



Bern, 18 March 2026

**Report of the statutory auditor on the limited statutory examination  
to the board of trustees of  
Ruedi Lüthy Foundation  
Bern**

As statutory auditors, we have examined the financial statements (balance sheet, income statement, cash flow statement, statement of changes in equity and notes) of Ruedi Lüthy Foundation for the financial year ended 31 December 2025. The limited statutory examination of the prior year financial statements was performed by another auditor who expressed an unmodified examination conclusion on those financial statements on 19 March 2025. As permitted by Swiss GAAP FER 21 the information in the performance report is not required to be subjected to the statutory auditor's examination.

These financial statements in accordance with Swiss GAAP FER and Swiss law, the foundation's deed and regulations are the responsibility of the board of trustees. Our responsibility is to perform a limited statutory examination on these financial statements. We confirm that we meet the licensing and independence requirements as stipulated by Swiss law.

We conducted our examination in accordance with the Swiss Standard on the Limited Statutory Examination. This standard requires that we plan and perform a limited statutory examination to identify material misstatements in the financial statements. A limited statutory examination consists primarily of inquiries of company personnel and analytical procedures as well as detailed tests of company documents as considered necessary in the circumstances. However, the testing of operational processes and the internal control system, as well as inquiries and further testing procedures to detect fraud or other legal violations, are not within the scope of this examination.

Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements do not give a true and fair view of the financial position, the results of operations and the cash flows in accordance with Swiss GAAP FER and do not comply with Swiss law, the foundation's deed and regulations.

**Stefan Andres**  
Certified Public Accountant  
Licensed Audit Expert  
Auditor in Charge

**Reto Käser**  
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**BALANCE SHEET**

<b>ASSETS</b>	Notes	<b>31.12.2025</b>	<b>31.12.2024</b>
		in CHF	in CHF
Cash and cash equivalents	1	4'500'358.10	5'638'736.97
Current assets with stock market price	2	17'214'499.51	15'918'923.31
Receivables	3	116'406.28	94'294.00
Prepayments and accrued income		43'593.92	87'834.13
Inventories	4	785'796.18	1'208'435.67
<b>Total current assets</b>		<b>22'660'653.99</b>	<b>22'948'224.08</b>
Real estate in Switzerland	5	1'630'000.00	1'630'000.00
<b>Total fixed assets</b>		<b>1'630'000.00</b>	<b>1'630'000.00</b>
<b>Total ASSETS</b>		<b>24'290'653.99</b>	<b>24'578'224.08</b>
<b>LIABILITIES and EQUITY</b>		<b>31.12.2025</b>	<b>31.12.2024</b>
		in CHF	in CHF
Payables	6	79'851.42	103'058.63
Deferred income and accrued expenses		441'907.90	341'992.27
<b>Total current liabilities</b>		<b>521'759.32</b>	<b>445'050.90</b>
Provisions for severance payments	7	383'878.65	393'374.01
Deferred long-term liability	8	333'333.33	333'333.33
<b>Total long-term liabilities</b>		<b>717'211.98</b>	<b>726'707.34</b>
<b>Total LIABILITIES</b>		<b>1'238'971.30</b>	<b>1'171'758.24</b>
Fund training of local health professionals in Zimbabwe	9	185'597.75	115'513.99
<b>Total FUND CAPITAL</b>		<b>185'597.75</b>	<b>115'513.99</b>
Paid-in capital of the foundation		100'000.00	100'000.00
Designated capital		17'845'602.07	17'870'924.99
Reserve for fluctuations in asset value		1'900'000.00	1'900'000.00
Unrestricted capital		3'234'076.14	3'638'971.51
Net profit or -loss for the period		-213'593.27	-218'944.65
<b>Total ORGANISATIONAL CAPITAL</b>		<b>22'866'084.94</b>	<b>23'290'951.85</b>
<b>Total LIABILITIES and EQUITY</b>		<b>24'290'653.99</b>	<b>24'578'224.08</b>

