

2015

General meetings of SPI companies

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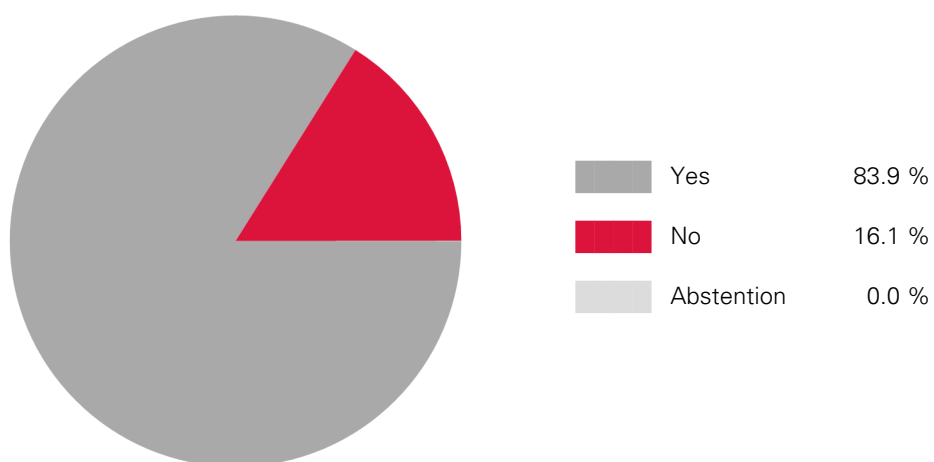
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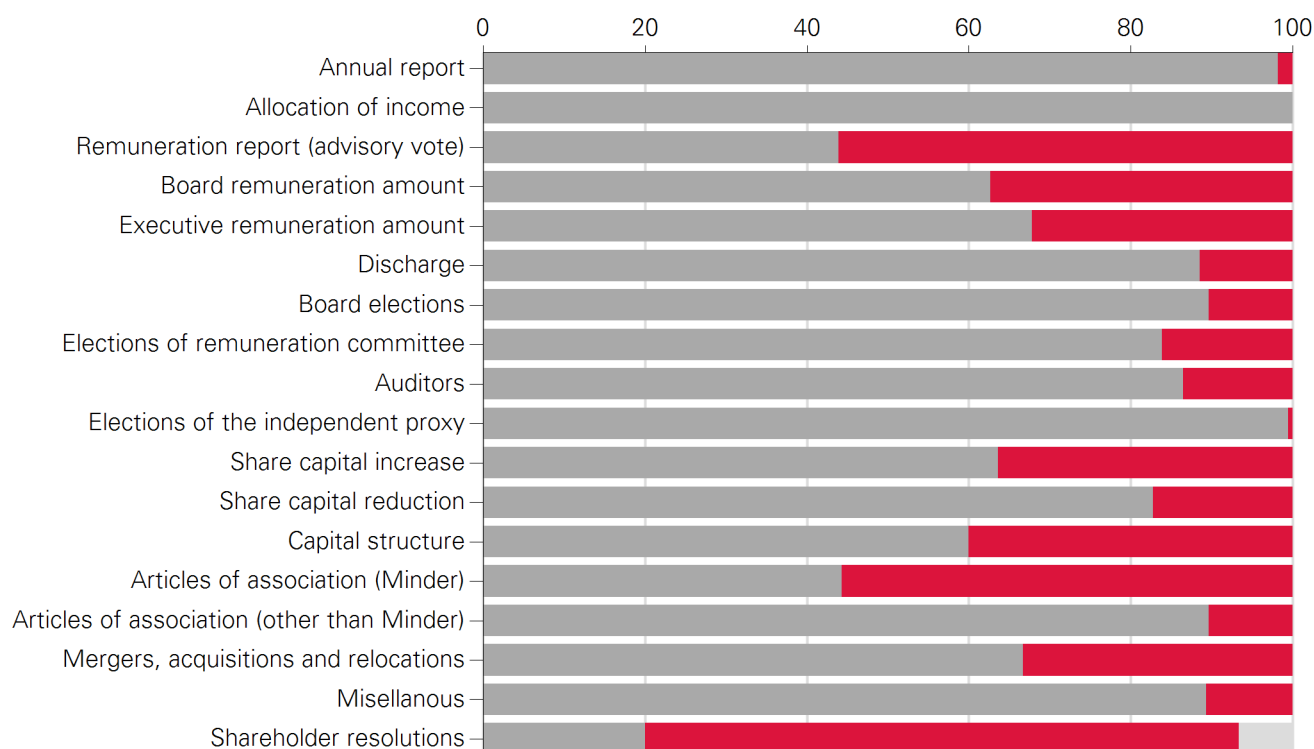
1 Overview of the proxy analyses

| Type of General Meeting | Number of meetings | Number of Proposals | | | |
|---|--------------------|---------------------|-------------|------------|------------|
| | | Total | Yes | No | Abstention |
| Annual general meetings | 196 | 3810 | 3214 | 595 | 1 |
| Extraordinary general meetings | 18 | 100 | 67 | 33 | 0 |
| Annual and extraordinary general meetings | 2 | 6 | 5 | 1 | 0 |
| Total | 216 | 3916 | 3286 | 629 | 1 |

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



| | ■ Proposals approved | | ■ Proposals refused | | ■ Abstain | | Number of proposals |
|---|----------------------|---------|---------------------|--------|-----------|-------|---------------------|
| Annual report | 211 | 98.1 % | 4 | 1.9 % | 0 | 0.0 % | 215 |
| Allocation of income | 238 | 100.0 % | 0 | 0.0 % | 0 | 0.0 % | 238 |
| Remuneration report (advisory vote) | 47 | 43.9 % | 60 | 56.1 % | 0 | 0.0 % | 107 |
| Board remuneration amount | 131 | 62.7 % | 78 | 37.3 % | 0 | 0.0 % | 209 |
| Executive remuneration amount | 185 | 67.8 % | 88 | 32.2 % | 0 | 0.0 % | 273 |
| Discharge | 208 | 88.5 % | 27 | 11.5 % | 0 | 0.0 % | 235 |
| Board elections | 1243 | 89.6 % | 144 | 10.4 % | 0 | 0.0 % | 1387 |
| Elections of remuneration committee | 456 | 83.8 % | 88 | 16.2 % | 0 | 0.0 % | 544 |
| Auditors | 173 | 86.5 % | 27 | 13.5 % | 0 | 0.0 % | 200 |
| Elections of the independent proxy | 190 | 99.5 % | 1 | 0.5 % | 0 | 0.0 % | 191 |
| Share capital increase | 49 | 63.6 % | 28 | 36.4 % | 0 | 0.0 % | 77 |
| Share capital reduction | 24 | 82.8 % | 5 | 17.2 % | 0 | 0.0 % | 29 |
| Capital structure | 6 | 60.0 % | 4 | 40.0 % | 0 | 0.0 % | 10 |
| Articles of association (Minder) | 43 | 44.3 % | 54 | 55.7 % | 0 | 0.0 % | 97 |
| Articles of association (other than Minder) | 52 | 89.7 % | 6 | 10.3 % | 0 | 0.0 % | 58 |
| Mergers, acquisitions and relocations | 2 | 66.7 % | 1 | 33.3 % | 0 | 0.0 % | 3 |
| Misellaneous | 25 | 89.3 % | 3 | 10.7 % | 0 | 0.0 % | 28 |
| Shareholder resolutions | 3 | 20.0 % | 11 | 73.3 % | 1 | 6.7 % | 15 |

2 Overview of the voting recommendations

Type of General Meeting (Type)

- AGM Annual general meetings
- EGM Extraordinary general meetings
- MIX Annual and 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 (Minder) | Articles of association (other than Minder) | Mergers, acquisitions and relocations | Miscellaneous | Shareholder resolutions |
|----------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|----------------------------------|---|---------------------------------------|---------------|-------------------------|
| ABB | 30.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| Accu | 19.06.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✗ | | | ✗ | | | | |
| Actelion | 08.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Addex Therapeutics | 11.06.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | ✗ | | | | |
| Adecco | 21.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | | |
| Adval Tech | 21.05.2015 | AGM | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | ✓ | | | | |
| Advanced Digital Broadcast | 20.03.2015 | EGM | | | | | | | | | | | | | | | ✓ | | | |
| AFG Arbonia-Forster | 17.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | | | | ✓ | | | | |
| | 11.09.2015 | EGM | | | | | | | | | | | ✓ | | | ✗ | | | | |
| Airesis | 11.06.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✗ | | | | |
| Airopack Technology Group | 28.05.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | | | | | | | |
| Allreal | 17.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | | |
| Alpha PetroVision | 23.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | | |
| Also | 12.03.2015 | AGM | ✓ | ✓ | | ✓ | ⊕ | ✓ | ⊕ | ⊕ | ✓ | ✓ | ✓ | | | ✗ | | | | |
| AMS | 09.06.2015 | AGM | | ✓ | | ✓ | | ✓ | | | ✓ | | ⊕ | ✓ | | | | | | |
| APG SGA | 20.05.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | ✗ | | | | |
| Aryzta | 08.12.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | | | | | | | |
| Ascom | 15.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Autoneum | 26.03.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Bachem | 27.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | ✗ | | | | |
| Bâloise | 30.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |

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|-------------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|----------------------------------|---|---------------------------------------|---------------|-------------------------|
| Bank Coop | 13.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | | |
| Bank Linth | 16.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Banque Cantonale de Genève | 22.04.2015 | AGM | ✓ | ✓ | | | | ✓ | | | ✓ | | | | | | | | | |
| Banque Cantonale du Jura | 30.04.2015 | AGM | ✓ | | | | | ✓ | | | ✓ | | | | | | | | | |
| Banque Cantonale du Valais | 21.05.2015 | AGM | ✓ | ✓ | | | | ✓ | | | ✗ | | | | | | | | | |
| | 17.12.2015 | EGM | | | | | | | | | | | ✓ | | ✓ | | ✓ | | | |
| Banque Cantonale Vaudoise | 23.04.2015 | AGM | ✓ | ✓ | | ⊕ | ✓ | ✓ | ✓ | | ✓ | ✓ | | | | | | | | |
| Banque Profil de Gestion | 22.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | | | | |
| Barry Callebaut | 09.12.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | ✓ | | |
| Basilea | 29.04.2015 | AGM | ✓ | ✓ | | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | | | | | |
| Belimo | 20.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Bell | 15.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | | |
| Bellevue Group | 16.03.2015 | AGM | ✓ | ✓ | | ✗ | ⊕ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | ✗ | ✓ | | | |
| Bergbahnen Engelberg-Trübsee-Titlis | 27.03.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | | |
| Berner Kantonalbank | 12.05.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ⊕ | | | | ✗ |
| BFW Liegenschaften | 22.04.2015 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| BKW | 08.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | ✓ | | | |
| BNS | 24.04.2015 | AGM | ✓ | ✓ | | | | ✓ | | | ✓ | | | | | | | | | |
| Bobst | 29.04.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Bondpartners | 22.06.2015 | AGM | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | ✓ | | ✓ | |
| Bossard | 13.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | ✓ | | |
| Bucher Industries | 14.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Burckhardt Compression | 04.07.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | | | ✓ | ✓ | | | |
| Burkhalter Holding | 22.05.2015 | AGM | ✓ | ✓ | ✗ | | | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | ✗ | | | | |
| BVZ Holding | 16.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | ✗ | | | | |
| Calida | 12.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Carlo Gavazzi | 28.07.2015 | AGM | ✓ | ✓ | | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Cembra Money Bank | 29.04.2015 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | ✓ | | | | |
| Cham Paper Group Hldg | 29.04.2015 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | | | | |
| Charles Vögele | 29.04.2015 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |

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| CI Com | 19.06.2015 | AGM | ✗ | ✓ | ✓ | ✗ | | ✗ | ✗ | ✗ | ✗ | ✓ | | | | ✗ | | | | |
| Cicor Technologies | 23.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Clariant | 31.03.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | | |
| Coltene | 25.03.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Comet Holding | 22.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | | |
| Compagnie Financière Tradition | 22.05.2015 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ○ | ✗ | ✓ | ✓ | ○ | | | | | | | |
| Conzzeta | 28.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ○ | ○ | ✗ | ✓ | | | | | ✗ | | | |
| | 22.06.2015 | EGM | | | | ✓ | ✓ | | | ○ | ✓ | ✓ | | | ✓ | | | | ✓ | |
| COSMO Pharmaceuticals | 06.02.2015 | MIX | ✗ | | | | | | | | | | | | | | ✓ | | ✓ | |
| CPH | 01.04.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ○ | ○ | ✗ | ✓ | | | ✓ | ✓ | | | | |
| Crealogix | 02.11.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | ✓ | | | ✗ | | | | |
| Credit Suisse Group | 24.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| | 19.11.2015 | EGM | | | | | | | | | | | ✓ | | | | | | | |
| Cytos Biotechnology | 29.06.2015 | AGM | ✓ | ✓ | | ○ | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | | | ✓ | |
| | 16.03.2015 | EGM | | | | | | | | | | | ✓ | | | | | | | |
| Dätwyler | 16.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ○ | ✗ | ✓ | | | | | | | | |
| DKSH | 31.03.2015 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | ✗ | | | | |
| dorma+kaba Group | 20.10.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| | 22.05.2015 | EGM | | ✓ | | | | | ✓ | ✓ | | | | | | | ✓ | ✓ | | |
| Dufry | 29.04.2015 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ○ | ○ | ✗ | ✓ | ✓ | | | | ✓ | | | |
| Edisun Power Europe | 29.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | | | ✗ | | | | |
| EFG International | 24.04.2015 | AGM | ✓ | ✓ | | ✗ | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | ○ | | | | |
| | 07.10.2015 | EGM | | | | | | | ✓ | | | | | | | | | | | |
| Elma Electronic | 22.04.2015 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Emmi | 22.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | ✗ | | | ✓ | |
| Ems-Chemie | 08.08.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | | ✗ | ✓ | | | | ✗ | | | | |
| Evolve | 12.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | | | | | |
| Feintool International | 14.04.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ○ | ○ | ✗ | ✓ | | | | ✗ | ✓ | | | |
| Flughafen Zürich | 28.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Forbo | 24.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ○ | | | | | | |
| Galenica | 07.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |

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|-----------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|----------------------------------|---|---------------------------------------|---------------|-------------------------|
| GAM Holding | 30.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✗ | ✓ | ✓ | | ✓ | | ✗ | | | | |
| Gategroup | 16.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | | |
| Geberit | 01.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | | |
| Georg Fischer | 18.03.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | ✗ | | | |
| Givaudan | 19.03.2015 | AGM | ✓ | ✓ | ✗ | ✓ | 🟡 | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | ✓ | | | |
| Glarner Kantonalbank (GLKB) | 24.04.2015 | AGM | ✓ | ✓ | | ✓ | | ✓ | ✓ | | ✓ | | | | | | | | | |
| Goldbach Group | 14.04.2015 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | | |
| | 25.06.2015 | EGM | | | | | | | ✗ | | | | | | | | | | | |
| Gottex Fund Management | 22.04.2015 | AGM | ✗ | | | | | | 🟡 | | ✓ | | ✗ | | | | ✓ | | ✓ | |
| Groupe Minoteries | 04.06.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | ✓ | ✓ | ✓ | | | | | | | ✓ | |
| Gurit | 09.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | 🟡 | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | | |
| Helvetia | 24.04.2015 | AGM | ✓ | ✓ | | 🟡 | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Hiag Immobilien | 21.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Highlight Event and Entertainment | 06.05.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | | | | | | | | |
| Hochdorf | 08.05.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | | | | |
| Huber+Suhner | 31.03.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✗ | ✓ | | | | | | | | |
| Hügli | 20.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | ✓ | | | | |
| Hypothekarbank Lenzburg | 21.03.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | | ✗ | | | | |
| Implenia | 24.03.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | ✓ | | | ✓ | | | | |
| Inficon | 29.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Interroll | 08.05.2015 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | ✓ | | ✗ | | | | |
| Intershop | 01.04.2015 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ✓ | 🟡 | ✓ | ✓ | | | | ✗ | ✓ | | | |
| IVF Hartmann | 21.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | ✓ | | | |
| Julius Bär | 15.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | 🟡 | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Jungfraubahn | 18.05.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | | | | | |
| Kardex | 23.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | ✗ | | | | |
| Komax | 08.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | ✗ |
| Kudelski | 31.03.2015 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | ✗ | | | | |
| Kühne + Nagel | 05.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | ✓ | | | ✗ | | | | |
| Kuoni | 20.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | 🟡 | 🟡 | ✓ | ✓ | | | | ✓ | | | | |

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|-------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|----------------------------------|---|---------------------------------------|---------------|-------------------------|
| LafargeHolcim | 13.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | ✗ | | | | |
| | 08.05.2015 | EGM | | | | ✗ | ✗ | | ✗ | ✗ | | | ⊕ | | | | ✗ | ✗ | | |
| lastminute.com | 19.05.2015 | AGM | ✓ | | | ✗ | | ✓ | ✓ | | ✓ | | | ✗ | | | ✓ | | ⊕ | |
| Leclanché | 06.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | | | | |
| | 06.10.2015 | EGM | | | | | ✗ | ✓ | | | | | ✓ | | | ✗ | | | | |
| | 05.01.2015 | EGM | | | | | | | ✓ | | | | ⊕ | | | | | | | |
| Lem | 25.06.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Leonteq | 22.04.2015 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | |
| Liechtensteinische Landesbank | 08.05.2015 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✓ | | | | | | ✓ | | | |
| LifeWatch | 29.04.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ⊕ | ✓ | ✓ | ✗ | ✓ | ✓ | | | | ✓ | | | |
| Lindt & Sprüngli | 23.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | |
| Logitech | 09.09.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Lonza | 08.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Looser Holding | 24.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Luzerner Kantonalbank | 20.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| MCH Group AG | 04.05.2015 | AGM | ✓ | ✓ | | ✓ | ⊕ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | | |
| Metall Zug | 01.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Meyer Burger | 29.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | | |
| Micronas | 27.03.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | ✓ | | | |
| Mikron | 16.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Mobilezone | 09.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | | ✓ | | ✓ | ✓ | | | |
| Mobimo | 26.03.2015 | AGM | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | ✓ | |
| Molecular Partners | 06.05.2015 | AGM | ✓ | ✓ | | ✓ | ⊕ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | | |
| Myriad Group | 14.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ⊕ | ✓ | ✓ | ✓ | ✗ | | | ✗ | | | | |
| Nestlé | 16.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | | |
| Newron Pharmaceuticals | 24.03.2015 | MIX | ✓ | | | | | | | | | | ✓ | | | | | | | |
| Norinvest | 26.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | | |
| Novartis | 27.02.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | ✗ | | | | |
| OC Oerlikon Corporation | 08.04.2015 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | | |
| Orascom Development | 18.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | ✓ | |
| Orell Füssli | 07.05.2015 | 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 (Minder) | Articles of association (other than Minder) | Mergers, acquisitions and relocations | Miscellaneous | Shareholder resolutions |
|--------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|----------------------------------|---|---------------------------------------|---------------|-------------------------|
| Orior | 26.03.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Panalpina | 12.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Pargesa | 05.05.2015 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | ✗ | | | | |
| Partners Group | 13.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | ✗ | | | | |
| Pax | 29.04.2015 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | ✗ | |
| Peach Property Group | 08.05.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ⊕ | | | ✓ | | | | |
| Perfect Holding | 29.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Perrot Duval | 24.09.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Phoenix Mecano | 22.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | | |
| PSP Swiss Property | 01.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | | |
| Repower | 29.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Richemont | 16.09.2015 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ✗ | ✓ | ✓ | | | | ✓ | | | | |
| Rieter | 16.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Roche | 03.03.2015 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Romande Energie | 26.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | | |
| Santhera Pharmaceuticals | 11.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | | | ✗ | ✓ | | | |
| Schaffner | 15.01.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Schindler | 20.03.2015 | AGM | ✓ | ✓ | | ✗ | ⊕ | ✓ | ⊕ | | ✓ | ✓ | | ✓ | | | | | | |
| Schlatter | 05.05.2015 | AGM | ✓ | ✓ | | ⊕ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | | ✓ | ✗ | | | | |
| Schmolz + Bickenbach | 15.04.2015 | AGM | ✗ | ✓ | ✗ | ✗ | ✗ | ✗ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | | |
| Schweiter Technologies | 06.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | ✓ | | | ✓ | | | |
| SFS Group | 07.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| SGS | 12.03.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | ✓ | | | ✓ | | | | |
| SHL Telemedicine | 10.09.2015 | EGM | | | | | ✗ | | | | | | | | | | ✗ | | ✓ | |
| Siegfried | 14.04.2015 | AGM | ✓ | ✓ | | ✗ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Sika | 14.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | | ⊕ |
| | 24.07.2015 | EGM | | | | ✓ | | | | | | | | | | | | | | ✗ |
| Sonova | 16.06.2015 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | | |
| St.Galler Kantonalbank | 29.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | | ✗ | ✓ | | | | ✓ | | | | |
| Starrag Group | 24.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | | | | | | | | |
| Straumann | 10.04.2015 | 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 (Minder) | Articles of association (other than Minder) | Mergers, acquisitions and relocations | Miscellaneous | Shareholder resolutions |
|-------------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|----------------------------------|---|---------------------------------------|---------------|-------------------------|
| Sulzer | 01.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | | | | |
| Swatch Group | 28.05.2015 | AGM | ✓ | ✓ | | ⊕ | ⊕ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | ✓ | | | | |
| Swiss Finance & Property Investment | 10.04.2015 | AGM | ✓ | ✓ | | ✗ | ⊕ | ✓ | ⊕ | ⊕ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Swiss Life | 27.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Swiss Prime Site | 14.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | ✓ | | | | |
| Swiss Re | 21.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| Swisscom | 08.04.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Swissmetal Industries | 30.06.2015 | AGM | ✓ | | | | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Swissquote | 07.05.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | ✓ | | | |
| Syngenta | 28.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ⊕ | ✓ | ✓ | ✓ | | | | | | | | |
| Tamedia | 17.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✓ | ⊕ | ✗ | ✓ | ✓ | | | | ✗ | | | ✓ | |
| Tecan | 16.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Temenos | 06.05.2015 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | | | | | | |
| THERAMetrics | 13.05.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ⊕ | | | ✗ | | | | |
| Tornos | 14.04.2015 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | | |
| Transocean | 15.05.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | | ✗ |
| | 29.10.2015 | EGM | | | | | | | ✓ | | | | | ✓ | | | | | | ✓ |
| U-blox | 28.04.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | | | ✗ | | | | |
| UBS | 07.05.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✗ | ⊕ | ✓ | ⊕ | ✓ | | | | | | | | |
| USI Group | 15.09.2015 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | | |
| Valartis Group | 02.06.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | ✗ | | |
| Valiant | 21.05.2015 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Valora | 22.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Vaudoise Assurances | 18.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | ✓ | | | | |
| Vetropack | 06.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | | | | ✗ | | | | |
| Villars Holding | 07.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Von Roll | 15.04.2015 | AGM | ✓ | | | ✓ | ✗ | ✗ | ⊕ | ⊕ | ✓ | ✓ | | | | ✓ | | | | |
| Vontobel | 28.04.2015 | AGM | ✓ | ✓ | | ✗ | ⊕ | ✓ | ✓ | | ✓ | ✓ | | ✓ | | ✓ | | | | |
| | 24.04.2015 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✓ | | | ✗ | | | | | | |
| VP Bank | 24.04.2015 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✓ | | | ✗ | | | | | | |
| | 10.04.2015 | EGM | | | | | | | | | | | ✓ | | | | ✓ | ✓ | | |
| VZ Holding | 10.04.2015 | 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 (Minder) | Articles of association (other than Minder) | Mergers, acquisitions and relocations | Miscellaneous | Shareholder resolutions |
|------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|----------------------------------|---|---------------------------------------|---------------|-------------------------|
| Walter Meier | 25.03.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | | |
| Warteck Invest | 27.05.2015 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| | 22.10.2015 | EGM | | | | | | | | | | | ✓ | | | | | | | |
| Ypsomed | 01.07.2015 | AGM | ✓ | ✓ | | ⊙ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✗ | ✗ | | | |
| Zehnder Group | 15.04.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊙ | ⊙ | ✓ | ✓ | | | | | ✓ | | | |
| Züblin Immobilien | 30.06.2015 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊙ | ⊙ | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | | | | ✗ |
| | 29.10.2015 | EGM | | | | | | | | | | ✓ | ✗ | ✗ | ✗ | | | | | |
| Zug Estates | 14.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Zuger Kantonalbank | 02.05.2015 | AGM | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |
| Zurich Insurance Group | 01.04.2015 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ⊙ | ✓ | ✓ | | | | | ✓ | | | |
| Zwahlen & Mayr | 29.04.2015 | 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 | 215 | 163 | 99.2 % |
| Allocation of income | 238 | 192 | 99.1 % |
| Remuneration report (advisory vote) | 107 | 93 | 88.4 % |
| Board remuneration amount | 209 | 163 | 94.4 % |
| Executive remuneration amount | 273 | 211 | 94.7 % |
| Discharge | 235 | 180 | 93.6 % |
| Board elections | 1387 | 1093 | 96.7 % |
| Elections of remuneration committee | 544 | 416 | 96.1 % |
| Auditors | 200 | 154 | 97.5 % |
| Elections of the independent proxy | 191 | 144 | 99.2 % |
| Share capital increase | 77 | 51 | 92.3 % |
| Share capital reduction | 29 | 21 | 97.9 % |
| Capital structure | 10 | 6 | 94.5 % |
| Articles of association (Minder) | 97 | 65 | 95.0 % |
| Articles of association (other than Minder) | 58 | 36 | 98.1 % |
| Mergers, acquisitions and relocations | 3 | 3 | 97.2 % |
| Misellaneous | 28 | 17 | 97.6 % |
| Shareholder resolutions | 15 | 14 | 39.0 % |
| All topics | 3916 | 3022 | 96.0 % |

3.2 Rejected board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|------------------------|------------|------|--|--------|--------|
| Gottex Fund Management | 22.04.2015 | 15. | Amend Articles of association | FOR | |
| Gottex Fund Management | 22.04.2015 | 14. | Amend Articles of association | FOR | |
| Leclanché | 06.05.2015 | 2. | Discharge board members and executive management | FOR | |
| LifeWatch | 29.04.2015 | 3.7 | Discharge Kobi Ben Efraim | OPPOSE | 6.5 % |
| LifeWatch | 29.04.2015 | 3.12 | Discharge Roger Richardson | OPPOSE | 6.6 % |
| Sika | 14.04.2015 | 3.9 | Discharge Mr. Christoph Tobler | FOR | 24.2 % |
| Sika | 14.04.2015 | 3.6 | Discharge Mr. Daniel J. Sauter | FOR | 25.0 % |
| Sika | 14.04.2015 | 3.2 | Discharge Mr. Frits van Dijk | FOR | 25.1 % |
| Sika | 14.04.2015 | 3.5 | Discharge Ms. Monika Ribar | FOR | 25.3 % |
| Sika | 14.04.2015 | 3.7 | Discharge Prof. Dr. sc. techn. Ulrich W. Suter | FOR | 25.3 % |
| Sika | 14.04.2015 | 3.3 | Discharge Dr. sc. techn. Paul J. Hälg | FOR | 25.3 % |
| Sika | 14.04.2015 | 5.1 | Advisory vote on the remuneration report | FOR | 30.0 % |
| Sika | 14.04.2015 | 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | 30.1 % |
| Sika | 24.07.2015 | 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | 31.5 % |
| LifeWatch | 29.04.2015 | 7.2 | Create a pool of conditional capital for the employees | FOR | 64.3 % |
| Comet Holding | 22.04.2015 | 7.1 | Approve renewal of authorised capital | FOR | 65.7 % |

3.3 Withdrawn resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|--------------|------------|-------|--|--------|--------|
| Leclanché | 06.05.2015 | 9.2 | Binding prospective vote on the total remuneration of the executive management | OPPOSE | -- |
| Myriad Group | 14.04.2015 | 7.3 | Elections to the board of directors of new board members | OPPOSE | -- |
| Siegfried | 14.04.2015 | 5.1.5 | Re-elect Dr. sc. Felix Meyer | FOR | -- |
| Siegfried | 14.04.2015 | 5.3.2 | Elect Dr. sc. Felix Meyer to the remuneration committee | FOR | -- |

3.4 Most contested board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|--------------------|------------|-------|---|--------|--------|
| GAM Holding | 30.04.2015 | 1.2 | Advisory vote on the remuneration report | OPPOSE | 51.4 % |
| PSP Swiss Property | 01.04.2015 | 2 | Advisory vote on the remuneration report | OPPOSE | 53.3 % |
| PSP Swiss Property | 01.04.2015 | 6.8 | Re-elect Mr. Aviram Wertheim | OPPOSE | 53.5 % |
| Swiss Prime Site | 14.04.2015 | 7.1.2 | Re-elect Dr. iur. Thomas A. Wetzel | OPPOSE | 53.7 % |
| Swiss Prime Site | 14.04.2015 | 7.3.1 | Elect Dr. iur. Thomas A. Wetzel to the Remuneration Committee | OPPOSE | 54.0 % |
| Siegfried | 14.04.2015 | 5.1.1 | Re-elect Mr. Colin Bond | FOR | 57.5 % |
| Gategroup | 16.04.2015 | 6.6 | Elect Mr. Frederick W. Reid to the Remuneration Committee | FOR | 58.8 % |
| Mobimo | 26.03.2015 | 6.2 | Binding prospective vote on the total additional remuneration for board members and related persons | FOR | 59.2 % |
| Georg Fischer | 18.03.2015 | 1.2 | Advisory vote on the remuneration report | FOR | 59.5 % |
| Swiss Prime Site | 14.04.2015 | 2. | Advisory vote on the remuneration report | OPPOSE | 60.1 % |

