

contribution to the collective insurances for illness and accident as well as management staff risk insurance in the event of death.

## Employees in figures

The following table shows the various key personnel figures for the years 2014 to 2016 in accordance with the GRI requirements, version 4, broken down by gender. The figures relate to staff employed in Switzerland. Shareholdings outside of Switzerland were not taken into consideration.

### Change in headcount

The number of employees in Switzerland fell to 18,372 FTEs in 2016 (–3.1% compared with 2015) and comprises 27% women and 73% men; there was a 1.5 percentage point decrease in the proportion of women.

The percentage of women in management is 12.3% (measured in terms of headcount).

The age pyramid has changed slightly in recent years. Demographic ageing in Switzerland has increased, while the proportion of employees aged over 50 at Swisscom has also risen in the last ten years.

	2014			2015			2016		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number respectively as indicated									
<b>Total workforce in Switzerland</b>									
Average workforce FTE			<b>18,035</b>			<b>18,817</b>			<b>18,750</b>
Workforce end of year FTE			<b>18,272</b>			<b>18,965</b>			<b>18,372</b>
<b>Reporting limit in Switzerland according to the personnel information system</b>									
<b>Coverage report limit</b>			<b>95%</b>			<b>93%</b>			<b>95%</b>
<b>Average workforce FTE</b>	12,595	4,570	<b>17,165</b>	13,010	4,666	<b>17,676</b>	13,273	4,439	<b>17,712</b>
<b>Employees in FTE per end of decembre in headcount (HC)</b>	12,727	4,633	<b>17,360</b>	13,174	4,636	<b>17,810</b>	13,273	4,291	<b>17,563</b>
	13,003	5,345	<b>18,348</b>	13,437	5,304	<b>18,741</b>	13,579	4,970	<b>18,549</b>
Temporary employee (HC)	1,163	402	<b>1,565</b>	1,094	385	<b>1,479</b>	1,121	387	<b>1,508</b>
Fixed-term contracts of employment (HC)	43	37	<b>80</b>	27	27	<b>54</b>	48	18	<b>66</b>
Permanent contracts of employment (HC)	12,960	5,308	<b>18,268</b>	13,410	5,277	<b>18,687</b>	13,531	4,952	<b>18,483</b>
Gender proportion (HC)	70.9%	29.1%	<b>100.0%</b>	71.7%	28.3%	<b>100.0%</b>	73.2%	26.8%	<b>100.0%</b>
Full-time employment	11,787	3,128	<b>14,915</b>	12,147	3,069	<b>15,216</b>	12,121	2,796	<b>14,917</b>
Part-time employment	1,216	2,217	<b>3,433</b>	1,290	2,235	<b>3,525</b>	1,458	2,174	<b>3,632</b>
Rate full time employees (HC)	90.6%	58.5%	<b>81.3%</b>	90.4%	57.9%	<b>81.2%</b>	89.3%	56.3%	<b>80.4%</b>
Rate part time employees (HC)	9.4%	41.5%	<b>18.7%</b>	9.6%	42.1%	<b>18.8%</b>	10.7%	43.7%	<b>19.6%</b>
Employees in collective employment agreement (CEA)	10,525	5,002	<b>15,527</b>	10,746	4,943	<b>15,689</b>	10,811	4,581	<b>15,392</b>
Rate collective labour agreement (CEA) to total workforce	80.9%	93.6%	<b>84.6%</b>	80.0%	93.2%	<b>83.7%</b>	79.6%	92.2%	<b>83.0%</b>
Top Management	92	8	<b>100</b>	88	7	<b>95</b>	82	8	<b>90</b>
Management (HC)	2,338	307	<b>2,645</b>	2,581	327	<b>2,908</b>	2,686	381	<b>3,067</b>
Rate of employees within Management (HC)	87.2%	12.8%	<b>100.0%</b>	88.9%	11.1%	<b>100.0%</b>	87.7%	12.3%	<b>100.0%</b>

