580'000	1'852	438'868	7'408	178'381	740'000	3'937'249	787'450	26%
Micronas	SMIM	9'257'250	-	-	75'000	1'542'750	-	10'800'000	1'080'000	-35%
Mobimo	-	2'900'000	-	-	6'143	740'723	-	3'640'723	1'213'574	NA
Nationale Suisse	-	6'674'865	-	-	-	-	-	6'674'865	667'487	27%
Nestlé	SMI	18'968'535	56'407	17'777'770	66'500	2'918'020	-	39'664'325	3'375'687	4%
Nobel Biocare	SMI	2'654'484	-	-	81'000	3'411'720	512'622	6'578'825	1'233'530	12%
Novartis	SMI	10'069'415	457'874	26'304'861	2'944'829	32'599'257	1'548'173	70'521'707	10'074'530	-4%
Panalpina	-	3'322'000	-	-	30'000	531'249	-	3'853'249	963'312	NA
Pargesa	SMIM	8'900'000	-	-	-	-	-	8'900'000	1'483'333	-24%
Phoenix Mecano	-	3'234'976	-	-	-	-	-	3'234'976	436'177	26%
Phonak	SMIM	3'933'000	-	-	80'000	817'600	-	4'750'600	950'120	-29%
PSP Swiss Property	SMIM	2'096'000	14'988	756'000	-	-	353'000	3'205'000	915'714	-18%
PubliGroupe	SMIM	5'458'675	500	187'900	-	-	408'000	6'054'575	807'277	4%
Richemont	SMI	44'937'894	-	-	1'270'000	18'097'500	-	63'035'394	3'939'712	17%
Rieter	SMIM	2'650'029	3'513	1'229'199	3'513	99'769	-	3'978'997	994'749	-6%
Roche	SMI	16'697'500	30'398	5'997'525	223'602	4'671'046	6'193'618	33'559'689	5'593'282	5%
Saurer	SMIM	2'499'613	-	-	-	-	1'262'196	3'761'809	940'452	-14%
Schindler	SMIM	19'773'722	5'211	2'269'391	6'472	928'695	-	22'971'807	1'888'094	13%
Schulthess Group	-	1'241'000	1'360	306'000	3'460	57'090	-	1'604'090	481'227	-19%
Serono	SMI	21'220'229	505	374'296	36'800	9'420'800	1'160'300	32'175'625	3'217'562	22%
SEZ	SMIM	3'835'000	-	-	-	-	1'502'811	5'337'811	1'334'453	-14%
SGS	SMI	13'196'000	384	425'472	2'387'533	4'966'069	-	18'587'541	743'502	-11%
SIG	SMIM	2'530'000	1'174	332'712	-	-	-	2'862'712	954'237	1%
Sika	SMIM	6'231'002	1'070	857'145	-	-	100'000	7'188'147	718'815	-13%
St. Galler Kantonalbank	-	3'044'000	2'346	691'718	11'360	345'069	-	4'080'788	1'064'553	19%
Straumann	SMIM	3'489'000	-	-	19'250	1'251'250	275'000	5'015'250	557'250	15%
Sulzer	SMIM	5'202'000	-	-	8'404	916'036	1'000'000	7'118'036	1'016'862	33%
Swatch Group	SMI	18'600'000	-	-	142'350	4'775'841	-	23'375'841	1'016'341	-20%
Swiss Life	SMI	7'633'850	6'797	1'222'101	-	-	-	8'855'951	1'771'190	10%
Swiss Prime Site (***)	-	NA	-	-	-	-	NA	NA	NA	NA
Swiss Re	SMI	41'880'000	210'228	19'568'884	466'500	9'330'000	13'560'000	84'338'884	4'865'705	5%
Swisscom	SMI	7'669'132	2'158	964'626	-	-	1'300'000	9'933'758	993'376	13%
Syngenta	SMI	9'647'334	68'450	13'054'420	114'664	3'072'995	5'227'129	31'001'878	3'543'072	35%
Synthes	SMI	10'345'839	13'000	1'838'720	-	-	-	12'184'559	3'046'140	-16%
Tecan	SMIM	2'297'000	-	-	-	-	-	2'297'000	328'143	30%
Temenos	-	6'352'350	-	-	3'759'800	10'475'065	272'388	17'099'802	1'508'850	113%
UBS	SMI	105'264'221	655'746	92'877'243	1'438'763	20'768'251	3'646'752	222'556'467	18'807'589	16%
Unaxis	SMIM	3'452'742	11'000	2'200'000	-	-	800'000	6'452'742	2'092'781	99%
Valiant	-	3'095'641	2'520	283'026	310'000	1'098'480	-	4'477'147	680'073	46%
Valora	SMIM	4'558'558	389	111'213	-	-	-	4'669'771	718'426	-32%
Vontobel	-	8'700'000	132'184	4'600'003	-	-	3'300'000	16'600'003	2'371'429	61%
VP Bank	-	3'163'000	1'306	257'000	-	-	-	3'420'000	760'000	40%
Ypsomed	-	2'398'000	-	-	-	-	-	2'398'000	266'444	36%
Zehnder	-	3'369'639	483	761'208	-	-	-	4'130'847	826'169	17%
Züblin Immobilien	-	1'387'168	-	-	-	-	95'000	1'482'168	573'742	-14%
Zuger Kantonalbank	-	1'850'000	-	-	-	-	-	1'850'000	616'667	8%
Zurich Financial Services	SMI	26'660'022	44'390	9'162'096	168'730	7'424'120	5'730'659	48'976'897	4'897'690	-6%

(*) The change in remuneration compared to 2004 for executive board members and members of executive management is not available (NA) for three companies which went public in 2005 (EFG International, Mobimo, Panalpina).

(**) The highest paid non executive board member was assimilated to an executive, as his remuneration exceeds five times the average remuneration of the non executive board members (Bâloise, Credit Suisse Group, EFG International and Julius Bär). This brings to 49 the number of companies where the highest paid board member is executive (or equivalent).

(***) The General management of Swiss Prime Site was delegated to Credit Suisse Group. Therefore, Swiss Prime Site is not included (NA) in the calculation of the average total remuneration of executive directors.

Appendix 3-B: 2005 Average Total Remuneration of Executive Board Members and Members of Executive Management, Ranking in Decreasing Order of Remuneration

Company	Index	Executive Board Members and Executive Management (in globo)							Per person	
		Cash	Shares	Options		Other	Total	Var. 04-05 ^(*)	Var. 04-05 ^(*)	
		(CHF)	(Nb)	(CHF)	(Nb)	(CHF)	(CHF)			
Credit Suisse Group (**)	SMI	53'300'000	2'363'068	170'140'864	-	-	1'520'000	224'960'864	32'137'266	29%
UBS	SMI	105'264'221	655'746	92'877'243	1'438'763	20'768'251	3'646'752	222'556'467	18'807'589	16%
Novartis	SMI	10'069'415	457'874	26'304'861	2'944'829	32'599'257	1'548'173	70'521'707	10'074'530	-4%
Roche	SMI	16'697'500	30'398	5'997'525	223'602	4'671'046	6'193'618	33'559'689	5'593'282	5%
Zurich Financial Services	SMI	26'660'022	44'390	9'162'096	168'730	7'424'120	5'730'659	48'976'897	4'897'690	-6%
Swiss Re	SMI	41'880'000	210'228	19'568'884	466'500	9'330'000	13'560'000	84'338'884	4'865'705	5%
Richemont	SMI	44'937'894	-	-	1'270'000	18'097'500	-	63'035'394	3'939'712	17%
ABB	SMI	7'188'722	1'044'456	7'467'860	-	-	5'560'147	20'216'729	3'912'915	12%
Julius Bär (**)	SMI	16'487'089	145'758	12'695'522	54'145	1'006'384	-	30'188'994	3'773'624	137%
Syngenta	SMI	9'647'334	68'450	13'054'420	114'664	3'072'995	5'227'129	31'001'878	3'543'072	35%
Nestlé	SMI	18'968'535	56'407	17'777'770	66'500	2'918'020	-	39'664'325	3'375'687	4%
Serono	SMI	21'220'229	500	374'296	36'800	9'420'800	1'160'300	32'175'625	3'217'562	22%
Synthes	SMI	10'345'839	13'000	1'838'720	-	-	-	12'184'559	3'046'140	-16%
EFG International (**)	-	8'063'071	-	-	561'499	9'674'391	-	17'737'462	2'956'244	NA
Lindt & Sprüngli	SMIM	7'500'000	100	1'959'693	12'500	3'754'458	-	13'214'151	2'642'830	19%
Barry Callebaut	-	5'500'000	34'656	10'105'213	-	-	-	15'605'213	2'600'869	137%
Bank Sarasin	-	17'596'315	NA	NA	-	-	-	17'596'315	2'544'046	55%
Vontobel	-	8'700'000	132'184	4'600'003	-	-	3'300'000	16'600'003	2'371'429	61%
Adecco	SMI	7'387'466	8'489	512'736	-	-	3'494'491	11'394'693	2'241'579	-16%
Unaxis	SMIM	3'452'742	11'000	2'200'000	-	-	800'000	6'452'742	2'092'781	99%
Schindler	SMIM	19'773'722	5'211	2'269'391	6'472	928'695	-	22'971'807	1'888'094	13%
Kühne + Nagel	SMIM	10'063'127	7'500	2'002'500	15'000	1'152'300	300'000	13'517'927	1'864'542	17%
Kudelski	SMI	7'951'189	129'254	5'047'369	-	-	-	12'998'558	1'856'937	23%
Logitech	SMIM	5'814'060	-	-	480'000	8'716'010	100'330	14'630'400	1'828'800	7%
Swiss Life	SMI	7'633'850	6'797	1'222'101	-	-	-	8'855'951	1'771'190	10%
Holcim	SMI	16'000'000	58'385	5'588'612	58'571	1'214'177	2'500'000	25'302'789	1'581'424	2%
Ciba SC	SMI	7'392'412	63'776	5'012'794	-	-	-	12'405'206	1'550'651	-1%
Temenos	-	6'352'350	-	-	3'759'800	10'475'065	272'388	17'099'802	1'508'850	113%
Pargesa	SMIM	8'900'000	-	-	-	-	-	8'900'000	1'483'333	-24%
Charles Vögele	SMIM	3'753'618	-	-	24'300	495'720	-	4'249'338	1'416'446	51%
Hiestand	-	2'320'000	3'451	3'207'705	-	-	-	5'527'705	1'381'926	82%
Bâloise (**)	SMI	5'687'604	30'542	1'900'629	-	-	-	7'588'233	1'379'679	2%
SEZ	SMIM	3'835'000	-	-	-	-	1'502'811	5'337'811	1'334'453	-14%
Givaudan	SMI	5'377'969	-	-	278'000	2'985'720	855'746	9'219'435	1'317'062	4%
Basilea	-	1'810'496	-	-	75'200	3'215'552	-	5'026'048	1'256'512	10%
Nobel Biocare	SMI	2'654'484	-	-	81'000	3'411'720	512'622	6'578'825	1'233'530	12%
Mobimo	-	2'900'000	-	-	6'143	740'723	-	3'640'723	1'213'574	NA
Converium	SMIM	5'700'000	114'269	1'330'091	327'991	1'276'880	-	8'306'972	1'186'710	-37%
Actelion	SMIM	6'355'218	-	-	178'324	4'846'140	-	11'201'358	1'120'136	63%
B. P. Ed. de Rothschild	-	8'656'000	-	-	-	-	-	8'656'000	1'082'000	18%
Micronas	SMIM	9'257'250	-	-	75'000	1'542'750	-	10'800'000	1'080'000	-35%
B. Cantonale Vaudoise	-	5'687'331	4'696	1'857'570	-	-	-	7'544'901	1'077'843	7%
Geberit	SMIM	3'818'000	-	-	2'734	453'844	-	4'271'844	1'067'961	-25%
Ascom	-	4'349'000	-	-	150'200	980'806	-	5'329'806	1'065'961	12%
St. Galler Kantonalbank	-	3'044'000	2'346	691'718	11'360	345'069	-	4'080'788	1'064'553	19%
Forbo	-	4'823'274	-	-	5'250	490'875	-	5'314'149	1'062'830	13%
Clariant	SMI	5'100'000	18'512	367'463	118'244	682'502	2'100'000	8'249'965	1'031'246	36%
Jelmoli	-	3'185'769	585	1'000'994	8'100	799'470	100'000	5'086'233	1'017'247	45%
Sulzer	SMIM	5'202'000	-	-	8'404	916'036	1'000'000	7'118'036	1'016'862	33%
Swatch Group	SMI	18'600'000	-	-	142'350	4'775'841	-	23'375'841	1'016'341	-20%
Rieter	SMIM	2'650'029	3'513	1'229'199	3'513	99'769	-	3'978'997	994'749	-6%