4 Detailed voting recommendations

ABB

30.04.2015

AGM

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.6 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 82.6 % The structure of the remuneration is not in line with Ethos' guidelines. |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.3 % |
| 4 | Approve allocation of income and dividend | | | |
| 4.1 | Approve allocation of income and dividend from capital contribution reserve | FOR | FOR | ✓ 99.6 % |
| 4.2 | Reduce share capital via repayment of nominal value | FOR | FOR | ✓ 99.4 % |
| 5 | Amendment to the articles of association related to the capital reduction | FOR | FOR | ✓ 99.3 % |
| 6 | Approve renewal of authorised capital | FOR | FOR | ✓ 96.7 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.1 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | ✓ 94.2 % The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines. |
| 8 | Elections to the board of directors | | | |
| 8.1 | Re-elect Mr. Roger Agnelli | FOR | FOR | ✓ 75.7 % |
| 8.2 | Re-elect Dr. Matti Alahuhta | FOR | FOR | ✓ 99.2 % |
| 8.3 | Elect Mr. David E. Constable | FOR | FOR | ✓ 99.1 % |
| 8.4 | Re-elect Mr. Louis R. Hughes | FOR | FOR | ✓ 76.2 % |
| 8.5 | Re-elect Mr. Michel de Rosen | FOR | FOR | ✓ 97.7 % |
| 8.6 | Re-elect Mr. Jacob Wallenberg | FOR | FOR | ✓ 78.3 % |
| 8.7 | Re-elect Ms. Ying Yeh | FOR | FOR | ✓ 99.2 % |
| 8.8 | Elect Mr. Peter R. Voser as chairman of the board | FOR | FOR | ✓ 99.3 % |
| 9 | Elections to the remuneration committee | | | |
| 9.1 | Elect Mr. David E. Constable to the Remuneration Committee | FOR | FOR | ✓ 99.1 % |
| 9.2 | Elect Mr. Michel de Rosen to the Remuneration Committee | FOR | FOR | ✓ 97.8 % |

ABB

30.04.2015

AGM

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|----------------|-------------------|----------|
| 9.3 | Elect Ms. Ying Yeh to the Remuneration Committee | FOR | FOR | ✓ 98.9 % |
| 10 | Election of the independent proxy | FOR | FOR | ✓ 99.6 % |
| 11 | Election of the auditors | FOR | FOR | ✓ 98.5 % |

| Item | Agenda | Position VR | Position 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 prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 5. | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |
| 6. | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Daniel Brupbacher | FOR | FOR | | ✓ |
| 6.2 | Re-elect Dr. Marco Marchetti (CEO) | FOR | FOR | | ✓ |
| 6.3 | Re-elect Mr. Andreas Kratzer (CFO) | FOR | FOR | | ✓ |
| 6.4 | Re-elect Mr. Matthew Goddard | FOR | FOR | | ✓ |
| 7. | Election of the chairman of the board | FOR | FOR | | ✓ |
| 8. | Elections to the remuneration committee | | | | |
| 8.1 | Elect Mr. Daniel Brupbacher to the remuneration committee | FOR | FOR | | ✓ |
| 8.2 | Elect Dr. Marco Marchetti (CEO) to the remuneration committee | FOR | ● OPPOSE | He holds an executive function in the company. | ✓ |
| 8.3 | Elect Mr. Andreas Kratzer (CFO) to the remuneration committee | FOR | ● OPPOSE | He holds an executive function in the company. | ✓ |
| 9. | Election of the independent proxy | FOR | FOR | | ✓ |
| 10. | Election of the auditors | FOR | FOR | | ✓ |
| 11. | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital. | ✓ |
| 12. | Increase the pool of conditional capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital. | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|---|
| 13. | Other 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. ✓ |

| Item | Agenda | Position VR | Position 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 94.1 % |
| 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 | | | | |
| 4.1.1 | Re-elect Dr. pharm. Jean-Pierre Garnier | FOR | FOR | | ✓ 99.8 % |
| 4.1.2 | Re-elect Dr. med. Jean-Paul Clozel | FOR | FOR | | ✓ 98.0 % |
| 4.1.3 | Re-elect Mr. Juhani Anttila | FOR | FOR | | ✓ 99.8 % |
| 4.1.4 | Re-elect Mr. Robert Bertolini | FOR | FOR | | ✓ 99.9 % |
| 4.1.5 | Re-elect Mr. John J. Greisch | FOR | FOR | | ✓ 99.5 % |
| 4.1.6 | Re-elect Prof. Dr. rer. nat. Peter Gruss | FOR | FOR | | ✓ 99.9 % |
| 4.1.7 | Re-elect Dr. oec. Michael Jacobi | FOR | FOR | | ✓ 99.8 % |
| 4.1.8 | Re-elect Mr. Jean Malo | FOR | FOR | | ✓ 99.8 % |
| 4.2.1 | Elect Ms. Herna Verhagen | FOR | FOR | | ✓ 99.5 % |
| 4.2.2 | Elect Mr. David Stout | FOR | FOR | | ✓ 99.9 % |
| 4.3 | Re-elect Dr. pharm. Jean-Pierre Garnier as chairman of the board | FOR | FOR | | ✓ 99.5 % |
| 4.4 | Elections to the remuneration committee | | | | |
| 4.4.1 | Elect Ms. Herna Verhagen to the Remuneration Committee | FOR | FOR | | ✓ 99.7 % |
| 4.4.2 | Elect Dr. pharm. Jean-Pierre Garnier to the Remuneration Committee | FOR | FOR | | ✓ 99.3 % |
| 4.4.3 | Elect Mr. John J. Greisch to the Remuneration Committee | FOR | FOR | | ✓ 99.3 % |
| 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 | ● OPPOSE | The information provided is insufficient. The total amount allows for the payment of significantly higher remunerations than those of a peer group. The remuneration structure is not in line with Ethos' guidelines. | ✓ 94.7 % |

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| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|----------------|-------------------|----------|
| 6 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 98.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|--------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2. | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 3. | Approve allocation of balance sheet result | 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 | FOR | FOR | | ✓ |
| 5.2 | Elect Prof. Dr. Raymond Hill | FOR | FOR | | ✓ |
| 5.3 | Elect Mr. Tim Dyer | FOR | FOR | | ✓ |
| 5.4 | Election of the chairman of the board | FOR | FOR | | ✓ |
| 6. | Elections to the remuneration committee | | | | |
| 6.1 | Elect Prof. Dr. Vincent Lawton to the remuneration committee | FOR | FOR | | ✓ |
| 6.2 | Elect Prof. Dr. Raymond Hill to the remuneration committee | FOR | FOR | | ✓ |
| 7. | Election of the auditors | FOR | FOR | | ✓ |
| 8. | Election of the independent proxy | FOR | FOR | | ✓ |
| 9. | Amend articles of association | | | | |
| 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 20% of the issued capital. | ✓ |
| 9.2 | Increase conditional capital for the employees and convertible bonds | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital. | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|--------|
| 9.3 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> | ✓ |
| 10. | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ |
| 10.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 87.6 % |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 99.2 % |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 92.8 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.3 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification. | ✓ 94.6 % |
| 4.2 | 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. | ✓ 93.7 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. iur. Rolf Dörig as board chairman | FOR | FOR | | ✓ 98.5 % |
| 5.1.2 | Re-elect Dr. Dominique-Jean Chertier | FOR | FOR | | ✓ 92.7 % |
| 5.1.3 | Re-elect Dr. oec. publ. Rainer Alexander Gut | FOR | FOR | | ✓ 98.7 % |
| 5.1.4 | Re-elect Dr. sci. tech. Didier Lamouche | FOR | FOR | | ✓ 99.1 % |
| 5.1.5 | Re-elect Dr. iur. h.c. Thomas O'Neill | FOR | FOR | | ✓ 97.5 % |
| 5.1.6 | Re-elect Mr. David Prince | FOR | FOR | | ✓ 99.1 % |
| 5.1.7 | Re-elect Dr. psy. Wanda Rapaczynski | FOR | FOR | | ✓ 99.1 % |
| 5.1.8 | Elect Ms. Kathleen P. Taylor | FOR | FOR | | ✓ 99.1 % |
| 5.1.9 | Elect Mr. Jean-Christophe Deslarzes | FOR | FOR | | ✓ 99.1 % |
| 5.2 | Elections to the nomination and remuneration committee | | | | |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|----------------|-------------------|----------|
| 5.2.1 | Elect Dr. oec. publ. Rainer Alexander Gut to the nomination and remuneration committee | FOR | FOR | ✓ 98.5 % |
| 5.2.2 | Re-elect Dr. iur. h.c. Thomas O'Neill to the nomination and remuneration committee | FOR | FOR | ✓ 97.3 % |
| 5.2.3 | Re-elect Dr. psy. Wanda Rapaczynski to the nomination and remuneration committee | FOR | FOR | ✓ 98.5 % |
| 5.3 | Election of the independent proxy | FOR | FOR | ✓ 99.2 % |
| 5.4 | Election of the auditors | FOR | FOR | ✓ 98.6 % |
| 6 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 92.6 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ |
| 3 | Amend articles of association: Implementation of the Minder ordinance | 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 variable remuneration of the executive management | FOR | FOR | ✓ |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. h.c. Willy Michel | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Mr. Michael Pieper | FOR | FOR | ✓ |
| 5.1.3 | Re-elect Mr. Hans Dreier | FOR | FOR | ✓ |
| 5.1.4 | Re-elect Dr. Roland Waibel | FOR | FOR | ✓ |
| 5.2 | Re-elect Dr. h.c. Willy Michel as board chairman | FOR | FOR | ✓ |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.1 | Re-elect Dr. h.c. Willy Michel to the nomination and remuneration committee | FOR | FOR | ✓ |
| 5.3.2 | Re-elect Mr. Michael Pieper to the nomination and remuneration committee | FOR | FOR | ✓ |
| 5.3.3 | Re-elect Dr. Roland Waibel to the nomination and remuneration committee | FOR | FOR | ✓ |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ |
| 5.5 | Election of the auditors | FOR | ● OPPOSE | ✓ The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|--------|
| | Background to the EGM | | | |
| 1. | Amend the Articles of association | FOR | FOR | ✓ |
| 2. | Authorisation for the company to enter into an upstream guarantee agreement | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|----------------|-------------------|----------|
| 1.1 | Approve annual report | FOR | FOR | ✓ 99.6 % |
| 1.2 | Approve statutory financial statements | FOR | FOR | ✓ 99.5 % |
| 1.3 | Approve consolidated financial statements | FOR | FOR | ✓ 99.4 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.1 % |
| 3 | Approve allocation of retained earnings | FOR | FOR | ✓ 95.0 % |
| 4.1 | Elections to the board of directors and the nomination and remuneration committee | | | |
| 4.1.1 | Elect Mr. Alexander von Witzleben as board member, board chairman and member of the nomination and remuneration committee | FOR | FOR | ✓ 99.6 % |
| 4.1.2 | Re-elect Mr. Peter Barandun as board member and member of the nomination and remuneration committee | FOR | FOR | ✓ 98.6 % |
| 4.1.3 | Re-elect Mr. Peter Bodmer as board member | FOR | FOR | ✓ 94.2 % |
| 4.1.4 | Re-elect Mr. Heinz Haller as board member and member of the nomination and remuneration committee | FOR | FOR | ✓ 94.1 % |
| 4.1.5 | Re-elect Mr. Markus Oppliger as board member | FOR | FOR | ✓ 94.7 % |
| 4.1.6 | Elect Mr. Michael Pieper as board member | FOR | FOR | ✓ 99.6 % |
| 4.1.7 | Re-elect Mr. Christian Stambach as board member | FOR | FOR | ✓ 94.1 % |
| 4.2 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 4.3 | Election of the auditors | FOR | FOR | ✓ 99.2 % |
| 5 | Amend articles of association: Implementation of the Minder ordinance | | | |
| 5.1 | Implementation of the Minder ordinance: Non-compete clauses | FOR | FOR | ✓ 97.3 % |
| 5.2 | Implementation of the Minder ordinance: Variable remuneration for the members of the executive management | FOR | FOR | ✓ 95.0 % |
| 6 | Remuneration | | | |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 97.2 % |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.5 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|----------|
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.2 % |
| 6.4 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 94.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|---|
| | Background to the EGM | | | |
| 1 | Report on the business | NON-VOTING | NON-VOTING | |
| 2 | Ordinary capital increase | FOR | FOR | ✓ 99.0 % |
| 3 | Amend articles of association: Maximum number of mandates | FOR | ● OPPOSE | The proposed maximum number of mandates is excessive. ✓ 86.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|---|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2. | Discharge board members | FOR | FOR | ✓ 100.0 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4. | Approve renewal of authorised capital | FOR | FOR | ✓ 100.0 % |
| 5. | Approve renewal of authorised capital (bis) | FOR | FOR | ✓ 100.0 % |
| 6. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓ 99.8 %</p> <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 100.0 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 100.0 % |
| 7.3 | Advisory vote on the remuneration report 2014 | FOR | FOR | ✓ 99.9 % |
| 8.1 | Elections to the board of directors | | | |
| 8.1.1 | Re-elect Mr. Marc-Henri Beausire | FOR | FOR | ✓ 100.0 % |
| 8.1.2 | Elect Mr. Pierre Duboux | FOR | FOR | ✓ 100.0 % |
| 8.1.3 | Re-elect Dr. Urs Linsi | FOR | FOR | ✓ 100.0 % |
| 8.2 | Election of the chairman of the board | FOR | FOR | ✓ 100.0 % |
| 9. | Elections to the remuneration committee | | | |
| 9.1 | Elect Mr. Pierre Duboux to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 9.2 | Elect Dr. Urs Linsi to the remuneration committee | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|----------------|-------------------|----------|
| 10. | Election of the auditors | FOR | FOR | ✓100.0 % |
| 11. | Election of the independent proxy | FOR | FOR | ✓100.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ |
| 4 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Quint Kelders | FOR | FOR | ✓ 100.0 % |
| 4.1.2 | Re-elect Mr. John McKernan | FOR | FOR | ✓ 100.0 % |
| 4.2.1 | Elect Mr. Antoine Kohler | FOR | FOR | ✓ 99.9 % |
| 4.2.2 | Elect Dr. Attila A. Tamer | FOR | FOR | ✓ 99.8 % |
| 4.2.3 | Elect Mr. Christian Feller | FOR | FOR | ✓ 99.9 % |
| 4.3 | Election of Mr. Antoine Kohler as chairman of the board | FOR | FOR | ✓ 99.9 % |
| 4.4 | Elections to the remuneration committee | | | |
| 4.4.1 | Elect Mr. Antoine Kohler to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 4.4.2 | Elect Mr. Christian Feller to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>✓ 99.1 %</p> <p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> |
| 6 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.8 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 9 | Approve renewal of authorised capital | FOR | FOR | ✓ 99.7 % |
| 10 | Increase the pool of conditional capital for the employees | FOR | ● OPPOSE | <p>✓ 99.0 %</p> <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> |

| Item | Agenda | Position VR | Position 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 distribution from capital contribution reserves | FOR | FOR | ✓ 100.0 % | |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % | |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Bruno Bettoni | FOR | FOR | ✓ 98.5 % | |
| 5.1.b | Re-elect Dr. rer. pol. Ralph-Thomas Honegger | FOR | FOR | ✓ 99.4 % | |
| 5.1.c | Re-elect Mr. Albert Leiser | FOR | FOR | ✓ 98.1 % | |
| 5.1.d | Re-elect Dr. iur. Thomas Lustenberger as member and chairman of the board | FOR | FOR | ✓ 99.4 % | |
| 5.1.e | Re-elect Mr. Peter Spuhler | FOR | ● OPPOSE | <p>He holds an excessive number of mandates.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3 %).</p> | ✓ 90.3 % |
| 5.1.f | Re-elect Mr. Olivier Steimer | FOR | FOR | ✓ 89.6 % | |
| 5.2 | Elections to the nomination and remuneration committee | | | | |
| 5.2.a | Elect Dr. rer. pol. Ralph-Thomas Honegger to the nomination and remuneration committee | FOR | FOR | ✓ 86.9 % | |
| 5.2.b | Elect Dr. iur. Thomas Lustenberger to the nomination and remuneration committee | FOR | FOR | ✓ 85.9 % | |
| 5.3 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % | |
| 5.4 | Election of the auditors | FOR | FOR | ✓ 99.9 % | |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 84.2 % | |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 85.7 % | |
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 85.7 % | |
| 6.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 86.4 % | |

| Item | Agenda | Position VR | Position 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 | Capital reduction | FOR | FOR | ✓ |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Verne Dwyer | FOR | FOR | ✓ |
| 5.2 | Re-elect Mr. Christophe Gallet | FOR | FOR | ✓ |
| 5.3 | Re-elect Mr. Peter Kolossa | FOR | FOR | ✓ |
| 5.4 | Re-elect Dr. oec. Walter Meier as board chairman | FOR | FOR | ✓ |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Mr. Verne Dwyer to the remuneration committee | FOR | FOR | ✓ |
| 6.2 | Re-elect Mr. Christophe Gallet to the remuneration committee | FOR | FOR | ✓ |
| 6.3 | Re-elect Mr. Peter Kolossa to the remuneration committee | FOR | FOR | ✓ |
| 6.4 | Re-elect Dr. oec. Walter Meier to remuneration committee | FOR | FOR | ✓ |
| 7 | Election of the auditors | FOR | FOR | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | ✓ |
| 9 | Binding vote on the total remuneration of the executive management | FOR | FOR | ✓ |
| 10 | Binding vote on the total remuneration of the board of directors | FOR | FOR | ✓ |

Also

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| Item | Agenda | Position VR | Position 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 | FOR | | ✓ |
| 4.2 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> | ✓ |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 5.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> | ✓ |
| 6.1 | Individual elections to the board of directors | | | | |
| 6.1.a | Re-elect Prof. Dr. Peter Athanas | FOR | FOR | | ✓ |
| 6.1.b | Re-elect Dr. Olaf Berlien | FOR | FOR | | ✓ |
| 6.1.c | Re-elect Mr. Walter P.J. Droege | FOR | FOR | | ✓ |
| 6.1.d | Re-elect Prof. Dr. iur. Karl Hofstetter | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 6.1.e | Re-elect Prof. Dr. Rudolf Marty | FOR | ● OPPOSE | He has been a member of the board for 22 years, which exceeds Ethos' guidelines. | ✓ |
| 6.1.f | Re-elect Prof. Dr. Ing. Gustavo Möller-Hergt (CEO) | FOR | ● OPPOSE | The board independence is not sufficient (14.3 %). | ✓ |

Also

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| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|---|--------|
| 6.1.g | Re-elect Mr. Frank Tanski | FOR | FOR | | ✓ |
| 6.2 | Re-elect Prof. Dr. Ing. Gustavo Möller-Hergt as chairman of the board | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ |
| 6.3 | Individual elections to the remuneration committee | | | | |
| 6.3.a | Re-elect Prof. Dr. Peter Athanas to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. | ✓ |
| 6.3.b | Re-elect Mr. Walter P.J. Droege to the remuneration committee | FOR | FOR | | ✓ |
| 6.3.c | Re-elect Mr. Frank Tanski to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, business connections) and the majority of the committee members are not independent. | ✓ |
| 6.4 | Re-elect the auditors | FOR | FOR | | ✓ |
| 6.5 | Re-elect the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--------------------------------------|-----------|
| 1 | Present annual report, financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge members of the management board | FOR | FOR | | ✓ 99.9 % |
| 4 | Discharge members of the supervisory board | FOR | FOR | | ✓ 99.9 % |
| 5 | Approve remuneration of the members of the supervisory board | FOR | FOR | | ✓ 100.0 % |
| 6 | Election of the auditors | FOR | FOR | | ✓ 98.0 % |
| 7 | Cancel the conditional capital reserved for the conversion of convertible bonds | FOR | FOR | | ✓ 100.0 % |
| 8 | Create a pool of conditional capital for the employees | FOR | ● OPPOSE | The potential dilution is excessive. | ✓ 92.8 % |
| 9 | Approve share buyback programme | FOR | FOR | | ✓ 98.3 % |
| 10 | Report on the share buyback programme | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|----------|
| 1 | Auditors report | NON-VOTING | NON-VOTING | | |
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.8 % |
| 5 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. | ✓ 94.2 % |
| 6 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Daniel Hofer | FOR | FOR | | ✓ 97.0 % |
| 6.1.2 | Re-elect Mr. Robert Schmidli | FOR | FOR | | ✓ 99.7 % |
| 6.1.3 | Re-elect Mr. Markus Scheidegger | FOR | FOR | | ✓ 96.2 % |
| 6.2.1 | Elect Mr. Xavier Le Clef | FOR | FOR | | ✓ 96.3 % |
| 6.2.2 | 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. | ✓ 93.7 % |
| 7. | Election of the chairman of the board | FOR | FOR | | ✓ 97.1 % |
| 8 | Elections to the remuneration committee | | | | |
| 8.1 | Re-elect Mr. Robert Schmidli to the Remuneration Committee | FOR | FOR | | ✓ 99.7 % |
| 8.2 | Re-elect Mr. Markus Scheidegger to the Remuneration Committee | FOR | FOR | | ✓ 96.2 % |
| 9. | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive or not justified. | ✓ 97.0 % |
| 10. | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.8 % |
| 11. | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | | ✓ 98.7 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|----------------|-------------------|----------|
| 12. | Election of the auditors | FOR | FOR | ✓ 98.6 % |
| 13. | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.1 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 90.9 % |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 99.8 % |
| 2.2 | Approve dividend | FOR | FOR | | ✓ 99.7 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 96.8 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Denis Lucey as board member and chairman | FOR | FOR | | ✓ 93.9 % |
| 4.1.2 | Re-elect Mr. Charles Adair | FOR | FOR | | ✓ 95.1 % |
| 4.1.3 | Re-elect Ms. Annette Flynn | FOR | FOR | | ✓ 99.1 % |
| 4.1.4 | Re-elect Mr. Shaun B. Higgins | FOR | FOR | | ✓ 99.0 % |
| 4.1.5 | Re-elect Mr. Owen Killian (CEO) | FOR | FOR | | ✓ 96.4 % |
| 4.1.6 | Re-elect Mr. Andrew Morgan | FOR | FOR | | ✓ 99.1 % |
| 4.1.7 | Re-elect Mr. Wolfgang H. Werlé | FOR | FOR | | ✓ 99.0 % |
| 4.1.8 | Elect Mr. Dan Flinter | FOR | FOR | | ✓ 98.5 % |
| 4.2 | Elections to the nomination and remuneration committee | | | | |
| 4.2.1 | Re-elect Mr. Charles Adair to the nomination and remuneration committee | FOR | FOR | | ✓ 96.1 % |
| 4.2.2 | Elect Mr. Shaun B. Higgins to the nomination and remuneration committee | FOR | FOR | | ✓ 99.4 % |
| 4.2.3 | Re-elect Mr. Denis Lucey to the nomination and remuneration committee | FOR | FOR | | ✓ 93.6 % |
| 4.3 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 89.6 % |
| 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 | | ✓ 98.3 % |

| Item | Agenda | Position VR | Position 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 total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 91.3 % |
| 6. | Approve renewal of authorised capital | FOR | FOR | | ✓ 98.2 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|----------------|-------------------|----------|
| 1. | Approve 2014 annual report, statutory financial statements and accounts | FOR | FOR | ✓ 99.2 % |
| 2. | Approve 2014 consolidated financial statements | FOR | FOR | ✓ 99.2 % |
| 3. | Advisory vote on the remuneration report | FOR | FOR | ✓ 98.5 % |
| 4. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.2 % |
| 5. | Discharge board members and executive management | FOR | FOR | ✓ 99.1 % |
| 6.1 | Elections to the board of directors | | | |
| 6.1.a | Re-elect Mr. Juhani Anttila | FOR | FOR | ✓ 98.6 % |
| 6.1.b | Re-elect Dr. tech. Jukka Tapani Bergqvist | FOR | FOR | ✓ 98.3 % |
| 6.1.c | Re-elect Dr. Harald Deutsch | FOR | FOR | ✓ 98.3 % |
| 6.1.d | Re-elect Ms. Christina Stercken | FOR | FOR | ✓ 98.3 % |
| 6.1.e | Re-elect Mr. Andreas Umbach | FOR | FOR | ✓ 98.3 % |
| 6.1.f | Elect Mr. Urs Leinhäuser | FOR | FOR | ✓ 98.3 % |
| 6.2 | Election of the chairman of the board | FOR | FOR | ✓ 98.6 % |
| 6.3 | Elections to the remuneration committee | | | |
| 6.3.a | Elect Dr. tech. Jukka Tapani Bergqvist to the Remuneration Committee | FOR | FOR | ✓ 99.0 % |
| 6.3.b | Elect Mr. Andreas Umbach to the Remuneration Committee | FOR | FOR | ✓ 99.1 % |
| 6.3.c | Elect Dr. Harald Deutsch to the Remuneration Committee | FOR | FOR | ✓ 99.1 % |
| 6.4 | Election of the auditors | FOR | FOR | ✓ 91.1 % |
| 6.5 | Election of the independent proxy | FOR | FOR | ✓ 99.3 % |
| 7. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ 98.7 % |
| 8. | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.5 % |
| 8.2.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.4 % |
| 8.2.b | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.3 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|----------|
| 8.2.c | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | ✓ 98.4 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| II | Specific Instructions | | | |
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.7 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Hans-Peter Schwald | FOR | FOR | ✓ 95.4 % |
| 4.2 | Re-elect Mr. Rainer Schmückle | FOR | FOR | ✓ 99.3 % |
| 4.3 | Re-elect Mr. Michael Pieper | FOR | FOR | ✓ 99.0 % |
| 4.4 | Re-elect Mr. This Ernst Schneider | FOR | FOR | ✓ 99.0 % |
| 4.5 | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ 99.1 % |
| 4.6 | Re-elect Mr. Ferdinand Stutz | FOR | FOR | ✓ 99.7 % |
| 5 | Re-elect Mr. Hans-Peter Schwald as board chairman | FOR | FOR | ✓ 97.5 % |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Mr. This Ernst Schneider to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 6.2 | Re-elect Mr. Hans-Peter Schwald to the remuneration committee | FOR | FOR | ✓ 98.3 % |
| 6.3 | Re-elect Mr. Ferdinand Stutz to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 99.2 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.6 % |
| | Remuneration | | | |
| 9 | Advisory vote on the remuneration report | FOR | FOR | ✓ 99.1 % |
| 10 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.1 % |
| 11 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.1 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2. | Discharge board members | FOR | FOR | ✓ 100.0 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓</p> <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The proposed maximum number of mandates is excessive.</p> |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.6 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.4 % |
| 6. | Elections to the board of directors | | | |
| 6.1 | Re-elect Dr. Kuno Sommer as board chairman | FOR | FOR | ✓ 100.0 % |
| 6.2 | Re-elect Ms. Nicole Grogg Hötzer | FOR | FOR | ✓ 100.0 % |
| 6.3 | Re-elect Prof. Dr. Helma Wennemers | FOR | FOR | ✓ 99.9 % |
| 6.4 | Re-elect Dr. iur. Thomas Burckhardt | FOR | FOR | ✓ 100.0 % |
| 6.5 | Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger | FOR | FOR | ✓ 99.9 % |
| 6.6 | Re-elect Dr. phil. Rolf Nyfeler | FOR | FOR | ✓ 99.9 % |
| 7. | Elections to the remuneration committee | | | |
| 7.1 | Elect Dr. Kuno Sommer to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 7.2 | Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 7.3 | Elect Dr. phil. Rolf Nyfeler to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 8. | Election of the auditors | FOR | ● OPPOSE | <p>✓ 99.5 %</p> <p>The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.</p> |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|----------------|-------------------|----------|
| 9. | Election of the independent proxy | FOR | FOR | ✓ 99.4 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|----------------|-------------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4.1 | Approve renewal of authorised capital | FOR | FOR | ✓ 92.8 % |
| 4.2 | Amendments of the articles of association to comply with the Minder ordinance | FOR | FOR | ✓ 98.2 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. iur. Michael Becker | FOR | FOR | ✓ 99.7 % |
| 5.1.2 | Re-elect Dr. iur. Andreas Beerli | FOR | FOR | ✓ 99.7 % |
| 5.1.3 | Re-elect Dr. med. Georges-Antoine de Boccard | FOR | FOR | ✓ 99.3 % |
| 5.1.4 | Re-elect Dr. iur. Andreas Burckhardt | FOR | FOR | ✓ 94.6 % |
| 5.1.5 | Re-elect Mr. Christoph B. Gloor | FOR | FOR | ✓ 99.3 % |
| 5.1.6 | Re-elect Ms. Karin Keller-Sutter | FOR | FOR | ✓ 99.5 % |
| 5.1.7 | Re-elect Mr. Werner Kummer | FOR | FOR | ✓ 94.3 % |
| 5.1.8 | Re-elect Mr. Thomas Pleines | FOR | FOR | ✓ 99.5 % |
| 5.1.9 | Re-elect Dr. iur. Eveline Saupper | FOR | FOR | ✓ 94.3 % |
| 5.2 | Election of Dr. iur. Andreas Burckhardt as chairman of the board | FOR | FOR | ✓ 95.9 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Elect Dr. med. Georges-Antoine de Boccard to the Remuneration Committee | FOR | FOR | ✓ 99.0 % |
| 5.3.2 | Elect Ms. Karin Keller-Sutter to the Remuneration Committee | FOR | FOR | ✓ 99.3 % |
| 5.3.3 | Elect Mr. Thomas Pleines to the Remuneration Committee | FOR | FOR | ✓ 99.4 % |
| 5.3.4 | Elect Dr. iur. Eveline Saupper to the Remuneration Committee | FOR | FOR | ✓ 95.4 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 98.1 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 66.9 % |
| 6.2.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.8 % |
| 6.2.2 | Binding prospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 95.4 % |

