

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 for the fixed remuneration in 2020 is a maximum of CHF 540,000. At the General Meeting on 28.04.2021, a total amount of maximum CHF 660,000 will be submitted for approval as fixed compensation for the year 2022.

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 members of the Board of Directors in the reporting year.

g) Suretyships

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

Remuneration 2020

The overall sum of a maximum of CHF 540,000 approved by the 2019 General Meeting, was exceeded by CHF 174,834. The reasons for this sum being exceeded are the numerous additional meetings of the Board of Directors as well as several additional meetings of the Audit Committee (AC), the Governance, Nomination and Compensation Committee (GNCC) and the Strategy Committee (SC) due to the strategic realignment, the necessary development and implementation of a comprehensive package of measures to strengthen the capital structure and the shareholder base as well as the personnel changes in the Executive Board.

2020, in CHF (audited)	Basic fee	Fee for additional functions ¹⁾	Attendance fees and expenses ²⁾	Social insurance contributions	Overall sum incl. social insurance contributions ³⁾
Dr. Ulrich Vischer, Chairman ⁴⁾	90 795	11 000	51 000	0	152 795
Christoph Brutschin, Vice-Chairman ⁶⁾	36 000	8 000	45 000	0	89 000
Markus Breitenmoser	21 000	2 000	22 000	6 702	51 702
Dr. Eva Herzog ^{6) 7)}	1 750	0	2 083	0	3 833
Hans-Kristian Hoejsgaard ⁵⁾	32 119	8 000	45 000	0	85 119
Dr. Balz Hösly ⁶⁾	21 000	6 000	37 000	9 596	73 596
Dr. Dagmar Maria Kamber Borens ⁶⁾	21 000	8 000	36 000	9 748	74 748
Dr. Karin Lenzlinger Diedenhofen ⁸⁾	21 000	3 000	21 000	6 702	51 702
Eleni Lionaki ⁹⁾	0	0	0	0	0
James Murdoch ⁹⁾	0	0	0	0	0
Dr. André Odermatt ^{6) 8)}	21 000	0	14 000	5 179	40 179
Jeffrey Palker ⁹⁾	0	0	0	0	0
Dr. Tanja Soland ^{6) 10)}	14 000	0	9 667	0	23 667
Thomas Weber ^{6) 7)}	7 000	1 000	5 334	0	13 334
Andreas Widmer	21 000	3 000	24 000	7 159	55 159
Total	307 664	50 000	312 084	45 086	714 834

1) Contains fees for the GNCC, AC and the SC

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

3) Employer and employee

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

5) Hoejsgaard & Co. AG invoices the fee and makes the statutory social insurance payments

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

7) BD member up to 24.04.2020

8) BD member up to 21.12.2020

9) BD member as of 21.12.2020

10) BD member from 24.04.2020 to 21.12.2020

Remuneration 2019

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

1) Contains fees for the GNCC, AC and the SC

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

3) Employer and employee

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

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

6) BD member as of 02.05.2019

7) BD member up to 02.05.2019