

# Past hot topics and guest speakers at our roundtables

Since 2017, we had the pleasure to welcome top speakers on exciting topics (newest at the top)

Alignment of compensation with business strategy	<ul style="list-style-type: none"> <li>➤ <b>Hermann J. Stern:</b> Founder and owner of Obermatt AG</li> <li>➤ <b>Ines Pöschel:</b> Compensation committee member at Alcon</li> </ul>
Variable compensation: a driver for motivation or and unnecessary evil?	<ul style="list-style-type: none"> <li>➤ <b>Antoinette Weibel:</b> Prof. Dr. Public Management at HSG St. Gallen</li> <li>➤ <b>Patrick Wolf:</b> Head of HR at Migros Bank AG</li> <li>➤ <b>Sandra Roth:</b> Head of HR Strategy, Steering and Digitalization at SBB AG</li> <li>➤ <b>Raffaella Marzi:</b> Head of Corporate HR and Compliance Sika AG</li> </ul>
Achieving continuous high performance in sports and business	<ul style="list-style-type: none"> <li>➤ <b>Marco Chiudinelli:</b> Former professional Swiss tennis player on the ATP Tour and owner of Chidinelli Management &amp; Consulting</li> </ul>
The value of ESG in times of crises	<ul style="list-style-type: none"> <li>➤ <b>Alexander Wagner:</b> Professor of Finance at the University of Zurich and Swiss Finance Institute Senior Chair</li> <li>➤ <b>Jan Jenisch:</b> CEO of Holcim since 2017 and board member since 2021</li> </ul>
Blockchain technology in the context of compensation	<ul style="list-style-type: none"> <li>➤ <b>Luzius Meisser,</b> CEO of aktionariat, Board Member of various startups</li> <li>➤ <b>Daniel Leuthard,</b> Co-Founder and Managing Partner of Momentus</li> </ul>
Conflicting priorities between private economy and politics?	<ul style="list-style-type: none"> <li>➤ <b>Christoph Mäder:</b> Chair of economiesuisse, Board member of Baloise, EMS Chemie, Lonza</li> <li>➤ <b>Christoph Brutschin:</b> Head of the economic, social and environmental affairs of Canton BS</li> </ul>
Governance & compensation in the pandemic	<ul style="list-style-type: none"> <li>➤ <b>Riet Cadonau:</b> Board Chair &amp; CEO at dormakaba, Board Member at several companies</li> <li>➤ <b>Silvia Gatti and Marie Römer:</b> Analysts at Glass Lewis</li> </ul>
Unboss: our Story!	<ul style="list-style-type: none"> <li>➤ <b>Isabel Matthews:</b> Head of Global Talent Management at Novartis</li> <li>➤ <b>Philippe Waty:</b> Head of Compensation &amp; Benefits Novartis</li> </ul>
Sustainability	<ul style="list-style-type: none"> <li>➤ <b>Antoine de Saint-Affrique:</b> CEO at Barry Callebaut</li> <li>➤ <b>Justin Howell:</b> Senior Manager at Bill &amp; Melinda Gates Foundation, board member at Sika</li> </ul>
The trap of profit-based incentives	<ul style="list-style-type: none"> <li>➤ <b>Ernst Bärtschi:</b> Board Chair at Conzzeta</li> <li>➤ <b>Hermann Stern:</b> Managing Partner at Obermatt</li> </ul>
Gender diversity: tomorrow's requirement for success	<ul style="list-style-type: none"> <li>➤ <b>Sylvie Durrer:</b> Director at Federal Office for Gender Equality</li> <li>➤ <b>Nicole Burth:</b> CEO at Adecco Schweiz</li> </ul>
Corporate governance	<ul style="list-style-type: none"> <li>➤ <b>Vincent Kaufmann:</b> Director at Ethos</li> <li>➤ <b>Ines Pöschel:</b> Partner at Kellerhals Carrard, Board Member at several companies</li> </ul>
Shareholder activism	<ul style="list-style-type: none"> <li>➤ <b>Cas Sydorowitz:</b> CEO of Proxy Solicitation at Georgeson</li> <li>➤ <b>Dominik Slappnig:</b> Head of Investors Relations at Sika</li> </ul>