

TO THE SHAREHOLDERS OF LEONTEQ AG

NOTICE TO THE **ANNUAL GENERAL MEETING 2022** _____

Date _____ Thursday, 31 March 2022 | 10.00 a.m. (in camera)

Place _____ Leonteq Headquarters | Europallee 39 | 8004 Zurich, Switzerland

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Christopher M. Chambers

Chairman of the Board of Directors

Dear Shareholders,

In 2021, we continued to make significant strategic progress against the priorities we defined back in 2018 to enhance scalability, growth and investment experience as the targeted measures taken in recent years have begun to bear fruit. Through the disciplined execution of our strategic initiatives, we have further strengthened our position as a leading service and technology provider and significantly broadened our ecosystem for investment solutions.

Our record 2021 results are a testament to the strength of our offering as a fintech platform for structured investment solutions. Crucially, they also demonstrate the effectiveness of the investments we have made in key initiatives to drive our company forward. Leonteq today has a much more diversified business and a significantly enhanced earnings quality, creating strong foundations for the generation of long-term value for you, our shareholders.

Shareholders distribution for 2021 to increase by 300% to CHF 3.00 per share

In line with Leonteq's dividend policy, we are proposing a shareholder distribution of CHF 3.00 per share for the financial year 2021 which is to be paid in equal amounts out of retained earnings and capital contribution reserves. This corresponds to a 300% increase compared to CHF 0.75 per share for 2020 which underscores our confidence in the company's ability to generate attractive and sustainable returns over time.

Independent Board with a diverse skill set

Over the past years, the Board of Directors has significantly improved the company's governance framework and strengthened the independence, skills and diversity of the Board of Directors and its Committees. As per our governance, we will propose to you the re-election of all eight members of the Board of Directors for the annual term of office. Once you have elected all members of the Board of Directors, we will propose to you the election of the Chairman and the members of the Nomination and Remuneration Committee in separate votes. If elected, the Board will consist of eight members of which seven would be independent.

Say on pay

Our Compensation Report provides you with a comprehensive overview of the compensation governance and design, transparent disclosures of performance assessment and resulting compensation outcomes for members of the Executive Committee, members of the Board of Directors and Leonteq's employees. With this, shareholders will be able to take a fully informed decision based on Leonteq's performance and detailed disclosure when voting on our "Say on Pay" items.

External audit rotation

Demonstrating Leonteq's commitment to good corporate governance we decided to conduct a tender process for Leonteq's external audit mandate in 2021. As a result of the evaluation of several audit firms, we propose to you the election of a new statutory auditor for the financial year 2022. We would like to thank our current auditor, Pricewaterhouse Coopers, for their many years of service.

In line with the COVID-19 Ordinance 3, the Board of Directors of Leonteq AG has decided to hold the Annual General Meeting 2022 without shareholders being physically present, as in the previous year. Accordingly, shareholders can only exercise their shareholder rights via the independent proxy. In the name of the Board of Directors, I thank you for your understanding. I hope that next year, I will be able to welcome you to the Annual General Meeting in person.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Christopher M. Chambers', with a horizontal line underneath it.

Christopher M. Chambers

I AGENDA ITEMS

1. ANNUAL REPORT 2021

1.1 Approval of the Management Report, the Financial Statements and the Consolidated Financial Statements for the financial year 2021

The Board of Directors proposes to approve the Management Report, the Financial Statements and the Consolidated Financial Statements for the financial year 2021.

1.2 Advisory vote on the Compensation Report 2021

The Board of Directors proposes that shareholders endorse in an advisory vote the Compensation Report 2021.

2. DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND OF THE EXECUTIVE COMMITTEE

The Board of Directors proposes to grant discharge to the members of the Board of Directors and of the Executive Committee for their services in the financial year 2021 (in a single vote for all members of the Board of Directors and of the Executive Committee).

3. ALLOCATION AND APPROPRIATION OF RETAINED PROFITS AND APPROPRIATION OF RESERVES FROM CAPITAL CONTRIBUTIONS

The Board of Directors proposes to distribute an amount of CHF 3.00 per share as follows:

a. Distribution of a dividend of CHF 1.50 per share out of retained earnings.