## INCOME STATEMENT

	Notes	1.1. - 31.12.2025	1.1. - 31.12.2024
<b>INCOME</b>			
		in CHF	in CHF
Ordinary donations		2'274'893.99	1'999'538.13
Donations from legacies/gifts		467'772.10	413'419.45
Earmarked donations	1	949'050.50	1'217'708.04
Donations in kind		1'367'505.33	1'456'705.81
<b>Total donations</b>		<b>5'059'221.92</b>	<b>5'087'371.43</b>
SDC contributions		900'000.00	1'089'046.00
Income from the Training Centre		9'125.08	4'270.99
Other income		162'001.86	135'630.46
<b>Total other income</b>		<b>1'071'126.94</b>	<b>1'228'947.45</b>
<b>Total INCOME</b>		<b>6'130'348.86</b>	<b>6'316'318.88</b>

## EXPENSES

### Direct project expenses

#### Newlands Clinic

Personnel expense	2'028'318.54	2'408'196.84
Materials and services	2'705'280.37	2'738'014.91
Real estate	-	856.35
Maintenance, repairs and replacements	146'486.85	144'677.11
Vehicles and transport	43'865.45	53'746.86
Energy and utilities	6'201.92	8'244.80
Administration/IT	116'477.43	156'985.99
Research	14'558.69	26'217.44
<b>Total Newlands Clinic</b>	<b>5'061'189.25</b>	<b>5'536'940.30</b>

#### Newlands Clinic Training Centre

Personnel expense	339'335.87	371'514.25
Maintenance, repairs and replacements	4'579.94	10'631.98
Vehicles and transport	2'942.28	4'781.94
Energy and utilities	4'217.54	4'325.66
Administration	218'104.10	223'232.18
<b>Total Newlands Clinic Training Centre</b>	<b>569'179.73</b>	<b>614'486.01</b>

#### Women's Health Centre

Personnel expense	286'448.44	361'784.54
Materials and services	148'391.37	164'688.19
Maintenance, repairs and replacements	7'079.20	12'209.85
Energy and utilities	4'436.54	4'847.45
Administration	12'789.36	11'454.70
<b>Total Women's Health Centre</b>	<b>459'144.91</b>	<b>554'984.73</b>

### **Total direct project expenses**

<b>6'089'513.89</b>	<b>6'706'411.04</b>
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## INCOME STATEMENT

	1.1. - 31.12.2025	1.1. - 31.12.2024
	in CHF	in CHF
Personnel expense	216'028.93	301'647.58
Services	3'253.95	24'958.05
Administration	78'709.02	88'641.05
IT	7'286.25	6'294.55
Fundraising	447'658.29	479'309.93
Other operating expenses	29'333.75	15'212.55
<b>Total general expenses</b>	<b>782'270.19</b>	<b>916'063.71</b>
<b>Total EXPENSES</b>	<b>6'871'784.08</b>	<b>7'622'474.75</b>
<b>Operating result</b>	<b>-741'435.22</b>	<b>-1'306'155.87</b>
Financial income	709'993.50	1'133'571.98
Financial expenses	-45'913.26	-77'344.78
Foreign currency differences	-168'401.29	56'259.63
Currency differences from IC elimination	54'214.14	41'113.38
<b>Total financial result</b>	<b>549'893.09</b>	<b>1'153'600.21</b>
Real estate income	22'709.70	21'075.70
<b>Total non-operating result</b>	<b>22'709.70</b>	<b>21'075.70</b>
<b>Result (before changes in fund capital)</b>	<b>-168'832.43</b>	<b>-131'479.96</b>
Allocation to fund capital	-640'000.00	-730'000.00
Withdrawal from fund capital	569'916.24	614'486.01
<b>Change in fund capital</b>	<b>-70'083.76</b>	<b>-115'513.99</b>
<b>Annual result (before capital allocation)</b>	<b>-238'916.19</b>	<b>-246'993.95</b>
Allocation to organisational capital	-	-
Withdrawal from organisational capital	25'322.92	28'049.30
<b>Change in organisational capital</b>	<b>25'322.92</b>	<b>28'049.30</b>
<b>Annual result (after capital allocation)</b>	<b>-213'593.27</b>	<b>-218'944.65</b>