| Item | Agenda | Position VR | Position 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 | FOR | FOR | ✓ 98.8 % |
| 4.1.1 | Increase size of the board | FOR | FOR | ✓ 99.5 % |
| 4.1.2 | Elections to the board of directors | | | |
| 4.1.2.a | Elect Mr. Reto Conrad | FOR | FOR | ✓ 99.9 % |
| 4.1.2.b | Elect Dr. iur. Sebastian Frehner | FOR | ● OPPOSE | ✓ 98.9 % He is not independent (representative of an important shareholder) and the board independence is insufficient (22.2 %). He is a representative of a significant shareholder who is sufficiently represented on the board. |
| 4.1.2.c | Re-elect Mr. Jan Goepfert | FOR | FOR | ✓ 99.6 % |
| 4.1.2.d | Elect Dr. oec. Jacqueline Henn Overbeck | FOR | FOR | ✓ 99.9 % |
| 4.1.2.e | Re-elect Ms. Christine Keller | FOR | ● OPPOSE | ✓ 98.9 % She is not independent (representative of an important shareholder) and the board independence is insufficient (22.2 %). She is a representative of a significant shareholder who is sufficiently represented on the board. |
| 4.1.2.f | Re-elect Dr. rer. pol. Andreas Sturm | FOR | FOR | ✓ 99.7 % |
| 4.1.2.g | Re-elect Mr. Martin Tanner | FOR | FOR | ✓ 99.8 % |
| 4.1.2.h | Elect Prof. Dr. oec. Christian Wunderlin | FOR | FOR | ✓ 99.7 % |
| 4.1.2.i | Re-elect Dr. rer. pol. Ralph Lewin | FOR | FOR | ✓ 99.7 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.7 % |
| 4.3.1 | Number of members in the nomination and remuneration committee | FOR | FOR | ✓ 99.9 % |
| 4.3.2 | Elections to the nomination and remuneration committee | | | |
| 4.3.2.a | Elect Dr. rer. pol. Ralph Lewin to the nomination and remuneration committee | FOR | FOR | ✓ 99.8 % |
| 4.3.2.b | Elect Dr. oec. Jacqueline Henn Overbeck to the nomination and remuneration committee | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|---------|--|----------------|-------------------|----------|
| 4.3.2.c | Elect Dr. rer. pol. Andreas Sturm to the nomination and remuneration committee | FOR | FOR | ✓ 99.6 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 99.8 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.5 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Position VR | Position 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. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. oec. publ. Heinz Knecht | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Dr. iur. Georges Knobel | FOR | FOR | ✓ |
| 5.1.3 | Re-elect Mr. Kurt Mäder | FOR | FOR | ✓ |
| 5.1.4 | Re-elect Mr. Christoph Reich | FOR | FOR | ✓ |
| 5.1.5 | Re-elect Mr. Ralph Peter Siegl | FOR | FOR | ✓ |
| 5.1.6 | Elect Dr. Gabriel Brenna | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9 %). ✓ |
| 5.1.7 | Elect Dr. oec. Karin Lenzlinger Diedenhofen | FOR | FOR | ✓ |
| 5.2 | Re-election of the chairman of the board | FOR | FOR | ✓ |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Dr. oec. publ. Heinz Knecht to the remuneration committee | FOR | FOR | ✓ |
| 5.3.2 | Re-elect Dr. iur. Georges Knobel to the remuneration committee | FOR | FOR | ✓ |
| 5.3.3 | Re-elect Mr. Ralph Peter Siegl to the remuneration committee | FOR | FOR | ✓ |
| 5.4 | Re-election of the independent proxy | FOR | FOR | ✓ |
| 5.5 | Re-election of the auditors | 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 remuneration of the executive management | FOR | FOR | ✓ |
| 6.2.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position 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 | ✓ 98.8 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 98.7 % |
| 5 | Election of the auditors | FOR | FOR | ✓ 98.1 % |
| 6 | Discharge board members and executive management | FOR | FOR | ✓ 98.4 % |
| 7 | Miscellaneous | NON-VOTING | NON-VOTING | |

| Item | Agenda | Position VR | Position 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, allocation of income and dividend | FOR | FOR | ✓ |
| 5 | Discharge board members | FOR | FOR | ✓ |
| 6 | Election of the auditors | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1. | Welcome | NON-VOTING | NON-VOTING | |
| 2. | Chairman's speech | NON-VOTING | NON-VOTING | |
| 3. | Nomination of the scrutineers | NON-VOTING | NON-VOTING | |
| 4. | Management report and auditor report | NON-VOTING | NON-VOTING | |
| 5. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 6. | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 7. | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 8. | Election of the auditors | FOR | ● OPPOSE | The external auditor's non-audit fees exceed audit fees. ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--------|
| | Background to the EGM | NON-VOTING | NON-VOTING | |
| 1 | Welcome | NON-VOTING | NON-VOTING | |
| 2 | Chairman's speech | NON-VOTING | NON-VOTING | |
| 3 | Nomination of the scrutineers | NON-VOTING | NON-VOTING | |
| 4.1 | Division of the nominal share value (split) | FOR | FOR | ✓ |
| 4.2 | Conversion of bearer shares into registered shares | FOR | FOR | ✓ |
| 4.3 | Amend article 6 of articles of association ("share capital") | FOR | FOR | ✓ |
| 4.4 | Amend article 11 of articles of association ("issuance of shares") | FOR | FOR | ✓ |
| 4.5 | Amend article 8 of articles of association ("dividend") | | | |
| 4.5.1 | Item discussed at the special meeting of bearer shares' holders | FOR | FOR | ✓ |
| 4.5.2 | Item discussed at the shareholders' EGM | FOR | FOR | ✓ |
| 4.6 | Ordinary capital increase | FOR | FOR | ✓ |
| 5 | Remove article 7 of articles of association ("Release of share capital") | FOR | FOR | ✓ |
| 6 | Amend article 41 of articles of association ("final provisions") | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position 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 | | | |
| 4.1 | Approve allocation of income and ordinary dividend | FOR | FOR | ✓ 99.7 % |
| 4.2 | Approve dividend from capital contribution reserves | FOR | FOR | ✓ 99.7 % |
| 5 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 5.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | ✓ 99.0 % |
| 5.2 | Binding retrospective vote on the variable remuneration of the chairman of the board of directors | FOR | ● OPPOSE | ✓ 97.4 % The non-executive chairman receives remuneration other than a fixed amount paid in cash or in shares. The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification. |
| 5.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.8 % |
| 5.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.5 % |
| 5.5 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | ✓ 98.5 % |
| 6 | Discharge board members and executive management | FOR | FOR | ✓ 99.6 % |
| 7 | Re-elect Mr. Reto Donatsch | FOR | FOR | ✓ 97.0 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.6 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 10 | Miscellaneous | NON-VOTING | NON-VOTING | |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Discharge board members | FOR | FOR | | ✓ |
| 3 | Approve allocation of income | FOR | FOR | | ✓ |
| 4 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. | ✓ |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Nicolò Angileri | FOR | FOR | | ✓ |
| 5.1.2 | Re-elect Ms. Geneviève Berclaz | FOR | FOR | | ✓ |
| 5.1.3 | Re-elect Mr. Fabio Candeli | FOR | FOR | | ✓ |
| 5.1.4 | Re-elect Mr. Emmanuele Emanuele | FOR | FOR | | ✓ |
| 5.1.5 | Re-elect Mr. Ivan Mazuranic | FOR | FOR | | ✓ |
| 5.2 | Re-elect Mr. Ivan Mazuranic as board chairman | FOR | FOR | | ✓ |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Fabio Candeli to the remuneration committee | FOR | FOR | | ✓ |
| 5.3.2 | Re-elect Mr. Ivan Mazuranic to the remuneration committee | FOR | FOR | | ✓ |
| 6 | Election of the independent proxy | FOR | FOR | | ✓ |
| 7 | Election of the auditors | FOR | FOR | | ✓ |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|--------|--|-------------|----------------|---|-----------|
| 1 | Presentation of the business report | NON-VOTING | NON-VOTING | | |
| 2 | Presentation of the reports of the auditors | NON-VOTING | NON-VOTING | | |
| 3.1 | Approve annual report | FOR | FOR | | ✓ 100.0 % |
| 3.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 86.3 % |
| 3.3 | Approve financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 4 | Allocation of reserves from capital contributions to free reserves, distribution of dividend and appropriation of available earnings | | | | |
| 4.1 | Allocation of reserves from capital contributions to free reserves | FOR | FOR | | ✓ 100.0 % |
| 4.2 | Distribution of dividend | FOR | FOR | | ✓ 99.9 % |
| 4.3 | Appropriation of available earnings | FOR | FOR | | ✓ 100.0 % |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 99.2 % |
| 6 | Amend articles of association: Increase maximum board size | FOR | FOR | | ✓ 99.1 % |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Dr. Walther Andreas Jacobs | FOR | FOR | | ✓ 99.7 % |
| 7.1.2 | Re-elect Juergen B. Steinemann | FOR | FOR | | ✓ 99.2 % |
| 7.1.3 | Re-elect Andreas G. Schmid | FOR | FOR | | ✓ 97.7 % |
| 7.1.4 | Re-elect Fernando Aguirre | FOR | FOR | | ✓ 99.7 % |
| 7.1.5 | Re-elect Dr. Jakob Baer | FOR | FOR | | ✓ 99.6 % |
| 7.1.6 | Re-elect James L. Donald | FOR | FOR | | ✓ 99.7 % |
| 7.1.7 | Re-elect Nicolas Jacobs | FOR | FOR | | ✓ 99.7 % |
| 7.1.8 | Re-elect Timothy E. Minges | FOR | FOR | | ✓ 99.7 % |
| 7.1.9 | Re-elect Wai Ling Liu | FOR | FOR | | ✓ 99.7 % |
| 7.1.10 | Elect Patrick De Maeseneire | FOR | FOR | | ✓ 98.8 % |
| 7.2 | Re-elect Dr. Walther Andreas Jacobs as board chairman | FOR | FOR | | ✓ 99.7 % |
| 7.3 | Elections to the remuneration committee | | | | |
| 7.3.1 | Re-elect James L. Donald to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 7.3.2 | Re-elect Fernando Aguirre to the remuneration committee | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 7.3.3 | Re-elect Wai Ling Liu to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 7.3.4 | Elect Patrick De Maeseneire to the remuneration committee | FOR | FOR | | ✓ 99.3 % |
| 7.4 | Election of the independent proxy | FOR | FOR | | ✓ 99.4 % |
| 7.5 | Election of the auditors | FOR | FOR | | ✓ 99.1 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 97.1 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.9 % |
| 8.3 | Binding vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The requested amount does not allow to respect Ethos' guidelines. | ✓ 96.1 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.6 % |
| 2 | Carry forward the accumulated deficit | FOR | FOR | ✓ 99.5 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 97.1 % |
| 4 | Elections to the board of directors | | | |
| 4a | Re-elect Dr. pharm. Martin Nicklasson | FOR | FOR | ✓ 98.7 % |
| 4b | Re-elect Mr. Domenico Scala | FOR | FOR | ✓ 98.1 % |
| 4c | Re-elect Mr. Hans-Beat Gürtler | FOR | FOR | ✓ 98.8 % |
| 4d | Re-elect Prof. Dr. med. Daniel Lew | FOR | FOR | ✓ 98.6 % |
| 4e | Re-elect Dr. iur. Thomas Rinderknecht | FOR | FOR | ✓ 98.4 % |
| 4f | Re-elect Mr. Steven D. Skolsky | FOR | FOR | ✓ 98.5 % |
| 4g | Re-elect Dr. chem. Thomas Werner | FOR | FOR | ✓ 98.7 % |
| 5 | Re-elect Dr. pharm. Martin Nicklasson as chairman of the board | FOR | FOR | ✓ 98.5 % |
| 6 | Elections to the remuneration committee | | | |
| 6a | Elect Dr. pharm. Martin Nicklasson to the Remuneration Committee | FOR | FOR | ✓ 98.1 % |
| 6b | Elect Mr. Steven D. Skolsky to the Remuneration Committee | FOR | FOR | ✓ 98.0 % |
| 6c | Elect Dr. chem. Thomas Werner to the Remuneration Committee | FOR | FOR | ✓ 98.2 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 97.7 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.6 % |
| 9 | Increase the pool of conditional capital for the employees | FOR | ● OPPOSE | <p>✓ 71.4 %</p> <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> |
| 10a | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.2 % |
| 10b | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 96.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|----------|
| 10c | Binding prospective vote on the total 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> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 62.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3. | Advisory vote on the remuneration report | FOR | FOR | ✓ 75.7 % |
| 4. | Discharge board members | FOR | FOR | ✓ 89.3 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Patrick Burkhalter | FOR | FOR | ✓ 94.5 % |
| 5.1.2 | Re-elect Mr. Martin Hess | FOR | FOR | ✓ 92.0 % |
| 5.1.3 | Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli | FOR | FOR | ✓ 86.5 % |
| 5.1.4 | Re-elect Dr. oec. Martin Zwyszig | FOR | FOR | ✓ 99.5 % |
| 5.1.5 | Elect Mr. Adrian Altenburger | FOR | FOR | ✓ 84.8 % |
| 5.2.1 | Election of the chairman of the board | FOR | FOR | ✓ 91.6 % |
| 5.2.2 | Election of the deputy chairman of the board | FOR | FOR | ✓ 99.5 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Elect Mr. Martin Hess to the Remuneration Committee | FOR | FOR | ✓ 91.0 % |
| 5.3.2 | Elect Mr. Adrian Altenburger to the Remuneration Committee | FOR | FOR | ✓ 91.3 % |
| 5.3.3 | Elect Mr. Patrick Burkhalter to the Remuneration Committee | FOR | FOR | ✓ 98.6 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.2 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 98.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 89.9 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 89.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members | FOR | FOR | ✓ 99.9 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.7 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.8 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Jörg Ackermann | FOR | ● OPPOSE | ✓ 97.9 % He is not independent (representative of an important shareholder, board tenure of 15 years) and the board independence is insufficient (33.3 %). He is a representative of a significant shareholder who is sufficiently represented on the board. |
| 5.2 | Re-elect Mr. Leo Ebnetter | FOR | FOR | ✓ 99.9 % |
| 5.3 | Re-elect Dr. oec. publ. Irene Kaufmann-Brändli | FOR | FOR | ✓ 99.7 % |
| 5.4 | Re-elect Mr. Andreas Land | FOR | FOR | ✓ 99.9 % |
| 5.5 | Re-elect Mr. Werner Marti | FOR | FOR | ✓ 99.6 % |
| 5.6 | Re-elect Mr. Hansueli Loosli | FOR | FOR | ✓ 99.8 % |
| 6 | Election of the chairman of the board | FOR | FOR | ✓ 99.8 % |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Elect Mr. Leo Ebnetter to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 7.2 | Elect Mr. Andreas Land to the remuneration committee | FOR | FOR | ✓ 99.8 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 99.2 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|--------|
| 1. | Approve annual report, financial statements and auditors report | FOR | FOR | | ✓ |
| 2. | 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> | ✓ |
| 3. | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. iur. Thomas von Planta | FOR | FOR | | ✓ |
| 4.1.2 | Re-elect Dr. iur. Daniel H. Sigg | FOR | FOR | | ✓ |
| 4.1.3 | Elect Dr. iur. Mirjam Staub-Bisang | FOR | FOR | | ✓ |
| 4.2 | Election of the chairman of the board | FOR | FOR | | ✓ |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Elect Dr. iur. Thomas von Planta to the Remuneration Committee | FOR | ● OPPOSE | He is not independent (consultancy fees) and the majority of the committee members are not independent. | ✓ |
| 4.3.2 | Elect Dr. iur. Daniel H. Sigg to the Remuneration Committee | FOR | FOR | | ✓ |
| 4.3.3 | Elect Dr. iur. Mirjam Staub-Bisang to the Remuneration Committee | FOR | FOR | | ✓ |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ |
| 5. | Approve renewal of authorised capital | FOR | FOR | | ✓ |
| 6. | Amend Articles of association | | | | |
| 6.1 | Amend articles of association: Implementation of the Minder ordinance on general matters | FOR | ● OPPOSE | <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The proposed maximum number of mandates is excessive.</p> | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|--------|
| 6.2 | Amend articles of association: Implementation of the Minder ordinance on remuneration | FOR | ● OPPOSE | In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting. The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. | ✓ |
| 6.3 | Articles of association general changes | FOR | FOR | | ✓ |
| 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 | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ |
| 7.2 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ |
| 7.3 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | FOR | | ✓ |
| 7.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The requested amount does not allow to respect Ethos' guidelines. | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------------------------------------|--|-------------|----------------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 97.6 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 94.1 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 96.9 % |
| Elections to the board of directors | | | | | |
| 4.1.a | Re-elect Ms. Marianne Fassbind | FOR | ● OPPOSE | She has been a member of the board for 21 years, which exceeds Ethos' guidelines. | ✓ 76.4 % |
| 4.1.b | Re-elect Dr. iur. Hans Hess | FOR | ● OPPOSE | He has been a member of the board for 34 years, which exceeds Ethos' guidelines. | ✓ 81.3 % |
| 4.1.c | Re-elect Mr. Konrad Niederberger | FOR | FOR | | ✓ 92.9 % |
| 4.1.d | Re-elect Mr. Markus Thumiger | FOR | FOR | | ✓ 80.4 % |
| 4.1.e | Re-elect Mr. Hans Wicki | FOR | FOR | | ✓ 80.3 % |
| 4.1.f | Re-elect Mr. Guido Zumbühl | FOR | FOR | | ✓ 91.4 % |
| 4.2 | Elect Mr. Martin Odermatt | FOR | FOR | | ✓ 75.4 % |
| 4.3 | Re-elect Dr. iur. Hans Hess as board chairman | FOR | ● OPPOSE | Ethos cannot support the election of Dr. iur. Hess to the board of directors. | ✓ 90.6 % |
| 4.4 | Elections to the remuneration committee | | | | |
| 4.4.a | Re-elect Mr. Markus Thumiger to the remuneration committee | FOR | FOR | | ✓ 92.1 % |
| 4.4.b | Re-elect Mr. Hans Wicki to the remuneration committee | FOR | FOR | | ✓ 91.0 % |
| 4.4.c | Re-elect Mr. Guido Zumbühl to the remuneration committee | FOR | FOR | | ✓ 88.9 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 94.8 % |
| 4.6 | Election of the independent proxy | FOR | FOR | | ✓ 88.7 % |
| 5. | Remuneration | | | | |
| 5.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 90.5 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 89.6 % |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 88.4 % |

| Item | Agenda | Position VR | Position 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 | FOR | FOR | ✓ 99.9 % |
| 4. | Amend articles of association: Implementation of the Minder ordinance | | | |
| 4.a | Implementation of the Minder ordinance (Art. 17 and 24) | FOR | FOR | ✓ 98.8 % |
| 4.b | Implementation of the Minder ordinance (Art. 27 - 29) | FOR | ● OPPOSE | ✓ 96.3 % The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association. The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted. In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting. The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. |
| | Board's proposal to reject shareholder's proposal to replace "Jahresbericht" by "Lagebericht" in the articles of association | FOR | ● ABSTAIN | ✓ 99.4 % Shareholders voting by proxy cannot approve in advance any unannounced proposal. |
| 4.c | Implementation of the Minder ordinance (Art. 10, 12-14, 16, 18-22, 30) | FOR | FOR | ✓ 99.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Ms. Kathrin Anderegg-Dietrich | FOR | FOR | ✓ 99.6 % |
| 5.1.2 | Re-elect Mr. Daniel Charles Bloch | FOR | FOR | ✓ 99.8 % |
| 5.1.3 | Re-elect Prof. Dr. rer. pol. Rudolf Grünig | FOR | FOR | ✓ 99.7 % |
| 5.1.4 | Re-elect Ms. Antoinette C. Hunziker-Ebnetter | FOR | FOR | ✓ 99.6 % |
| 5.1.5 | Re-elect Mr. Peter Siegenthaler | FOR | FOR | ✓ 99.6 % |
| 5.1.6 | Re-elect Dr. oec. Rudolf Stämpfli | FOR | FOR | ✓ 99.7 % |
| 5.1.7 | Re-elect Dr. phil. Rudolf Wehrli | FOR | FOR | ✓ 99.1 % |
| 5.1.8 | Elect Mr. Peter Wittwer | FOR | FOR | ✓ 99.5 % |
| 5.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|----------------|-------------------|---|
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Elect Ms. Kathrin Anderegg-Dietrich to the Remuneration Committee | FOR | FOR | ✓ 99.5 % |
| 5.3.2 | Elect Ms. Antoinette C. Hunziker-Ebnetter to the Remuneration Committee | FOR | FOR | ✓ 99.4 % |
| 5.3.3 | Elect Dr. phil. Rudolf Wehrli to the Remuneration Committee | FOR | FOR | ✓ 99.2 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 99.7 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. ✓ 95.9 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.3 % |

| Item | Agenda | Position VR | Position 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 | Distribution out of capital contribution reserves | FOR | FOR | | ✓ 100.0 % |
| 3. | Discharge board members | | | | |
| 3.1 | Discharge Mr. Hans Jörg Brun | 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> | ✓ 92.0 % |
| 3.2 | Discharge Mr. Beat Frischknecht | 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> | ✓ 83.6 % |
| 3.3 | Discharge Mr. André Robert Spathelf | 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> | ✓ 92.0 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Hans Jörg Brun | FOR | FOR | | ✓ 100.0 % |
| 4.1.2 | Re-elect Mr. Beat Frischknecht | FOR | FOR | | ✓ 97.2 % |
| 4.1.3 | Re-elect Mr. André Robert Spathelf | FOR | FOR | | ✓ 100.0 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Hans Jörg Brun to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.2 | Re-elect Mr. André Robert Spathelf to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.1 % |
| 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> | ✓ 92.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. | ✓ 97.3 % |
| 3 | Discharge board members | FOR | FOR | | ✓ 99.8 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 5.a | Amend articles of association: Change to the company purpose | FOR | FOR | | ✓ 99.9 % |
| 5.b | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association. The amount available for new members of the executive management is excessive. The proposed maximum number of mandates is excessive. | ✓ 94.5 % |
| 6.a | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.5 % |
| 6.b | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 98.5 % |
| 7.a | Elections to the board of directors | | | | |
| 7.a.1 | Re-elect Mr. Urs Gasche | FOR | FOR | | ✓ 99.4 % |
| 7.a.2 | Re-elect Mr. Hartmut Geldmacher | FOR | FOR | | ✓ 99.7 % |
| 7.a.3 | Re-elect Mr. Kurt Rohrbach | FOR | FOR | | ✓ 99.6 % |
| 7.a.4 | Re-elect Mr. Marc-Alain Affolter | FOR | FOR | | ✓ 99.9 % |
| 7.a.5 | Re-elect Dr. iur. Georges Bindschedler | FOR | FOR | | ✓ 99.8 % |
| 7.a.6 | Re-elect Mr. Kurt Schär | FOR | FOR | | ✓ 99.8 % |
| 7.a.7 | Re-elect Mr. Roger Baillod | FOR | FOR | | ✓ 99.9 % |
| 7.a.8 | Elect Mr. Dominique Gachoud | FOR | FOR | | ✓ 99.9 % |
| 7.b | Re-elect Mr. Urs Gasche as board chairman | FOR | FOR | | ✓ 99.4 % |
| 7.c | Elections to the nomination and remuneration committee | | | | |
| 7.c.1 | Re-elect Mr. Urs Gasche to the nomination and remuneration committee | FOR | FOR | | ✓ 98.3 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|----------------|-------------------|-----------|
| 7.c.2 | Re-elect Ms. Barbara Egger-Jenzer to the nomination and remuneration committee | FOR | FOR | ✓ 98.3 % |
| 7.c.3 | Re-elect Dr. iur. Georges Bindschedler to the nomination and remuneration committee | FOR | FOR | ✓ 99.8 % |
| 7.d | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 7.e | Election of the auditors | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 93.7 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 95.8 % |
| 3 | Discharge board members | FOR | FOR | ✓ 91.4 % |
| 4 | Election of the auditors | FOR | FOR | ✓ 90.5 % |

| Item | Agenda | Position VR | Position 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 Dr. ing. Ulf Berg | FOR | FOR | ✓ |
| 4.4 | Re-elect Mr. Jürgen Brandt | FOR | FOR | ✓ |
| 4.5 | Re-elect Mr. Michael W. O. Garrett | FOR | FOR | ✓ |
| 4.6 | Elect Prof. Dr. Gian-Luca Bona | FOR | FOR | ✓ |
| 5. | Elections to the remuneration committee | | | |
| 5.1 | Elect Mr. Michael W. O. Garrett to the Remuneration Committee | FOR | FOR | ✓ |
| 5.2 | Elect Mr. Thierry de Kalbermatten to the Remuneration Committee | FOR | FOR | ✓ |
| 5.3 | Elect Prof. Dr. Gian-Luca Bona to the Remuneration Committee | FOR | FOR | ✓ |
| 6. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. ✓ |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ |
| 8. | Election of the auditors | FOR | FOR | ✓ |
| 9. | Election of the independent proxy | FOR | FOR | ✓ |

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| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|--|
| 1 | Approval of the minutes of the 2014 annual general meeting | FOR | FOR | ✓ |
| 2 | Approve annual report | FOR | FOR | ✓ |
| 3.a | Approve financial statements and accounts | FOR | FOR | ✓ |
| 3.b | Binding vote on the remuneration report and the remuneration of the board of directors and the executive management | FOR | FOR | ✓ |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 5.a | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓</p> <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The proposed maximum number of mandates is excessive.</p> |
| 5.b | Amend articles of association according to current law | FOR | FOR | ✓ |
| 6 | Discharge board members | FOR | FOR | ✓ |
| 7.a | Elections to the board of directors | | | |
| 7.a.1 | Re-elect Mr. Stéphane Bise | FOR | FOR | ✓ |
| 7.a.2 | Re-elect Mr. Edgar Brandt | FOR | FOR | ✓ |
| 7.a.3 | Re-elect Dr. med. Régis Menétrey | FOR | FOR | ✓ |
| 7.a.4 | Re-elect Mr. Christian Plomb | FOR | FOR | ✓ |
| 7.a.5 | Re-elect Mr. Antoine Spillmann | FOR | FOR | ✓ |
| 7.a.6 | Re-elect Mr. Jean-Luc Strohm | FOR | FOR | ✓ |
| 7.b | Elect Mr. Christian Plomb as chairman of the board | FOR | FOR | ✓ |
| 7.c | Elections to the remuneration committee | | | |
| 7.c.1 | Elect Mr. Edgar Brandt to the remuneration committee | FOR | FOR | ✓ |
| 7.c.2 | Elect Mr. Stéphane Bise to the remuneration committee | FOR | FOR | ✓ |
| 7.c.3 | Elect Mr. Christian Plomb to the remuneration committee | FOR | FOR | ✓ |
| 7.d | Election of the independent proxy | FOR | FOR | ✓ |