Company	Index	Executive Board Members and Executive Management (in globo)							Per person	
		Cash (CHF)	Shares (Nb)	Shares (CHF)	Options (Nb)	Options (CHF)	Other (CHF)	Total (CHF)	(CHF)	Var. 04-05 ^(*) (%)
Swisscom	SMI	7'669'132	2'158	964'626	-	-	1'300'000	9'933'758	993'376	13%
Panalpina	-	3'322'000	-	-	30'000	531'249	-	3'853'249	963'312	NA
SIG	SMIM	2'530'000	1'174	332'712	-	-	-	2'862'712	954'237	1%
Kuoni	SMIM	6'501'856	2'159	1'079'500	-	-	1'000'000	8'581'356	953'484	-25%
Phonak	SMIM	3'933'000	-	-	80'000	817'600	-	4'750'600	950'120	-29%
Saurer	SMIM	2'499'613	-	-	-	-	1'262'196	3'761'809	940'452	-14%
PSP Swiss Property	SMIM	2'096'000	14'988	756'000	-	-	353'000	3'205'000	915'714	-18%
Lonza	SMI	4'795'300	-	-	355'000	546'700	307'000	5'649'000	880'364	31%
Kaba	SMIM	6'636'622	-	-	5'400	382'769	-	7'019'391	877'424	7%
Bobst	-	6'040'000	-	-	-	-	-	6'040'000	862'857	18%
Helvetia	-	4'559'478	734	217'998	-	-	562'232	5'339'708	843'112	10%
Georg Fischer	SMIM	4'500'000	1'170	500'000	-	-	-	5'000'000	833'333	9%
Ems-Chemie	-	2'486'000	-	-	-	-	-	2'486'000	828'667	41%
Zehnder	-	3'369'639	483	761'208	-	-	-	4'130'847	826'169	17%
PubliGroupe	SMIM	5'458'675	500	187'900	-	-	408'000	6'054'575	807'277	4%
Luzerner Kantonalbank	-	2'580'000	1'852	438'868	7'408	178'381	740'000	3'937'249	787'450	26%
Arbonia-Forster-Group	-	3'082'970	-	-	-	-	-	3'082'970	770'743	106%
Berner Kantonalbank	-	2'805'500	2'100	401'100	-	-	-	3'206'600	769'584	-2%
VP Bank	-	3'163'000	1'306	257'000	-	-	-	3'420'000	760'000	40%
SGS	SMI	13'196'000	384	425'472	2'387'533	4'966'069	-	18'587'541	743'502	-11%
Galenica	-	3'330'000	3'533	786'681	-	-	268'000	4'384'681	730'780	17%
Sika	SMIM	6'231'002	1'070	857'145	-	-	100'000	7'188'147	718'815	-13%
Dätwyler	-	4'073'000	-	-	-	-	-	4'073'000	718'765	-11%
Valora	SMIM	4'558'558	389	111'213	-	-	-	4'669'771	718'426	-32%
Liechtensteinische LB	-	2'331'000	1'149	938'963	-	-	272'000	3'541'963	708'393	15%
Bucher Industrials	-	4'042'602	8'333	873'298	21'600	624'668	-	5'540'568	692'571	29%
Valiant	-	3'095'641	2'520	283'026	310'000	1'098'480	-	4'477'147	680'073	46%
Implenia	-	2'829'439	1'668	1'195'956	-	-	-	4'025'395	670'899	18%
Nationale Suisse	-	6'674'865	-	-	-	-	-	6'674'865	667'487	27%
Zuger Kantonalbank	-	1'850'000	-	-	-	-	-	1'850'000	616'667	8%
Züblin Immobilien	-	1'387'168	-	-	-	-	95'000	1'482'168	573'742	-14%
Straumann	SMIM	3'489'000	-	-	19'250	1'251'250	275'000	5'015'250	557'250	15%
Huber+Suhner	-	3'527'000	2'150	258'000	-	-	392'000	4'177'000	550'813	24%
Belimo	-	3'252'000	-	-	-	-	-	3'252'000	542'000	21%
Flughafen Zürich	-	1'816'800	3'265	770'214	-	-	149'000	2'736'014	513'323	-3%
Allreal	-	1'800'000	-	-	-	-	200'000	2'000'000	500'000	5%
Bank Coop	-	1'749'275	2'988	184'957	-	-	-	1'934'232	483'558	7%
Schulthess Group	-	1'241'000	1'360	306'000	3'460	57'090	-	1'604'090	481'227	-19%
Phoenix Mecano	-	3'234'976	-	-	-	-	-	3'234'976	436'177	26%
Cytos	-	2'322'900	-	-	32'415	402'728	214'600	2'940'228	401'123	9%
Bank Linth	-	1'663'000	-	-	-	-	-	1'663'000	391'294	5%
Komax	-	NA	-	-	NA	NA	NA	1'954'940	390'988	-23%
Emmi	-	3'136'000	-	-	-	-	-	3'136'000	372'594	1%
BKW FMB Energie	-	2'917'653	4'760	381'800	-	-	300'000	3'599'453	359'945	2%
Bachem	-	836'000	300	21'255	-	-	147'000	1'004'255	334'752	-28%
Tecan	SMIM	2'297'000	-	-	-	-	-	2'297'000	328'143	30%
Affichage Holding	-	1'977'467	681	123'533	-	-	-	2'101'000	300'143	10%
Ypsomed	-	2'398'000	-	-	-	-	-	2'398'000	266'444	36%
Swiss Prime Site (***)	-	NA	-	-	-	-	NA	NA	NA	NA

(*) The change in remuneration compared to 2004 for executive board members and members of executive management is not available (NA) for three companies which went public in 2005 (EFG International, Mobimo, Panalpina).

(**) The highest paid non executive board member was assimilated to an executive, as his remuneration exceeds five times the average remuneration of the non executive board members (Bâloise, Credit Suisse Group, EFG International and Julius Bär). This brings to 49 the number of companies where the highest paid board member is executive (or equivalent).

(***) The General management of Swiss Prime Site was delegated to Credit Suisse Group. Therefore, Swiss Prime Site is not included (NA) in the calculation of the average total remuneration of executive directors.

Appendix 4-A: 2005 Average Total Remuneration of Non Executive Board Members, Ranking of Companies in Alphabetical Order

Company	Index	Non Executive Board Members (in globo)							Per person	
		Cash (CHF)	Shares		Options		Other (CHF)	Total (CHF)	(CHF)	Var. 04-05 (*) (%)
			(Nb)	(CHF)	(Nb)	(CHF)				
ABB	SMI	812'993	199'069	2'525'340	-	-	-	3'338'333	435'435	51%
Actelion	SMIM	1'150'567	-	-	20'000	377'400	-	1'527'967	218'281	153%
Adecco	SMI	2'872'153	-	-	-	-	12'829	2'884'982	326'602	-11%
Affichage Holding	-	943'060	1'014	183'940	-	-	-	1'127'000	125'222	-11%
Allreal	-	360'000	-	-	-	-	-	360'000	80'000	0%
Arbonia-Forster-Group	-	242'890	-	-	-	-	-	242'890	60'723	-20%
Ascom	-	752'000	-	-	-	-	-	752'000	118'737	19%
Bachem	-	281'000	1'500	106'275	-	-	43'000	430'275	86'055	-2%
Bâloise (**)	SMI	1'360'000	-	-	-	-	-	1'360'000	151'111	0%
Bank Coop	-	533'692	604	37'388	-	-	-	571'080	47'590	4%
Bank Linth	-	355'000	-	-	-	-	-	355'000	53'250	3%
Bank Sarasin	-	1'796'387	-	-	-	-	-	1'796'387	256'627	-1%
Banque Cantonale Vaudoise	-	1'688'516	999	395'169	-	-	-	2'083'685	297'669	-2%
B. P. Ed. de Rothschild	-	534'000	-	-	-	-	-	534'000	48'545	0%
Barry Callebaut	-	1'600'000	2'000	583'172	-	-	-	2'183'172	379'682	-29%
Basilea	-	405'000	-	-	22'500	962'100	-	1'367'100	195'300	52%
Belimo	-	460'000	-	-	-	-	-	460'000	115'000	2%
Berner Kantonalbank	-	1'331'130	3'086	589'426	-	-	-	1'920'556	192'056	12%
BKW FMB Energie	-	774'864	4'400	352'924	-	-	-	1'127'788	93'982	28%
Bobst	-	2'180'000	-	-	-	-	-	2'180'000	311'429	65%
Bucher Industrials	-	59'000	6'162	645'778	-	-	-	704'778	117'463	-1%
Charles Vögele	SMIM	1'128'321	-	-	17'000	346'800	-	1'475'121	295'024	38%
Ciba Specialty Chemicals	SMI	702'538	7'779	611'429	-	-	-	1'313'967	218'995	-2%
Clariant	SMI	690'000	17'634	350'035	-	-	-	1'040'035	173'339	1%
Converium	SMIM	721'500	4'324	50'331	18'740	1'287	-	773'119	110'446	-19%
Credit Suisse Group (**)	SMI	4'000'000	77'117	4'400'000	-	-	220'000	8'620'000	783'636	2%
Cytos	-	198'000	-	-	-	-	-	198'000	34'941	13%
Dätwyler	-	589'000	-	-	-	-	-	589'000	70'680	4%
EFG International (**)	-	55'392	-	-	-	-	-	55'392	27'696	NA
Emmi	-	616'000	-	-	-	-	-	616'000	64'278	-4%
Ems-Chemie	-	1'408'000	-	-	-	-	-	1'408'000	469'333	2%
Flughafen Zürich	-	595'000	-	-	-	-	-	595'000	74'375	-2%
Forbo	-	618'740	590	138'429	-	-	-	757'169	141'969	-8%
Galenica	-	347'000	1'683	374'748	-	-	-	721'748	90'219	-5%
Geberit	SMIM	-	NA	1'001'000	-	-	-	1'001'000	200'200	-3%
Georg Fischer	SMIM	300'000	1'626	700'000	-	-	-	1'000'000	125'000	-24%
Givaudan	SMI	840'000	-	-	36'000	386'640	60'000	1'286'640	214'440	-8%
Helvetia	-	895'834	567	168'399	-	-	-	1'064'233	152'033	13%
Hiestand	-	1'082'000	540	501'930	-	-	-	1'583'930	316'786	-28%
Holcim	SMI	1'700'000	11'335	1'084'986	-	-	200'000	2'984'986	288'963	35%
Huber+Suhner	-	330'000	2'800	336'000	-	-	-	666'000	91'233	24%
Implenia	-	603'360	190	136'230	-	-	-	739'590	147'918	76%
Jelmoli	-	382'470	-	-	1'900	512'986	-	895'456	127'922	6%
Julius Bär (**)	SMI	351'911	10'518	916'118	-	-	-	1'268'029	211'338	46%
Kaba	SMIM	482'000	-	-	1'400	99'236	-	581'236	75'813	0%
Komax	-	NA	-	-	NA	NA	NA	373'645	74'729	-22%
Kudelski	SMI	453'500	-	-	2'000	47'817	-	501'317	71'617	7%
Kühne + Nagel	SMIM	725'115	-	-	-	-	-	725'115	76'328	6%
Kuoni	SMIM	1'100'000	1'674	837'000	-	-	200'000	2'137'000	305'286	15%
Liechtensteinische LB	-	1'130'000	-	-	-	-	-	1'130'000	161'429	29%
Lindt & Sprüngli	SMIM	600'000	-	-	-	-	-	600'000	120'000	0%
Logitech	SMIM	463'550	-	-	60'000	859'790	-	1'323'340	220'557	-2%
Lonza	SMI	540'000	22'073	1'634'726	-	-	-	2'174'726	434'945	10%