## STATEMENT OF CHANGES IN CAPITAL

<b>FUND CAPITAL</b>	<b>Opening amount 01.01.2025</b>	<b>Allocation</b>	<b>Withdrawal</b>	<b>Internal transfers</b>	<b>Closing amount 31.12.2025</b>
	CHF	CHF	CHF	CHF	CHF
Fund training of local health prof.	115'513.99	640'000.00	-569'916.24	-	185'597.75
<b>Total restricted fund capital</b>	<b>115'513.99</b>	<b>640'000.00</b>	<b>-569'916.24</b>	<b>-</b>	<b>185'597.75</b>
	<b>Opening amount 01.01.2024</b>	<b>Allocation</b>	<b>Withdrawal</b>	<b>Internal transfers</b>	<b>Closing amount 31.12.2024</b>
	CHF	CHF	CHF	CHF	CHF
Fund training of local health prof.	-	730'000.00	-614'486.01	-	115'513.99
<b>Total restricted fund capital</b>	<b>-</b>	<b>730'000.00</b>	<b>-614'486.01</b>	<b>-</b>	<b>115'513.99</b>

<b>ORGANISATIONAL CAPITAL</b>	<b>Opening amount 01.01.2025</b>	<b>Allocation</b>	<b>Withdrawal</b>	<b>Currency</b>	<b>Closing amount 31.12.2025</b>
	CHF	CHF	CHF	CHF	CHF
Paid-in capital of the foundation	100'000.00	-	-	-	100'000.00
Designated capital	17'870'924.99	-	-25'322.92	-	17'845'602.07
- Training Centre	2'000'000.00				2'000'000.00
- New projects	2'000'000.00				2'000'000.00
- Newlands Clinic	11'572'000.00				11'572'000.00
- Staff quarters	298'924.99		-25'322.92		273'602.07
- Women's Health Centre	2'000'000.00				2'000'000.00
Reserve for value fluctuations	1'900'000.00		-	-	1'900'000.00
Unrestricted capital	3'420'026.86	-213'593.27	-	-185'950.72	3'020'482.87
- Foreign currency differences	-43'294.85			-185'950.72	-229'245.57
- Net income for the year		-213'593.27			
<b>Total organisational capital</b>	<b>23'290'951.85</b>	<b>-213'593.27</b>	<b>-25'322.92</b>	<b>-185'950.72</b>	<b>22'866'084.94</b>

	<b>Opening amount 01.01.2024</b>	<b>Allocation</b>	<b>Withdrawal</b>	<b>Currency</b>	<b>Closing amount 31.12.2024</b>
	CHF	CHF	CHF	CHF	CHF
Paid-in capital of the foundation	100'000.00	-	-	-	100'000.00
Designated capital	17'898'974.29	-	-28'049.30	-	17'870'924.99
- Training Centre	2'000'000.00				2'000'000.00
- New projects	2'000'000.00				2'000'000.00
- Newlands Clinic	11'572'000.00				11'572'000.00
- Staff quarters	326'974.29		-28'049.30		298'924.99
- Women's Health Centre	2'000'000.00				2'000'000.00
Reserve for value fluctuations	1'900'000.00	-	-	-	1'900'000.00
Unrestricted capital	3'520'578.05	-218'944.65	-	118'393.46	3'420'026.86
- Foreign currency differences	-161'688.31			118'393.46	-43'294.85
- Net income for the year	-	-218'944.65			
<b>Total organisational capital</b>	<b>23'419'552.34</b>	<b>-218'944.65</b>	<b>-28'049.30</b>	<b>118'393.46</b>	<b>23'290'951.85</b>