Retained earnings Leonteq AG (statutory financial statements)	CHF
Net profit 2021	762,982
Retained earnings 31 December 2021	103,223,078
of which gain on sale of own shares	10,731
Available earnings	103,986,060
Proposed dividend distribution in 2022 ¹	(28,401,145)
Balance to be carried forward	75,584,915

¹ The own shares held by Leonteq AG are not entitled to the distribution of dividends.

b. Distribution of CHF 1.50 per share out of reserves from capital contributions.

Reserves from capital contributions Leonteq AG (statutory financial statements)	CHF
Balance carried forward 1 January 2021	299,336,514
Distribution of reserves from capital contributions in 2021 ²	(6,896,405)
Balance as of 31 December 2021	292,440,109
Proposed distribution of reserves from capital contributions in 2022 ²	(28,401,145)
Balance to be carried forward	264,038,964

² The own shares held by Leonteq AG are not entitled to the distribution out of reserves from capital contributions.

Provided that the proposal of the Board of Directors is approved, the distribution of CHF 2.475 per share consisting of the net amount of the dividend of CHF 0.975 (after payment of the Swiss withholding tax of 35%) and the amount of the distribution from capital contributions of CHF 1.50 will be paid on 06 April 2022. The last trading day with entitlement to receive the distribution is 01 April 2022. The shares will be traded 'ex-dividend' as of 04 April 2022.

4. ELECTION TO THE BOARD OF DIRECTORS

4.1 Re-election to the Board of Directors

The Board of Directors proposes to re-elect Christopher M. Chambers, Sylvie Davidson, Susana Gomez Smith, Richard A. Laxer, Philippe Le Baquer, Thomas R. Meier, Dominik Schärer and Philippe Weber, all of them for a term of office of one year, until the completion of the next Annual General Meeting. Each member of the Board of Directors will be elected individually. Shareholders may find information on the members of the Board of Directors in the enclosed report "Information on the members of the Board of Directors" (section III of this invitation) and in the corporate governance section of the Annual Report 2021.

4.1.1 Re-election of Christopher M. Chambers

4.1.2 Re-election of Sylvie Davidson

4.1.3 Re-election of Susana Gomez Smith

4.1.4 Re-election of Richard A. Laxer

4.1.5 Re-election of Philippe Le Baquer

4.1.6 Re-election of Thomas R. Meier

4.1.7 Re-election of Dominik Schärer

4.1.8 Re-election of Philippe Weber

4.2 Re-election of the Chairman of the Board of Directors

The Board of Directors proposes to re-elect Christopher M. Chambers as the Chairman of the Board of Directors for a term of office of one year, until the completion of the next Annual General Meeting.

4.3 Re-election to the Nomination and Remuneration Committee

The Board of Directors proposes the re-election of Susana Gomez Smith, Richard A. Laxer and Philippe Weber to the Nomination and Remuneration Committee each for a term of office of one year, until the completion of the next Annual General Meeting. The Board of Directors intends to designate Richard A. Laxer as the Chairman of the Nomination and Remuneration Committee, subject to his re-election as a member of the Nomination and Remuneration Committee. Each member of the Nomination and Remuneration Committee will be elected individually.

4.3.1 Re-election of Susana Gomez Smith

4.3.2 Re-election of Richard A. Laxer

4.3.3 Re-election of Philippe Weber

5. ELECTION OF THE STATUTORY AUDITORS

The Board of Directors proposes to elect Deloitte AG, Zurich, Switzerland as new statutory auditors for the financial year 2022. Shareholders may find information on the rotation of the statutory auditors in the enclosed report “Information on the statutory auditors” (section IV of this invitation) and in the corporate governance section of the Annual Report 2021.

6. RE-ELECTION OF THE INDEPENDENT PROXY

The Board of Directors proposes the re-election of Proxy Voting Services GmbH, Grossmünsterplatz 1, 8001 Zurich, Switzerland, as independent proxy for a term of office of one year, until the completion of the next Annual General Meeting.

7. COMPENSATION OF THE MEMBERS OF THE BOARD OF DIRECTORS AND OF THE EXECUTIVE COMMITTEE

The maximum total compensation of the Board of Directors and the Executive Committee will be held in separate votes. The enclosed report “Information on the Compensation Votes” (section V of this invitation) sets out further details in relation to the proposed votes on maximum total compensation.

7.1 Binding vote on the maximum total compensation of the members of the Board of Directors from the Annual General Meeting 2022 to the Annual General Meeting 2023

The Board of Directors proposes that shareholders approve the maximum total amount of CHF 1,850,000 for the compensation of the Board of Directors for the period from the Annual General Meeting 2022 until the Annual General Meeting 2023.