Company	Index	Non Executive Board Members (in globo)						Per person		
		Cash	Shares		Options		Other	Total	Var. 04-05 ^(*) (%)	
		(CHF)	(Nb)	(CHF)	(Nb)	(CHF)	(CHF)	(CHF)		
Luzerner Kantonalbank	-	689'000	-	-	-	-	52'346	741'346	82'372	13%
Micronas	SMIM	716'620	-	-	54'000	1'083'380	-	1'800'000	360'000	28%
Mobimo	-	1'200'000	-	-	2'449	295'300	-	1'495'300	345'069	NA
Nationale Suisse	-	2'744'408	-	-	-	-	-	2'744'408	457'401	22%
Nestlé	SMI	2'403'077	7'044	2'245'275	-	-	-	4'648'352	422'577	-29%
Nobel Biocare	SMI	227'660	-	-	9'000	379'080	-	606'740	101'123	5%
Novartis	SMI	4'733'754	18'348	1'054'093	-	-	-	5'787'847	526'168	5%
Panalpina	-	1'950'000	7'500	600'000	47'500	841'144	-	3'391'144	521'714	NA
Pargesa	SMIM	4'300'000	-	-	-	-	-	4'300'000	310'843	-13%
Phoenix Mecano	-	250'270	-	-	-	-	-	250'270	62'568	-1%
Phonak	SMIM	571'663	-	-	72'000	735'840	-	1'307'503	217'917	18%
PSP Swiss Property	SMIM	267'000	-	-	-	-	-	267'000	72'818	0%
PubliGroupe	SMIM	1'216'000	1'415	531'757	-	-	-	1'747'757	209'731	2%
Richemont	SMI	1'144'994	-	-	-	-	248'996	1'393'990	146'736	37%
Rieter	SMIM	414'646	1'462	511'554	-	-	-	926'200	154'367	-1%
Roche	SMI	3'330'000	-	-	-	-	-	3'330'000	333'000	5%
Saurer	SMIM	573'022	-	-	-	-	905'993	1'479'015	246'503	34%
Schindler	SMIM	960'000	-	-	-	-	-	960'000	160'000	0%
Schulthess Group	-	118'900	360	81'000	1'780	29'370	-	229'270	57'318	12%
Serono	SMI	637'009	1'190	907'970	4'400	1'126'400	-	2'671'379	445'230	5%
SEZ	SMIM	318'000	-	-	-	-	-	318'000	106'000	-36%
SGS	SMI	1'490'000	-	-	182'061	378'687	25'000	1'893'687	270'527	-18%
SIG	SMIM	1'210'000	1'038	294'169	-	-	-	1'504'169	240'667	58%
Sika	SMIM	2'683'427	428	342'858	-	-	-	3'026'285	378'286	68%
St. Galler Kantonalbank	-	726'000	484	142'707	-	-	-	868'707	124'101	2%
Straumann	SMIM	531'000	-	-	7'500	487'500	-	1'018'500	169'750	14%
Sulzer	SMIM	984'000	-	-	3'523	384'007	-	1'368'007	213'196	-4%
Swatch Group	SMI	800'000	-	-	-	-	-	800'000	121'519	-9%
Swiss Life	SMI	1'367'000	1'645	316'416	-	-	-	1'683'416	187'046	1%
Swiss Prime Site	-	275'789	4'371	264'446	-	-	40'000	580'235	72'529	-2%
Swiss Re	SMI	2'920'000	31'252	2'940'442	20'000	400'000	-	6'260'442	626'044	-10%
Swisscom	SMI	1'659'044	1'386	619'542	-	-	200'000	2'478'586	275'398	5%
Syngenta	SMI	2'294'097	680	98'403	12'331	330'471	-	2'722'971	281'687	84%
Synthes	SMI	7'598'845	10'281	1'454'145	-	-	-	9'052'990	1'005'888	266%
Tecan	SMIM	565'000	-	-	-	-	-	565'000	94'167	19%
Temenos	-	223'881	-	-	-	-	-	223'881	74'627	81%
UBS	SMI	2'292'321	26'664	3'776'582	-	-	15'000	6'083'903	793'553	-2%
Unaxis	SMIM	1'200'000	-	-	-	-	-	1'200'000	300'000	-1%
Valiant	-	689'768	-	-	172'500	611'800	-	1'301'568	125'958	6%
Valora	SMIM	515'944	1'972	563'787	-	-	-	1'079'731	179'955	132%
Vontobel	-	2'600'000	23'253	900'000	-	-	-	3'500'000	500'000	-38%
VP Bank	-	774'000	1'025	217'000	-	-	-	991'000	141'571	8%
Ypsomed	-	575'000	-	-	-	-	-	575'000	153'333	5%
Zehnder	-	84'504	63	99'288	-	-	-	183'792	51'291	-24%
Züblin Immobilien	-	417'500	-	-	-	-	-	417'500	98'235	5%
Zuger Kantonalbank	-	515'000	-	-	-	-	-	515'000	73'571	20%
Zurich Financial Services	SMI	3'547'399	-	-	-	-	10'646	3'558'045	395'338	7%

(*) The change in remuneration compared to 2004 for executive board members and members of executive management is not available (NA) for three companies which went public in 2005 (EFG International, Mobimo, Panalpina).

(**) The highest paid non executive board member was assimilated to an executive, as his remuneration exceeds five times the average remuneration of the non executive board members (Bâloise, Credit Suisse Group, EFG International and Julius Bär). This brings to 49 the number of companies where the highest paid board member is executive (or equivalent).

Appendix 4-B: 2005 Average Total Remuneration of Non Executive Board Members, Ranking in Decreasing Order of Remuneration

Company	Index	Non Executive Board Members (in globo)							Per person	
		Cash (CHF)	Shares		Options		Other (CHF)	Total (CHF)	Var. 04-05 ^(*) (%)	
			(Nb)	(CHF)	(Nb)	(CHF)				
Synthes	SMI	7'598'845	10'281	1'454'145	-	-	-	9'052'990	1'005'888	266%
UBS	SMI	2'292'321	26'664	3'776'582	-	-	15'000	6'083'903	793'553	-2%
Credit Suisse Group (**)	SMI	4'000'000	77'117	4'400'000	-	-	220'000	8'620'000	783'636	2%
Swiss Re	SMI	2'920'000	31'252	2'940'442	20'000	400'000	-	6'260'442	626'044	-10%
Novartis	SMI	4'733'754	18'348	1'054'093	-	-	-	5'787'847	526'168	5%
Panalpina	-	1'950'000	7'500	600'000	47'500	841'144	-	3'391'144	521'714	NA
Vontobel	-	2'600'000	23'253	900'000	-	-	-	3'500'000	500'000	-38%
Ems-Chemie	-	1'408'000	-	-	-	-	-	1'408'000	469'333	2%
Nationale Suisse	-	2'744'408	-	-	-	-	-	2'744'408	457'401	22%
Serono	SMI	637'009	1'190	907'970	4'400	1'126'400	-	2'671'379	445'230	5%
ABB	SMI	812'993	199'069	2'525'340	-	-	-	3'338'333	435'435	51%
Lonza	SMI	540'000	22'073	1'634'726	-	-	-	2'174'726	434'945	10%
Nestlé	SMI	2'403'077	7'044	2'245'275	-	-	-	4'648'352	422'577	-29%
Zurich Financial Services	SMI	3'547'399	-	-	-	-	10'646	3'558'045	395'338	7%
Barry Callebaut	-	1'600'000	2'000	583'172	-	-	-	2'183'172	379'682	-29%
Sika	SMIM	2'683'427	428	342'858	-	-	-	3'026'285	378'286	68%
Micronas	SMIM	716'620	-	-	54'000	1'083'380	-	1'800'000	360'000	28%
Mobimo	-	1'200'000	-	-	2'449	295'300	-	1'495'300	345'069	NA
Roche	SMI	3'330'000	-	-	-	-	-	3'330'000	333'000	5%
Adecco	SMI	2'872'153	-	-	-	-	12'829	2'884'982	326'602	-11%
Hiestand	-	1'082'000	540	501'930	-	-	-	1'583'930	316'786	-28%
Bobst	-	2'180'000	-	-	-	-	-	2'180'000	311'429	65%
Pargesa	SMIM	4'300'000	-	-	-	-	-	4'300'000	310'843	-13%
Kuoni	SMIM	1'100'000	1'674	837'000	-	-	200'000	2'137'000	305'286	15%
Unaxis	SMIM	1'200'000	-	-	-	-	-	1'200'000	300'000	-1%
Banque Cantonale Vaudoise	-	1'688'516	999	395'169	-	-	-	2'083'685	297'669	-2%
Charles Vögele	SMIM	1'128'321	-	-	17'000	346'800	-	1'475'121	295'024	38%
Holcim	SMI	1'700'000	11'335	1'084'986	-	-	200'000	2'984'986	288'963	35%
Syngenta	SMI	2'294'097	680	98'403	12'331	330'471	-	2'722'971	281'687	84%
Swisscom	SMI	1'659'044	1'386	619'542	-	-	200'000	2'478'586	275'398	5%
SGS	SMI	1'490'000	-	-	182'061	378'687	25'000	1'893'687	270'527	-18%
Bank Sarasin	-	1'796'387	-	-	-	-	-	1'796'387	256'627	-1%
Saurer	SMIM	573'022	-	-	-	-	905'993	1'479'015	246'503	34%
SIG	SMIM	1'210'000	1'038	294'169	-	-	-	1'504'169	240'667	58%
Logitech	SMIM	463'550	-	-	60'000	859'790	-	1'323'340	220'557	-2%
Ciba Specialty Chemicals	SMI	702'538	7'779	611'429	-	-	-	1'313'967	218'995	-2%
Actelion	SMIM	1'150'567	-	-	20'000	377'400	-	1'527'967	218'281	153%
Phonak	SMIM	571'663	-	-	72'000	735'840	-	1'307'503	217'917	18%
Givaudan	SMI	840'000	-	-	36'000	386'640	60'000	1'286'640	214'440	-8%
Sulzer	SMIM	984'000	-	-	3'523	384'007	-	1'368'007	213'196	-4%
Julius Bär (**)	SMI	351'911	10'518	916'118	-	-	-	1'268'029	211'338	46%
PubliGroupe	SMIM	1'216'000	1'415	531'757	-	-	-	1'747'757	209'731	2%
Geberit	SMIM	-	NA	1'001'000	-	-	-	1'001'000	200'200	-3%
Basilea	-	405'000	-	-	22'500	962'100	-	1'367'100	195'300	52%
Berner Kantonalbank	-	1'331'130	3'086	589'426	-	-	-	1'920'556	192'056	12%
Swiss Life	SMI	1'367'000	1'645	316'416	-	-	-	1'683'416	187'046	1%
Valora	SMIM	515'944	1'972	563'787	-	-	-	1'079'731	179'955	132%
Clariant	SMI	690'000	17'634	350'035	-	-	-	1'040'035	173'339	1%
Straumann	SMIM	531'000	-	-	7'500	487'500	-	1'018'500	169'750	14%
Liechtensteinische LB	-	1'130'000	-	-	-	-	-	1'130'000	161'429	29%
Schindler	SMIM	960'000	-	-	-	-	-	960'000	160'000	0%
Rieter	SMIM	414'646	1'462	511'554	-	-	-	926'200	154'367	-1%
Ypsomed	-	575'000	-	-	-	-	-	575'000	153'333	5%