## CASH FLOW STATEMENT

	<b>2025</b>	<b>2024</b>
	in CHF	in CHF
<b>Operating activities</b>		
Annual profit or -loss (result before capital allocation)	-238'916.19	-246'993.95
Net increase/-decrease in fund capital	70'083.76	115'513.99
Net increase/-decrease in currency difference on equity	-185'950.72	118'393.46
Net -increase/decrease in receivables	-22'112.28	-12'440.40
Net -increase/decrease in prepayments + accrued income	44'240.21	-23'490.67
Net -increase/decrease in inventories	422'639.49	-62'784.37
Net increase/-decrease in payables	-23'207.21	-37'040.11
Net increase/-decrease in deferred income + accrued expenses	99'915.63	69'779.32
Net increase/-decrease in provisions severance payments	-9'495.36	393'374.01
<b>Cash flow from operating activities</b>	<b>157'197.33</b>	<b>314'311.28</b>
<b>Investing activities</b>		
Investments in financial assets (net)	-1'295'576.20	-977'015.85
<b>Cash flow from investing activities</b>	<b>-1'295'576.20</b>	<b>-977'015.85</b>
<b>Financing activities</b>		
Financing activities/amortisation of mortgage	-	-
<b>Cash flow from financing activities</b>	<b>-</b>	<b>-</b>
<b>NET INCREASE/-DECREASE IN CASH AND CASH EQUIVALENTS</b>	<b>-1'138'378.87</b>	<b>-662'704.57</b>
<b>Liquidity statement</b>		
Cash and cash equivalents at 1 January	5'638'736.97	6'301'441.54
Cash and cash equivalents at 31 December	4'500'358.10	5'638'736.97
<b>NET INCREASE/-DECREASE IN CASH AND CASH EQUIVALENTS</b>	<b>-1'138'378.87</b>	<b>-662'704.57</b>

## Notes to the 2025 financial statements

### ORGANISATION INFORMATION

The Ruedi Lüthy Foundation was established on 12 February 2003 and entered under the name of Swiss Aids Care International in the Zurich Commercial Registry on 27 March 2003 as a charitable foundation under the terms of Art. 80 ff. of the Swiss Civil Code. The name change was approved on 16 June 2016 by the Federal Supervisory Board for Foundations (FSBF) and entered in the Bern Commercial Registry with effect 1 July 2016. The initial capital comprises a contribution by the founder of CHF 100'000.

The purpose of the foundation is to provide comprehensive treatment and support to HIV and AIDS patients in southern Africa. To this end the foundation may operate clinics, train doctors and nurses, and take any other measures that serve the purpose of the foundation. The foundation does not pursue any economic purposes and does not seek to make a profit. In accordance with a ruling by the Cantonal Tax Administration of the Canton of Bern, given its non-profit status, the Ruedi Lüthy Foundation is exempt from cantonal and municipal taxes, direct federal taxes, and inheritance and gift tax. The Foundation Regulations of 12 February 2003, with the amendments of 24 June 2014, 24 March 2015, 23 June 2015, 16 December 2015 and 25 May 2016, have been approved by the Federal Supervisory Board for Foundations (FSBF) of the Swiss Federal Department of Home Affairs.

Operational responsibility for all activities in Zimbabwe (Newlands Clinic, Training Centre, Women's Health Centre) lies with the Ruedi Lüthy Foundation, Zimbabwe. The Ruedi Lüthy Foundation in Bern bears the entire costs of the Ruedi Lüthy Foundation, Zimbabwe.

### BASICS OF ANNUAL FINANCIAL STATEMENT PREPARATION

#### In general

The financial statements are prepared for the year to 31 December in accordance with the Swiss Code of Obligations and the requirements of Swiss GAAP FER 21. The material valuation principles are explained below.

A separate financial statement is prepared for each of the three areas of activity of the Ruedi Lüthy Foundation, Zimbabwe. These accounts are kept in US dollars and audited by Grant Thornton in Harare. They are consolidated into the financial statements of the Ruedi Lüthy Foundation.

#### Change in Accounting Policies

##### Derivative financial instruments

In the reporting year, the accounting for foreign exchange forward contracts was adjusted. Previously, foreign exchange forward contracts were recognized on the balance sheet. Going forward, foreign exchange forward contracts that exclusively serve to hedge future cash flows will no longer be recognized on the balance sheet, but will instead be accounted for profit-effectively only upon realisation of the underlying transaction. This adjustment aims to provide a

clearer presentation of the economic hedging relationships. The change has no material impact on the asset, financial, and earnings position, which is why prior-year comparatives have not been adjusted.