7.2 Binding vote on the variable compensation for the short-term incentive plan of the members of the Executive Committee for the business year 2021

The Board of Directors proposes that shareholders approve a total amount of CHF 2,602,000 for the variable compensation for the short-term incentive plan of the members of the Executive Committee to be awarded for the financial year 2021.

7.3 Binding vote on the maximum fixed compensation of the members of the Executive Committee for the business year 2023

The Board of Directors proposes that shareholders approve a maximum total amount of CHF 6,330,000 for the fixed compensation of the members of the Executive Committee to be paid for the financial year 2023.

7.4 Binding vote on the maximum variable compensation for the long-term incentive plan of the members of the Executive Committee for the business year 2023

The Board of Directors proposes that shareholders approve a maximum total amount of CHF 6,190,000 for the variable compensation for the long-term incentive plan of the members of the Executive Committee to be granted for the financial year 2023.

II ORGANISATIONAL NOTES

ANNUAL REPORT

The Annual Report for the financial year 2021 (including the Management Report, the Financial Statements, the Consolidated Financial Statements, the Compensation Report as well as the statutory auditor's reports) is available for inspection at the Company's head office at Europaallee 39, 8004 Zurich and on the Company's website at **www.leonteq.com/annual-report-2021** or by order of a printed copy via e-mail to investorrelations@leonteq.com indicating your mailing address. Please note that the Annual Report is only available in English.

NO PHYSICAL ATTENDANCE POSSIBLE

In accordance with the COVID-19 Ordinance 3, the Board of Directors of Leonteq AG has decided to hold the Annual General Meeting 2022 without shareholders being physically present. Accordingly, shareholders can only exercise their shareholder rights via the independent proxy.

RIGHT TO VOTE AND APPOINTMENT OF INDEPENDENT PROXY

Shareholders entered into the share register with the right to vote by 23 March 2022, 05.00 p.m., are entitled to participate in the General Meeting.

Shareholders are asked to exercise their voting rights through the appointment of the independent proxy (Proxy Voting Services GmbH, Grossmünsterplatz 1, 8001 Zurich, Switzerland) either by returning the signed registration form via mail or through electronic authorisation.

Signed voting instructions can be sent via mail to Devigus Shareholder Services, Birkenstrasse 47, 6343 Rotkreuz, by 29 March 2022, 05.00 p.m. Electronic voting instructions can be given and changed at www.gvmanager-live.ch/leonteq until 29 March 2022, 11.59 p.m. The requisite personal access code can be found on the registration form.

The invitation is provided in German and English, the German text prevails.

III INFORMATION ON THE MEMBERS OF THE BOARD OF DIRECTORS

At this year's Annual General Meeting, all eight members of the Board of Directors will stand for re-election for a further term of office of one year. Subject to its election, the Board will be composed of eight members of which seven are independent according to the Swiss Code of Best Practice for Corporate Governance as well as according to the independence criteria set forth by the Board of Directors.

RE-ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS (AGENDA ITEM 4.1)

The Board of Directors proposes to re-elect Christopher M. Chambers, Sylvie Davidson, Susana Gomez Smith, Richard A. Laxer, Philippe Le Baquer, Thomas R. Meier, Dominik Schärer and Philippe Weber, all of them for a term of office of one year, until the completion of the next Annual General Meeting. Each member of the Board of Directors will be elected individually.



CHRISTOPHER M. CHAMBERS

(Agenda item 4.1.1 / 4.2)

Christopher Chambers (1961) was elected to the Board of Directors at the Extraordinary General Meeting of Leonteq AG in November 2017.

Christopher Chambers is Chairman of the Board of Directors of Leonteq. He is independent from Leonteq AG according to the independence criteria set forth by the Board of Directors.



SYLVIE DAVIDSON

(Agenda item 4.1.2)

Sylvie Davidson (1967) was elected to the Board of Directors at the Annual General Meeting of Leonteq AG in March 2021.

Sylvie Davidson is a member of the Audit and Risk Committee. She is independent from Leonteq AG according to the independence criteria set forth by the Board of Directors.



SUSANA GOMEZ SMITH

(Agenda item 4.1.3 / 4.3.1)

Susana Gomez Smith (1973) was elected to the Board of Directors at the Annual General Meeting of Leonteq AG in March 2019.