Company	Index	Non Executive Board Members (in globo)						Per person		
		Cash	Shares		Options		Other	Total	Var. 04-05 (*)	
		(CHF)	(Nb)	(CHF)	(Nb)	(CHF)	(CHF)	(CHF)		(%)
Helvetia	-	895'834	567	168'399	-	-	-	1'064'233	152'033	13%
Bâloise (**)	SMI	1'360'000	-	-	-	-	-	1'360'000	151'111	0%
Implenia	-	603'360	190	136'230	-	-	-	739'590	147'918	76%
Richemont	SMI	1'144'994	-	-	-	-	248'996	1'393'990	146'736	37%
Forbo	-	618'740	590	138'429	-	-	-	757'169	141'969	-8%
VP Bank	-	774'000	1'025	217'000	-	-	-	991'000	141'571	8%
Jelmoli	-	382'470	-	-	1'900	512'986	-	895'456	127'922	6%
Valiant	-	689'768	-	-	172'500	611'800	-	1'301'568	125'958	6%
Affichage Holding	-	943'060	1'014	183'940	-	-	-	1'127'000	125'222	-11%
Georg Fischer	SMIM	300'000	1'626	700'000	-	-	-	1'000'000	125'000	-24%
St. Galler Kantonalbank	-	726'000	484	142'707	-	-	-	868'707	124'101	2%
Swatch Group	SMI	800'000	-	-	-	-	-	800'000	121'519	-9%
Lindt & Sprüngli	SMIM	600'000	-	-	-	-	-	600'000	120'000	0%
Ascom	-	752'000	-	-	-	-	-	752'000	118'737	19%
Bucher Industrials	-	59'000	6'162	645'778	-	-	-	704'778	117'463	-1%
Belimo	-	460'000	-	-	-	-	-	460'000	115'000	2%
Converium	SMIM	721'500	4'324	50'331	18'740	1'287	-	773'119	110'446	-19%
SEZ	SMIM	318'000	-	-	-	-	-	318'000	106'000	-36%
Nobel Biocare	SMI	227'660	-	-	9'000	379'080	-	606'740	101'123	5%
Züblin Immobilien	-	417'500	-	-	-	-	-	417'500	98'235	5%
Tecan	SMIM	565'000	-	-	-	-	-	565'000	94'167	19%
BKW FMB Energie	-	774'864	4'400	352'924	-	-	-	1'127'788	93'982	28%
Huber+Suhner	-	330'000	2'800	336'000	-	-	-	666'000	91'233	24%
Galenica	-	347'000	1'683	374'748	-	-	-	721'748	90'219	-5%
Bachem	-	281'000	1'500	106'275	-	-	43'000	430'275	86'055	-2%
Luzerner Kantonalbank	-	689'000	-	-	-	-	52'346	741'346	82'372	13%
Allreal	-	360'000	-	-	-	-	-	360'000	80'000	0%
Kühne + Nagel	SMIM	725'115	-	-	-	-	-	725'115	76'328	6%
Kaba	SMIM	482'000	-	-	1'400	99'236	-	581'236	75'813	0%
Komax	-	NA	-	-	NA	NA	NA	373'645	74'729	-22%
Temenos	-	223'881	-	-	-	-	-	223'881	74'627	81%
Flughafen Zürich	-	595'000	-	-	-	-	-	595'000	74'375	-2%
Zuger Kantonalbank	-	515'000	-	-	-	-	-	515'000	73'571	20%
PSP Swiss Property	SMIM	267'000	-	-	-	-	-	267'000	72'818	0%
Swiss Prime Site	-	275'789	4'371	264'446	-	-	40'000	580'235	72'529	-2%
Kudelski	SMI	453'500	-	-	2'000	47'817	-	501'317	71'617	7%
Dätwyler	-	589'000	-	-	-	-	-	589'000	70'680	4%
Emmi	-	616'000	-	-	-	-	-	616'000	64'278	-4%
Phoenix Mecano	-	250'270	-	-	-	-	-	250'270	62'568	-1%
Arbonia-Forster-Group	-	242'890	-	-	-	-	-	242'890	60'723	-20%
Schulthess Group	-	118'900	360	81'000	1'780	29'370	-	229'270	57'318	12%
Bank Linth	-	355'000	-	-	-	-	-	355'000	53'250	3%
Zehnder	-	84'504	63	99'288	-	-	-	183'792	51'291	-24%
B. P. Ed. de Rothschild	-	534'000	-	-	-	-	-	534'000	48'545	0%
Bank Coop	-	533'692	604	37'388	-	-	-	571'080	47'590	4%
Cytos	-	198'000	-	-	-	-	-	198'000	34'941	13%
EFG International (**)	-	55'392	-	-	-	-	-	55'392	27'696	NA

(*) The change in remuneration compared to 2004 for executive board members and members of executive management is not available (NA) for three companies which went public in 2005 (EFG International, Mobimo, Panalpina).

(**) The highest paid non executive board member was assimilated to an executive, as his remuneration exceeds five times the average remuneration of the non executive board members (Bâloise, Credit Suisse Group, EFG International and Julius Bär). This brings to 49 the number of companies where the highest paid board member is executive (or equivalent).

Appendix 5-A: 2005 Total Remuneration: Highest Paid Board Member, Ranking of Companies in Alphabetical Order

Company	Index	Name	Position in 2005 (*)	Cash (CHF)	Shares (CHF)	Options (CHF)	Others (CHF)	Total (CHF)	Var. 04-05 (**) (%)
ABB	SMI	J. Dormann	Non Exec.	476'418	1'023'582	-	-	1'500'000	NA
Actelion	SMIM	Undisclosed	Exec.	1'285'735	-	1'203'600	-	2'489'335	100%
Adecco	SMI	P. Marcel	Non Exec.	620'619	-	-	12'829	633'449	NA
Affichage Holding	-	M. Scheidegger	Non Exec.	312'227	19'773	-	-	332'000	8%
Allreal	-	T. Lustenberger	Non Exec.	120'000	-	-	-	120'000	0%
Arbonia-Forster-Group	-	E. Oehler	Exec.	1'683'900	-	-	-	1'683'900	187%
Ascom	-	J. Anttila	Non Exec.	240'000	-	-	-	240'000	NA
Bachem	-	Undisclosed	Non Exec.	161'745	21'255	-	-	183'000	-9%
Bâloise (***)	SMI	R. Schäuble	Exec.	1'926'302	466'414	-	-	2'392'716	3%
Bank Coop	-	Undisclosed	Non Exec.	138'009	9'471	-	-	147'480	8%
Bank Linth	-	Undisclosed	Non Exec.	85'898	-	-	-	85'898	-23%
Bank Sarasin	-	Undisclosed	Non Exec.	1'105'527	-	-	-	1'105'527	0%
Banque Cantonale Vaudoise	-	Undisclosed	Non Exec.	884'008	419'580	-	-	1'303'588	-5%
B. P. Ed. de Rothschild	-	Undisclosed	Non Exec.	178'000	-	-	-	178'000	0%
Barry Callebaut	-	Undisclosed	Non Exec.	1'000'000	349'903	-	-	1'349'903	-33%
Basilea	-	A. Man	Exec.	591'323	-	1'098'932	-	1'690'255	20%
Belimo	-	Undisclosed	Exec.	683'000	-	-	-	683'000	9%
Berner Kantonalbank	-	P. W. Kappeler	Non Exec.	633'000	114'600	-	-	747'600	12%
BKW FMB Energie	-	Undisclosed	Non Exec.	272'631	32'084	-	-	304'715	2%
Bobst	-	C. Gebhard	Non Exec.	300'000	-	-	-	300'000	29%
Bucher Industrials	-	Undisclosed	Exec.	200'501	333'788	104'111	-	638'400	93%
Charles Vögele	SMIM	Undisclosed	Non Exec..	317'569	-	69'360	-	386'929	0%
Ciba Specialty Chemicals	SMI	Undisclosed	Exec.	2'378'414	1'537'888	-	-	3'916'302	-1%
Clariant	SMI	Undisclosed	Exec.	NA	NA	NA	NA	2'180'000	76%
Converium	SMIM	T. G. Clarke	Exec.	1'835'186	8'753	224	-	1'844'163	NA
Credit Suisse Group (***)	SMI	W. B. Kielholz	Exec.	7'100'000	5'000'000	-	20'000	12'120'000	1%
Cytos	-	W. A. Renner	Exec.	412'400	-	-	41'700	454'100	2%
Dätwyler	-	Undisclosed	Non Exec.	168'000	-	-	-	168'000	NA
EFG International (***)	-	J.P. Cuoni	Exec.	4'163'892	-	-	-	4'163'892	NA
Emmi	-	Undisclosed	Non Exec.	356'000	-	-	-	356'000	0%
Ems-Chemie	-	Undisclosed	Exec.	856'116	-	-	-	856'116	-4%
Flughafen Zürich	-	Undisclosed	Non Exec.	128'100	-	-	-	128'100	-5%
Forbo	-	T. E. Schneider	Exec.	1'446'803	-	196'350	-	1'643'153	53%
Galenica	-	E. Jornod	Exec.	1'195'000	366'667	-	78'000	1'639'667	10%
Geberit	SMIM	Undisclosed	Non Exec.	644'000	-	-	-	644'000	NA
Georg Fischer	SMIM	Undisclosed	Exec.	1'200'000	256'200	-	-	1'456'200	12%
Givaudan	SMI	J. Wittmer	Exec.	1'488'052	-	569'220	18'593	2'075'865	1%
Helvetia	-	E. Walser	Exec.	1'152'280	59'400	-	112'262	1'323'942	5%
Hiestand	-	W. Werlé	Exec.	766'000	2'841'197	-	-	3'607'197	NA
Holcim	SMI	Undisclosed	Exec.	2'577'000	1'124'040	423'000	-	4'124'040	54%
Huber+Suhner	-	Undisclosed	Non Exec.	NA	NA	-	-	201'000	47%
Implenia	-	C. Bubb	Exec.	NA	NA	-	-	1'114'448	16%
Jelmoli	-	Undisclosed	Exec.	NA	NA	NA	NA	978'534	NA
Julius Bär (***)	SMI	Undisclosed	Exec.	2'822'089	707'600	211'890	-	3'741'579	60%
Kaba	SMIM	Undisclosed	Exec.	NA	-	NA	-	1'658'927	-21%
Komax	-	Undisclosed	Exec.	NA	-	NA	NA	735'950	-15%
Kudelski	SMI	Undisclosed	Exec.	4'750'166	4'100'250	-	-	8'850'416	20%
Kühne + Nagel	SMIM	Undisclosed	Exec.	4'361'144	-	-	-	4'361'144	15%
Kuoni	SMIM	Undisclosed	Non Exec.	420'000	375'000	-	-	795'000	1%
Liechtensteinische LB	-	Undisclosed	Non Exec.	371'000	-	-	-	371'000	14%
Lindt & Sprüngli	SMIM	Undisclosed	Exec.	3'100'000	1'959'693	1'501'783	-	6'561'476	20%
Logitech	SMIM	G. de Luca	Exec.	1'524'000	-	3'385'820	8'255	4'918'075	4%
Lonza	SMI	R. Soiron	Non Exec.	150'000	263'135	-	-	413'135	-20%
Luzerner Kantonalbank	-	H. Balmer	Non Exec.	113'000	-	-	8'750	121'750	-35%
Micronas	SMIM	Undisclosed	Non Exec.	100'000	-	500'000	-	600'000	28%
Mobimo	-	Undisclosed	Exec.	1'000'000	-	443'011	-	1'443'011	NA
Nationale Suisse	-	Undisclosed	Non Exec.	1'773'408	-	-	-	1'773'408	32%
Nestlé	SMI	P. Brabeck	Exec.	3'320'794	9'831'617	1'272'520	-	14'424'931	5%
Nobel Biocare	SMI	R. Soiron	Non Exec.	65'046	-	63'180	-	128'226	1%
Novartis	SMI	D. Vasella	Exec.	3'000'000	12'000'041	15'362'835	413'474	30'776'350	1%