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| Item | Agenda | Position VR | Position Ethos | Result |
|------|--------------------------|-------------|----------------|--------|
| 7.e | Election of the auditors | FOR | FOR | ✓ |
| 8 | Miscellaneous | NON-VOTING | NON-VOTING | |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|-----------|
| 1. | Present financial statements and accounts | 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 93.4 % |
| 2.3 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0 % |
| 2.4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3. | Amend articles of association: separation of the nomination and remuneration committee | FOR | FOR | | ✓ 97.1 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Thomas Schmuckli-Grob as member and chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 4.1.2 | Re-elect Mr. Anton Lauber | FOR | FOR | | ✓ 99.5 % |
| 4.1.3 | Re-elect Ms. Helen Wetter-Bossard | FOR | FOR | | ✓ 100.0 % |
| 4.1.4 | Re-elect Prof. Dr. Stefan Michel | FOR | FOR | | ✓ 99.7 % |
| 4.1.5 | Re-elect Ms. Mariateresa Vacalli | FOR | FOR | | ✓ 99.9 % |
| 4.1.6 | Elect Dr. phil. René Cotting | FOR | FOR | | ✓ 99.9 % |
| 4.1.7 | Elect Mr. Daniel Lippuner | FOR | FOR | | ✓ 99.8 % |
| 4.2 | Re-elect Prof. Dr. Stefan Michel as representative of the registered A shares | FOR | FOR | | ✓ 99.8 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Elect Prof. Dr. Stefan Michel to the remuneration committee | FOR | FOR | | ✓ 99.6 % |
| 4.3.2 | Elect Ms. Helen Wetter-Bossard to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.3 | Elect Ms. Mariateresa Vacalli to the remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 4.4 | Election of the independent proxy | | | | |
| 4.4.1 | Election of René Peyer as independent proxy | FOR | FOR | | ✓ 99.9 % |
| 4.4.2 | Election of Christoph Schweiger as substitute of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 98.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> | ✓ 98.3 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.6 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Ernst Bärtschi | FOR | FOR | ✓ 99.7 % |
| 4.1.b | Re-elect Mr. Rolf Broglie | FOR | FOR | ✓ 93.4 % |
| 4.1.c | Re-elect Mr. Claude R. Cornaz | FOR | FOR | ✓ 91.0 % |
| 4.1.d | Re-elect Ms. Anita Hauser Maron | FOR | FOR | ✓ 93.4 % |
| 4.1.e | Re-elect Mr. Michael Hauser | FOR | FOR | ✓ 93.4 % |
| 4.1.f | Re-elect Mr. Heinrich C. Spoerry | FOR | ● OPPOSE | He holds an excessive number of mandates. ✓ 96.6 % |
| 4.1.g | Re-elect Mr. Valentin Vogt | FOR | FOR | ✓ 99.8 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | ✓ 93.5 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.a | Re-elect Mr. Claude R. Cornaz to the remuneration committee | FOR | FOR | ✓ 90.3 % |
| 4.3.b | Re-elect Ms. Anita Hauser Maron to the remuneration committee | FOR | FOR | ✓ 92.7 % |
| 4.3.c | Elect Mr. Valentin Vogt to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 95.9 % |
| 5 | Amend articles of association | FOR | FOR | ✓ 99.7 % |
| 6.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 99.0 % |
| 6.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 87.0 % |
| 6.3 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.6 % |
| 6.4 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 1 | Welcome and opening remarks | NON-VOTING | NON-VOTING | |
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 5 | Amend articles of association | | | |
| 5.1 | Approve renewal of authorised capital | FOR | FOR | ✓ 93.2 % |
| 5.2 | Modify the submission period to add an item to the agenda | FOR | FOR | ✓ 99.8 % |
| 5.3 | Deletion of article 25 (acquisition of assets) | FOR | FOR | ✓ 99.9 % |
| 5.4 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ 89.9 % |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. Valentin Vogt | FOR | FOR | ✓ 99.7 % |
| 6.1.2 | Re-elect Mr. Hans Hess | FOR | FOR | ✓ 99.6 % |
| 6.1.3 | Re-elect Mr. Urs Leinhäuser | FOR | FOR | ✓ 99.7 % |
| 6.1.4 | Re-elect Dr. Monika Krüsi | FOR | FOR | ✓ 99.7 % |
| 6.1.5 | Re-elect Dr. Stephan Bross | FOR | FOR | ✓ 99.7 % |
| 6.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.5 % |
| 6.3 | Elections to the remuneration committee | | | |
| 6.3.1 | Re-elect Mr. Hans Hess to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 6.3.2 | Re-elect Dr. Stephan Bross to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 6.4 | Re-elect the auditors | FOR | ● OPPOSE | ✓ 92.3 % The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. |
| 6.5 | Re-elect the independent proxy | FOR | FOR | ✓ 99.8 % |
| 7 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 7.1 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | FOR | ✓ 97.5 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|----------|
| 7.2 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 99.2 % |
| 7.3 | Binding prospective vote on the fixed remuneration of the board of directors (FY 2015) | FOR | FOR | ✓ 99.4 % |
| 7.4 | Binding prospective vote on the fixed remuneration of the board of directors (FY 2016) | FOR | FOR | ✓ 99.3 % |
| 7.5 | Binding prospective vote on the fixed remuneration of the executive management (FY 2015) | FOR | FOR | ✓ 99.3 % |
| 7.6 | Binding prospective vote on the fixed remuneration of the executive management (FY 2016) | FOR | FOR | ✓ 99.2 % |
| 7.7 | Advisory vote on the remuneration report | FOR | FOR | ✓ 65.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|----------|
| 1 | Opening of the general meeting | NON-VOTING | NON-VOTING | | |
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 89.6 % |
| 3 | Discharge board members | FOR | FOR | In the meeting agenda, the discharge was requested in globo. At the AGM, the discharge was requested for each board member individually. | – |
| | Discharge Mr. Gaudenz F. Domenig | FOR | FOR | | ✓ 89.0 % |
| | Discharge Mr. Marco Syfrig (CEO) | FOR | FOR | | ✓ 90.7 % |
| | Discharge Mr. Willy Hüppi | FOR | FOR | | ✓ 90.4 % |
| | Discharge Mr. Peter Weigelt | FOR | FOR | | ✓ 90.7 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 90.8 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Gaudenz F. Domenig | FOR | FOR | | ✓ 90.7 % |
| 5.2 | Re-elect Mr. Marco Syfrig (CEO) | FOR | ● OPPOSE | The board independence is not sufficient (25.0 %). | ✓ 74.6 % |
| 5.3 | Re-elect Mr. Willy Hüppi | FOR | FOR | | ✓ 90.7 % |
| 5.4 | Re-elect Mr. Peter Weigelt | FOR | FOR | | ✓ 90.7 % |
| 6 | Re-elect Mr. Gaudenz F. Domenig as board chairman | FOR | FOR | | ✓ 90.3 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. Gaudenz F. Domenig to the remuneration committee | FOR | FOR | | ✓ 86.4 % |
| 7.2 | Re-elect Mr. Willy Hüppi to the remuneration committee | FOR | FOR | | ✓ 90.7 % |
| 7.3 | Re-elect Mr. Peter Weigelt to the remuneration committee | FOR | FOR | | ✓ 90.7 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 90.8 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 90.7 % |
| 10 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | The proposed maximum number of mandates is excessive. | ✓ 76.8 % |
| 11 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 78.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|--|
| 2. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 4. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 5. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | ✓ Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. |
| 6.a | Elections to the board of directors | | | |
| 6.a.1 | Re-elect Mr. Beat Abgottspon | FOR | FOR | ✓ 99.9 % |
| 6.a.2 | Re-elect Mr. Balthasar Meier | FOR | FOR | ✓ 99.9 % |
| 6.a.3 | Re-elect Mr. Hans-Rudolf Mooser | FOR | FOR | ✓ 99.9 % |
| 6.a.4 | Re-elect Mr. Christoph Ott | FOR | FOR | ✓ 99.9 % |
| 6.a.5 | Re-elect Mr. Jean-Pierre Schmid | FOR | FOR | ✓ 99.9 % |
| 6.a.6 | Re-elect Mr. Roberto Seiler | FOR | ● OPPOSE | ✓ He has been a member of the board for 21 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 21 years) and the board independence is insufficient (33.3 %). |
| 6.b | Election of the chairman of the board | FOR | FOR | ✓ 99.8 % |
| 6.c | Elections to the remuneration committee | | | |
| 6.c.1 | Re-elect Mr. Jean-Pierre Schmid as member of the remuneration committee | FOR | ● OPPOSE | ✓ He is not independent (board tenure of 25 years) and the majority of the committee members are not independent. He is chairman of the remuneration committee and also chairman of the board and is not considered independent (board tenure of 25 years). |
| 6.c.2 | Re-elect Mr. Balthasar Meier as member of the remuneration committee | FOR | FOR | ✓ 99.6 % |
| 6.c.3 | Re-elect Mr. Hans-Rudolf Mooser as member of the remuneration committee | FOR | ● OPPOSE | ✓ He is not independent (former executive) and the majority of the committee members are not independent. |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|----------------|-------------------|----------|
| 6.d | Re-election of the auditors | FOR | FOR | ✓ 99.9 % |
| 6.e | Re-election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 7. | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 7.a | Binding retrospective vote on the total remuneration of the board of directors (FY 2014) | FOR | FOR | ✓ 99.1 % |
| 7.b | Binding retrospective vote on the total remuneration of the executive management (FY 2014) | FOR | FOR | ✓ 98.5 % |
| 7.c | Binding prospective vote on the total remuneration of the board of directors (FY 2015) | FOR | FOR | ✓ 99.1 % |
| 7.d | Binding prospective vote on the total remuneration of the executive management (FY 2015) | FOR | FOR | ✓ 98.5 % |
| 7.e | Binding prospective vote on the total remuneration of the board of directors (Q1 2016) | FOR | FOR | ✓ 99.1 % |
| 7.f | Binding prospective vote on the fixed remuneration of the executive management (Q1 2016) | FOR | FOR | ✓ 98.4 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 1. | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2. | Present the reports of the statutory auditor | NON-VOTING | NON-VOTING | |
| 3.1 | Approve annual report | FOR | FOR | ✓ 99.9 % |
| 3.2 | Approve financial statements and consolidated accounts | FOR | FOR | ✓ 98.7 % |
| 3.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 85.3 %</p> <p>The information provided to the shareholders is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> |
| 3.4 | Allocation of income | FOR | FOR | ✓ 98.3 % |
| 3.5 | Approve dividend distribution out of capital contribution reserves | FOR | FOR | ✓ 98.2 % |
| 4. | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 5. | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Thomas Lustenberger as member and chairman of the board | FOR | FOR | ✓ 97.1 % |
| 5.2.a | Re-elect Mr. Erich Kellenberger | FOR | FOR | ✓ 78.3 % |
| 5.2.b | Re-elect Mr. Beat Grüring | FOR | FOR | ✓ 99.5 % |
| 5.2.c | Re-elect Ms. Marianne Tesler | FOR | FOR | ✓ 99.9 % |
| 5.2.d | Re-elect Mr. Marco Gadola | FOR | FOR | ✓ 99.8 % |
| 5.2.e | Re-elect Mr. Felix Sulzberger | FOR | FOR | ✓ 98.5 % |
| 5.2.f | Re-elect Mr. Christian Haas | FOR | FOR | ✓ 99.6 % |
| 5.2.g | Re-elect Mr. Hans-Kristian Hoejsgaard | FOR | FOR | ✓ 99.8 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.a | Re-elect Dr. Thomas Lustenberger to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 5.3.b | Re-elect Mr. Beat Grüring to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 6. | Election of the auditors | FOR | FOR | ✓ 96.2 % |
| 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 | FOR | ✓ 99.2 % |
| 8.2 | Binding prospective vote on the total (not share-based) remuneration of the executive management | FOR | FOR | ✓ 99.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 8.3 | Binding prospective vote on the total share-based 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> | ✓ 84.9 % |

| Item | Agenda | Position VR | Position 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 | FOR | FOR | ✓ |
| 4 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Ms. Valeria Gavazzi | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Mr. Federico Foglia | FOR | FOR | ✓ |
| 5.1.3 | Re-elect Mr. Stefano Premoli Trovati | FOR | FOR | ✓ |
| 5.2 | Re-elect Ms. Valeria Gavazzi as board chairman | FOR | FOR | ✓ |
| 5.3.1 | Special meeting of the bearer shareholders: Re-elect Mr. Daniel Hirschi as representative of the bearer shareholders | FOR | FOR | ✓ |
| 5.3.2 | Election of the representative of the bearer shareholders to the board of directors | FOR | FOR | ✓ |
| 5.4 | Elections to the remuneration committee | | | |
| 5.4.1 | Re-elect Mr. Daniel Hirschi to the remuneration committee | FOR | FOR | ✓ |
| 5.4.2 | Re-elect Mr. Stefano Premoli Trovati to the remuneration committee | FOR | FOR | ✓ |
| 5.4.3 | Re-elect Mr. Federico Foglia to the remuneration committee | FOR | FOR | ✓ |
| 6.1 | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | <p>✓</p> <p>The information provided is insufficient.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p> |
| 6.3 | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ |
| 7 | Election of the independent proxy | FOR | FOR | ✓ |
| 8 | Election of the auditors | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 83.4 % |
| 3.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3.2 | Distribution out of capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. oec. Felix A. Weber | FOR | FOR | ✓ 96.6 % |
| 5.1.2 | Re-elect Mr. Christopher M. Chambers | FOR | FOR | ✓ 99.8 % |
| 5.1.3 | Re-elect Mr. Denis Hall | FOR | FOR | ✓ 99.7 % |
| 5.1.4 | Re-elect Mr. Richard Laxer | FOR | FOR | ✓ 97.4 % |
| 5.1.5 | Re-elect Prof. Dr. Peter Athanas | FOR | FOR | ✓ 99.9 % |
| 5.1.6 | Re-elect Mr. Urs Baumann | FOR | FOR | ✓ 99.9 % |
| 5.2 | Elect Dr. Monica E. Mächler | FOR | FOR | ✓ 99.8 % |
| 5.3 | Elect Dr. oec. Felix A. Weber as chairman of the board | FOR | FOR | ✓ 96.6 % |
| 5.4 | Elections to the remuneration committee | | | |
| 5.4.1 | Elect Mr. Christopher M. Chambers to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 5.4.2 | Elect Mr. Richard Laxer to the Remuneration Committee | FOR | FOR | ✓ 97.4 % |
| 5.4.3 | Elect Mr. Urs Baumann to the Remuneration Committee | FOR | ● OPPOSE | He is an executive in another listed company and a majority of the committee members are executives in other listed companies. ✓ 97.5 % |
| 5.5 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.6 | Election of the auditors | FOR | FOR | ✓ 99.9 % |
| 6.1 | Approve renewal of authorised capital | FOR | FOR | ✓ 98.2 % |
| 6.2 | Amendment of the articles of association related to the variable remuneration plan | FOR | FOR | ✓ 98.7 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. ✓ 92.5 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Position VR | Position 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. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. | ✓ 98.1 % |
| 5. | Advisory vote on the remuneration report | FOR | FOR | | ✓ 99.9 % |
| 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 or not justified. | ✓ 92.9 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.0 % |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Mr. Philipp Buhofer as member and chairman of the board | FOR | FOR | | ✓ 99.9 % |
| 7.1.2 | Re-elect Dr. Felix A. Thöni | FOR | FOR | | ✓ 100.0 % |
| 7.1.3 | Re-elect Mr. Urs Ziegler | FOR | FOR | | ✓ 100.0 % |
| 7.1.4 | Re-elect Mr. Peter J. Schmid | FOR | FOR | | ✓ 99.9 % |
| 7.1.5 | Re-elect Mr. Niklaus Peter Nüesch | FOR | FOR | | ✓ 99.9 % |
| 7.2 | Elections to the remuneration committee | | | | |
| 7.2.1 | Re-elect Mr. Philipp Buhofer to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 7.2.2 | Re-elect Mr. Peter J. Schmid to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 7.3 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 7.4 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.6 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 97.5 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive or not justified. | ✓ 96.3 % |
| 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 remunerations than those of a peer group. | ✓ 73.3 % |
| 5. | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Max E. Katz as chairman | FOR | FOR | | ✓ 98.8 % |
| 5.2 | Re-elect Dr. Ulla Ertelt | FOR | FOR | | ✓ 76.1 % |
| 5.3 | Re-elect Prof. Dr. Matthias Freise | FOR | FOR | | ✓ 76.7 % |
| 5.4 | Re-elect Mr. Meinrad Fleischmann | FOR | FOR | | ✓ 99.3 % |
| 5.5 | Elect Mr. Remo Masala | FOR | FOR | | ✓ 98.8 % |
| 6. | Elections to the remuneration committee | | | | |
| 6.1 | Elect Mr. Meinrad Fleischmann to the Remuneration Committee | FOR | FOR | | ✓ 99.7 % |
| 6.2 | Elect Dr. Ulla Ertelt to the Remuneration Committee | FOR | FOR | | ✓ 76.7 % |
| 7. | Election of the independent proxy | FOR | FOR | | ✓ 99.7 % |
| 8. | Election of the auditors | FOR | FOR | | ✓ 98.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------------------------------------|--|-------------|----------------|---|----------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2 | Approve annual report, financial statements and accounts | FOR | ● OPPOSE | Serious doubts are raised concerning the quality, sincerity and comprehensiveness of the information provided. | ✓100.0 % |
| 3 | Discharge board members | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. | ✓100.0 % |
| 4 | Approve allocation of income | FOR | FOR | | ✓100.0 % |
| Elections to the board of directors | | | | | |
| 5 | Re-elect Mr. Alain Dumenil as chairman of the board | FOR | ● OPPOSE | He does not have a good reputation or his activities and attitude are not irreproachable. He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0 %). | ✓100.0 % |
| 6 | Re-elect Mr. Michel Réthoret (CEO) | FOR | ● OPPOSE | The board includes too many executive directors (2) compared to market practice in Switzerland. The board independence is not sufficient (0.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓100.0 % |
| 7 | Re-elect Mr. Claude Chabanel | FOR | ● OPPOSE | He is not independent (board tenure of 16 years) and the board independence is insufficient (0.0 %). | ✓100.0 % |
| 8 | Re-elect Mr. Michel Favre | FOR | ● OPPOSE | He is 78 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 19 years) and the board independence is insufficient (0.0 %). | ✓100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|-----------|
| 9 | Re-elect Mr. Patrick Engler (CFO) | FOR | ● OPPOSE | <p>The board includes too many executive directors (2) compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (0.0 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 100.0 % |
| 10.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 100.0 % |
| 10.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 100.0 % |
| 11 | Elections to the remuneration committee | | | | |
| 11.1 | Elect Mr. Alain Dumenil to the remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. Dumenil to the board of directors.</p> <p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>He is chairman of the remuneration committee and also chairman of the board and is not considered independent.</p> | ✓ 100.0 % |
| 11.2 | Elect Mr. Patrick Engler (CFO) to the remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. Engler to the board of directors.</p> <p>He is not independent and the majority of the committee members are not independent.</p> <p>He holds an executive function in the company.</p> | ✓ 100.0 % |
| 12 | Election of the auditors | FOR | ● OPPOSE | The name of the external auditor is not disclosed before the annual general meeting. | ✓ 100.0 % |
| 13 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 14 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓ 100.0 %</p> <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</p> |
| 15 | Miscellaneous | NON-VOTING | NON-VOTING | |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 95.2 % |
| 2. | Approve allocation of income | FOR | FOR | ✓ 95.0 % |
| 3. | Approve dividend | FOR | FOR | ✓ 94.8 % |
| 4. | Discharge board members and executive management | FOR | FOR | ✓ 78.6 % |
| 5. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ 94.7 % |
| 6. | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 94.7 % |
| 7.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 94.6 % |
| 7.2 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 93.8 % |
| 8.1 | Advisory vote on the fixed remuneration for the executive management for the current financial year | FOR | FOR | ✓ 94.2 % |
| 8.2 | Advisory vote on the variable remuneration for the executive management for the current financial year | FOR | FOR | ✓ 94.0 % |
| 9. | Advisory vote on the remuneration report | FOR | FOR | ✓ 93.9 % |
| 10. | Elections to the board of directors | | | |
| 10.1 | Re-elect Mr. Heinrich J. Essing as president | FOR | FOR | ✓ 94.6 % |
| 10.2 | Re-elect Mr. Andreas Dill | FOR | FOR | ✓ 94.9 % |
| 10.3 | Re-elect Mr. Robert Demuth | FOR | FOR | ✓ 93.6 % |
| 10.4 | Elect Mr. Erich Haefeli | FOR | FOR | ✓ 94.6 % |
| 11. | Elections to the remuneration committee | | | |
| 11.1 | Elect Mr. Heinrich J. Essing to the Remuneration Committee | FOR | FOR | ✓ 94.4 % |
| 11.2 | Elect Mr. Andreas Dill to the Remuneration Committee | FOR | FOR | ✓ 94.4 % |
| 11.3 | Elect Mr. Robert Demuth to the Remuneration Committee | FOR | FOR | ✓ 93.4 % |
| 12. | Election of the auditors | FOR | FOR | ✓ 95.0 % |
| 13. | Election of the independent proxy | FOR | FOR | ✓ 94.3 % |

| Item | Agenda | Position VR | Position 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 88.7 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7 % |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 100.0 % |
| 3.2 | Approve distribution from the capital contribution reserves | FOR | FOR | | ✓ 100.0 % |
| 4 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. chem. Günter von Au | FOR | FOR | | ✓ 98.9 % |
| 4.1.2 | Re-elect Prof. Dr. sc. Peter Chen | FOR | FOR | | ✓ 99.8 % |
| 4.1.3 | Re-elect Dr. iur. Peter R. Isler | FOR | FOR | | ✓ 99.7 % |
| 4.1.4 | Re-elect Dr. iur. Dominik S. Koechlin | FOR | FOR | | ✓ 99.8 % |
| 4.1.5 | Re-elect Dr. chem. Hariolf Kottmann | FOR | FOR | | ✓ 97.8 % |
| 4.1.6 | Re-elect Mr. Carlo G. Soave | FOR | FOR | | ✓ 99.8 % |
| 4.1.7 | Re-elect Dr. phil. Rudolf Wehrli | FOR | FOR | | ✓ 99.8 % |
| 4.1.8 | Re-elect Mr. Konstantin Winterstein | FOR | FOR | | ✓ 96.0 % |
| 4.1.9 | Elect Ms. Susanne Wamsler | FOR | FOR | | ✓ 99.4 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | | ✓ 99.8 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Elect Dr. iur. Dominik S. Koechlin to the remuneration committee | FOR | FOR | | ✓ 99.6 % |
| 4.3.2 | Elect Mr. Carlo G. Soave to the remuneration committee | FOR | FOR | | ✓ 99.6 % |
| 4.3.3 | Elect Dr. phil. Rudolf Wehrli to the remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 4.5 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 90.2 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 92.7 % |

| Item | Agenda | Position VR | Position 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> | ✓ 90.5 % |

| Item | Agenda | Position VR | Position 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. Nicklaus Henri Huber | FOR | FOR | ✓ 85.6 % |
| 4.1.2 | Re-elect Dr. iur. Robert C. Heberlein | FOR | FOR | ✓ 84.7 % |
| 4.1.3 | Re-elect Mr. Erwin Locher | FOR | FOR | ✓ 85.6 % |
| 4.1.4 | Re-elect Mr. Matthew Robin | FOR | FOR | ✓ 98.7 % |
| 4.1.5 | Re-elect Prof. Dr med. dent. Roland Weiger | FOR | FOR | ✓ 98.7 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | ✓ 85.6 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Elect Mr. Nicklaus Henri Huber to the Remuneration Committee | FOR | FOR | ✓ 85.6 % |
| 4.3.2 | Elect Dr. iur. Robert C. Heberlein to the Remuneration Committee | FOR | FOR | ✓ 84.8 % |
| 4.3.3 | Elect Mr. Erwin Locher to the Remuneration Committee | FOR | FOR | ✓ 85.6 % |
| 4.3.4 | Elect Mr. Matthew Robin to the Remuneration Committee | FOR | FOR | ✓ 98.7 % |
| 4.3.5 | Elect Prof. Dr med. dent. Roland Weiger to the Remuneration Committee | FOR | FOR | ✓ 98.8 % |
| 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 | ✓ 99.6 % |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.6 % |
| 7.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|----------|
| | WARNING: Following last minute discussions with the company, the report and voting recommendations were amended. Ethos recommends to vote FOR all agenda items. | | | |
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7 % |
| 2.a | Approve allocation of income | FOR | FOR | ✓ 99.9 % |
| 2.b | Approve dividend distribution out of capital contribution reserves | FOR | FOR | ✓ 99.9 % |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 4. | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Hans Hess | FOR | FOR | ✓ 99.9 % |
| 4.2 | Re-elect Mr. Hans Hess as chairman of the board | FOR | FOR | ✓ 99.9 % |
| 4.3 | Re-elect Prof. Dr. Gian-Luca Bona | FOR | FOR | ✓ 99.8 % |
| 4.4 | Re-elect Mr. Lucas A. Grolimund | FOR | FOR | ✓ 99.8 % |
| 4.5 | Re-elect Mr. Rolf Huber | FOR | FOR | ✓ 99.2 % |
| 4.6 | Re-elect Mr. Hans Leonz Notter | FOR | FOR | ✓ 98.3 % |
| 4.7 | Re-elect Mr. Rolf Huber to the remuneration committee | FOR | FOR | ✓ 98.8 % |
| 4.8 | Re-elect Mr. Hans Leonz Notter to the remuneration committee | FOR | FOR | ✓ 98.6 % |
| 5. | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 6. | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 7.1 | Approve renewal of authorised capital | FOR | FOR | ✗ 65.7 % |
| 7.2 | Amend articles of association: Implementation of the Minder ordinance (art. 21-28) | FOR | FOR | ✓ 77.7 % |
| 7.3 | Amend articles of association: Implementation of the Minder ordinance (others) | FOR | FOR | ✓ 99.6 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 73.4 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 73.0 % |
| 8.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 76.9 % |

| Item | Agenda | Position VR | Position 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 % |
| 2.3 | Increase share capital | FOR | FOR | | ✓ 100.0 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4. | Approve renewal of authorised capital | FOR | ● OPPOSE | <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% 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 25% of the issued share capital.</p> | ✓ |
| 5. | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 6. | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |
| 7. | Elections to the board of directors | | | | |
| 7.1 | Re-elect Mr. Patrick Combes (CEO) | FOR | FOR | | ✓ |
| 7.2 | Re-elect Dr. iur. François Carrard | FOR | ● OPPOSE | <p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years, business connections) and the board independence is insufficient (0.0 %).</p> | ✓ |
| 7.3 | Re-elect Mr. Hervé de Carmoy | FOR | ● OPPOSE | <p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years) and the board independence is insufficient (0.0 %).</p> | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|--------|
| 7.4 | Re-elect Mr. Jean-Marie Descarpentries | FOR | ● OPPOSE | <p>He is 78 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 18 years) and the board independence is insufficient (0.0 %).</p> | ✓ |
| 7.5 | Re-elect Mr. Christian Goecking | FOR | FOR | | ✓ |
| 7.6 | Re-elect Dr. h.c. oec. Pierre Languetin | FOR | ● OPPOSE | <p>He is 92 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (0.0 %).</p> | ✓ |
| 7.7 | Re-elect Mr. Robert Pennone | FOR | FOR | | ✓ |
| 7.8 | Re-elect Mr. Urs Schneider | FOR | FOR | | ✓ |
| 8. | Election of the chairman of the board (CEO) | FOR | ● OPPOSE | <p>He is also CEO and the combination of functions is permanent.</p> <p>The board has not established a nomination committee and the renewal or composition of the board are unsatisfactory.</p> | ✓ |
| 9. | Elections to the remuneration committee | | | | |
| 9.1 | Elect Dr. iur. François Carrard to the Remuneration Committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Dr. iur. Carrard to the board of directors.</p> <p>He is not independent (board tenure of 18 years, business connections) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient.</p> | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|--------|
| 9.2 | Elect Mr. Christian Goecking to the Remuneration Committee | FOR | ● OPPOSE | <p>He is not independent (board tenure of 18 years) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ |
| 10. | Election of the auditors | FOR | FOR | | ✓ |
| 11. | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.2 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.7 % |
| 3. | Discharge board members | FOR | FOR | | ✓ 96.0 % |
| 4. | Amend 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. | ✓ 99.1 % |
| 5. | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Ernst Bärtschi as member and chairman of the board | FOR | FOR | | ✓ 98.3 % |
| 5.2 | Re-elect Mr. Roland Abt | FOR | FOR | | ✓ 99.7 % |
| 5.3 | Re-elect Mr. Matthias Auer | FOR | FOR | | ✓ 98.4 % |
| 5.4 | Re-elect Mr. Werner Dubach | FOR | ● OPPOSE | He has been a member of the board for 22 years, which exceeds Ethos' guidelines. | ✓ 96.9 % |
| 5.5 | Re-elect Mr. Philip Mosimann | FOR | FOR | | ✓ 99.6 % |
| 5.6 | Re-elect Mr. Urs Riedener | FOR | FOR | | ✓ 99.7 % |
| 5.7 | Re-elect Mr. Jacob Schmidheiny | FOR | FOR | | ✓ 92.8 % |
| 5.8 | Re-elect Mr. Robert F. Spoerry | FOR | FOR | | ✓ 98.2 % |
| 6. | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Mr. Werner Dubach to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Dubach to the board of directors. | ✓ 86.9 % |
| 6.2 | Re-elect Mr. Philip Mosimann to the Remuneration Committee | FOR | FOR | | ✓ 99.6 % |
| 6.3 | Re-elect Mr. Robert F. Spoerry to the Remuneration Committee | FOR | FOR | | ✓ 97.0 % |
| 7.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. | ✓ 95.9 % |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.2 % |
| 7.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.2 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|-----------------------------------|-------------|----------------|--|----------|
| 8. | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 96.6 % |
| 9. | Election of the independent proxy | FOR | FOR | | ✓ 99.7 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-----------|--|-------------|----------------|---|
| | Background to the EGM | | | |
| 1. | Share split | FOR | FOR | ✓ 99.7 % |
| 2. | Approve split plan and capital reduction | FOR | FOR | ✓ 99.8 % |
| 3.1 - 3.5 | Creation of Piazza AG | FOR | FOR | ✓ 98.1 % |
| 3.6 | Elections to the board of directors | | | |
| 3.6.1 | Elect Dr. Markus Kellenberger as chairman and member of the board | FOR | FOR | ✓ 99.8 % |
| 3.6.2 | Elect Mr. Jacob Schmidheiny | FOR | FOR | ✓ 98.1 % |
| 3.6.3 | Elect Mr. Martin Byland | FOR | FOR | ✓ 99.4 % |
| 3.6.4 | Elect Mr. Lauric Barbier | FOR | FOR | ✓ 99.8 % |
| 3.6.5 | Elect Mr. Dominik Weber | FOR | FOR | ✓ 99.8 % |
| 3.7 | Election of the auditors | FOR | FOR | ✓ 99.0 % |
| 3.8 | Elections to the remuneration committee | | | |
| 3.8.1 | Elect Mr. Jacob Schmidheiny | FOR | FOR | ✓ 95.7 % |
| 3.8.2 | Elect Mr. Martin Byland | FOR | ● OPPOSE | He is not independent (main shareholder) and the majority of the committee members are not independent. ✓ 96.5 % |
| 3.9 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.1 % |
| 3.10 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.4 % |
| 3.11 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 3.12 | Seat of Piazza AG | FOR | FOR | ✓ 99.8 % |
| 3.13 | Approval decision | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|----------|
| AGM.1 | Approve statutory financial statements | FOR | ● OPPOSE | The information presented to the shareholders is insufficient. | ✓ |
| AGM.2 | Approve authorisation to purchase and sale shares | FOR | FOR | | ✓ |
| EGM.1 | Amend articles of association | FOR | FOR | | ✓ 98.4 % |

