

Remuneration of the Board of Directors

Profit-related remuneration has been dispensed with in the case of the Board of Directors. The fixed remuneration for 2019 was approved by the General Meeting of 4 May 2018. The overall amount for 2019 is CHF 540,000.– (including social security contributions). The overall amount of fixed remuneration for 2020 will be submitted to the General Meeting on 2 May 2019 for approval. The overall amount requested for 2020 is CHF 540,000.– (including social security contributions).

The remuneration for members of the Board of Directors is made up of the following components:

a) Non-profit-related (fixed) remuneration

Each member of the Board of Directors receives a fixed basic fee which is determined in advance and is laid down in the regulations. This is identical for each member. The Chairman and Vice-Chairman receive higher fees. Additional fees are paid for membership and chairmanship of specialist committees in order to take into account the individual responsibility and workload involved. The remuneration established for each member is paid in cash on a quarterly basis.

b) Attendance fees

An attendance fee is paid for each meeting or, if more than one meeting is held on a given day, for each day. The level of the attendance fee is laid down in the regulations governing the remuneration of the Board of Directors.

c) Expenses

All the members of the Board of Directors receive a lump sum expenses allowance. Additional expenses, such as those for business travel, are refunded on the basis of the expenses effectively incurred.

VISCHER AG invoices CHF 35,000.– each year for the outlay on running the secretariat for the Chairman of the Board of Directors.

d) Shares, options

The MCH Group does not have any share or option schemes for the Board of Directors. Details of shares in MCH Group Ltd. that are held by members of the Board of Directors:

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e) Sign-on bonuses

No sign-on bonuses are paid to members of the Board of Directors.

f) Loans, credit

As in the previous year, no loans or credit were granted to the Board of Directors in the reporting year.

g) Suretyships

No suretyships (sureties, guarantees) were granted to members of the Board of Directors in the reporting year.

Remuneration 2018

2018, in CHF	Basic fee	Fee for additional functions 1)	Attendance fees and expenses 2)	Social insurance contributions	Overall sum gross	Overall sum net
Dr. Ulrich Vischer, Chairman ⁶⁾	85 813	8 000	21 000	0	114 813	114 813
Christoph Brutschin, Vice-Chairman ³⁾	36 000	3 000	18 000	0	57 000	57 000
Marco Gadola	21 000	5 000	16 000	5 863	47 863	42 000
Werner Helfenstein ³⁾	21 000	0	8 000	1 323	30 323	29 000
Dr. Eva Herzog ³⁾	21 000	0	6 000	0	27 000	27 000
Dr. Balz Hösly ^{3) 4)}	17 500	2 000	4 833	3 361	27 694	24 333
Dr. Karin Lenzlinger Diedenhofen	21 000	3 000	16 000	5 577	45 577	40 000
Dr. André Odermatt ³⁾	21 000	0	7 000	3 861	31 861	28 000
Jean-Philippe Rochat	21 000	3 000	7 000	4 076	35 076	31 000
Carmen Walker Späh ^{3) 5)}	3 500	500	1 167	0	5 167	5 167
Thomas Weber ³⁾	21 000	3 000	7 000	0	31 000	31 000
Andreas Widmer	21 000	0	8 000	4 004	33 004	29 000
Total	310 813	27 500	120 000	28 066	486 379	458 313

1) Contains fees for the GNCC and AC

2) Without compensation for the outlay on the secretariat for the Chairman of the Board of Directors

3) The fees for the BD members appointed by the public sector are paid to the offices specified by the latter

4) BD member as of 01.03.2018

5) BD member up to 28.02.2018

6) Vischer AG invoices the fee for the Chairman of the Board of Directors and makes the statutory social insurance payments

Remuneration 2017

2017, in CHF	Basic fee	Fee for additional functions 1)	Attendance fees and expenses 2)	Social insurance contributions	Overall sum gross	Overall sum net
Dr. Ulrich Vischer, Chairman ⁶⁾	85 028	8 000	14 000	0	107 028	107 028
Christoph Brutschin, Vice-Chairman ³⁾	36 000	3 000	11 000	0	50 000	50 000
Marco Gadola	21 000	5 000	10 000	2 323	38 323	36 000
Werner Helfenstein ³⁾	21 000	0	6 000	1 087	28 087	27 000
Dr. Eva Herzog ³⁾	21 000	0	7 000	0	28 000	28 000
René C. Jäggi ⁴⁾	7 000	1 000	333	284	8 617	8 333
Dr. Karin Lenzlinger Diedenhofen	21 000	3 000	10 000	2 191	36 191	34 000
Dr. André Odermatt ³⁾	21 000	0	6 000	1 726	28 726	27 000
Jean-Philippe Rochat ⁵⁾	21 000	2 000	7 000	3 940	33 940	30 000
Carmen Walker Späh ³⁾	21 000	3 000	4 000	0	28 000	28 000
Thomas Weber ³⁾	21 000	3 000	6 000	0	30 000	30 000
Andreas Widmer	21 000	0	6 000	1 726	28 726	27 000
Total	317 028	28 000	87 333	13 276	445 637	432 361

1) Contains fees for the GNCC and AC

2) Without compensation for the outlay on the secretariat for the Chairman of the Board of Directors

3) The fees for the BD members appointed by the public sector are paid to the offices specified by the latter

4) BD member up to 26.04.2017

5) BD member as of 26.04.2017, previously Observer

6) Vischer AG invoices the fee for the Chairman of the Board of Directors and makes the statutory social insurance payments