Company	Index	Name	Position in 2005 (*)	Cash (CHF)	Shares (CHF)	Options (CHF)	Others (CHF)	Total (CHF)	04-05 Var. (**) (%)
Panalpina	-	Undisclosed	Non Exec.	1'663'000	-	132'812	-	1'795'812	NA
Pargesa	SMIM	Undisclosed	Exec.	3'400'000	-	-	-	3'400'000	0%
Phoenix Mecano	-	B. Goldkamp	Exec.	565'426	-	-	-	565'426	-5%
Phonak	SMIM	A. Rihs	Non Exec.	152'451	-	122'640	-	275'091	9%
PSP Swiss Property	SMIM	Undisclosed	Exec.	939'000	365'000	-	170'000	1'474'000	-20%
PubliGroupe	SMIM	Undisclosed	Non Exec.	300'000	84'555	-	-	384'555	-5%
Richemont	SMI	Undisclosed	Exec.	4'960'756	-	3'562'500	-	8'523'256	-43%
Rieter	SMIM	Undisclosed	Non Exec.	245'875	131'213	-	-	377'088	-4%
Roche	SMI	F. Humer	Exec.	7'030'000	3'158'576	1'779'389	2'823'265	14'791'230	-8%
Saurer	SMIM	Undisclosed	Exec.	1'121'264	-	-	751'123	1'872'387	-16%
Schindler	SMIM	A. N. Schindler	Exec.	4'381'265	218'186	89'253	-	4'688'703	0%
Schulthess Group	-	Undisclosed	Exec.	447'700	306'000	32'340	-	786'040	20%
Serono	SMI	Undisclosed	Exec.	7'025'683	26'705	1'638'400	-	8'690'788	30%
SEZ	SMIM	Undisclosed	Exec.	2'295'227	-	-	-	2'295'227	3%
SGS	SMI	G. Muller	Non Exec.	360'000	-	378'687	25'000	763'687	NA
SIG	SMIM	Undisclosed	Non Exec.	450'000	33'441	-	-	483'441	-36%
Sika	SMIM	Undisclosed	Non Exec.	1'208'278	342'858	-	-	1'551'136	19%
St. Galler Kantonalbank	-	F. P. Oesch	Non Exec.	216'000	40'984	-	-	256'984	0%
Straumann	SMIM	R. Maag	Non Exec.	142'000	-	130'000	-	272'000	14%
Sulzer	SMIM	L.E. Vannotti	Non Exec.	420'000	-	109'000	-	529'000	NA
Swatch Group	SMI	Undisclosed	Exec.	1'500'000	-	-	-	1'500'000	24%
Swiss Life	SMI	B. Gehrig	Non Exec.	555'000	55'378	-	-	610'378	-1%
Swiss Prime Site	-	Undisclosed	Non Exec.	63'037	67'942	-	-	130'979	-25%
Swiss Re	SMI	P. Forstmoser	Non Exec.	1'700'000	900'047	-	-	2'600'047	-31%
Swisscom	SMI	M. Rauh	Non Exec.	402'942	189'081	-	-	592'023	-6%
Syngenta	SMI	M. Pragnell	Exec.	2'055'810	3'332'598	900'024	3'354'818	9'643'250	22%
Synthes	SMI	Undisclosed	Exec.	4'000'587	1'838'720	-	-	5'839'307	-32%
Tecan	SMIM	Undisclosed	Non Exec.	120'000	-	-	-	120'000	10%
Temenos	-	G. Koukis	Exec.	1'359'670	-	-	-	1'359'670	41%
UBS	SMI	M. Ospel	Exec.	11'625'000	9'625'113	2'429'700	296'141	23'975'954	13%
Unaxis	SMIM	T. P. Limberger	Exec.	1'112'692	1'000'000	-	-	2'112'692	NA
Valiant	-	Undisclosed	Non Exec.	158'600	-	106'400	-	265'000	48%
Valora	SMIM	Undisclosed	Non Exec.	150'000	203'844	-	-	353'844	136%
Vontobel	-	Undisclosed	Non Exec.	1'100'000	627'637	-	-	1'727'637	-55%
VP Bank	-	Undisclosed	Non Exec.	341'000	107'000	-	-	448'000	7%
Ypsomed	-	Undisclosed	Non Exec.	309'000	-	-	-	309'000	11%
Zehnder	-	Undisclosed	Exec.	962'545	33'096	-	-	995'641	13%
Züblin Immobilien	-	Undisclosed	Non Exec.	125'000	-	-	-	125'000	-30%
Zuger Kantonalbank	-	Undisclosed	Non Exec.	158'000	-	-	-	158'000	14%
Zurich Financial Services	SMI	M. Gentz	Non Exec.	542'173	-	-	8'667	550'840	-24%

(*) When a company does not disclose the identity of the highest paid board member, it is often possible to deduce whether this person holds executive functions or not. When boards include only non executives, the deduction is evident. For companies with an executive sitting on the board, when the remuneration of the highest paid board member exceeds the remuneration of all the non executives taken together, one can deduce that the highest paid is an executive.

(**) 2004 remuneration is not available (NA) for three companies that went public in 2005 (EFG International, Mobimo and Panalpina) and for eleven companies where the highest paid board member switched functions in 2005 or where his length of service in 2005 did not allow for comparisons (ABB, Adecco, Ascom, Converium, Dätwyler, Geberit, Hiestand, Jelvoli, SGS, Sulzer and Unaxis).

(***) The highest paid board member was assimilated to an executive, as his remuneration exceeds five times the average remuneration of the non executive directors taken together.

Appendix 5-B: 2005 Total Remuneration: Highest Paid Board Member (Executive), Ranking in Decreasing Order of Remuneration (*)

Company	Index	Name	Cash (CHF)	Shares (CHF)	Options (CHF)	Other (CHF)	Total (CHF)	Var. 04-05 (**)	Var. (***) (%)
Novartis	SMI	D. Vasella	3'000'000	12'000'041	15'362'835	413'474	30'776'350	1%	
UBS	SMI	M. Ospel	11'625'000	9'625'113	2'429'700	296'141	23'975'954	13%	
Roche	SMI	F. Humer	7'030'000	3'158'576	1'779'389	2'823'265	14'791'230	-8%	
Nestlé	SMI	P. Brabeck	3'320'794	9'831'617	1'272'520	-	14'424'931	5%	
Credit Suisse Group (***)	SMI	W. B. Kielholz	7'100'000	5'000'000	-	20'000	12'120'000	1%	
Syngenta	SMI	M. Pragnell	2'055'810	3'332'598	900'024	3'354'818	9'643'250	22%	
Kudelski	SMI	Undisclosed	4'750'166	4'100'250	-	-	8'850'416	20%	
Serono	SMI	Undisclosed	7'025'683	26'705	1'638'400	-	8'690'788	30%	
Richemont	SMI	Undisclosed	4'960'756	-	3'562'500	-	8'523'256	-43%	
Lindt & Sprüngli	SMIM	Undisclosed	3'100'000	1'959'693	1'501'783	-	6'561'476	20%	
Synthes	SMI	Undisclosed	4'000'587	1'838'720	-	-	5'839'307	-32%	
Logitech	SMIM	G. de Luca	1'524'000	-	3'385'820	8'255	4'918'075	4%	
Schindler	SMIM	A. N. Schindler	4'381'265	218'186	89'253	-	4'688'703	0%	
Kühne + Nagel	SMIM	Undisclosed	4'361'144	-	-	-	4'361'144	15%	
EFG International (***)	-	J.P. Cuoni	4'163'892	-	-	-	4'163'892	NA	
Holcim	SMI	Undisclosed	2'577'000	1'124'040	423'000	-	4'124'040	54%	
Ciba Specialty Chemicals	SMI	Undisclosed	2'378'414	1'537'888	-	-	3'916'302	-1%	
Julius Bär (***)	SMI	Undisclosed	2'822'089	707'600	211'890	-	3'741'579	60%	
Hiestand	-	W. Werlé	766'000	2'841'197	-	-	3'607'197	NA	
Pargesa	SMIM	Undisclosed	3'400'000	-	-	-	3'400'000	0%	
Actelion	SMIM	Undisclosed	1'285'735	-	1'203'600	-	2'489'335	100%	
Bâloise (***)	SMI	R. Schäuble	1'926'302	466'414	-	-	2'392'716	3%	
SEZ	SMIM	Undisclosed	2'295'227	-	-	-	2'295'227	3%	
Clariant	SMI	Undisclosed	NA	NA	NA	NA	2'180'000	76%	
Unaxis	SMIM	T. P. Limberger	1'112'692	1'000'000	-	-	2'112'692	NA	
Givaudan	SMI	J. Wittmer	1'488'052	-	569'220	18'593	2'075'865	1%	
Saurer	SMIM	Undisclosed	1'121'264	-	-	751'123	1'872'387	-16%	
Converium	SMIM	T. G. Clarke	1'835'186	8'753	224	-	1'844'163	NA	
Basilea	-	A. Man	591'323	-	1'098'932	-	1'690'255	20%	
Arbonia-Forster-Group	-	E. Oehler	1'683'900	-	-	-	1'683'900	187%	
Kaba	SMIM	Undisclosed	NA	-	NA	-	1'658'927	-21%	
Forbo	-	T. E. Schneider	1'446'803	-	196'350	-	1'643'153	53%	
Galenica	-	E. Jornod	1'195'000	366'667	-	78'000	1'639'667	10%	
Swatch Group	SMI	Undisclosed	1'500'000	-	-	-	1'500'000	24%	
PSP Swiss Property	SMIM	Undisclosed	939'000	365'000	-	170'000	1'474'000	-20%	
Georg Fischer	SMIM	Undisclosed	1'200'000	256'200	-	-	1'456'200	12%	
Mobimo	-	Undisclosed	1'000'000	-	443'011	-	1'443'011	NA	
Temenos	-	G. Koukis	1'359'670	-	-	-	1'359'670	41%	
Helvetia	-	E. Walsler	1'152'280	59'400	-	112'262	1'323'942	5%	
Implenia	-	C. Bubb	na	na	-	-	1'114'448	16%	
Zehnder	-	Undisclosed	962'545	33'096	-	-	995'641	13%	
Jelmoli	-	Undisclosed	na	NA	NA	NA	978'534	NA	
Ems-Chemie	-	Undisclosed	856'116	-	-	-	856'116	-4%	
Schulthess Group	-	Undisclosed	447'700	306'000	32'340	-	786'040	20%	
Komax	-	Undisclosed	NA	-	NA	NA	735'950	-15%	
Belimo	-	Undisclosed	683'000	-	-	-	683'000	9%	
Bucher Industrials	-	Undisclosed	200'501	333'788	104'111	-	638'400	93%	
Phoenix Mecano	-	B. Goldkamp	565'426	-	-	-	565'426	-5%	
Cytos	-	W. A. Renner	412'400	-	-	41'700	454'100	2%	

(*) When a company does not disclose the identity of the highest paid board member, it is often possible to deduce whether this person holds executive functions or not. When boards include only non executives, the deduction is evident. For companies with an executive sitting on the board, when the remuneration of the highest paid board exceeds the remuneration of all the non executives taken together, one can deduce that the highest paid is an executive.

(**) 2004 remuneration is not available (NA) for three companies that went public in 2005 (EFG International, Mobimo and Panalpina) and for eleven companies where the highest paid board member switched functions in 2005 or where his length of service in 2005 did not allow for comparisons (ABB, Adecco, Ascom, Converium, Dätwyler, Geberit, Hiestand, Jelmoli, SGS, Sulzer and Unaxis).

(***) The highest paid board member was assimilated to an executive, as his remuneration exceeds five times the average remuneration of the non executive directors taken together.

