

## Focusing on employees

**“Together we set the pace” – this mission statement was used to launch the new SIX Group brand internally in August 2008. Approximately 3,500 employees around the world combine a high level of commitment, specialized know-how and many years of experience within SIX Group.**

Since the merger of the three previous Group companies, SIX Group has been working intensively towards harmonizing the conditions of employment and promoting a common corporate culture. The goal of the harmonization project is to offer the employees in Switzerland standardized conditions and, in so doing, to make a contribution to the integration process. Furthermore, significant measures were implemented within 2008 in the scope of cultural integration.

SIX Group wants to position itself as an appealing employer in the market. The company offers qualified employees interesting challenges, demanding projects and a wide selection of fascinating tasks in the business areas of Securities Trading, Securities Services, Financial Information and Payment Transactions as well as in IT and Corporate Services.

At the end of 2008, SIX Group employed 3,500 members of staff, 2,410 of them in Switzerland. The employee turnover rate in Switzerland averaged out at 9.8%. Turnover at SIX Management Ltd was above average, which can be ascribed to high project volumes and the extraordinary dynamic of change during the integration phase. Personnel expenses amounted to a total of CHF 525.7 m in 2008.

### Conditions of employment and training program

Harmonized conditions of employment are needed for sustainable development within the company. In the year under review, eleven subprojects dedicated to the following topics were promoted: salary system, management by objectives, bonus system, fringe benefits, personal insurance, pension plan, company hierarchy model and positional designations, work contract provisions, sport and leisure club, professional training and development

and apprenticeship training. The implementation of most of the proposals has been put back to the beginning of 2010 due their high level of complexity.

The professional training and development offering has already been consolidated and was implemented on 1 January 2009. The new program supports employees in their personal and professional development. Various kinds of training are in place to enhance methodical, social, linguistic and professional competencies. Employees in a managerial role benefit from a modular training scheme while specialized seminars are included for project leaders. Moreover, SIX Group supports its employees' external training both financially and in granting the time required, in accordance with the relevant agreements. An introductory “Securities administrator” course, which takes place over several months, offers lateral entries a chance of employment with SIX Group. The budget for professional training and development amounted to an average of CHF 1,200 per employee in 2008.

### Performance management

A standardized target agreement and performance analysis process (MbO, Management by Objectives) was defined for employees in Switzerland during the year under review. Objectives are set according to criteria spanning all divisions at the beginning of each year and employee performance reviewed at the end of the qualifying period. This mandatory MbO process serves to derive individual tasks from the strategic goals and assess the employee's current situation and career planning.

## Staff structure 2008 (2007)

as at 31.12.	2008	2007	as at 31.12.	2008	2007
Number of employees in Switzerland (Head)	2,410	2,302	Number of employees in Switzerland (Head)		
Number of employees abroad (Head)	1,090	1,105	– Employees	1,488	1,464
<b>Total number of employees (Head)</b>	<b>3,500</b>	<b>3,407</b>	– Members of management	798	726
Number of employees in Switzerland (FTE)	2,292.6	2,195.3	– Directors	124	112
Number of employees abroad (FTE)	1,067.9	1,077.7	Number of employees abroad (Head)		
<b>Total number of employees (FTE)</b>	<b>3,360.5</b>	<b>3,273.0</b>	– Employees	929	930
Number of women in Switzerland (Head)	652	614	– Members of management	143	154
Number of women abroad (Head)	397	419	– Directors	18	21
<b>Total number of women</b>	<b>1,049</b>	<b>1,033</b>	Trainees (commercial basic education NKG and computer specialists)	38	38
Number of men in Switzerland (Head)	1,758	1,688			
Number of men abroad (Head)	693	686			
<b>Total number of men</b>	<b>2,451</b>	<b>2,374</b>			

**Health and work/life balance**

SIX Group is aware of the importance of its employees' health and work/life balance. The company offers family-friendly conditions of employment with opportunities for part-time work. 2008 also saw the launch of SIX Group's sport and leisure club, endorsing a wide range of activities that facilitate encounters outside the usual working environment and make an important contribution to cultural integration. The Group maintains a well-equipped gym for employees at the premises on Selnaustrasse.

In line with its ethical policies, SIX Group advocates an agreeable working atmosphere and does not tolerate any kind of discrimination, mobbing or sexual harassment in the workplace whatsoever. Should the necessity arise, professional counseling and a contact person from the Human Resources department are available to all employees. SIX Group can also engage external psychological support for employees if required.

**Remuneration, benefits and pension plan**

SIX Group will introduce a new remuneration and bonus scheme on 1 January 2010, with the aim of offering all employees a market- and performance-oriented compensation package which includes fringe benefits and employer contributions (personal insurance and pension plans).

Standardization of the pension fund (in Switzerland, the second financial security pillar) poses a challenge. In the course of harmonizing the conditions of employment, a modern and flexible employee pension fund has emerged from the previously successful occupational benefits plan. This fund is not only in line with the current variable employment structures and social requirements, but also provides employees with a long-lasting and solid foundation for the future.

**Communication**

SIX Group uses various channels for internal communications, all of which were introduced in 2008 as a means of addressing the entire Group. This includes the intranet and e-mail dispatches for timely communication. In line with the company's international orientation, communications within the Group are sent in German, English and French. The employee newsletter "Connect" is sent out five to six times per year both electronically and physically in three languages. The divisions and Corporate Services departments hold regular employee-information sessions where direct and personal information exchanges are encouraged. As detailed in the information policy, SIX Group communicates information of Group nature to both employees and the public at the same time. In order to promote coalescence within SIX Group, the most high-level managers were already grouped together in 2008. These activities will be continued in 2009.

**Cultural integration**

Within the scope of the integration process, SIX Group launched the new brand at the same time as an extensive cultural project (see pictures, pages 32/33). Employees discussed and embraced SIX Group's vision, mission and values at approximately 40 workshops moderated by senior management representatives. In 2009, employees in both Switzerland and abroad will take part in a Group-wide survey aimed at assessing the level of cultural integration and employee satisfaction. The survey is to be carried out every two years in the future.