

Remuneration report

The remuneration report describes the remuneration policy and remuneration system of Bucher Industries and provides information about the annual remuneration of the members of the board of directors and group management. The 2021 remuneration report is based on the Ordinance against Excessive Compensation in Listed Corporations (VegüV) as well as the Directive on Information relating to Corporate Governance (RLCG) published by SIX Swiss Exchange valid on 31 December 2021 and Bucher Industries AG's articles of association.

Remuneration policy

Bucher Industries provides a remuneration system designed to align the interests of the board of directors and management with those of the Group, shareholders and other stakeholders. The basic principles of the remuneration system are set out in art. 23 to 28 of the articles of association of Bucher Industries AG. Since 2015, the overall remuneration of the board of directors and group management has been subject to approval by the annual general meeting of shareholders. The individual components of the remuneration system take account of the Group's sustainable short- and long-term business development. Directors are remunerated on a non-performance-related basis. Members of group management and senior management receive, in addition to their non-performance-related base salary, performance-related remuneration in recognition of their performance-oriented approach. All performance-related components of remuneration are subject to an upper limit and comprise a cash bonus and shares in the company. The objective of the remuneration system is to attract and retain highly qualified managers and specialists. The focus is on providing competitive remuneration comprising a fixed base salary and performance-related components. At the request of the compensation committee, the board of directors issues rules and regulations relevant to the remuneration system, which are additionally benchmarked against publicly available information about similar listed companies within the European mechanical engineering industry every three to five years and revised by the board if necessary, also at the request of the compensation committee.

bucherindustries.com/en/investors/corporate-governance

Annual general meeting

In accordance with art. 26 of the articles of association of Bucher Industries AG, the annual general meeting approves the total remuneration to be awarded to the board of directors for the period of office following the annual general meeting, the total amount of fixed remuneration for group management for the financial year following the annual general meeting and the total amount of variable remuneration for group management for the previous financial year. Additionally, the annual general meeting of shareholders takes note of the remuneration report on a non-binding and consultative basis.

Compensation committee

Responsibility The compensation committee comprises two to five members of the board of directors who are individually elected every year by the annual general meeting. The duties and responsibilities of the compensation committee are described in art. 20ff of the company's articles of association, as well as in the summary of the internal rules of organisation that is publicly available. The compensation committee reports to the board of directors on its activities, findings and proposals. Overall responsibility for the tasks assigned to the compensation committee rests with the board of directors.

bucherindustries.com/en/investors/corporate-governance

Election and term of office The annual general meeting of 15 April 2021 elected Anita Hauser and Valentin Vogt to the compensation committee until the next annual general meeting. The board of directors nominated Valentin Vogt as chairman of the committee.

Tasks and responsibilities The compensation committee develops the remuneration policy and presents to the board of directors a proposal for a remuneration system, together with the appropriate corporate rules and regulations, for the directors, group management and senior management. It makes recommendations to the board for the annual remuneration of the board of directors and group management and the participants in the Bucher Participation Plan and takes note of the total remuneration for senior management. The compensation committee also presents to the board of directors proposals to the annual general meeting for the prospective approval of the total fixed remuneration for the board of directors and group management, as well as the retrospective approval of the total variable remuneration for group management, in accordance with art. 26 of the articles of association of Bucher Industries AG. It is also charged with the preparation of the remuneration report to be submitted to the board of directors. The compensation committee also reviews proposals to take on external directorships submitted by members of group management, in accordance with art. 29 of the articles of association of Bucher Industries AG. If agreement is unanimous, the committee recommends to the board of directors approval of the external mandates. The compensation committee also presents the board of directors with proposals for medium- and long-term succession planning for the board of directors and group management. The committee provides the board of directors with proposals regarding the basic principles of the process for selecting candidates for the board of directors and group management and prepares selections based on these criteria.