Appendix 5-C: 2005 Total Remuneration: Highest Paid Board Member (Non Executive), Ranking in Decreasing Order of Remuneration

Company	Index	Name	Cash (CHF)	Shares (CHF)	Options (CHF)	Other (CHF)	Total (CHF)	Var. 04-05 (**)	Var. (%)
Swiss Re	SMI	P. Forstmoser	1'700'000	900'047	-	-	2'600'047	-31%	
Panalpina	-	Undisclosed	1'663'000	-	132'812	-	1'795'812	NA	
Nationale Suisse	-	Undisclosed	1'773'408	-	-	-	1'773'408	32%	
Vontobel	-	Undisclosed	1'100'000	627'637	-	-	1'727'637	-55%	
Sika	SMIM	Undisclosed	1'208'278	342'858	-	-	1'551'136	19%	
ABB	SMI	J. Dormann	476'418	1'023'582	-	-	1'500'000	NA	
Barry Callebaut	-	Undisclosed	1'000'000	349'903	-	-	1'349'903	-33%	
Banque Cantonale Vaudoise	-	Undisclosed	884'008	419'580	-	-	1'303'588	-5%	
Bank Sarasin	-	Undisclosed	1'105'527	-	-	-	1'105'527	0%	
Kuoni	SMIM	Undisclosed	420'000	375'000	-	-	795'000	1%	
SGS	SMI	G. Muller	360'000	-	378'687	25'000	763'687	NA	
Berner Kantonalbank	-	P. W. Kappeler	633'000	114'600	-	-	747'600	12%	
Geberit	SMIM	Undisclosed	644'000	-	-	-	644'000	NA	
Adecco	SMI	P. Marcel	620'619	-	-	12'829	633'449	NA	
Swiss Life	SMI	B. Gehrig	555'000	55'378	-	-	610'378	-1%	
Micronas	SMIM	Undisclosed	100'000	-	500'000	-	600'000	28%	
Swisscom	SMI	M. Rauh	402'942	189'081	-	-	592'023	-6%	
Zurich Financial Services	SMI	M. Gentz	542'173	-	-	8'667	550'840	-24%	
Sulzer	SMIM	L.E. Vannotti	420'000	-	109'000	-	529'000	NA	
SIG	SMIM	Undisclosed	450'000	33'441	-	-	483'441	-36%	
VP Bank	-	Undisclosed	341'000	107'000	-	-	448'000	7%	
Lonza	SMI	R. Soiron	150'000	263'135	-	-	413'135	-20%	
Charles Vögele	SMIM	Undisclosed	317'569	-	69'360	-	386'929	0%	
PubliGroupe	SMIM	Undisclosed	300'000	84'555	-	-	384'555	-5%	
Rieter	SMIM	Undisclosed	245'875	131'213	-	-	377'088	-4%	
Liechtensteinische LB	-	Undisclosed	371'000	-	-	-	371'000	14%	
Emmi	-	Undisclosed	356'000	-	-	-	356'000	0%	
Valora	SMIM	Undisclosed	150'000	203'844	-	-	353'844	136%	
Affichage Holding	-	M. Scheidegger	312'227	19'773	-	-	332'000	8%	
Ypsomed	-	Undisclosed	309'000	-	-	-	309'000	11%	
BKW FMB Energie	-	Undisclosed	272'631	32'084	-	-	304'715	2%	
Bobst	-	C. Gebhard	300'000	-	-	-	300'000	29%	
Phonak	SMIM	A. Rihs	152'451	-	122'640	-	275'091	9%	
Straumann	SMIM	R. Maag	142'000	-	130'000	-	272'000	14%	
Valiant	-	Undisclosed	158'600	-	106'400	-	265'000	48%	
St. Galler Kantonalbank	-	F. P. Oesch	216'000	40'984	-	-	256'984	0%	
Ascom	-	J. Anttila	240'000	-	-	-	240'000	NA	
Huber+Suhner	-	Undisclosed	NA	na	-	-	201'000	47%	
Bachem	-	Undisclosed	161'745	21'255	-	-	183'000	-9%	
B. P. Ed. de Rothschild	-	Undisclosed	178'000	-	-	-	178'000	0%	
Dätwyler	-	Undisclosed	168'000	-	-	-	168'000	NA	
Zuger Kantonalbank	-	Undisclosed	158'000	-	-	-	158'000	14%	
Bank Coop	-	Undisclosed	138'009	9'471	-	-	147'480	8%	
Swiss Prime Site	-	Undisclosed	63'037	67'942	-	-	130'979	-25%	
Nobel Biocare	SMI	R. Soiron	65'046	-	63'180	-	128'226	1%	
Flughafen Zürich	-	Undisclosed	128'100	-	-	-	128'100	-5%	
Züblin Immobilien	-	Undisclosed	125'000	-	-	-	125'000	-30%	
Luzerner Kantonalbank	-	H. Balmer	113'000	-	-	8'750	121'750	-35%	
Allreal	-	T. Lustenberger	120'000	-	-	-	120'000	0%	
Tecan	SMIM	Undisclosed	120'000	-	-	-	120'000	10%	
Bank Linth	-	Undisclosed	85'898	-	-	-	85'898	-23%	

(*) When a company does not disclose the identity of the highest paid board member, it is often possible to deduce whether this person holds executive functions or not. When boards include only non executives, the deduction is evident. For companies with an executive sitting on the board, when the remuneration of the highest paid board exceeds the remuneration of all the non executives taken together, one can deduce that the highest paid is an executive.

(**) 2004 remuneration is not available (NA) for one company that went public in 2005 (Panalpina) and for seven companies where the highest paid board member switched functions in 2005 or where his length of service in 2005 did not allow for comparisons (ABB, Adecco, Ascom, Dätwyler, Geberit, SGS and Sulzer).

Appendix 6-A: 2005 Average Total Remuneration, by Category of Persons Basic Materials and Healthcare

Basic Materials and Healthcare										
		Executive Board members and Executive Management		Non Executive Board Members		Highest Paid Board Member				
		Per person	Var. 2004	Per person	Var. 2004	Name	Position	Exec.	Non Exec.	Var. 2004
SMI	Ciba SC	1'550'651	-1%	218'995	-2%	Undisclosed	-	3'916'302	-	-1%
	Clariant	1'031'246	36%	173'339	1%	Undisclosed	-	2'180'000	-	76%
	Givaudan	1'317'062	4%	214'440	-8%	J. Wittmer (*)	Chairman	2'075'865	-	1%
	Lonza	880'364	31%	434'945	10%	R. Soiron	Chairman	-	413'135	-20%
	Nobel Biocare	1'233'530	12%	101'123	5%	R. Soiron	Chairman	-	128'226	1%
	Novartis	10'074'530	-4%	526'168	5%	D. Vasella	Ch. & CEO	30'776'350	-	1%
	Roche	5'593'282	5%	333'000	5%	F. Humer	Ch. & CEO	14'791'230	-	-8%
	Serono	3'217'562	22%	445'230	5%	Undisclosed	-	8'690'788	-	30%
	Syngenta	3'543'072	35%	281'687	84%	M. Pragnell	Member & CEO	9'643'250	-	22%
	Synthes	3'046'140	-16%	1'005'888	266%	Undisclosed	-	5'839'307	-	-32%
SMIM	Actelion	1'120'136	63%	218'281	153%	Undisclosed	-	2'489'335	-	100%
	Phonak	950'120	-29%	217'917	18%	A. Rihs	Chairman	-	275'091	9%
	Straumann	557'250	15%	169'750	14%	R. Maag	Chairman	-	272'000	14%
	Tecan	328'143	30%	94'167	19%	Undisclosed	-	120'000	-	10%
Other	Bachem	334'752	-28%	86'055	-2%	Undisclosed	-	183'000	-	-9%
	Basilea	1'256'512	10%	195'300	52%	A. Man	Member & CEO	1'690'255	-	20%
	Cytos	401'123	9%	34'941	13%	W. A. Renner	Member & CEO	454'100	-	2%
	Ems-Chemie	828'667	41%	469'333	2%	Undisclosed	-	856'116	-	-4%
	Ypsomed	266'444	36%	153'333	5%	Undisclosed	-	309'000	-	11%

(*) Mr. Wittmer was CEO only for part of 2005

Appendix 6-B: 2005 Average Total Remuneration, by Category of Persons Consumer Goods and Services

Consumer Goods and Services										
		Executive Board members and Executive Management		Non Executive Board Members		Highest Paid Board Member				
		Per person	Var. 2004	Per person	Var. 2004	Name	Position	Exec.	Non Exec.	Var. 2004
SMI	Nestlé	3'375'687	4%	422'577	-29%	P. Brabeck	Ch. & CEO	14'424'931		5%
	Richemont	3'939'712	17%	146'736	37%	Undisclosed	-	8'523'256		-43%
	Swatch Group	1'016'341	-20%	121'519	-9%	Undisclosed	-	1'500'000		24%
SMIM	Charles Vögele	1'416'446	51%	295'024	38%	Undisclosed	-		386'929	0%
	Kuoni	953'484	-25%	305'286	15%	Undisclosed	-		795'000	1%
	Lindt & Sprüngli	2'642'830	19%	120'000	0%	Undisclosed	-	6'561'476		20%
	PubliGroupe	807'277	4%	209'731	2%	Undisclosed	-		384'555	-5%
	Valora	718'426	-32%	179'955	132%	Undisclosed	-		353'844	136%
Other	Affichage Holding	300'143	10%	125'222	-11%	M. Scheidegger	Other		332'000	8%
	Arbonia-Forster-Group	770'743	106%	60'723	-20%	E. Oehler	Ch. & CEO	1'683'900		187%
	Barry Callebaut	2'600'869	137%	379'682	-29%	Undisclosed	-		1'349'903	-33%
	Emmi	372'594	1%	64'278	-4%	Undisclosed	-		356'000	0%
	Galenica	730'780	17%	90'219	-5%	E. Jornod	Ch. & CEO	1'639'667		10%
	Hiestand	1'381'926	82%	316'786	-28%	W. Werlé	Member & CEO	3'607'197		NA
	Jelmoli	1'017'247	45%	127'922	6%	Undisclosed	-	978'534		NA
	Schulthess Group	481'227	-19%	57'318	12%	Undisclosed	-	786'040		20%

Appendix 6-C: 2005 Average Total Remuneration, by Category of Persons Financials

Financials										
		Executive Board members and Executive Management		Non Executive Board Members		Highest Paid Board Member				
		Per person	Var. 2004	Per person	Var. 2004	Name	Position	Exec.	Non Exec.	Var. 2004
SMI	Bâloise (*)	1'379'679	2%	151'111	0%	R. Schäuble	Chairman	2'392'716		3%
	Credit Suisse Group (*)	32'137'266	29%	783'636	2%	W. B. Kielholz	Chairman	12'120'000		1%
	Julius Bär (*)	3'773'624	137%	211'338	46%	Undisclosed	-	3'741'579		60%
	Swiss Life	1'771'190	10%	187'046	1%	B. Gehrig	Chairman		610'378	-1%
	Swiss Re	4'865'705	5%	626'044	-10%	P. Forstmoser	Chairman		2'600'047	-31%
	UBS	18'807'589	16%	793'553	-2%	M. Ospel	Exec. Chairman	23'975'954		13%
	Zurich Financial Services	4'897'690	-6%	395'338	7%	M. Gentz	Chairman		550'840	-24%
SMIM	Converium	1'186'710	-37%	110'446	-19%	T. G. Clarke	Member & CEO	1'844'163		NA
	Pargesa	1'483'333	-24%	310'843	-13%	Undisclosed	-	3'400'000		0%
	PSP Swiss Property	915'714	-18%	72'818	0%	Undisclosed	-	1'474'000		-20%
Other	Allreal	500'000	5%	80'000	0%	T. Lustenberger	Chairman		120'000	0%
	Bank Coop	483'558	7%	47'590	4%	Undisclosed	-		147'480	8%
	Bank Linth	391'294	5%	53'250	3%	Undisclosed	-		85'898	-23%
	Bank Sarasin	2'544'046	55%	256'627	-1%	Undisclosed	-		1'105'527	0%
	Banque Cantonale Vaudoise	1'077'843	7%	297'669	-2%	Undisclosed	-		1'303'588	-5%
	B. P. Ed. de Rothschild	1'082'000	18%	48'545	0%	Undisclosed	-		178'000	0%
	Berner Kantonalbank	769'584	-2%	192'056	12%	P. W. Kappeler	Chairman		747'600	12%
	EFG International (*)	2'956'244	NA	27'696	NA	J.P. Cuoni	Chairman	4'163'892		NA
	Helvetia	843'112	10%	152'033	13%	E. Walser	Ch. & CEO	1'323'942		5%
	Liechtensteinische LB	708'393	15%	161'429	29%	Undisclosed	-		371'000	14%
	Luzerner Kantonalbank	787'450	26%	82'372	13%	H. Balmer	Other		121'750	-35%
	Mobimo	1'213'574	NA	345'069	NA	Undisclosed	-	1'443'011		NA
	Nationale Suisse	667'487	27%	457'401	22%	Undisclosed	-		1'773'408	32%
	St. Galler Kantonalbank	1'064'553	19%	124'101	2%	F. P. Oesch	Chairman		256'984	0%
	Swiss Prime Site (**)	NA	NA	72'529	-2%	Undisclosed	-		130'979	-25%
	Valiant	680'073	46%	125'958	6%	Undisclosed	-		265'000	48%
	Vontobel	2'371'429	61%	500'000	-38%	Undisclosed	-		1'727'637	-55%
VP Bank	760'000	40%	141'571	8%	Undisclosed	-		448'000	7%	
Züblin Immobilien	573'742	-14%	98'235	5%	Undisclosed	-		125'000	-30%	
Zuger Kantonalbank	616'667	8%	73'571	20%	Undisclosed	-		158'000	14%	

(*) The remuneration of non executive highest paid board members earning more than 5 times the average remuneration of the non executive directors taken together was included in the executive remuneration (Bâloise, Credit Suisse Group, EFG International and Julius Bär).

