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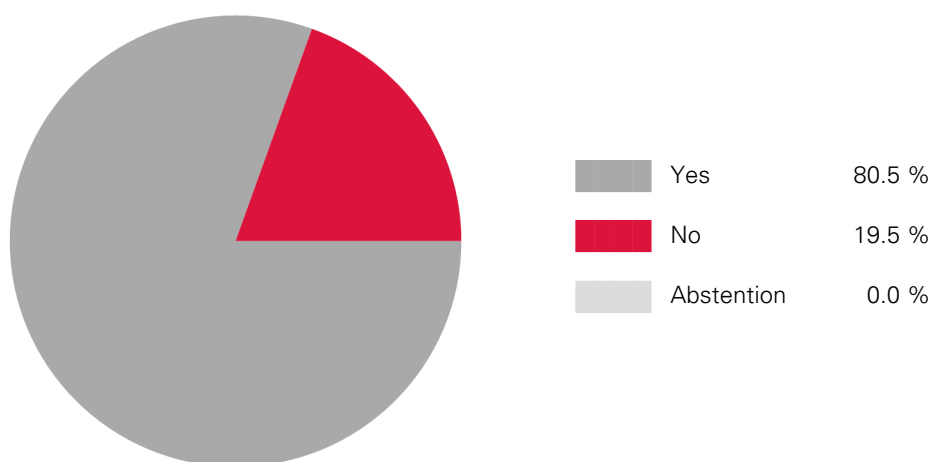
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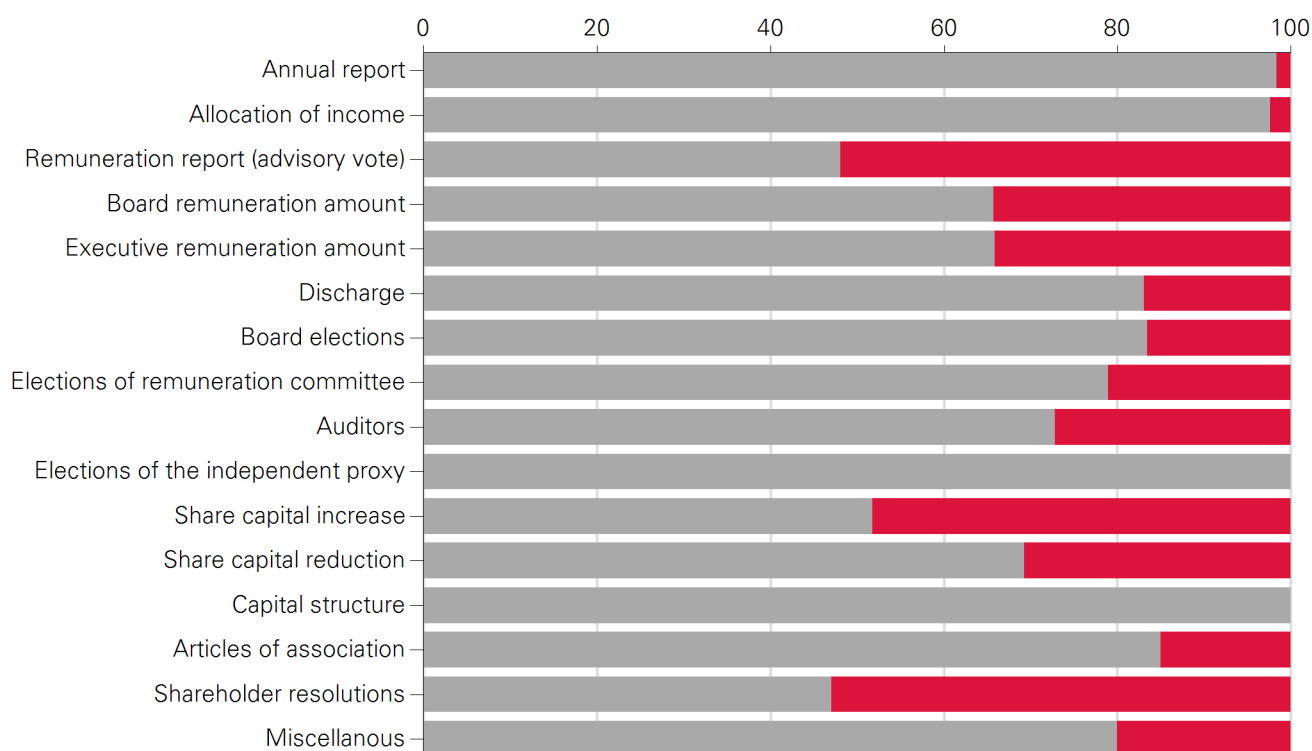
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	170	3183	2562	621	0
Extraordinary general meetings	1	1	1	0	0
Total	171	3184	2563	621	0

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



	Proposals approved		Proposals refused		Abstain		Number of proposals
Annual report	178	98.3%	3	1.7%	0	0.0%	181
Allocation of income	203	97.6%	5	2.4%	0	0.0%	208
Remuneration report (advisory vote)	50	48.1%	54	51.9%	0	0.0%	104
Board remuneration amount	115	65.7%	60	34.3%	0	0.0%	175
Executive remuneration amount	162	65.9%	84	34.1%	0	0.0%	246
Discharge	157	83.1%	32	16.9%	0	0.0%	189
Board elections	952	83.4%	189	16.6%	0	0.0%	1141
Elections of remuneration committee	353	79.0%	94	21.0%	0	0.0%	447
Auditors	126	72.8%	47	27.2%	0	0.0%	173
Elections of the independent proxy	160	100.0%	0	0.0%	0	0.0%	160
Share capital increase	29	51.8%	27	48.2%	0	0.0%	56
Share capital reduction	18	69.2%	8	30.8%	0	0.0%	26
Capital structure	6	100.0%	0	0.0%	0	0.0%	6
Articles of association	34	85.0%	6	15.0%	0	0.0%	40
Shareholder resolutions	8	47.1%	9	52.9%	0	0.0%	17
Miscellaneous	12	80.0%	3	20.0%	0	0.0%	15

2 Overview of the voting recommendations

Type of General Meeting (Type)

- AGM Annual general meetings
EGM Extraordinary general meetings

Votings

- ✓ For
◐ Partly for
✗ Oppose
✕ Abstain

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
ABB	02.05.2019	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✓	✓	✓					
Addex Therapeutics	19.06.2019	AGM	✓	✓	✗	✗	✗	✓	◐	✗	✓	✓	✗					
Adecco	16.04.2019	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓	✓	✓				
Adval Tech	23.05.2019	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓						
Aevis Victoria	27.05.2019	AGM	✓	◐	✗	✗	✗	✓	◐	✗	✓	✓	✗		✓	✓		
Airesis	06.06.2019	AGM	✓	✓	✓	✓	✗	✗	◐	✓	✓	✓						
Allreal	12.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
AMS	05.06.2019	AGM		✓		✓		✓	✓		✓			✗				
APG SGA	16.05.2019	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓						
Arbonia	12.04.2019	AGM	✓	✓	✓	✓	✓	✓	◐		✓	✓						
Arundel	11.06.2019	AGM		✓	✓	✓	✗	✗	✗	✗	✗	✓		✗				✓
Ascom	10.04.2019	AGM	✓	✓	✓	✓	◐	✓	◐	✓	✗	✓						
ASmallWorld	12.04.2019	AGM	✓	✓		✗	✗	✓	◐	✓	✓	✓						
Bachem	10.04.2019	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓	✓			✓		
Bâloise	26.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓					
Bank Linth	17.04.2019	AGM	✓	✓		✓	✓	✓	◐		✗	✓				✓		
Banque Cantonale de Genève	30.04.2019	AGM	✓	✓				✓			✓							
Banque Cantonale du Jura	30.04.2019	AGM	✓	✓				✓	✓		✗					✓		
Banque Cantonale du Valais	17.04.2019	AGM	✓	✓				✓			✓					✓		
Banque Cantonale Vaudoise	02.05.2019	AGM	✓	✓		✓	✓	✓	✓		✓	✓						
Banque Profil de Gestion	16.04.2019	AGM	✓	✓		✓	✗	✓	✓	◐	✓	✓			✓			✓
Basilea	10.04.2019	AGM	✓	✓	✗	✗	◐	✓	✓	✓	✓	✓	✓					

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
Belimo	01.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Bell Food Group	16.04.2019	AGM	✓	✓	✓	✓	✓	✓	⊕	✓	✓	✓						
Bergbahnen Engelberg-Trübsee-Titlis	12.04.2019	AGM	✓	✓		✓	✓	✓	⊕	⊕	✓	✓						
Berner Kantonalbank	14.05.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						
BFW Liegenschaften	07.05.2019	AGM	✓	✓		✓	✓	⊕	⊕	⊕	✓	✓		⊕		✗		
BKW	24.05.2019	AGM	✓	✓	✗	✓	✗	✓	✓	⊕	✗	✓						
Blackstone Resources	05.06.2019	AGM	✗	✓	✗			✗	✗	✗	✗	✓				✗		✗
BNS	26.04.2019	AGM	✓	✓				✓	✓		✓							
Bobst	04.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						
Bossard	08.04.2019	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✗	✓						
Bucher Industries	17.04.2019	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✗	✓						
Burkhalter Holding	21.05.2019	AGM	✓	✓		✓	⊕	✓	⊕	⊕	✓	✓						
BVZ Holding	17.04.2019	AGM	✓	✓		✓	✓	✓	⊕	⊕	✓	✓						
Calida	15.04.2019	AGM	✓	✓	✗	✓	✗	✓	⊕	✓	✓	✓	✗			✓		
Cembra Money Bank	17.04.2019	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓					
CEVA Logistics	29.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Cham Group	30.04.2019	AGM	✓	✓	✓	✗	✓	✓	⊕	⊕	✓	✓						
CI Com	14.06.2019	AGM	✗	✓		✗		✗	⊕	✗	✗	✓						
Cicor Technologies	16.04.2019	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓						
Clariant	01.04.2019	AGM	✓	✓	✓	✓	✗	✓	⊕	⊕	✗	✓				✓		
Coltene	30.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Comet Holding	25.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	⊕	
Compagnie Financière Tradition	23.05.2019	AGM	✓	✓		✗	✗	✓	✗	✗	✗	✓	✗					
Conzzeta	16.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓						
Cosmo Pharmaceuticals	28.05.2019	AGM	✓					✓	⊕		✓		✗	✗				✗
Credit Suisse Group	26.04.2019	AGM	✓	✓	✗	✗	✗	✗	⊕	✓	✓	✓	✓			✓		
Dufry	09.05.2019	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✓	✓	✗	✓		✓		
Edisun Power Europe	17.05.2019	AGM	✓	✓		✓	✓	✓	⊕	✓	✓	✓						
EFG International	26.04.2019	AGM	✓	✓		✗	✗	✓	⊕	⊕	✓	✓				✓		
Elma Electronic	25.04.2019	AGM	✓	✓		✓	✓	✓	⊕	⊕	✗	✓						
Emmi	11.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						✓
Evolve	08.04.2019	AGM	✓	✓	✓	✓	✗	✓	✓	⊕	✓	✓						

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Feintool International	30.04.2019	AGM	✓	✓		✗	✓	✓	○	○	✓	✓						
Flughafen Zürich	25.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Forbo	05.04.2019	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓		○				
Fundamenta Real Estate	11.04.2019	AGM	✓	✓	✓	✓	✓	✓	○	✓	✗	✓	✗			✓		
Galenica	02.05.2019	AGM	✓	✓	✗	✓	✓	✓	✓	○	✓	✓	✗					
GAM Holding	08.05.2019	AGM	✓	✓	✗	✗	✗	✗	✓	✓	✓	✓						
Geberit	03.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓						
Georg Fischer	17.04.2019	AGM	✓	✓	✗	✓	✗	✓	○	✓	✓	✓						
Glärner Kantonalbank	26.04.2019	AGM	✓	✓		✓		✓	✓		✓							
Groupe Minoteries	07.06.2019	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓						✓
Gurit	09.04.2019	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓						
Helvetia	03.05.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓			✓	✓		
HIAG Immobilien	11.04.2019	AGM	✓	✓	✗	✗	✗	✓	○	✓	✓	✓						
Highlight Event and Entertainment	21.06.2019	AGM	✓		✗	✗	✗	✗	○	✓	✓	✓	✗					
Hochdorf	12.04.2019	AGM	✗	○	✗	✓	✗	✓	○	○	✓	✓					○	
Huber+Suhner	10.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						
Idorsia	03.05.2019	AGM	✓	✓	✗	✗	✗	✓	○	✓	✓	✓	✗					
Interroll	03.05.2019	AGM	✓	✓		✗	✗	✓	○	✓	✓	✓						
Intershop	04.04.2019	AGM	✓	✓		✓	✗	✗	✓	✓	✗	✓		✓				✓
Investis	29.04.2019	AGM	✓	✓	✓	✓	✓	✓	○	✓	✓	✓						
IVF Hartmann	16.04.2019	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓				✓		
Julius Bär	10.04.2019	AGM	✓	✓	✗	✓	○	✓	✓	✓	✓	✓						
Jungfraubahn	13.05.2019	AGM	✓	✓		✓	✓	✓	○	○	✓	✓						
Kardex	11.04.2019	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓						
Komax	16.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓						
KTM Industries	25.04.2019	AGM		✓		✓		✗			✓					✓		
Kudelski	09.04.2019	AGM	✓	✓		✗	✗	✓	○	○	✗	✓	✓					
Kühne + Nagel	07.05.2019	AGM	✓	✓	✗	✓	✗	✓	○	○	✓	✓						
Kuros Biosciences	21.05.2019	AGM	✓	✓		○	○	✗	○	✓	✓	✓	○					
LafargeHolcim	15.05.2019	AGM	✓	✓	✗	✓	✗	✓	○	○	✓	✓	✓	✓				
Lalique Group	24.05.2019	AGM	✓	✓		✓	✓	✓	○	✗	✓	✓	✗					
Landis+Gyr Group	25.06.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
lastminute.com	08.05.2019	AGM	✓			✗		✓	○		✓			✗				
Leclanché	09.05.2019	AGM	✓	✓	✗	✗	✗	✗	○	○	✓	✓	○	✗				✓
Lem	27.06.2019	AGM	✓	✓	✗	✗	✓	✓	○	✓	✓	✓						
Liechtensteinische Landesbank	03.05.2019	AGM	✓	✓				✓	✓		✓							
Lindt & Sprüngli	02.05.2019	AGM	✓	✓	✗	✗	✗	✓	○	○	✓	✓	✗	✓				
Lonza	18.04.2019	AGM	✓	✓	✗	✓	○	✓	✓	✓	✓	✓	✓					
Luzerner Kantonalbank	15.04.2019	AGM	✓	✓		✓	✓	✓	✓		✓	✓						
MCH Group AG	02.05.2019	AGM	✓	✓		✓	✓	✓	○	○	✓	✓						✓
Medartis Holding	10.05.2019	AGM	✓	✓	✗	✗	○	✓	○	○	✓	✓						
Metall Zug	03.05.2019	AGM	✓	✓	✗	✗	✓	✓	○	✓	✓	✓						
Meyer Burger	02.05.2019	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓				✓	○	
Mikron	25.04.2019	AGM	✓	✓	✓	✓	✓	✓	○	✓	✓	✓				✓		
mobilezone	04.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓			✓		
Mobimo	02.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓						
Molecular Partners	16.04.2019	AGM	✓	✓	✗	✗	○	✓	○	✓	✓	✓						
Nestlé	11.04.2019	AGM	✓	✓	✗	✗	✗	✓	○	○	✗	✓		✓				
Newron Pharmaceuticals	02.04.2019	AGM	✓								✓							✓
ObsEva	08.05.2019	AGM	✓	✓		✗	✗	✗	○	○	✓	✓	✗					✗
OC Oerlikon Corporation	09.04.2019	AGM	✓	✓	✓	✓	○	✓	○	○	✓	✓						
Orascom Development	07.05.2019	AGM	✓	✓	✗	✓	✗	✗	○	✗	✓	✓						
Orell Füssli	15.05.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Orior	11.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						
Panalpina	05.04.2019	EGM																✓
	09.05.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Pargesa	08.05.2019	AGM	✓	✓		✗	✓	✓	○	○	✗	✓						
Partners Group	15.05.2019	AGM	✓	✓	✗	✗	✗	✓	○	✓	✓	✓						
Peach Property Group	09.05.2019	AGM	✓	✓	✗	✗	○	✓	✓	○	✗	✓	✗			○		
Perfect Holding	24.05.2019	AGM	✓	✓		✓	✓	✗	○	○	✗	✓	✓	✓				
Phoenix Mecano	17.05.2019	AGM	✓	✓	✗	✗	✓	✓	✗	✗	✓	✓						
Plazza	17.04.2019	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓						
Poenina Holding	22.05.2019	AGM	✓	✓	✓	✓	✓	✓	○	✓	✓	✓						
Polyphor	12.04.2019	AGM	✓	✓		○	○	✓	○	○	✓	✓	✗					

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PSP Swiss Property	04.04.2019	AGM	✓	✓	✓	✓	✓	✓	⦿	⦿	✓	✓						
Relief Therapeutics	14.06.2019	AGM	✓	✓	✓	✗	✗	✗	⦿	✓	✓	✓	✓			✗		
Rieter	04.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓						
Romande Energie	28.05.2019	AGM	✓	✓	✓	✓	✓	✓	⦿	⦿	✓	✓						
Santhera Pharmaceuticals	28.05.2019	AGM	✓	✓	✗	✗	✗	✗	⦿	✓	✓	✓	⦿			✓		✓
Schlatter	14.05.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓						
Schmolz + Bickenbach	30.04.2019	AGM	✓	✓	✗	✗	✗	✓	⦿	⦿	✓	✓						
Schweiter Technologies	11.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	⦿	✗	✓						
Sensirion Holding	14.05.2019	AGM	✓	✓	✗	✗	✓	✓	⦿	⦿	✓	✓						
SF Urban Properties	10.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓			⦿		✓
SFS Group	01.05.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓						
Siegfried	17.04.2019	AGM	✓	✓		✗	⦿	✓	✓	✓	✗	✓	✓		✓			
SIG Combibloc Group	11.04.2019	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓						
Sika	09.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓						
Sonova	13.06.2019	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓		✓				
Spice Private Equity	29.05.2019	AGM	✓	⦿		✓		✗	⦿	✓	✗	✓						
St.Galler Kantonalbank	24.04.2019	AGM	✓	✓		✓	✓	✓	✓		✗	✓	✓		✓			
Starrag Group	26.04.2019	AGM	✓	✓	✗	✗	✓	✓	⦿	⦿	✗	✓				✓		
Straumann	05.04.2019	AGM	✓	✓	✓	✗	⦿	✓	✓	✓	✓	✓						
Sulzer	03.04.2019	AGM	✓	✓	✗	✓	✗	✓	⦿	✗	✓	✓						
Sunrise	10.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		
Swatch Group	23.05.2019	AGM	✓	✓		⦿	⦿	✓	⦿	⦿	✗	✓		✓				
Swiss Life	30.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓				
Swiss Re	17.04.2019	AGM	✓	✓	✓	✗	✗	✓	⦿	✓	✗	✓	✓	✓				
Swisscom	02.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Swissquote	10.05.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓						
Tamedia	05.04.2019	AGM	✓	✓		✗	✗	✓	⦿	⦿	✓	✓						✓
Tecan	16.04.2019	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓						
Temenos	15.05.2019	AGM	✓	✓		✗	✗	✓	✓	✓	✗	✓	✓					
Tornos	10.04.2019	AGM	✓	✓		✗	✗	✓	⦿	⦿	✓	✓						
U-blox	25.04.2019	AGM	✓	✓	✓	✓	✓	✓	⦿	✓	✗	✓	✗					
UBS	02.05.2019	AGM	✓	✓	✗	✗	✗	✗	✓	✓	✗	✓						

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
Valartis Group	14.05.2019	AGM	✓	✓	✗	✗	✓	✗	⊕	⊕	✓	✓		⊕		✓		
Valiant	16.05.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Varia US Properties	30.04.2019	AGM	✓	✗	✓	✓	✓	✓	⊕	✓	✓	✓						
VAT Group	16.05.2019	AGM	✓	✓	✓	✓	✓	✓	✓	⊕	✓	✓						
Vaudoise Assurances	13.05.2019	AGM	✓	✓		✓	⊕	✓	⊕	✓	✓	✓						
Vetropack	24.04.2019	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✗	✓						
Vifor Pharma	08.05.2019	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✗	✓						
Villars Holding	15.05.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						
Von Roll	03.05.2019	AGM	✓			✗	✗	✗	⊕	⊕	✓	✓						
Vontobel	02.04.2019	AGM	✓	✓	✗	✗	⊕	✓	✓		✗	✓						
VP Bank	26.04.2019	AGM	✓	✓				✓	✓		✓							
VZ Holding	09.04.2019	AGM	✓	✓		✓	✓	✓	⊕	✓	✓	✓						
Warteck Invest	22.05.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓						
WISeKey	21.05.2019	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✓	✓						
Ypsomed	26.06.2019	AGM	✓	✓		⊕	✓	✓	✓	✓	✓	✓						
Züblin Immobilien	18.06.2019	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✗	✓	✗					
Zug Estates	09.04.2019	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓						
Zuger Kantonalbank	04.05.2019	AGM	✓	✓			✓	✓	✓	✓	⊕	✓				✓		
Zur Rose Group	23.05.2019	AGM	✓	✓	✗	✓	⊕	✓	⊕	⊕	✗	✓	✓		✓			
Zurich Insurance Group	03.04.2019	AGM	✓	✓	✗	✓	✗	✓	⊕	✓	✓	✓	✓					
Zwahlen & Mayr	24.04.2019	AGM	✓	✓		✓	✓	✓	⊕	⊕	✓	✓						

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	181	127	99.1 %
Allocation of income	208	152	98.9 %
Remuneration report (advisory vote)	104	82	89.2 %
Board remuneration amount	175	120	94.4 %
Executive remuneration amount	246	178	93.7 %
Discharge	189	130	96.1 %
Board elections	1141	844	95.9 %
Elections of remuneration committee	447	326	95.0 %
Auditors	173	124	96.5 %
Elections of the independent proxy	160	114	99.2 %
Share capital increase	56	35	91.5 %
Share capital reduction	26	18	94.8 %
Capital structure	6	3	99.4 %
Articles of association	40	23	96.5 %
Shareholder resolutions	17	16	53.1 %
Miscellaneous	15	8	97.9 %
All topics	3184	2300	95.5 %

3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Kuros Biosciences	21.05.2019	9	Increase and adjustment of authorised capital	FOR	
Kuros Biosciences	21.05.2019	10	Increase and adjustment of conditional capital for the conversion of convertible bonds	FOR	
Kuros Biosciences	21.05.2019	11	Increase and adjustment of conditional capital for the employees	OPPOSE	
lastminute.com	08.05.2019	7	Prospective vote on the remuneration of the board of directors	OPPOSE	10.8 %
Leclanché	09.05.2019	9.3	Reduce share capital via reduction of nominal value	OPPOSE	20.4 %
Hochdorf	12.04.2019	2.2	Approve dividend out of the capital contribution reserves	OPPOSE	35.7 %
Hochdorf	12.04.2019	4.1	Advisory vote on the remuneration report	OPPOSE	36.0 %
Hochdorf	12.04.2019	5.7	Re-elect Mr. Niklaus Sauter	OPPOSE	37.2 %
Hochdorf	12.04.2019	5.9	Elect Mr. Hans-Peter Hess	FOR	40.6 %
UBS	02.05.2019	4	Discharge board members and executive management	OPPOSE	41.7 %
Hochdorf	12.04.2019	3	Discharge board members and executive management	FOR	45.8 %
Hochdorf	12.04.2019	5.8	Re-elect Dr. oec. Daniel Suter	FOR	47.0 %
GAM Holding	08.05.2019	3	Discharge board members and executive management	OPPOSE	49.4 %
U-blox	25.04.2019	4.2	Increase of authorised capital	OPPOSE	57.0 %
Sunrise	10.04.2019	8.1	Amend articles of association: Reduction of authorised capital for general financing purposes	FOR	59.3 %

3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos	Result
BFW Liegenschaften	07.05.2019	7.1.d	Re-elect Mr. Serge Aerne	OPPOSE	--
Comet Holding	25.04.2019	9.2.2	Board proposal: 3% of share capital and 45-day notice	FOR	--
Evolva	08.04.2019	5.1.5	Re-elect Dr. Stuart Strathdee	FOR	--
Evolva	08.04.2019	5.3.1	Re-elect Dr. Stuart Strathdee to the remuneration committee	FOR	--
Hochdorf	12.04.2019	5.12	Re-elect Dr. oec. Daniel Suter as chairman of the board	FOR	--
Hochdorf	12.04.2019	5.15	Re-elect Mr. Niklaus Sauter to the remuneration committee	OPPOSE	--
Landis+Gyr Group	25.06.2019	5.1.5	Re-elect Ms. Mary E. Kipp	FOR	--
Leclanché	09.05.2019	4.4.1	Re-elect Mr. Stefan Müller to the nomination and remuneration committee	OPPOSE	--
Leclanché	09.05.2019	10	Offset accumulated losses by release from capital contributions reserves	FOR	--
Panalpina	05.04.2019	1	Removal of the registration and voting rights limit	FOR	--
SF Urban Properties	10.04.2019	8.2.1	Alternative proposal in case Mr. Andreas Hämmerli is not elected to the board under ITEM 8.1.e: Re-elect Mr. Alexander Vögele to the remuneration committee	FOR	--

3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Comet Holding	25.04.2019	4.6	Elect Prof. Dr. Christoph Kutter as chairman of the board	FOR	50.3 %
Comet Holding	25.04.2019	4.9	Shareholder proposal: Elect Mr. Heinz Kundert as chairman of the board	OPPOSE	50.6 %
Hochdorf	12.04.2019	5.10	Elect Mr. Markus Kalberer (proposed by the Weiss/Maurer families)	OPPOSE	52.4 %
Comet Holding	25.04.2019	9.2.1	Shareholder proposal: 3% of share capital and 35-day notice	FOR	52.7 %
Hochdorf	12.04.2019	5.11	Elect Mr. Bernhard Merki as chairman of the board (proposed by ZMP Invest)	OPPOSE	53.5 %
Comet Holding	25.04.2019	4.8	Shareholder proposal: Elect Mr. Heinz Kundert	OPPOSE	53.7 %
Hochdorf	12.04.2019	5.3	Elect Mr. Markus Bühlmann (proposed by ZMP Invest)	FOR	54.7 %
Hochdorf	12.04.2019	5.1	Elect Mr. Bernhard Merki (proposed by ZMP Invest)	OPPOSE	56.1 %
Hochdorf	12.04.2019	5.13	Elect Mr. Bernhard Merki to the remuneration committee (proposed by ZMP Invest)	OPPOSE	58.9 %
Sunrise	10.04.2019	3	Discharge board members and executive management	FOR	59.4 %

4 Detailed voting recommendations

ABB

02.05.2019

AGM

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.8 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 83.7 %</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
3	Discharge board members and executive management	FOR	FOR	✓ 94.2 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
5	Approve renewal of authorised capital	FOR	FOR	✓ 96.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓ 90.6 %</p> <p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
7	Elections to the board of directors			
7.1	Re-elect Dr. Matti Alahuhta	FOR	FOR	✓ 90.3 %
7.2	Re-elect Mr. Gunnar Brock	FOR	● OPPOSE	<p>✓ 94.1 %</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
7.3	Re-elect Mr. David E. Constable	FOR	FOR	✓ 93.3 %
7.4	Re-elect Mr. Frederico F. Curado	FOR	● OPPOSE	<p>✓ 92.8 %</p> <p>He holds an excessive number of mandates.</p>
7.5	Re-elect Mr. Lars Förberg	FOR	FOR	✓ 93.8 %
7.6	Re-elect Ms. Jennifer Li	FOR	FOR	✓ 90.0 %
7.7	Re-elect Ms. Geraldine Matchett	FOR	FOR	✓ 97.4 %
7.8	Re-elect Mr. David Meline	FOR	FOR	✓ 97.0 %
7.9	Re-elect Mr. Satish Pai	FOR	FOR	✓ 97.0 %

Item	Agenda	Board	Ethos	Result
7.10	Re-elect Mr. Jacob Wallenberg	FOR	FOR	✓ 96.0 %
7.11	Re-elect Mr. Peter R. Voser	FOR	FOR	✓ 90.1 %
8	Elections to the remuneration committee			
8.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	✓ 95.4 %
8.2	Re-elect Mr. Frederico F. Curado to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee. ✓ 92.4 %
8.3	Re-elect Ms. Jennifer Li to the remuneration committee	FOR	FOR	✓ 98.5 %
9	Election of the independent proxy	FOR	FOR	✓ 99.6 %
10	Re-elect KPMG as auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The non-executive directors receive options.	✓
3	Approve allocation of results	FOR	FOR		✓
4	Discharge board members and executive management	FOR	FOR		✓
5	Elections to the board of directors				
5.1	Re-elect Prof. Dr. Vincent Lawton as board member and chairman	FOR	FOR		✓
5.2	Re-elect Prof. Dr. pharm. Raymond Hill	FOR	FOR		✓
5.3	Re-elect Mr. Tim Dyer	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.4	Re-elect Dr. med. Roger G. Mills	FOR	● OPPOSE	He is also a permanent member of the executive management (Chief Medical Officer).	✓
5.5	Re-elect Mr. Jake Nunn	FOR	FOR		✓
5.6	Re-elect Mr. Isaac Manke	FOR	FOR		✓
6	Elections to the remuneration committee				
6.1	Re-elect Prof. Dr. Vincent Lawton to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system and and the transparency of the remuneration report are very unsatisfactory.	✓
6.2	Re-elect Prof. Dr. pharm. Raymond Hill to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓
7	Election of the auditors	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9.1	Approve increase of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓

Item	Agenda	Board	Ethos		Result
9.2	Approve increase of conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓
10.1.1	Binding retrospective vote on an additional remuneration for the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The non-executive directors receive options.	✓
10.1.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The remuneration of the chairman is significantly higher than that of the peer group. The non-executive directors receive options.	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. Past awards do not allow confirmation of the link between pay and performance. The remuneration committee or the board of directors have excessive discretion with regard to awards.	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 86.5 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.1 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 92.6 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.	✓ 94.8 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Rolf Dörig as board member and chairman	FOR	FOR		✓ 85.6 %
5.1.2	Re-elect Mr. Jean-Christophe Deslarzes	FOR	FOR		✓ 99.3 %
5.1.3	Re-elect Ms. Ariane Gorin	FOR	FOR		✓ 99.8 %
5.1.4	Re-elect Dr. Rainer Alexander Gut	FOR	FOR		✓ 99.4 %
5.1.5	Re-elect Dr. Didier Lamouche	FOR	FOR		✓ 99.4 %
5.1.6	Re-elect Mr. David Prince	FOR	FOR		✓ 90.3 %
5.1.7	Re-elect Ms. Kathleen P. Taylor	FOR	FOR		✓ 95.8 %
5.1.8	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 99.8 %
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Mr. Jean-Christophe Deslarzes to the remuneration committee	FOR	FOR		✓ 99.1 %
5.2.2	Re-elect Ms. Kathleen P. Taylor to the remuneration committee	FOR	FOR		✓ 96.8 %
5.2.3	Elect Dr. Didier Lamouche to the remuneration committee	FOR	FOR		✓ 99.2 %
5.3	Elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.9 %
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 96.6 %
6	Approve renewal of authorised capital	FOR	FOR		✓ 98.1 %