| Item | Agenda | Position VR | Position 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. | Approve share split 20 for 1 | FOR | FOR | | ✓ 97.9 % |
| 5. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | | ✓ 99.4 % |
| 6. | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 99.1 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.8 % |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Mr. Peter Andreas Schaub | FOR | ● OPPOSE | He has been a member of the board for 21 years, which exceeds Ethos' guidelines. | ✓ 99.2 % |
| 7.1.2 | Re-elect Dr. Mauro Gabella | FOR | FOR | | ✓ 97.8 % |
| 7.1.3 | Re-elect Mr. Tim Talaat | FOR | ● OPPOSE | He has been a member of the board for 21 years, which exceeds Ethos' guidelines. | ✓ 99.7 % |
| 7.1.4 | Re-elect Mr. Christian Wipf | FOR | FOR | | ✓ 99.2 % |
| 7.1.5 | Elect Mr. Kaspar Kelterborn | FOR | FOR | | ✓ 99.9 % |
| 7.1.6 | Elect Mr. Manuel Werder | FOR | FOR | | ✓ 99.9 % |
| 7.2 | Election of the chairman of the board | FOR | ● OPPOSE | Ethos cannot support the election of Mr. Schaub to the board of directors. | ✓ 99.7 % |
| 7.3 | Elections to the remuneration committee | | | | |
| 7.3.1 | Elect Dr. Mauro Gabella to the Remuneration Committee | FOR | FOR | | ✓ 100.0 % |
| 7.3.2 | Elect Mr. Tim Talaat to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Talaat to the board of directors. | ✓ 99.7 % |
| 7.3.3 | Elect Mr. Christian Wipf to the Remuneration Committee | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|-----------|
| 7.3.4 | Elect Mr. Peter Andreas Schaub to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Schaub to the board of directors. | ✓ 99.7 % |
| 7.4 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 99.8 % |
| 7.5 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position 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.a | Re-elect Mr. Bruno Richle | FOR | FOR | | ✓ 99.7 % |
| 4.1.b | Re-elect Dr. Richard Dratva | FOR | ● OPPOSE | The board includes too many executive directors (2) compared to market practice in Switzerland. | ✓ 99.8 % |
| 4.1.c | Re-elect Mr. Jean-Claude Philipona | FOR | FOR | | ✓ 99.9 % |
| 4.1.d | Re-elect Prof. em. Dr. Beat Schmid | FOR | FOR | | ✓ 99.9 % |
| 4.1.e | Re-elect Dr. Christoph Schmid | FOR | FOR | | ✓ 99.9 % |
| 4.2 | Election of the chairman of the board | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ 99.7 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.a | Elect Dr. Christoph Schmid to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.b | Elect Prof. em. Dr. Beat Schmid to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 4.4 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 4.5 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5.1 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</p> | ✓ 99.5 % |
| 5.2 | Increase conditional capital | FOR | FOR | | ✓ 99.6 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.0 % |
| 6.3 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.8 % |
| 6.4 | Advisory vote on the variable remuneration for FY 2014/15 | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. | ✓ 98.7 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1.1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 66.8 % |
| 1.3 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.6 % |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | There is profound disagreement concerning the management of the company's affairs or the board's decisions. | ✓ 94.3 % |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 99.1 % |
| 3.2 | Approve Dividend distribution against reserves from capital contributions in shares and cash | FOR | FOR | | ✓ 98.6 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 87.8 % |
| 4.2 | Binding vote on the remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of a peer group. The proposed increase relative to the previous year is excessive or not justified. Past awards and the amounts released after the performance/blocking period do not confirm the link between pay and performance. | ✓ 86.9 % |
| 4.2.1 | Fixed remuneration | NON-VOTING | NON-VOTING | | |
| 4.2.2 | Variable remuneration | NON-VOTING | NON-VOTING | | |
| 5 | Approve renewal of authorised capital | FOR | FOR | | ✓ 92.4 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Urs Rohner as board member and chairman | FOR | FOR | | ✓ 96.3 % |
| 6.1.2 | Re-elect Mr. Jassim Bin Hamad Al Thani | FOR | FOR | | ✓ 97.8 % |
| 6.1.3 | Re-elect Dr. oec. Iris Bohnet | FOR | FOR | | ✓ 98.3 % |
| 6.1.4 | Re-elect Ms. Noreen Doyle | FOR | FOR | | ✓ 98.6 % |
| 6.1.5 | Re-elect Mr. Andreas N. Koopmann | FOR | FOR | | ✓ 98.2 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|--------|---|-------------|----------------|----------|
| 6.1.6 | Re-elect Mr. Jean Lanier | FOR | FOR | ✓ 98.3 % |
| 6.1.7 | Re-elect Mr. Kaikhushru Shiavax Nargolwala | FOR | FOR | ✓ 97.7 % |
| 6.1.8 | Re-elect Dr. iur. Severin Schwan | FOR | FOR | ✓ 98.4 % |
| 6.1.9 | Re-elect Mr. Richard E. Thornburgh | FOR | FOR | ✓ 97.5 % |
| 6.1.10 | Re-elect Mr. Sebastian Thrun | FOR | FOR | ✓ 98.4 % |
| 6.1.11 | Re-elect Mr. John Tiner | FOR | FOR | ✓ 97.6 % |
| 6.1.12 | Elect Ms. Seraina Maag | FOR | FOR | ✓ 98.8 % |
| 6.2 | Elections to the remuneration committee | | | |
| 6.2.1 | Elect Dr. oec. Iris Bohnet to the remuneration committee | FOR | FOR | ✓ 97.7 % |
| 6.2.2 | Elect Mr. Andreas N. Koopmann to the remuneration committee | FOR | FOR | ✓ 97.7 % |
| 6.2.3 | Elect Mr. Jean Lanier to the remuneration committee | FOR | FOR | ✓ 97.5 % |
| 6.2.4 | Elect Mr. Kaikhushru Shiavax Nargolwala to the remuneration committee | FOR | FOR | ✓ 97.6 % |
| 6.3 | Re-elect auditors | FOR | FOR | ✓ 97.5 % |
| 6.4 | Re-elect special auditors | FOR | FOR | ✓ 98.6 % |
| 6.5 | Election of the independent proxy | FOR | FOR | ✓ 97.2 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| | Background to the EGM | NON-VOTING | NON-VOTING | |
| 1 | Ordinary share capital increase without preemptive rights (conditional resolution) | FOR | FOR | ✓ 95.0 % |
| 2 | Ordinary share capital increase with preemptive rights | FOR | FOR | ✓ 96.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1 | Compensation of capital contribution reserves with loss | FOR | FOR | ✓ |
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 3 | Appropriation of loss | FOR | FOR | ✓ |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓</p> <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The proposed maximum number of mandates is excessive.</p> |
| 6.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | ✓ |
| 6.2 | Binding prospective vote on options for the board of directors | FOR | ● OPPOSE | <p>✓</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> |
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ |
| 6.4 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>✓</p> <p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>Past awards do not confirm the link between pay and performance.</p> |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|--------|
| 6.5 | Binding prospective vote on options for 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> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> | ✓ |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Re-elect Dr. Christian Itin | FOR | FOR | | ✓ |
| 7.2 | Re-elect Dr. Joseph Anderson | FOR | FOR | | ✓ |
| 7.3 | Re-elect Mr. John E. Berriman | FOR | FOR | | ✓ |
| 7.4 | Re-elect Mr. Kurt von Emster | FOR | FOR | | ✓ |
| 8 | Elections to the remuneration committee | | | | |
| 8.1 | Elect Mr. John E. Berriman to the remuneration committee | FOR | FOR | | ✓ |
| 8.2 | Elect Dr. Joseph Anderson to the remuneration committee | FOR | FOR | | ✓ |
| 8.3 | Elect Mr. Kurt von Emster to the remuneration committee | FOR | FOR | | ✓ |
| 9 | Election of the independent proxy | FOR | FOR | | ✓ |
| 10 | Election of the auditors | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--------|
| | Background to the EGM | | | |
| 1. | Ordinary capital increase combined with reduction of nominal value | FOR | FOR | ✓ |
| 2. | Amendment of conditional and authorised capital | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 98.5 % |
| 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 | Special meeting for holders of bearer shares | FOR | FOR | | ✓ 100.0 % |
| 4.1.2 | Re-elect Mr. Ulrich Graf as chairman | FOR | FOR | | ✓ 98.9 % |
| 4.1.3 | Re-elect Mr. Hans R. Rüegg | FOR | FOR | | ✓ 98.8 % |
| 4.1.4 | Re-elect Dr. sc. techn. Hanspeter Fässler | FOR | FOR | | ✓ 98.9 % |
| 4.1.5 | Re-elect Mr. Ernst F. Odermatt | FOR | FOR | | ✓ 98.4 % |
| 4.1.6 | Re-elect Dr. iur. Gabi Huber | FOR | FOR | | ✓ 98.5 % |
| 4.1.7 | Elect Mr. Jürg Fedier | FOR | FOR | | ✓ 98.7 % |
| 4.1.8 | Elect Mr. Hanno Ulmer | FOR | FOR | | ✓ 98.7 % |
| 4.1.9 | Re-elect the candidate nominated by the special meeting (agenda ITEM 4.1.1) | FOR | FOR | | ✓ 100.0 % |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Elect Dr. sc. techn. Hanspeter Fässler to the Remuneration Committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. | ✓ 98.0 % |
| 4.2.2 | Elect Mr. Ulrich Graf to the Remuneration Committee | FOR | FOR | | ✓ 98.2 % |
| 4.2.3 | Elect Dr. iur. Gabi Huber to the Remuneration Committee | FOR | FOR | | ✓ 98.3 % |
| 4.3 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 98.8 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 99.7 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Position VR | Position 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 | | ✓ 100.0 % |
| 4. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The proposed maximum number of mandates is excessive.</p> | ✓ 81.0 % |
| 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 | ● OPPOSE | The information provided is insufficient. | ✓ 82.1 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Adrian T. Keller | FOR | FOR | | ✓ 100.0 % |
| 6.1.2 | Re-elect Mr. Rainer-Marc Frey | FOR | FOR | | ✓ 99.6 % |
| 6.1.3 | Re-elect Dr. iur. Frank Ch. Gulich | FOR | FOR | | ✓ 99.8 % |
| 6.1.4 | Re-elect Mr. David Kamenetzky | FOR | FOR | | ✓ 99.8 % |
| 6.1.5 | Re-elect Mr. Andreas W. Keller | FOR | FOR | | ✓ 99.7 % |
| 6.1.6 | Re-elect Mr. Robert Peugeot | FOR | FOR | | ✓ 83.3 % |
| 6.1.7 | Re-elect Prof. Dr. Theo Siegert | FOR | FOR | | ✓ 99.8 % |
| 6.1.8 | Re-elect Dr. oec. Hans Christoph Tanner | FOR | FOR | | ✓ 99.8 % |
| 6.1.9 | Re-elect Dr. sc. tech. Jörg Wolle | FOR | ● OPPOSE | The board independence is not sufficient (44.4 %). | ✓ 98.0 % |
| 6.2 | Election of the chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Elect Mr. Andreas W. Keller to the Remuneration Committee | FOR | FOR | | ✓ 98.5 % |
| 6.3.2 | Elect Dr. iur. Frank Ch. Gulich to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|-----------|
| 6.3.3 | Elect Mr. Robert Peugeot to the Remuneration Committee | FOR | ● OPPOSE | He holds an excessive number of mandates. He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. | ✓ 82.4 % |
| 6.4 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |
| 6.5 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position 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 | | ✓ 96.4 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6 % |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Mr. Ulrich Graf as board chairman | FOR | FOR | | ✓ 81.5 % |
| 4.2 | Re-elect Mr. Elton SK Chiu | FOR | FOR | | ✓ 99.8 % |
| 4.3 | Re-elect Dr. iur. Daniel Daeniker | FOR | FOR | | ✓ 84.4 % |
| 4.4 | Re-elect Dr. iur. Rolf Dörig | FOR | FOR | | ✓ 99.2 % |
| 4.5 | Re-elect Ms. Karina Dubs | FOR | FOR | | ✓ 88.2 % |
| 4.6 | Re-elect Mr. Hans Hess | FOR | FOR | | ✓ 99.4 % |
| 4.7 | Re-elect Mr. John Heppner | FOR | FOR | | ✓ 99.8 % |
| 4.8 | Re-elect Ms. Christine Mankel | FOR | FOR | | ✓ 84.1 % |
| 4.9 | Re-elect Ms. Stephanie Brecht-Bergen | FOR | FOR | | ✓ 83.7 % |
| 4.10 | Re-elect Dr. iur. Hans Gummert | FOR | FOR | | ✓ 82.7 % |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Dr. iur. Rolf Dörig to the remuneration committee | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 91.0 % |
| 5.2 | Re-elect Dr. iur. Hans Gummert to the remuneration committee | FOR | FOR | | ✓ 82.6 % |
| 5.3 | Re-elect Mr. Hans Hess to the remuneration committee | FOR | FOR | | ✓ 99.3 % |
| 6 | Election of the auditors | FOR | FOR | | ✓ 98.7 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 8 | Approve creation of authorised capital | FOR | FOR | | ✓ 97.8 % |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.2 % |
| 9.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.2 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| | Background to the EGM | | | |
| 1 | Approval of the combination of Kaba Group with Dorma Group | FOR | FOR | ✓ 98.0 % |
| 2 | Formally selective opting out | FOR | FOR | ✓ 95.1 % |
| 3 | Change of name into dorma+kaba Holding AG | FOR | FOR | ✓ 99.6 % |
| 4.1 | Cancellation of the restriction of transferability | FOR | FOR | ✓ 99.6 % |
| 4.2 | Cancellation of the voting rights restriction | FOR | FOR | ✓ 99.8 % |
| 4.3 | Decisions of the board of directors | FOR | FOR | ✓ 99.7 % |
| 4.4 | Quorum at general meetings | FOR | FOR | ✓ 97.9 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Elect Ms. Christine Mankel | FOR | FOR | ✓ 99.4 % |
| 5.2 | Elect Ms. Stephanie Brecht-Bergen | FOR | FOR | ✓ 98.6 % |
| 5.3 | Elect Dr. iur. Hans Gummert | FOR | FOR | ✓ 96.1 % |
| 6 | Elect Dr. iur. Hans Gummert to the remuneration committee | FOR | FOR | ✓ 95.3 % |
| 7 | Payment of dividend | FOR | FOR | ✓ 98.3 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.2 % |
| 2 | Approve allocation of income | FOR | FOR | ✓ 87.3 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.4 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Juan Carlos Torres Carretero as board chairman | FOR | FOR | ✓ 83.3 % |
| 4.2.1 | Re-elect Mr. Luis Andrés Holzer Neumann | FOR | FOR | ✓ 81.3 % |
| 4.2.2 | Re-elect Mr. Jorge Born | FOR | FOR | ✓ 99.8 % |
| 4.2.3 | Re-elect Dr. oec. Xavier Bouton | FOR | FOR | ✓ 85.5 % |
| 4.2.4 | Re-elect Mr. James Cohen | FOR | FOR | ✓ 81.9 % |
| 4.2.5 | Re-elect Mr. Julián Díaz González (CEO) | FOR | ● OPPOSE | ✓ 94.4 % The board independence is not sufficient (33.3 %). He is a representative of a significant shareholder who is sufficiently represented on the board. |
| 4.2.6 | Re-elect Mr. José Ferreira de Melo | FOR | FOR | ✓ 91.7 % |
| 4.2.7 | Re-elect Mr. George Koutsolioutsos | FOR | ● OPPOSE | ✓ 76.5 % He is a representative of a significant shareholder who is sufficiently represented on the board. |
| 4.2.8 | Re-elect Mr. Joaquin Moya-Angeler Cabrera | FOR | FOR | ✓ 99.7 % |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Elect Mr. Jorge Born to the remuneration committee | FOR | FOR | ✓ 99.6 % |
| 5.2 | Elect Dr. oec. Xavier Bouton to the remuneration committee | FOR | FOR | ✓ 93.5 % |
| 5.3 | Re-elect Mr. James Cohen to the remuneration committee | FOR | ● OPPOSE | ✓ 77.5 % He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 5.4 | Re-elect Mr. Luis Andrés Holzer Neumann to the remuneration committee | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ 77.3 % |
| 6 | Election of the auditors | FOR | ● OPPOSE | <p>The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.</p> | ✓ 96.3 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 8 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 8.1 | 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 chairman receives an annual bonus.</p> | ✓ 73.1 % |
| 8.2 | 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> | ✓ 89.8 % |
| 9 | Ordinary capital increase | FOR | FOR | | ✓ 99.8 % |
| 10 | Amend articles of association: Acquisitions in kind | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|---|
| 1. | Welcome | NON-VOTING | NON-VOTING | |
| 2. | Report on 2014 financial year | NON-VOTING | NON-VOTING | |
| 3. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 86.7 % |
| 4. | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 5. | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. ✓ |
| 6. | Elections to the board of directors | | | |
| 6.a | Elect Mr. Rainer Isenrich as chairman and member of the board | FOR | FOR | ✓ |
| 6.b | Re-elect Mr. Hans Nef | FOR | FOR | ✓ |
| 6.c | Elect Mr. Fulvio Micheletti | FOR | FOR | ✓ |
| 7. | Elections to the remuneration committee | | | |
| 7.a | Elect Mr. Hans Nef to the remuneration committee | FOR | FOR | ✓ |
| 7.b | Elect Mr. Rainer Isenrich to the remuneration committee | FOR | ● OPPOSE | He holds an executive function in the company. He is chairman of the remuneration committee and also chairman of the board and is not considered independent (). ✓ |
| 7.c | Elect Mr. Fulvio Micheletti to the remuneration committee | FOR | FOR | ✓ |
| 8. | Election of the auditors | FOR | FOR | ✓ |
| 9. | Election of the independent proxy | 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 | FOR | ✓ |
| 11. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association. ✓ |
| 12. | Approve creation of authorised capital | FOR | FOR | ✓ 69.5 % |

| Item | Agenda | Position VR | Position 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 | | ✓ 100.0 % |
| 5 | Amend articles of association: Implementation of the Minder ordinance | | | | |
| 5.1 | Amendments relating to the the remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. | ✓ 98.8 % |
| 5.2 | Amendments relating to loans and credits | FOR | ● OPPOSE | The amendment has a negative impact on the rights or interests of all or some of the shareholders. | ✓ 96.7 % |
| 5.3 | Amendments relating to permitted additional mandates | FOR | FOR | | ✓ 99.6 % |
| 6 | 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. | ✓ 93.3 % |
| 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 | ● OPPOSE | The proposed increase relative to the previous year is excessive or not justified. | ✓ 95.1 % |
| 7.2 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ 93.4 % |
| 7.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of a peer group. | ✓ 96.4 % |
| 7.4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | | ✓ 93.6 % |
| 8.1 | Elections to the board of directors | | | | |
| 8.1.1 | Re-elect Dr. iur. Niccolò H. Burki | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|--------|---|----------------|-------------------|-----------|
| 8.1.2 | Re-elect Mr. Emmanuel Leonard Bussetil | FOR | FOR | ✓ 98.5 % |
| 8.1.3 | Re-elect Mr. Erwin R. Caduff | FOR | FOR | ✓ 100.0 % |
| 8.1.4 | Re-elect Mr. Robert Y. Chiu | FOR | FOR | ✓ 99.8 % |
| 8.1.5 | Re-elect Mr. Michael Norland Higgin | FOR | FOR | ✓ 100.0 % |
| 8.1.6 | Re-elect Dr. Spiro J. Latsis | FOR | FOR | ✓ 99.8 % |
| 8.1.7 | Re-elect Dr. rer. pol. Bernd-A. von Maltzan | FOR | FOR | ✓ 99.9 % |
| 8.1.8 | Re-elect Dr. Périclès-Paul Petalas | FOR | FOR | ✓ 94.3 % |
| 8.1.9 | Re-elect Mr. Daniel K. Zuberbühler | FOR | FOR | ✓ 100.0 % |
| 8.1.10 | Elect Mr. John A. Williamson | FOR | FOR | ✓ 95.1 % |
| 8.2.1 | Election of Dr. iur. Niccolò H. Burki as chairman of the board | FOR | FOR | ✓ 95.1 % |
| 9 | Elections to the remuneration committee | | | |
| 9.1 | Elect Dr. iur. Niccolò H. Burki to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 9.2 | Elect Mr. Emmanuel Leonard Bussetil to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 9.3 | Elect Dr. Périclès-Paul Petalas to the remuneration committee | FOR | FOR | ✓ 95.7 % |
| 9.4 | Elect Mr. Erwin R. Caduff to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 9.5 | Elect Mr. Joachim H. Strähle to the remuneration committee | FOR | FOR | ✓ 95.5 % |
| 10 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 11 | Election of the auditors | FOR | FOR | ✓ 99.4 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---------------------------------|-------------|----------------|----------|
| 1 | Elect Dr. Susanne Brandenberger | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 99.8 % |
| 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 | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> | ✓ 99.2 % |
| 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 | FOR | | ✓ 99.8 % |
| 5.3 | Re-elect Mr. David J. Schnell | FOR | FOR | | ✓ 92.0 % |
| 5.4 | Re-elect Mr. Rudolf W. Weber | FOR | FOR | | ✓ 99.8 % |
| 5.5 | Re-elect the 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 | FOR | | ✓ 99.8 % |
| 6.2 | Re-elect Mr. Martin Wipfli to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 7. | Election of the independent proxy | FOR | FOR | | ✓ 99.8 % |
| 8. | Election of the auditors | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Position VR | Position 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. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</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 agricultural council | FOR | FOR | | ✓ |
| 5.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 5.4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | | ✓ |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Konrad Graber as chairman | FOR | FOR | | ✓ |
| 6.1.2 | Re-elect Mr. Thomas Oehen-Bühlmann | FOR | FOR | | ✓ |
| 6.1.3 | Re-elect Mr. Christian Arnold-Fässler | FOR | FOR | | ✓ |
| 6.1.4 | Re-elect Mr. Stephan H. Baer | FOR | FOR | | ✓ |
| 6.1.5 | Re-elect Ms. Monique Bourquin | FOR | FOR | | ✓ |
| 6.1.6 | Re-elect Mr. Niklaus Meier | FOR | FOR | | ✓ |
| 6.1.7 | Re-elect Mr. Josef Schmidli | FOR | ● OPPOSE | <p>He is not independent (board tenure of 12 years, business connections) and the board independence is insufficient (44.4 %).</p> | ✓ |
| 6.1.8 | Re-elect Ms. Diana Strebhel | FOR | FOR | | ✓ |
| 6.1.9 | Elect Mr. Franz Steiger | FOR | FOR | | ✓ |
| 6.2 | Elections to the remuneration committee | | | | |
| 6.2.1 | Elect Mr. Konrad Graber to the Remuneration Committee | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|--|
| 6.2.2 | Elect Mr. Stephan H. Baer to the Remuneration Committee | FOR | FOR | ✓ |
| 6.2.3 | Elect Mr. Thomas Oehen-Bühlmann to the Remuneration Committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, business connections) and the majority of the committee members are not independent. ✓ |
| 7. | Election of the auditors | FOR | FOR | ✓ |
| 8. | Election of the independent proxy | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|---|
| 1. | Welcome and presentation of the business evolution | NON-VOTING | NON-VOTING | |
| 2. | Constatations related to the general meeting | NON-VOTING | NON-VOTING | |
| 3.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 3.2.a | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.9 % |
| 3.2.b | Binding retrospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 96.5 % |
| 4. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 5. | Discharge board members and executive management | FOR | ● OPPOSE | <p>✓</p> <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> |
| 6.1 | Elections to the board of directors | | | |
| 6.1.a | Re-elect Dr. ing. Ulf Berg as board chairman and as member of the remuneration committee | FOR | FOR | ✓ 99.1 % |
| 6.1.b | Re-elect Ms. Magdalena Martullo-Blocher | FOR | FOR | ✓ 99.6 % |
| 6.1.c | Re-elect Mr. Bernhard Merki as board member and member of the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 6.1.d | Re-elect Dr. Joachim Streu as board member and member of the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 6.2 | Election of the auditors | FOR | ● OPPOSE | <p>✓ 94.1 %</p> <p>The external auditor's non-audit fees exceed audit fees.</p> <p>The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.</p> |
| 6.3 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|---|
| 7. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The employment contracts may include non-compete clauses not in line with Ethos' guidelines.</p> <p>The proposed maximum number of mandates seems excessive in light of the insufficient transparency regarding the different categories of mandates.</p> |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|---|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4 | Approve allocation of balance sheet result | FOR | FOR | | ✓ |
| 5.1 | Approve creation of authorised capital | FOR | ● OPPOSE | 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 25% of the issued share capital. The dilution due to the capital increases without pre-emptive rights in the past three years has been excessive. | ✓ |
| 5.2 | 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. The potential dilution is excessive. | ✓ |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Sir Tom McKillop | FOR | FOR | | ✓ |
| 6.1.2 | Re-elect Dr. med. Claus Braestrup | FOR | FOR | | ✓ |
| 6.1.3 | Re-elect Mr. Martin Gertsch | FOR | FOR | | ✓ |
| 6.1.4 | Re-elect Mr. Neil Goldsmith (CEO) | FOR | FOR | | ✓ |
| 6.1.5 | Re-elect Dr. Jutta Heim | FOR | FOR | | ✓ |
| 6.1.6 | Re-elect Dr. Ganesh M. Kishore | FOR | FOR | | ✓ |
| 6.1.7 | Re-elect Dr. Stuart Strathdee | FOR | FOR | | ✓ |
| 6.1.8 | Re-elect Mr. Thomas Videbaek | FOR | FOR | | ✓ |
| 6.2 | Re-elect Sir Tom McKillop as board chairman | FOR | FOR | | ✓ |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Dr. med. Claus Braestrup to the Remuneration Committee | FOR | FOR | | ✓ |
| 7.2 | Re-elect Mr. Thomas Videbaek to the Remuneration Committee | FOR | FOR | | ✓ |
| 8 | Election of the auditors | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|--------|
| 9 | Election of the independent proxy | FOR | FOR | | ✓ |
| 10 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |
| 11 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|--------|
| | WARNING: Renumbering of agenda items. Voting positions unchanged. | | | | |
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2.a | Approve the 2014 net result | 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 global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</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 | He is not independent (board tenure of 17 years, various reasons) and the board independence is insufficient (16.7 %). | ✓ |
| 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. Wolfgang Feil | FOR | ● OPPOSE | He is not independent (board tenure of 12 years) and the board independence is insufficient (16.7 %). | ✓ |
| 5.a.5 | Re-elect Dr. Thomas Muhr | FOR | FOR | | ✓ |
| 5.a.6 | Re-elect Dr. sc. techn. Kurt E. Stirnemann | FOR | FOR | | ✓ |
| 5.b | Election of the chairman of the board | FOR | ● OPPOSE | Ethos cannot support the election of Mr. von Witzleben to the board of directors. | ✓ |
| 5.c | Elections to the remuneration committee | | | | |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|---|--------|
| 5.c.1 | Re-elect Mr. Alexander von Witzleben to the remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. von Witzleben to the board of directors.</p> <p>He is not independent (board tenure of 17 years, various reasons) and the majority of the committee members are not independent.</p> | ✓ |
| 5.c.2 | Re-elect Dr. sc. pol. Michael Soormann to the remuneration committee | FOR | FOR | | ✓ |
| 5.c.3 | Re-elect Mr. Wolfgang Feil to the remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. Feil to the board of directors.</p> <p>He is not independent (board tenure of 12 years) and the majority of the committee members are not independent.</p> | ✓ |
| 5.d | Re-election of the independent proxy | FOR | FOR | | ✓ |
| 5.e | Re-election of the auditors | FOR | ● OPPOSE | <p>The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.</p> | ✓ |
| 6.a | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> | ✓ |
| 6.b | Amend articles of association: change of the object of the company | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|----------------|-------------------|-----------|
| 1. | Present financial statements and accounts | | | |
| 2. | Presentation of the auditors report on the financial statements | | | |
| 3. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 4. | Advisory vote on the remuneration report | FOR | FOR | ✓ 98.3 % |
| 5. | Discharge board members | FOR | FOR | ✓ 99.8 % |
| 6. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 7. | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.8 % |
| 8.1 | Elections to the board of directors | | | |
| 8.1.1 | Re-elect Mr. Guglielmo L. Brentel | FOR | FOR | ✓ 100.0 % |
| 8.1.2 | Re-elect Ms. Corine Mauch | FOR | FOR | ✓ 84.6 % |
| 8.1.3 | Re-elect Dr. iur. Kaspar Schiller | FOR | FOR | ✓ 99.5 % |
| 8.1.4 | Re-elect Mr. Andreas G. Schmid | FOR | FOR | ✓ 79.2 % |
| 8.1.5 | Re-elect Mr. Ulrik Svensson | FOR | FOR | ✓ 82.2 % |
| 8.2 | Election of the chairman of the board | FOR | FOR | ✓ 85.4 % |
| 8.3 | Elections to the remuneration committee | | | |
| 8.3.1 | Elect Dr. iur. Kaspar Schiller to the Remuneration Committee | FOR | FOR | ✓ 99.5 % |
| 8.3.2 | Elect Mr. Andreas G. Schmid to the Remuneration Committee | FOR | FOR | ✓ 81.6 % |
| 8.3.3 | Elect Dr. iur. Eveline Saupper to the Remuneration Committee | FOR | FOR | ✓ 79.5 % |
| 8.3.4 | Elect Mr. Vincent Albers to the Remuneration Committee | FOR | FOR | ✓ 79.0 % |
| 8.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 8.5 | Election of the auditors | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Position VR | Position 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 share repurchase replaces the cash dividend. | ✓ |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ |
| 6.2 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | | ✓ |
| 6.3 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 6.4 | 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. This Ernst Schneider | 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 | Elect Dr. iur. Peter Altorfer to the Remuneration Committee | FOR | FOR | | ✓ |
| 8.2 | Elect Ms. Claudia Coninx-Kaczynski to the Remuneration Committee | FOR | FOR | | ✓ |
| 8.3 | Elect Mr. Michael Pieper to the Remuneration Committee | FOR | FOR | | ✓ |
| 9 | Election of the auditors | FOR | FOR | | ✓ |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| III | Specific instructions | | | | |
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 97.5 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 98.4 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.6 % |
| 4 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The remuneration of the executive chairman is not in line with Ethos' guidelines. | ✓ 91.4 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the executive chairman is excessive. | ✓ 92.1 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 96.9 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.a | Re-elect Mr. Etienne Jornod as executive chairman | FOR | FOR | | ✓ 97.8 % |
| 6.1.b | Re-elect Mr. This E. Schneider | FOR | FOR | | ✓ 87.3 % |
| 6.1.c | Re-elect Ms. Daniela Bosshardt-Hengartner | FOR | FOR | | ✓ 98.2 % |
| 6.1.d | Re-elect Prof. Dr. Michel Burnier | FOR | FOR | | ✓ 98.0 % |
| 6.1.e | Re-elect Dr. iur. Hans Peter Frick | FOR | FOR | | ✓ 98.3 % |
| 6.1.f | Re-elect Dr. pharm. Sylvie Grégoire | FOR | FOR | | ✓ 98.5 % |
| 6.1.g | Re-elect Mr. Fritz Hirsbrunner | FOR | FOR | | ✓ 98.0 % |
| 6.1.h | Re-elect Mr. Stefano Pessina | FOR | FOR | | ✓ 97.8 % |
| 6.1.i | Elect Dr. iur. Romeo Cerutti | FOR | FOR | | ✓ 97.8 % |
| 6.1.k | Elect Mr. Marc de Garidel | FOR | FOR | | ✓ 96.5 % |
| 6.1 | Elections to the remuneration committee | | | | |
| 6.2.a | Re-elect Ms. Daniela Bosshardt-Hengartner to the remuneration committee | FOR | FOR | | ✓ 97.7 % |
| 6.2.b | Re-elect Prof. Dr. Michel Burnier to the remuneration committee | FOR | FOR | | ✓ 97.8 % |
| 6.2.c | Re-elect Mr. This E. Schneider to the remuneration committee | FOR | FOR | | ✓ 86.0 % |
| 6.3 | Election of the independent proxy | FOR | FOR | | ✓ 98.6 % |
| 6.4 | Election of the auditors | FOR | FOR | | ✓ 97.7 % |