Meetings and activities in the reporting period The compensation committee meets at least twice a year. The meetings usually last for several hours. The chairman of the board of directors and the CEO attend the meetings in an advisory capacity, except when their own remuneration is being determined. Depending on the items on the agenda, members of group management or specialists are consulted. The compensation committee held five meetings in the reporting period. The committee's meetings focused on structuring the Bucher Participation Plan, succession planning for management and the board of directors and on the promotion of diversity within the Group. The compensation committee also examined the remuneration of the board of directors and of the members of group management and dealt with the regular duties described above.

Remuneration system

Board of directors

The members of the board of directors receive non-performance-related remuneration, which is proposed by the compensation committee and submitted for approval to the annual general meeting by the board of directors every year. Their remuneration consists of a base fee and cash allowances for service on committees and for expenses. Half of the base fee is paid in cash and half in shares. All cash components of the remuneration are paid out to the board of directors on a monthly basis. The allocation of shares takes place on the day after the annual general meeting for the previous period of office. The number of the shares is calculated using the price on the day of the annual general meeting. The shares awarded are subject to a three-year vesting period.

Group management

Members of group management receive a fixed remuneration amount in the form of a base salary commensurate with their responsibilities and experience and performance-related remuneration paid out as a cash bonus and shares under the Bucher Participation Plan. Other benefits comprise a representation expense allowance and contributions to a supplementary pension plan. In addition, the members of group management may be provided with a mid-range company car. The fixed and variable components of remuneration specified in the employment contracts of the members of group management are conditional on the approval of the annual general meeting. Variable remuneration is paid after retrospective approval by the annual general meeting in the following spring. Variable remuneration depends on the base salary, the achievement of the annual financial targets set for the Group and divisions by the board of directors as well as the achievement of individual non-financial annual targets.

- **Annual financial targets** The annual financial targets for the variable, performance-related components of remuneration are determined at the start of the financial year by the board of directors. The targets take into account the Group's long-term targets, the budget for the current year and the general economic environment.
- **Individual annual targets** The individual annual targets are agreed between the board of directors and the CEO, while the CEO sets the targets for the members of group management after consultation with the chairman of the board of directors. The individual annual targets take the strategic initiatives of the respective divisions into account. In addition, each member of group management has at least one target related to the implementation of the Group-wide sustainability strategy.

The remuneration system for members of group management is structured as follows:

	Fixed remuneration		Variable remuneration		
	Base salary	Cash bonus	Bucher Participation Plan		
		Target ¹⁾	Range	Target ¹⁾	Range
CEO	100%	50%	0–75%	50%	0–75%
Other members	100%	40%	0–60%	30%	0–45%

¹⁾ 100% target achievement, all percentages are based on base salary.

Fixed remuneration The fixed base salary of group management members is determined with reference to market benchmarks for the specific position in the country concerned, based on the level of individual responsibility and experience of the person concerned.

Variable remuneration The performance-related components of the variable remuneration of the members of group management and senior management comprise a cash bonus and shares under the Bucher Participation Plan. The level of individual target achievement ranges from zero to a maximum of 1.5 times the value for 100% target achievement.

- **Cash bonus** The remuneration system for the cash bonus for members of group management is structured as follows: The financial targets are weighted at 80% and individual targets at 20%. The cash bonus for 100% target achievement is 50% of base salary for the CEO and 40% of base salary for all other members of group management. The financial criteria used to determine the cash bonus for the CEO and CFO are the Group's "profit for the year" and its "net operating assets as a percentage of sales". For the other members of group management, the financial criteria are "operating profit (EBIT)" and "net operating assets as a percentage of sales" for their respective divisions.
- **Bucher Participation Plan** The Bucher Participation Plan is a share-based, performance-related component of remuneration for the members of group management, senior management and selected specialists. The financial target determining the share awards is "earnings per share" and is set by the board of directors at the beginning of each financial year. The target takes into account the Group's long-term targets, the budget for the current year and the general economic environment. Share awards are based on a percentage of base salary. For 100% target achievement, the applicable percentage is 50% of base salary for the CEO, 30% for the other group management members and 10% for other Bucher Participation Plan participants. The number and valuation of the shares is calculated using the price on the day of the annual general meeting. The shares awarded are subject to a three-year vesting period.