Susana Gomez Smith is the Chairperson of the Audit and Risk Committee and a member of the Nomination and Remuneration Committee. She is independent from Leonteq AG according to the independence criteria set forth by the Board of Directors.



RICHARD A. LAXER

(Agenda item 4.1.4 / 4.3.2)

Richard Laxer (1961) was elected to the Board of Directors at the Annual General Meeting of Leonteq AG in March 2018.

Richard Laxer is the Chairman of the Nomination and Remuneration Committee. He is independent from Leonteq AG according to the independence criteria set forth by the Board of Directors.



PHILIPPE LE BAQUER

(Agenda item 4.1.5)

Philippe Le Baquer (1966) was elected to the Board of Directors at the Annual General Meeting of Leonteq AG in March 2021.

Philippe Le Baquer is independent from Leonteq AG according to the independence criteria set forth by the Board of Directors.



THOMAS R. MEIER

(Agenda item 4.1.6)

Thomas Meier (1962) was elected to the Board of Directors at the Extraordinary General Meeting of Leonteq AG in November 2017.

Thomas Meier is a member of the Audit and Risk Committee. He is independent from Leonteq AG according to the independence criteria set forth by the Board of Directors. The Board recently reviewed this assessment in light of the announced cooperation between Leonteq Securities AG and VP Bank AG where Thomas Meier serves as Chairman. In view of the nature and scope of the agreed cooperation, it was determined that he continues to be independent.



DOMINIK SCHÄRER

(Agenda item 4.1.7)

Dominik Schärer (1965) was elected to the Board of Directors at the Extraordinary General Meeting of Leonteq AG in September 2019.

Dominik Schärer is a member of the Audit and Risk Committee. He is a representative of Leonteq's anchor shareholder Raiffeisen, Switzerland.



PHILIPPE WEBER

(Agenda item 4.1.8 / 4.3.3)

Philippe Weber (1965) was elected to the Board of Directors at the Annual General Meeting of Leonteq AG in March 2020.

Philippe Weber is the Vice-Chairman of the Board of Directors and a member of the Nomination and Remuneration Committee. He is independent from Leonteq AG according to the independence criteria set forth by the Board of Directors.

IV INFORMATION ON THE STATUTORY AUDITORS

INTRODUCTION

External Audit forms an integral part of Leonteq's corporate governance framework and plays a key role by providing an independent assessment of operations and the internal control framework. The Annual General Meeting elects the statutory auditor each year. PricewaterhouseCoopers AG ('PwC'), Zurich, Switzerland, has been the statutory auditor of Leonteq AG since the company was founded in 2007. The lead audit partners were subject to periodic rotation requirements.

EXTERNAL AUDIT ROTATION

Demonstrating Leonteq's commitment to good corporate governance, the Audit Committee and Risk Committee decided to conduct a tender process for Leonteq's audit mandate in 2021. All critical aspects of the tender, including the selection of audit firms that were invited to tender, the nature and extent of information sharing with the participating firms, as well as the evaluation criteria and process, were determined by the Audit and Risk Committee at the outset of the tender.

A structured approach was used to evaluate the proposals from the participating firms, with a robust and objective set of assessment criteria that was shared with participating audit firms at the start of the tender process to provide transparency over how they would be evaluated. Each audit firm had the opportunity to conduct meetings with senior management and selected members of the Board of Directors, submit their tender offer in writing and give presentations to the Chairperson of the Audit and Risk Committee and select members of the Audit and Risk Committee.

The tender process was subject to the oversight of the selection team, which comprised the Chair of the Audit and Risk Committee, the Chief Financial Officer, and members of management responsible for accounting, audit management, procurement and IT security.

Once the selection team had completed its evaluation, the Audit and Risk Committee recommended to the Board of Directors that Deloitte be proposed as the new statutory auditor to the Annual General Meeting in March 2022. Therefore, the Board of Directors proposes to elect Deloitte AG, Zurich, Switzerland as new statutory auditors for the financial year 2022.