| Item | Agenda | Position VR | Position 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 51.4 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.5 % |
| 4 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 99.9 % |
| 5 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> | ✓ 97.1 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Johannes Antoine de Gier as board member and board chairman | FOR | FOR | | ✓ 98.5 % |
| 6.2 | Re-elect Dr. iur. Daniel Daeniker | FOR | FOR | | ✓ 99.5 % |
| 6.3 | Re-elect Mr. Count Diego du Monceau de Bergendal | FOR | FOR | | ✓ 99.5 % |
| 6.4 | Re-elect Mr. Hugh Scott-Barrett | FOR | FOR | | ✓ 99.5 % |
| 6.5 | Re-elect Ms. Tanja Weiher | FOR | FOR | | ✓ 99.5 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Elect Mr. Count Diego du Monceau de Bergendal to the Remuneration Committee | FOR | ● OPPOSE | He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards. | ✓ 97.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 7.2 | Elect Dr. iur. Daniel Daeniker to the Remuneration Committee | FOR | ● OPPOSE | He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards. | ✓ 97.7 % |
| 7.3 | Elect Mr. Johannes Antoine de Gier to the Remuneration Committee | FOR | ● OPPOSE | He is member of the remuneration committee and also chairman of the board and is not considered independent (former executive). | ✓ 96.3 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.2 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of a peer group. | ✓ 97.3 % |
| 8.3 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The remuneration committee or the board of directors have excessive discretion with regard to awards. | ✓ 94.8 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 98.5 % |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1.1 | Approve Annual Report and Consolidated Financial Statements | FOR | FOR | ✓ 99.9 % |
| 1.2 | Approve Annual Financial Statements | FOR | FOR | ✓ 99.7 % |
| 1.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 93.7 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 2.2 | Appropriation of Reserve from Capital Contributions and Dividend Payment | FOR | FOR | ✓ 99.2 % |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ 99.6 % |
| 4. | Elections to the board of directors | | | |
| 4.A | Elections to the board of directors: proposal of the board | | | |
| 4.1 | Re-elect Mr. Remo Brunschwiler | FOR | FOR | ✓ 99.5 % |
| 4.3 | Re-elect Mr. Andreas G. Schmid | FOR | FOR | ✓ 97.1 % |
| 4.4 | Re-elect Mr. Anthonie Stal | FOR | FOR | ✓ 99.6 % |
| 4.6 | Elect Mr. David Barger | FOR | FOR | ✓ 99.7 % |
| 4.7 | Elect Ms. Julie Southern | FOR | FOR | ✓ 99.9 % |
| 4.B | Elections to the board of directors: proposal of the requesting shareholders | | | |
| 4.8 | Elect Mr. Gerard van Kesteren | FOR | FOR | ✓ 89.0 % |
| 4.10 | Elect Mr. Frederick W. Reid | FOR | FOR | ✓ 87.5 % |
| 5.A | Election of the chairman of the board: proposal of the board | FOR | FOR | ✓ 97.0 % |
| 6.A | Elections to the remuneration committee: proposal of the board | | | |
| 6.2 | Elect Ms. Julie Southern to the Remuneration Committee | FOR | FOR | ✓ 93.2 % |
| 6.3 | Elect Mr. Anthonie Stal to the Remuneration Committee | FOR | FOR | ✓ 99.5 % |
| 6.B | Elections to the remuneration committee: proposal of the requesting shareholders | | | |
| 6.6 | Elect Mr. Frederick W. Reid to the Remuneration Committee | FOR | FOR | ✓ 58.8 % |
| 7. | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 8. | Election of the auditors | FOR | ● OPPOSE | ✓ 76.0 % The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 88.8 % |
| 9.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 78.2 % |

| Item | Agenda | Position VR | Position 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 | FOR | FOR | ✓ 99.8 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Albert M. Baehny as board chairman | FOR | FOR | ✓ 99.5 % |
| 4.1.2 | Re-elect Dr. iur. Felix R. Ehrat | FOR | FOR | ✓ 99.9 % |
| 4.1.3 | Re-elect Mr. Hartmut Reuter | FOR | FOR | ✓ 99.1 % |
| 4.1.4 | Re-elect Mr. Robert F. Spoerry | FOR | FOR | ✓ 98.5 % |
| 4.1.5 | Re-elect Mr. Jorgen Tang-Jensen | FOR | FOR | ✓ 95.4 % |
| 4.1.6 | Elect Mr. Thomas M. Hübner | FOR | FOR | ✓ 99.3 % |
| 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 | ✓ 98.3 % |
| 4.2.2 | Re-elect Mr. Hartmut Reuter to the nomination and remuneration committee | FOR | FOR | ✓ 98.6 % |
| 4.2.3 | Re-elect Mr. Jorgen Tang-Jensen to the nomination and remuneration committee | FOR | FOR | ✓ 98.7 % |
| 5 | Election of the independent proxy | FOR | FOR | ✓ 96.0 % |
| 6 | Election of the auditors | FOR | ● OPPOSE | ✓ 93.9 % The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. |
| 7 | Remuneration | | | |
| 7.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 95.5 % |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 67.4 % |
| 7.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.3 % |

| Item | Agenda | Position VR | Position 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 | | ✓ 59.5 % |
| 2 | Appropriation of retained earnings 2014 and dividend distribution | | | | |
| 2.1 | Appropriation of retained earnings | FOR | FOR | | ✓ 99.9 % |
| 2.2 | Approve allocation of capital contribution reserves and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.8 % |
| 4.1 | Amend articles of association: reduction of the minimum and maximum board size | FOR | ● OPPOSE | The number proposed is not adequate for the size of the company. | ✓ 92.7 % |
| 4.2 | Partial amendment of the articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | The vote on the maximum amount is prospective and the remuneration caps set in the articles of association exceed those of Ethos. The amount available for new members of the executive management is excessive. | ✓ 78.2 % |
| 5 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. iur. Hubert Achermann | FOR | FOR | | ✓ 99.5 % |
| 5.1.2 | Re-elect Prof. Dr. sc. math. Roman Boutellier | FOR | FOR | | ✓ 97.2 % |
| 5.1.3 | Re-elect Mr. Gerold Bühner | FOR | FOR | | ✓ 96.9 % |
| 5.1.4 | Re-elect Mr. Ulrich Graf | FOR | FOR | | ✓ 97.1 % |
| 5.1.5 | Re-elect Mr. Andreas N. Koopmann | FOR | FOR | | ✓ 99.8 % |
| 5.1.6 | Re-elect Mr. Roger Michaelis | FOR | FOR | | ✓ 99.7 % |
| 5.1.7 | Re-elect Ms. Jasmin Staiblin | FOR | FOR | | ✓ 99.4 % |
| 5.1.8 | Re-elect Mr. Zhiqiang Zhang | FOR | FOR | | ✓ 99.5 % |
| 5.2 | Elect Dr. iur. Eveline Saupper | FOR | FOR | | ✓ 99.5 % |
| 6.1 | Election of the chairman of the board | FOR | FOR | | ✓ 99.8 % |
| 6.2 | Elections to the remuneration committee | | | | |
| 6.2.1 | Elect Mr. Ulrich Graf to the Remuneration Committee | FOR | FOR | | ✓ 97.8 % |
| 6.2.2 | Elect Dr. iur. Eveline Saupper to the Remuneration Committee | FOR | FOR | | ✓ 99.4 % |
| 6.2.3 | Elect Ms. Jasmin Staiblin to the Remuneration Committee | FOR | FOR | | ✓ 99.3 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| 7 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.7 % |
| 8 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 89.3 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 10 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.0 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 91.7 % The structure of the remuneration is not in line with Ethos' guidelines. |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.3 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 97.4 % |
| 5 | Changes to the articles of association | | | |
| 5.1 | Shareholders' resolutions requiring a qualified majority | FOR | FOR | ✓ 99.2 % |
| 5.2 | Qualifications of auditors | FOR | FOR | ✓ 99.2 % |
| 6.1 | Election of existing board members | | | |
| 6.1.1 | Re-elect Dr. iur. Jürg Witmer | FOR | FOR | ✓ 94.9 % |
| 6.1.2 | Re-elect Mr. André Sérénus Hoffmann | FOR | FOR | ✓ 97.4 % |
| 6.1.3 | Re-elect Ms. Lilian Fossum Biner | FOR | FOR | ✓ 98.7 % |
| 6.1.4 | Re-elect Mr. Peter W. Kappeler | FOR | FOR | ✓ 98.5 % |
| 6.1.5 | Re-elect Mr. Thomas Rufer | FOR | FOR | ✓ 98.6 % |
| 6.1.6 | Re-elect Prof. Dr. ing. Werner J. Bauer | FOR | FOR | ✓ 98.7 % |
| 6.1.7 | Re-elect Mr. Calvin Grieder | FOR | FOR | ✓ 98.4 % |
| 6.2 | Election of new board members | | | |
| 6.2.1 | Elect Mr. Michael Carlos | FOR | FOR | ✓ 98.6 % |
| 6.2.2 | Elect Ms. Ingrid Deltenre | FOR | FOR | ✓ 98.7 % |
| 6.3 | Election of Dr. iur. Jürg Witmer as chairman of the board | FOR | FOR | ✓ 95.2 % |
| 6.4 | Elections to the remuneration committee | | | |
| 6.4.1 | Elect Mr. André Sérénus Hoffmann to the Remuneration Committee | FOR | FOR | ✓ 97.0 % |
| 6.4.2 | Elect Mr. Peter W. Kappeler to the Remuneration Committee | FOR | FOR | ✓ 98.8 % |
| 6.4.3 | Elect Prof. Dr. ing. Werner J. Bauer to the Remuneration Committee | FOR | FOR | ✓ 98.2 % |
| 6.5 | Election of the independent proxy | FOR | FOR | ✓ 98.6 % |
| 6.6 | Election of the auditors | FOR | FOR | ✓ 99.0 % |
| 7 | Binding votes on the remuneration of the board of directors and the executive management | | | |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|----------|
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.1 % |
| 7.2.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 97.6 % |
| 7.2.2 | Binding prospective vote on the fixed and long-term variable 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> | ✓ 92.6 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7 % |
| 2. | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.1 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 4. | Discharge board members, executive management and auditors | FOR | FOR | ✓ 99.8 % |
| 5. | Re-elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Martin Leutenegger as chairman of the board | FOR | FOR | ✓ 99.7 % |
| 5.2 | Re-elect Dr. oec. Rolf Widmer | FOR | FOR | ✓ 99.8 % |
| 5.3 | Re-elect Mr. Peter Rufibach | FOR | FOR | ✓ 98.9 % |
| 5.4 | Re-elect Mr. Theo Prinz | FOR | FOR | ✓ 99.5 % |
| 5.5 | Re-elect Mr. Jürg Zimmermann | FOR | FOR | ✓ 99.6 % |
| 5.6 | Re-elect Mr. Rudolf Stäger | FOR | FOR | ✓ 99.5 % |
| 5.7 | Re-elect Dr. iur. Urs P. Gnos | FOR | FOR | ✓ 99.5 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 98.8 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.1 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 98.7 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Mr. Jens Alder as member and chairman of the board (single vote) | FOR | FOR | | ✓ 98.8 % |
| 4.1.b | Re-elect Dr. Beat Curti | FOR | ● OPPOSE | <p>He has been a member of the board for 30 years, which exceeds Ethos' guidelines.</p> <p>He is 78 years old, which exceeds Ethos' guidelines.</p> | ✓ 82.7 % |
| 4.1.c | Re-elect Dr. Patrick Eberle | FOR | FOR | | ✓ 98.7 % |
| 4.1.d | Re-elect Mr. Michael Scheeren | FOR | FOR | | ✓ 98.5 % |
| 4.1.e | Re-elect Mr. Joachim Schoss | FOR | FOR | | ✓ 98.5 % |
| 4.1.f | Elect Ms. Mirjana Blume | FOR | FOR | | ✓ 98.7 % |
| 4.1.g | Elect Dr. Erica Dubach Spiegler | FOR | FOR | | ✓ 98.8 % |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.a | Elect Mr. Jens Alder to the remuneration committee | FOR | FOR | | ✓ 98.9 % |
| 4.2.b | Elect Mr. Joachim Schoss to the remuneration committee | FOR | FOR | | ✓ 98.8 % |
| 4.2.c | Elect Dr. Beat Curti to the remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Dr. Curti to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 30 years) and the majority of the committee members are not independent.</p> | ✓ 82.5 % |
| 4.3 | Election of the auditors | FOR | FOR | | ✓ 99.0 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 99.0 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 82.5 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|----------|
| 6.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.5 % |
| 6.2 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 91.1 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-------------------------------------|-------------|----------------|---|
| 1 | Elections to the board of directors | | | |
| 1.1 | Elect Dr. Valentin Chapero | FOR | ● OPPOSE | Ethos has concerns on the candidate due to certain past acts. ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|--------|
| 1. | Elect chairman of the AGM | FOR | FOR | | ✓ |
| 2. | Approve annual report and financial statements | FOR | ● OPPOSE | The information presented to the shareholders is insufficient. | ✓ |
| 3. | Election of the auditors | FOR | FOR | | ✓ |
| | Elections to the board of directors | | | | |
| 4. | Re-elect Mr. Arpad Busson | FOR | FOR | | ✓ |
| 5. | Re-elect Mr. Eric Bissonnier | FOR | ● OPPOSE | The board includes too many executive directors (4) compared to market practice in Switzerland. | ✓ |
| 6. | Re-elect Mr. Michael W. O. Garrett | FOR | FOR | | ✓ |
| 7. | Re-elect Mr. Joachim Gottschalk | FOR | ● OPPOSE | The board includes too many executive directors (4) compared to market practice in Switzerland. | ✓ |
| 8. | Re-elect Mr. Maximilian Gottschalk | FOR | ● OPPOSE | The board includes too many executive directors (4) compared to market practice in Switzerland. | ✓ |
| 9. | Re-elect Dr. Kevin Maloney | FOR | ● OPPOSE | The board includes too many executive directors (4) compared to market practice in Switzerland. | ✓ |
| 10. | Re-elect Mr. Chris Preston | FOR | FOR | | ✓ |
| 11. | Re-elect Mr. David Staples | FOR | FOR | | ✓ |
| 12. | Elect Mr. Tiberto Ruy Brandolini d'Adda | FOR | FOR | | ✓ |
| 13. | Renew the pool of capital for the employees | FOR | ● OPPOSE | The transparency of the share-based plan that will be covered by the requested capital is insufficient. | ✓ |
| 14. | Amend Articles of association | FOR | FOR | | ✗ |
| 15. | Amend Articles of association | FOR | FOR | | ✗ |
| 16. | Amend Articles of association | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1. | Attendance announcement of the annual meeting | NON-VOTING | NON-VOTING | |
| 2. | Approve minutes of the 2014 annual meeting | FOR | FOR | ✓ 100.0 % |
| 3. | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 4. | Present auditors report | NON-VOTING | NON-VOTING | |
| 5. | Votes on point 3 and 4 of the meeting agenda and the discharge of the board of directors | | | |
| 5.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 5.2 | Approve allocation of income and dividend | FOR | FOR | ✓ 95.5 % |
| 5.3 | Discharge board members and auditors | FOR | FOR | ✓ 100.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.7 % |
| 6.3 | Advisory vote on the remuneration report 2014 | FOR | FOR | ✓ 99.5 % |
| 7. | Elections to the board of directors | | | |
| 7.1 | Re-elect Dr. iur. Michel Amaudruz as chairman | FOR | FOR | ✓ 99.8 % |
| 7.2 | Re-elect Mr. Pierre-Marcel Revaz | FOR | FOR | ✓ 99.8 % |
| 7.3 | Re-elect Mr. François Sunier | FOR | FOR | ✓ 99.8 % |
| 7.4 | Re-elect Ms. Dominique Amaudruz | FOR | FOR | ✓ 99.8 % |
| 7.5 | Re-elect Mr. Rémy A. Bersier | 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 (28.6 %).</p> |
| 7.6 | Re-elect Mr. Emmanuel Séquin | FOR | FOR | ✓ 95.3 % |
| 7.7 | Re-elect Mr. Pierre-François Veillon | FOR | FOR | ✓ 99.8 % |
| 8. | Elections to the remuneration committee | | | |
| 8.1 | Elect Dr. iur. Michel Amaudruz to the Remuneration Committee | FOR | FOR | ✓ 99.7 % |
| 8.2 | Elect Mr. Pierre-Marcel Revaz to the Remuneration Committee | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|-------------|----------------|----------|
| 9. | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 10. | Election of the auditors | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position 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 allocation of dividend | FOR | FOR | ✓ 100.0 % |
| 4. | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Mr. Peter Leupp as board chairman | FOR | FOR | ✓ 99.9 % |
| 5.2.1 | Re-elect Dr. iur. Stefan Breitenstein | FOR | FOR | ✓ 99.7 % |
| 5.2.2 | Re-elect Mr. Nicklaus Henri Huber | FOR | FOR | ✓ 99.8 % |
| 5.2.3 | Re-elect Mr. Urs Kaufmann | FOR | FOR | ✓ 99.8 % |
| 5.2.4 | Re-elect Mr. Peter Pauli | FOR | FOR | ✓ 99.8 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Elect Dr. iur. Stefan Breitenstein to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 5.3.2 | Elect Mr. Nicklaus Henri Huber to the Remuneration Committee | FOR | FOR | ✓ 99.7 % |
| 5.3.3 | Elect Mr. Urs Kaufmann to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 5.3.4 | Elect Mr. Mr. Peter Leupp to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 5.3.5 | Elect Mr. Peter Pauli to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Election of the auditors | FOR | ● OPPOSE | ✓ 96.0 % The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. |
| 6. | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 90.2 % The structure of the remuneration is not in line with Ethos' guidelines. |
| 7. | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | ✓ 97.3 % The global amount of remuneration is significantly higher than that of the peer group. |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|----------|
| 8. | 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 a peer group. | ✓ 97.3 % |
| 9. | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | | ✓ 99.6 % |

| Item | Agenda | Position VR | Position 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 | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Ms. Doris Russi Schurter | FOR | FOR | ✓ 86.5 % |
| 4.1.2 | Re-elect Dr. oec. Pierin Vincenz | FOR | FOR | ✓ 98.6 % |
| 4.1.3 | Election of the chairman of the board | FOR | FOR | ✓ 87.9 % |
| 4.1.4 | Re-elect Dr. oec. Hans-Jürg Bernet | FOR | FOR | ✓ 99.8 % |
| 4.1.5 | Re-elect Mr. Jean-René Fournier | FOR | FOR | ✓ 88.1 % |
| 4.1.6 | Elect Dr. oec. Patrick Gisel | FOR | FOR | ✓ 97.9 % |
| 4.1.7 | Re-elect Dr. iur. Balz Hösly | FOR | FOR | ✓ 98.0 % |
| 4.1.8 | Re-elect Dr. iur. Peter A. Kaemmerer | FOR | FOR | ✓ 98.3 % |
| 4.1.9 | Re-elect Dr. Hans Künzle | FOR | FOR | ✓ 98.6 % |
| 4.1.10 | Re-elect Prof. Dr. oec. Christoph Lechner | FOR | FOR | ✓ 99.8 % |
| 4.1.11 | Re-elect Mr. John Martin Manser | FOR | FOR | ✓ 99.2 % |
| 4.1.12 | Re-elect Ms. Gabriela Payer | FOR | FOR | ✓ 98.5 % |
| 4.1.13 | Re-elect Mr. Herbert J. Scheidt | FOR | FOR | ✓ 84.8 % |
| 4.1.14 | Re-elect Dr. iur. Andreas von Planta | FOR | FOR | ✓ 99.6 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Elect Dr. oec. Hans-Jürg Bernet to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 4.2.2 | Elect Mr. John Martin Manser to the remuneration committee | FOR | FOR | ✓ 99.2 % |
| 4.2.3 | Elect Ms. Gabriela Payer to the remuneration committee | FOR | FOR | ✓ 98.4 % |
| 4.2.4 | Elect Ms. Doris Russi Schurter to the remuneration committee | FOR | FOR | ✓ 95.7 % |
| 5 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 5.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | ✓ 99.0 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.2 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|---|----------|
| 5.3 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ 91.5 % |
| 5.4 | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | | ✓ 98.5 % |
| 6 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 7 | Election of the auditors | FOR | FOR | | ✓ 99.0 % |

| Item | Agenda | Position VR | Position 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 | FOR | FOR | | ✓ 100.0 % |
| 4. | Elections to the board of directors | | | | |
| 4.1 | Re-elect Dr. lic.oec. Felix jun. Grisard | FOR | FOR | | ✓ 100.0 % |
| 4.2 | Re-elect Ms. Salome Grisard Varnholt | FOR | FOR | | ✓ 99.7 % |
| 4.3 | Re-elect Mr. John Martin Manser | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Re-elect Dr. oec. Walter Jakob | FOR | FOR | | ✓ 99.9 % |
| 4.5 | Election of the chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 5. | Elections to the remuneration committee | | | | |
| 5.1 | Elect Ms. Salome Grisard Varnholt to the remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 5.2 | Elect Dr. oec. Walter Jakob to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 95.7 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.7 % |
| 6.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 95.6 % |
| 7. | Election of the independent proxy | FOR | FOR | | ✓ 91.9 % |
| 8. | Election of the auditors | FOR | FOR | | ✓ 98.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|--------|
| 1 | General informations | NON-VOTING | NON-VOTING | | |
| 2.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ |
| 3 | Approve allocation of income | FOR | FOR | | ✓ |
| 4 | 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> | ✓ |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Bernhard Burgener | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 20 years) and the board independence is insufficient (0%). | ✓ |
| 5.1.2 | Re-elect Mr. Martin Wagner (CEO) | FOR | ● OPPOSE | The board independence is not sufficient (0%). | ✓ |
| 5.1.3 | Re-elect Mr. Peter von Büren | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (0%). | ✓ |
| 5.2 | Election of the chairman of the board | FOR | ● OPPOSE | Ethos cannot support the election of Mr. von Büren to the board of directors. | ✓ |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Elect Mr. Bernhard Burgener to the Remuneration Committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 20 years) and the majority of the committee members are not independent. | ✓ |

