

ANNEX

OVERVIEW OF MEASURES, "POSTBUS INVESTIGATION", JUNE 2018

Package of measures and consequences

The investigation by Kellerhals Carrard and the evaluation by independent experts are now complete. The facts are clear to the Board of Directors and form the basis for the measures and consequences. Based on the facts of the investigation results, the Board of Directors has discussed and decided upon a package of measures and approved them for immediate implementation.

I. Group level

Personnel-related measures:

There is a lack of the confidence required to continue working with those holding particular responsibility who have either been involved in the system or who have not intervened despite the numerous indications over the years.

- **Executive Management:** Due to the findings of the enquiry reports, there is no basis of trust to continue working with CEO Susanne Ruoff. In view of these circumstances, the CEO has tendered her resignation. Susanne Ruoff has been released from her duties with immediate effect. The Group will be managed by deputy CEO Ulrich Hurni on an ad interim basis. The search for a permanent replacement has already begun.
- **Internal Auditing:** The Head of Internal Auditing is also to leave Swiss Post. Her deputy will take over the management on an interim basis.

Operational measures:

- **New Board of Directors' PostBus committee:** To ensure the rapid implementation of all the measures decided upon, the Board of Directors is setting up a "PostBus committee" to closely monitor the process.
- **Change of audit company:** The audit company will be replaced for the 2019 financial year. The relevant preparatory measures have already been initiated.
- **Restricted discharge:** The Board of Directors already requested the owner at an earlier date not to grant discharge for 2017 in respect of the incidents relating to subsidy payments to PostBus companies.
- **Establishment of a compliance programme on subsidy law:** A compliance programme on subsidy law will be established within the Group. It will define measures and rules of conduct to prevent violations of law in future.

II. PostBus level

Personnel-related measures:

- **PostBus Executive Board:** The members of the PostBus Executive Board are released from their duties with immediate effect. The current PostBus Executive Board will be replaced in full.

Operational measures:

- **Reversal of "IMPRESA":** The reorganization known as IMPRESA will be reversed. The holding structure adopted in 2014 and introduced on 1 January 2016 was intended to secure profits through transfer prices to PostBus subsidiaries. The IMPRESA transfer price concept will be replaced by a transparent and simple form of organization without transfer prices.
- **Assessing an exit from the passenger transport market in France:** The Board of Directors has tasked Executive Management with assessing an orderly exit from the passenger transport business in France. One option is the sale of the company. Business will continue as normal until a final decision is made.
- **FOT repayment terms:** Swiss Post will repay every franc owed. The money is ready and is to be paid to the injured parties by the autumn. The repayment terms will be determined by the FOT in coordination with the cantons.
- **Reorganization of PostBus:** Responsibilities at PostBus will be newly clarified and clearly assigned. This will help operational and business processes to be made more efficient and responsibilities and value flows to be disclosed more transparently. Processes and other forms of standardization will be newly established and controlled nationally and uniformly.

OVERVIEW OF THE FACTS, "POSTBUS INVESTIGATION"
<https://www.post.ch/en/pages/reports-on-the-irregular-accounting-practices-at-postbus>