(**) The General management of Swiss Prime Site was delegated to Credit Suisse Group. Therefore, Swiss Prime Site is not included (NA) in the calculation of the average total remuneration of executive directors.

Appendix 6-D: 2005 Average Total Remuneration, by Category of Persons Industrials

Industrials										
		Executive Board members and Executive Management		Non Executive Board Members		Highest Paid Board Member				
		Per person	Var. 2004	Per person	Var. 2004	Name	Position	Exec.	Non Exec.	Var. 2004
SMI	ABB	3'912'915	12%	435'435	51%	J. Dormann	Chairman		1'500'000	NA
	Adecco	2'241'579	-16%	326'602	-11%	P. Marcel	Other		633'449	NA
	Holcim	1'581'424	2%	288'963	35%	Undisclosed	-	4'124'040		54%
	SGS	743'502	-11%	270'527	-18%	G. Muller	Chairman		763'687	NA
SMIM	Geberit	1'067'961	-25%	200'200	-3%	Undisclosed	-		644'000	NA
	Georg Fischer	833'333	9%	125'000	-24%	Undisclosed	-	1'456'200		12%
	Kaba	877'424	7%	75'813	0%	Undisclosed	-	1'658'927		-21%
	Kühne + Nagel	1'864'542	17%	76'328	6%	Undisclosed	-	4'361'144		15%
	Rieter	994'749	-6%	154'367	-1%	Undisclosed	-		377'088	-4%
	Saurer	940'452	-14%	246'503	34%	Undisclosed	-	1'872'387		-16%
	Schindler	1'888'094	13%	160'000	0%	A. N. Schindler	Ch. & CEO	4'688'703		0%
	SIG	954'237	1%	240'667	58%	Undisclosed	-		483'441	-36%
	Sika	718'815	-13%	378'286	68%	Undisclosed	-		1'551'136	19%
	Sulzer	1'016'862	33%	213'196	-4%	L.E. Vannotti	Chairman		529'000	NA
Other	Belimo	542'000	21%	115'000	2%	Undisclosed	-	683'000		9%
	BKW FMB Energie	359'945	2%	93'982	28%	Undisclosed	-		304'715	2%
	Bobst	862'857	18%	311'429	65%	C. Gebhard	Chairman		300'000	29%
	Bucher Industrials	692'571	29%	117'463	-1%	Undisclosed	-	638'400		93%
	Dätwyler	718'765	-11%	70'680	4%	Undisclosed	-		168'000	NA
	Flughafen Zürich	513'323	-3%	74'375	-2%	Undisclosed	-		128'100	-5%
	Forbo	1'062'830	13%	141'969	-8%	T. E. Schneider	Member & CEO	1'643'153		53%
	Implenia	670'899	18%	147'918	76%	C. Bubb	Member & CEO	1'114'448		16%
	Komax	390'988	-23%	74'729	-22%	Undisclosed	-	735'950		-15%
	Panalpina	963'312	NA	521'714	NA	Undisclosed	-		1'795'812	NA
	Phoenix Mecano	436'177	26%	62'568	-1%	B. Goldkamp	Member & CEO	565'426		-5%
	Zehnder Group	826'169	17%	51'291	-24%	Undisclosed	-	995'641		13%

Appendix 6-E: 2005 Average Total Remuneration, by Category of Persons Technology and Telecommunications

Technology and Telecommunications										
		Executive Board members and Executive Management		Non Executive Board Members		Highest Paid Board Member				
		Per person	Var. 2004	Per person	Var. 2004	Name	Position	Exec.	Non Exec.	Var. 2004
SMI	Kudelski	1'856'937	23%	71'617	7%	Undisclosed	-	8'850'416		20%
	Swisscom	993'376	13%	275'398	5%	M. Rauh	Chairman		592'023	-6%
SMIM	Logitech	1'828'800	7%	220'557	-2%	G. de Luca	Member & CEO	4'918'075		4%
	Micronas	1'080'000	-35%	360'000	28%	Undisclosed	-		600'000	28%
	SEZ	1'334'453	-14%	106'000	-36%	Undisclosed	-	2'295'227		3%
	Unaxis	2'092'781	99%	300'000	-1%	T. P. Limberger	Member & CEO	2'112'692		NA
Other	Ascom	1'065'961	12%	118'737	19%	J. Anttila	Chairman		240'000	NA
	Huber+Suhner	550'813	24%	91'233	24%	Undisclosed	-		201'000	47%
	Temenos	1'508'850	113%	74'627	81%	G. Koukis	Exec. Chairman	1'359'670		41%

Appendix 7-A: 2005 Remuneration Mix, by Category of Persons
Basic Materials and Healthcare

Basic Materials and Healthcare													
		Executive Board members and Executive Management						Non Executive Board Members					
		Nb.	Per person (CHF)	% in cash	% in shares	% in options	% other	Nb.	Per person (CHF)	% in cash	% in shares	% in options	% other
SMI	Ciba SC	8	1'550'651	60%	40%	0%	0%	6	218'995	53%	47%	0%	0%
	Clariant	8	1'031'246	62%	4%	8%	25%	6	173'339	66%	34%	0%	0%
	Givaudan	7	1'317'062	58%	0%	32%	9%	6	214'440	65%	0%	30%	5%
	Lonza	6	880'364	85%	0%	10%	5%	5	434'945	25%	75%	0%	0%
	Nobel Biocare	5	1'233'530	40%	0%	52%	8%	6	101'123	38%	0%	62%	0%
	Novartis	7	10'074'530	14%	37%	46%	2%	11	526'168	82%	18%	0%	0%
	Roche	6	5'593'282	50%	18%	14%	18%	10	333'000	100%	0%	0%	0%
	Serono	10	3'217'562	66%	1%	29%	4%	6	445'230	24%	34%	42%	0%
	Syngenta	9	3'543'072	31%	42%	10%	17%	10	281'687	84%	4%	12%	0%
	Synthes	4	3'046'140	85%	15%	0%	0%	9	1'005'888	84%	16%	0%	0%
SMI	Actelion	10	1'120'136	57%	0%	43%	0%	7	218'281	75%	0%	25%	0%
	Phonak	5	950'120	83%	0%	17%	0%	6	217'917	44%	0%	56%	0%
	Straumann	9	557'250	70%	0%	25%	5%	6	169'750	52%	0%	48%	0%
	Tecan	7	328'143	100%	0%	0%	0%	6	94'167	100%	0%	0%	0%
Other	Bachem	3	334'752	83%	2%	0%	15%	5	86'055	65%	25%	0%	10%
	Basilea	4	1'256'512	36%	0%	64%	0%	7	195'300	30%	0%	70%	0%
	Cytos	7	401'123	79%	0%	14%	7%	6	34'941	100%	0%	0%	0%
	Ems-Chemie	3	828'667	100%	0%	0%	0%	3	469'333	100%	0%	0%	0%
	Ypsomed	9	266'444	100%	0%	0%	0%	4	153'333	100%	0%	0%	0%

Appendix 7-B: 2005 Remuneration Mix, by Category of Persons Consumer Goods and Services

Consumer Goods and Services													
		Executive Board members and Executive Management						Non Executive Board Members					
		Nb	Per person (CHF)	% in cash	% in shares	% in options	% other	Nb	Per person (CHF)	% in cash	% in shares	% in options	% other
SMI	Nestlé	12	3'375'687	48%	45%	7%	0%	11	422'577	52%	48%	0%	0%
	Richemont	16	3'939'712	71%	0%	29%	0%	10	146'736	82%	0%	0%	18%
	Swatch Group	23	1'016'341	80%	0%	20%	0%	7	121'519	100%	0%	0%	0%
SMIM	Charles Vögele	3	1'416'446	88%	0%	12%	0%	5	295'024	76%	0%	24%	0%
	Kuoni	9	953'484	76%	13%	0%	12%	7	305'286	51%	39%	0%	9%
	Lindt & Sprüngli	5	2'642'830	57%	15%	28%	0%	5	120'000	100%	0%	0%	0%
	PubliGroupe	8	807'277	90%	3%	0%	7%	8	209'731	70%	30%	0%	0%
	Valora	7	718'426	98%	2%	0%	0%	6	179'955	48%	52%	0%	0%
Other	Affichage Holding	7	300'143	94%	6%	0%	0%	9	125'222	84%	16%	0%	0%
	Arbonia-Forster-Group	4	770'743	100%	0%	0%	0%	4	60'723	100%	0%	0%	0%
	Barry Callebaut	6	2'600'869	35%	65%	0%	0%	6	379'682	73%	27%	0%	0%
	Emmi	8	372'594	100%	0%	0%	0%	10	64'278	100%	0%	0%	0%
	Galenica	6	730'780	76%	18%	0%	6%	8	90'219	48%	52%	0%	0%
	Hiestand	4	1'381'926	42%	58%	0%	0%	5	316'786	68%	32%	0%	0%
	Jelmoli	5	1'017'247	63%	20%	16%	2%	7	127'922	43%	0%	57%	0%
	Schulthess Group	3	481'227	77%	19%	4%	0%	4	57'318	52%	35%	13%	0%

Appendix 7-C: 2005 Remuneration Mix, by Category of Persons Financials

Financials													
		Executive Board members and Executive Management						Non Executive Board Members					
		Nb.	Per person (CHF)	% in cash	% in shares	% in options	% other	Nb.	Per person (CHF)	% in cash	% in shares	% in options	% other
SMI	Bâloise (*)	6	1'379'679	75%	25%	0%	0%	9	151'111	100%	0%	0%	0%
	Credit Suisse Group (*)	7	32'137'266	24%	76%	0%	1%	11	783'636	46%	51%	0%	3%
	Julius Bär (*)	8	3'773'624	55%	42%	3%	0%	6	211'338	28%	72%	NA	0%
	Swiss Life	5	1'771'190	86%	14%	0%	0%	9	187'046	81%	19%	0%	0%
	Swiss Re	17	4'865'705	50%	23%	11%	16%	10	626'044	47%	47%	6%	0%
	UBS	12	18'807'589	47%	42%	9%	2%	8	793'553	38%	62%	0%	0%
	Zurich Financial Services	10	4'897'690	54%	19%	15%	12%	9	395'338	100%	0%	0%	0%
SMIM	Converium	7	1'186'710	69%	16%	15%	0%	7	110'446	93%	7%	0%	0%
	Pargesa	6	1'483'333	100%	0%	0%	0%	14	310'843	100%	0%	0%	0%
	PSP Swiss Property	4	915'714	65%	24%	0%	11%	4	72'818	100%	0%	0%	0%
Other	Allreal	4	500'000	90%	0%	0%	10%	5	80'000	100%	0%	0%	0%
	Bank Coop	4	483'558	90%	10%	0%	0%	12	47'590	93%	7%	0%	0%
	Bank Linth	4	391'294	100%	0%	0%	0%	7	53'250	100%	0%	0%	0%
	Bank Sarasin	7	2'544'046	NA	NA	0%	0%	7	256'627	100%	NA	0%	0%
	Banque Cantonale Vaudoise	7	1'077'843	75%	25%	0%	0%	7	297'669	81%	19%	0%	0%
	B. P. Ed. de Rothschild	8	1'082'000	100%	0%	0%	0%	11	48'545	100%	0%	0%	0%
	Berner Kantonalbank	4	769'584	87%	13%	0%	0%	10	192'056	69%	31%	0%	0%
	EFG International (*)	6	2'956'244	45%	0%	55%	0%	2	27'696	100%	0%	0%	0%
	Helvetia	6	843'112	85%	4%	0%	11%	7	152'033	84%	16%	0%	0%
	Liechtensteinische LB	5	708'393	66%	26%	0%	8%	7	161'429	100%	0%	0%	0%
	Luzerner Kantonalbank	5	787'450	66%	11%	5%	19%	9	82'372	93%	0%	0%	7%
	Mobimo	3	1'213'574	80%	0%	20%	0%	4	345'069	80%	0%	20%	0%
	Nationale Suisse	10	667'487	100%	0%	0%	0%	6	457'401	100%	0%	0%	0%
	St. Galler Kantonalbank	4	1'064'553	75%	17%	8%	0%	7	124'101	84%	16%	0%	0%
	Swiss Prime Site	NA	NA	NA	NA	NA	NA	8	72'529	48%	46%	0%	7%
	Valiant	7	680'073	69%	6%	25%	0%	10	125'958	53%	0%	47%	0%
	Vontobel	7	2'371'429	52%	28%	0%	20%	7	500'000	74%	26%	0%	0%
	VP Bank	5	760'000	92%	8%	0%	0%	7	141'571	78%	22%	0%	0%
	Züblin Immobilien	3	573'742	94%	0%	0%	6%	4	98'235	100%	0%	0%	0%
	Zuger Kantonalbank	3	616'667	100%	0%	0%	0%	7	73'571	100%	0%	0%	0%