Highlight Event and Entertainment

06.05.2015

AGM

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|--------|
| 5.3.2 | Elect Mr. Martin Wagner to the Remuneration Committee | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>He holds an executive function in company.</p> | ✓ |
| 6 | Election of the auditors | FOR | FOR | | ✓ |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 9 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|---|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2.1 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 2.2 | Approve dividend out of the capital contribution reserves | FOR | FOR | ✓ |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ 98.5 % |
| 4. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | ✓ 99.4 % The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association. |
| 5.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 94.1 % |
| 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 | FOR | ✓ |
| 6. | Elections to the board of directors | | | |
| 6.1 | Re-elect Ms. Meike Bütikofer | FOR | FOR | ✓ |
| 6.2 | Re-elect Mr. Josef Leu | FOR | FOR | ✓ |
| 6.3 | Re-elect Dr. iur. Walter Locher | FOR | FOR | ✓ |
| 6.4 | Re-elect Mr. Urs Renggli | FOR | FOR | ✓ |
| 6.5 | Re-elect Mr. Niklaus Sauter | FOR | FOR | ✓ |
| 6.6 | Re-elect Prof. Dr. Holger K.-H. Till | FOR | FOR | ✓ |
| 6.7 | Re-elect Dr. sc. techn. Anton von Weissenfluh | FOR | FOR | ✓ |
| 6.8 | Election of the chairman of the board | FOR | FOR | ✓ |
| | Elections to the remuneration committee | | | |
| 6.9 | Elect Dr. sc. techn. Anton von Weissenfluh to the Remuneration Committee | FOR | FOR | ✓ |
| 6.10 | Elect Mr. Josef Leu to the Remuneration Committee | FOR | FOR | ✓ |
| 6.11 | Elect Mr. Niklaus Sauter to the Remuneration Committee | FOR | FOR | ✓ |
| 7. | Election of the independent proxy | FOR | FOR | ✓ |
| 8. | Election of the auditors | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0 % |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Dr. sc. techn. Beat Kälin and elect him as board chairman | FOR | FOR | | ✓ 99.6 % |
| 4.2 | Re-elect Dr. iur. Peter Altorfer | FOR | ● OPPOSE | He has been a member of the board for 20 years, which exceeds Ethos' guidelines. | ✓ 91.6 % |
| 4.3 | Re-elect Prof. Dr. oec. Monika Bütler | FOR | FOR | | ✓ 99.9 % |
| 4.4 | Re-elect Dr. Christoph Fässler | FOR | FOR | | ✓ 95.1 % |
| 4.5 | Re-elect Mr. Urs Kaufmann (CEO) | FOR | ● OPPOSE | The board independence is not sufficient (42.9 %). | ✓ 96.4 % |
| 4.6 | Re-elect Mr. George H. Müller | FOR | ● OPPOSE | He is not independent (board tenure of 14 years, business connections) and the board independence is insufficient (42.9 %). | ✓ 89.9 % |
| 4.7 | Re-elect Mr. Rolf Seiffert | FOR | FOR | | ✓ 99.4 % |
| 5 | Elections to the nomination and remuneration committee | | | | |
| 5.1 | Re-elect Dr. sc. techn. Beat Kälin to the nomination and remuneration committee | FOR | FOR | | ✓ 99.5 % |
| 5.2 | Elect Dr. iur. Peter Altorfer to the nomination and remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Dr. iur. Altorfer to the board of directors. | ✓ 88.3 % |
| 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 | | ✓ 99.8 % |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.6 % |
| 6.3 | Binding retrospective vote on the share-based remuneration of the board of directors | FOR | FOR | | ✓ 99.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|----------|
| 6.4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | | ✓ 97.1 % |
| 7 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 91.0 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 96.5 % |

| Item | Agenda | Position VR | Position 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 | | ✓ 100.0 % |
| 4. | Amend articles of association | FOR | FOR | | ✓ 100.0 % |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The information provided to the shareholders is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ 98.0 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration of the executive members of the board (excluding the executive management) is excessive or is not in line with Ethos' guidelines.</p> | ✓ 99.6 % |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.8 % |
| 6. | Elections to the board of directors | | | | |
| 6.1 | Re-elect Dr. oec. Ernst Lienhard as representative of the bearer shareholders | FOR | FOR | | ✓ 99.9 % |
| 6.2.1 | Re-elect Dr. iur. Ida Hardegger | FOR | FOR | | ✓ 100.0 % |
| 6.2.2 | Re-elect Mr. Fritz Höchner | 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 (28.6 %).</p> | ✓ 99.6 % |
| 6.2.3 | Re-elect Prof. Dr. oec. Christoph Lechner | FOR | FOR | | ✓ 100.0 % |
| 6.2.4 | Re-elect Dr. oec. Ernst Lienhard | FOR | FOR | | ✓ 100.0 % |
| 6.2.5 | Re-elect Dr. Alexander Stoffel | FOR | ● OPPOSE | <p>He has been a member of the board for 49 years, which exceeds Ethos' guidelines.</p> <p>He is 87 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 49 years) and the board independence is insufficient (28.6 %).</p> | ✓ 99.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|-----------|
| 6.2.6 | Re-elect Dr. Jean Gérard Villot | FOR | FOR | | ✓ 100.0 % |
| 6.2.7 | Elect Dr. Andreas Binder | FOR | FOR | | ✓ 99.9 % |
| 6.3 | Election of the chairman of the board | FOR | FOR | | ✓ 99.9 % |
| 7. | Elections to the remuneration committee | | | | |
| 7.1 | Elect Dr. iur. Ida Hardegger to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 7.2 | Elect Mr. Fritz Höchner to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Höchner to the board of directors. | ✓ 99.6 % |
| 7.3 | Elect Prof. Dr. oec. Christoph Lechner to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 7.4 | Elect Dr. oec. Ernst Lienhard to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 7.5 | Elect Dr. Alexander Stoffel to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Dr. Stoffel to the board of directors. | ✓ 99.5 % |
| 7.6 | Elect Dr. Jean Gérard Villot to the Remuneration Committee | FOR | ● OPPOSE | He holds an executive function in company. | ✓ 99.5 % |
| 7.7 | Elect Dr. Andreas Binder to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 8. | Election of the auditors | FOR | FOR | | ✓ 100.0 % |
| 9. | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 3 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The proposed maximum number of mandates is excessive.</p> |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 6.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ |
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ |
| 7.1 | Elections to the board of directors | | | |
| 7.1.a | Re-elect Mr. Gerhard Hanhart | FOR | FOR | ✓ |
| 7.1.b | Re-elect Mr. Kaspar Andreas Hemmeler | FOR | FOR | ✓ |
| 7.1.c | Re-elect Mr. Marco Killer | FOR | FOR | ✓ |
| 7.1.d | Re-elect Ms. Ursula McCreight-Ernst | FOR | FOR | ✓ |
| 7.1.e | Re-elect Mr. Christoph Schwarz | FOR | FOR | ✓ |
| 7.1.f | Re-elect Ms. Therese Suter | FOR | FOR | ✓ |
| 7.1.g | Re-elect Dr. iur. Thomas Wietlisbach | FOR | FOR | ✓ |
| 7.1.h | Re-elect Mr. Ulrich Ziegler | FOR | FOR | ✓ |
| 7.2.a | Elect Mr. Josef Lingg | FOR | FOR | ✓ |
| 7.2.b | Elect Prof. Dr. Simone Westerfeld | FOR | FOR | ✓ |
| 7.3 | Election of Mr. Gerhard Hanhart as chairman of the board | FOR | FOR | ✓ |
| 7.4 | Elections to the remuneration committee | | | |
| 7.4.a | Elect Ms. Therese Suter to the remuneration committee | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|---|--------|
| 7.4.b | Elect Dr. iur. Thomas Wietlisbach to the remuneration committee | FOR | FOR | | ✓ |
| 7.4.c | Re-elect Mr. Ulrich Ziegler to the remuneration committee | FOR | FOR | | ✓ |
| 7.5 | Re-election of the independent proxy | FOR | ● OPPOSE | The nominee's independence is not guaranteed. | ✓ |
| 7.6 | Re-election of the auditors | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|---|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.6 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 85.7 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 4 | Amend articles of association: Implementation of the Minder ordinance and right to add an item to the agenda | FOR | FOR | ✓ 96.9 % |
| 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 | ✓ 96.3 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.7 % |
| 6.1 | Elections to the board of directors | | | |
| 6.1.a | Re-elect Dr. iur. Hubert Achermann and elect him as board chairman | FOR | FOR | ✓ 97.0 % |
| 6.1.b | Re-elect Ms. Chantal Balet Emery | FOR | FOR | ✓ 99.4 % |
| 6.1.c | Re-elect Mr. Calvin Grieder | FOR | ● OPPOSE | He holds an excessive number of mandates. ✓ 89.1 % |
| 6.1.d | Re-elect Mr. Hans-Beat Gürtler | FOR | FOR | ✓ 98.9 % |
| 6.1.e | Re-elect Dr. iur. Patrick Hünerrwadel | FOR | FOR | ✓ 99.4 % |
| 6.1.f | Elect Mr. Henner Mahlstedt | FOR | FOR | ✓ 99.5 % |
| 6.2 | Elections to the nomination and remuneration committee | | | |
| 6.2.a | Re-elect Mr. Calvin Grieder to the nomination and remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Grieder to the board of directors. ✓ 88.9 % |
| 6.2.b | Elect Ms. Chantal Balet Emery to the nomination and remuneration committee | FOR | FOR | ✓ 97.8 % |
| 6.2.c | Elect Mr. Henner Mahlstedt to the nomination and remuneration committee | FOR | FOR | ✓ 99.3 % |
| 6.3 | Re-election of the independent proxy | FOR | FOR | ✓ 99.6 % |
| 6.7 | Re-election of the auditors | FOR | FOR | ✓ 92.9 % |

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| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|----------|
| 7 | Amend articles of association: Authorised and conditional capital | FOR | FOR | ✓ 77.4 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Discharge board members | FOR | FOR | ✓ 100.0 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4 | Elections to the board of directors and the nomination and remuneration committee | | | |
| 4.1 | Re-elect Dr. Beat E. Lüthi as board chairman | FOR | FOR | ✓ 100.0 % |
| 4.2 | Re-elect Dr. ing. Richard Fischer as board member | FOR | FOR | ✓ 92.7 % |
| 4.3 | Re-elect Dr. ing. Richard Fischer to the nomination and remuneration committee | FOR | FOR | ✓ 92.7 % |
| 4.4 | Re-elect Ms. Vanessa Frey as board member | FOR | FOR | ✓ 92.5 % |
| 4.5 | Re-elect Mr. Beat M. Siegrist as board member | FOR | FOR | ✓ 99.9 % |
| 4.6 | Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee | FOR | FOR | ✓ 99.9 % |
| 4.7 | Re-elect Dr. iur. Thomas Staehelin as board member | FOR | FOR | ✓ 92.9 % |
| 4.8 | Re-elect Dr. iur. Thomas Staehelin to the nomination and remuneration committee | FOR | FOR | ✓ 92.9 % |
| 5 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 99.9 % |
| 7 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.6 % |
| 8 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.3 % |

| Item | Agenda | Position VR | Position 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 | Reduction of capital | | | | |
| 4.1 | Reduce share capital via repayment of nominal value | FOR | FOR | | ✓ |
| 4.2 | Amendment to the articles of association | FOR | FOR | | ✓ |
| 5 | Amend articles of association: Implementation of the Minder ordinance | | | | |
| 5.1 | Amend articles of association: Remuneration of the board of directors and the executive management | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p> | ✓ |
| 5.2 | Amend articles of association: General amendments | FOR | ● OPPOSE | <p>The proposed maximum number of mandates is excessive.</p> | ✓ |
| 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 | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Re-elect Mr. Kurt Rudolf as chairman of the board | FOR | FOR | | ✓ |
| 7.2 | Re-elect Mr. Paolo Bottini | FOR | FOR | | ✓ |
| 7.3 | Re-elect Mr. Philippe Dubois | FOR | FOR | | ✓ |
| 7.4 | Re-elect Mr. Stefano Mercorio | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|---|--------|
| 7.5 | Re-elect Mr. Ingo Specht | FOR | FOR | | ✓ |
| 7.6 | Re-elect Mr. Urs Tanner | FOR | FOR | | ✓ |
| 7.7 | Re-elect Prof. Dr. Horst Wildemann | FOR | ● OPPOSE | He is not independent (board tenure of 16 years) and the board independence is insufficient (14.3 %). | ✓ |
| 8 | Elections to the remuneration committee | | | | |
| 8.1 | Elect Mr. Kurt Rudolf to the remuneration committee | FOR | FOR | | ✓ |
| 8.2 | Elect Prof. Dr. Horst Wildemann to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Prof. Dr. h. c. Wildemann to the board of directors. He is not independent (board tenure of 16 years) and the majority of the committee members are not independent. | ✓ |
| 9 | Election of the auditors | FOR | FOR | | ✓ |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|----------|
| 1.2 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8 % |
| 1.3 | Approve financial statements of Intershop Holding AG | FOR | FOR | | ✓ 99.8 % |
| 1.4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8 % |
| 2. | 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> | ✓ 98.3 % |
| 3. | Amend articles of association: Conversion of bearer shares into registered shares | FOR | FOR | | ✓ 99.8 % |
| 4. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> | ✓ 93.1 % |
| 5.a | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.6 % |
| 5.b | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 91.8 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.a | Re-elect Mr. Dieter Marmet | FOR | FOR | | ✓ 99.9 % |
| 6.1.b | Re-elect Mr. Charles Stettler | FOR | FOR | | ✓ 99.9 % |
| 6.1.c | Elect Dr. iur. Michael Dober | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|----------|
| 6.2 | Re-election of the chairman of the board | FOR | FOR | | ✓ 99.9 % |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.a | Re-elect Mr. Dieter Marmet to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory. | ✓ 98.2 % |
| 6.3.b | Re-elect Mr. Charles Stettler to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory. | ✓ 98.2 % |
| 6.3.c | Elect Dr. iur. Michael Dober to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 6.4 | Re-election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 6.5 | Re-election of the auditors | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.1 % |
| 2. | Advisory vote on the remuneration report | FOR | FOR | ✓ 98.3 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.0 % |
| 4. | Discharge board members and executive management | FOR | FOR | ✓ 99.3 % |
| 5.1 | Amendments to the articles of association not linked to the Minder Ordinance | FOR | FOR | ✓ 99.3 % |
| 5.2 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ 98.9 % |
| 6.1 | Elections to the board of directors | | | |
| 6.1.a | Re-elect Dr. Rinaldo Riguzzi | FOR | FOR | ✓ 99.5 % |
| 6.1.b | Re-elect Dr. med. Walter Schweizer | FOR | FOR | ✓ 99.2 % |
| 6.1.c | Re-elect Mr. Andreas Joehle | FOR | FOR | ✓ 99.0 % |
| 6.1.d | Re-elect Mr. Fritz Hirsbrunner | FOR | FOR | ✓ 99.3 % |
| 6.1.e | Re-elect Mr. Michel Kuehn | FOR | FOR | ✓ 99.3 % |
| 6.1.f | Re-elect Ms. Rita Ziegler | FOR | FOR | ✓ 98.5 % |
| 6.2 | Election of Dr. Rinaldo Riguzzi as chairman of the board | FOR | FOR | ✓ 99.5 % |
| 6.3 | Elections to the nomination and remuneration committee | | | |
| 6.3.a | Elect Dr. Rinaldo Riguzzi to the nomination and remuneration committee | FOR | FOR | ✓ 99.2 % |
| 6.3.b | Elect Dr. med. Walter Schweizer to the nomination and remuneration committee | FOR | FOR | ✓ 98.8 % |
| 6.3.c | Elect Mr. Fritz Hirsbrunner to the nomination and remuneration committee | FOR | FOR | ✓ 98.8 % |
| 6.4 | Election of the independent proxy | FOR | FOR | ✓ 98.8 % |
| 6.5 | Election of the auditors | FOR | FOR | ✓ 98.8 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.8 % |
| 7.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.9 % |
| 7.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 97.7 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 97.8 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.0 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 97.1 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.2 % |
| 4.2.1 | Binding retrospective vote on the cash-based variable remuneration of the executive management | FOR | FOR | | ✓ 95.7 % |
| 4.2.2 | Binding prospective vote on the share-based variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 93.3 % |
| 4.2.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of a peer group. | ✓ 89.7 % |
| 5. | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 90.9 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Daniel J. Sauter | FOR | FOR | | ✓ 97.7 % |
| 6.1.2 | Re-elect Mr. Gilbert Achermann | FOR | FOR | | ✓ 97.7 % |
| 6.1.3 | Re-elect Mr. Andreas Amschwand | FOR | FOR | | ✓ 97.9 % |
| 6.1.4 | Re-elect Dr. Heinrich Baumann | FOR | FOR | | ✓ 97.8 % |
| 6.1.5 | Re-elect Ms. Claire Giraut | FOR | FOR | | ✓ 97.8 % |
| 6.1.6 | Re-elect Mr. Gareth Penny | FOR | FOR | | ✓ 97.7 % |
| 6.1.7 | Re-elect Mr. Charles Stonehill | FOR | FOR | | ✓ 97.8 % |
| 6.2.1 | Elect Mr. Paul Man-Yiu Chow | FOR | FOR | | ✓ 97.9 % |
| 6.3 | Election of the chairman of the board | FOR | FOR | | ✓ 97.1 % |
| 6.4 | Elections to the remuneration committee | | | | |
| 6.4.1 | Elect Mr. Gilbert Achermann to the Remuneration Committee | FOR | FOR | | ✓ 97.7 % |
| 6.4.2 | Elect Dr. Heinrich Baumann to the Remuneration Committee | FOR | FOR | | ✓ 97.6 % |
| 6.4.3 | Elect Mr. Gareth Penny to the Remuneration Committee | FOR | FOR | | ✓ 97.5 % |
| 7. | Election of the auditors | FOR | FOR | | ✓ 96.9 % |
| 8. | Election of the independent proxy | FOR | FOR | | ✓ 98.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.8 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 99.1 % |
| 4. | Elections to the board of directors | | | | |
| 4.1 | Re-elect Prof. Dr. Thomas Bieger as member and chairman of the board | FOR | FOR | | ✓ 99.8 % |
| 4.2 | Re-elect Mr. Peter Baumann | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (16.7 %). | ✓ 98.4 % |
| 4.3 | Re-elect Mr. Nils Graf | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (16.7 %). | ✓ 96.8 % |
| 4.4 | Re-elect Mr. Bruno Hofweber | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (16.7 %). | ✓ 98.3 % |
| 4.5 | Re-elect Dr. Jürg Rieben | FOR | FOR | | ✓ 98.3 % |
| 4.6 | Re-elect Mr. Ueli Winzenried | FOR | FOR | | ✓ 96.4 % |
| 5. | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Mr. Peter Baumann to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Baumann to the board of directors. | ✓ 98.3 % |
| 5.2 | Re-elect Prof. Dr. Thomas Bieger to the remuneration committee | FOR | FOR | | ✓ 98.6 % |
| 5.3 | Re-elect Mr. Ueli Winzenried to the remuneration committee | FOR | FOR | | ✓ 95.5 % |
| 6. | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ 96.4 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 95.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|-------------|----------------|----------|
| 7. | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 8. | Election of the auditors | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 96.5 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 74.6 % |
| 2. | Approve allocation of income | FOR | FOR | | ✓ 96.6 % |
| 3. | Approve dividend distribution out of capital contribution reserves | FOR | FOR | | ✓ 96.6 % |
| 4. | Reduce share capital via repayment of nominal value | FOR | FOR | | ✓ 93.7 % |
| 5. | Discharge board members and executive management | FOR | FOR | | ✓ 96.3 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Philipp Buhofer | FOR | FOR | | ✓ 92.3 % |
| 6.1.2 | Re-elect Mr. Jakob Bleiker | FOR | FOR | | ✓ 96.6 % |
| 6.1.3 | Re-elect Mr. Ulrich Looser | FOR | FOR | | ✓ 96.6 % |
| 6.1.4 | Re-elect Dr. oec. Felix A. Thöni | FOR | FOR | | ✓ 96.0 % |
| 6.1.5 | Re-elect Mr. Walter T. Vogel | FOR | FOR | | ✓ 96.6 % |
| 6.2 | Re-election of the chairman of the board | FOR | FOR | | ✓ 96.4 % |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Re-elect Mr. Philipp Buhofer to the remuneration committee | FOR | FOR | | ✓ 96.4 % |
| 6.3.2 | Re-elect Mr. Ulrich Looser to the remuneration committee | FOR | FOR | | ✓ 96.6 % |
| 6.3.3 | Re-elect Mr. Walter T. Vogel to the remuneration committee | FOR | FOR | | ✓ 96.6 % |
| 6.4 | Election of the independent proxy | FOR | FOR | | ✓ 96.9 % |
| 6.5 | Election of the auditors | FOR | FOR | | ✓ 96.2 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.1 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remunerations than those of a peer group. The remuneration structure is not in line with Ethos' guidelines. | ✓ 89.5 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|--|
| 8. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|----------------|-------------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.1 % |
| 2. | Discharge board members and executive management | FOR | FOR | ✓ 97.8 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| | Elections to the board of directors | | | |
| 4.1 | Elect Dr. sc. techn. Beat Kälin as new board member and chairman | FOR | FOR | ✓ 98.4 % |
| 4.2.1 | Re-elect Mr. David Dean | FOR | FOR | ✓ 98.9 % |
| 4.2.2 | Re-elect Mr. Kurt Härrli | FOR | FOR | ✓ 98.9 % |
| 4.2.3 | Re-elect Mr. Daniel Hirschi | FOR | FOR | ✓ 96.8 % |
| 4.2.4 | Re-elect Prof. Dr. Roland Siegwart | FOR | FOR | ✓ 99.0 % |
| 4.2.5 | Re-elect Mr. Leo Gerold Steiner | FOR | FOR | ✓ 89.1 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Elect Mr. Daniel Hirschi to the Remuneration Committee | FOR | FOR | ✓ 98.3 % |
| 4.3.2 | Elect Dr. sc. techn. Beat Kälin to the Remuneration Committee | FOR | FOR | ✓ 92.8 % |
| 4.3.3 | Elect Prof. Dr. Roland Siegwart to the Remuneration Committee | FOR | FOR | ✓ 98.3 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 99.5 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 97.6 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 88.3 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 92.5 % |
| 6. | Proposal by zCapital AG, Zug, Switzerland | OPPOSE | OPPOSE | ✗ 41.9 % |