**Presentation of functional costs in general expenses**

In the 2025 financial year, the internal cost allocation was reviewed and adjusted. Previously, a portion of the personnel expenses of employees active in Switzerland was allocated to projects on a cause-and-effect basis. The remaining personnel expenses after this allocation were fully assigned to general administration. Now, the portion of activities of these employees attributable to fundraising will be allocated accordingly. This adjustment results in a more accurate reflection of actual resource utilization and improved transparency in the income statement. The adjustment has no impact on the overall result but leads to a reclassification of expenses within general administration. Prior-year figures have been adjusted accordingly.

**Currency translation**

The accounts of the Ruedi Lüthy Foundation are kept in Swiss francs. Transactions in foreign currencies are converted into Swiss francs at the exchange rates prevailing at the time of the transaction. Cash and cash equivalents in foreign currencies are converted at the balance sheet date. The income statements of the three units in Harare are converted at average rates (the rates published by the Swiss Federal Tax Administration) and balance sheet items are converted at the rates on the balance sheet date mentioned above. Exchange differences arising on the translation of income and expense items are included in net financial income. Differences from the translation of balance sheet items are recognised directly in the organisational capital:

<b>Foreign currency</b>	<b>Average rate 2025</b>	<b>2025 closing rate</b>
USD	0.8495	0.7898
EUR		0.9293
JPY		0.5056
GBP		1.0656
CAD		0.5769

<b>Foreign currency</b>	<b>Average rate 2024</b>	<b>2024 closing rate</b>
USD	0.8872	0.9031
EUR		0.9408
JPY		0.5732
GBP		1.1348
CAD		0.6278

## **ACCOUNTING AND VALUATION PRINCIPLES**

### **Cash and cash equivalents**

Cash holdings, postal and bank balances, as well as call money and fixed-term deposits with a remaining term of no more than 90 days, are valued at nominal value. Foreign currency transactions have been converted at spot exchange rates.

### **Current assets with stock market price**

Securities are held as a liquidity reserve and therefore reported under current assets. They are valued at market values according to the custody statements of the custodian banks.

### **Inventories**

Drugs and other goods are recognised at the lower of cost or market. Cost prices are determined using the weighted average price method.

### **Real estate in Switzerland**

The property recognised on the balance sheet is rented to third parties. It was donated to the Ruedi Lüthy Foundation in 2021 and recognised on the balance sheet at a conservatively estimated market value. The property is recognised on the balance sheet at current value and therefore systematic depreciation is not taken. To check impairment, a valuation report is commissioned every five years. If there are signs before the five-year period has elapsed that the value has developed negatively, a valuation report is promptly commissioned and any impairment immediately recognised in profit or loss.

### **Fund capital**

Fund capital comprises earmarked funds from third parties that, as of the balance sheet date, have not yet been utilized in accordance with their designated purpose (see statement of changes in fund capital).

### **Organisational capital**

The organisational capital includes the foundation capital paid in by the founder and funds from internal financing. It is divided into restricted and unrestricted capital. For the restricted capital, the organisation has imposed usage restrictions on itself (see statement of changes in capital).

### **Recognition of donations**

General donations (including legacies resulting from deaths and memorial donations) are recognised in profit or loss at the time of the remittance, in other words once the foundation can actually dispose of the funds. Mere promises of payment are not recognised.