Item	Agenda	Board	Ethos	Result
7	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Willy Michel	FOR	FOR	✓
5.1.2	Re-elect Mr. Hans Dreier	FOR	● OPPOSE	<p>He has been a member of the board for 31 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 31 years, former executive, consultancy fees) and the board independence is insufficient (0.0%).</p>
5.1.3	Re-elect Dr. Roland Waibel	FOR	FOR	✓
5.1.4	Re-elect Mr. Christian Mäder	FOR	FOR	✓
5.2	Re-elect Dr. Willy Michel as chairman of the board	FOR	FOR	✓
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Dr. Willy Michel to the remuneration committee	FOR	FOR	✓
5.3.2	Re-elect Mr. Christian Mäder to the remuneration committee	FOR	FOR	✓
5.3.3	Re-elect Dr. Roland Waibel to the remuneration committee	FOR	FOR	✓
5.4	Election of the independent proxy	FOR	FOR	✓
5.5	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.	✓
3	Approve allocation of income and dividend				
3.1	Approve allocation of income	FOR	FOR		✓
3.2	Approve dividend out of the capital contribution reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓
3.3	Approve conditional dividend out of the capital contribution reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓
4	Discharge board members and executive management	FOR	FOR		✓
5	Elections to the board of directors				
5.1	Re-elect Dr. iur. Christian C. Wenger as board member and chairman	FOR	FOR		✓
5.2	Re-elect Mr. Raymond Loretan	FOR	● OPPOSE	He is also a permanent member of the executive management (executive chairman of Swiss Medical Network).	✓
5.3	Re-elect Mr. Antoine Hubert	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.4	Re-elect Mr. Michel Reybier	FOR	FOR		✓
5.5	Re-elect Mr. Antoine Kohler	FOR	FOR		✓
5.6	Re-elect Dr. med. Cédric A. George	FOR	FOR		✓
6	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
6.1	Re-elect Dr. med. Cédric A. George to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓
6.2	Re-elect Mr. Antoine Kohler to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓
7	Election of the auditors	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9	Approve share split	FOR	FOR		✓
10	Increase the authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
11	Increase the pool of conditional capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
12	Amend articles of association	FOR	FOR		✓
13	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓
14	Binding retrospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. Past awards do not allow confirmation of the link between pay and performance.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 99.2 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 100.0 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 99.6 %
4.3	Advisory vote on the remuneration report	FOR	FOR		✓ 97.3 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Marc-Henri Beausire	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 99.8 %
5.1.2	Re-elect Mr. Pierre Duboux	FOR	FOR		✓ 97.3 %
5.1.3	Re-elect Dr. Urs Linsi	FOR	FOR		✓ 97.3 %
5.1.4	Re-elect Mr. Laurent Jaquenoud	FOR	FOR		✓ 97.3 %
5.2	Re-elect Mr. Marc-Henri Beausire as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Beausire to the board of directors, he cannot be elected as chairman.	✓ 99.8 %
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Laurent Jaquenoud to the remuneration committee	FOR	FOR		✓ 97.3 %
5.3.2	Re-elect Dr. Urs Linsi to the remuneration committee	FOR	FOR		✓ 97.3 %
6	Re-election of the auditors	FOR	FOR		✓ 100.0 %
7	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income	FOR	FOR	✓ 99.9 %
3	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 99.9 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
5	Elections to the board of directors			
5.1.a	Re-elect Dr. Ralph-Thomas Honegger	FOR	FOR	✓ 100.0 %
5.1.b	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 96.8 %
5.1.c	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 99.3 %
5.1.d	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 100.0 %
5.1.e	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.9 %
5.1.f	Re-elect Mr. Peter Mettler	FOR	FOR	✓ 69.4 %
5.2.a	Elect Dr. Philipp Gmür	FOR	FOR	✓ 89.9 %
5.2.b	Elect Mr. Jürg Stöckli	FOR	FOR	✓ 97.8 %
5.3	Elect Dr. Ralph-Thomas Honegger as chairman of the board	FOR	FOR	✓ 94.6 %
5.4	Elections to the nomination and remuneration committee			
5.4.a	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 79.9 %
5.4.b	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 92.5 %
5.5	Elect Dr. Philipp Gmür to the nomination and remuneration committee	FOR	FOR	✓ 79.8 %
5.6	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.7	Re-election of the auditors	FOR	FOR	✓ 99.9 %
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 78.7 %
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.5 %
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
3	Discharge members of the management board	FOR	FOR	✓ 97.5 %
4	Discharge members of the supervisory board	FOR	FOR	✓ 96.6 %
5	Approve remuneration of the members of the supervisory board	FOR	FOR	✓ 100.0 %
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.4 %
7	Elections to the supervisory board			
7.1	Elect Mr. Brian M. Krzanich	FOR	FOR	✓ 97.8 %
7.2	Re-elect Mr. Loh Kin Wah	FOR	FOR	✓ 93.7 %
8	Approve share buyback programme	FOR	● OPPOSE	✓ 94.8 % The repurchase price can include a significant premium on the market value (30%). The share repurchase replaces the dividend in cash. The length of the authorisation exceeds 24 months.
9	Report on the share buyback programme	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Auditors report	NON-VOTING	NON-VOTING	
2.1	Approve annual report	FOR	FOR	✓
2.2	Approve financial statements and accounts	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR	✓
5.2	Re-elect Mr. Robert Schmidli	FOR	FOR	✓
5.3	Re-elect Mr. Markus Scheidegger	FOR	FOR	✓
5.4	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓
5.5	Re-elect Mr. Stéphane Prigent	FOR	● OPPOSE He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
6	Re-elect Dr. Daniel Hofer as chairman of the board	FOR	FOR	✓
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Robert Schmidli to the remuneration committee	FOR	FOR	✓
7.2	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	FOR	✓
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓
11	Election of the auditors	FOR	FOR	✓
12	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result	
1	Approve annual report, financial statements and accounts				
1.1	Approve annual report	FOR	FOR	✓ 99.9 %	
1.2	Approve statutory financial statements	FOR	FOR	✓ 99.9 %	
1.3	Approve consolidated financial statements	FOR	FOR	✓ 99.9 %	
2	Discharge board members and executive management	FOR	FOR	✓ 99.7 %	
3.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.9 %	
3.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.8 %	
4.1	Elections to the board of directors and the remuneration committee				
4.1.1	Re-elect Mr. Alexander von Witzleben as board member, chairman and member of the remuneration committee	FOR	● OPPOSE	<p>He is chairman/CEO since July 2015 and the company does not communicate on the search for a new CEO.</p> <p>He serves on the audit committee and the nomination and remuneration committee.</p>	✓ 79.9 %
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the remuneration committee	FOR	FOR	✓ 92.5 %	
4.1.3	Re-elect Mr. Peter Bodmer as board member	FOR	FOR	✓ 87.0 %	
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the remuneration committee	FOR	FOR	✓ 97.5 %	
4.1.5	Re-elect Mr. Markus Oppliger as board member	FOR	FOR	✓ 99.6 %	
4.1.6	Re-elect Mr. Michael Pieper as board member	FOR	FOR	✓ 99.8 %	
4.1.7	Re-elect Mr. Thomas Lozser as board member	FOR	FOR	✓ 97.7 %	
4.1.8	Elect Dr. Carsten Voigtländer as board member	FOR	FOR	✓ 99.8 %	
4.2	Re-elect Dr. Roland Keller as independent proxy	FOR	FOR	✓ 99.9 %	
4.3	Re-elect KPMG as auditors	FOR	FOR	✓ 99.6 %	
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 86.7 %	
5.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.9 %	
5.3	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.0 %	

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓
4.1	Binding votes on the remuneration of the board of directors and the executive management				
4.1.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
4.1.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓
4.2	Advisory vote on the remuneration report	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.a	Re-elect Dr. Volkert Klaucke	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.1.b	Re-elect Dr. Doraiswamy Srinivas	FOR	● OPPOSE	He is also a permanent member of the executive management (COO Arundel Inc).	✓
5.1.c	Re-elect Mr. David Quint	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO Arundel Inc).	✓
5.1.d	Re-elect Mr. Markus Müller	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (0.0%).	✓

Item	Agenda	Board	Ethos		Result
5.2	Re-elect Dr. Volkert Klaucke as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. Klaucke to the board of directors, he cannot be elected as chairman. He is also CEO and the combination of functions is permanent.	✓
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Dr. Volkert Klaucke to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Klaucke to the board of directors, he cannot be elected to the committee.	✓
5.3.b	Re-elect Mr. David Quint to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Quint to the board of directors, he cannot be elected to the committee.	✓
5.3.c	Re-elect Mr. Markus Müller to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Müller to the board of directors, he cannot be elected to the committee.	✓
6	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.	✓
7	Election of the independent proxy	FOR	FOR		✓
8	Reduce share capital via reduction of nominal value	FOR	● OPPOSE	The shareholders' right to place an item on the agenda of the general meeting is significantly undermined.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements of the holding and report of the statutory auditors	FOR	FOR		✓ 99.9 %
2	Approve consolidated accounts and report of the statutory auditors	FOR	FOR		✓ 99.9 %
3	Advisory vote on the remuneration report	FOR	FOR		✓ 96.9 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
5	Discharge board members	FOR	FOR		✓ 99.8 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Dr. rer. nat. Valentin Chapero Rueda	FOR	FOR		✓ 99.6 %
6.1.b	Re-elect Dr. Harald Deutsch	FOR	FOR		✓ 99.7 %
6.1.c	Re-elect Mr. Jürg Fedier	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 97.5 %
6.1.d	Re-elect Ms. Christina Stercken	FOR	FOR		✓ 99.8 %
6.1.e	Re-elect Mr. Andreas Umbach	FOR	FOR		✓ 95.4 %
6.1.f	Elect Ms. Jeannine Pilloud	FOR	FOR		✓ 99.4 %
6.2	Elect Ms. Jeannine Pilloud as chairwoman of the board	FOR	FOR		✓ 99.3 %
6.3	Elections to the remuneration committee				
6.3.a	Elect Dr. rer. nat. Valentin Chapero Rueda to the remuneration committee	FOR	FOR		✓ 98.6 %
6.3.b	Elect Dr. Harald Deutsch to the remuneration committee	FOR	FOR		✓ 99.6 %
6.4	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 32 years, which exceeds Ethos' guidelines.	✓ 93.1 %
6.5	Election of the independent proxy	FOR	FOR		✓ 100.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.2 %
7.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.9 %
7.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.7 %
7.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 96.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR		✓ 91.7 %
3	Approve allocation of income	FOR	FOR		✓ 99.7 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Patrick Liotard-Vogt as board member and chairman	FOR	FOR		✓ 99.6 %
4.2.1	Re-elect Mr. Michael Manz	FOR	FOR		✓ 99.7 %
4.2.2	Re-elect Mr. Jan Luescher	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.7 %
4.2.3	Re-elect Dr. Alexander Koenig	FOR	● OPPOSE	He is also a permanent member of the executive management (Managing director of First Class & More International).	✓ 99.6 %
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Patrick Liotard-Vogt to the remuneration committee	FOR	FOR		✓ 99.5 %
5.2	Elect Mr. Michael Manz to the remuneration committee	FOR	FOR		✓ 99.7 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9 %
7	Election of the independent proxy	FOR	FOR		✓ 99.9 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient. The proposed increase relative to the previous year is excessive and not justified. The non-executive directors receive options.	✓ 99.4 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 99.4 %
8.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 99.3 %

Item	Agenda	Board	Ethos		Result
8.4	Binding retrospective vote on the discretionary remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.3 %
9	Miscellaneous and questions	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Articles of association: Update article 3 al. 4	FOR	FOR	✓ 99.9 %
5	Approve creation of an authorised capital and amendment of article 26 al. 3	FOR	FOR	✓ 96.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.7 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.0 %
7	Elections to the board of directors			
7.1	Re-elect Dr. Kuno Sommer as member and chairman of the board	FOR	FOR	✓ 99.6 %
7.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	✓ 99.6 %
7.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	✓ 99.9 %
7.4	Re-elect Dr. iur. Thomas Burckhardt	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓ 97.9 %
7.5	Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger	FOR	FOR	✓ 99.7 %
7.6	Re-elect Dr. phil. Rolf Nyfeler	FOR	FOR	✓ 99.7 %
8	Elections to the remuneration committee			
8.1	Elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR	✓ 97.0 %
8.2	Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the remuneration committee	FOR	FOR	✓ 97.1 %
8.3	Elect Dr. phil. Rolf Nyfeler to the remuneration committee	FOR	FOR	✓ 97.2 %
9	Election of the auditors	FOR	FOR	✓ 99.6 %
10	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4	Approve renewal of authorised capital	FOR	FOR	✓ 97.4 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. iur. Andreas Burckhardt as board member and chairman	FOR	FOR	✓ 92.8 %
5.1.2	Re-elect Dr. iur. Andreas Beerli	FOR	FOR	✓ 95.4 %
5.1.3	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 98.0 %
5.1.4	Re-elect Mr. Hugo Lasat	FOR	FOR	✓ 98.1 %
5.1.5	Re-elect Dr. iur. Thomas von Planta	FOR	FOR	✓ 97.9 %
5.1.6	Re-elect Mr. Thomas Pleines	FOR	FOR	✓ 97.7 %
5.1.7	Re-elect Prof. Hans-Jörg Schmidt-Trenz	FOR	FOR	✓ 97.9 %
5.1.8	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 98.2 %
5.1.9	Elect Mr. Christoph Mäder	FOR	FOR	✓ 98.9 %
5.1.10	Elect Dr. iur. Markus R. Neuhaus	FOR	FOR	✓ 99.4 %
5.2	Elections to the remuneration committee			
5.2.1	Elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 98.6 %
5.2.2	Re-elect Mr. Thomas Pleines to the remuneration committee	FOR	FOR	✓ 95.2 %
5.2.3	Re-elect Prof. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 95.6 %
5.2.4	Elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the remuneration committee	FOR	FOR	✓ 97.2 %
5.3	Election of the independent proxy	FOR	FOR	✓ 99.7 %
5.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.3 %
6.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.5 %
6.2.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 94.2 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Various amendments to the articles of association	FOR	FOR	✓
5	Elections to the board of directors and to the remuneration committee			
5.1	Re-elect Mr. Ralph Peter Siegl as member and chairman of the board, as well as member of the remuneration committee	FOR	FOR	✓
5.2	Re-elect Dr. Gabriel Brenna	FOR	FOR	✓
5.3	Re-elect Ms. Beatrix Frey-Eigenmann	FOR	FOR	✓
5.4	Re-elect Dr. Karin Lenzlinger Diedenhofen as member of the board and of the remuneration committee	FOR	FOR	✓
5.5	Re-elect Mr. Urs Müller as member of the board and of the remuneration committee	FOR	FOR	✓
5.6	Re-elect Mr. Christoph Reich	FOR	FOR	✓
5.7	Elect Dr. Patrick Fürer	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
5.8	Re-election of the independent proxy	FOR	FOR	✓
5.9	Re-election of the auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.</p>
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.2.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
7	Miscellaneous	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Announcement of the votes represented, presentation of the secretary for the meeting and the scrutineers	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.5 %
5	Discharge board members	FOR	FOR	✓ 99.3 %
6	Election of the auditors	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Present annual report	NON-VOTING	NON-VOTING	
3	Present auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓
5	Approve allocation of income and dividend	FOR	FOR	✓
6	Discharge board members	FOR	FOR	✓
7	Amend articles of association	FOR	FOR	✓
8	Elect Mr. Mike Jaberg to the board of directors	FOR	FOR	✓
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines. ✓

Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Chairman's speech	NON-VOTING	NON-VOTING	
3	Appointment of scrutineers	NON-VOTING	NON-VOTING	
4	Management report and audit report	NON-VOTING	NON-VOTING	
5	Approve annual report and financial statements	FOR	FOR	✓
6	Approve allocation of income and dividend	FOR	FOR	✓
7.1	Discharge board members and executive management (except Mr. Jean-Daniel Papilloud)	FOR	FOR	✓
7.2	Refuse to grant discharge to Mr. Jean-Daniel Papilloud	FOR	FOR	✓
8	Re-election of the auditors	FOR	FOR	✓
9	Amendments to the articles of association	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Management report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.9 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.4 %
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.7 %
6	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
7	Re-elect Mr. Reto Donatsch	FOR	FOR	✓ 97.4 %
8	Election of the independent proxy	FOR	FOR	✓ 99.7 %
9	Election of the auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members of Banque Profil de Gestion	FOR	FOR	✓
3	Discharge board members of Dynagest SA	FOR	FOR	✓
4	Approve allocation of balance sheet result	FOR	FOR	✓
5	Amend articles of association: conversion of the bearer shares into registered shares	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.a	Re-elect Ms. Geneviève Berclaz	FOR	FOR	✓
6.1.b	Re-elect Mr. Fabio Candeli	FOR	FOR	✓
6.1.c	Re-elect Dr. iur. Fulvio Pelli	FOR	FOR	✓
6.1.d	Elect Mr. Mario Aragnetti Bellardi	FOR	FOR	✓
6.2	Re-elect Dr. Fulvio Pelli as chairman of the board	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.a	Elect Mr. Fabio Candeli to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice. ✓
6.3.b	Elect Dr. iur. Fulvio Pelli to the remuneration committee	FOR	FOR	✓
7	Election of the independent proxy	FOR	FOR	✓
8	Election of the auditors	FOR	FOR	✓
9	Elect Mr. Alessandro Kuhn as member of the executive management	FOR	FOR	✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓

Item	Agenda	Board	Ethos		Result
1a	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.6 %
1b	Advisory retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 84.0 %
2	Carry forward the accumulated deficit	FOR	FOR		✓ 97.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 96.7 %
4	Elections to the board of directors				
4a	Re-elect Mr. Domenico Scala as board member and chairman	FOR	FOR		✓ 96.4 %
4b	Re-elect Dr. pharm. Martin Nicklasson	FOR	FOR		✓ 94.6 %
4c	Re-elect Dr. Nicole Onetto	FOR	FOR		✓ 97.3 %
4d	Re-elect Mr. Ronald Scott	FOR	FOR		✓ 97.3 %
4e	Re-elect Mr. Steven D. Skolsky	FOR	FOR		✓ 96.8 %
4f	Re-elect Dr. chem. Thomas Werner	FOR	FOR		✓ 97.1 %
5	Elections to the remuneration committee				
5a	Re-elect Dr. pharm. Martin Nicklasson to the remuneration committee	FOR	FOR		✓ 91.6 %
5b	Re-elect Mr. Steven D. Skolsky to the remuneration committee	FOR	FOR		✓ 94.0 %
5c	Re-elect Dr. chem. Thomas Werner to the remuneration committee	FOR	FOR		✓ 94.1 %
6a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 80.8 %
6b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 86.1 %
6c	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. Past awards do not allow confirmation of the link between pay and performance.	✓ 75.9 %
7	Election of the independent proxy	FOR	FOR		✓ 99.1 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.6 %

Item	Agenda	Board	Ethos	Result
9	Amendment of Article 3b par. 1 of the articles of association (authorised capital)	FOR	FOR	✓ 81.5 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3	Advisory vote on the remuneration report	FOR	FOR	✓ 90.2 %
4	Discharge board members	FOR	FOR	✓ 98.4 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 92.1 %
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Adrian Altenburger	FOR	FOR	✓ 97.0 %
6.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓ 98.5 %
6.1.3	Re-elect Ms. Sandra Emme	FOR	FOR	✓ 99.5 %
6.1.4	Re-elect Dr. oec. Martin Zwyszig	FOR	FOR	✓ 99.5 %
6.2.1	Elect Mr. Urban Linsi	FOR	FOR	✓ 85.2 %
6.3.1	Elect Mr. Patrick Burkhalter as chairman of the board	FOR	FOR	✓ 94.4 %
6.3.2	Re-elect Dr. oec. Martin Zwyszig as deputy chairman of the board	FOR	FOR	✓ 99.6 %
6.4	Elections to the remuneration committee			
6.4.1	Re-elect Prof. Adrian Altenburger to the remuneration committee	FOR	FOR	✓ 98.2 %
6.4.2	Re-elect Ms. Sandra Emme to the remuneration committee	FOR	FOR	✓ 96.3 %
6.5	Election of the independent proxy	FOR	FOR	✓ 96.4 %
6.6	Election of the auditors	FOR	FOR	✓ 94.7 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 99.7 %
2.1	Approve allocation of income	FOR	FOR	✓ 99.9 %
2.2	Distribution of dividend from reserves from capital contributions	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 99.9 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.4 %
5	Elections to the board of directors			
5.1	Re-elect Dr. oec. publ. Irene Kaufmann-Brändli	FOR	FOR	✓ 96.4 %
5.2	Re-elect Mr. Andreas Land	FOR	FOR	✓ 99.9 %
5.3	Elect Ms. Doris Leuthard	FOR	FOR	✓ 99.3 %
5.4	Re-elect Mr. Werner Marti	FOR	FOR	✓ 99.7 %
5.5	Re-elect Dr. Jean Gérard Villot	FOR	FOR	✓ 99.9 %
5.6	Re-elect Mr. Philipp Wyss	FOR	<p>● OPPOSE</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 96.1 %
5.7	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 99.7 %
5.8	Re-elect Mr. Hansueli Loosli as chairman of the board	FOR	FOR	✓ 99.7 %
6	Elections to the remuneration committee			
6.1	Elect Dr. oec. publ. Irene Kaufmann-Brändli to the remuneration committee	FOR	FOR	✓ 96.4 %
6.2	Elect Mr. Andreas Land to the remuneration committee	FOR	FOR	✓ 99.8 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Elect KPMG as auditors	FOR	FOR	✓ 98.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.4 %
2	Discharge board members and executive management	FOR	FOR		✓ 97.3 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 94.5 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Ms. Dominique Gisin	FOR	FOR		✓ 90.0 %
4.1.b	Re-elect Mr. Martin Odermatt	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 85.5 %
4.1.c	Re-elect Mr. Markus Thumiger	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 88.5 %
4.1.d	Re-elect Mr. Hans Wicki	FOR	FOR		✓ 79.0 %
4.1.e	Re-elect Mr. Guido Zumbühl	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 84.7 %
4.2.a	Elect Dr. iur. Christoph Baumgartner	FOR	FOR		✓ 89.1 %
4.2.b	Elect Mr. Patrick Zwysig	FOR	FOR		✓ 81.4 %
4.3	Re-elect Mr. Hans Wicki as chairman of the board	FOR	FOR		✓ 80.1 %
4.4	Elections to the remuneration committee				
4.4.a	Elect Mr. Markus Thumiger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Thumiger to the board of directors, he cannot be elected to the committee.	✓ 89.9 %
4.4.b	Elect Mr. Hans Wicki to the remuneration committee	FOR	FOR		✓ 81.2 %
4.4.c	Elect Mr. Guido Zumbühl to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, he cannot be elected to the committee.	✓ 87.8 %
4.5	Election of the auditors	FOR	FOR		✓ 92.5 %
4.6	Election of the independent proxy	FOR	FOR		✓ 95.2 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 82.7 %

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 79.3 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 99.8 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Daniel Bloch	FOR	FOR	✓ 99.6 %
4.1.2	Re-elect Ms. Antoinette Hunziker-Ebnetter	FOR	FOR	✓ 99.8 %
4.1.3	Re-elect Prof. Christoph Lengwiler	FOR	FOR	✓ 99.8 %
4.1.4	Re-elect Dr. Rudolf Stämpfli	FOR	FOR	✓ 99.3 %
4.1.5	Re-elect Mr. Peter Wittwer	FOR	FOR	✓ 99.7 %
4.1.6	Elect Mr. Gilles Frôté	FOR	FOR	✓ 99.6 %
4.1.7	Elect Dr. Annelis Lüscher Hämmerli	FOR	FOR	✓ 99.8 %
4.1.8	Elect Dr. Pascal Sieber	FOR	FOR	✓ 99.8 %
4.2	Re-elect Ms. Antoinette Hunziker-Ebnetter as chairwoman of the board	FOR	FOR	✓ 99.8 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Daniel Bloch to the remuneration committee	FOR	FOR	✓ 98.4 %
4.3.2	Re-elect Ms. Antoinette Hunziker-Ebnetter to the remuneration committee	FOR	FOR	✓ 98.5 %
4.3.3	Re-elect Mr. Peter Wittwer to the remuneration committee	FOR	FOR	✓ 98.4 %
4.4	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
4.5	Re-election of the auditors	FOR	FOR	✓ 99.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management				
3.a	Discharge Prof. Christian Wunderlin	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions. Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 95.3 %
3.b	Discharge Mr. Beat Frischknecht	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions. Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 91.2 %
3.c	Discharge Mr. André Robert Spathelf	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions. Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 95.3 %
3.d	Discharge Mr. Serge Aerne	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions. Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 94.8 %
3.e	Discharge Mr. Hans Jörg Brun	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions. Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 95.3 %
3.f	Discharge Mr. Philipp Hafen	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 95.4 %
3.g	Discharge Mr. Reto Borner	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
4	Reduce share capital via cancellation of shares	FOR	● OPPOSE	The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders.	✓ 98.9 %
5	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 99.6 %
6	Amend articles of association: external mandates	FOR	● OPPOSE	The proposed maximum number of mandates is considered excessive.	✓ 96.5 %
7.1	Elections to the board of directors				
7.1.a	Re-elect Prof. Christian Wunderlin	FOR	● OPPOSE	He is not independent (vice-chairman of Admicasa Holding) and the board independence is insufficient (25.0%).	✓ 98.7 %
7.1.b	Re-elect Mr. Beat Frischknecht	FOR	● OPPOSE	He is chairman/CEO.	✓ 98.1 %
7.1.c	Re-elect Mr. André Spathelf	FOR	FOR		✓ 99.9 %
7.1.d	Re-elect Mr. Serge Aerne	WITH-DRAWN	● OPPOSE	He is also a permanent member of the executive management (Chief Marketing Officer).	–
7.2	Re-elect Mr. Beat Frischknecht as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Frischknecht to the board of directors, he cannot be elected as chairman. He is also CEO and the combination of functions is permanent.	✓ 97.7 %
7.3	Elections to the remuneration committee				
7.3.a	Re-elect Prof. Christian Wunderlin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Wunderlin to the board of directors, he cannot be elected to the committee.	✓ 98.7 %
7.3.b	Re-elect Mr. André Spathelf to the remuneration committee	FOR	FOR		✓ 99.9 %
7.4	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
7.5	Election of the auditors	FOR	FOR		✓ 99.9 %
8.1	Binding retrospective vote on the total remuneration of the executive management (2018)	FOR	FOR		✓ 98.3 %

Item	Agenda	Board	Ethos	Result
8.2	Binding prospective vote on the total remuneration of the board of directors (2019)	FOR	FOR	✓ 99.8 %
8.3	Binding prospective vote on the total remuneration of the executive management (2019)	FOR	FOR	✓ 98.3 %
8.4	Binding prospective vote on the total remuneration of the board of directors (2020)	FOR	FOR	✓ 99.9 %
8.5	Binding prospective vote on the total remuneration of the executive management (2020)	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The use of the remuneration approved for the executive management is not considered as being in line with the proposal put forward at the 2017 AGM.</p>	✓ 86.4 %
3	Discharge board members	FOR	FOR		✓ 99.7 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
5.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.0 %
5.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 96.0 %
6.a	Elections to the board of directors				
6.a.1	Re-elect Mr. Urs Gasche	FOR	FOR		✓ 99.3 %
6.a.2	Re-elect Mr. Hartmut Geldmacher	FOR	FOR		✓ 99.5 %
6.a.3	Re-elect Mr. Kurt Schär	FOR	FOR		✓ 99.9 %
6.a.4	Re-elect Mr. Roger Baillod	FOR	FOR		✓ 99.8 %
6.a.5	Re-elect Dr. Carole Ackermann	FOR	FOR		✓ 99.8 %
6.a.6	Re-elect Ms. Rebecca Guntern	FOR	FOR		✓ 99.9 %
6.b	Re-elect Mr. Urs Gasche as board chairman	FOR	FOR		✓ 98.3 %
6.c	Elections to the nomination and remuneration committee				
6.c.1	Re-elect Mr. Urs Gasche to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the committee does not include at least 50% independent members.	✓ 88.4 %
6.c.2	Re-elect Mr. Hartmut Geldmacher to the nomination and remuneration committee	FOR	FOR		✓ 97.3 %
6.c.3	Re-elect Mr. Andreas Rickenbacher to the nomination and remuneration committee	FOR	FOR		✓ 91.4 %
6.d	Re-elect Mr. Andreas Byland as independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
6.e	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.	✓ 97.3 %

Item	Agenda	Board	Ethos		Result
1	Amend articles of association	FOR	● OPPOSE	The company fails to provide sufficient information to enable the shareholders to assess the impact of the amendment(s) on their rights and interests.	✓
2	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient. Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.	✓
4	Approve allocation of balance sheet result	FOR	FOR		✓
5	Discharge	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.	✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Ulrich Ernst	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.2	Re-elect Dr. iur. Patrick Stach	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (0.0%).	✓
6.3	Re-elect Mr. Ronald Gröflin	FOR	● OPPOSE	The board independence is not sufficient (0.0%).	✓
6.1.1	Re-elect Mr. Ulrich Ernst as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ernst to the board of directors, he cannot be elected as chairman.	✓
6.2	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
6.2.1	Re-elect Mr. Ulrich Ernst to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ernst to the board of directors, he cannot be elected to the committee.	✓
6.2.2	Re-elect Dr. iur. Patrick Stach to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Stach to the board of directors, he cannot be elected to the committee.	✓
6.2.3	Re-elect Mr. Ronald Gröflin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gröflin to the board of directors, he cannot be elected to the committee.	✓
6.3	Election of the auditors	FOR	● OPPOSE	The name of the audit firm is not disclosed before the annual general meeting.	✓
6.4	Election of the independent proxy	FOR	FOR		✓
7	Miscellaneous	FOR	● OPPOSE	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	–

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Presentation of Mr. Thomas J. Jordan, CEO	NON-VOTING	NON-VOTING	
3	Auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 98.8 %
6	Discharge board members	FOR	FOR	✓ 98.8 %
7	Elect Ms. Vania Alleva to the board of directors	FOR	FOR	✓ 96.7 %
8	Re-elect KPMG as auditors	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.	Discharge board members	FOR	FOR	✓
3.	Approve allocation of income and dividend	FOR	FOR	✓
4.	Elections to the board of directors			
4.1	Re-elect Mr. Alain Guttmann	FOR	FOR	✓
4.2	Re-elect Mr. Thierry de Kalbermatten	FOR	FOR	✓
4.3	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	✓
4.4	Re-elect Mr. Jürgen Brandt	FOR	FOR	✓
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓
4.6	Re-elect Mr. Alain Guttmann as chairman of the board	FOR	FOR	✓
5.	Elections to the remuneration committee			
5.1	Elect Prof. Dr. Gian-Luca Bona to the Remuneration Committee	FOR	FOR	✓
5.2	Elect Mr. Thierry de Kalbermatten to the Remuneration Committee	FOR	FOR	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
7.	Election of the auditors	FOR	FOR	✓
8.	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Report on the 2018 fiscal year	NON-VOTING	NON-VOTING	
2.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The non-executive directors receive variable remuneration. ✓ 90.1 %
2.3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
2.4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3.1	Elections to the board of directors			
3.1.1	Re-elect Dr. Thomas Schmuckli as chairman of the board	FOR	FOR	✓ 99.6 %
3.1.2	Re-elect Mr. Anton Lauber	FOR	FOR	✓ 99.1 %
3.1.3	Re-elect Prof. Dr. Stefan Michel	FOR	FOR	✓ 99.8 %
3.1.4	Re-elect Ms. Maria Teresa Vacalli	FOR	FOR	✓ 99.9 %
3.1.5	Re-elect Dr. phil. René Cotting	FOR	FOR	✓ 100.0 %
3.1.6	Re-elect Mr. Martin Kühn	FOR	FOR	✓ 99.3 %
3.1.7	Elect Ms. Patricia Heidtman	FOR	FOR	✓ 99.8 %
3.1.8	Elect Mr. David Dean	FOR	FOR	✓ 98.5 %
3.2	Re-elect Prof. Dr. Stefan Michel as representative of the registered A shares	FOR	FOR	✓ 98.9 %
3.3	Elections to the remuneration committee			
3.3.1	Re-elect Prof. Dr. Stefan Michel to the remuneration committee	FOR	FOR	✓ 96.2 %
3.3.2	Re-elect Mr. Anton Lauber to the remuneration committee	FOR	FOR	✓ 95.7 %
3.3.3	Elect Ms. Patricia Heidtman to the remuneration committee	FOR	FOR	✓ 99.7 %
3.4	Election of the independent proxy	FOR	FOR	✓ 99.8 %
4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 33 years, which exceeds Ethos' guidelines. ✓ 92.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The non-executive directors receive variable remuneration. ✓ 95.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4	Elections to the board of directors				
4.1.a	Re-elect Mr. Claude R. Cornaz	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (28.6%).	✓ 78.1 %
4.1.b	Re-elect Ms. Anita Hauser	FOR	FOR		✓ 85.3 %
4.1.c	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 86.2 %
4.1.d	Re-elect Mr. Martin Hirzel	FOR	FOR		✓ 99.8 %
4.1.e	Re-elect Mr. Philip Mosimann as board member and chairman	FOR	FOR		✓ 83.0 %
4.1.f	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR		✓ 81.9 %
4.1.g	Re-elect Mr. Valentin Vogt	FOR	FOR		✓ 98.7 %
4.2	Elections to the remuneration committee				
4.2.a	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Cornaz to the board of directors, he cannot be elected to the committee.	✓ 78.0 %
4.2.b	Re-elect Ms. Anita Hauser to the remuneration committee	FOR	FOR		✓ 85.0 %
4.2.c	Re-elect Mr. Valentin Vogt to the remuneration committee	FOR	FOR		✓ 98.7 %
4.3	Election of the independent proxy	FOR	FOR		✓ 99.8 %
4.4	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 35 years, which exceeds Ethos' guidelines.	✓ 94.0 %
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.0 %
5.2	Advisory vote on the remuneration report	FOR	FOR		✓ 96.0 %
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.7 %
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.5 %