Number respectively as indicated	2014			2015			2016		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Fluctuation in Switzerland</b>									
Average age	42.8	39.9	<b>42.0</b>	43.0	40.0	<b>42.2</b>	43.4	40.4	<b>42.6</b>
Leavings <sup>1</sup>	1,008	485	<b>1,493</b>	1,016	478	<b>1,494</b>	1,094	569	<b>1,663</b>
Leavings < 30yrs. old <sup>1</sup>	227	180	<b>407</b>	239	177	<b>416</b>	214	175	<b>389</b>
Leavings 30 – 50 yrs. old <sup>1</sup>	567	233	<b>800</b>	558	210	<b>768</b>	584	266	<b>850</b>
Leavings > 50yrs. old <sup>1</sup>	214	72	<b>286</b>	218	91	<b>309</b>	296	128	<b>424</b>
Rate of Leavings < 30 yrs. old	22.5%	37.1%	<b>27.3%</b>	23.6%	37.1%	<b>27.9%</b>	19.6%	30.8%	<b>23.4%</b>
Rate of Leavings 30 – 50 yrs. old	56.3%	48.1%	<b>53.5%</b>	54.9%	44.0%	<b>51.4%</b>	53.4%	46.7%	<b>51.1%</b>
Rate of Leavings > 50 yrs. old	21.2%	14.8%	<b>19.2%</b>	21.5%	18.9%	<b>20.7%</b>	27.1%	22.5%	<b>25.5%</b>
Enterings <sup>1</sup>	1,507	723	<b>2,230</b>	1,491	498	<b>1,989</b>	1,245	323	<b>1,568</b>
Enterings < 30yrs. old <sup>1</sup>	572	373	<b>945</b>	500	280	<b>780</b>	356	171	<b>527</b>
Enterings 30 – 50 yrs. old <sup>1</sup>	804	290	<b>1,094</b>	859	200	<b>1,059</b>	783	140	<b>923</b>
Enterings > 50yrs. old <sup>1</sup>	101	27	<b>128</b>	132	18	<b>150</b>	106	12	<b>118</b>
Rate of Enterings < 30 yrs. old	38.0%	51.6%	<b>42.4%</b>	33.5%	56.2%	<b>39.2%</b>	28.6%	52.9%	<b>33.6%</b>
Rate of Enterings 30 – 50 yrs. old	53.4%	40.1%	<b>49.1%</b>	57.6%	40.2%	<b>53.2%</b>	62.9%	43.3%	<b>58.9%</b>
Rate of Enterings > 50 yrs. old	8.7%	8.3%	<b>8.6%</b>	8.9%	3.6%	<b>7.5%</b>	8.5%	3.7%	<b>7.5%</b>
<b>Further KPI</b>									
Education and training days			<b>68,831</b>			<b>68,464</b>			<b>53,979</b>
Number of days training and education per employee (headcount)			<b>3.8</b>			<b>3.9</b>			<b>2.9</b>
Maternity and paternity leave	439	217	<b>656</b>	522	240	<b>762</b>	544	290	<b>834</b>
Total CEO compensation in kCHF			<b>1,773</b>			<b>1,832</b>			<b>1,794</b>
Median salary in kCHF			<b>126</b>			<b>129</b>			<b>131</b>
Ratio CEO compensation / median salary			<b>14</b>			<b>14</b>			<b>14</b>
Variation of CEO compensation			<b>3.5%</b>			<b>3.3%</b>			<b>-2.1%</b>
Variation of median salary			<b>0.2%</b>			<b>2.3%</b>			<b>1.5%</b>
Minimum full time salary in kCHF according to the CEA	52	52	<b>52</b>	52	52	<b>52</b>	52	52	<b>52</b>
Performance Dialogues <sup>2</sup>	97.1%	95.6%	<b>96.7%</b>	91.8%	97.2%	<b>93.2%</b>	96.2%	97.7%	<b>96.6%</b>

<sup>1</sup> without fixed-term contracts of employment

<sup>2</sup> without apprentices