## NOTES ON BALANCE SHEET POSITIONS

### 1. Cash and cash equivalents

	31.12.2025 CHF	31.12.2024 CHF
Cash holdings	3'530.44	12'001.68
Postal account	347'145.90	429'241.99
Bank accounts	3'203'879.76	2'642'971.40
Fixed-term deposits / Call money investments	945'802.00	2'554'521.90
<b>Total Cash and cash equivalents</b>	<b>4'500'358.10</b>	<b>5'638'736.97</b>

### 2. Current assets with stock market price

Cash, cash equivalents and current assets listed at the stock exchange (securities) constitute the Ruedi Lüthy Foundation's strategic cash reserves, safeguarding its capacity to act and contract in the medium to long term. In the event that donation income declines, these assets allow the necessary lifelong HIV treatment to be continued on a temporary basis and patients to be transferred to other clinics. For the management of the funds, the asset management mandates were concentrated at two banking institutions. Any trailer fees due to the foundation are paid on an annual basis.

Securities are recognised on the balance sheet at stock market price, and realised and unrealised gains and losses are recognised in profit or loss. The organisation capital contains fluctuation reserves to take account of the market risks related to securities. The amount of these reserves is reviewed annually in accordance with the guidelines for the different asset classes and adjusted as required. On 31 December 2025 these reserves came to 11.0% of the value of the securities holdings (prior year: 11.9%).

### 3. Receivables

	31.12.2025 CHF	31.12.2024 CHF
Receivables from goods & services	3'916.09	2'187.93
Other receivables	112'490.19	92'106.07
<b>Total receivables</b>	<b>116'406.28</b>	<b>94'294.00</b>

Receivables from goods & services relate to receivables of the Ruedi Lüthy Foundation, Zimbabwe (lab, etc.). Other receivables comprise credit with the Swiss Federal Tax Administration (withholding taxes) and the rental deposit for the office premises at Falkenplatz 9 in Bern.

### 4. Inventories

	31.12.2025 CHF	31.12.2024 CHF
Drugs and pharmaceutical inventory	672'238.37	1'106'895.08
Lab equipment und supplies	95'813.72	92'622.75
Other inventory	17'744.10	8'917.83
<b>Total inventory</b>	<b>785'796.18</b>	<b>1'208'435.67</b>

## 5. Real estate and tangible assets

### *Switzerland:*

The real estate in Switzerland is a property that was donated to the Ruedi Lüthy Foundation in sole ownership in 2021. The donor has stipulated the condition that a defined share of the income on the property be transferred to another charitable organisation every year. The same applies to the proceeds in the event that the property is sold. The Ruedi Lüthy Foundation's obligations arising from this are taken account of in the financial statements.

### *Zimbabwe:*

In the light of the political uncertainty in Zimbabwe, investments in real estate and tangible assets are not recognised on the balance sheet but are recognised directly in profit or loss on the date of acquisition.

## 6. Liabilities

	<b>31.12.2025</b>	<b>31.12.2024</b>
	CHF	CHF
Liabilities from goods & services	37'384.22	40'894.83
Other liabilities	42'467.20	62'163.80
<b>Total liabilities</b>	<b>79'851.42</b>	<b>103'058.63</b>

Liabilities from goods & services relate exclusively to liabilities of the Ruedi Lüthy Foundation, Zimbabwe. Other liabilities relate to the office in Bern.

## 7. Provisions for severance payments

Provisions for severance payments relate to the clinic staff in Zimbabwe. Due to the growing number of local employees over the years and their increasing years of service, the Ruedi Lüthy Foundation decided at the end of 2024 to recognize a corresponding provision in the balance sheet. The provision requirement is recalculated and adjusted annually

## 8. Deferred long-term liability

The amount recognised in the balance sheet corresponds to the obligation of the Ruedi Lüthy Foundation arising from the donation of the property (see note 5 "Real estate and tangible assets", Switzerland).

## 9. Fund capital

The fund capital represents the earmarked funds for project activities aimed at training local health professionals in the treatment and care of HIV/AIDS-affected individuals in Zimbabwe. The separate fund account holds the unused restricted funds for utilization in subsequent years (see statement of changes in capital, fund capital).

## NOTES ON INCOME STATEMENT POSITIONS

### 1. Earmarked donations

In 2025, a total of CHF 949'050 (prior year: CHF 1'217'708) in earmarked donations from third parties were received. With the exception of funds designated for training local health professionals in Zimbabwe (CHF 640'000, prior year CHF 730'000), these funds could be fully utilised for their specified purposes. The unused earmarked funds for health professional training were credited to the corresponding fund (see statement of changes in capital, fund capital).