Termination of employment If employment is terminated for any reason other than by normal notice of termination, the cash bonus and awards under the Bucher Participation Plan will be paid on a pro-rata basis after the retrospective approval of the annual general meeting in the following spring. If employment is terminated by normal notice of termination, all rights under the Bucher Participation Plan lapse. The period of notice for members of group management is twelve months.

Termination benefits

There are no systems in place for termination benefits for either the board of directors or group management, and none were paid during the reporting period.

Remuneration in 2021

The remuneration of the board of directors and group management is reported here on an accrual basis.

Board of directors

The overall remuneration awarded to directors came to CHF 1.176 million (2020: CHF 1.256 million) and was within the total sum of CHF 1.300 million approved by the 2021 annual general meeting. The remuneration components for the board of directors were unchanged for the reporting period. The base compensation for the chairman was CHF 340'000, for the deputy chairwoman CHF 125'000 and for the other members of the board of directors CHF 110'000. The flat-rate expense allowance was CHF 12'000 for the chairman and CHF 6'000 for the other board members. For their work in committees, committee members were each awarded CHF 10'000, with committee chairmen receiving an additional CHF 5'000. The corresponding share allocations are based on the share price on the day of the annual general meeting.

Remuneration of the board of directors

CHF 1'000	Base compensation in cash	Compensation in shares	Other remuneration	Total remuneration
				2021
Philip Mosimann, chairman	170.0	170.0	45.2	385.2
Anita Hauser, deputy chairwoman	62.5	62.5	41.8	166.8
Claude R. Cornaz ¹⁾	18.3	18.3	14.4	51.0
Michael Hauser	55.0	55.0	31.3	141.3
Martin Hirzel	55.0	55.0	35.0	145.0
Heinrich Spoerry	55.0	55.0	28.5	138.5
Valentin Vogt	58.0	58.0	31.7	147.7
Board of directors	473.8	473.8	227.9	1'175.5
Approval by the annual general meeting 2021				1'300.0
				2020
Philip Mosimann, chairman	170.0	170.0	45.0	385.0
Anita Hauser, deputy chairwoman	62.5	62.5	33.0	158.0
Claude R. Cornaz	55.0	55.0	31.2	141.2
Michael Hauser	55.0	55.0	31.2	141.2
Martin Hirzel	55.0	55.0	31.2	141.2
Heinrich Spoerry	55.0	55.0	32.1	142.1
Valentin Vogt	58.0	58.0	31.6	147.6
Board of directors	510.5	510.5	235.3	1'256.3
Approval by the annual general meeting 2020				1'500.0

¹⁾ Until 15 April 2021

The board of directors' share awards are part of the board of directors' fees. The number of shares to be awarded is determined based on the share price on the day of the annual general meeting. Thus, the monetary value of the allocated shares remains fixed. In the reporting period, 1'037 shares were allocated at a share price of CHF 495.00 for the 2020/2021 term of office. Other remuneration included social security contributions, expenses and fees for service on the board committees.

Group management

The total remuneration of group management was 11% above the level of the previous year and amounted to CHF 7.661 million (2020: CHF 6.926 million).

Fixed remuneration The fixed remuneration awarded to group management totalled CHF 4.377 million (2020: CHF 4.953 million) and was within the total of CHF 5.000 million approved by the 2020 annual general meeting. The decrease was due to the reduction in other remuneration, which included an additional pay-out of holiday entitlement in 2020.