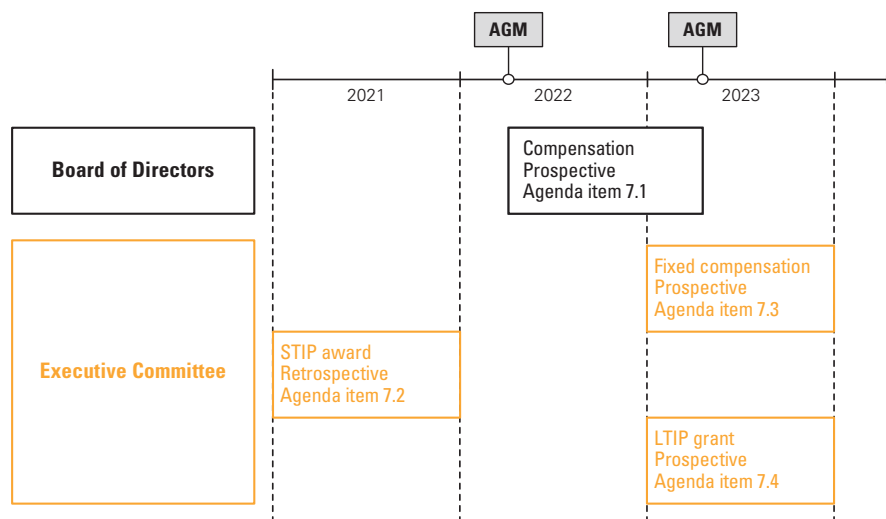
V INFORMATION ON THE COMPENSATION VOTES

INTRODUCTION

In line with the Swiss Ordinance against Excessive Compensation (OaEC), shareholders are invited to vote at the Annual General Meeting 2022 on the proposals for compensation of members of the Board of Directors and the Executive Committee as set out hereinafter.

As specified in the Articles of Association, shareholders will vote separately on (i) the maximum total compensation of members of the Board of Directors for the period until the next Annual General Meeting, (ii) the maximum total amount of fixed compensation and the maximum total amount of variable compensation for the long-term incentive plan (LTIP) of members of the Executive Committee for the financial year following the year of the Annual General Meeting (prospective vote) and (iii) the total amount of variable compensation for the short-term incentive plan (STIP) of members of the Executive Committee for the financial year preceding the Annual General Meeting (retrospective vote).

ILLUSTRATION OF VOTING REGIME



The following information shall provide the basis for decision-making of our shareholders by outlining the definitive criteria used for the compensation of the members of the Board of Directors (**Agenda item 7.1**) and the members of the Executive Committee (**Agenda items 7.2, 7.3 and 7.4**).

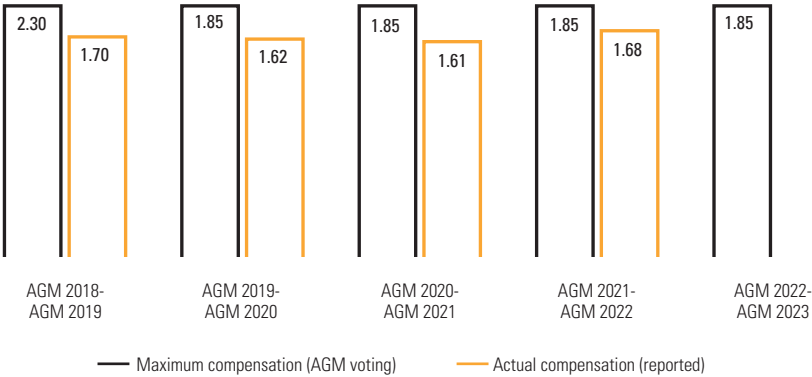
COMPENSATION OF THE BOARD OF DIRECTORS (AGENDA ITEM 7.1)

Development of compensation of the members of the Board of Directors

The Board’s total compensation for the period from the Annual General Meeting 2021 to the Annual General Meeting 2022 remained stable at CHF 1,668,000 and was 10% below the total maximum amount of CHF 1,850,000 approved by the Annual General Meeting. Further information regarding the individual compensation of the members of the Board of Directors is available in the Compensation Report 2021 on page 154.

The chart below shows the maximum total compensation of the Board of Directors approved by shareholders from the Annual General Meeting 2018 to the Annual General Meeting 2021, or to be approved at this year’s Annual General Meeting. In addition, it shows the actual compensation of the Board of Directors for the terms of office from the Annual General Meeting 2018 to the Annual General Meeting 2022.