| Item | Agenda | Position VR | Position 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 and executive management | FOR | FOR | | ✓ 99.6 % |
| 4 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> | ✓ 95.0 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> | ✓ 95.2 % |
| 5.2 | 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 remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not confirm the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p> | ✓ 95.0 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Laurent Dassault | FOR | ● OPPOSE | <p>He holds an excessive number of mandates.</p> <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 (44.4 %).</p> | ✓ 96.2 % |
| 6.2 | Re-elect Prof. Dr. rer. pol. Joseph Deiss | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 6.3 | Re-elect Dr. iur. Patrick Foetisch | FOR | ● OPPOSE | <p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is 82 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 23 years, consultancy fees) and the board independence is insufficient (44.4 %).</p> | ✓ 96.2 % |
| 6.4 | Re-elect Mr. André Kudelski (CEO) | FOR | FOR | | ✓ 99.9 % |
| 6.5 | Re-elect Dr. sc. tech. Marguerite Kudelski | FOR | FOR | | ✓ 96.5 % |
| 6.6 | Re-elect Mr. Pierre Lescure | FOR | FOR | | ✓ 99.8 % |
| 6.7 | Re-elect Mr. Alec Ross | FOR | FOR | | ✓ 99.9 % |
| 6.8 | Re-elect Mr. Claude Smadja | FOR | FOR | | ✓ 96.5 % |
| 6.9 | Re-elect Mr. Alexandre Zeller | FOR | FOR | | ✓ 99.9 % |
| 7 | Election of the chairman of the board | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ 95.4 % |
| 8 | Elections to the remuneration committee | | | | |
| 8.1 | Elect Prof. Dr. rer. pol. Joseph Deiss to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 8.2 | Elect Dr. iur. Patrick Foetisch to the remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Dr. iur. Foetisch to the board of directors.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.</p> | ✓ 96.4 % |
| 8.3 | Elect Mr. Pierre Lescure to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory. | ✓ 99.5 % |
| 8.4 | Elect Mr. Claude Smadja to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance. | ✓ 96.2 % |
| 8.5 | Elect Mr. Alexandre Zeller to the remuneration committee | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|-------------|----------------|----------|
| 9 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 10 | Election of the auditors | FOR | FOR | ✓ 97.3 % |
| 11 | Miscellaneous | NON-VOTING | NON-VOTING | |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.2 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.6 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Dr. oec. Renato Fassbind | FOR | FOR | ✓ 99.5 % |
| 4.1.b | Re-elect Mr. Jürgen Fitschen | FOR | FOR | ✓ 99.5 % |
| 4.1.c | Re-elect Mr. Karl Gernandt | FOR | FOR | ✓ 88.0 % |
| 4.1.d | Re-elect Mr. Klaus-Michael Kühne | FOR | FOR | ✓ 98.1 % |
| 4.1.e | Re-elect Mr. Hans U. Lerch | FOR | FOR | ✓ 98.9 % |
| 4.1.f | Re-elect Dr. iur. Thomas Staehelin | FOR | ● OPPOSE | He has been a member of the board for 37 years, which exceeds Ethos' guidelines. ✓ 89.4 % |
| 4.1.g | Re-elect Dr. Martin Wittig | FOR | FOR | ✓ 99.5 % |
| 4.1.h | Re-elect Dr. sc. tech. Jörg Wolle | FOR | FOR | ✓ 99.3 % |
| 4.1.i | Re-elect Mr. Bernd Wrede | FOR | FOR | ✓ 91.6 % |
| 4.2 | Re-elect Mr. Karl Gernandt as chairman of the board | FOR | FOR | ✓ 89.1 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.a | Elect Mr. Karl Gernandt to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, various reasons) and the majority of the committee members are not independent. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. The transparency of the remuneration report is deemed very insufficient. ✓ 86.6 % |
| 4.3.b | Elect Mr. Klaus-Michael Kühne to the remuneration committee | FOR | FOR | ✓ 89.6 % |
| 4.3.c | Elect Mr. Hans U. Lerch to the remuneration committee | FOR | FOR | ✓ 99.2 % |
| 4.3.d | Elect Dr. sc. tech. Jörg Wolle to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 4.3.e | Elect Mr. Bernd Wrede to the remuneration committee | FOR | FOR | ✓ 92.0 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 99.6 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 99.6 % |
| 5.1 | Reduce the pool of conditional capital for the employees | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 5.2 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The proposed maximum number of mandates is excessive.</p> | ✓ 97.3 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p> <p>The remuneration of the chairman of the board is excessive or is not in line with Ethos' guidelines.</p> | ✓ 91.0 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> | ✓ 91.0 % |
| 7 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The information provided to the shareholders is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ 87.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 100.0 % |
| 2.2 | Distribution of Dividend from reserves from capital contributions | 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. Heinz Karrer | FOR | FOR | | ✓ 99.8 % |
| 4.1.2 | Re-elect Mr. Jay Lee | FOR | ● OPPOSE | <p>He holds an excessive number of mandates.</p> <p>He has attended too few board meetings absent compelling and justified reasons.</p> | ✓ 88.3 % |
| 4.1.3 | Re-elect Mr. John Lindquist | FOR | FOR | | ✓ 97.8 % |
| 4.1.4 | Re-elect Mr. Adriaan Nühn | FOR | FOR | | ✓ 97.4 % |
| 4.1.5 | Re-elect Mr. David J. Schnell | FOR | FOR | | ✓ 97.7 % |
| 4.1.6 | Re-elect Ms. Annette S. Schömmel | FOR | FOR | | ✓ 97.6 % |
| 4.1.7 | Elect Ms. Selina Neri | FOR | FOR | | ✓ 99.9 % |
| 4.2 | Election of Mr. Heinz Karrer as chairman of the board | FOR | FOR | | ✓ 99.8 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Elect Mr. Jay Lee to the remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. Lee to the board of directors.</p> <p>He holds an excessive number of mandates.</p> | ✓ 88.5 % |
| 4.3.2 | Elect Mr. Adriaan Nühn to the remuneration committee | FOR | FOR | | ✓ 97.8 % |
| 4.3.3 | Elect Ms. Annette S. Schömmel to the remuneration committee | FOR | FOR | | ✓ 96.6 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 98.0 % |
| 5 | Amend articles of association | FOR | FOR | | ✓ 93.2 % |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 79.5 % |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.6 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 6.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 87.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|--------|---|-------------|----------------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.4 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. | ✓ 78.8 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 97.8 % |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 83.1 % |
| 3.2 | Approve distribution from capital contribution reserves | FOR | FOR | | ✓ 83.2 % |
| 4 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The information provided is insufficient to assess the variable remuneration plans' features and functioning.</p> <p>The amount available for new members of the executive management is excessive.</p> | ✓ 95.9 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Prof. Dr. Wolfgang Reitzle | FOR | FOR | | ✓ 99.0 % |
| 5.1.2 | Re-elect Prof. Dr. Wolfgang Reitzle as chairman of the board | FOR | FOR | | ✓ 98.8 % |
| 5.1.3 | Re-elect Dr. iur. Beat W. Hess | FOR | FOR | | ✓ 99.5 % |
| 5.1.4 | Re-elect Dr. oec. publ. Rainer Alexander Gut | FOR | FOR | | ✓ 99.6 % |
| 5.1.5 | Re-elect Mr. Adrian Loader | FOR | FOR | | ✓ 99.2 % |
| 5.1.6 | Re-elect Dr. h.c. Thomas Schmidheiny | FOR | FOR | | ✓ 97.8 % |
| 5.1.7 | Re-elect Mr. Jürg Oleas | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 97.5 % |
| 5.1.8 | Re-elect Ms. Hanne B. Breinbjerg Sorensen | FOR | FOR | | ✓ 99.5 % |
| 5.1.9 | Re-elect Dr. iur. Dieter Spälti | FOR | FOR | | ✓ 98.4 % |
| 5.1.10 | Re-elect Ms. Anne Wade | FOR | FOR | | ✓ 99.5 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Elect Mr. Adrian Loader to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 5.2.2 | Elect Prof. Dr. Wolfgang Reitzle to the remuneration committee | FOR | FOR | | ✓ 98.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|----------|
| 5.2.3 | Elect Dr. h.c. Thomas Schmidheiny to the remuneration committee | FOR | FOR | | ✓ 97.6 % |
| 5.2.4 | Elect Ms. Hanne B. Breinbjerg Sorensen to the remuneration committee | FOR | FOR | | ✓ 99.4 % |
| 5.3 | Election of the auditors | FOR | FOR | | ✓ 99.1 % |
| 5.4 | Election of the independent proxy | FOR | FOR | | ✓ 99.7 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p> | ✓ 95.6 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 81.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| | Background to the EGM | | | | |
| 1.1 | Ordinary capital increase | FOR | ● OPPOSE | The acquisition, merger or spin-off is not consistent with the long-term interests of the majority of the company's stakeholders. The governance of the new entity is clearly worse than before. | ✓ 93.7 % |
| 1.2 | Approve new authorised capital for the purpose of re-opened exchange offer and the squeeze-out | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ 94.0 % |
| 2 | Approve new authorised capital for a stock dividend | FOR | FOR | | ✓ 96.8 % |
| 3 | Articles of association | FOR | ● OPPOSE | The amendment has a negative impact on the long-term interests of the majority of the company's stakeholders. | ✓ 94.1 % |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Elect Mr. Bruno Lafont | FOR | ● OPPOSE | The board independence is not sufficient (42.9 %). | ✓ 92.9 % |
| 4.2 | Elect Mr. Paul Desmarais Jr. | FOR | ● OPPOSE | The board independence is not sufficient (42.9 %). | ✓ 91.1 % |
| 4.3 | Elect Mr. Gérard Lamarche | FOR | ● OPPOSE | The board independence is not sufficient (42.9 %). | ✓ 92.9 % |
| 4.4 | Elect Mr. Nassef Sawiris | FOR | ● OPPOSE | The board independence is not sufficient (42.9 %). | ✓ 94.3 % |
| 4.5 | Elect Mr. Philippe P. Dauman | FOR | ● OPPOSE | The board independence is not sufficient (42.9 %). | ✓ 94.2 % |
| 4.6 | Elect Mr. Oscar Fanjul Martin | FOR | ● OPPOSE | The board independence is not sufficient (42.9 %). | ✓ 94.0 % |
| 4.7 | Elect Mr. Bertrand Collomb | FOR | ● OPPOSE | The board independence is not sufficient (42.9 %). | ✓ 93.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Elect Mr. Paul Desmarais Jr. to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Desmarais Jr. to the board of directors. | ✓ 90.8 % |
| 5.2 | Elect Mr. Oscar Fanjul Martin to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Fanjul Martin to the board of directors. | ✓ 94.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification. | ✓ 93.1 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ 93.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|-----------|
| 1. | Authorize the preparation of statutory accounts in English | FOR | FOR | | ✓ 100.0 % |
| 2. | Approve annual accounts and allocation of income | FOR | FOR | | ✓ 100.0 % |
| 3. | Discharge board members | FOR | FOR | | ✓ 100.0 % |
| 4. | Advisory vote on the acquisition of lastminute.com | FOR | FOR | | ✓ 100.0 % |
| 5. | Amend articles of association | FOR | FOR | | ✓ 100.0 % |
| 6. | Approve share buyback programme | FOR | ● OPPOSE | The amount to be repurchased exceeds 10% of the share capital. | ✓ 99.9 % |
| 7. | Elections to the board of directors | | | | |
| 7.a | Re-elect Mr. Fabio Cannavale as member and chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 7.b | Re-elect Mr. Francesco Signoretti | FOR | FOR | | ✓ 100.0 % |
| 7.c | Re-elect Mr. Jérôme Cohen Scali | FOR | FOR | | ✓ 100.0 % |
| 7.d | Re-elect Mr. Roberto Italia | FOR | FOR | | ✓ 100.0 % |
| 7.e | Re-elect Mr. Ottonel Popesco | FOR | FOR | | ✓ 100.0 % |
| 7.f | Re-elect Ms. Julia Bron | FOR | FOR | | ✓ 100.0 % |
| 7.g | Elect Mr. Minter Dial | FOR | FOR | | ✓ 100.0 % |
| 7.h | Elect Mr. Fabio Selmoni | FOR | FOR | | ✓ 100.0 % |
| 8. | Approve the share participation programme | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. | ✓ 99.7 % |
| 9. | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ 99.7 % |
| 10. | Election of the auditors | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|--------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 2. | Discharge board members and executive management | FOR | FOR | | ✗ |
| 3. | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Jim Atack | FOR | FOR | | ✓ |
| 4.1.2 | Re-elect Mr. Mr. Stefan A. Müller | FOR | FOR | | ✓ |
| 4.1.3 | Re-elect Mr. Antoine Spillmann | FOR | FOR | | ✓ |
| 4.1.4 | Re-elect Mr. Bryan Urban | FOR | FOR | | ✓ |
| 4.1.5 | Re-elect Mr. Scott Macaw | FOR | FOR | | ✓ |
| 4.1.6 | Re-elect Mr. Robert Robertsson | FOR | FOR | | ✓ |
| 4.2 | Election of the chairman of the board | FOR | FOR | | ✓ |
| 5. | Elections to the remuneration committee | | | | |
| 5.1 | Elect Mr. Jim Atack to the remuneration committee | FOR | FOR | | ✓ |
| 5.2 | Elect Mr. Mr. Stefan A. Müller to the remuneration committee | FOR | FOR | | ✓ |
| 5.3 | Elect Mr. Bryan Urban to the remuneration committee | FOR | FOR | | ✓ |
| 5.4 | Elect Mr. Scott Macaw to the remuneration committee | FOR | FOR | | ✓ |
| 6. | Election of the auditors | FOR | FOR | | ✓ |
| 7. | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|--------|
| 8. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> | ✓ |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 9.2 | Binding prospective vote on the total remuneration of the executive management | WITHDRAW N | ● OPPOSE | The information provided is insufficient. | — |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| | Background to the EGM | | | | |
| 1 | Discharge board members | FOR | FOR | | ✓ 99.0 % |
| 2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 99.2 % |
| 3 | Ordinary capital increase | FOR | FOR | | ✓ 99.8 % |
| 4 | Amend articles of association: article 23quater | FOR | ● OPPOSE | The vote on the maximum amount is prospective and the remuneration caps set in the articles of association exceed those of Ethos. | ✓ 99.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|---|--------|
| | Background to the EGM | | | | |
| 1.1 | Amendment to the conditional capital reserved for convertible loans | FOR | FOR | | ✓ |
| 1.2 | Amendment to the conditional capital reserved for employee participation purposes | FOR | ● OPPOSE | The transparency of the share-based plan that will be covered by the requested capital is insufficient. The potential dilution is excessive. | ✓ |
| 2 | Increase of and amendment to the authorised capital | FOR | FOR | | ✓ |
| 3 | Ordinary capital increase | FOR | ● OPPOSE | The additional dilution (14%) is excessive and not adequately justified. | ✓ |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Elect Mr. Scott Macaw | FOR | FOR | | ✓ |
| 4.2 | Elect Mr. Robert Robertsson | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|----------------|-------------------|-----------|
| 1. | Present financial statements, annual accounts and auditors report | | | |
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 96.6 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 4. | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 5.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 99.5 % |
| 5.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | ✓ 99.5 % |
| 5.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 94.6 % |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Dr. ing. Ilan Cohen | FOR | FOR | ✓ 99.9 % |
| 6.1.2 | Re-elect Dr. ing. Norbert Hess | FOR | FOR | ✓ 100.0 % |
| 6.1.3 | Re-elect Mr. Ueli Wampfler | FOR | FOR | ✓ 99.4 % |
| 6.1.4 | Re-elect Mr. Andreas Hürlimann as chairman | FOR | FOR | ✓ 100.0 % |
| 6.2 | Elect Mr. Ulrich Looser | FOR | FOR | ✓ 99.5 % |
| 7. | Elections to the remuneration committee | | | |
| 7.1 | Elect Dr. ing. Norbert Hess to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 7.2 | Elect Mr. Andreas Hürlimann to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 8. | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 9. | Election of the auditors | FOR | FOR | ✓ 99.4 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ |
| 3 | Present remuneration report 2014 | NON-VOTING | NON-VOTING | |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Prof. Dr. iur. Peter Forstmoser as board chairman | FOR | FOR | ✓ |
| 5.2 | Re-elect Dr. Jörg Behrens | FOR | FOR | ✓ |
| 5.3 | Re-elect Mr. Vince Chandler | FOR | FOR | ✓ |
| 5.4 | Re-elect Mr. Patrick de Figueiredo | FOR | FOR | ✓ |
| 5.5 | Re-elect Mr. Hans Isler | FOR | FOR | ✓ |
| 5.6 | Re-elect Mr. Lukas Rufin | FOR | FOR | ✓ |
| 5.7 | Re-elect Dr. oec. Pierin Vincenz | FOR | FOR | ✓ |
| 5.8 | Elect Dr. oec. Patrik Gisel | FOR | FOR | ✓ |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee | FOR | FOR | ✓ |
| 6.2 | Re-elect Mr. Vince Chandler to the remuneration committee | FOR | FOR | ✓ |
| 6.3 | Re-elect Dr. oec. Pierin Vincenz to the remuneration committee | FOR | FOR | ✓ |
| 6.4 | Re-elect Mr. Lukas Rufin to the remuneration committee | FOR | FOR | ✓ |
| 7 | Election of the auditors | FOR | FOR | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | ✓ |
| 9 | Votes on the remuneration of the board of directors and the executive management | | | |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive or not justified. ✓ |
| 9.2 | Advisory vote on the 2015 remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. ✓ |
| 9.3 | Binding vote on the 2016 remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--------------------------------------|-------------|----------------|----------|
| 10.1 | Creation of a new authorised capital | FOR | FOR | ✓ 96.5 % |
| 10.2 | Share split | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|----------------|-------------------|-----------|
| 1. | Opening | NON-VOTING | NON-VOTING | |
| 2. | Presentation of the annual report and of the auditor's report | NON-VOTING | NON-VOTING | |
| 3. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 4. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 5. | Discharge board members | FOR | FOR | ✓ 100.0 % |
| 6. | Elections to the board of directors | | | |
| | Re-elect Dr. oec. Hans-Werner Gassner | FOR | FOR | ✓ 100.0 % |
| | Re-elect Mr. Markus Foser | FOR | FOR | ✓ 100.0 % |
| | Re-elect Mr. Markus Büchel | FOR | FOR | ✓ 100.0 % |
| | Re-elect Mr. Roland Oehri | FOR | FOR | ✓ 100.0 % |
| 7. | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 8. | Amend Articles of association | FOR | FOR | ✓ 99.4 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|--|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7 % |
| 2. | Approve allocation of income | FOR | FOR | ✓ 99.7 % |
| 3. | Discharge board members and executive management | | | |
| 3.1 | Discharge Kenneth Melani | FOR | FOR | ✓ 90.0 % |
| 3.2 | Discharge Urs Wettstein | FOR | FOR | ✓ 89.8 % |
| 3.3 | Discharge Yacov Geva | FOR | FOR | ✓ 75.8 % |
| 3.4 | Discharge Patrick Schildknecht | FOR | FOR | ✓ 99.6 % |
| 3.5 | Discharge Thomas Rühle | FOR | FOR | ✓ 99.6 % |
| 3.6 | Discharge Antoine Hubert | FOR | FOR | ✓ 99.4 % |
| 3.7 | Discharge Kobi Ben Efraim | OPPOSE | OPPOSE | ✗ 6.5 % |
| 3.8 | Discharge Stephan Rietiker | FOR | FOR | ✓ 99.6 % |
| 3.9 | Discharge Mike Turchi | FOR | FOR | ✓ 99.6 % |
| 3.10 | Discharge Stephanie Kravetz | FOR | FOR | ✓ 99.5 % |
| 3.11 | Discharge Dominik Aronsky | FOR | FOR | ✓ 99.5 % |
| 3.12 | Discharge Roger Richardson | OPPOSE | OPPOSE | ✗ 6.6 % |
| 3.13 | Discharge Yair Tal | FOR | FOR | ✓ 99.6 % |
| 4. | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Patrick Schildknecht | FOR | FOR | ✓ 99.8 % |
| 4.2 | Re-elect Mr. Thomas Rühle | FOR | FOR | ✓ 99.8 % |
| 4.3 | Re-elect Mr. Antoine Hubert | FOR | FOR | ✓ 99.5 % |
| 5. | Election of the chairman of the board | FOR | FOR | ✓ 99.8 % |
| 6. | Elections to the remuneration committee | | | |
| 6.1 | Elect Mr. Thomas Rühle to the Remuneration Committee | FOR | FOR | ✓ 99.5 % |
| 6.2 | Elect Mr. Antoine Hubert to the Remuneration Committee | FOR | FOR | ✓ 99.2 % |
| 7.1 | Articles of association: Article 1 | FOR | FOR | ✓ 74.9 % |
| 7.2 | Create a pool of conditional capital for the employees | FOR | FOR | ✗ 64.3 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. ✓ 97.1 % |
| 9.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 90.6 % |
| 9.2 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 90.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|-------------|----------------|--|
| 10. | Election of the independent proxy | FOR | FOR | ✓ 96.0 % |
| 11. | Election of the auditors | FOR | ● OPPOSE | ✓ 85.9 % The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 89.7 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.5 % |
| 4 | Approve allocation of income and dividend | | | | |
| 4.1 | Approve allocation of income | FOR | FOR | | ✓ 99.8 % |
| 4.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ |
| 5 | Reduction of share capital and participation capital | FOR | FOR | | ✓ 99.4 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Ernst Tanner (CEO) as board chairman | FOR | ● OPPOSE | He chairs the board permanently and the general meeting cannot vote separately on the election of the chairman of the board. | ✓ 85.5 % |
| 6.2 | Re-elect Mr. Antonio Bulgheroni | FOR | FOR | | ✓ 86.6 % |
| 6.3 | Re-elect Dr. oec. Rudolf K. Sprüngli | FOR | FOR | | ✓ 87.2 % |
| 6.4 | Re-elect Dr. iur. Franz Peter Oesch | FOR | ● OPPOSE | He has been a member of the board for 24 years, which exceeds Ethos' guidelines. | ✓ 83.2 % |
| 6.5 | Re-elect Ms. Elisabeth Gürtler | FOR | FOR | | ✓ 98.2 % |
| 6.6 | Re-elect Ms. Petra Schadeberg-Herrmann | FOR | FOR | | ✓ 90.4 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Dr. oec. Rudolf K. Sprüngli to the remuneration committee | FOR | FOR | | ✓ 87.0 % |
| 7.2 | Re-elect Mr. Antonio Bulgheroni to the remuneration committee | FOR | FOR | | ✓ 85.2 % |
| 7.3 | Re-elect Ms. Elisabeth Gürtler to the remuneration committee | FOR | FOR | | ✓ 90.0 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 99.5 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 99.0 % |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 10.2 | 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> | ✓ 95.8 % |
| 11 | Adjustment of the conditional capital | 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> | ✓ 95.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Advisory vote on executive remuneration | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 80.0 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6 % |
| 5 | Elections to the board of directors | | | | |
| 5.A | Re-elect Mr. Kee-Lock Chua | FOR | FOR | | ✓ 99.3 % |
| 5.B | Re-elect Mr. Bracken Darrell (CEO) | FOR | FOR | | ✓ 96.4 % |
| 5.C | Re-elect Ms. Sally M. Davis | FOR | FOR | | ✓ 98.7 % |
| 5.D | Re-elect Mr. Guerrino De Luca | FOR | FOR | | ✓ 99.3 % |
| 5.E | Re-elect Mr. Didier Hirsch | FOR | FOR | | ✓ 98.8 % |
| 5.F | Re-elect Dr. Neil Hunt | FOR | FOR | | ✓ 99.8 % |
| 5.G | Re-elect Mr. Dimitri Panayotopoulos | FOR | FOR | | ✓ 99.5 % |
| 5.H | Elect Dr. Edouard Bugnion | FOR | FOR | | ✓ 99.6 % |
| 5.I | Elect Ms. Sue Gove | FOR | FOR | | ✓ 99.5 % |
| 5.J | Elect Dr. Lung Yeh | FOR | FOR | | ✓ 98.7 % |
| 6 | Re-elect Mr. Guerrino De Luca as board chairman | FOR | FOR | | ✓ 99.2 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.A | Re-elect Ms. Sally M. Davis to the remuneration committee | FOR | FOR | | ✓ 95.0 % |
| 7.B | Re-elect Dr. Neil Hunt to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 7.C | Elect Mr. Dimitri Panayotopoulos to the remuneration committee | FOR | FOR | | ✓ 99.4 % |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The remuneration of the executive chairman is not in line with Ethos' guidelines. | ✓ 88.4 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 9 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 85.7 % |
| 10 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 11 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.5 % |
| 2. | Advisory vote on the remuneration report | FOR | FOR | ✓ 96.6 % |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ 97.9 % |
| 4. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.0 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Prof. Dr. med. Patrick Aebischer | FOR | FOR | ✓ 98.9 % |
| 5.1.2 | Re-elect Prof. Dr. Ing. Werner J. Bauer | FOR | FOR | ✓ 98.5 % |
| 5.1.3 | Re-elect Mr. Thomas Ebeling | FOR | FOR | ✓ 97.0 % |
| 5.1.4 | Re-elect Mr. Jean-Daniel Gerber | FOR | FOR | ✓ 97.2 % |
| 5.1.5 | Re-elect Ms. Barbara Richmond | FOR | FOR | ✓ 98.8 % |
| 5.1.6 | Re-elect Ms. Margot Scheltema | FOR | FOR | ✓ 98.4 % |
| 5.1.7 | Re-elect Dr. phil. Rolf Soiron | FOR | FOR | ✓ 97.9 % |
| 5.1.8 | Re-elect Mr. Juergen B. Steinemann | FOR | FOR | ✓ 98.6 % |
| 5.1.9 | Re-elect Dr. chem. Antonio Trius | FOR | FOR | ✓ 98.8 % |
| 5.2 | Election of the chairman of the board | FOR | FOR | ✓ 95.7 % |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.1 | Elect Mr. Thomas Ebeling to the nomination and remuneration committee | FOR | FOR | ✓ 96.9 % |
| 5.3.2 | Elect Mr. Jean-Daniel Gerber to the nomination and remuneration committee | FOR | FOR | ✓ 98.7 % |
| 5.3.3 | Elect Mr. Juergen B. Steinemann to the nomination and remuneration committee | FOR | FOR | ✓ 99.2 % |
| 6. | Election of the auditors | FOR | FOR | ✓ 95.8 % |
| 7. | Election of the independent proxy | FOR | FOR | ✓ 99.0 % |
| 8. | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.7 % |
| 9. | Remuneration of the executive management | | | |
| 9.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.4 % |
| 9.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|---|----------|
| 9.3 | Binding prospective vote on the long-term 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> | ✓ 91.4 % |
| 10. | Approve renewal of authorised capital | FOR | FOR | | ✓ 96.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 99.1 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 2.2 | Approve dividend out of capital contributions reserves | FOR | FOR | ✓ 99.2 % |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ 97.8 % |
| 4. | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. oec. publ. Rudolf Huber | FOR | FOR | ✓ 98.2 % |
| 4.1.2 | Re-elect Mr. Rudolf Hadorn | FOR | FOR | ✓ 99.8 % |
| 4.1.3 | Re-elect Mr. Thomas Lozser | FOR | FOR | ✓ 99.6 % |
| 4.1.4 | Re-elect Dr. iur. Christian C. Wenger | FOR | FOR | ✓ 99.6 % |
| 4.1.5 | Re-elect Mr. Paul Zumbühl | FOR | FOR | ✓ 99.9 % |
| 4.2 | Elect Ms. Marcella Looser-Paardekooper | FOR | FOR | ✓ 99.0 % |
| 4.3 | Election of the chairman of the board | FOR | FOR | ✓ 99.9 % |
| 4.4 | Elections to the remuneration committee | | | |
| 4.4.1 | Elect Mr. Paul Zumbühl to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 4.4.2 | Elect Mr. Thomas Lozser to the remuneration committee | FOR | FOR | ✓ 99.6 % |
| 4.5 | Election of the independent proxy | FOR | FOR | ✓ 98.4 % |
| 4.6 | Election of the auditors | FOR | FOR | ✓ 98.3 % |
| 5.1 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ 95.3 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Position VR | Position 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 total 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 | | | |
| 6.1 | Re-elect Mr. Mark Bachmann as chairman and member of the board | FOR | FOR | ✓ |
| 6.2.1 | Re-elect Mr. Josef Felder | FOR | FOR | ✓ |
| 6.2.2 | Re-elect Mr. Adrian Gut | FOR | FOR | ✓ |
| 6.2.3 | Re-elect Prof. Dr. Christoph Lengwiler | FOR | FOR | ✓ |
| 6.2.4 | Re-elect Mr. Max Pfister | FOR | FOR | ✓ |
| 6.2.5 | Re-elect Ms. Doris Russi Schurter | FOR | FOR | ✓ |
| 6.2.6 | Re-elect Dr. Martha Scheiber | FOR | FOR | ✓ |
| 6.3 | Elect Prof. Dr. Andreas Dietrich | FOR | FOR | ✓ |
| 6.4 | Elections to the remuneration committee | | | |
| 6.4.1 | Elect Mr. Josef Felder to the remuneration committee | FOR | FOR | ✓ |
| 6.4.2 | Elect Mr. Max Pfister to the remuneration committee | FOR | FOR | ✓ |
| 6.4.3 | Elect Mr. Mark Bachmann to the remuneration committee | FOR | FOR | ✓ |
| 7. | Election of the auditors | FOR | FOR | ✓ |
| 8. | Election of the independent proxy | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position 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. Ulrich Vischer | FOR | ● OPPOSE | He has been a member of the board for 23 years, which exceeds Ethos' guidelines. | ✓ 97.9 % |
| 4.1.2 | Re-elect Mr. Rolando Benedick | FOR | FOR | | ✓ 99.8 % |
| 4.1.3 | Re-elect Mr. René C. Jäggi | FOR | FOR | | ✓ 99.6 % |
| 4.1.4 | Re-elect Dr. Karin Lenzlinger Diedenhofen | FOR | FOR | | ✓ 99.8 % |
| 4.1.5 | Re-elect Mr. Martin Vollenwyder | FOR | FOR | | ✓ 98.5 % |
| 4.2 | Election of the chairman of the board | FOR | ● OPPOSE | Ethos cannot support the election of to the board of directors. | ✓ 97.8 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Elect Dr. Ulrich Vischer to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Dr. iur. Vischer to the board of directors. | ✓ 97.7 % |
| 4.3.2 | Elect Mr. Rolando Benedick to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 4.3.3 | Elect Mr. Ernst Stocker to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 4.3.4 | Elect Mr. Thomas Weber to the remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 4.4 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 99.1 % |
| 4.5 | Election of the independent proxy | FOR | FOR | | ✓ 98.9 % |
| 5. | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.2 % |
| 6. | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 7. | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ 96.3 % |

| Item | Agenda | Position VR | Position 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 information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 99.3 % |
| 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. Heinz M. Buhofer | FOR | FOR | | ✓ 100.0 % |
| 4.1.2 | Re-elect Ms. Marga Gyger | FOR | FOR | | ✓ 100.0 % |
| 4.1.3 | Re-elect Dr. sc. techn. Peter Terwiesch | FOR | FOR | | ✓ 100.0 % |
| 4.1.4 | Re-elect Mr. Martin Wipfli | FOR | FOR | | ✓ 100.0 % |
| 4.1.4.1 | Elect Mr. Martin Wipfli as representative of registered shares B | FOR | FOR | | ✓ 99.8 % |
| 4.2.1 | Election of the chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Elect Mr. Heinz M. Buhofer to the Remuneration Committee | FOR | FOR | | ✓ 99.7 % |
| 4.3.2 | Elect Dr. sc. techn. Peter Terwiesch to the Remuneration Committee | FOR | FOR | | ✓ 100.0 % |
| 4.4.1 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.5.1 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive or not justified. | ✓ 99.3 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The proposed increase relative to the previous year is excessive or not justified. | ✓ 99.3 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|----------------|-------------------|-----------|
| 5.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 64.0 % |
| | | | | The structure of the remuneration is not in line with Ethos' guidelines. | |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 95.5 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Peter M. Wagner as board chairman | FOR | FOR | | ✓ 80.6 % |
| 4.1.2 | Re-elect Dr. iur. Alexander Vogel | FOR | FOR | | ✓ 80.9 % |
| 4.1.3 | Re-elect Mr. Heinz Roth | FOR | FOR | | ✓ 96.4 % |
| 4.1.4 | Re-elect Mr. Peter Pauli | FOR | FOR | | ✓ 97.0 % |
| 4.1.5 | Re-elect Prof. Dr. Konrad Wegener | FOR | FOR | | ✓ 97.2 % |
| 4.1.6 | Elect Ms. Wanda Eriksen-Grundbacher | FOR | FOR | | ✓ 97.1 % |
| 4.1.7 | Elect Mr. Franz Richter | FOR | FOR | | ✓ 97.3 % |
| 4.2 | Elections to the nomination and remuneration committee | | | | |
| 4.2.1 | Re-elect Dr. iur. Alexander Vogel to the nomination and remuneration committee | FOR | FOR | | ✓ 76.6 % |
| 4.2.2 | Re-elect Mr. Peter M. Wagner to the nomination and remuneration committee | FOR | FOR | | ✓ 76.4 % |
| 4.2.3 | Elect Ms. Wanda Eriksen-Grundbacher to the nomination and remuneration committee | FOR | FOR | | ✓ 98.0 % |
| 5 | Election of the auditors | FOR | FOR | | ✓ 96.3 % |
| 6 | Election of the independent proxy | FOR | FOR | | ✓ 99.0 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 91.5 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 91.7 % |
| 8.1 | Increase conditional capital (employee participation) | FOR | FOR | | ✓ 71.8 % |
| 8.2 | Increase conditional capital (convertible bonds) | FOR | FOR | | ✓ 94.7 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|----------|
| 8.3 | Implementation of the Minder ordinance: Maximum duration of non-compete clauses | FOR | FOR | ✓ 97.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7 % |
| 2. | Approve allocation of income | FOR | FOR | | ✓ 99.6 % |
| 3. | Approve dividend | FOR | FOR | | ✓ 99.4 % |
| 4. | Discharge board members | FOR | FOR | | ✓ 99.5 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Heinrich W. Kreutzer | FOR | FOR | | ✓ 99.6 % |
| 5.1.2 | Re-elect Mr. Lucas A. Grolimund | FOR | FOR | | ✓ 99.3 % |
| 5.1.3 | Re-elect Dr. phys. Dieter G. Seipler | FOR | FOR | | ✓ 99.1 % |
| 5.2 | Elect Ms. Stefanie Kahle-Galonske | FOR | FOR | | ✓ 99.3 % |
| 5.3 | Election of the chairman of the board | FOR | FOR | | ✓ 99.5 % |
| 5.4 | Elections to the remuneration committee | | | | |
| 5.4.1 | Elect Mr. Heinrich W. Kreutzer to the Remuneration Committee | FOR | FOR | | ✓ 99.4 % |
| 5.4.2 | Elect Dr. phys. Dieter G. Seipler to the Remuneration Committee | FOR | FOR | | ✓ 99.0 % |
| 5.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.6 % |
| 5.6 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 97.2 % |
| 6.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 64.1 % |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ 96.4 % |
| 6.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 97.4 % |
| 7. | Amend Articles of association | FOR | FOR | | ✓ 98.4 % |

| Item | Agenda | Position VR | Position 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 | ✓ |
| 4.2 | Re-elect Mr. Heinrich C. Spoerry as chairman of the board | FOR | FOR | ✓ |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Elect Mr. Patrick Kilchmann to the remuneration committee | FOR | FOR | ✓ |
| 4.3.2 | Elect Dr. sc. tech. Eduard Rikli to the remuneration committee | FOR | FOR | ✓ |
| 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 | FOR | ✓ |
| 6 | Election of the independent proxy | FOR | FOR | ✓ |
| 7 | Election of the auditors | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|---|
| 1.2 | Approve annual report, consolidated financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 1.3 | Approve financial statements and accounts of Mobilezone AG | FOR | FOR | ✓ 99.9 % |
| 1.4 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 2. | Discharge board members and executive management | FOR | ● OPPOSE | ✓ 99.4 % 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. |
| 3. | Amend articles of association: conversion of bearer shares into registered shares | FOR | FOR | ✓ 100.0 % |
| 4. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ 98.4 % |
| 5. | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 100.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.6 % |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.6 % |
| 6.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 95.6 % |
| 7.1 | Elections to the board of directors | | | |
| 7.1.a | Re-elect Mr. Urs Theo Fischer | FOR | FOR | ✓ 99.9 % |
| 7.1.b | Re-elect Mr. Cyrill Schneuwly | FOR | FOR | ