

Remuneration of the Board of Directors

Profit-related remuneration has been dispensed with in the case of the Board of Directors. The “approved overall sum gross” for the fixed remuneration in 2019 is a maximum of CHF 540,000 (including fees and attendance fees excluding social insurance contributions). At the General Meeting of 24 April 2020, the total amount of fixed remuneration for the year 2021 will be submitted for approval. The overall amount requested (now including social insurance contributions) for 2021 amounts to a maximum of CHF 590,000.

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 incurred in 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 2019

2019, in CHF (audited)	Basic fee 1)	Fee for additional functions 1) 2)	Attendance fees and expenses 1) 3)	Social insurance contributions	Overall sum incl. Social insurance contributions	Overall sum gross
Dr. Ulrich Vischer, Chairman 7)	86 285	10 000	23 000	0	119 285	119 285
Christoph Brutschin, Vice-Chairman 4)	36 000	5 000	22 000	0	63 000	63 000
Markus Breitenmoser 5)	14 000	0	3 667	2 431	20 098	17 667
Marco Gadola 6)	7 000	1 667	6 333	2 097	17 097	15 000
Werner Helfenstein 4) 6)	7 000	0	6 333	874	14 207	13 333
Dr. Eva Herzog 4)	21 000	0	7 000	0	28 000	28 000
Hans-Kristian Hoejsgaard 5)	14 000	5 333	9 667	4 046	33 046	29 000
Dr. Balz Hösly 4)	21 000	5 000	20 000	6 435	52 435	46 000
Dr. Dagmar Maria Kamber Borens 4) 5)	14 000	5 333	11 667	4 484	35 484	31 000
Dr. Karin Lenzlinger Diedenhofen	21 000	3 000	13 000	5 148	42 148	37 000
Dr. André Odermatt 4)	21 000	0	8 000	4 004	33 004	29 000
Jean-Philippe Rochat 6)	7 000	1 000	4 333	1 630	13 963	12 333
Thomas Weber 4)	21 000	3 000	8 000	0	32 000	32 000
Andreas Widmer	21 000	2 000	17 000	5 577	45 577	40 000
Total	311 285	41 333	160 000	36 727	549 345	512 618

1) Without social insurance contributions

2) Contains fees for the GNCC, AC and the Strategy Committee

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

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

5) BD member as of 02.05.2019

6) BD member up to 02.05.2019

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

Remuneration 2018

2018, in CHF (audited)	Basic fee ¹⁾	Fee for additional functions ^{1) 2)}	Attendance fees and expenses ^{1) 3)}	Social insurance contributions	Overall sum incl. social insurance contributions	Overall sum gross
Dr. Ulrich Vischer, Chairman ⁷⁾	85 813	8 000	21 000	0	114 813	114 813
Christoph Brutschin, Vice-Chairman ⁴⁾	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 ⁴⁾	21 000	0	8 000	1 323	30 323	29 000
Dr. Eva Herzog ⁴⁾	21 000	0	6 000	0	27 000	27 000
Dr. Balz Hösly ^{4) 5)}	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 ⁴⁾	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 ^{4) 6)}	3 500	500	1 167	0	5 167	5 167
Thomas Weber ⁴⁾	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) Without social insurance contributions

2) Contains fees for the GNCC and AC

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

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

5) BD member as of 01.03.2018

6) BD member up to 28.02.2018

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