

Remuneration and corporate governance

4. COMPANY MANAGEMENT

4.1 MEMBER OF THE EXECUTIVE BOARD (INCL. FIGURE 4.2 OTHER ACTIVITIES AND INTERESTS [6])

Urs Kessler (1962, CH) **1** Qualified at Advanced College of Commerce - operational management - qualified sales trainer - diploma as Marketing Planner - Federal diploma as Marketing Manager - SKU course in Company Management **2** Operational management and sales at several Swiss railway stations; various managerial functions at BLS with emphasis on marketing; joined Jungfrau Railways in 1987. **3** CEO Jungfrau Railways **4** Chairman of the Board of Directors of subsidiaries (WAB, JB, FB, PHL, BLM, HB, MB, GGI) **5** None **6** Wohncenter von Allmen AG Board of Directors (until June 2016); Congress Centre Kursaal Interlaken AG Board of Directors **7** Board member of IG Berner Luftverkehr (until January 2016); Board of Trade and Industry Union of the canton of Bern; Board Member of Interlaken Tourismus (TOI), RAILplus Board of Directors; STS Swiss Travel System AG Board of Directors; Member of Strategieausschuss Direkter Verkehr (StAD, Direct Transport Strategy Committee); Board of Directors BE! Tourismus AG; öv Preis- und Vertriebsgesellschaft AG Board of Directors **8** None **9** Chairman of the Executive Board **10** Joined as employee in sales promotion; became Head of "Commercial Services" in 1990; Head of the new Marketing and Operations department, elected to company management in 1994; 2007 elected as CEO as of 1 September 2008

Jürg Lauper (1954, CH) **1** Apprenticeship as civil engineering draughtsman; civil engineer, Burgdorf Technical College. Postgraduate studies in company management NDSU **2** Diverse practical experience in the fields of construction planning, construction management and operational planning; representative of commercial developer Viktor Kleinert AG; joined Jungfrau Railways in 1985 **3** Member of Jungfrau Railways Executive Board **4** Chairman of the Board of Sphinx AG Jungfraujoch, Board of Directors at subsidiaries (WAB, JB, PHL, MB) **5** None **6** Head of Interlaken Ost Railway Association Delegation **7** Delegate to UNESCO World Heritage; Member VöV (Public Transport Association) Building Committee, Member of Foundation Council of International Foundation for High Altitude Research Stations Jungfraujoch and Gornergrat; RAILplus, Infrastructure working group **8** None **9** Head of Infrastructure Department **10** 1985 – 1986 Deputy Head of Construction, since 1986 Head of Construction Department, January 1 2006 Member of Executive Board, Head of Technology; Head of Infrastructure since 2009

Christoph Schläppi (1959, CH) **1** Lawyer; Management for the Legal Profession HSG **2** Lawyer in Interlaken; joined Jungfrau Railways in 1996 **3** Member of the Jungfrau Railways Executive Board **4** Board of Directors of subsidiaries (WAB, JB, PHL, FB, SPX, BLM, HB, MB, GGI) **5** None **6** Member of the Foundation Board of Jungfrau Railways Company Pension Fund; Vice Chairman of the Board of Directors *Gondelbahn Grindelwald-Männlichen* AG; Pension Fund Committee member *Gondelbahn Grindelwald-Männlichen* AG; Administration Secretary Mönchsjoehütte Cooperative; Board of Directors and member of Bank EKI Audit Committee. **7** Representative of the VöV (Association of Public Transport) at the Swiss Committee for Accident Prevention in Snow Sports (SKUS) **8** None **9** Head of Corporate Services **10** Joined as Company Secretary (later: Head of Administration) and Secretary of the Board of Directors, 1998 member of Executive Board.

Christoph Seiler (1969, CH) **1** lic. rer. pol.; Rochester-Bern Executive MBA Program **2** Various positions in the banking industry; Loeb Holding AG, Bern, most recently as CFO; joined Jungfrau Railways in 2002 **3** Member of the Jungfrau Railways Executive Board **4** Board of Directors of subsidiaries (PHL, BLM, HB, JB, WAB, MB, GGI) **5** None **6** Chairman of the Foundation Board of Jungfrau Railways Staff Pension Fund; Foundation Board for the Mürren Sports Facilities Foundation; Board of Directors Seiler AG, Bönigen **7** Chairman of Swiss Athletics; **8**

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None **9** Head of Finances & Controlling Department (CFO) **10** None

4.2 OTHER ACTIVITIES AND INTERESTS

See figure 4.1.

4.3 NUMBER OF APPROVED MANDATES

For members of the Executive Board, the limit is one mandate for listed companies, three mandates for non-listed companies and fifteen mandates for other legal entities such as foundations and associations. (Art. 17, Jungfraubahn Holding AG statutes)

4.4 MANAGEMENT CONTRACTS

There are no management contracts, management is fully exercised within the group.

[6]

1 Training / qualifications 2 Professional career 3 Main occupation 4 Societies / committees 5 Business relationship with Jungfrau Railways 6 Leadership and supervisory activities 7 Activities for vested interests 8 Official functions, political offices 9 Operational management duties 10 Past activities for Jungfrau Railways