(*) The remuneration of non executive highest paid board members earning more than 5 times the average remuneration of the non executive directors taken together was included in the executive remuneration (Bâloise, Credit Suisse Group, EFG International and Julius Bär).

Appendix 7-D: 2005 Remuneration Mix, by Category of Persons Industrials

Industrials													
		Executive Board members and Executive Management						Non Executive Board Members					
		Nb.	Per person (CHF)	% in cash	% in shares	% in options	% other	Nb.	Per person (CHF)	% in cash	% in shares	% in options	% other
SMI	ABB	5	3'912'915	36%	37%	0%	28%	8	435'435	24%	76%	0%	0%
	Adecco	5	2'241'579	65%	4%	0%	31%	9	326'602	100%	0%	0%	0%
	Holcim	16	1'581'424	63%	22%	5%	10%	10	288'963	57%	36%	0%	7%
	SGS	25	743'502	71%	2%	27%	0%	7	270'527	79%	0%	20%	1%
SMIM	Geberit	4	1'067'961	89%	0%	11%	0%	5	200'200	0%	100%	0%	0%
	Georg Fischer	6	833'333	90%	10%	0%	0%	8	125'000	30%	70%	0%	0%
	Kaba	8	877'424	95%	0%	5%	0%	8	75'813	83%	0%	17%	0%
	Kühne + Nagel	7	1'864'542	74%	15%	9%	2%	10	76'328	100%	0%	0%	0%
	Rieter	4	994'749	67%	31%	3%	0%	6	154'367	45%	55%	0%	0%
	Saurer	4	940'452	66%	0%	0%	34%	6	246'503	39%	0%	0%	61%
	Schindler	12	1'888'094	86%	10%	4%	0%	6	160'000	100%	0%	0%	0%
	SIG	3	954'237	88%	12%	0%	0%	6	240'667	80%	20%	0%	0%
	Sika	10	718'815	87%	12%	0%	1%	8	378'286	89%	11%	0%	0%
	Sulzer	7	1'016'862	73%	0%	13%	14%	6	213'196	72%	0%	28%	0%
Other	Belimo	6	542'000	100%	0%	0%	0%	4	115'000	100%	0%	0%	0%
	BKW FMB Energie	10	359'945	81%	11%	0%	8%	12	93'982	69%	31%	0%	0%
	Bobst	7	862'857	100%	0%	0%	0%	7	311'429	100%	0%	0%	0%
	Bucher Industrials	8	692'571	73%	16%	11%	0%	6	117'463	8%	92%	0%	0%
	Dätwyler	6	718'765	100%	0%	0%	0%	8	70'680	100%	0%	0%	0%
	Flughafen Zürich	5	513'323	66%	28%	0%	5%	8	74'375	100%	0%	0%	0%
	Forbo	5	1'062'830	91%	0%	9%	0%	5	141'969	82%	18%	0%	0%
	Implenia	6	670'899	70%	30%	0%	0%	5	147'918	82%	18%	0%	0%
	Komax (*)	5	390'988	NA	0%	NA	NA	5	74'729	NA	0%	NA	NA
	Panalpina	4	963'312	86%	0%	14%	0%	7	521'714	58%	18%	25%	0%
	Phoenix Mecano	7	436'177	100%	0%	0%	0%	4	62'568	100%	0%	0%	0%
	Zehnder Group	5	826'169	82%	18%	0%	0%	4	51'291	46%	54%	0%	0%

(*) Komax did not disclose the breakdown of the remuneration of board members and executive management.

Appendix 7-E: 2005 Remuneration Mix, by Category of Persons Technology and Telecommunications

Technology and Telecommunications													
		Executive Board members and Executive Management						Non Executive Board Members					
		Nb.	Per person (CHF)	% in cash	% in shares	% in options	% other	Nb.	Per person (CHF)	% in cash	% in shares	% in options	% other
SMI	Kudelski	7	1'856'937	61%	39%	0%	0%	7	71'617	90%	0%	10%	0%
	Swisscom	10	993'376	77%	10%	0%	13%	9	275'398	67%	25%	0%	8%
SMIM	Logitech	8	1'828'800	40%	0%	60%	1%	6	220'557	35%	0%	65%	0%
	Micronas	10	1'080'000	86%	0%	14%	0%	5	360'000	40%	0%	60%	0%
	SEZ	4	1'334'453	72%	0%	0%	28%	3	106'000	100%	0%	0%	0%
	Unaxis	3	2'092'781	54%	34%	0%	12%	4	300'000	100%	0%	0%	0%
Other	Ascom	5	1'065'961	82%	0%	18%	0%	6	118'737	100%	0%	0%	0%
	Huber+Suhner	8	550'813	84%	6%	0%	9%	7	91'233	50%	50%	0%	0%
	Temenos	11	1'508'850	37%	0%	61%	2%	3	74'627	100%	0%	0%	0%

Appendix 8: Existence and Independence of Remuneration Committees

Company	Index	Existence of a Committee	Independence of the Committee	Presence of an Executive in the Committee	Chairman of the Board in the Committee
ABB	SMI	yes	33%	no	no
Actelion	SMIM	yes	67%	no	yes
Adecco	SMI	yes	75%	no	no
Affichage Holding	-	yes	50%	no	no
Allreal	-	yes	0%	no	yes
Arbonia-Forster-Group	-	yes	50%	yes	yes
Ascom	-	yes	100%	no	no
Bachem	-	yes	33%	no	yes
Bâloise	SMI	yes	75%	no	no
Bank Coop	-	yes	0%	no	yes
Bank Linth	-	no	NR	NR	NR
Bank Sarasin	-	yes	33%	no	no
Banque Cantonale Vaudoise	-	yes	33%	no	yes
B. P. Ed. de Rothschild	-	no	NR	NR	NR
Barry Callebaut	-	yes	0%	no	yes
Basilea	-	yes	33%	no	yes
Belimo	-	yes	0%	no	yes
Berner Kantonalbank	-	yes	67%	no	yes
BKW FMB Energie	-	yes	0%	no	yes
Bobst	-	yes	50%	no	no
Bucher Industrials	-	yes	0%	yes	yes
Charles Vögele	SMIM	yes	67%	no	yes
Ciba Specialty Chemicals	SMI	yes	100%	no	no
Clariant	SMI	yes	50%	no	yes
Converium	SMIM	yes	100%	no	yes
Credit Suisse Group	SMI	yes	75%	no	no
Cytos Biotechnology	-	yes	75%	yes	yes
Dätwyler	-	yes	0%	no	yes
EFG International	-	yes	0%	no	yes
Emmi	-	yes	0%	no	yes
Ems-Chemie	-	yes	100%	no	no
Flughafen Zürich	-	yes	33%	no	yes
Forbo	-	yes	67%	no	yes
Galenica	-	yes	67%	no	no
Geberit	SMIM	yes	67%	no	yes
Georg Fischer	SMIM	yes	67%	no	yes
Givaudan	SMI	yes	33%	no	yes
Helvetia	-	yes	0%	no	no
Hiestand	-	yes	50%	no	yes
Holcim	SMI	yes	25%	no	yes
Huber+Suhner	-	yes	50%	no	yes
Implenia	-	yes	50%	no	yes
Jelmoli	-	yes	33%	yes	no
Julius Bär	SMI	yes	67%	no	no
Kaba	SMIM	yes	67%	yes	yes
Komax	-	yes	100%	no	yes
Kudelski	SMI	yes	33%	no	no
Kühne + Nagel	SMIM	yes	25%	yes	yes
Kuoni	SMIM	yes	100%	no	no
Liechtensteinische LB	-	yes	33%	no	yes
Lindt & Sprüngli	SMIM	Chairman's Committee	0%	yes	yes
Logitech	SMIM	yes	100%	no	no
Lonza	SMI	yes	100%	no	yes
Luzerner Kantonalbank	-	Chairman's Committee	33%	no	yes
Micronas	SMIM	yes	50%	no	no
Mobimo	-	no	NR	NR	NR

Company	Index	Existence of a Committee	Independence of the Committee	Presence of an Executive in the Committee	Chairman of the Board in the Committee
Nationale Suisse Assurances	-	no	NR	NR	NR
Nestlé	SMI	yes	75%	no	no
Nobel Biocare	SMI	yes	100%	no	yes
Novartis	SMI	yes	67%	no	no
OC Oerlikon Corporation	SMIM	yes	0%	yes	yes
Panalpina	-	yes	0%	no	yes
Pargesa	SMIM	yes	0%	no	no
Phoenix Mecano	-	no	NR	NR	NR
Phonak	SMIM	yes	67%	no	yes
PSP Swiss Property	SMIM	yes	50%	no	yes
PubliGroupe	SMIM	yes	50%	no	yes
Richemont	SMI	yes	0%	no	no
Rieter	SMIM	The whole Board	43%	no	yes
Roche	SMI	yes	75%	no	no
Saurer	SMIM	no	NR	NR	NR
Schindler	SMIM	yes	50%	no	no
Schulthess Group	-	no	NR	NR	NR
Serono	SMI	yes	100%	no	no
SEZ	SMIM	no	NR	NR	NR
SGS	SMI	yes	0%	no	yes
SIG	SMIM	yes	100%	no	no
Sika	SMIM	yes	33%	no	no
St. Galler Kantonalbank	-	yes	33%	no	yes
Straumann	SMIM	yes	67%	no	no
Sulzer	SMIM	yes	67%	no	yes
Swatch Group	SMI	The whole Board	13%	yes	yes
Swiss Life	SMI	Chairman's Committee	100%	no	yes
Swiss Prime Site	-	yes	33%	no	no
Swiss Re	SMI	yes	67%	no	no
Swisscom	SMI	no	NR	NR	NR
Syngenta	SMI	yes	100%	no	yes
Synthes	SMI	yes	75%	yes	yes
Tecan	SMIM	yes	100%	no	no
Temenos	-	yes	100%	no	no
UBS	SMI	yes	100%	no	no
Valiant	-	yes	100%	no	yes
Valora	SMIM	yes	100%	no	yes
Vontobel	-	yes	33%	no	yes
VP Bank	-	Chairman's Committee	0%	no	yes
Ypsomed	-	no	NR	NR	NR
Zehnder Group	-	yes	33%	no	no
Züblin Immobilien	-	yes	33%	no	no
Zuger Kantonalbank	-	yes	0%	no	yes
Zurich Financial Services	SMI	yes	100%	no	yes

NR: «not relevant», as there is no committee.