### 2. Expenses by total cost method

#### Personnel expenses

	31.12.2025 CHF	31.12.2024 CHF
Personnel expenses projects	2'654'102.85	3'141'495.63
Personnel expenses fundraising	249'636.24	163'358.45
Personnel expenses administration	216'028.93	301'647.58
<b>Total Personnel expenses</b>	<b>3'119'768.02</b>	<b>3'606'501.66</b>

Headcount at year-end - Zimbabwe		84.0
FTE at year-end - Zimbabwe		79.8
Headcount at year-end - Switzerland	6.0	7.0
FTE at year-end - Switzerland	3.6	4.3

#### Non-personnel operating expenses

	31.12.2025 CHF	31.12.2024 CHF
Non-personnel operating expenses projects	3'435'411.04	3'564'915.41
Non-personnel operating expenses fundraising	198'022.05	315'951.48
Non-personnel operating expenses administration	118'582.97	135'106.20
<b>Total non-personnel operating expenses</b>	<b>3'752'016.06</b>	<b>4'015'973.09</b>

## ADDITIONAL DISCLOSURES

### Foundation bodies

#### *Board of Trustees:*

Harald Henggi: President, Business Economist

Eliane Rohner: Vice President, PD Dr. med., physician and researcher at the Institute of Social and Preventive Medicine, University of Bern

Ruedi Lüthy: Prof. em. Dr. med., Founder

Dorothea Bergler: M.A. in Social Management, Head of Partners and Institutional Engagement, SRC, Founder Bergler Consulting (from 03/2025)

Gregor Neidhart: Chartered Expert in Financial and Managerial Accounting and Reporting (until 03/2025)

Patrick Neuhaus: Master of Business Administration and certified public accountant, Head of Corporate Accounting SBB AG (from 03/2025)

Manuel Sager: Doctor of Law, former Director of the Directorate for Cooperation and Development, SDC

Gilles Wandeler: Prof. Dr. med., Senior Physician in Infectious Diseases at Inselspital and Senior Researcher at the Institute of Social and Preventive Medicine, University of Bern

#### *Executive Management:*

Dr. rer. pol. Roman Mezzasalma, Chief Executive Officer

Hans-Peter Wüthrich, Deputy Chief Executive Officer (until 09/2025)

#### *Auditor:*

CORE Revision AG, Bern

(prior year: Lienhard Audit AG, Zurich)

#### *Supervisory Authority*

Swiss Federal Department of Home Affairs, Federal Supervisory Board for Foundations (FSBF)

### Compensation paid to the governance bodies

The members of the Board of Trustees serve in an honorary capacity. They do not receive an attendance fee. Their expenses are reimbursed in accordance with the expense regulations. They may be remunerated at the lower end of market rates for advisory and operational work over and above their responsibilities as trustees.

Ordinary emoluments paid to members of the Board of Trustees for medical and organisational advice:

	31.12.2025 CHF	31.12.2024 CHF
<b>Ordinary emoluments for medical advice in Zimbabwe and organisational advice in Bern</b>	-	<b>55'338.20</b>
of which employer contributions	-	3'398.20

Since December 2024, the founder and member of the Board of Trustees, Dr. Rudolf Lüthy, has been in receipt a monthly lump-sum payment of CHF 2'000 net for his representation of the Foundation.

Compensation paid to the Executive Board:

	<b>31.12.2025</b> CHF	<b>31.12.2024</b> CHF
<b>Compensation to the Chief Executive Officer, Deputy CEO and interim Co-CEO</b>	<b>245'350.86</b>	<b>280'173.60</b>
of which employer contributions	52'590.86	47'497.60
of which third-party services	-	49'832.50

Of the total compensation paid to the Executive Board, around CHF 103'600 was allocated to project expenses (previous year: CHF 113'200) and around CHF 141'700 to general expenses (previous year: CHF 167'000).