Item	Agenda	Board	Ethos	Result
1	Opening of the general meeting	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts			
2.1	Approve annual report	FOR	FOR	✓
2.2	Approve the statutory accounts	FOR	FOR	✓
2.3	Approve the consolidated accounts	FOR	FOR	✓
2.4	Receive the auditor's report	FOR	FOR	✓
3	Discharge board members			
3.1	Discharge Mr. Gaudenz F. Domenig	FOR	FOR	✓
3.2	Discharge Mr. Marco Syfrig	FOR	FOR	✓
3.3	Discharge Mr. Willy Hüppi	FOR	FOR	✓
3.4	Discharge Mr. Peter Weigelt	FOR	FOR	✓
3.5	Discharge Ms. Michèle Novak-Moser	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Mr. Gaudenz F. Domenig	FOR	FOR	✓
5.2	Re-elect Mr. Marco Syfrig	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). ✓
5.3	Re-elect Mr. Willy Hüppi	FOR	FOR	✓
5.4	Re-elect Mr. Peter Weigelt	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (20.0%). ✓
5.5	Re-elect Ms. Michèle Novak-Moser	FOR	FOR	✓
6	Re-elect Mr. Gaudenz F. Domenig as chairman of the board	FOR	FOR	✓
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Gaudenz F. Domenig to the remuneration committee	FOR	FOR	✓
7.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR	✓
7.3	Re-elect Mr. Peter Weigelt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weigelt to the board of directors, he cannot be elected to the committee. ✓
8	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
9	Election of the auditors	FOR	FOR	✓
10.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
10.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
10.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓

Item	Agenda	Board	Ethos	Result
1	Present annual report	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5.A	Elections to the board of directors			
5.A.1	Re-elect Dr. oec. Carole Ackermann	FOR	FOR	✓
5.A.2	Re-elect Ms. Brigitte Hauser-Süess	FOR	FOR	✓
5.A.3	Re-elect Mr. Balthasar Meier	FOR	FOR	✓
5.A.4	Re-elect Mr. Hans-Rudolf Mooser	FOR	FOR	✓
5.A.5	Re-elect Mr. Christoph Ott	FOR	FOR	✓
5.A.6	Re-elect Mr. Jean-Pierre Schmid	FOR	● OPPOSE	He has been a member of the board for 29 years, which exceeds Ethos' guidelines. ✓
5.A.7	Re-elect Mr. Patrick Z'Brun	FOR	FOR	✓
5.B	Re-elect Mr. Jean-Pierre Schmid as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected as chairman. ✓
5.C	Elections to the nomination and remuneration committee			
5.C.1	Re-elect Mr. Jean-Pierre Schmid to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected to the committee. ✓
5.C.2	Re-elect Mr. Balthasar Meier to the nomination and remuneration committee	FOR	FOR	✓
5.C.3	Re-elect Mr. Hans-Rudolf Mooser to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (various reasons) and the committee does not include at least 50% independent members. ✓
5.D	Election of the auditors	FOR	FOR	✓
5.E	Election of the independent proxy	FOR	FOR	✓
6	Binding votes on the remuneration of the board of directors and the executive management			

Item	Agenda	Board	Ethos	Result
6.A	Binding prospective vote on the total remuneration of the board of directors (FY 2019)	FOR	FOR	✓
6.B	Binding prospective vote on the total remuneration of the executive management (FY 2019)	FOR	FOR	✓
6.C	Binding prospective vote on the total remuneration of the board of directors (Q1 2020)	FOR	FOR	✓
6.D	Binding prospective vote on the total remuneration of the executive management (Q1 2020)	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
2	Present the reports of the statutory auditor	NON-VOTING	NON-VOTING	
3.1	Approve annual report	FOR	FOR	✓ 99.8 %
3.2	Approve financial statements and consolidated accounts	FOR	FOR	✓ 99.8 %
3.3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 77.8 %</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>
3.4	Approve allocation of income	FOR	FOR	✓ 99.7 %
3.5	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
5	Elections to the board of directors			
5.1	Elect Mr. Marco Gadola as member and chairman of the board	FOR	● OPPOSE	<p>✓ 86.6 %</p> <p>He holds an excessive number of mandates.</p>
5.2.1	Re-elect Mr. Hans-Kristian Hoejsgaard	FOR	FOR	✓ 99.5 %
5.2.2	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.2 %
5.2.3	Re-elect Dr. Valentin Chapero Rueda	FOR	FOR	✓ 99.5 %
5.2.4	Re-elect Ms. Nathalie Gaveau	FOR	FOR	✓ 99.7 %
5.3.1	Elect Ms. Dijana Kellenberger	FOR	FOR	✓ 99.3 %
5.3.2	Elect Dr. Lukas Morscher	FOR	FOR	✓ 99.5 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Hans-Kristian Hoejsgaard to the remuneration committee	FOR	FOR	✓ 92.2 %
5.4.2	Elect Ms. Dijana Kellenberger to the remuneration committee	FOR	FOR	✓ 99.2 %
6	Re-election of the auditors	FOR	FOR	✓ 99.5 %
7	Re-election of the independent proxy	FOR	FOR	✓ 99.7 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %

Item	Agenda	Board	Ethos		Result
8.2	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 86.1 %
8.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>	✓ 86.0 %
9.1	Increase of the conditional capital for the employees	FOR	● OPPOSE	<p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p>	✓ 78.1 %
9.2	Amend articles of association: Employment and mandate contracts	FOR	FOR		✓ 98.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.2 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. oec. Felix A. Weber	FOR	FOR	✓ 99.8 %
5.1.2	Re-elect Prof. Dr. Peter Athanas	FOR	FOR	✓ 99.6 %
5.1.3	Re-elect Mr. Urs Baumann	FOR	FOR	✓ 99.4 %
5.1.4	Re-elect Mr. Denis Hall	FOR	FOR	✓ 99.7 %
5.1.5	Re-elect Ms. Katrina Machin	FOR	FOR	✓ 99.6 %
5.1.6	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.8 %
5.1.7	Re-elect Mr. Ben Tellings	FOR	FOR	✓ 99.6 %
5.2	Re-elect Dr. oec. Felix A. Weber as chairman of the board	FOR	FOR	✓ 99.8 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Urs Baumann to the remuneration committee	FOR	FOR	✓ 99.3 %
5.3.2	Re-elect Ms. Katrina Machin to the remuneration committee	FOR	FOR	✓ 99.5 %
5.3.3	Re-elect Mr. Ben Tellings to the remuneration committee	FOR	FOR	✓ 99.4 %
5.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Re-elect KPMG as auditors	FOR	FOR	✓ 97.9 %
6	Approve renewal of authorised capital	FOR	FOR	✓ 94.3 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 92.9 % The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Advisory vote on the remuneration report	FOR	FOR	✓
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Daniel Hurstel	FOR	FOR	✓
5.1.b	Re-elect Mr. Emanuel R. Pearlman	FOR	FOR	✓
5.1.c	Re-elect Mr. Rodolphe Saadé	FOR	FOR	✓
5.1.d	Re-elect Prof. Dr. iur. Rolf Watter	FOR	FOR	✓
5.2.a	Elect Ms. Béatrice de Clermont-Tonnerre	FOR	FOR	✓
5.2.b	Elect Mr. Farid Salem	FOR	FOR	✓
5.2.c	Elect Mr. Michel Sirat	FOR	FOR	✓
5.3	Elect Mr. Rodolphe Saadé as chairman of the board	FOR	FOR	✓
5.4	Elections to the remuneration committee			
5.4.a	Elect Mr. Rodolphe Saadé to the remuneration committee	FOR	FOR	✓
5.4.b	Re-elect Prof. Dr. iur. Rolf Watter to the remuneration committee	FOR	FOR	✓
5.5	Election of the independent proxy	FOR	FOR	✓
5.6	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 96.5 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 98.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient. The non-executive directors receive excessive consultancy fees.	✓ 95.6 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.7 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Philipp Buhofer as chairman of the board	FOR	FOR		✓ 95.1 %
5.1.2	Re-elect Dr. oec. Felix A. Thöni	FOR	● OPPOSE	He is not independent (consultancy fees) and the board independence is insufficient (20.0%).	✓ 96.0 %
5.1.3	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR		✓ 96.8 %
5.1.4	Re-elect Mr. Claude Ebnöther	FOR	● OPPOSE	He is not independent (consultancy fees) and the board independence is insufficient (20.0%).	✓ 94.5 %
5.1.5	Elect Dr. iur. Christoph Caviezel	FOR	FOR		✓ 99.8 %
5.2	Elections to the remuneration committee				
5.2.1	Elect Mr. Philipp Buhofer to the Remuneration Committee	FOR	FOR		✓ 95.0 %
5.2.2	Elect Dr. oec. Felix A. Thöni to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. Thöni to the board of directors, he cannot be elected to the committee.	✓ 95.9 %
5.2.3	Elect Mr. Claude Ebnöther to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ebnöther to the board of directors, he cannot be elected to the committee.	✓ 94.3 %
5.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.4	Election of the auditors	FOR	FOR		✓ 99.5 %

Item	Agenda	Board	Ethos		Result
1	Present annual report	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient.	✓
3	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members. The company is in a situation of over indebtedness.	✓
4	Approve allocation of balance sheet result	FOR	FOR		✓
	Elections to the board of directors				
5	Re-elect Ms. Valérie Gimond-Duménil as board member and chairman	FOR	● OPPOSE	She is also CEO and the combination of functions is not strictly limited in time.	✓
6	Re-elect Mr. Michel Réthoret	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
7	Re-elect Ms. Laurence Duménil	FOR	FOR		✓
8	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓
	Elections to the remuneration committee				
9	Re-elect Ms. Valérie Gimond-Duménil to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Gimond-Duménil to the board of directors, she cannot be elected to the committee.	✓
10	Re-elect Mr. Michel Réthoret to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Réthoret to the board of directors, he cannot be elected to the committee.	✓
11	Election of PKF Certifica as auditors	FOR	● OPPOSE	The information provided is insufficient.	✓
12	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
13	Miscellaneous	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 96.7 %
2	Approve allocation of income	FOR	FOR	✓ 96.7 %
3	Approve dividend out of the capital contribution reserves	FOR	FOR	✓ 96.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 96.7 %
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.9 %
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 94.5 %
6.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 94.4 %
7	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓ 89.4 %
8	Elections to the board of directors			
8.1	Re-elect Mr. Heinrich J. Essing as board member and chairman	FOR	FOR	✓ 96.2 %
8.2	Re-elect Mr. Robert Demuth	FOR	FOR	✓ 95.8 %
8.3	Re-elect Mr. Andreas Dill	FOR	FOR	✓ 96.7 %
8.4	Re-elect Mr. Erich Haefeli	FOR	FOR	✓ 96.7 %
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Heinrich J. Essing to the remuneration committee	FOR	FOR	✓ 96.2 %
9.2	Re-elect Mr. Robert Demuth to the remuneration committee	FOR	FOR	✓ 95.8 %
9.3	Re-elect Mr. Andreas Dill to the remuneration committee	FOR	FOR	✓ 95.8 %
10	Election of the auditors	FOR	FOR	✓ 96.0 %
11	Election of the independent proxy	FOR	FOR	✓ 96.6 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 94.7 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.6 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.2	Approve distribution from the capital contribution reserves	FOR	FOR		✓ 99.9 %
4	Amend articles of association	FOR	FOR		✓ 98.8 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Abdullah bin Mohammed Alissa	FOR	● OPPOSE	He holds an excessive number of mandates. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 69.3 %
5.1.2	Re-elect Dr. chem. Günter von Au	FOR	FOR		✓ 95.8 %
5.1.3	Re-elect Dr. chem. Hariolf Kottmann	FOR	FOR		✓ 94.6 %
5.1.4	Re-elect Mr. Calum MacLean	FOR	● OPPOSE	He holds an excessive number of mandates. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 84.5 %
5.1.5	Re-elect Mr. Geoffery Merszei	FOR	FOR		✓ 91.1 %
5.1.6	Re-elect Dr. Khaled Homza Nahas	FOR	FOR		✓ 87.0 %
5.1.7	Re-elect Dr. iur. Eveline Saupper	FOR	FOR		✓ 99.1 %
5.1.8	Re-elect Mr. Carlo G. Soave	FOR	FOR		✓ 99.2 %
5.1.9	Re-elect Mr. Peter Steiner	FOR	FOR		✓ 97.2 %
5.1.10	Re-elect Dr. Claudia Süßmuth Dyckerhoff	FOR	FOR		✓ 99.5 %
5.1.11	Re-elect Ms. Susanne Wamsler	FOR	FOR		✓ 97.3 %
5.1.12	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 98.3 %
5.2	Re-elect Dr. chem. Hariolf Kottmann as chairman of the board	FOR	FOR		✓ 88.8 %
5.3	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.3.1	Re-elect Mr. Abdullah bin Mohammed Alissa to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. bin Mohammed Alissa to the board of directors, he cannot be elected to the committee.	✓ 69.0 %
5.3.2	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 97.9 %
5.3.3	Re-elect Mr. Carlo G. Soave to the remuneration committee	FOR	FOR		✓ 97.9 %
5.3.4	Re-elect Dr. Claudia Süssmuth Dyckerhoff to the remuneration committee	FOR	FOR		✓ 99.1 %
5.3.5	Re-elect Ms. Susanne Wamsler to the remuneration committee	FOR	FOR		✓ 97.0 %
5.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 95.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 88.3 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 91.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
2.2	Approve dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Niklaus Huber as chairman of the board	FOR	FOR	✓ 88.1 %
4.1.2	Re-elect Mr. Erwin Locher	FOR	FOR	✓ 99.8 %
4.1.3	Re-elect Mr. Jürgen Rauch	FOR	FOR	✓ 87.9 %
4.1.4	Re-elect Mr. Matthew Robin	FOR	FOR	✓ 83.1 %
4.1.5	Re-elect Dr. iur. Astrid Waser	FOR	FOR	✓ 86.6 %
4.1.6	Re-elect Prof. Dr med. dent. Roland Weiger	FOR	FOR	✓ 99.6 %
4.1.7	Re-elect Prof. Dr. Allison Zwingenberger	FOR	FOR	✓ 94.2 %
4.2	Elections to the remuneration committee			
4.2.1	Elect Mr. Niklaus Huber to the remuneration committee	FOR	FOR	✓ 87.6 %
4.2.2	Elect Mr. Matthew Robin to the remuneration committee	FOR	FOR	✓ 83.0 %
4.2.3	Elect Prof. Dr med. dent. Roland Weiger to the remuneration committee	FOR	FOR	✓ 99.5 %
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 99.9 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 99.1 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Approve allocation of income and dividend			
2.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
2.2	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 99.8 %
2.3	Approve dividend distribution out of retained earnings	FOR	FOR	✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 83.8 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Rolf Huber	FOR	FOR	✓ 85.5 %
4.2	Re-elect Prof. Gian-Luca Bona	FOR	FOR	✓ 99.5 %
4.3	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 85.5 %
4.4	Re-elect Dr. Franz Richter	FOR	FOR	✓ 85.1 %
4.5	Elect Prof. Dr. Christoph Kutter	FOR	FOR	✓ 62.6 %
4.6	Elect Prof. Dr. Christoph Kutter as chairman of the board	FOR	FOR	✓ 50.3 %
4.7	Elect Mr. Patrick Jany	FOR	FOR	✓ 97.8 %
4.8	Shareholder proposal: Elect Mr. Heinz Kundert	OPPOSE	OPPOSE	✓ 53.7 %
4.9	Shareholder proposal: Elect Mr. Heinz Kundert as chairman of the board	OPPOSE	OPPOSE	✓ 50.6 %
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Rolf Huber to the remuneration committee	FOR	FOR	✓ 83.7 %
5.2	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓ 84.0 %
6	Re-election of the independent proxy	FOR	FOR	✓ 84.1 %
7	Re-election of the auditors	FOR	FOR	✓ 96.9 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.7 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.0 %
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 96.3 %
8.4	Advisory vote on the remuneration report	FOR	FOR	✓ 73.1 %

Item	Agenda	Board	Ethos		Result
9.1	Shareholder proposal: lower threshold to call a general meeting	OPPOSE	● FOR	The resolution aims at enhancing the rights of the shareholders by lowering the threshold of capital necessary to convene a general meeting.	✘ 27.9 %
9.2	Amend articles of association: lower threshold to add an item to the meeting agenda				
9.2.1	Shareholder proposal: 3% of share capital and 35-day notice	OPPOSE	● FOR	The resolution aims at enhancing the rights of the shareholders by lowering the threshold of capital necessary to add an item on the agenda.	✔ 52.7 %
9.2.2	Board proposal: 3% of share capital and 45-day notice	WITH-DRAWN	● FOR		-

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
4.2	Increase conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓
5	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
6	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓
7	Elections to the board of directors				
7.1	Re-elect Mr. Patrick Combes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7.2	Re-elect Dr. iur. François Carrard	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. He is 81 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 22 years, business connections) and the board independence is insufficient (0.0%).	✓

Item	Agenda	Board	Ethos		Result
7.3	Re-elect Mr. Hervé de Carmoy	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is 81 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (0.0%).</p>	✓
7.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is 82 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 22 years) and the board independence is insufficient (0.0%).</p>	✓
7.5	Re-elect Mr. Christian Goecking	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (0.0%).</p>	✓
7.6	Re-elect Mr. Robert Pennone	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (0.0%).</p>	✓
7.7	Re-elect Mr. Urs Schneider	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (0.0%).</p>	✓

Item	Agenda	Board	Ethos		Result
7.8	Re-elect Mr. Eric Solvet	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (0.0%).	✓
8	Re-elect Mr. Patrick Combes as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Combes to the board of directors, he cannot be elected as chairman.	✓
9	Elections to the remuneration committee				
9.1	Re-elect Dr. iur. François Carrard to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Carrard to the board of directors, he cannot be elected to the committee.	✓
9.2	Re-elect Mr. Christian Goecking to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Goecking to the board of directors, he cannot be elected to the committee.	✓
10	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓
11	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.1 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.1 %
3	Discharge board members	FOR	FOR	✓ 97.8 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Ernst Bärtschi	FOR	FOR	✓ 92.2 %
4.2	Re-elect Dr. oec. Roland Abt	FOR	FOR	✓ 99.1 %
4.3	Re-elect Dr. iur. Matthias Auer	FOR	FOR	✓ 93.2 %
4.4	Re-elect Mr. Philip Mosimann	FOR	FOR	✓ 90.0 %
4.5	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 97.7 %
4.6	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 91.7 %
4.7	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 92.3 %
4.8	Elect Mr. Michael König	FOR	FOR	✓ 99.1 %
5	Re-elect Mr. Ernst Bärtschi as chairman of the board	FOR	FOR	✓ 91.0 %
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Philip Mosimann to the remuneration committee	FOR	FOR	✓ 89.8 %
6.2	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 91.8 %
6.3	Elect Mr. Urs Riedener to the remuneration committee	FOR	FOR	✓ 97.8 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 84.5 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.0 %
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 80 years, which exceeds Ethos' guidelines. ✓ 93.0 %
9	Election of the independent proxy	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos		Result
1	Opening of the AGM	NON-VOTING	NON-VOTING		
2	Presentation of the financial year 2018	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
4	Discharge board members	FOR	FOR		✓ 99.9 %
5-6	Elections to the board of directors				
5	Re-elect 4 non-executive directors	FOR	FOR		✓ 93.4 %
6	Re-elect 2 executive directors	FOR	● OPPOSE	They are also permanent members of the executive management.	✓ 96.3 %
7	Approve remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 89.5 %
8.i	Approve renewal of authorisation to issue ordinary shares for financing purposes	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 98.4 %
8.ii	Approve renewal of authorisation to issue ordinary shares for employee participation	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. The potential dilution is excessive.	✓ 92.1 %
8.iii	Approve renewal of authorisation to issue preference shares	FOR	● OPPOSE	This is an anti-takeover measure and the company provides no explanation.	✓ 95.3 %
9	Approve authorisation to buyback shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.8 %
10	Re-elect BDO as auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 82.1 %
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.2 %
2	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the management of the company's affairs and the board's decisions.	✓ 87.9 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.4 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.4 %
4	Reduction and extension of authorized capital	FOR	FOR		✓ 92.2 %
5	Amendments to the articles of association				
5.1	Amendment of art. 8 and deletion of art. 28g and art. 30 of the articles of association	FOR	FOR		✓ 99.2 %
5.2	Amendment of art. 10 para. 6 of the articles of association	FOR	FOR		✓ 99.2 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Urs Rohner as chairman and board member	FOR	● OPPOSE	The company's financial performance has been unsatisfactory for several years.	✓ 93.2 %
6.1.2	Re-elect Dr. oec. Iris Bohnet	FOR	FOR		✓ 98.8 %
6.1.3	Re-elect Mr. Andreas Gottschling	FOR	FOR		✓ 99.0 %
6.1.4	Re-elect Dr. oec. publ. Rainer Alexander Gut	FOR	FOR		✓ 98.9 %
6.1.5	Re-elect Mr. Michael Klein	FOR	FOR		✓ 98.9 %
6.1.6	Re-elect Ms. Seraina Macia	FOR	FOR		✓ 99.1 %
6.1.7	Re-elect Mr. Kaikhushru S. Nargolwala	FOR	FOR		✓ 98.4 %
6.1.8	Re-elect Ms. Ana Paula Pessoa	FOR	FOR		✓ 98.6 %
6.1.9	Re-elect Mr. Joaquin J. Ribeiro	FOR	FOR		✓ 99.0 %
6.1.10	Re-elect Dr. iur. Severin Schwan	FOR	FOR		✓ 98.1 %
6.1.11	Re-elect Mr. John Tiner	FOR	FOR		✓ 98.3 %
6.1.12	Elect Mr. Christian Gellerstad	FOR	FOR		✓ 99.0 %
6.1.13	Elect Mr. Shan Li	FOR	FOR		✓ 99.0 %
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Dr. oec. Iris Bohnet to the remuneration committee	FOR	FOR		✓ 96.0 %

Item	Agenda	Board	Ethos		Result
6.2.2	Re-elect Mr. Kaikhushru S. Nargolwala to the remuneration committee	FOR	FOR		✓ 95.7 %
6.2.3	Elect Mr. Christian Gellerstad to the remuneration committee	FOR	FOR		✓ 98.7 %
6.2.4	Elect Mr. Michael Klein to the remuneration committee	FOR	FOR		✓ 98.7 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 86.8 %
7.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 84.9 %
7.2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 86.9 %
7.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 84.5 %
8.1	Election of the auditors	FOR	FOR		✓ 95.5 %
8.2	Election of the special auditors	FOR	FOR		✓ 98.9 %
8.3	Election of the independent proxy	FOR	FOR		✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 89.0 % The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 96.8 %
4	Capital reduction via cancellation of shares	FOR	FOR	✓ 99.8 %
5	Creation of authorised capital	FOR	● OPPOSE	✓ 94.8 % The authorised capital can be used as an anti-takeover measure and the company provides no explanation.
6	Elections to the board of directors			
6.1	Re-elect Mr. Juan Carlos Torres Carretero as board chairman	FOR	FOR	✓ 91.0 %
6.2.1	Re-elect Mr. Jorge Born	FOR	FOR	✓ 82.7 %
6.2.2	Re-elect Ms. See Ngho (Claire) Chiang	FOR	FOR	✓ 97.3 %
6.2.3	Re-elect Mr. Julián Díaz González	FOR	● OPPOSE	✓ 91.7 % He is also a permanent member of the executive management (CEO).
6.2.4	Re-elect Ms. Heekyung (Jo) Min	FOR	FOR	✓ 99.8 %
6.2.5	Re-elect Mr. Luis Andrés Holzer Neumann	FOR	FOR	✓ 93.9 %
6.2.6	Re-elect Mr. Steven Tadler	FOR	FOR	✓ 99.1 %
6.2.7	Re-elect Ms. Lynda Tyler-Cagni	FOR	FOR	✓ 99.7 %
6.3	Elect Mr. Luis Maroto Camino	FOR	FOR	✓ 99.8 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Jorge Born to the remuneration committee	FOR	FOR	✓ 79.2 %
7.2	Re-elect Ms. See Ngho (Claire) Chiang to the remuneration committee	FOR	FOR	✓ 93.7 %
7.3	Re-elect Ms. Lynda Tyler-Cagni to the remuneration committee	FOR	FOR	✓ 96.1 %
8	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.6 %
9	Re-elect Altenburger Ltd legal + tax as independent proxy	FOR	FOR	✓ 99.3 %
10	Amend articles of association: Remuneration principles for the board of directors	FOR	FOR	✓ 99.3 %

Item	Agenda	Board	Ethos		Result
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 89.8 %
11.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 71.2 %

Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Reporting on the 2018 financial year	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.5 %
4.1	Approve allocation of balance sheet result	FOR	FOR	✓ 98.4 %
4.2	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 96.9 %
5	Discharge board members and executive management	FOR	FOR	✓ 96.8 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Rainer Isenrich as member and chairman of the board	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent. ✓ 97.9 %
6.2.1	Re-elect Mr. Reto Klotz	FOR	FOR	✓ 92.4 %
6.2.2	Re-elect Mr. Fulvio Micheletti	FOR	FOR	✓ 95.7 %
6.2.3	Re-elect Mr. Hans Nef	FOR	FOR	✓ 97.7 %
6.2.4	Elect Mr. José Luis Chorro Lopez	FOR	FOR	✓ 97.4 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Reto Klotz to the remuneration committee	FOR	FOR	✓ 94.4 %
7.2	Re-elect Mr. Fulvio Micheletti to the remuneration committee	FOR	FOR	✓ 94.1 %
7.3	Re-elect Mr. Hans Nef to the remuneration committee	FOR	FOR	✓ 96.8 %
8	Re-election of the auditors	FOR	FOR	✓ 97.6 %
9	Re-election of the independent proxy	FOR	FOR	✓ 98.4 %
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5 %
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve distribution of preferred dividend	FOR	FOR	✓ 100.0 %
3.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
3.2	Dividend by way of distribution out of capital contribution reserves	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
5	Amendments to the articles of association regarding the variable remuneration mechanism	FOR	FOR	✓ 99.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified. ✓ 94.2 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group. ✓ 93.1 %
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines. ✓ 93.5 %
6.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ 92.4 %
7.1	Elections to the board of directors			
7.1.1	Re-elect Mr. John A. Williamson	FOR	FOR	✓ 95.1 %
7.1.2	Re-elect Dr. Susanne Brandenberger	FOR	FOR	✓ 99.2 %
7.1.3	Re-elect Dr. iur. Niccolò H. Burki	FOR	FOR	✓ 98.4 %
7.1.4	Re-elect Mr. Emmanuel L. Bussetil	FOR	FOR	✓ 96.6 %
7.1.5	Re-elect Mr. Roberto Isolani	FOR	FOR	✓ 96.8 %
7.1.6	Re-elect Mr. Steven M. Jacobs	FOR	FOR	✓ 96.9 %
7.1.7	Re-elect Dr. Spiro J. Latsis	FOR	● OPPOSE	He has attended too few board meetings without satisfactory explanation. ✓ 95.6 %
7.1.8	Re-elect Dr. John Spiro Latsis	FOR	FOR	✓ 96.9 %