Development of compensation of the members of the Board of Directors
(in CHF million)



Director's fee structure of the members of the Board of Directors

The members of the Board of Directors, including the Chairman, receive a non-performance related compensation in the form of a director's fee. The director's fee reflects the governance structure and the responsibilities of the Board, as per applicable laws and its own regulations. No additional compensation is made to members of the Board of Directors for the preparation and attendance at meetings.

The annual directors' fees are paid in cash and in Leonteq shares, whereas a minimum amount of 40% of the total fee is paid in Leonteq shares valued at market price at the allocation date. The shares are locked for a period of three years and hence, the respective board members' remuneration is linked to the company's performance over the respective period. In addition, the company pays employer's mandatory social security contributions on the director's fee.

Each Board member receives an annual directors' fee of CHF 150,000. The Chairman receives an additional annual fee of CHF 200,000 and the Vice-Chairman receives an additional annual fee of CHF 50,000. Board members who chair one of the Board Committees receive an additional annual fee of CHF 40,000. All fees remain unchanged for the period from the Annual General Meeting 2022 to the Annual General Meeting 2023 compared to the prior term. The annual directors' fees for each individual function are summarised in the table below.

Annual director's fee (CHF)	AGM 2022 to AGM 2023	AGM 2021 to AGM 2022
Member of the Board of Directors	150,000	150,000
Additional fee for Chairman of the Board of Directors	200,000	200,000
Additional fee for Vice-Chairman of the Board of Directors	50,000	50,000
Additional fee for Committee Chairs ³	40,000	40,000

³ Applies to the Audit and Risk Committee and the Nomination and Remuneration Committee

As of the Annual General Meeting 2022, the Board of Directors consists of eight members (including the Chairman).

Agenda item 7.1: Proposal of the Board of Directors

Binding vote on the maximum total compensation of the members of the Board of Directors from the Annual General Meeting 2022 to the Annual General Meeting 2023

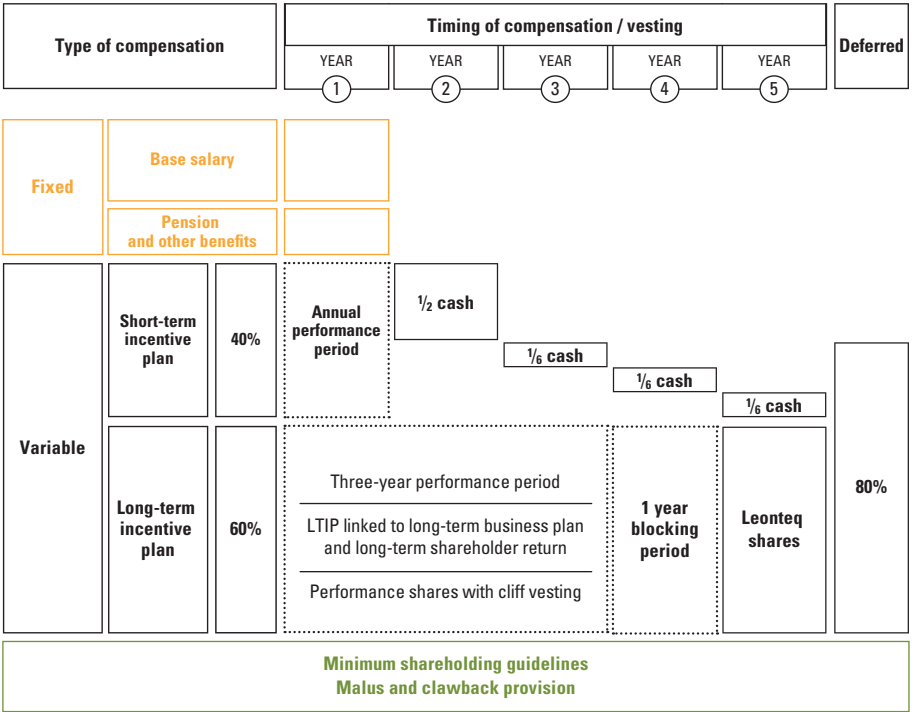
The Board of Directors proposes that shareholders approve the maximum total amount of CHF 1,850,000 for the compensation of the Board of Directors for the period from the Annual General Meeting 2022 until the Annual General Meeting 2023. This includes directors' fees for the eight members of the Board of Directors of CHF 1,530,000, mandatory social security contributions of CHF 140,000 and an (unused) reserve of CHF 180,000.