Variable remuneration The variable remuneration of group management increased by 66% and amounted to CHF 3.284 million (2020: CHF 1.973 million). The significant increase is mainly attributable to the overachievement of the financial targets in all five divisions, while they were clearly missed in the previous year which was impacted by COVID-19. The percentage for the cash bonus and the Bucher Participation Plan allocated to the CEO was 50% of base salary. For the other members of group management, the percentages for the cash bonus and the Bucher Participation Plan were between 32 and 40% and between 22 and 30%, respectively. These will be gradually adjusted over the next few years to 40 and 30% of base salary, respectively. The variable remuneration of CHF 1.984 million paid out to group management in spring 2021 for the financial year 2020 was less than the total amount of CHF 2.200 million approved retrospectively by the 2021 annual general meeting. In the reporting period, the target achievement determining the performance-related cash bonus was between 93 and 138%, and the target achievement for the Bucher Participation Plan was 150% (72%). Target achievement in percentage terms was thus considerably higher than in the previous year. The number of shares granted under the Bucher Participation Plan is calculated using the share price on the day of the annual general meeting. Shares are allocated after approval by the annual general meeting. The cash value of all the shares awarded under the Bucher Participation Plan was 85% higher than in the previous year, which was impacted by COVID-19.

Remuneration of group management

CHF '000	Fixed remuneration			Variable remuneration			Total remuneration
	Base salary	Other remuneration	Total	Cash bonus	Remuneration in shares	Other remuneration	
							2021
Jacques Sanche, CEO	800.0	243.4	1'043.4	524.0	600.0	88.8	1'212.8
Other members	2'546.7	786.7	3'333.4	1'098.1	736.9	236.1	2'071.1
Group management	3'346.7	1'030.1	4'376.8	1'622.1	1'336.9	324.9	3'283.9
Approval/proposal by the annual general meeting 2020/2022			5'000.0				3'500.0
							2020
Jacques Sanche, CEO	800.0	243.0	1'043.0	340.0	288.0	47.5	675.5
Other members	2'662.8	1'247.0	3'909.8	726.5	434.4	137.0	1'297.9
Group management	3'462.8	1'490.0	4'952.8	1'066.5	722.4	184.5	1'973.4
Approval by the annual general meeting 2019/2021			5'100.0				2'200.0

The monetary value of the shares awarded represents a fixed percentage of base salary and the level of target achievement during the reporting period. The number of shares granted under the Bucher Participation Plan is calculated based on the share price on the day of the annual general meeting. Thus, the reported monetary value remains fixed. For the financial year 2020, 1'462 shares were allocated in the reporting period at a share price of CHF 495.00. Other remuneration included social security contributions and expenses.

Additional remuneration, loans to members of governing bodies and interests in shares

No additional remuneration or fees were paid and no loans were granted to members of governing bodies in the reporting period. As at 31 December 2021, there were no outstanding loans or credits to current or former members of the board of directors or group management nor to persons connected with them. The interests in shares held at the end of the reporting period are set out in the tables below.

Directors' interests in shares

	Number of shares	
	2021	2020
Philip Mosimann, chairman	46'903	48'559
Anita Hauser, deputy chairwoman	440'656	440'529
Claude R. Cornaz	n. a.	4'149
Michael Hauser	605'631	605'519
Martin Hirzel	502	390
Heinrich Spoerry	4'249	4'137
Valentin Vogt	5'176	5'058
Board of directors	1'103'117	1'108'341

Group management's interests in shares

		Number of shares	
		2021	2020
Jacques Sanche	CEO	5'689	5'107
Manuela Suter	CFO	747	948
Stefan Düring	Bucher Specials	1'768	1'639
Thierry Krier	Kuhn Group	3'403	3'222
Matthias Kümmerle	Bucher Emhart Glass	283	n. a.
Martin Jetter	Bucher Emhart Glass	n. a.	6'063
Aurelio Lemos	Bucher Municipal	768	839
Daniel Waller	Bucher Hydraulics	9'092	9'942
Group management		21'750	27'760