Item	Agenda	Board	Ethos		Result
7.1.9	Re-elect Dr. Périclès-Paul Petalas	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines.	✓ 96.0 %
7.1.10	Re-elect Mr. Stuart M. Robertson	FOR	FOR		✓ 99.2 %
7.1.11	Re-elect Dr. rer. pol. Bernd-Albrecht von Maltzan	FOR	FOR		✓ 98.5 %
7.2	Re-elect Mr. John A. Williamson as chairman of the board	FOR	FOR		✓ 93.9 %
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Dr. iur. Niccolò H. Burki to the nomination and remuneration committee	FOR	FOR		✓ 97.8 %
8.2	Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee	FOR	FOR		✓ 95.2 %
8.3	Re-elect Mr. Steven M. Jacobs to the nomination and remuneration committee	FOR	FOR		✓ 95.2 %
8.4	Re-elect Dr. Périclès-Paul Petalas to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Petalas to the board of directors, he cannot be elected to the committee.	✓ 94.7 %
8.5	Re-elect Dr. rer. pol. Bernd-Albrecht von Maltzan to the nomination and remuneration committee	FOR	FOR		✓ 97.9 %
8.6	Re-elect Mr. John A. Williamson to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former executive) and the committee does not include at least 50% independent members.	✓ 93.2 %
9	Election of the independent proxy	FOR	FOR		✓ 100.0 %
10	Re-elect PriceWaterhouseCoopers as auditors	FOR	FOR		✓ 99.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.7 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.7 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.8 %
5.2	Re-elect Mr. Walter Häusermann	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (0%).	✓ 99.7 %
5.3	Re-elect Mr. Rudolf W. Weber	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (0%).	✓ 99.7 %
5.4	Re-elect Mr. Peter Hotz	FOR	FOR		✓ 99.8 %
5.5	Re-elect Mr. Martin Wipfli as chairman of the board	FOR	FOR		✓ 99.8 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Rudolf W. Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, he cannot be elected to the committee.	✓ 99.6 %
6.2	Re-elect Mr. Peter Hotz to the remuneration committee	FOR	FOR		✓ 99.7 %
7	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
8	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.	Discharge board members	FOR	FOR	✓
3.	Approve allocation of income and dividend	FOR	FOR	✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.2	Binding prospective vote on the total remuneration of the Agricultural Council	FOR	FOR	✓
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Konrad Graber as chairman of the board	FOR	FOR	✓
5.1.2	Re-elect Mr. Thomas Oehen-Bühlmann	FOR	FOR	✓
5.1.3	Re-elect Mr. Christian Arnold-Fässler	FOR	FOR	✓
5.1.4	Re-elect Ms. Monique Bourquin	FOR	FOR	✓
5.1.5	Re-elect Ms. Christina Johansson	FOR	FOR	✓
5.1.6	Re-elect Mr. Niklaus Meier	FOR	FOR	✓
5.1.7	Re-elect Ms. Alexandra Post Quillet	FOR	FOR	✓
5.1.8	Re-elect Mr. Franz Steiger	FOR	FOR	✓
5.1.9	Re-elect Ms. Diana Strebel	FOR	FOR	✓
5.2	Elections to the remuneration committee			
5.2.1	Elect Mr. Konrad Graber to the remuneration committee	FOR	FOR	✓
5.2.2	Elect Ms. Monique Bourquin to the remuneration committee	FOR	FOR	✓
5.2.3	Elect Mr. Thomas Oehen-Bühlmann to the remuneration committee	FOR	FOR	✓
6.	Election of the auditors	FOR	FOR	✓
7.	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Advisory vote on the remuneration report	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Approve allocation of balance sheet result	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Gerard Hoetmer	FOR	FOR	✓
5.1.2	Re-elect Mr. Martin Gertsch	FOR	FOR	✓
5.1.3	Re-elect Dr. Jutta Heim	FOR	FOR	✓
5.1.4	Re-elect Dr. Ganesh M. Kishore	FOR	FOR	✓
5.1.5	Re-elect Dr. Stuart Strathdee	WITH-DRAWN	● FOR	-
5.1.6	Re-elect Dr. Thomas Videbaek	FOR	FOR	✓
5.2	Re-elect Mr. Gerard Hoetmer as board chairman	FOR	FOR	✓
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Dr. Stuart Strathdee to the remuneration committee	WITH-DRAWN	● FOR	-
	Elect Mr. Martin Gertsch to the remuneration committee	FOR	● OPPOSE	This proposal was not disclosed in the agenda before the annual general meeting. ✓
5.3.2	Re-elect Dr. Thomas Videbaek to the remuneration committee	FOR	FOR	✓
5.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓
5.5	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR	✓
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
7	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ The total amount allows for the payment of significantly higher remuneration than that of a peer group.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.a	Approve allocation of income	FOR	FOR		✓
2.b	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Alexander von Witzleben	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p>	✓
5.a.2	Re-elect Dr. sc. pol. Michael Soormann	FOR	FOR		✓
5.a.3	Re-elect Dr. iur. Thomas Erb	FOR	FOR		✓
5.a.4	Re-elect Mr. Norbert Indlekofer	FOR	FOR		✓
5.a.5	Re-elect Mr. Heinz Loosli	FOR	● OPPOSE	<p>He is not independent (former executive) and the board independence is insufficient (20.0%).</p>	✓
5.b	Re-elect Mr. Alexander von Witzleben as chairman of the board	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Loosli to the board of directors, he cannot be elected as chairman.</p>	✓
5.c	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.c.1	Re-elect Mr. Alexander von Witzleben to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected to the committee. He receives a remuneration that is excessive.	✓
5.c.2	Re-elect Dr. sc. pol. Michael Soormann to the remuneration committee	FOR	FOR		✓
5.d	Election of the independent proxy	FOR	FOR		✓
5.e	Election of the auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Presentation of the auditors report on the financial statements	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
4	Advisory vote on the remuneration report	FOR	FOR	✓ 96.0 %
5	Discharge board members	FOR	FOR	✓ 99.7 %
6.a	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
6.b	Approve distribution of reserves from capital contributions	FOR	FOR	✓ 93.1 %
7.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8 %
7.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.7 %
8.a	Elections to the board of directors			
8.a.1	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	✓ 99.8 %
8.a.2	Re-elect Mr. Josef Felder	FOR	FOR	✓ 99.6 %
8.a.3	Re-elect Mr. Stephan Gemkow	FOR	FOR	✓ 95.2 %
8.a.4	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 83.0 %
8.a.5	Re-elect Mr. Andreas G. Schmid	FOR	FOR	✓ 84.4 %
8.b	Re-elect Mr. Andreas G. Schmid as chairman of the board	FOR	FOR	✓ 80.2 %
8.c	Elections to the remuneration committee			
8.c.1	Elect Mr. Vincent Albers to the remuneration committee	FOR	FOR	✓ 83.0 %
8.c.2	Elect Mr. Guglielmo L. Brentel to the remuneration committee	FOR	FOR	✓ 99.8 %
8.c.3	Elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 81.9 %
8.c.4	Elect Mr. Andreas G. Schmid to the remuneration committee	FOR	FOR	✓ 83.8 %
8.d	Election of the independent proxy	FOR	FOR	✓ 99.8 %
8.e	Election of the auditors	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4	Reduce share capital via cancellation of shares	FOR	FOR		✓
5	Approve share buyback programme	FOR	● OPPOSE	The ability of the company to pay an attractive dividend is undermined by the repurchase of the shares.	✓
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
6.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Mr. This E. Schneider as chairman of the board	FOR	FOR		✓
7.2	Re-elect Dr. iur. Peter Altorfer	FOR	FOR		✓
7.3	Re-elect Mr. Michael Pieper	FOR	FOR		✓
7.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓
7.5	Re-elect Dr. Reto Müller	FOR	FOR		✓
7.6	Re-elect Mr. Vincent Studer	FOR	FOR		✓
8	Elections to the remuneration committee				
8.1	Re-elect Dr. iur. Peter Altorfer to the remuneration committee	FOR	FOR		✓
8.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR		✓
8.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR		✓
9	Election of the auditors	FOR	FOR		✓

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Item	Agenda	Board	Ethos	Result
10	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2.	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.	Approve dividend from the capital contribution reserves	FOR	FOR		✓ 100.0 %
4.	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Andreas Spahni as chairman of the board	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓ 79.8 %
5.1.2	Re-elect Mr. Niels Roefs	FOR	FOR		✓ 97.3 %
5.1.3	Re-elect Mr. Hadrian Rosenberg	FOR	FOR		✓ 97.3 %
5.1.4	Elect Mr. Frédéric de Boer	FOR	FOR		✓ 97.3 %
5.1.5	Elect Mr. Herbert Stoop	FOR	FOR		✓ 97.3 %
5.2	Elections to the remuneration committee				
5.2.1	Elect Mr. Niels Roefs to the Remuneration Committee	FOR	FOR		✓ 97.3 %
5.2.2	Elect Mr. Hadrian Rosenberg to the Remuneration Committee	FOR	FOR		✓ 97.3 %
5.3	Election of the auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 88.2 %
5.4	Election of the independent proxy	FOR	FOR		✓ 99.9 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.7 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 93.6 %
6.3	Advisory vote on the remuneration report	FOR	FOR		✓ 99.8 %
7.	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 72.3 %
8.	Amend articles of association: Contributions in kind	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.1 %
3.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.7 %
3.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.8 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 80.5 %</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.7 %
6	Approve renewal of authorised capital	FOR	● OPPOSE	<p>✓ 89.6 %</p> <p>The authorised capital can be used as an anti-takeover measure and the company provides no explanation.</p>
7.1	Elections to the board of directors			
7.1.a	Re-elect Ms. Daniela Bosshardt-Hengartner	FOR	FOR	✓ 98.7 %
7.1.b	Elect Ms. Daniela Bosshardt-Hengartner as board chairman	FOR	FOR	✓ 98.6 %
7.1.c	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	✓ 98.4 %
7.1.d	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR	✓ 97.9 %
7.1.e	Re-elect Mr. Bertrand Jungo	FOR	FOR	✓ 98.5 %
7.1.f	Re-elect Dr. Philippe Nussbaumer	FOR	FOR	✓ 96.3 %
7.1.g	Re-elect Dr. Andreas Walde	FOR	FOR	✓ 97.9 %
7.1.h	Elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 98.5 %
7.2	Elections to the remuneration committee			
7.2.a	Re-elect Mr. Fritz Hirsbrunner to the remuneration committee	FOR	FOR	✓ 97.0 %
7.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR	✓ 97.7 %
7.2.c	Elect Dr. Andreas Walde to the remuneration committee	FOR	● OPPOSE	<p>✓ 89.4 %</p> <p>He is not independent (General Secretary of Vifor Pharma) and the committee does not include at least 50% independent members.</p>
7.3	Re-elect Walder Wyss SA as independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
7.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 88.5 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. The remuneration report is not in line with Ethos' guidelines.	✓ 72.1 %
2	Approve allocation of income	FOR	FOR		✓ 98.4 %
3	Discharge board members and executive management	FOR	● OPPOSE	A factual element reveals serious deficiencies in the board's conduct of the company's affairs.	✗ 49.4 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Hugh Scott-Barrett as board member and chairman	FOR	FOR		✓ 98.2 %
4.2	Re-elect Ms. Nancy Mistretta	FOR	FOR		✓ 97.9 %
4.3	Re-elect Mr. Benjamin Meuli	FOR	FOR		✓ 97.9 %
4.4	Re-elect Mr. David J. Jacob	FOR	FOR		✓ 98.3 %
4.5	Elect Ms. Katia Coudray	FOR	FOR		✓ 98.7 %
4.6	Elect Ms. Jacqui Irvine	FOR	FOR		✓ 98.7 %
4.7	Elect Ms. Monika Machon	FOR	FOR		✓ 98.7 %
5	Elections to the remuneration committee				
5.1	Re-elect Ms. Nancy Mistretta to the remuneration committee	FOR	FOR		✓ 96.4 %
5.2	Re-elect Mr. Benjamin Meuli to the remuneration committee	FOR	FOR		✓ 96.4 %
5.3	Elect Ms. Katia Coudray to the remuneration committee	FOR	FOR		✓ 98.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 90.6 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration of the CEO is significantly higher than that of the peer group.	✓ 90.6 %
6.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. Past awards do not allow confirmation of the link between pay and performance.	✓ 90.3 %

Item	Agenda	Board	Ethos	Result
7	Election of the auditors	FOR	FOR	✓ 93.4 %
8	Election of the independent proxy	FOR	FOR	✓ 99.2 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.5 %
3	Discharge board members	FOR	FOR	✓ 98.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Albert M. Baehny as board member and chairman	FOR	FOR	✓ 89.2 %
4.1.2	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 99.1 %
4.1.3	Re-elect Mr. Thomas M. Hübner	FOR	FOR	✓ 99.5 %
4.1.4	Re-elect Mr. Hartmut Reuter	FOR	FOR	✓ 99.0 %
4.1.5	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 99.7 %
4.1.6	Elect Ms. Bernadette Koch	FOR	FOR	✓ 99.6 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Hartmut Reuter to the remuneration committee	FOR	FOR	✓ 98.1 %
4.2.2	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 99.4 %
4.2.3	Elect Mr. Thomas M. Hübner to the remuneration committee	FOR	FOR	✓ 98.8 %
5	Re-elect hba Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 99.9 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines. ✓ 90.9 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 96.3 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.5 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.4 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 85.5 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.3 %
4	Elections to the board of directors				
4.1	Re-elect Dr. Hubert Achermann	FOR	FOR		✓ 99.7 %
4.2	Re-elect Prof. Roman Boutellier	FOR	FOR		✓ 94.4 %
4.3	Re-elect Mr. Riet Cadonau	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 73.3 %
4.4	Re-elect Mr. Andreas Koopmann	FOR	FOR		✓ 98.3 %
4.5	Re-elect Mr. Roger Michaelis	FOR	FOR		✓ 99.7 %
4.6	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 98.7 %
4.7	Re-elect Ms. Jasmin Staiblin	FOR	FOR		✓ 98.6 %
4.8	Re-elect Mr. Zhiqiang Zhang	FOR	FOR		✓ 97.7 %
4.9	Elect Mr. Yves Serra	FOR	FOR		✓ 99.2 %
5.1	Re-elect Mr. Andreas Koopmann as chairman of the board	FOR	FOR		✓ 92.3 %
5.2	Elections to the remuneration committee				
5.2.1	Elect Prof. Roman Boutellier to the remuneration committee	FOR	FOR		✓ 95.5 %
5.2.2	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 98.3 %
5.2.3	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR		✓ 97.8 %
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.3 %
7	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 87.9 %
8	Re-election of the auditors	FOR	FOR		✓ 97.0 %
9	Re-election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5 %
3.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3.2	Approve donation to the investment fund of the "Stiftung der Glarner Kantonalbank für ein starkes Glarnerland"	FOR	FOR	✓ 99.0 %
4	Discharge board members, executive management and auditors	FOR	FOR	✓ 99.6 %
5	Elections to the board of directors			
5.1	Re-elect Mr. Martin Leutenegger as member and chairman of the board	FOR	FOR	✓ 99.6 %
5.2	Re-elect Dr. Rolf Widmer	FOR	FOR	✓ 99.4 %
5.3	Re-elect Mr. Jürg Zimmermann	FOR	FOR	✓ 99.4 %
5.4	Re-elect Mr. Rudolf Stäger	FOR	FOR	✓ 99.2 %
5.5	Re-elect Dr. Urs P. Gnos	FOR	FOR	✓ 99.1 %
5.6	Re-elect Prof. Markus Heusler	FOR	FOR	✓ 99.2 %
5.7	Elect Ms. Sonja Stirnimann	FOR	FOR	✓ 99.0 %
6	Re-election of the auditors	FOR	FOR	✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1	Attendance announcement of the annual meeting	NON-VOTING	NON-VOTING	
2	Approve minutes of the 2018 annual meeting	FOR	FOR	✓ 98.9 %
3	Present the annual report and accounts 2018	NON-VOTING	NON-VOTING	
4	Present auditors report	NON-VOTING	NON-VOTING	
5.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.9 %
5.2	Approve allocation of income and dividend	FOR	FOR	✓ 98.7 %
5.3.1	Discharge board members	FOR	FOR	✓ 98.6 %
5.3.2	Discharge auditors	FOR	FOR	✓ 98.6 %
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 98.4 %
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.3 %
6.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.4 %
6.3.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.0 %
7.1	Elections to the board of directors			
7.1.1	Re-elect Ms. Dominique Amaudruz Guiramand	FOR	FOR	✓ 98.7 %
7.1.2	Re-elect Mr. Rémy A. Bersier	FOR	● OPPOSE	✓ 64.0 % He has been a member of the board for 24 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 24 years) and the board independence is insufficient (12.5%).
7.1.3	Re-elect Mr. Pierre-Alain Grichting	FOR	FOR	✓ 98.7 %
7.1.4	Re-elect Mr. Emmanuel Séquin	FOR	FOR	✓ 98.7 %
7.1.5	Re-elect Mr. François Sunier	FOR	FOR	✓ 64.3 %
7.1.6	Re-elect Mr. Pierre-François Veillon	FOR	FOR	✓ 76.6 %

Item	Agenda	Board	Ethos		Result
7.2	Elect Ms. Céline Amaudruz	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the board independence is insufficient (12.5%). She is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 63.5 %
8	Re-elect Mr. Pierre-Marcel Revaz as chairman of the board	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (12.5%).	✓ 98.2 %
9.1	Elections to the remuneration committee				
9.1.1	Re-elect Mr. Pierre-Marcel Revaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Revaz to the board of directors, he cannot be elected to the committee.	✓ 98.2 %
9.1.2	Re-elect Mr. Emmanuel Séquin to the remuneration committee	FOR	FOR		✓ 98.6 %
9.2	Elect Ms. Dominique Amaudruz Guiramand to the remuneration committee	FOR	FOR		✓ 98.3 %
10	Election of the independent proxy	FOR	FOR		✓ 98.9 %
11	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓ 98.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.7 %
	Elections to the board of directors				
4.1	Re-elect Mr. Peter Leupp as member and chairman of the board	FOR	FOR		✓ 99.7 %
4.2.1	Re-elect Dr. iur. Stefan Breitenstein	FOR	FOR		✓ 99.4 %
4.2.2	Re-elect Mr. Niklaus Huber	FOR	FOR		✓ 98.8 %
4.2.3	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 89.1 %
4.3.1	Elect Dr. Bettina Gerharz-Kalte	FOR	FOR		✓ 99.9 %
4.3.2	Elect Mr. Philippe Royer	FOR	FOR		✓ 99.8 %
4.4	Elections to the remuneration committee				
4.4.1	Elect Mr. Niklaus Huber to the remuneration committee	FOR	FOR		✓ 94.1 %
4.4.2	Elect Mr. Urs Kaufmann to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kaufmann to the board of directors, he cannot be elected to the committee.	✓ 89.1 %
4.4.3	Elect Mr. Peter Leupp to the remuneration committee	FOR	FOR		✓ 95.8 %
4.5	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.6	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓ 92.0 %
5	Advisory vote on the remuneration report	FOR	FOR		✓ 91.8 %
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6 %
7	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.6 %
8	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
	Elections to the board of directors			
4.1	Re-elect Ms. Doris Russi Schurter as board member and chairman	FOR	FOR	✓ 99.0 %
4.2.1	Re-elect Mr. Beat Fellmann	FOR	FOR	✓ 99.8 %
4.2.2	Re-elect Mr. Jean-René Fournier	FOR	FOR	✓ 98.8 %
4.2.3	Re-elect Dr. iur. Ivo Furrer	FOR	FOR	✓ 99.8 %
4.2.4	Re-elect Dr. Hans Künzle	FOR	FOR	✓ 99.1 %
4.2.5	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR	✓ 99.2 %
4.2.6	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 99.7 %
4.2.7	Re-elect Dr. Thomas Schmuckli	FOR	FOR	✓ 99.8 %
4.2.8	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	✓ 99.4 %
4.2.9	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 99.7 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Prof. Dr. oec. Christoph Lechner to the remuneration committee	FOR	FOR	✓ 98.8 %
4.3.2	Re-elect Dr. Gabriela Payer to the remuneration committee	FOR	FOR	✓ 99.3 %
4.3.3	Re-elect Dr. iur. Andreas von Planta to the remuneration committee	FOR	FOR	✓ 99.1 %
4.3.4	Elect Ms. Regula Wallimann to the remuneration committee	FOR	FOR	✓ 99.4 %
5.1	Amendment of the articles of association : Approve share split	FOR	FOR	✓ 99.3 %
5.2	Additional changes to the articles of association	FOR	FOR	✓ 99.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.0 %
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 95.6 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Re-elect KPMG as auditors	FOR	FOR	✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Felix Grisard	FOR	FOR	✓ 96.4 %
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR	✓ 96.4 %
4.3	Re-elect Dr. Walter Jakob	FOR	FOR	✓ 95.3 %
4.4	Re-elect Dr. Jvo Grundler	FOR	● OPPOSE	He is also a permanent member of the executive management (General Counsel). ✓ 93.6 %
4.5	Elect Mr. Balz Halter	FOR	FOR	✓ 100.0 %
4.6	Re-elect Dr. Felix Grisard as chairman of the board	FOR	FOR	✓ 95.1 %
4.7	Elect Dr. Walter Jakob as vice-chairman of the board	FOR	FOR	✓ 94.8 %
5	Elections to the remuneration committee			
5.1	Re-elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR	✓ 94.6 %
5.2	Re-elect Dr. Walter Jakob to the remuneration committee	FOR	FOR	✓ 93.4 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remunerations of the chairman and of the executive director are significantly higher than that of the peer group. ✓ 93.6 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. ✓ 98.0 %

Item	Agenda	Board	Ethos	Result
6.3	Advisory vote on the remuneration report	FOR	<p>● OPPOSE</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	<p>✓ 92.4 %</p>
7	Re-election of the independent proxy	FOR	FOR	<p>✓ 100.0 %</p>
8	Re-election of the auditors	FOR	FOR	<p>✓ 100.0 %</p>

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Item	Agenda	Board	Ethos		Result
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Bernhard Burgener	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.1.2	Re-elect Mr. Peter von Büren	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
4.1.3	Re-elect Mr. Rolf Elgeti	FOR	FOR		✓
4.1.4	Re-elect Mr. Sven Heller	FOR	FOR		✓
4.1.5	Re-elect Ms. Aline Studhalter	FOR	FOR		✓
4.2	Re-elect Mr. Bernhard Burgener as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burgener to the board of directors, he cannot be elected as chairman. He is also CEO and the combination of functions is permanent.	✓
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Rolf Elgeti to the remuneration committee	FOR	FOR		✓
4.3.2	Re-elect Ms. Aline Studhalter to the remuneration committee	FOR	FOR		✓
5	Election of the auditors	FOR	FOR		✓
6	Election of the independent proxy	FOR	FOR		✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓

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Item	Agenda	Board	Ethos	Result	
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓
8	Approve renewal and increase of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient. Serious doubts are raised concerning the comprehensiveness of the information provided.	✓ 71.5 %
2.1	Approve allocation of income	FOR	FOR		✓ 74.3 %
2.2	Approve dividend out of the capital contribution reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✗ 35.7 %
3	Discharge board members and executive management	FOR	FOR		✗ 45.8 %
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. The remuneration report is not in line with Ethos' guidelines.	✗ 36.0 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 75.2 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration of the CEO is significantly higher than that of the peer group. The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 64.0 %
5	Elections to the board of directors				
5.1	Elect Mr. Bernhard Merki (proposed by ZMP Invest)	OPPOSE	OPPOSE		✓ 56.1 %
5.2	Elect Mr. Jörg Riboni (proposed by ZMP Invest)	FOR	FOR		✓ 98.5 %
5.3	Elect Mr. Markus Bühlmann (proposed by ZMP Invest)	OPPOSE	● FOR	Representative of an important shareholder with an extensive knowledge of the Swiss dairy industry.	✓ 54.7 %
5.4	Re-elect Mr. Michiel de Ruiter	FOR	FOR		✓ 83.8 %
5.5	Re-elect Dr. iur. Walter Locher	FOR	FOR		✓ 72.1 %
5.6	Re-elect Ms. Ulrike Sailer	FOR	FOR		✓ 74.7 %

Item	Agenda	Board	Ethos		Result
5.7	Re-elect Mr. Niklaus Sauter	FOR	● OPPOSE	He is the chairman of the audit committee and the company is facing serious problems related to the accounts.	✗ 37.2 %
5.8	Re-elect Dr. oec. Daniel Suter	FOR	FOR		✗ 47.0 %
5.9	Elect Mr. Hans-Peter Hess	FOR	FOR		✗ 40.6 %
5.10	Elect Mr. Markus Kalberer (proposed by the Weiss/Maurer families)	OPPOSE	OPPOSE		✓ 52.4 %
5.11	Elect Mr. Bernhard Merki as chairman of the board (proposed by ZMP Invest)	OPPOSE	OPPOSE		✓ 53.5 %
5.12	Re-elect Dr. oec. Daniel Suter as chairman of the board	WITH-DRAWN	● FOR		–
Elections to the remuneration committee					
5.13	Elect Mr. Bernhard Merki to the remuneration committee (proposed by ZMP Invest)	OPPOSE	OPPOSE		✓ 58.9 %
5.14	Elect Mr. Jörg Riboni to the remuneration committee (proposed by ZMP Invest)	FOR	FOR		✓ 97.5 %
5.15	Re-elect Mr. Niklaus Sauter to the remuneration committee	WITH-DRAWN	● OPPOSE	As Ethos did not support the election of Mr. Sauter to the board of directors, he cannot be elected to the committee.	–
5.16	Re-elect Dr. iur. Walter Locher to the remuneration committee	FOR	FOR		✓ 74.2 %
6	Election of the independent proxy	FOR	FOR		✓ 98.9 %
7	Election of the auditors	FOR	FOR		✓ 90.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.1 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Urs Kaufmann as board member and chairman	FOR	FOR	✓ 89.2 %
4.2	Re-elect Dr. Beat Kälin	FOR	FOR	✓ 99.6 %
4.3	Re-elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 99.8 %
4.4	Re-elect Mr. George H. Müller	FOR	FOR	✓ 97.5 %
4.5	Re-elect Mr. Rolf Seiffert	FOR	FOR	✓ 99.7 %
4.6	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.3 %
4.7	Elect Dr. Franz Studer	FOR	FOR	✓ 99.1 %
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 89.0 %
5.2	Re-elect Dr. Beat Kälin to the nomination and remuneration committee	FOR	FOR	✓ 96.1 %
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	✓ 83.5 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.8 %
6.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	✓ 94.2 %
6.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 81.3 %
7	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.7 %
8	Re-elect Bratschi AG as independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 97.5 %
2	Approve allocation of income	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
4	Approve renewal and increase of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 91.5 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. pharm. Jean-Pierre Garnier	FOR	FOR		✓ 99.0 %
5.1.2	Re-elect Dr. med. Jean-Paul Clozel	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.7 %
5.1.3	Re-elect Mr. Robert Bertolini	FOR	FOR		✓ 99.8 %
5.1.4	Re-elect Mr. John J. Greisch	FOR	FOR		✓ 99.7 %
5.1.5	Re-elect Ms. Viviane Monges	FOR	FOR		✓ 99.8 %
5.2	Elect Dr. Mathieu Simon	FOR	FOR		✓ 99.7 %
5.3	Re-elect Dr. pharm. Jean-Pierre Garnier as chairman of the board	FOR	FOR		✓ 96.8 %
5.4	Elections to the nomination and remuneration committee				
5.4.1	Re-elect Dr. pharm. Jean-Pierre Garnier to the nomination and remuneration committee	FOR	FOR		✓ 98.6 %
5.4.2	Re-elect Mr. John J. Greisch to the nomination and remuneration committee	FOR	FOR		✓ 99.6 %
5.4.3	Re-elect Ms. Viviane Monges to the nomination and remuneration committee	FOR	FOR		✓ 99.5 %

Item	Agenda	Board	Ethos		Result
5.4.4	Elect Dr. Mathieu Simon to the nomination and remuneration committee	FOR	FOR		✓ 99.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 98.1 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 97.4 %
7	Election of the independent proxy	FOR	FOR		✓ 99.4 %
8	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive.	✓ 78.9 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 74.5 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Urs Tanner as board member and chairman	FOR	FOR		✓ 98.4 %
5.2	Re-elect Mr. Paolo Bottini	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (33.3%).	✓ 63.5 %
5.3	Re-elect Mr. Philippe Dubois	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (33.3%).	✓ 63.9 %
5.4	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 77.5 %
5.5	Re-elect Mr. Ingo Specht	FOR	FOR		✓ 76.6 %
5.6	Elect Dr. ing. Elena Cortona	FOR	FOR		✓ 99.9 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Urs Tanner to the remuneration committee	FOR	FOR		✓ 95.7 %
6.2	Re-elect Mr. Stefano Mercorio to the remuneration committee	FOR	FOR		✓ 73.9 %
7	Election of the auditors	FOR	FOR		✓ 99.9 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1.1	Present annual report, consolidated financial statements and annual accounts of Intershop Holding AG	NON-VOTING	NON-VOTING	
1.2	Approve annual report and consolidated financial statements	FOR	FOR	✓ 100.0 %
1.3	Approve annual accounts of Intershop Holding AG	FOR	FOR	✓ 100.0 %
1.4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
2.1	Reduce share capital via cancellation of shares	FOR	FOR	✓ 100.0 %
2.2	Adjustment of general statutory reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	● OPPOSE	✓ 96.7 % Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.9 %
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 86.9 % The information provided is insufficient. The remuneration committee or the board of directors have excessive discretion with regard to awards.
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Dieter Marmet	FOR	FOR	✓ 98.8 %
5.1.b	Re-elect Mr. Ernst Schaufelberger	FOR	FOR	✓ 100.0 %
5.1.c	Elect Mr. Kurt Ritz	FOR	FOR	✓ 94.9 %
5.2	Re-elect Mr. Dieter Marmet as chairman of the board	FOR	FOR	✓ 98.6 %
5.3	Elections to the remuneration committee			
5.3.a	Re-elect Mr. Dieter Marmet to the remuneration committee	FOR	FOR	✓ 93.2 %
5.3.b	Re-elect Mr. Ernst Schaufelberger to the remuneration committee	FOR	FOR	✓ 94.4 %
5.3.c	Elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR	✓ 94.4 %
5.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.	✓ 91.2 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.9 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Albert M. Baehny	FOR	FOR	✓ 99.8 %
4.1.2	Re-elect Mr. Stéphane Bonvin	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). ✓ 98.0 %
4.1.3	Re-elect Dr. Riccardo Boscardin	FOR	FOR	✓ 99.5 %
4.1.4	Re-elect Dr. Thomas Vettiger	FOR	FOR	✓ 100.0 %
4.2	Re-elect Dr. Riccardo Boscardin as board chairman	FOR	FOR	✓ 99.4 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Albert M. Baehny to the remuneration committee	FOR	FOR	✓ 99.8 %
4.3.2	Re-elect Dr. Riccardo Boscardin to the remuneration committee	FOR	FOR	✓ 99.5 %
4.4	Elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0 %
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 99.8 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 95.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 96.3 %
4	Discharge board members and executive management	FOR	FOR		✓ 98.9 %
5	Amend articles of association	FOR	FOR		✓ 99.0 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Dr. Rinaldo Riguzzi	FOR	● OPPOSE	<p>He has been a member of the board for 28 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 28 years) and the board independence is insufficient (20.0%).</p>	✓ 98.8 %
6.1.b	Re-elect Dr. med. Walter Schweizer	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (20.0%).</p>	✓ 97.7 %
6.1.c	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR		✓ 98.7 %
6.1.d	Re-elect Mr. Michel Kuehn	FOR	FOR		✓ 99.3 %
6.1.e	Re-elect Ms. Andrea Rytz	FOR	FOR		✓ 99.3 %
6.2	Re-elect Dr. Rinaldo Riguzzi as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. Riguzzi to the board of directors, he cannot be elected as chairman.	✓ 96.0 %
6.3	Elections to the nomination and remuneration committee				
6.3.a	Re-elect Dr. Rinaldo Riguzzi to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Riguzzi to the board of directors, he cannot be elected to the committee.	✓ 98.2 %
6.3.b	Re-elect Dr. med. Walter Schweizer to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. med. Schweizer to the board of directors, he cannot be elected to the committee.	✓ 97.6 %