COMPENSATION OF THE EXECUTIVE COMMITTEE (AGENDA ITEMS 7.2, 7.3 AND 7.4)

Compensation system for the members of the Executive Committee

Leonteq’s compensation model for members of the Executive Committee is designed to be transparent and easy to understand and it is based on clearly defined performance metrics. Additionally, it strengthens the alignment between compensation and strategic priorities, and more closely aligns the interests of the Executive Committee with the long-term interests of shareholders.

The chart below visualises the compensation model of members of the Executive Committee.



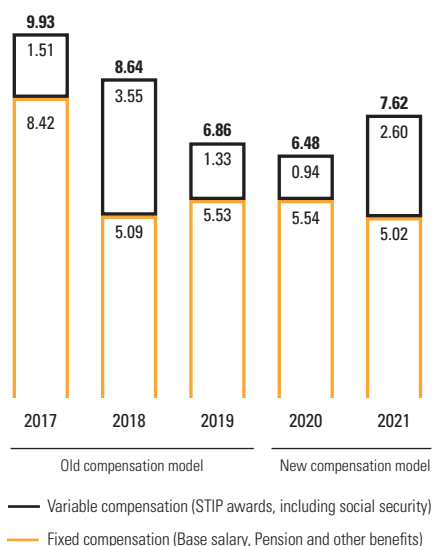
Further information regarding the compensation system for members of the Executive Committee is available in the **Compensation Report 2021 on pages 137 to 140.**

Development in compensation of the members of the Executive Committee

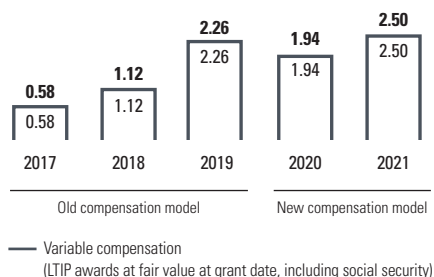
Fixed compensation for members of the Executive Committee decreased by 9% to CHF 5,022,000 in 2021 primarily due to a reduction in its number of members from 8 to 7. In view of the record financial results for 2021, which far exceeded the targets set for the financial year, as well as continued strategic progress in the year under review, the short-term incentive award for the members of the Executive Committee amounted to CHF 2,602,000. This corresponds to 87% of the maximum opportunity and compares to CHF 935,000 in the previous year. Total cash compensation for the Executive Committee increased by 18% to CHF 7,624,000 in 2021. The long-term incentive award which is dependent on a three-year performance period has a maximum opportunity of CHF 4,463,000 and a fair value of CHF 2,498,000 at grant date.

The following charts show the total cash compensation and LTIP compensation for all members of the Executive Committee for the financial years 2017 to 2021.

Development of total cash compensation of the members of the Executive Committee (in CHF million)



Development of total LTIP compensation of the members of the Executive Committee (in CHF million)



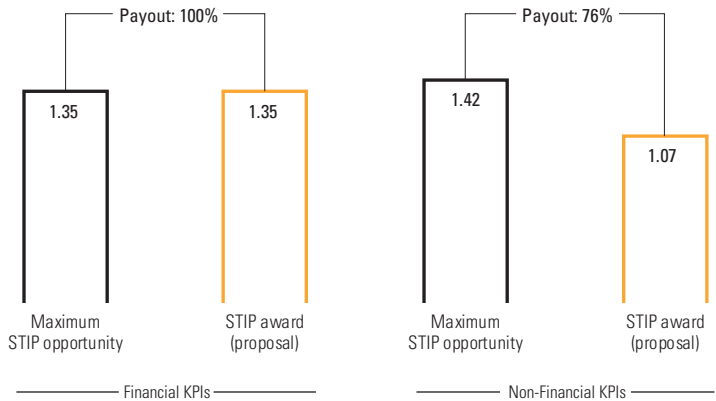
Further information regarding the compensation of the members of the Executive Committee is available in the **Compensation Report 2021 on pages 149 to 151**.

Agenda item 7.2: Proposal of the Board of Directors
Variable compensation for the short-term incentive plan of the members of the Executive Committee for 2021

The Board of Directors proposes that shareholders approve a total amount of CHF 2,602,000 for the variable compensation for the short-term incentive plan of the members of the Executive Committee to be awarded for the financial year 2021. This corresponds to 87% of the maximum opportunity and reflects record financial results for 2021, which far exceeded the targets set for the financial year, as well as continued strategic progress in the performance period.

The chart below shows the maximum opportunity for the variable compensation for financial and non-financial KPIs compared to the actual STIP amounts to be awarded to the members of the Executive Committee for the financial year 2021.

Maximum STIP opportunity and actual STIP awards of the Executive Committee (excluding social security, in CHF million)



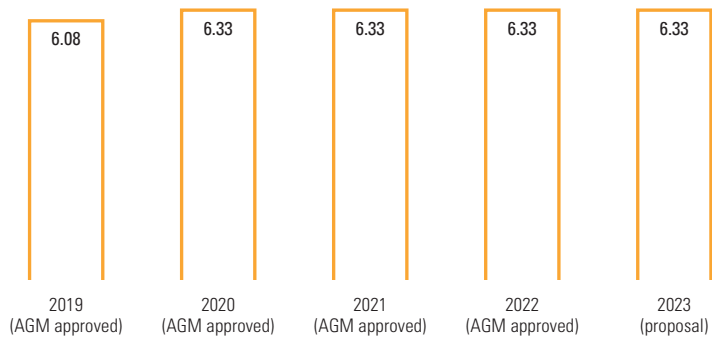
Further information regarding the performance assessment of the members of the Executive Committee is available in the **Compensation Report 2021 on pages 144 to 145.**

Agenda item 7.3: Proposal of the Board of Directors
Maximum fixed compensation of the members of the Executive Committee for 2023

The Board of Directors proposes that shareholders approve a maximum total amount of CHF 6,330,000 for the fixed compensation of the members of the Executive Committee to be paid for the financial year 2023.

The chart below shows the maximum fixed compensation for members of the Executive Committee approved by shareholders for the financial years 2019 to 2022, and for the financial year 2023 to be approved at this year’s Annual General Meeting.

Maximum fixed compensation for members of the Executive Committee
(in CHF million)



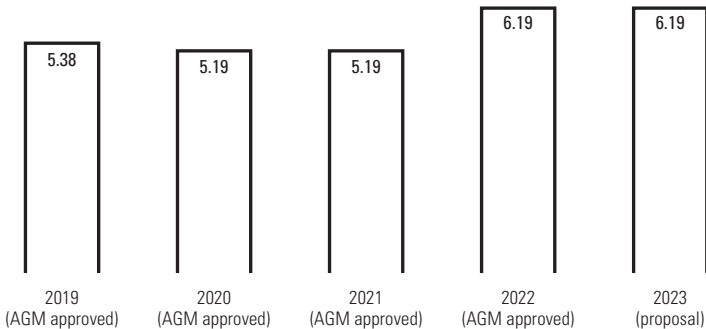
The maximum fixed compensation for 2023 is based on the current levels set for the seven members of the Executive Committee for the financial year 2022. This includes base salaries of CHF 4,050,000, pension and other benefits of CHF 1,010,000 and a reserve of additional CHF 1,270,000 which may be used should the Board of Directors decide to selectively increase base salaries. No such increases were granted for the financial year 2022.

Agenda item 7.4: Proposal of the Board of Directors
Maximum variable compensation for the long-term incentive plan of the members of the Executive committee for 2023

The Board of Directors proposes that shareholders approve a maximum total amount of CHF 6,190,000 for the variable compensation for the long-term incentive plan of the members of the Executive Committee to be granted for the financial year 2023.

The chart below shows the maximum variable compensation for the long-term incentive plan approved by shareholders for the financial years 2019 to 2022, and for the financial year 2023 to be approved at this year's Annual General Meeting.

Maximum variable compensation for the LTIP for members of the Executive Committee (in CHF million)



The maximum long-term variable compensation amount of the seven members of the Executive Committee for 2023 is calculated as a multiple from the current base salaries resulting in the same maximum opportunity level as for the financial year 2022. This includes LTIP awards of CHF 4,150,000, mandatory social security contributions of CHF 310,000 and a reserve of additional CHF 1,730,000 which may be used should the Board of Directors decide to selectively increase base salaries or individual opportunity multiples. No such increases were granted for the financial year 2022.

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In the spirit of sustainability, this publication was printed using a carbon-neutral process on FSC certified paper and guarantees a sustainable management of the world's forests. Only green electricity was used for the manufacture of this publication and it was delivered with a hybrid car.



LEONTEQ AG

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