Item	Agenda	Board	Ethos	Result
6.3.c	Re-elect Mr. Fritz Hirsbrunner to the nomination and remuneration committee	FOR	FOR	✓ 98.8 %
6.4	Election of the independent proxy	FOR	FOR	✓ 98.5 %
6.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.5 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.0 %
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.9 %
7.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.2 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 89.8 % The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.7 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6 %
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 93.8 %
4.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 91.6 % The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.2 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Gilbert Achermann	FOR	FOR	✓ 99.1 %
5.1.2	Re-elect Dr. Heinrich Baumann	FOR	FOR	✓ 98.7 %
5.1.3	Re-elect Mr. Richard M. Campbell-Breeden	FOR	FOR	✓ 99.2 %
5.1.4	Re-elect Mr. Paul Man-Yiu Chow	FOR	FOR	✓ 99.4 %
5.1.5	Re-elect Dr. iur. Ivo Furrer	FOR	FOR	✓ 99.3 %
5.1.6	Re-elect Ms. Claire Giraut	FOR	FOR	✓ 99.8 %
5.1.7	Re-elect Mr. Charles Stonehill	FOR	FOR	✓ 97.5 %
5.2.1	Elect Dr. oec. Romeo Lacher	FOR	FOR	✓ 99.7 %
5.2.2	Elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 99.7 %
5.2.3	Elect Ms. Olga Zoutendijk	FOR	FOR	✓ 99.6 %
5.3	Elect Dr. oec. Romeo Lacher as chairman of the board	FOR	FOR	✓ 99.7 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Gilbert Achermann to the remuneration committee	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos	Result
5.4.2	Re-elect Dr. Heinrich Baumann to the remuneration committee	FOR	FOR	✓ 98.9 %
5.4.3	Re-elect Mr. Richard M. Campbell-Breeden to the remuneration committee	FOR	FOR	✓ 99.0 %
5.4.4	Elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 99.3 %
6	Election of the auditors	FOR	FOR	✓ 97.4 %
7	Election of the independent proxy	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.2 %
4	Elections to the board of directors				
4.1	Re-elect Prof. Thomas Bieger as member and chairman of the board	FOR	FOR		✓ 92.8 %
4.2	Re-elect Mr. Peter Baumann	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7%).	✓ 88.3 %
4.3	Re-elect Mr. Nils Graf	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7%).	✓ 89.5 %
4.4	Re-elect Dr. Catrina Luchsinger Gähwiler	FOR	FOR		✓ 98.0 %
4.5	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR		✓ 96.8 %
4.6	Re-elect Mr. Ueli Winzenried	FOR	FOR		✓ 97.1 %
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Peter Baumann to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Baumann to the board of directors, he cannot be elected to the committee.	✓ 87.9 %
5.2	Re-elect Prof. Thomas Bieger to the remuneration committee	FOR	FOR		✓ 90.4 %
5.3	Re-elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR		✓ 94.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.7 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.1 %
7.1	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
7.2	Re-election of the substitute of the independent proxy	FOR	FOR		✓ 99.7 %
8	Election of the auditors	FOR	FOR		✓ 98.7 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 92.9 % The non-executive directors receive excessive consultancy fees in a regular manner.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.1 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Philipp Buhofer	FOR	FOR	✓ 74.8 %
4.1.2	Re-elect Mr. Jakob Bleiker	FOR	FOR	✓ 100.0 %
4.1.3	Re-elect Mr. Ulrich Looser	FOR	FOR	✓ 92.8 %
4.1.4	Re-elect Dr. Felix A. Thöni	FOR	FOR	✓ 70.5 %
4.1.5	Re-elect Mr. Walter T. Vogel	FOR	FOR	✓ 74.4 %
4.2	Re-elect Mr. Philipp Buhofer as chairman of the board	FOR	FOR	✓ 75.2 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	✓ 93.1 %
4.3.2	Re-elect Dr. Felix A. Thöni to the remuneration committee	FOR	FOR	✓ 70.4 %
4.3.3	Re-elect Mr. Walter T. Vogel to the remuneration committee	FOR	FOR	✓ 72.8 %
4.4	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
4.5	Re-election of the auditors	FOR	FOR	✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 67.6 % The non-executive directors receive excessive consultancy fees in a regular manner.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.1 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.3 %
	Elections to the board of directors			
4.1	Elect Dr. iur. Mariel Hoch	FOR	FOR	✓ 98.8 %
4.2.1	Re-elect Dr. Beat Kälin as chairman of the board	FOR	FOR	✓ 94.1 %
4.2.2	Re-elect Mr. David Dean	FOR	FOR	✓ 98.2 %
4.2.3	Re-elect Dr. Andreas Häberli	FOR	FOR	✓ 98.5 %
4.2.4	Re-elect Mr. Kurt Härri	FOR	FOR	✓ 99.0 %
4.2.5	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR	✓ 99.2 %
4.3	Elections to the remuneration committee			
4.3.1	Elect Dr. Andreas Häberli to the remuneration committee	FOR	FOR	✓ 98.6 %
4.3.2	Elect Dr. sc. techn. Beat Kälin to the remuneration committee	FOR	FOR	✓ 96.6 %
4.3.3	Elect Prof. Dr. Roland Siegwart to the remuneration committee	FOR	FOR	✓ 97.0 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.4 %
4.5	Election of the auditors	FOR	● OPPOSE	✓ 87.8 % The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 96.8 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.6 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.6 %

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 99.9 %
4	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 99.3 %
5	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 100.0 %
6	Election of the auditors	FOR	FOR		✓ 100.0 %
7	Amend articles of association: general meeting location	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.4 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 96.2 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee has excessive discretion with regard to awards.</p> <p>The remuneration committee has paid out undue remuneration during the previous financial year.</p>	✓ 94.4 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Laurent Dassault	FOR	● OPPOSE	<p>He has been a member of the board for 24 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 24 years) and the board independence is insufficient (14.3%).</p>	✓ 96.1 %

Item	Agenda	Board	Ethos		Result
5.2	Re-elect Dr. iur. Patrick Foetisch	FOR	● OPPOSE	<p>He has been a member of the board for 27 years, which exceeds Ethos' guidelines.</p> <p>He is 86 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 27 years, consultancy fees) and the board independence is insufficient (14.3%).</p>	✓ 96.0 %
5.3	Re-elect Mr. André Kudelski	FOR	● OPPOSE	<p>He is also a permanent member of the executive management (CEO).</p>	✓ 97.6 %
5.4	Re-elect Dr. sc. tech. Marguerite Kudelski	FOR	FOR		✓ 98.2 %
5.5	Re-elect Mr. Pierre Lescure	FOR	● OPPOSE	<p>He is not independent (board tenure of 15 years) and the board independence is insufficient (14.3%).</p>	✓ 97.3 %
5.6	Re-elect Mr. Alec Ross	FOR	FOR		✓ 99.8 %
5.7	Re-elect Mr. Claude Smadja	FOR	● OPPOSE	<p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (14.3%).</p>	✓ 95.9 %
6	Re-elect Mr. André Kudelski as chairman of the board	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Kudelski to the board of directors, he cannot be elected as chairman.</p>	✓ 96.1 %
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Dr. iur. Patrick Foetisch to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. iur. Foetisch to the board of directors, he cannot be elected to the committee.</p>	✓ 96.0 %
7.2	Re-elect Mr. Pierre Lescure to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Lescure to the board of directors, he cannot be elected to the committee.</p>	✓ 96.2 %

Item	Agenda	Board	Ethos		Result
7.3	Re-elect Mr. Claude Smadja to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Smadja to the board of directors, he cannot be elected to the committee.	✓ 96.0 %
7.4	Elect Mr. Alec Ross to the nomination and remuneration committee	FOR	FOR		✓ 99.8 %
8	Election of the independent proxy	FOR	FOR		✓ 99.8 %
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 34 years, which exceeds Ethos' guidelines.	✓ 97.6 %
10	Increase the pool of conditional capital for the employees	FOR	FOR		✓ 95.7 %
11	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result	
1	Approve annual report, financial statements and accounts	FOR	FOR	✓	
2	Approve allocation of income and dividend	FOR	FOR	✓	
3	Discharge board members and executive management	FOR	FOR	✓	
4.1	Elections to the board of directors				
4.1.a	Re-elect Dr. Renato Fassbind	FOR	FOR	✓	
4.1.b	Re-elect Mr. Karl Gernandt	FOR	FOR	✓	
4.1.c	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR	✓	
4.1.d	Re-elect Dr. Thomas Staehelin	FOR	● OPPOSE	<p>He has been a member of the board for 41 years, which exceeds Ethos' guidelines.</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
4.1.e	Re-elect Ms. Hauke Stars	FOR	FOR	✓	
4.1.f	Re-elect Dr. Martin Wittig	FOR	FOR	✓	
4.1.g	Re-elect Dr. Jörg Wolle	FOR	FOR	✓	
4.2	Elect Mr. David Kamenetzky	FOR	FOR	✓	
4.3	Re-elect Dr. Jörg Wolle as chairman of the board	FOR	FOR	✓	
4.4	Elections to the remuneration committee				
4.4.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.</p>	✓
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	FOR	✓	
4.4.c	Elect Ms. Hauke Stars to the remuneration committee	FOR	FOR	✓	
4.5	Election of the independent proxy	FOR	FOR	✓	
4.6	Re-election of the auditors	FOR	FOR	✓	
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p>	✓
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓	

Item	Agenda	Board	Ethos		Result
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓
3	Appropriation of annual results	FOR	FOR		✓
4	Elections to the board of directors				
4.a	Re-elect Prof. Dr. Clemens van Blitterswijk as board member and chairman	FOR	FOR		✓
4.b	Re-elect Ms. Leanna Caron	FOR	FOR		✓
4.c	Re-elect Dr. Joost de Bruijn	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.d	Re-elect Dr. Gerhard Ries	FOR	FOR		✓
4.e	Re-elect Mr. Jason Hannon	FOR	FOR		✓
4.f	Re-elect Dr. Scott P. Bruder	FOR	FOR		✓
4.g	Re-elect Mr. Oliver Walker	FOR	FOR		✓
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓
6.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓
6.b	Binding prospective vote on the options of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
6.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.d	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
6.e	Binding prospective vote on the options of the executive management	FOR	● OPPOSE	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.	✓
7	Elections to the remuneration committee				
7.a	Re-elect Dr. Gerhard Ries to the remuneration committee	FOR	FOR		✓
7.b	Re-elect Ms. Leanna Caron to the remuneration committee	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
8	Election of the independent proxy	FOR	FOR		✓
9	Increase and adjustment of authorised capital	FOR	FOR		✗
10	Increase and adjustment of conditional capital for the conversion of convertible bonds	FOR	FOR		✗
11	Increase and adjustment of conditional capital for the employees	FOR	● OPPOSE	<p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> <p>The potential dilution is excessive.</p>	✗

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 75.8 % The pay-for-performance connection is not demonstrated.
2	Discharge board members and executive management	FOR	FOR	✓ 98.1 %
3.1	Approve allocation of income	FOR	FOR	✓ 99.8 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 99.5 %
4	Approve creation of authorised capital	FOR	FOR	✓ 99.0 %
5	Elections to the board of directors			
5.1.1	Re-elect Dr. Beat Hess as member and chairman of the board	FOR	FOR	✓ 99.0 %
5.1.2	Re-elect Mr. Paul Desmarais Jr.	FOR	● OPPOSE	✓ 90.6 % He holds an excessive number of mandates. He is a representative of a significant shareholder who is sufficiently represented on the board.
5.1.3	Re-elect Mr. Oscar Fanjul Martin	FOR	FOR	✓ 96.7 %
5.1.4	Re-elect Mr. Patrick Kron	FOR	FOR	✓ 99.2 %
5.1.5	Re-elect Mr. Adrian Loader	FOR	FOR	✓ 98.6 %
5.1.6	Re-elect Mr. Jürg Oleas	FOR	FOR	✓ 99.4 %
5.1.7	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR	✓ 97.2 %
5.1.8	Re-elect Dr. Dieter Spälti	FOR	FOR	✓ 98.4 %
5.2.1	Elect Mr. Colin Hall	FOR	FOR	✓ 96.0 %
5.2.2	Elect Ms. Naina Lal Kidwai	FOR	FOR	✓ 99.3 %
5.2.3	Elect Ms. Claudia Sender Ramirez	FOR	FOR	✓ 98.6 %
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Paul Desmarais Jr. to the nomination and remuneration committee	FOR	● OPPOSE	✓ 86.8 % As Ethos did not support the election of Mr. Desmarais Jr. to the board of directors, he cannot be elected to the committee.
5.3.2	Re-elect Mr. Oscar Fanjul Martin to the nomination and remuneration committee	FOR	FOR	✓ 93.8 %
5.3.3	Re-elect Mr. Adrian Loader to the nomination and remuneration committee	FOR	FOR	✓ 93.6 %

Item	Agenda	Board	Ethos	Result
5.3.4	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the nomination and remuneration committee	FOR	FOR	✓ 93.2 %
5.4.1	Re-election of the auditors	FOR	FOR	✓ 99.3 %
5.4.2	Re-election of the independent proxy	FOR	FOR	✓ 99.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 92.7 %
7	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3-4	Binding votes on the remuneration of the board of directors and the executive management				
3.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓
3.b	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR		✓
4.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
4.b	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR		✓
5	Discharge board members and executive management	FOR	FOR		✓
6	Elections to the board of directors				
6.a	Re-elect Mr. Silvio Denz as board member and chairman	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO of the Lalique division).	✓
6.b	Re-elect Mr. Roland Weber	FOR	● OPPOSE	He is not independent (board tenure of 16 years, 25-year links to the founder, controlling shareholder and executive chairman) and the board independence is insufficient (16.7%).	✓
6.c	Re-elect Mr. Roger von der Weid	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.d	Re-elect Mr. Claudio Denz	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Digital of the Beauty division).	✓
6.e	Re-elect Mr. Jan Kollros	FOR	FOR		✓
6.f	Re-elect Mr. Marcel Roesti	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7%).	✓
7	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
7.a	Re-elect Mr. Silvio Denz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Denz to the board of directors, he cannot be elected to the committee.	✓
7.b	Re-elect Mr. Roland Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, he cannot be elected to the committee.	✓
8	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓
10	Creation of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 96.2 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.8 %
5.1 - 5.2	Elections to the board of directors			
5.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 84.7 %
5.1.2	Re-elect Mr. Eric A. Elzvik	FOR	FOR	✓ 96.8 %
5.1.3	Re-elect Mr. Dave Geary	FOR	FOR	✓ 96.7 %
5.1.4	Re-elect Mr. Pierre-Alain Graf	FOR	FOR	✓ 97.1 %
5.1.5	Re-elect Ms. Mary E. Kipp	WITH-DRAWN	● FOR	-
5.1.6	Re-elect Mr. Peter Mainz	FOR	FOR	✓ 97.1 %
5.1.7	Re-elect Mr. Andreas Spreiter	FOR	FOR	✓ 93.0 %
5.1.8	Re-elect Ms. Christina Stercken	FOR	FOR	✓ 97.0 %
5.2	Elect Mr. Søren Thorup Sørensen	FOR	FOR	✓ 99.5 %
5.3	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓ 94.2 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Eric A. Elzvik to the remuneration committee	FOR	FOR	✓ 95.7 %
5.4.2	Re-elect Mr. Dave Geary to the remuneration committee	FOR	FOR	✓ 95.9 %
5.4.3	Re-elect Mr. Pierre-Alain Graf to the remuneration committee	FOR	FOR	✓ 96.4 %
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.8 %
5.6	Re-elect Mr. Roger Föhn as independent proxy	FOR	FOR	✓ 99.9 %
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Opening and announcements	NON-VOTING	NON-VOTING	
2	Discussion of board compensation during the 2018 financial year	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and allocation of net profit	FOR	FOR	✓ 100.0 %
4	Discharge board members	FOR	FOR	✓ 100.0 %
5	Approve share buyback programme	FOR	● OPPOSE	✓ 99.9 % The transparency of the share-based plan linked to the share repurchase is insufficient.
6	Elections to the board of directors			
6.1	Re-elect Mr. Ottonel Popesco as member and chairman of the board	FOR	FOR	✓ 99.9 %
6.2	Re-elect Mr. Fabio Cannavale	FOR	● OPPOSE	✓ 99.9 % He is also a permanent member of the executive management (CEO).
6.3	Re-elect Mr. Marco Corradino	FOR	● OPPOSE	✓ 99.9 % He is also a permanent member of the executive management (COO).
6.4	Re-elect Mr. Roberto Italia	FOR	FOR	✓ 99.8 %
6.5	Re-elect Mr. Laurent Foata	FOR	FOR	✓ 99.9 %
6.6	Re-elect Mr. Marcello Distaso	FOR	FOR	✓ 100.0 %
6.7	Re-elect Dr. Anna Gatti	FOR	FOR	✓ 100.0 %
7	Prospective vote on the remuneration of the board of directors	FOR	● OPPOSE	✗ 10.8 % The information provided is insufficient.
8	Re-election of the auditors	FOR	FOR	✓ 100.0 %
9	Discussion of the dividend policy	NON-VOTING	NON-VOTING	
10	Discussion of Dutch Corporate Governance Code	NON-VOTING	NON-VOTING	
11	Any other business	NON-VOTING	NON-VOTING	
12	Closing	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 82.0 %
1.2.a	Advisory vote on the remuneration report - Executive management	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 99.3 %
1.2.b	Advisory vote on the remuneration report - CEO	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 81.5 %
2	Discharge board members				
2.1	Discharge Mr. Axel Joachim Maschka	FOR	● OPPOSE	The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.	✓ 81.7 %
2.2	Discharge Mr. Toi Wai David Suen	FOR	● OPPOSE	The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.	✓ 81.7 %
2.3	Discharge Mr. David Anthony Ishag	FOR	● OPPOSE	The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.	✓ 81.7 %
2.4	Discharge Mr. Tianyi Fan	FOR	● OPPOSE	The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.	✓ 81.7 %
2.5	Discharge Mr. Stefan A. Müller	FOR	● OPPOSE	The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.	✓ 81.7 %

Item	Agenda	Board	Ethos	Result
3	Approve allocation of balance sheet result	FOR	FOR	✓ 84.0 %
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Stefan Müller	FOR	FOR	✓ 81.8 %
4.1.2	Re-elect Mr. David Anthony Ishag	FOR	● OPPOSE	✓ 99.6 % Insufficient information is provided concerning the nominee. He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%).
4.1.3	Re-elect Mr. Tianyi Fan	FOR	● OPPOSE	✓ 99.6 % Insufficient information is provided concerning the nominee. He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%).
4.1.4	Re-elect Mr. Toi Wai David Suen	FOR	FOR	✓ 81.9 %
4.1.5	Re-elect Mr. Axel Joachim Maschka	FOR	FOR	✓ 99.8 %
4.2.1	Elect Mr. Bénédicte Fontanet	FOR	● OPPOSE	✓ 99.6 % Insufficient information is provided concerning the nominee. He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%).
4.5	Re-elect Mr. Stefan Müller as chairman of the board	FOR	FOR	✓ 99.8 %
4.4	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Mr. Stefan Müller to the nomination and remuneration committee	WITH-DRAWN	● OPPOSE	– He is not independent (board tenure of 21 years) and the committee does not include at least 50% independent members. He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.

Item	Agenda	Board	Ethos		Result
	Unannounced proposal: Elect Dr. Lluís M. Fargas Mas to the nomination and remuneration committee	FOR	● OPPOSE	This proposal was not disclosed in the agenda before the annual general meeting.	✓ 99.5 %
4.4.2	Re-elect Mr. Tianyi Fan to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fan to the board of directors, he cannot be elected to the committee. He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.	✓ 99.5 %
4.4.3	Elect Mr. Toi Wai David Suen to the nomination and remuneration committee	FOR	FOR		✓ 81.8 %
5	Re-election of the auditors	FOR	FOR		✓ 99.8 %
6	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
7	Approve renewal of authorised capital	FOR	FOR		✓ 99.7 %
8	Increase the pool of conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 99.5 %
9.1	Summary of the financial restructuring	NON-VOTING	NON-VOTING		
9.2	Ordinary capital increase by debt conversion	FOR	FOR		✓ 97.5 %
9.3	Reduce share capital via reduction of nominal value	FOR	● OPPOSE	The shareholders' right to place an item on the agenda of the general meeting is significantly undermined.	✗ 20.4 %
10	Offset accumulated losses by release from capital contributions reserves	WITH-DRAWN	● FOR	Upon refusal of item 9.3, this item was withdrawn from the agenda.	–
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 99.4 %

Item	Agenda	Board	Ethos		Result
11.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 81.3 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group. ✓
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6	Elections to the board of directors			
6.1	Re-elect Dr. ing. Ilan Cohen	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (33.3%). ✓
6.2	Re-elect Mr. Ulrich Looser	FOR	FOR	✓
6.3	Re-elect Mr. Ueli Wampfler	FOR	FOR	✓
6.4	Re-elect Dr. iur. Werner C. Weber	FOR	FOR	✓
6.5	Re-elect Mr. François Gabella	FOR	FOR	✓
6.6	Re-elect Mr. Andreas Hürlimann as board member and chairman	FOR	FOR	✓
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	✓
7.2	Re-elect Mr. Andreas Hürlimann to the remuneration committee	FOR	FOR	✓
8	Election of the independent proxy	FOR	FOR	✓
9	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Report on the 2018 financial year, accounts and auditors' report	NON-VOTING	NON-VOTING	
3	Approve 2018 annual report and consolidated annual report	FOR	FOR	✓ 99.8 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
5	Discharge board members, executive management and the auditors	FOR	FOR	✓ 99.6 %
6	Elections to the board of directors			
6.1	Elect Dr. Karl Sevelde	FOR	FOR	✓ 98.8 %
6.2	Re-elect Dr. iur. Patrizia Holenstein	FOR	FOR	✓ 98.8 %
7	Election of the auditors	FOR	FOR	✓ 90.5 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 86.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
4	Approve allocation of income and dividend				
4.1	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9 %
4.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.8 %
5	Reduction of share capital and participation capital	FOR	FOR		✓ 99.5 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Ernst Tanner as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 26 years, which exceeds Ethos' guidelines.	✓ 88.3 %
6.1.2	Re-elect Mr. Antonio Bulgheroni	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines. He is 76 years old, which exceeds Ethos' guidelines.	✓ 92.9 %
6.1.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	FOR		✓ 95.9 %
6.1.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 97.5 %
6.1.5	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 99.3 %
6.1.6	Re-elect Mr. Silvio W. Denz	FOR	FOR		✓ 99.2 %
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Dr. Rudolf K. Sprüngli to the remuneration committee	FOR	FOR		✓ 81.7 %
6.2.2	Re-elect Mr. Antonio Bulgheroni to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Bulgheroni to the board of directors, he cannot be elected to the committee.	✓ 79.2 %
6.2.3	Elect Mr. Silvio W. Denz to the remuneration committee	FOR	FOR		✓ 92.8 %
6.3	Re-elect Dr. Patrick Schleiffer as independent proxy	FOR	FOR		✓ 99.2 %
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.1 %

Item	Agenda	Board	Ethos		Result
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 92.4 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 94.3 %
8	Adjustment of the conditional capital	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 90.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 88.9 % The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	✓ 98.9 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR	✓ 99.5 %
5.1.b	Re-elect Prof. Dr.-Ing. Werner J. Bauer	FOR	FOR	✓ 99.8 %
5.1.c	Re-elect Mr. Albert M. Baehny	FOR	FOR	✓ 99.5 %
5.1.d	Re-elect Dr. Angelica Kohlmann	FOR	FOR	✓ 99.5 %
5.1.e	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 99.8 %
5.1.f	Re-elect Ms. Barbara Richmond	FOR	FOR	✓ 99.7 %
5.1.g	Re-elect Dr. iur. Margot Scheltema	FOR	FOR	✓ 99.4 %
5.1.h	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR	✓ 78.6 %
5.1.i	Re-elect Prof. Dr. Olivier Verscheure	FOR	FOR	✓ 99.7 %
5.2	Re-elect Mr. Albert M. Baehny as chairman of the board	FOR	FOR	✓ 99.3 %
5.3	Elections to the nomination and remuneration committee			
5.3.a	Re-elect Dr. Angelica Kohlmann to the nomination and remuneration committee	FOR	FOR	✓ 97.8 %
5.3.b	Re-elect Mr. Christoph Mäder to the nomination and remuneration committee	FOR	FOR	✓ 98.0 %
5.3.c	Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee	FOR	FOR	✓ 86.1 %
6	Re-elect KPMG as auditors	FOR	FOR	✓ 96.9 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.4 %
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos		Result
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.4 %
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 91.0 %
10	Approve renewal of authorised capital	FOR	FOR		✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
3.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5	Approve allocation of income and dividend	FOR	FOR	✓
6	Elections to the board of directors and to the nomination and remuneration committee			
6.1	Re-elect Ms. Doris Russi Schurter as board member, chairwoman of the board and member of the nomination and remuneration committee	FOR	FOR	✓
6.2	Re-elect Mr. Josef Felder as member of the board and of the nomination and remuneration committee	FOR	FOR	✓
6.3	Re-elect Dr. Martha Scheiber as member of the board and of the nomination and remuneration committee	FOR	FOR	✓
6.4.1	Re-elect Prof. Andreas Dietrich	FOR	FOR	✓
6.4.2	Re-elect Mr. Andreas Emmenegger	FOR	FOR	✓
6.4.3	Re-elect Mr. Franz Grüter	FOR	FOR	✓
6.4.4	Re-elect Mr. Markus Hongler	FOR	FOR	✓
6.4.5	Re-elect Mr. Stefan Portmann	FOR	FOR	✓
7	Re-election of the auditors	FOR	FOR	✓
8	Re-election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1 %
2.1	Approve allocation of loss	FOR	FOR		✓ 99.6 %
2.2	Reallocation of "special reserves"	FOR	FOR		✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR		✓ 88.0 %
4.1	Elections to the board of directors				
4.1.1	Elect Mr. Markus Breitenmoser	FOR	FOR		✓ 98.8 %
4.1.2	Elect Mr. Hans-Kristian Hoejsgaard	FOR	FOR		✓ 99.5 %
4.1.3	Re-elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR		✓ 97.9 %
4.1.4	Re-elect Mr. Andreas Widmer	FOR	FOR		✓ 99.4 %
4.1.5	Re-elect Dr. Ulrich Vischer	FOR	● OPPOSE	He has been a member of the board for 27 years, which exceeds Ethos' guidelines.	✓ 94.9 %
4.2	Re-elect Dr. Ulrich Vischer as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected as chairman.	✓ 95.5 %
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Dr. Ulrich Vischer to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected to the committee.	✓ 95.0 %
4.3.2	Re-elect Dr. Balz Hösly to the nomination and remuneration committee	FOR	FOR		✓ 97.8 %
4.3.3	Re-elect Mr. Thomas Weber to the nomination and remuneration committee	FOR	FOR		✓ 98.4 %
4.3.4	Elect Mr. Hans-Kristian Hoejsgaard to the nomination and remuneration committee	FOR	FOR		✓ 98.6 %
4.4	Re-election of the auditors	FOR	FOR		✓ 99.2 %
4.5	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.3 %
6	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.1 %

Item	Agenda	Board	Ethos	Result
7	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 94.8 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 97.1 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members	FOR	FOR		✓ 99.6 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 99.2 %
4.2	Approval of an increased remuneration of the board of directors for the period from the 2018 AGM until the 2019 AGM	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 99.1 %
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.7 %
5.2	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 96.7 %
6	Elections to the board of directors				
6.1	Re-elect Dr. h.c. Thomas Straumann as board member and chairman	FOR	FOR		✓ 97.9 %
6.2	Re-elect Mr. Dominik Ellenrieder	FOR	FOR		✓ 99.1 %
6.3	Re-elect Dr. iur. Jürg Greuter	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. He is not independent (representative of an important shareholder, board tenure of 22 years) and the board independence is insufficient (28.6%).	✓ 98.7 %
6.4	Re-elect Dr. Daniel B. Herren	FOR	FOR		✓ 99.9 %
6.5	Re-elect Mr. Roland W. Hess	FOR	FOR		✓ 99.9 %
6.6	Re-elect Mr. Willi Miesch	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.5 %
6.7	Re-elect Mr. Damien Tappy	FOR	FOR		✓ 99.7 %
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Dominik Ellenrieder to the remuneration committee	FOR	FOR		✓ 97.8 %

Item	Agenda	Board	Ethos		Result
7.2	Re-elect Dr. iur. Jürg Greuter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Greuter to the board of directors, he cannot be elected to the committee.	✓ 97.5 %
7.3	Re-elect Dr. Daniel B. Herren to the remuneration committee	FOR	FOR		✓ 98.6 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✓ 98.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Heinz M. Buhofer	FOR	FOR		✓ 99.8 %
4.1.2	Re-elect Ms. Marga Gyger	FOR	FOR		✓ 99.9 %
4.1.3	Re-elect Dr. sc. techn. Peter Terwiesch	FOR	FOR		✓ 99.9 %
4.1.4	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.0 %
4.1.4.1	Re-elect Mr. Martin Wipfli as representative of registered B shareholders	FOR	FOR		✓
4.2.1	Elect Ms. Sandra Emme	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 99.3 %
4.2.2	Elect Ms. Claudia Pletscher	FOR	FOR		✓ 99.9 %
4.2.3	Elect Mr. Dominik Berchtold	FOR	FOR		✓ 99.9 %
4.3	Re-elect Mr. Heinz Buhofer as chairman of the board	FOR	FOR		✓ 99.8 %
4.4	Elections to the remuneration committee				
4.4.1	Elect Mr. Heinz M. Buhofer to the Remuneration Committee	FOR	FOR		✓ 99.6 %
4.4.2	Elect Dr. sc. techn. Peter Terwiesch to the Remuneration Committee	FOR	FOR		✓ 99.7 %
4.5	Election of the independent proxy	FOR	FOR		✓ 99.9 %
4.6	Election of the auditors	FOR	FOR		✓ 99.5 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 99.2 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 73.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 61.8 %
2	Approve allocation of balance sheet result	FOR	FOR		✓ 96.5 %
3	Discharge board members and executive management	FOR	FOR		✓ 71.4 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Franz Richter	FOR	FOR		✓ 67.6 %
4.1.2	Re-elect Mr. Hans-Michael Hauser	FOR	FOR		✓ 72.6 %
4.1.3	Elect Dr. Remo Lütolf as board member and chairman	FOR	FOR		✓ 94.0 %
4.1.4	Elect Mr. Andreas R. Herzog	FOR	FOR		✓ 97.2 %
	Shareholder proposal made during the AGM: Elect Mr. Urs M. Fährdrich	OPPOSE	OPPOSE	This proposal was not disclosed in the agenda before the annual general meeting.	✗ 26.7 %
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Dr. Franz Richter to the nomination and remuneration committee	FOR	FOR		✓ 69.9 %
4.2.2	Elect Mr. Andreas R. Herzog to the nomination and remuneration committee	FOR	FOR		✓ 96.6 %
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 72.0 %
6	Re-elect Mr. André Weber as independent proxy	FOR	FOR		✓ 75.3 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 69.3 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 69.2 %
8	Modification of the authorised capital	FOR	FOR		✓ 72.6 %
	Sentis Capital's proposals				
9	Cancellation of authorised capital	OPPOSE	OPPOSE		✗ 29.6 %
10	Shareholder right to convene a general meeting	OPPOSE	● FOR	The resolution aims at enhancing the rights of the shareholders by lowering the threshold of capital necessary to convene a general meeting.	✗ 41.8 %
11	Shareholder right to place items on the agenda	FOR	FOR		✓ 97.0 %

Item	Agenda	Board	Ethos		Result
12	Publication of the annual report	OPPOSE	● FOR	The resolution aims at enhancing the rights of the shareholders by allowing them to have a reasonable period of time between the publication of the annual report and the deadline to submit a shareholder resolution.	✓ 64.4 %
13	Maximum number of external mandates	FOR	FOR		✓ 97.4 %
14	Term of office for the auditors	OPPOSE	OPPOSE		✗ 32.3 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3.1	Approve allocation of income	FOR	FOR	✓
3.2	Distribution of dividend from reserves from capital contributions	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR	✓
4.1.2	Re-elect Dr. sc. tech. Eduard Rikli	FOR	FOR	✓
4.1.3	Re-elect Mr. Patrick Kilchmann	FOR	FOR	✓
4.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓
4.1.5	Re-elect Mr. Hans-Michael Hauser	FOR	FOR	✓
4.1.6	Re-elect Mr. Paul Zumbühl	FOR	● OPPOSE	He holds an excessive number of mandates. ✓
4.2	Re-elect Mr. Heinrich C. Spoerry as chairman of the board	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.1.3	Re-elect Mr. Patrick Kilchmann to the remuneration committee	FOR	FOR	✓
4.3.2	Re-elect Dr. iur. Andreas Casutt to the remuneration committee	FOR	FOR	✓
5.1	Amend articles of association: remuneration of the board of directors	FOR	FOR	✓
5.2	Amend articles of association: remuneration of the executive management	FOR	FOR	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR	✓
6.2.2	Binding retrospective vote on the allocation of shares to the executive management	FOR	FOR	✓
7	Election of the independent proxy	FOR	FOR	✓
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1.1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
1.2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
1.3	Approve financial statement for mobilezone holding AG	FOR	FOR	✓ 99.8 %
1.4	Approve allocation of income	FOR	FOR	✓ 99.8 %
1.5	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 99.8 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
3.1	Elections to the board of directors			
3.1.a	Re-elect Mr. Urs Theo Fischer	FOR	FOR	✓ 99.5 %
3.1.b	Re-elect Mr. Christian Petit	FOR	FOR	✓ 95.8 %
3.1.c	Re-elect Ms. Gabriela Theus	FOR	FOR	✓ 99.6 %
3.1.d	Elect Dr. iur. Peter K. Neuenschwander	FOR	FOR	✓ 99.4 %
3.2	Re-elect Mr. Urs Theo Fischer as chairman of the board	FOR	FOR	✓ 99.5 %
3.3	Elections to the remuneration committee			
3.3.a	Re-elect Mr. Urs Theo Fischer to the remuneration committee	FOR	FOR	✓ 98.5 %
3.3.b	Re-elect Mr. Christian Petit to the remuneration committee	FOR	FOR	✓ 95.0 %
3.3.c	Elect Dr. iur. Peter K. Neuenschwander to the remuneration committee	FOR	FOR	✓ 98.6 %
3.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
3.5	Election of the auditors	FOR	FOR	✓ 98.6 %
4	Amend articles of association			
4.1	Creation of authorised capital	FOR	FOR	✓ 99.0 %
4.2	Remuneration	FOR	FOR	✓ 94.4 %
4.3	Corporate governance	FOR	FOR	✓ 99.5 %
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6 %
5.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 76.0 %
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 78.0 %

Item	Agenda	Board	Ethos	Result
5.4	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 77.8 %
5.5	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 89.1 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 93.4 %
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4.1	Elections to the board of directors			
4.1.a	Elect Dr. iur. Christoph Caviezel	FOR	FOR	✓ 99.7 %
4.1.b	Re-elect Mr. Daniel Crausaz	FOR	FOR	✓ 100.0 %
4.1.c	Re-elect Mr. Brian Fischer	FOR	FOR	✓ 99.9 %
4.1.d	Re-elect Mr. Bernard Michel Guillelmon	FOR	FOR	✓ 99.6 %
4.1.e	Re-elect Mr. Wilhelm L. Hansen	FOR	FOR	✓ 98.8 %
4.1.f	Elect Ms. Bernadette Koch	FOR	FOR	✓ 99.9 %
4.1.g	Elect Mr. Peter Andreas Schaub as board member and chairman	FOR	FOR	✓ 71.3 %
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Mr. Bernard Michel Guillelmon to the remuneration committee	FOR	FOR	✓ 99.0 %
4.2.b	Re-elect Mr. Wilhelm L. Hansen to the remuneration committee	FOR	FOR	✓ 99.1 %
4.2.c	Elect Ms. Bernadette Koch to the remuneration committee	FOR	FOR	✓ 99.6 %
4.3	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines. ✓ 75.8 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.6 %
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.4 %
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.	✓ 90.2 %
3	Approve appropriation of results	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. med. Göran A. Ando	FOR	FOR		✓ 99.8 %
5.1.2	Re-elect Mr. William M. Burns	FOR	FOR		✓ 99.9 %
5.1.3	Re-elect Dr. Gwen Fyfe	FOR	FOR		✓ 99.9 %
5.1.4	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓ 99.9 %
5.1.5	Re-elect Dr. William A. Lee	FOR	FOR		✓ 99.9 %
5.1.6	Re-elect Dr. Petri Vainio	FOR	FOR		✓ 99.9 %
5.1.7	Re-elect Dr. Patrick Amstutz	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 90.5 %
5.2	Re-elect Mr. William M. Burns as chairman of the board	FOR	FOR		✓ 99.9 %
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Dr. med. Göran A. Ando to the nomination and remuneration committee	FOR	FOR		✓ 99.7 %
5.3.2	Re-elect Mr. William M. Burns to the nomination and remuneration committee	FOR	FOR		✓ 99.8 %
5.3.3	Re-elect Dr. William A. Lee to the nomination and remuneration committee	FOR	FOR		✓ 99.8 %
6	Re-elect KPMG as auditors	FOR	FOR		✓ 99.9 %
7	Election of the independent proxy	FOR	FOR		✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 90.0 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.1 %
8.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 88.8 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✓ 86.5 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
4.1	Re-elections to the board of directors				
4.1.1	Re-elect Mr. Paul Bulcke as board member and chairman	FOR	FOR		✓ 93.7 %
4.1.2	Re-elect Dr. oec. Ulf Mark Schneider	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.7 %
4.1.3	Re-elect Mr. Count Henri de La Croix de Castries	FOR	FOR		✓ 97.8 %
4.1.4	Re-elect Dr. iur. Beat W. Hess	FOR	FOR		✓ 97.8 %
4.1.5	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 98.0 %
4.1.6	Re-elect Ms. Ann Veneman	FOR	FOR		✓ 98.4 %
4.1.7	Re-elect Ms. Eva Cheng	FOR	FOR		✓ 98.2 %
4.1.8	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 98.0 %
4.1.9	Re-elect Ms. Ursula M. Burns	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 85.1 %
4.1.10	Re-elect Mr. Kasper Rorsted	FOR	FOR		✓ 98.1 %
4.1.11	Re-elect Mr. Pablo Isla	FOR	FOR		✓ 97.1 %
4.1.12	Re-elect Ms. Kimberly Ross	FOR	FOR		✓ 98.5 %
4.2	Elections to the board of directors				
4.2.1	Elect Mr. Dick Boer	FOR	FOR		✓ 99.6 %
4.2.2	Elect Mr. Dinesh C. Paliwal	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 95.5 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Dr. iur. Beat W. Hess to the remuneration committee	FOR	FOR		✓ 97.1 %
4.3.2	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 97.5 %

Item	Agenda	Board	Ethos		Result
4.3.3	Re-elect Ms. Ursula M. Burns to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Burns to the board of directors, she cannot be elected to the committee.	✓ 85.2 %
4.3.4	Elect Mr. Pablo Isla to the remuneration committee	FOR	FOR		✓ 96.7 %
4.4	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 92.8 %
4.5	Election of the independent proxy	FOR	FOR		✓ 99.8 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration is significantly higher than that of the peer group.	✓ 90.1 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.	✓ 92.2 %
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Election of the board of statutory auditors ("Collegio Sindacale")	FOR	FOR	✓
3	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4	Elections to the board of directors				
4.1	Re-elect Dr. Frank Verwiel as board member and chairman	FOR	FOR		✓
4.2	Re-elect Ms. Annette Clancy	FOR	FOR		✓
4.3	Re-elect Ms. Barbara Duncan	FOR	FOR		✓
4.4	Re-elect Dr. James I. Healy	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
4.5	Re-elect Mr. Ernest Loumaye	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.6	Re-elect Mr. Edward Mathers	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
4.7	Re-elect Dr. Rafaèle Tordjman	FOR	FOR		✓
4.8	Re-elect Dr. Jacky Vonderscher	FOR	FOR		✓
5	Elections to the remuneration committee				
5.1	Re-elect Ms. Annette Clancy to the remuneration committee	FOR	FOR		✓
5.2	Re-elect Dr. James I. Healy to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Healy to the board of directors, he cannot be elected to the committee.	✓
5.3	Re-elect Dr. Rafaèle Tordjman to the remuneration committee	FOR	FOR		✓
5.4	Elect Mr. Edward Mathers to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Mathers to the board of directors, he cannot be elected to the committee.	✓
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓
7	Re-elect Perréard de Boccard SA as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
8	Binding votes on the remuneration of the board of directors and the executive				
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive options.</p>	✓
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration committee has excessive discretion.</p>	✓
9	Increase of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>The authorised capital can be used as an anti-takeover measure and the company provides no explanation.</p>	✓
10	Increase of conditional capital for general financing purposes	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p>	✓
11	Amendment of the equity incentive plan	FOR	● OPPOSE	<p>The non-executive directors receive options.</p> <p>The potential dilution is excessive.</p>	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2.1	Approve allocation of income	FOR	FOR	✓ 99.9 %
2.2	Distribution of dividend from reserves from capital contributions	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.3 %
4	Elections to the board of directors			
4.1.1	Re-elect Prof. Dr. Michael Süss as board member and chairman	FOR	FOR	✓ 99.1 %
4.1.2	Re-elect Mr. Geoffery Merszei	FOR	FOR	✓ 99.7 %
4.1.3	Re-elect Mr. David Metzger	FOR	FOR	✓ 98.8 %
4.1.4	Re-elect Mr. Alexey V. Moskov	FOR	FOR	✓ 98.5 %
4.1.5	Re-elect Mr. Gerhard Pegam	FOR	FOR	✓ 99.6 %
4.2.1	Elect Dr. sc. tech. Suzanne Thoma	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 74.0 %
4.2.2	Elect Mr. Paul Adams	FOR	FOR	✓ 99.6 %
5	Elections to the nomination and remuneration committee			
5.1.1	Re-elect Prof. Dr. Michael Süss to the nomination and remuneration committee	FOR	FOR	✓ 97.5 %
5.1.2	Re-elect Mr. Alexey V. Moskov to the nomination and remuneration committee	FOR	FOR	✓ 98.4 %
5.1.3	Re-elect Mr. Gerhard Pegam to the nomination and remuneration committee	FOR	FOR	✓ 99.6 %
5.2.1	Elect Dr. sc. tech. Suzanne Thoma to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. sc. tech. Thoma to the board of directors, she cannot be elected to the committee. ✓ 74.4 %
5.2.2	Elect Mr. Geoffery Merszei to the nomination and remuneration committee	FOR	FOR	✓ 99.6 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.0 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Advisory vote on the remuneration report	FOR	FOR	✓ 95.4 %
9	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2 %

Item	Agenda	Board	Ethos	Result
10	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.3 %
11	Binding retrospective vote on the total variable remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	<p>✓ 95.1 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income	FOR	FOR	✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>
4	Discharge board members and executive management	FOR	● OPPOSE	<p>✓</p> <p>The company is in a situation of capital loss.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding prospective vote on the total remuneration of the executive management for the financial year 2020	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>
5.3	Approval of the increase of remuneration of the executive management for the financial year 2019	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p>
6	Elections to the board of directors			
6.1.1	Re-elect Mr. Samih Sawiris as board member and chairman	FOR	FOR	✓
6.1.2	Re-elect Mr. Adil Douiri	FOR	● OPPOSE	<p>✓</p> <p>He holds an excessive number of mandates.</p>
6.1.3	Re-elect Dr. Franz Egle	FOR	FOR	✓
6.1.4	Re-elect Mr. Jürgen Fischer	FOR	FOR	✓
6.1.5	Re-elect Ms. Carolina Müller-Möhl	FOR	FOR	✓
6.1.6	Re-elect Mr. Naguib S. Sawiris	FOR	FOR	✓
6.1.7	Re-elect Mr. Marco Sieber	FOR	FOR	✓
6.1.8	Re-elect Mr. Jürg Weber	FOR	FOR	✓
6.2	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
6.2.1	Re-elect Mr. Marco Sieber to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓
6.2.2	Re-elect Dr. Franz Egle to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓
6.2.3	Re-elect Mr. Naguib S. Sawiris to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓
6.3	Election of the independent proxy	FOR	FOR		✓
6.4	Election of the auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.6 %
2	Approve allocation of balance sheet result and dividend	FOR	FOR	✓ 98.5 %
3	Discharge board members	FOR	FOR	✓ 98.3 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Anton Bleikolm	FOR	FOR	✓ 98.3 %
4.1.b	Re-elect Dr. Caren Genthner-Kappesz	FOR	FOR	✓ 98.5 %
4.1.c	Re-elect Mr. Dieter Widmer	FOR	FOR	✓ 98.3 %
4.1.d	Re-elect Dr. Thomas Moser	FOR	FOR	✓ 98.3 %
4.1.e	Re-elect Mr. Peter Stiefenhofer	FOR	FOR	✓ 98.4 %
4.1.f	Re-elect Dr. Beat Lüthi	FOR	FOR	✓ 98.3 %
4.2	Re-elect Dr. Anton Bleikolm as chairman of the board	FOR	FOR	✓ 98.3 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. Beat Lüthi to the remuneration committee	FOR	FOR	✓ 97.9 %
4.3.b	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR	✓ 97.9 %
4.4	Election of the independent proxy	FOR	FOR	✓ 98.7 %
4.5	Re-election of the auditors	FOR	FOR	✓ 98.2 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 95.9 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.4 %
5.3.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.5 %
5.3.b	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 96.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.a	Approve allocation of income and dividend	FOR	FOR	✓
2.b	Approve dividend out of capital contribution reserves	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Rolf Sutter as member and chairman of the board	FOR	FOR	✓
4.1.b	Re-elect Mr. Walter Lüthi	FOR	FOR	✓
4.1.c	Re-elect Ms. Monika Walser	FOR	FOR	✓
4.1.d	Elect Dr. Markus Neuhaus	FOR	FOR	✓
4.1.e	Elect Ms. Monika Schüpbach	FOR	FOR	✓
4.1.f	Elect Mr. Markus Vögeli	FOR	FOR	✓
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Ms. Monika Walser to the remuneration committee	FOR	FOR	✓
4.2.b	Re-elect Mr. Rolf Sutter to the remuneration committee	FOR	FOR	✓
4.2.c	Elect Mr. Walter Lüthi to the remuneration committee	FOR	FOR	✓
4.3	Re-election of the auditors	FOR	FOR	✓
4.4	Election of the independent proxy	FOR	FOR	✓
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Removal of the registration and voting rights limit	WITH-DRAWN	● FOR	-

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of balance sheet result	FOR	FOR	✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
4.3	Advisory vote on the remuneration report	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Mr. Thomas E. Kern as board member and elect him as board chairman	FOR	FOR	✓
5.2	Re-elect Dr. Beat Walti	FOR	FOR	✓
5.3	Re-elect Ms. Sandra Emme	FOR	FOR	✓
5.4	Re-elect Ms. Pamela Knapp	FOR	FOR	✓
5.5	Re-elect Dr. Ilias Läber	FOR	FOR	✓
5.6	Re-elect Mr. Dirk Reich	FOR	FOR	✓
5.7	Re-elect Mr. Knud Elmholdt Stubkjaer	FOR	FOR	✓
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Thomas E. Kern to the remuneration committee	FOR	FOR	✓
6.2	Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee	FOR	FOR	✓
6.3	Elect Ms. Sandra Emme to the remuneration committee	FOR	FOR	✓
7	Re-elect Peter Andreas Zahn as independent proxy	FOR	FOR	✓
8	Re-elect Deloitte as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Bernard Daniel	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines. ✓ 99.8 %
4.1.2	Re-elect Mr. Victor Delloye	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 15 years) and the board independence is insufficient (20.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 97.7 %
4.1.3	Re-elect Mr. André Desmarais	FOR	FOR	✓ 97.0 %
4.1.4	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	✓ 97.8 %
4.1.5	Re-elect Mr. Paul Desmarais III	FOR	FOR	✓ 97.0 %
4.1.6	Re-elect Mr. Cedric Frère	FOR	FOR	✓ 97.9 %
4.1.7	Re-elect Mr. Gérald A. Frère	FOR	FOR	✓ 98.3 %
4.1.8	Re-elect Ms. Ségolène Gallienne	FOR	FOR	✓ 97.9 %
4.1.9	Re-elect Mr. Jean-Luc Herbez	FOR	FOR	✓ 100.0 %
4.1.10	Re-elect Ms. Barbara Kux	FOR	FOR	✓ 100.0 %
4.1.11	Re-elect Mr. Jocelyn Lefebvre	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 97.7 %
4.1.12	Re-elect Mr. Michel Pébereau	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (20.0%). ✓ 97.2 %

Item	Agenda	Board	Ethos		Result
4.1.13	Re-elect Mr. Daniel Amaury de Sèze	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 18 years) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 98.0 %
4.1.14	Re-elect Mr. Arnaud Vial	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, former executive) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 97.2 %
4.1.15	Elect Mr. Xavier Le Clef	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 97.7 %
4.2	Re-elect Paul Desmarais Jr. as chairman of the board	FOR	FOR		✓ 97.1 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Bernard Daniel to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Daniel to the board of directors, he cannot be elected to the committee.</p>	✓ 98.6 %
4.3.2	Re-elect Mr. Jean-Luc Herbez to the remuneration committee	FOR	FOR		✓ 98.7 %
4.3.3	Re-elect Ms. Barbara Kux to the remuneration committee	FOR	FOR		✓ 98.7 %
4.3.4	Re-elect Mr. Daniel Amaury de Sèze to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Amaury de Sèze to the board of directors, he cannot be elected to the committee.</p>	✓ 96.8 %
4.3.5	Elect Mr. Xavier Le Clef to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Le Clef to the board of directors, he cannot be elected to the committee.</p>	✓ 97.6 %

Item	Agenda	Board	Ethos		Result
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 99.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 96.6 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.3 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 69.1 %
5	Binding votes on the remuneration of the board of directors and the executive management				
5.1	Binding prospective vote on the short-term remuneration of the board of directors for the term of office 2019/2020	FOR	● OPPOSE	The non-executive directors receive options.	✓ 92.5 %
5.2	Binding prospective vote on the revised short-term remuneration of the executive management for 2019	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 95.9 %
5.3	Binding prospective vote on the short-term remuneration of the executive management for 2020	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 96.0 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Steffen Meister (executive) as board member and chairman	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (44.4%).	✓ 95.2 %
6.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 99.6 %
6.1.3	Re-elect Ms. Michelle Felman	FOR	FOR		✓ 99.2 %
6.1.4	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 99.6 %
6.1.5	Re-elect Ms. Grace del Rosario-Castaño	FOR	FOR		✓ 96.1 %
6.1.6	Elect Dr. Martin Strobel	FOR	FOR		✓ 99.8 %
6.1.7	Re-elect Dr. Eric Strutz	FOR	FOR		✓ 97.2 %
6.1.8	Re-elect Mr. Patrick Ward	FOR	FOR		✓ 98.8 %
6.1.9	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 99.5 %
6.2	Elections to the nomination and remuneration committee				
6.2.1	Elect Ms. Michelle Felman to the nomination and remuneration committee	FOR	FOR		✓ 99.2 %

Item	Agenda	Board	Ethos	Result
6.2.2	Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR	✓ 96.7 %
6.2.3	Elect Dr. Martin Strobel to the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
6.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR	✓ 100.0 %
6.4	Re-elect KPMG as auditors	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The non-executive directors receive variable remuneration.	✓
2.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The requested amount does not allow to respect Ethos' guidelines.	✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines. The non-executive directors receive variable remuneration.	✓
4	Approve allocation of income and dividend	FOR	FOR		✓
5	Discharge board members and executive management	FOR	FOR		✓
6.1	Material amendments to the articles of association				
6.1.a	Corporate purpose	FOR	FOR		✓
6.1.b	Increase the pool of conditional capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
6.1.c	Competencies of the AGM	FOR	FOR		✓
6.2	Non-material amendments to the articles of association	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓
7	Elections to the board of directors				
7.1	Re-elect Mr. Reto A. Garzetti	FOR	FOR		✓
7.2	Re-elect Mr. Peter Bodmer	FOR	FOR		✓
7.3	Re-elect Dr. Christian De Prati	FOR	FOR		✓
7.4	Re-elect Mr. Kurt Hardt	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
7.5	Re-elect Mr. Reto A. Garzetti as chairman of the board	FOR	FOR		✓
8	Elections to the remuneration committee				
8.1	Re-elect Dr. Christian De Prati to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (consultancy fees) and the committee does not include at least 50% independent members.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p>	✓
8.2	Re-elect Mr. Kurt Hardt to the remuneration committee	FOR	FOR		✓
9	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓
10	Election of the independent proxy	FOR	FOR		✓
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p>	✓
11.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
11.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓

Item	Agenda	Board	Ethos	Result
1	Welcome speech	NON-VOTING	NON-VOTING	
2	Present financial statements and accounts	NON-VOTING	NON-VOTING	
3	Auditors' reports	NON-VOTING	NON-VOTING	
4.1	Approve annual report	FOR	FOR	✓
4.2	Approve statutory and consolidated financial statements	FOR	FOR	✓
4.3	Approve allocation of balance sheet result	FOR	FOR	✓
4.4	Discharge board members	FOR	● OPPOSE	✓ Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members. The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.
5.1	Capital reduction	FOR	FOR	✓
5.2	Reduction of conditional capital	FOR	FOR	✓
5.3	Reduction of authorised capital	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Stephen Grey	FOR	● OPPOSE	✓ He is 81 years old, which exceeds Ethos' guidelines.
6.1.2	Re-elect Ms. Anouck Ansermoz	FOR	FOR	✓
6.1.3	Re-elect Mr. Jean-Claude Roch	FOR	FOR	✓
6.2	Re-elect Mr. Jean-Claude Roch as board chairman	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Stephen Grey to the remuneration committee	FOR	● OPPOSE	✓ As Ethos did not support the election of Mr. Grey to the board of directors, he cannot be elected to the committee.
6.3.2	Re-elect Ms. Anouck Ansermoz to the remuneration committee	FOR	FOR	✓
6.3.3	Re-elect Mr. Jean-Claude Roch to the remuneration committee	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
6.4	Re-elect Mr. Albert-Edouard Fahrni as independent proxy	FOR	FOR	✓
6.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines. ✓
7	Binding votes on the remuneration of the board of directors and the executive management			
7.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR	✓
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
7.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Benedikt A. Goldkamp as board member and chairman	FOR	● OPPOSE	<p>The board independence is not sufficient (0.0%).</p> <p>The corporate governance of the company is unsatisfactory and the dialogue with the shareholders is difficult or does not lead to the desired outcomes.</p>	✓ 82.2 %
4.1.2	Re-elect Dr. oec. Florian Ernst	FOR	● OPPOSE	<p>He is not independent (board tenure of 16 years) and the board independence is insufficient (0.0%).</p>	✓ 82.4 %
4.1.3	Re-elect Dr. iur. Martin Furrer	FOR	● OPPOSE	<p>He is not independent (board tenure of 16 years) and the board independence is insufficient (0.0%).</p>	✓ 82.7 %
4.1.4	Re-elect Mr. Ulrich Hocker	FOR	● OPPOSE	<p>He has been a member of the board for 31 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 31 years) and the board independence is insufficient (0.0%).</p>	✓ 83.2 %
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	<p>He is not independent (board tenure of 16 years) and the board independence is insufficient (0.0%).</p>	✓ 85.2 %
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. iur. Martin Furrer to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. iur. Furrer to the board of directors, he cannot be elected to the committee.</p>	✓ 95.1 %
4.2.2	Re-elect Mr. Ulrich Hocker to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Hocker to the board of directors, he cannot be elected to the committee.</p>	✓ 95.2 %

Item	Agenda	Board	Ethos		Result
4.2.3	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siegrist to the board of directors, he cannot be elected to the committee.	✓ 97.2 %
4.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.4	Election of the auditors	FOR	FOR		✓ 99.9 %
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 95.1 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient. The remuneration of the chairman is significantly higher than that of the peer group.	✓ 92.0 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Markus Kellenberger as member and chairman of the board	FOR	FOR	✓ 99.5 %
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR	✓ 100.0 %
4.3	Re-elect Mr. Martin Byland	FOR	FOR	✓ 99.9 %
4.4	Re-elect Mr. Dominik Weber	FOR	FOR	✓ 99.9 %
4.5	Elect Mr. Felix Schmidheiny	FOR	● OPPOSE	Insufficient information is provided concerning the nominee. ✓ 96.9 %
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Martin Byland to the remuneration committee	FOR	FOR	✓ 99.8 %
5.2	Elect Mr. Dominik Weber to the remuneration committee	FOR	FOR	✓ 100.0 %
6	Re-election of the auditors	FOR	FOR	✓ 100.0 %
7	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 100.0 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
5	Elections to the board of directors			
5.1	Re-elect Mr. Marco Syfrig as member and chairman of the board	FOR	FOR	✓ 96.0 %
5.2	Re-elect Mr. Jean Claude Bregy	FOR	● OPPOSE He is also CEO.	✓ 95.5 %
5.3	Re-elect Mr. Willy Hüppi	FOR	FOR	✓ 95.6 %
5.4	Re-elect Mr. Urs Ledermann	FOR	FOR	✓ 92.5 %
5.5	Re-elect Ms. Sarah Meier-Bieri	FOR	FOR	✓ 95.6 %
5.6	Re-elect Mr. Thomas Kellenberger	FOR	FOR	✓ 95.6 %
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Urs Ledermann to the remuneration committee	FOR	FOR	✓ 92.5 %
6.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR	✓ 95.6 %
6.3	Re-elect Ms. Sarah Meier-Bieri to the remuneration committee	FOR	FOR	✓ 95.5 %
7	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Re-election of the auditors	FOR	FOR	✓ 99.9 %
9.1	Advisory vote on the remuneration report	FOR	FOR	✓ 99.4 %
9.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 89.7 %
9.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.5 %
9.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of balance sheet result	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Increase of conditional capital for the employees	FOR	● OPPOSE	✓ The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. The potential dilution is excessive.
5	Elections to the board of directors			
5.a	Re-elect Dr. Argeris Karabelas as board member and chairman	FOR	FOR	✓
5.b	Re-elect Dr. Kuno Sommer	FOR	FOR	✓
5.c	Re-elect Mr. Bernard Bollag	FOR	FOR	✓
5.d	Re-elect Dr. Silvio Inderbitzin	FOR	FOR	✓
5.e	Re-elect Dr. Jean-Pierre Obrecht	FOR	FOR	✓
5.f	Re-elect Dr. Andreas Wallnöfer	FOR	FOR	✓
5.g	Re-elect Mr. Frank T. Weber	FOR	● OPPOSE	✓ He is not independent (business connections) and the board independence is insufficient.
6	Re-elect Ernst & Young as auditors	FOR	FOR	✓
7	Re-elect Mr. Marius Meier as independent proxy	FOR	FOR	✓
8	Elections to the remuneration committee			
8.a	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR	✓
8.b	Re-elect Dr. Argeris Karabelas to the remuneration committee	FOR	FOR	✓
8.c	Elect Mr. Frank T. Weber to the remuneration committee	FOR	● OPPOSE	✓ As Ethos did not support the election of Mr. Weber to the board of directors, he cannot be elected to the committee.
9	Binding votes on the remuneration of the board of directors and the executive management			
9.a	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
9.b	Binding prospective vote on the options for the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
9.c	Binding retrospective vote on an additional remuneration for the board of directors	FOR	FOR		✓
9.d	Binding prospective vote on the cash remuneration of the executive management	FOR	FOR		✓
9.e	Binding prospective vote on the options for the executive management	FOR	● OPPOSE	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
5	Elections to the board of directors			
5.1	Re-elect Dr. rer. pol. Luciano Gabriel	FOR	FOR	✓ 76.5 %
5.2	Re-elect Ms. Corinne Denzler	FOR	FOR	✓ 99.8 %
5.3	Re-elect Mr. Adrian Dudle	FOR	FOR	✓ 72.4 %
5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines. ✓ 86.0 %
5.5	Re-elect Mr. Nathan Hetz	FOR	FOR	✓ 72.2 %
5.6	Re-elect Mr. Josef Stadler	FOR	FOR	✓ 93.3 %
5.7	Re-elect Mr. Aviram Wertheim	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 64.4 %
6	Re-elect Dr. rer. pol. Luciano Gabriel as chairman of the board	FOR	FOR	✓ 74.7 %
7	Elections to the remuneration committee			
7.1	Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. iur. Forstmoser to the board of directors, he cannot be elected to the committee. ✓ 86.5 %
7.2	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR	✓ 72.9 %
7.3	Re-elect Mr. Nathan Hetz to the remuneration committee	FOR	FOR	✓ 73.4 %
7.4	Re-elect Mr. Josef Stadler to the remuneration committee	FOR	FOR	✓ 93.2 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.5 %
10	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.7 %
11	Election of the independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> <p>The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓
4	Approve renewal and increase of authorised capital	FOR	FOR		✓
5	Increase of the conditional capital for the conversion of convertible bonds	FOR	FOR		✓
6	Amend articles of association: composition of the board of directors	FOR	● OPPOSE	The number of members proposed is not adequate for the size of the company.	✓
7	Amend articles of association: composition of the nomination and remuneration committee	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration and options.	✓
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
8.3	Advisory vote on the remuneration report	FOR	FOR		✓
	Elections to the board of directors				
9.1.1	Re-elect Dr. Raghuram Selvaraju	FOR	FOR		✓
9.1.2	Re-elect Mr. Peter de Svastich	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result	
9.2	Elect Mr. Thomaz Burckhardt and discharge Dr. Michel Dreano	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> <p>The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓
9.3	Re-elect Dr. Raghuram Selvaraju as chairman of the board	FOR	FOR	✓	
9.4	Re-elect Mr. Peter de Svastich to the nomination and remuneration committee	FOR	FOR	✓	
9.5	Election of the independent proxy	FOR	FOR	✓	
9.6	Re-elect Mazars as auditors	FOR	FOR	✓	

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.1 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 92.6 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.1 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 92.2 %
5	Elections to the board of directors			
5.1	Re-elect Mr. This E. Schneider	FOR	FOR	✓ 90.2 %
5.2	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 99.0 %
5.3	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 97.3 %
5.4	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 99.1 %
5.5	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 99.4 %
5.6	Re-elect Mr. Bernhard Jucker	FOR	FOR	✓ 97.4 %
5.7	Re-elect Mr. Carl Illi	FOR	FOR	✓ 99.4 %
5.8	Re-elect Mr. Luc Tack	FOR	FOR	✓ 90.1 %
6	Re-elect Mr. Bernhard Jucker as chairman of the board	FOR	FOR	✓ 99.2 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	✓ 91.4 %
7.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 97.5 %
7.3	Re-elect Mr. Bernhard Jucker to the remuneration committee	FOR	FOR	✓ 97.8 %
8	Re-election of the independent proxy	FOR	FOR	✓ 99.7 %
9	Re-election of the auditors	FOR	● OPPOSE	✓ 86.4 % The audit firm has been in office for 35 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 99.4 %
2	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Ms. Anne Bobillier	FOR	FOR		✓ 99.9 %
4.1.2	Re-elect Mr. Wolfgang Martz	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (9.1%).	✓ 96.8 %
4.1.3	Re-elect Mr. Christian Budry	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (9.1%).	✓ 98.5 %
4.1.4	Re-elect Mr. Bernard Grobéty	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (9.1%).	✓ 98.8 %
4.1.5	Re-elect Mr. Jean-Jacques Miauton	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 22 years) and the board independence is insufficient (9.1%).	✓ 97.3 %
4.2	Appointment of Mr. François Vuille by the Canton of Vaud	NON-VOTING	NON-VOTING		
4.3	Re-appointment by the Canton of Vaud	NON-VOTING	NON-VOTING		
4.4	Re-elect Mr. Guy Mustaki as chairman of the board	FOR	FOR		✓ 96.8 %
4.5	Elections to the remuneration committee				
4.5.1	Re-elect Mr. Wolfgang Martz to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Martz to the board of directors, he cannot be elected to the committee.	✓ 95.1 %
4.5.2	Re-elect Ms. Elina Leimgruber to the nomination and remuneration committee	FOR	FOR		✓ 96.4 %

Item	Agenda	Board	Ethos		Result
4.5.3	Re-elect Prof. Dr. Jean-Yves Pidoux to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 12 years) and the committee does not include at least 50% independent members.	✓ 94.7 %
4.6	Election of the auditors	FOR	FOR		✓ 98.6 %
4.7	Election of the independent proxy	FOR	FOR		✓ 98.5 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7 %
2.a	Approve allocation of balance sheet result	FOR	FOR		✓ 98.8 %
2.b	Allocation of capital contributions reserves to free reserves	FOR	FOR		✓ 98.2 %
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines. The non-executive directors receive options.	✓ 91.5 %
4.a	Discharge board members	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 95.6 %
4.b	Discharge members of the executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 95.8 %
5	Increase the conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 93.7 %
6	Creation of an authorised capital	FOR	FOR		✓ 93.3 %
7	Cancellation of the opting-out clause	FOR	FOR		✓ 98.0 %
8	Elections to the board of directors				
8.a	Re-elect Mr. Elmar Schnee	FOR	FOR		✓ 97.3 %
8.b	Re-elect Mr. Martin Gertsch	FOR	FOR		✓ 89.1 %
8.c	Re-elect Mr. Philipp Gutzwiller	FOR	FOR		✓ 97.9 %
8.d	Re-elect Dr. Thomas Meier	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 96.9 %
8.e	Re-elect Dr. Patrick Vink	FOR	FOR		✓ 97.1 %
8.f	Re-elect Mr. Elmar Schnee as chairman of the board	FOR	FOR		✓ 95.6 %
9	Elections to the remuneration committee				
9.a	Re-elect Mr. Elmar Schnee to the remuneration committee	FOR	FOR		✓ 94.8 %
9.b	Re-elect Dr. Patrick Vink to the remuneration committee	FOR	FOR		✓ 94.8 %

Item	Agenda	Board	Ethos		Result
10	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The non-executive directors receive options.	✓ 94.4 %
11.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 93.9 %
11.b	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 93.3 %
12	Re-election of the auditors	FOR	FOR		✓ 98.4 %
13	Re-election of the independent proxy	FOR	FOR		✓ 99.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Michael Hauser	FOR	FOR	✓ 99.7 %
4.1.2	Re-elect Mr. Ruedi Huber	FOR	FOR	✓ 99.9 %
4.1.3	Re-elect Mr. Nicolas Mathys	FOR	FOR	✓ 99.9 %
4.1.4	Re-elect Mr. Paul Zumbühl	FOR	FOR	✓ 99.8 %
4.2	Re-elect Mr. Paul Zumbühl as chairman of the board	FOR	FOR	✓ 99.8 %
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Michael Hauser to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
4.3.2	Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
4.4	Re-election of the auditors	FOR	● OPPOSE	✓ 99.6 % The audit firm has been in office for 56 years, which exceeds Ethos' guidelines.
4.5	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.6 %
5.2.a	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.7 %
5.2.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.3 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. The remuneration report is not in line with Ethos' guidelines.	✓ 86.3 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 98.5 %
4	Discharge board members and executive management	FOR	FOR		✓ 91.5 %
5.1	Elections to the board of directors				
5.1.a	Elect Mr. Jens Alder as board member and chairman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.1 %
5.1.b	Re-elect Mr. Michael Büchter	FOR	FOR		✓ 99.3 %
5.1.c	Re-elect Mr. Martin Haefner	FOR	FOR		✓ 91.8 %
5.1.d	Re-elect Ms. Isabel Corinna Knauf	FOR	FOR		✓ 98.9 %
5.1.e	Re-elect Dr. Oliver Thum	FOR	FOR		✓ 91.0 %
5.1.f	Elect Mr. Alexey V. Moskov	FOR	FOR		✓ 98.6 %
5.1.g	Elect Mr. Adrian Widmer	FOR	FOR		✓ 99.4 %
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Ms. Isabel Corinna Knauf to the remuneration committee	FOR	FOR		✓ 96.8 %
5.2.b	Elect Mr. Jens Alder to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Alder to the board of directors, he cannot be elected to the committee.	✓ 91.2 %
5.2.c	Elect Mr. Alexey V. Moskov to the remuneration committee	FOR	FOR		✓ 98.5 %
5.3	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.5 %
5.4	Re-elect Burger & Müller as independent proxy	FOR	FOR		✓ 99.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 92.4 %

Item	Agenda	Board	Ethos		Result
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 91.8 %

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Review of the 2018 financial year	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
4	Advisory vote on the remuneration report	FOR	FOR	✓ 91.3 %
5	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
6	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
7.1	Elections to the board of directors			
7.1.1	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 100.0 %
7.1.2	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 99.6 %
7.1.3	Re-elect Dr. oec. Jacques Sanche	FOR	FOR	✓ 99.6 %
7.1.4	Re-elect Mr. Beat Siegrist as chairman of the board	FOR	FOR	✓ 99.6 %
7.2	Elections to the remuneration committee			
7.2.1	Elect Dr. oec. Jacques Sanche to the remuneration committee	FOR	FOR	✓ 97.9 %
7.2.2	Elect Ms. Vanessa Frey to the remuneration committee	FOR	FOR	✓ 97.9 %
7.2.3	Elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, former executive) and the committee does not include at least 50% independent members.</p> <p>✓ 95.9 %</p>
7.3	Election of the independent proxy	FOR	FOR	✓ 99.7 %
7.4	Election of the auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p> <p>✓ 93.9 %</p>
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.6 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 93.8 % The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income	FOR	FOR	✓ 99.5 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.3 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Moritz Lechner as board member and co-chairman	FOR	FOR	✓ 98.8 %
4.1.2	Re-elect Dr. Felix Mayer as board member and co-chairman	FOR	FOR	✓ 98.8 %
4.1.3	Re-elect Ms. Ricarda Demarmels	FOR	FOR	✓ 99.3 %
4.1.4	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 99.1 %
4.1.5	Elect Mr. François Gabella	FOR	FOR	✓ 98.4 %
4.1.6	Elect Dr. iur. Franz Studer	FOR	● OPPOSE	✓ 96.7 % He is a representative of a significant shareholder who is sufficiently represented on the board.
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Heinrich Fischer to the nomination and remuneration committee	FOR	FOR	✓ 98.2 %
4.2.2	Re-elect Dr. Moritz Lechner to the nomination and remuneration committee	FOR	● OPPOSE	✓ 94.8 % He is not independent (representative of an important shareholder, board tenure of 21 years, former executive) and the committee does not include at least 50% independent members.
4.2.3	Re-elect Dr. Felix Mayer to the nomination and remuneration committee	FOR	FOR	✓ 95.2 %
4.3	Re-elect KPMG as auditors	FOR	FOR	✓ 98.8 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.3 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 96.0 % The remuneration of the co-chairman is significantly higher than that of the peer group.
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 93.9 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.0 %

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
3	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
4	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
5	Approve renewal of authorised capital	FOR	FOR	✓ 97.9 %
6.1	Amend articles of association: Change of corporate name	FOR	FOR	✓ 100.0 %
6.2	Amend articles of association: Independent proxy	FOR	● OPPOSE	✓ 94.2 % The amendment has a negative impact on the rights or interests of all or some of the shareholders.
6.3	Amend articles of association: Bridging benefits in case of early retirement	FOR	FOR	✓ 99.9 %
7	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
8.1	Elections to the board of directors			
8.1.a	Re-elect Dr. Hans-Peter Bauer	FOR	FOR	✓ 98.8 %
8.1.b	Re-elect Ms. Carolin Schmäuser	FOR	FOR	✓ 98.8 %
8.1.c	Re-elect Mr. Christian Perschak	FOR	FOR	✓ 98.8 %
8.1.d	Re-elect Mr. Alexander Vögele and elect him as board chairman	FOR	FOR	✓ 98.7 %
8.1.e	Elect Mr. Andreas Hämmerli	FOR	FOR	✓ 100.0 %
8.2	Elections to the remuneration committee			
8.2.a	Re-elect Mr. Christian Perschak to the remuneration committee	FOR	FOR	✓ 98.6 %
8.2.b	Elect Mr. Andreas Hämmerli to the remuneration committee	FOR	FOR	✓ 99.8 %
8.2.1	Alternative proposal in case Mr. Andreas Hämmerli is not elected to the board under ITEM 8.1.e: Re-elect Mr. Alexander Vögele to the remuneration committee	WITH-DRAWN	● FOR	–
8.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 100.0 %
8.4	Re-elect Mr. Pablo Bünger as independent proxy	FOR	FOR	✓ 100.0 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6 %
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos	Result
9.3	Binding prospective vote on the total remuneration of Swiss Finance & Property AG as asset manager	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Binding votes on the remuneration of the board of directors and the executive management			
2.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3 %
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.6 %
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 95.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
5	Elections to the board of directors			
5.a	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 99.5 %
5.b	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 94.9 %
5.c	Re-elect Mr. Thomas Oetterli	FOR	FOR	✓ 100.0 %
5.d	Re-elect Mr. Heinrich C. Spoerry as board member and chairman	FOR	FOR	✓ 98.3 %
5.e	Re-elect Ms. Bettina Stadler	FOR	FOR	✓ 87.1 %
5.f	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.9 %
6	Elections to the nomination and remuneration committee			
6.a	Re-elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR	✓ 94.2 %
6.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 93.3 %
6.c	Re-elect Mr. Heinrich C. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 93.9 %
7	Re-elect Bürki Bolt Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 95.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.1 %
3	Discharge board members	FOR	FOR	✓ 99.4 %
4.1	Increase of nominal share value through conversion of capital contribution reserves	FOR	FOR	✓ 99.8 %
4.2	Increase of conditional capital for the employees	FOR	FOR	✓ 93.1 %
4.3	Creation of authorised capital	FOR	FOR	✓ 99.2 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. ✓ 95.4 %
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.3 %
5.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.0 %
5.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines. ✓ 89.7 %
6.1	Elections to the board of directors			
6.1.1	Re-elect Ms. Ulla Schmidt	FOR	FOR	✓ 97.5 %
6.1.2	Re-elect Mr. Colin Bond	FOR	FOR	✓ 95.7 %
6.1.3	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR	✓ 93.8 %
6.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓ 97.9 %
6.1.5	Re-elect Mr. Reto A. Garzetti	FOR	FOR	✓ 97.9 %
6.1.6	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓ 97.7 %
6.2	Elect Dr. chem. Rudolf Hanko	FOR	FOR	✓ 96.0 %
6.3	Re-elect Dr. iur. Andreas Casutt as chairman of the board	FOR	FOR	✓ 97.9 %
6.4	Elections to the remuneration committee			
6.4.1	Re-elect Ms. Ulla Schmidt to the remuneration committee	FOR	FOR	✓ 97.7 %

Item	Agenda	Board	Ethos	Result
6.4.2	Re-elect Mr. Reto A. Garzetti to the remuneration committee	FOR	FOR	✓ 97.9 %
6.4.3	Re-elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR	✓ 98.4 %
7	Election of the independent proxy	FOR	FOR	✓ 99.8 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 86.4 % The audit firm has been in office for 99 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of balance sheet result	FOR	FOR	✓
4	Approve dividend from capital contributions reserves	FOR	FOR	✓
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ The remuneration report is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ The information provided is insufficient. The maximum amount that can potentially be paid out is higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Dr. Werner J. Bauer	FOR	FOR	✓
6.1.2	Re-elect Mr. Wah-Hui Chu	FOR	FOR	✓
6.1.3	Re-elect Ms. Colleen A. Goggins	FOR	FOR	✓
6.1.4	Re-elect Dr. Mariel Hoch	FOR	FOR	✓
6.1.5	Re-elect Mr. Matthias Währen	FOR	FOR	✓
6.1.6	Re-elect Mr. Nigel Wright	FOR	FOR	✓
6.1.7	Re-elect Mr. Andreas Umbach	FOR	FOR	✓
6.2	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Wah-Hui Chu to the remuneration committee	FOR	FOR	✓
6.3.2	Re-elect Ms. Colleen A. Goggins to the remuneration committee	FOR	FOR	✓
6.3.3	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓
7	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
	Elections to the board of directors			
4.1.1	Re-elect Dr. Paul J. Hälg	FOR	FOR	✓ 99.7 %
4.1.2	Re-elect Mr. Frits van Dijk	FOR	FOR	✓ 98.7 %
4.1.3	Re-elect Ms. Monika Ribar	FOR	FOR	✓ 99.5 %
4.1.4	Re-elect Mr. Daniel J. Sauter	FOR	FOR	✓ 97.6 %
4.1.5	Re-elect Mr. Christoph Tobler	FOR	FOR	✓ 97.0 %
4.1.6	Re-elect Mr. Justin Howell	FOR	FOR	✓ 99.1 %
4.2.1	Elect Mr. Thierry Vanlancker	FOR	FOR	✓ 99.8 %
4.2.2	Elect Mr. Victor Balli	FOR	FOR	✓ 99.5 %
4.3	Re-elect Dr. Paul J. Hälg as board chairman	FOR	FOR	✓ 100.0 %
4.4	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Mr. Frits van Dijk to the nomination and remuneration committee	FOR	FOR	✓ 98.0 %
4.4.2	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	FOR	✓ 95.1 %
4.4.3	Re-elect Mr. Justin Howell to the nomination and remuneration committee	FOR	FOR	✓ 95.8 %
4.5	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines. ✓ 91.6 %
4.6	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR	✓ 99.8 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 72.4 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.7 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 81.8 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Robert F. Spoerry as member and chairman of the board	FOR	FOR	✓ 88.7 %
4.1.2	Re-elect Dr. Beat W. Hess	FOR	FOR	✓ 99.5 %
4.1.3	Re-elect Ms. Lynn D. Bleil	FOR	FOR	✓ 90.3 %
4.1.4	Re-elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 81.9 %
4.1.5	Re-elect Dr. Michael Jacobi	FOR	FOR	✓ 95.3 %
4.1.6	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 90.4 %
4.1.7	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 90.4 %
4.1.8	Re-elect Dr. Jinlong Wang	FOR	FOR	✓ 90.6 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 86.1 %
4.2.2	Re-elect Dr. Beat W. Hess to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
4.2.3	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 88.5 %
4.3	Re-election of the auditors	FOR	FOR	✓ 97.9 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 74.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ 80.6 %
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Elimination of capital loss situation and appropriation of accumulated loss	FOR	FOR	✓
3	Dividend distribution out of capital contributions reserves	FOR	● OPPOSE	✓ The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.
4	Discharge board members	FOR	● OPPOSE	✓ The company is in a situation of capital loss.
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Christopher Brotchie	FOR	FOR	✓
6.1.2	Re-elect Mr. Fersen Lamas Lambranh	FOR	FOR	✓
6.1.3	Re-elect Mr. David Emery	FOR	FOR	✓
6.1.4	Re-elect Mr. Christopher Wright	FOR	● OPPOSE	✓ He is not independent (representative of an important shareholder) and the board independence is insufficient (0%). He is a representative of a significant shareholder who is sufficiently represented on the board.
6.1.5	Re-elect Mr. Alvaro Lopes da Silva Neto	FOR	FOR	✓
6.2	Re-elect Mr. Christophe Brotchie as chairman of the board	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Christopher Brotchie to the remuneration committee	FOR	FOR	✓
6.3.2	Re-elect Mr. David Emery to the remuneration committee	FOR	FOR	✓
6.3.3	Re-elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee	FOR	FOR	✓
6.4	Re-election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
6.5	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓

Item	Agenda	Board	Ethos	Result
1	Explanations on annual report, consolidated accounts and financial statements	NON-VOTING	NON-VOTING	
2	Report of the auditors on the financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
3	Approve annual report and consolidated accounts	FOR	FOR	✓ 99.9 %
4	Approve financial statements of St. Galler Kantonalbank AG	FOR	FOR	✓ 99.9 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
6	Discharge board members	FOR	FOR	✓ 99.8 %
7.1	Creation of authorised capital	FOR	FOR	✓ 92.9 %
7.2	Abolish the conditional capital	FOR	FOR	✓ 99.1 %
8	Elections to the board of directors and to the remuneration committee			
8.1	Re-elect Prof. Thomas A. Gutzwiller as member and chairman of the board and as member of the remuneration committee	FOR	FOR	✓ 97.9 %
8.2	Re-elect Prof. Manuel Ammann	FOR	FOR	✓ 99.7 %
8.3	Re-elect Dr. Hans-Jürg Bernet as member of the board and of the remuneration committee	FOR	FOR	✓ 96.9 %
8.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board and of the remuneration committee	FOR	FOR	✓ 98.5 %
8.5	Re-elect Mr. Kurt Rüegg	FOR	FOR	✓ 99.6 %
8.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR	✓ 97.7 %
8.7	Re-elect Mr. Hans Wey	FOR	FOR	✓ 98.6 %
8.8	Elect Prof. Andrea Cornelius	FOR	FOR	✓ 99.2 %
8.9	Election of the independent proxy	FOR	FOR	✓ 99.7 %
8.10	Re-election of the auditors	FOR	● OPPOSE	✓ 98.3 % The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1 %
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.2 %

Item	Agenda	Board	Ethos	Result
9.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 96.5 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. The non-executive directors receive variable remuneration.	✓
2.1	Approve allocation of income	FOR	FOR		✓
2.2	Dividend out of the capital contributions reserves	FOR	FOR		✓
3	Discharge board members	FOR	FOR		✓
4	Partial revision of the articles of association (art. 3a, 9, 13 and 17d)	FOR	FOR		✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The non-executive directors receive variable remuneration.	✓
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Walter Fust	FOR	FOR		✓
6.1.2	Re-elect Prof. Christian Belz	FOR	FOR		✓
6.1.3	Re-elect Mr. Adrian Stürm	FOR	FOR		✓
6.1.4	Re-elect Dr. Erich J. Bohli	FOR	FOR		✓
6.1.5	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	He holds an excessive number of mandates. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
6.2	Elect Mr. Walter Fust as chairman of the board	FOR	FOR		✓
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR		✓
6.3.2	Re-elect Dr. Erich J. Bohli to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓

Item	Agenda	Board	Ethos		Result
6.4	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 38 years, which exceeds Ethos' guidelines.	✓
6.5	Re-election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.4 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 99.7 %
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.0 % The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 86.3 %
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 87.0 % The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines. The requested amount does not allow to respect Ethos' guidelines.
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.2 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR	✓ 98.7 %
6.2	Re-elect Ms. Monique Bourquin	FOR	FOR	✓ 98.7 %
6.3	Re-elect Dr. iur. Sebastian Burckhardt	FOR	FOR	✓ 95.4 %
6.4	Re-elect Mr. Ulrich Looser	FOR	FOR	✓ 96.4 %
6.5	Re-elect Dr. sc. techn. Beat E. Lüthi	FOR	FOR	✓ 98.3 %
6.6	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR	✓ 97.5 %
6.7	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 98.8 %
6.8	Elect Mr. Juan-José Gonzalez	FOR	FOR	✓ 99.9 %
7	Elections to the remuneration committee			

Item	Agenda	Board	Ethos	Result
7.1	Re-elect Ms. Monique Bourquin to the remuneration committee	FOR	FOR	✓ 98.6 %
7.2	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	✓ 98.1 %
7.3	Re-elect Dr. h.c. Thomas Straumann to the remuneration committee	FOR	FOR	✓ 98.2 %
8	Election of the independent proxy	FOR	FOR	✓ 99.8 %
9	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. The remuneration report is not in line with Ethos' guidelines.	✓ 74.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 95.7 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 82.0 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group. The remuneration structure is not in line with Ethos' guidelines.	✓ 74.5 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Peter Löscher as board member and chairman	FOR	FOR		✓ 97.6 %
5.2.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 96.4 %
5.2.2	Re-elect Dr. Matthias Bichsel	FOR	FOR		✓ 99.4 %
5.2.3	Re-elect Dr. Lukas Braunschweiler	FOR	FOR		✓ 96.9 %
5.2.4	Re-elect Mr. Mikhail Lifshitz	FOR	FOR		✓ 99.7 %
5.2.5	Re-elect Mr. Marco Musetti	FOR	● OPPOSE	He has attended too few board meetings without satisfactory explanation.	✓ 95.5 %
5.2.6	Re-elect Dr. Gerhard Roiss	FOR	FOR		✓ 99.3 %
6	Elections to the remuneration committee				
6.1.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.	✓ 90.8 %

Item	Agenda	Board	Ethos		Result
6.1.2	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Musetti to the board of directors, he cannot be elected to the committee.	✓ 91.3 %
6.1.3	Re-elect Dr. Gerhard Roiss to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.	✓ 91.0 %
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.6 %
8	Re-elect Proxy Voting GmbH independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.4 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 59.4 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Peter Schöpfer	FOR	FOR	✓ 97.9 %
4.1.2	Re-elect Mr. Jesper Ovesen	FOR	FOR	✓ 97.3 %
4.1.3	Re-elect Ms. Robin Bienenstock	FOR	FOR	✓ 99.2 %
4.1.4	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 98.2 %
4.1.5	Re-elect Mr. Michael Krammer	FOR	FOR	✓ 98.2 %
4.1.6	Re-elect Mr. Christoph Vilanek	FOR	FOR	✓ 81.6 %
4.1.7	Re-elect Dr. Peter Kurer	FOR	FOR	✓ 98.4 %
4.1.8	Elect Mr. Ingo Arnold	FOR	FOR	✓ 97.7 %
4.1.9	Re-elect Dr. Peter Kurer as board chairman	FOR	FOR	✓ 98.2 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Peter Schöpfer to the remuneration committee	FOR	FOR	✓ 98.0 %
4.2.2	Re-elect Dr. Peter Kurer to the remuneration committee	FOR	FOR	✓ 97.6 %
4.2.3	Re-elect Mr. Christoph Vilanek to the remuneration committee	FOR	FOR	✓ 80.9 %
4.2.4	Re-elect Mr. Michael Krammer to the remuneration committee	FOR	FOR	✓ 98.0 %
4.2.5	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR	✓ 98.1 %
4.2.6	Re-elect Mr. Peter Schöpfer as chairman of the remuneration committee	FOR	FOR	✓ 97.9 %
5	Elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0 %
6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.6 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 97.1 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9 %
7.3	Binding prospective vote on the total remuneration of the executive management for 2020	FOR	FOR	✓ 77.7 %

Item	Agenda	Board	Ethos	Result
7.4	Binding prospective vote on the increased total remuneration of the executive management for 2019	FOR	FOR	✓ 77.7 %
8.1	Amend articles of association: Reduction of authorised capital for general financing purposes	FOR	FOR	✗ 59.3 %
8.2	Amend articles of association: Renewal of authorised capital for employee participation	FOR	FOR	✓ 81.6 %
8.3	Amend articles of association: General remuneration principles	FOR	FOR	✓ 78.7 %
8.4	Amend articles of association: Change of registered office	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4	Binding votes on the remuneration of the board of directors and the executive				
4.1.1	Prospective vote on the fixed remuneration of the board of directors (for board functions)	FOR	FOR		✓
4.1.2	Prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	FOR		✓
4.2	Prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
4.3	Retrospective vote on the total variable remuneration of the executive members of the board of directors	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. The requested amount does not allow to respect Ethos' guidelines.	✓
4.4	Retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. The requested amount does not allow to respect Ethos' guidelines.	✓
5	Elections to the board of directors				
5.1	Re-elect Ms. Nayla Hayek	FOR	FOR		✓
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.	✓
5.3	Re-elect Ms. Daniela Aeschlimann	FOR	FOR		✓
5.4	Re-elect Mr. Georges N. Hayek Jr. (Nick)	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
5.5	Re-elect Prof. Dr. h.c. Claude Nicollier	FOR	FOR		✓
5.6	Re-elect Dr. Jean-Pierre Roth	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
5.7	Re-elect Ms. Nayla Hayek as board chairman	FOR	FOR		✓
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Nayla Hayek to the remuneration committee	FOR	● OPPOSE	She holds an executive function in the company.	✓
6.2	Re-elect Mr. Ernst Tanner to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tanner to the board of directors, he cannot be elected to the committee.	✓
6.3	Re-elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓
6.4	Re-elect Mr. Georges N. Hayek Jr. (Nick) to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hayek Jr. to the board of directors, he cannot be elected to the committee.	✓
6.5	Re-elect Prof. Dr. h.c. Claude Nicollier to the remuneration committee	FOR	FOR		✓
6.6	Re-elect Dr. Jean-Pierre Roth to the remuneration committee	FOR	FOR		✓
7	Re-elect Mr. Bernhard Lehmann as independent proxy	FOR	FOR		✓
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.	✓
9	Reduce share capital via cancellation of shares	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.1 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 90.1 %
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
2.2	Approve dividend from capital contribution reserves	FOR	FOR	✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.8 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5 %
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 93.9 %
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 96.5 %
5	Elections to the board of directors			
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	✓ 93.2 %
5.2	Re-elect Dr. oec. Adrienne Corboud Fumagalli	FOR	FOR	✓ 98.9 %
5.3	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 98.3 %
5.4	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	✓ 98.6 %
5.5	Re-elect Dr. oec. Frank Keuper	FOR	FOR	✓ 98.5 %
5.6	Re-elect Mr. Stefan Loacker	FOR	FOR	✓ 98.6 %
5.7	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	FOR	✓ 91.3 %
5.8	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓ 98.1 %
5.9	Re-elect Dr. oec. Frank Schnewlin	FOR	FOR	✓ 96.6 %
5.10	Re-elect Ms. Franziska Tschudi Sauber	FOR	FOR	✓ 95.2 %
5.11	Re-elect Dr. iur. Klaus Tschütscher	FOR	FOR	✓ 97.7 %
5.12	Elect Mr. Thomas Buess	FOR	FOR	✓ 98.0 %
	Elections to the remuneration committee			
5.13	Re-elect Dr. oec. Frank Schnewlin to the remuneration committee	FOR	FOR	✓ 96.4 %
5.14	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	FOR	✓ 93.9 %
5.15	Re-elect Dr. iur. Klaus Tschütscher to the remuneration committee	FOR	FOR	✓ 96.9 %
6	Election of the independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 96.8 %
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos		Result
1.1	Advisory vote on the remuneration report	FOR	FOR		✓ 89.9 %
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.5 %
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 89.6 %
4	Discharge board members	FOR	FOR		✓ 98.3 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter B. Kielholz as chairman and board member	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓ 87.8 %
5.1.2	Re-elect Dr. oec. Raymond K. F. Ch'ien	FOR	FOR		✓ 98.0 %
5.1.3	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 92.6 %
5.1.4	Re-elect Ms. Karen Gavan	FOR	FOR		✓ 94.9 %
5.1.5	Re-elect Mr. Trevor Manuel	FOR	FOR		✓ 94.1 %
5.1.6	Re-elect Mr. Jay Ralph	FOR	FOR		✓ 98.5 %
5.1.7	Re-elect Dr. Jörg Reinhardt	FOR	FOR		✓ 98.3 %
5.1.8	Re-elect Ms. Eileen Rominger	FOR	FOR		✓ 99.2 %
5.1.9	Re-elect Mr. Philip K. Ryan	FOR	FOR		✓ 94.0 %
5.1.10	Re-elect Mr. Sir Paul Tucker	FOR	FOR		✓ 98.5 %
5.1.11	Re-elect Mr. Jacques de Vaucleroy	FOR	FOR		✓ 98.0 %
5.1.12	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	She has a major conflict of interest that is incompatible with her role as board member.	✓ 93.2 %
5.1.13	Re-elect Mr. Larry Zimpleman	FOR	FOR		✓ 96.7 %
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. oec. Raymond K. F. Ch'ien to the remuneration committee	FOR	FOR		✓ 96.3 %
5.2.2	Re-elect Dr. oec. Renato Fassbind to the remuneration committee	FOR	FOR		✓ 91.8 %
5.2.3	Re-elect Dr. Jörg Reinhardt to the remuneration committee	FOR	FOR		✓ 96.6 %
5.2.4	Re-elect Mr. Jacques de Vaucleroy to the remuneration committee	FOR	FOR		✓ 96.2 %

Item	Agenda	Board	Ethos		Result
5.3	Election of the independent proxy	FOR	FOR		✓ 99.7 %
5.4	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 77.1 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The remuneration of the chairman is significantly higher than that of the peer group.	✓ 90.0 %
6.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The information provided is insufficient.	✓ 87.6 %
7	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.3 %
8	Approve share buyback programme	FOR	FOR		✓ 98.6 %
9	Approve renewal of authorised capital	FOR	FOR		✓ 97.6 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 96.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.8 %
4.2	Re-elect Mr. Alain Carrupt	FOR	FOR	✓ 99.9 %
4.3	Re-elect Dr. Franck Esser	FOR	FOR	✓ 99.8 %
4.4	Re-elect Dr. Barbara Frei-Spreiter	FOR	FOR	✓ 99.8 %
4.5	Elect Ms. Sandra Lathion-Zweifel	FOR	FOR	✓ 99.9 %
4.6	Re-elect Ms. Anna Mossberg	FOR	FOR	✓ 99.9 %
4.7	Elect Mr. Michael Rechsteiner	FOR	FOR	✓ 99.9 %
4.8	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 99.7 %
4.9	Re-elect Mr. Hansueli Loosli as board chairman	FOR	FOR	✓ 99.7 %
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Roland Abt to the remuneration committee	FOR	FOR	✓ 99.6 %
5.2	Re-elect Dr. Franck Esser to the remuneration committee	FOR	FOR	✓ 99.5 %
5.3	Re-elect Dr. Barbara Frei-Spreiter to the remuneration committee	FOR	FOR	✓ 99.4 %
5.4	Re-elect Mr. Hansueli Loosli to the remuneration committee	FOR	FOR	✓ 99.4 %
5.5	Re-elect Dr. Renzo Simoni to the remuneration committee	FOR	FOR	✓ 99.2 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3 %
7	Re-elect Reber Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0 %
8	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 72.8 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 97.1 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Markus Dennler as board member and chairman	FOR	FOR	✓ 99.1 %
4.1.2	Re-elect Mr. Martin M. Naville	FOR	FOR	✓ 99.1 %
4.1.3	Re-elect Mr. Jean-Christophe Pernollet	FOR	FOR	✓ 99.4 %
4.1.4	Re-elect Dr. iur. Beat Oberlin	FOR	FOR	✓ 98.9 %
4.1.5	Re-elect Dr. Monica Dell'Anna	FOR	FOR	✓ 99.3 %
4.2	Elections to the remuneration committee			
4.2.1	Elect Dr. iur. Beat Oberlin to the remuneration committee	FOR	FOR	✓ 96.5 %
4.2.2	Re-elect Dr. Monica Dell'Anna to the remuneration committee	FOR	FOR	✓ 96.1 %
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines. ✓ 94.4 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Pietro P. Supino-Coninx as board member and chairman	FOR	FOR	✓ 99.7 %
4.1.2	Re-elect Ms. Marina de Planta	FOR	FOR	✓ 99.9 %
4.1.3	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (CEO until 2012, business connections) and the board independence is insufficient (28.6%). ✓ 97.9 %
4.1.4	Re-elect Mr. Pierre Lamunière	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%). ✓ 96.0 %
4.1.5	Re-elect Dr. Sverre Munck	FOR	FOR	✓ 99.9 %
4.1.6	Re-elect Mr. Konstantin Richter	FOR	FOR	✓ 99.5 %
4.1.7	Elect Mr. Andreas Schulthess	FOR	FOR	✓ 99.8 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Dr. Pietro P. Supino-Coninx to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. ✓ 89.2 %
4.2.2	Re-elect Mr. Martin Kall to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (business connections, various reasons) and the committee does not include at least 50% independent members. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. ✓ 96.8 %
4.2.3	Elect Mr. Andreas Schulthess to the nomination and remuneration committee	FOR	FOR	✓ 91.9 %
4.3.1	Re-elect Dr. Gabriela Wyss as independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
4.3.2	Re-elect Mr. Martin Basler as substitute independent proxy	FOR	FOR		✓ 100.0 %
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 83.9 %
5	Binding votes on the remuneration of the board of directors and the executive				
5.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 97.7 %
5.2	Binding retrospective vote on the total remuneration of the advisory board	FOR	FOR		✓ 99.8 %
5.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 96.8 %
5.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The total remuneration of is excessive in view of the size and performance of the company.	✓ 89.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.1 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 87.4 %
4.1.b	Re-elect Dr. pharm. Oliver Fetzer	FOR	FOR	✓ 99.4 %
4.1.c	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 95.6 %
4.1.d	Re-elect Mr. Lars Holmqvist	FOR	FOR	✓ 99.6 %
4.1.e	Re-elect Dr. Karen J. Hübscher	FOR	FOR	✓ 99.9 %
4.1.f	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 97.8 %
4.1.g	Re-elect Dr. Daniel R. Marshak	FOR	FOR	✓ 99.3 %
4.2	Re-elect Dr. sc. nat. Lukas Braunschweiler as chairman of the board	FOR	FOR	✓ 87.5 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. pharm. Oliver Fetzer to the remuneration committee	FOR	FOR	✓ 93.1 %
4.3.b	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	✓ 89.6 %
4.3.c	Re-elect Dr. Daniel R. Marshak to the remuneration committee	FOR	FOR	✓ 93.1 %
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.5 %
4.5	Election of the independent proxy	FOR	FOR	✓ 99.0 %
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 79.9 %</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos	Result
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards and the amounts released after the performance period do not allow confirmation of the link between pay and performance.</p>	<p>✓ 94.6 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.2 %
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Dividend from capital contribution reserves	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.4 %
5	Approve renewal of authorised capital	FOR	FOR	✓ 97.2 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 93.2 % The remuneration of the executive chairman (who is not a member of the executive management) is excessive.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 83.6 % The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.
7	Elections to the board of directors			
7.1	Re-elect Mr. Andreas Andreades as board member and chairman	FOR	FOR	✓ 98.0 %
7.2	Re-elect Mr. Sergio Giacoletto-Roggio	FOR	FOR	✓ 99.5 %
7.3	Re-elect Mr. George Koukis	FOR	FOR	✓ 83.0 %
7.4	Re-elect Mr. Ian Robert Cookson	FOR	FOR	✓ 83.4 %
7.5	Re-elect Mr. Thibault de Tersant	FOR	FOR	✓ 99.9 %
7.6	Re-elect Mr. Erik Hansen	FOR	FOR	✓ 84.1 %
7.7	Re-elect Ms. Amy Yip Yok Tak	FOR	FOR	✓ 99.4 %
7.8	Re-elect Dr. Peter Spenser	FOR	FOR	✓ 99.9 %
8	Elections to the remuneration committee			
8.1	Re-elect Mr. Sergio Giacoletto-Roggio to the remuneration committee	FOR	FOR	✓ 91.8 %
8.2	Re-elect Mr. Ian Robert Cookson to the remuneration committee	FOR	FOR	✓ 76.3 %
8.3	Re-elect Mr. Erik Hansen to the remuneration committee	FOR	FOR	✓ 76.5 %
8.4	Re-elect Ms. Amy Yip Yok Tak to the remuneration committee	FOR	FOR	✓ 91.9 %

Item	Agenda	Board	Ethos		Result
9	Election of the independent proxy	FOR	FOR		✓ 99.8 %
10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 93.9 %

Item	Agenda	Board	Ethos	Result	
1	Chairman's speech	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	FOR	✓	
3.1	Approve allocation of income	FOR	FOR	✓	
3.2	Approve distribution from the capital contribution reserves	FOR	FOR	✓	
4.1	Discharge board members	FOR	FOR	✓	
4.2	Discharge executive management	FOR	FOR	✓	
5	Elections to the board of directors				
5.1	Re-elect Mr. François Frôté	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.2	Re-elect Mr. Michel Rollier	FOR	FOR	✓	
5.3	Re-elect Mr. Walter Fust	FOR	FOR	✓	
5.4	Elect Mr. Till Fust	FOR	● OPPOSE	<p>The information provided concerning the nominee does not allow evaluating his expected contribution to the board of directors.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p>	✓
6	Re-elect Mr. François Frôté as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected as chairman.	✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. François Frôté to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected to the committee.	✓
7.2	Re-elect Mr. Michel Rollier to the remuneration committee	FOR	FOR	✓	
7.3	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR	✓	

Item	Agenda	Board	Ethos		Result
7.4	Elect Mr. Till Fust to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fust to the board of directors, he cannot be elected to the committee.	✓
8	Election of the independent proxy	FOR	FOR		✓
9	Election of the auditors	FOR	FOR		✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration of the CEO is significantly higher than that of the peer group. The remuneration committee or the board of directors have excessive discretion with regard to awards.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2.1	Approve allocation of balance sheet result	FOR	FOR		✓ 99.6 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.2 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
4.1	Increase of conditional capital for employees	FOR	● OPPOSE	The potential dilution is excessive.	✓ 91.3 %
4.2	Increase of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✗ 57.0 %
5	Elections to the board of directors				
5.1	Re-elect Mr. André Müller as board member and chairman	FOR	FOR		✓ 99.6 %
5.2	Re-elect Ms. Gina Domanig	FOR	FOR		✓ 99.6 %
5.3	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 99.4 %
5.4	Re-elect Mr. Thomas Seiler	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 89.2 %
5.5	Re-elect Mr. Jean-Pierre Wyss	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Production and Logistics).	✓ 89.3 %
5.6	Elect Dr. Annette Rinck	FOR	FOR		✓ 99.5 %
5.7	Elect Mr. Markus Borchert	FOR	FOR		✓ 99.4 %
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Ms. Gina Domanig to the nomination and remuneration committee	FOR	FOR		✓ 99.1 %
6.2	Elect Mr. Markus Borchert to the nomination and remuneration committee	FOR	FOR		✓ 99.1 %
7.1	Advisory retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.3 %
7.2	Advisory retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 94.7 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.1 %

Item	Agenda	Board	Ethos		Result
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.0 %
9	Re-elect KBT Treuhand as independent proxy	FOR	FOR		✓ 99.3 %
10	Re-elect KPMG as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 89.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 79.4 % The remuneration report is not in line with Ethos' guidelines.
3.1	Approve allocation of income	FOR	FOR	✓ 99.7 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management	FOR	● OPPOSE	✗ 41.7 % Ethos strongly disagrees with the management of the company's affairs and the board's decisions.
5	Elections to the board of directors			
5.1	Re-elect Dr. oec. Axel Weber as chairman of the board	FOR	FOR	✓ 92.2 %
5.2	Re-elect Mr. David Sidwell	FOR	FOR	✓ 96.4 %
5.3	Re-elect Mr. Jeremy Anderson	FOR	FOR	✓ 98.5 %
5.4	Re-elect Prof. Dr. iur. Reto Francioni	FOR	FOR	✓ 96.0 %
5.5	Re-elect Prof. Dr. oec. Fred Hu	FOR	FOR	✓ 95.8 %
5.6	Re-elect Ms. Julie G. Richardson	FOR	FOR	✓ 95.8 %
5.7	Re-elect Prof. Dr. iur. Isabelle Romy	FOR	FOR	✓ 98.9 %
5.8	Re-elect Mr. Robert Scully	FOR	FOR	✓ 96.1 %
5.9	Re-elect Prof. Dr. oec. Beatrice Weder di Mauro	FOR	FOR	✓ 98.9 %
5.10	Re-elect Dr. math. Dieter Wemmer	FOR	FOR	✓ 98.2 %
6.1	Elect Mr. William Dudley	FOR	FOR	✓ 98.7 %
6.2	Elect Ms. Jeanette Wong	FOR	FOR	✓ 99.0 %
7	Elections to the remuneration committee			
7.1	Re-elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR	✓ 91.9 %
7.2	Re-elect Dr. math. Dieter Wemmer to the remuneration committee	FOR	FOR	✓ 94.5 %
7.3	Elect Prof. Dr. iur. Reto Francioni to the remuneration committee	FOR	FOR	✓ 95.4 %
7.4	Elect Prof. Dr. oec. Fred Hu to the remuneration committee	FOR	FOR	✓ 95.3 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 85.9 % The remuneration is significantly higher than that of the peer group.

Item	Agenda	Board	Ethos		Result
8.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 81.4 %
8.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	<p>The fixed remuneration is significantly higher than that of the peer group.</p>	✓ 86.7 %
9	Election of the independent proxy	FOR	FOR		✓ 99.7 %
10	Election of the auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.</p>	✓ 95.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓
4.1	Reduce share capital via cancellation of shares	FOR	FOR		✓
4.2	Amend articles of association: Remuneration principles for the board of directors	FOR	FOR		✓
4.3	Amend articles of association: Reserve for new hires	FOR	FOR		✓
4.4	Amend articles of association: Modalities for the remuneration votes	FOR	FOR		✓
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓
6.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Mr. Gustav Stenbolt as board member and chairman	FOR	● OPPOSE	He is CEO and there is no indication that the combination of functions is temporary.	✓
7.2	Re-elect Mr. Philipp LeibundGut	FOR	● OPPOSE	He is not independent (representative of an important shareholder, former executive) and the board independence is insufficient (0.0%).	✓
7.3	Re-elect Mr. Olivier Brunisholz	FOR	FOR		✓
8	Elections to the remuneration committee				
8.1	Re-elect Mr. Philipp LeibundGut to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. LeibundGut to the board of directors, he cannot be elected to the committee.	✓

Item	Agenda	Board	Ethos		Result
8.2	Re-elect Mr. Gustav Stenbolt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Stenbolt to the board of directors, he cannot be elected to the committee.	✓
8.3	Re-elect Mr. Olivier Brunisholz to the remuneration committee	FOR	FOR		✓
9	Re-elect BDO as auditors	FOR	FOR		✓
10	Re-elect Martin Rechtsanwälte as independent proxy	FOR	FOR		✓
11	Approve share buyback programme	FOR	● OPPOSE	<p>The company may undertake selective share repurchases.</p> <p>The share repurchase is 10 times higher than the cash dividend.</p> <p>The buyback is incompatible with the long-term interests of the majority of the company's stakeholders.</p>	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 94.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.3 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.3 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.8 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 91.0 %
5.3	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 95.4 %
6	Elections to the board of directors			
6.1.1	Re-elect Mr. Jürg Bucher as board member and chairman	FOR	FOR	✓ 95.5 %
6.1.2	Re-elect Prof. Dr. Christoph B. Bühler	FOR	FOR	✓ 98.6 %
6.1.3	Re-elect Ms. Barbara Artmann	FOR	FOR	✓ 98.5 %
6.1.4	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR	✓ 98.3 %
6.1.5	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 98.5 %
6.1.6	Re-elect Ms. Nicole Pauli	FOR	FOR	✓ 98.5 %
6.1.7	Re-elect Ms. Franziska von Weissenfluh	FOR	FOR	✓ 98.1 %
6.2	Elect Mr. Markus Gygax	FOR	FOR	✓ 97.7 %
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee	FOR	FOR	✓ 97.9 %
7.2	Re-elect Mr. Jean-Baptiste Beuret to the nomination and remuneration committee	FOR	FOR	✓ 98.0 %
7.3	Re-elect Mr. Jürg Bucher to the nomination and remuneration committee	FOR	FOR	✓ 93.5 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.9 %
9	Re-elect Fellmann Tschümperlin Löscher AG as independent proxy	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓
4	Discharge board members and executive management	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Manuel Leuthold	FOR	FOR		✓
5.1.b	Re-elect Mr. Jaume Martos Sabater	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
5.1.c	Re-elect Mr. Patrick Richard	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
5.1.d	Re-elect Mr. Taner Alicehic	FOR	● OPPOSE	He is also a permanent member of the executive management and serves on the audit committee.	✓
5.1.e	Re-elect Mr. Stefan Buser	FOR	FOR		✓
5.1.f	Re-elect Mr. Dany Roizman	FOR	FOR		✓
5.1.g	Re-elect Dr. Beat Schwab	FOR	FOR		✓
5.2	Re-elect Mr. Manuel Leuthold as chairman of the board	FOR	FOR		✓
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Mr. Stefan Buser to the remuneration committee	FOR	FOR		✓
5.3.b	Re-elect Dr. Beat Schwab to the remuneration committee	FOR	FOR		✓
5.4	Re-election of the auditors	FOR	FOR		✓
5.5	Re-election of the independent proxy	FOR	FOR		✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2.1	Approve allocation of income	FOR	FOR	✓ 99.9 %
2.2	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Martin Komischke as member and chairman of the board	FOR	FOR	✓ 99.4 %
4.1.2	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 99.8 %
4.1.3	Re-elect Mr. Karl Schlegel	FOR	FOR	✓ 99.8 %
4.1.4	Re-elect Dr. Hermann Gerlinger	FOR	FOR	✓ 99.8 %
4.1.5	Re-elect Mr. Heinz Kundert	FOR	FOR	✓ 97.8 %
4.1.6	Re-elect Dr. Libo Zhang	FOR	FOR	✓ 99.8 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Dr. Martin Komischke to the nomination and remuneration committee	FOR	FOR	✓ 99.0 %
4.2.2	Re-elect Mr. Karl Schlegel to the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
4.2.3	Re-elect Mr. Heinz Kundert to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former CEO) and the committee does not include at least 50% independent members. ✓ 95.2 %
5	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
6	Re-election of the auditors	FOR	FOR	✓ 99.4 %
7	Binding votes on the remuneration of the board of directors and the executive management			
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 97.9 %
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.1 %
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.0 %
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 92.4 %
7.5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5 %

Item	Agenda	Board	Ethos		Result
1	Present annual report and accounts	NON-VOTING	NON-VOTING		
2	Auditors' reports	NON-VOTING	NON-VOTING		
3	Approve annual report and statutory financial statements	FOR	FOR		✓
4	Approve consolidated financial statements	FOR	FOR		✓
5	Approve allocation of income and dividend	FOR	FOR		✓
6	Discharge board members	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Dr. oec. Paul-André Sanglard	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.	✓
7.2	Re-elect Ms. Chantal Balet Emery	FOR	FOR		✓
7.3	Re-elect Mr. Martin Albers	FOR	FOR		✓
7.4	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR		✓
7.5	Re-elect Ms. Eftychia Fischer	FOR	FOR		✓
7.6	Re-elect Mr. Peter Kofmel	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓
7.7	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓
8	Re-elect Dr. oec. Paul-André Sanglard as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. Sanglard to the board of directors, he cannot be elected as chairman.	✓
9	Elections to the remuneration committee				
9.1	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR		✓
9.2	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	FOR		✓
9.3	Re-elect Ms. Eftychia Fischer to the remuneration committee	FOR	FOR		✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
10.2	Binding prospective vote on the total remuneration of the executive management for 2019	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
10.3	Binding prospective vote on the total remuneration of the executive management for 2020	FOR	● OPPOSE	The information provided is insufficient.	✓
11	Election of the independent proxy	FOR	FOR		✓
12	Election of the auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 98.8 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
4.3	Increase of the total remuneration of the executive management for the financial year 2019	FOR	FOR	✓ 99.1 %
4.4	Binding prospective vote on the total remuneration of the executive management for the financial year 2020	FOR	FOR	✓ 99.1 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR	✓ 99.8 %
5.1.2	Re-elect Mr. Claude R. Cornaz as board member and chairman	FOR	FOR	✓ 98.8 %
5.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR	✓ 98.8 %
5.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (28.6%). ✓ 98.0 %
5.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR	✓ 98.8 %
5.1.6	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 96.9 %
5.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 98.8 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR	✓ 97.6 %
5.2.2	Re-elect Dr. oec. publ. Rudolf W. Fischer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. publ. Fischer to the board of directors, he cannot be elected to the committee. ✓ 98.0 %
5.2.3	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	FOR	✓ 97.9 %
5.3	Election of the independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
5.4	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 99.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.7 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 92.5 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 92.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 95.1 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Etienne Jornod as board chairman	FOR	● OPPOSE	He is also CEO in all but name and the combination of functions is permanent.	✓ 95.3 %
6.1.b	Re-elect Prof. Dr. Michel Burnier	FOR	FOR		✓ 99.7 %
6.1.c	Re-elect Dr. Romeo Cerutti	FOR	FOR		✓ 99.7 %
6.1.d	Re-elect Mr. Jacques Theurillat	FOR	FOR		✓ 99.6 %
6.1.e	Re-elect Dr. Gianni Zampieri	FOR	FOR		✓ 99.8 %
6.1.f	Elect Dr. Sue Mahony	FOR	FOR		✓ 99.7 %
6.1.g	Elect Ms. Kim Stratton	FOR	FOR		✓ 99.0 %
6.2	Elections to the remuneration committee				
6.2.a	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR		✓ 99.3 %
6.2.b	Elect Dr. Romeo Cerutti to the remuneration committee	FOR	FOR		✓ 99.3 %
6.2.c	Elect Dr. Sue Mahony to the remuneration committee	FOR	FOR		✓ 99.4 %
6.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
6.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	<p>✓ 90.0 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	✓
3	Discharge board members	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Elections to the board of directors			
5.a	Re-elect Dr. Andreas Giesbrecht as board member and chairman	FOR	FOR	✓
5.b	Re-elect Mr. Nicolas Rouge	FOR	FOR	✓
5.c	Re-elect Mr. Jacques Stephan	FOR	FOR	✓
5.d	Re-elect Mr. Pascal Blanquet	FOR	FOR	✓
6	Elections to the remuneration committee			
6.a	Re-elect Mr. Nicolas Rouge to the remuneration committee	FOR	FOR	✓
6.b	Re-elect Mr. Pascal Blanquet to the remuneration committee	FOR	FOR	✓
7	Elect Mr. Nicolas Passaplan as independent proxy	FOR	FOR	✓
8	Re-elect KPMG as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	● OPPOSE	✓ Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
3	Elections to the board of directors			
3.1	Re-elect Dr. Peter Kalantzis as chairman of the board	FOR	FOR	✓
3.2	Re-elect Mr. Gerd Amtstätter	FOR	● OPPOSE	✓ He is 76 years old, which exceeds Ethos' guidelines. He is not independent (representative of an important shareholder, board tenure of 12 years) and the board independence is insufficient (0.0%). He is a representative of a significant shareholder who is sufficiently represented on the board.
3.3	Re-elect Mr. Guido Egli	FOR	● OPPOSE	✓ He is not independent (representative of an important shareholder, board tenure of 12 years) and the board independence is insufficient (0.0%). He is a representative of a significant shareholder who is sufficiently represented on the board.
3.4	Re-elect Mr. August François von Finck Jr.	FOR	FOR	✓
3.5	Re-elect Dr. Christian Hennerkes	FOR	● OPPOSE	✓ He is also a permanent member of the executive management (CEO).
3.6	Re-elect Mr. Gerd Peskes	FOR	● OPPOSE	✓ He is 75 years old, which exceeds Ethos' guidelines. He is not independent (representative of an important shareholder, board tenure of 19 years) and the board independence is insufficient (0.0%). He is a representative of a significant shareholder who is sufficiently represented on the board.
4	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
4.1	Re-elect Mr. Gerd Amtstätter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Amtstätter to the board of directors, he cannot be elected to the committee.	✓
4.2	Re-elect Mr. Guido Egli to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Egli to the board of directors, he cannot be elected to the committee.	✓
4.3	Re-elect Mr. August François von Finck Jr. to the Remuneration Committee	FOR	FOR		✓
5	Election of the auditors	FOR	FOR		✓
6	Election of the independent proxy	FOR	FOR		✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The fixed remuneration is significantly higher than that of the peer group.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4	Elections to the board of directors and the nomination and remuneration committee			
4.1	Re-elect Mr. Herbert J. Scheidt as board member and chairman	FOR	FOR	✓ 97.7 %
4.2	Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 96.7 %
4.3	Re-elect Dr. Maja Baumann as board member	FOR	FOR	✓ 99.3 %
4.4	Re-elect Dr. Elisabeth Bourqui as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 98.9 %
4.5	Re-elect Mr. David Cole as board member	FOR	FOR	✓ 99.9 %
4.6	Re-elect Mr. Stefan Loacker as board member	FOR	FOR	✓ 99.8 %
4.7	Re-elect Dr. Frank Schnewlin as board member	FOR	FOR	✓ 99.9 %
4.8	Re-elect Ms. Clara C. Streit as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 98.2 %
4.9	Re-elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 97.9 %
5	Re-elect Vischer AG as independent proxy	FOR	FOR	✓ 100.0 %
6	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 36 years, which exceeds Ethos' guidelines. ✓ 95.5 %
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines. ✓ 86.4 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group. ✓ 95.7 %

Item	Agenda	Board	Ethos		Result
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 89.0 %
7.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 95.1 %
7.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 88.0 %
7.6	Binding retrospective vote on an additional amount for the 2015 long-term variable remuneration of the board chairman	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group. The non-executive chairman receives variable remuneration.	✓ 83.3 %
7.7	Binding retrospective vote on an additional amount for the 2015 long-term variable remuneration of the executive management	FOR	FOR		✓ 87.2 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
3	Discharge board members and the auditor	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Markus Thomas Hilti	FOR	FOR	✓ 97.9 %
4.1.2	Re-elect Ms. Ursula Lang	FOR	FOR	✓ 97.3 %
4.1.3	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 97.1 %
4.2.1	Election of the auditors for FY 2019	FOR	FOR	✓ 99.9 %
4.2.2	Election of the auditors for FY 2020	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Fred Kindle as board member and chairman	FOR	FOR	✓ 97.7 %
4.1.2	Re-elect Mr. Roland Iff	FOR	FOR	✓ 95.0 %
4.1.3	Re-elect Dr. iur. Albrecht Langhart	FOR	● OPPOSE	He is not independent (board tenure of 19 years, business connections) and the board independence is insufficient (40.0%). ✓ 92.4 %
4.1.4	Re-elect Mr. Roland Ledergerber	FOR	FOR	✓ 99.5 %
4.1.5	Re-elect Mr. Olivier de Perregaux	FOR	FOR	✓ 99.5 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Fred Kindle to the remuneration committee	FOR	FOR	✓ 97.2 %
4.2.2	Re-elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR	✓ 99.5 %
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 100.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.7 %
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.9 %
7.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 98.2 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of income and dividend out of capital contributions reserves	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors and to the remuneration committee			
4.1	Re-elect Dr. Marcel Rohner as member and chairman of the board	FOR	FOR	✓ 98.2 %
4.2	Re-elect Dr. Ulrich Vischer	FOR	FOR	✓ 98.6 %
4.3	Elect Mr. Stephan A. Müller	FOR	FOR	✓ 99.6 %
4.4	Elect Mr. Kurt Ritz	FOR	FOR	✓ 99.6 %
4.5	Re-elect Dr. Marcel Rohner to the remuneration committee	FOR	FOR	✓ 97.8 %
4.6	Re-elect Dr. Ulrich Vischer to the remuneration committee	FOR	FOR	✓ 97.7 %
4.7	Elect Mr. Stephan A. Müller to the remuneration committee	FOR	FOR	✓ 99.3 %
4.8	Elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR	✓ 99.2 %
	Binding votes on the remuneration of the board of directors and the executive management			
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.4 %
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.5 %
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.9 %
7	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Re-election of the auditors	FOR	● OPPOSE	✓ 98.0 % The audit firm has been in office for more than 20 years, which exceeds Ethos' guidelines. During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of the loss	FOR	FOR		✓
4	Elections to the board of directors				
4.1	Re-elect Mr. Carlos Creus Moreira	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.2	Re-elect Mr. Philippe Doubre	FOR	● OPPOSE	He is 84 years old, which exceeds Ethos' guidelines. He is not independent (co-founder of the company) and the board independence is insufficient (28.6%).	✓
4.3	Re-elect Mr. Juan Hernandez Zayas	FOR	FOR		✓
4.4	Re-elect Mr. Dourgam Kummer	FOR	● OPPOSE	He is not independent (former executive, consultancy fees) and the board independence is insufficient (28.6%).	✓
4.5	Re-elect Ms. Maryla Shingler-Bobbio	FOR	FOR		✓
4.6	Re-elect Mr. Peter Ward	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
4.7	Re-elect Mr. David Fergusson	FOR	FOR		✓
5	Re-elect Mr. Carlos Creus Moreira as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Moreira to the board of directors, he cannot be elected as chairman.	✓
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Mr. David Fergusson to the nomination and remuneration committee	FOR	FOR		✓
6.2	Re-elect Mr. Philippe Doubre to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Doubre to the board of directors, he cannot be elected to the committee.	✓
6.3	Re-elect Ms. Maryla Shingler-Bobbio to the nomination and remuneration committee	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
7	Re-elect BDO as auditors	FOR	FOR	✓
8	Election of the independent proxy	FOR	FOR	✓
9	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive options and excessive consultancy fees in a regular manner.</p>
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓</p> <p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive options and consultancy fees in a regular manner.</p>
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3	Discharge board members and executive management	FOR	FOR	✓
4.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓ 99.4 %
4.b	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration. ✓ 94.6 %
4.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.0 %
4.d	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.6 %
5.a	Elections to the board of directors			
5.a.1	Re-elect Dr. Willy Michel	FOR	FOR	✓ 99.1 %
5.a.2	Re-elect Mr. Anton J. Kräuliger	FOR	FOR	✓ 99.8 %
5.a.3	Re-elect Mr. Paul R. Fonteyne	FOR	FOR	✓ 99.8 %
5.a.4	Elect Dr. Martin Münchbach	FOR	FOR	✓ 99.9 %
5.b	Re-elect Dr. Willy Michel as chairman of the board	FOR	FOR	✓ 98.5 %
5.c	Elections to the remuneration committee			
5.c.1	Re-elect Mr. Anton J. Kräuliger to the remuneration committee	FOR	FOR	✓ 97.6 %
5.c.2	Re-elect Mr. Paul R. Fonteyne to the remuneration committee	FOR	FOR	✓ 98.7 %
5.c.3	Elect Dr. Martin Münchbach to the remuneration committee	FOR	FOR	✓ 99.5 %
5.d	Election of the independent proxy	FOR	FOR	✓ 98.9 %
5.e	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.8 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Approve dividend from capital contributions reserves	FOR	FOR		✓
4	Discharge board members and executive management	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Vladislav Osipov	FOR	FOR		✓
5.1.2	Re-elect Dr. Markus Wesnitzer	FOR	FOR		✓
5.1.3	Re-elect Dr. Wolfgang Zürcher	FOR	FOR		✓
5.2	Elect Dr. Wolfgang Zürcher as board chairman	FOR	FOR		✓
5.3	Elections to the remuneration committee				
5.3.1	Elect Mr. Vladislav Osipov to the remuneration committee	FOR	FOR		✓
5.3.2	Re-elect Dr. Markus Wesnitzer to the remuneration committee	FOR	FOR		✓
5.3.3	Re-elect Dr. Wolfgang Zürcher to the remuneration committee	FOR	FOR		✓
5.4	Elect Adtrexa AG as independent proxy	FOR	FOR		✓
5.5	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓
6	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The amounts paid in the past do not allow confirmation of the link between pay and performance.	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 92.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓ 96.5 %
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.8 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Beat Schwab	FOR	FOR		✓ 97.1 %
5.1.2	Re-elect Prof. Annelies Häcki Buhofer	FOR	FOR		✓ 96.4 %
5.1.3	Re-elect Mr. Armin Meier	FOR	FOR		✓ 96.9 %
5.1.4	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 94.3 %
5.1.5	Re-elect Mr. Johannes Stöckli	FOR	FOR		✓ 96.0 %
5.2	Re-elect Dr. Beat Schwab as chairman of the board	FOR	FOR		✓ 97.3 %
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Mr. Armin Meier to the nomination and remuneration committee	FOR	FOR		✓ 96.7 %
5.3.2	Re-elect Mr. Martin Wipfli to the nomination and remuneration committee	FOR	FOR		✓ 94.2 %
5.4	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Re-election of the auditors	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.4 %
2	Discharge board members	FOR	FOR	✓ 98.2 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 98.8 %
4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 92.6 %
5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 92.2 %
6.1	Approve the revised Act on the Zuger Kantonalbank	FOR	FOR	✓ 96.7 %
6.2	Adoption of the new articles of association	FOR	FOR	✓ 97.4 %
7	Elections to the board of directors			
7.1	Re-elect Mr. Bruno Bonati	FOR	FOR	✓ 94.4 %
7.2	Re-elect Dr. Jacques Bossart	FOR	FOR	✓ 94.3 %
7.3	Elect Dr. Silvan Schriber	FOR	FOR	✓ 81.1 %
8	Elections to the remuneration committee			
8.1	Re-elect Mr. Bruno Bonati to the remuneration committee	FOR	FOR	✓ 96.0 %
8.2	Elect Dr. Jacques Bossart to the remuneration committee	FOR	FOR	✓ 95.6 %
9	Re-election of the independent proxy	FOR	FOR	✓ 95.7 %
10	Re-election of two members of the group of auditors			
10.1	Re-election of PricewaterhouseCoopers	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines. ✓ 89.5 %
10.2	Re-election of Mr. Adrian Kalt	FOR	FOR	✓ 90.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Increase the share capital and the pool of conditional capital				
4.1	Increase of nominal share value through conversion of capital contribution reserves	FOR	FOR		✓
4.2	Increase pool of conditional capital for the employees	FOR	FOR		✓
4.3	Create a pool of conditional capital for the conversion of convertible bonds	FOR	FOR		✓
5	Elections to the board of directors				
5.1	Re-elect Prof. Stefan Feuerstein as board member and chairman	FOR	FOR		✓
5.2	Re-elect Prof. Dr. Volker Amelung	FOR	FOR		✓
5.3	Re-elect Mr. Walter Oberhänsli	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.4	Re-elect Dr. Thomas Schneider	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.	✓
5.5	Elect Mr. Tobias Hartmann	FOR	FOR		✓
5.6	Elect Dr. Christian Mielsch	FOR	FOR		✓
5.7	Elect Mr. Florian Seubert	FOR	FOR		✓
6	Elections to the remuneration committee				
6.1	Re-elect Prof. Stefan Feuerstein to the remuneration committee	FOR	FOR		✓
6.2	Re-elect Dr. Thomas Schneider to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Schneider to the board of directors, he cannot be elected to the committee.	✓
6.3	Elect Mr. Florian Seubert to the remuneration committee	FOR	FOR		✓
7	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
8	Election of the auditors	FOR	● OPPOSE	<p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓
9.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓
9.2	Increase the total remuneration of the board of directors for the 2019 financial year	FOR	FOR		✓
9.3	Binding prospective vote on the total remuneration of the board of directors for the 2020 financial year	FOR	FOR		✓
9.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓
9.5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✓ 88.2 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.8 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Michel M. Liès as board member and chairman	FOR	FOR		✓ 99.0 %
4.1.2	Re-elect Ms. Joan Amble	FOR	FOR		✓ 99.4 %
4.1.3	Re-elect Ms. Catherine P. Bessant	FOR	FOR		✓ 99.4 %
4.1.4	Re-elect Ms. Dame Alison J. Carnwath	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 94.2 %
4.1.5	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR		✓ 98.2 %
4.1.6	Re-elect Mr. Jeffrey L. Hayman	FOR	FOR		✓ 99.0 %
4.1.7	Re-elect Dr. Monica Mächler	FOR	FOR		✓ 99.4 %
4.1.8	Re-elect Mr. Kishore Mahbubani	FOR	FOR		✓ 98.6 %
4.1.9	Elect Mr. Michael Halbherr	FOR	FOR		✓ 96.4 %
4.1.10	Elect Ms. Jasmin Staiblin	FOR	FOR		✓ 99.0 %
4.1.11	Elect Mr. Barry Stowe	FOR	FOR		✓ 99.2 %
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Michel M. Liès to the remuneration committee	FOR	FOR		✓ 98.4 %
4.2.2	Re-elect Ms. Catherine P. Bessant to the remuneration committee	FOR	FOR		✓ 98.8 %
4.2.3	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR		✓ 98.0 %
4.2.4	Re-elect Mr. Kishore Mahbubani to the remuneration committee	FOR	FOR		✓ 98.1 %
4.2.5	Elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR		✓ 98.8 %
4.3	Election of the independent proxy	FOR	FOR		✓ 99.7 %
4.4	Election of the auditors	FOR	FOR		✓ 96.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.5 %

Item	Agenda	Board	Ethos		Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 90.1 %
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 97.3 %

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Present auditors' reports	NON-VOTING	NON-VOTING		
3.a	Approve annual report	FOR	FOR		✓ 100.0 %
3.b	Approve statutory and consolidated financial statements	FOR	FOR		✓ 100.0 %
3.c	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0 %
3.d	Discharge board members	FOR	FOR		✓ 100.0 %
4.	Elections to the board of directors				
4.a.1	Re-elect Mr. Luigi Mion as board member and chairman	FOR	● OPPOSE	He is a representative of the controlling shareholder who is sufficiently represented on the board.	✓
4.a.2	Re-elect Mr. Roberto Raggiotto	FOR	FOR		✓ 100.0 %
4.a.3	Re-elect Mr. Francesco Punzo	FOR	FOR		✓ 100.0 %
4.a.4	Re-elect Mr. Yves Bosson	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (0.0%).	✓
4.b	Elections to the remuneration committee				
4.b.1	Re-elect Mr. Luigi Mion to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Mion to the board of directors, he cannot be elected to the committee.	✓
4.b.2	Re-elect Mr. Roberto Raggiotto to the remuneration committee	FOR	FOR		✓ 100.0 %
4.c	Re-elect Fiduciaire Fidag as auditors	FOR	FOR		✓ 100.0 %
4.d	Re-elect Mr. Laurent Nicod independent proxy	FOR	FOR		✓ 100.0 %
5.a.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 100.0 %
5.a.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 100.0 %

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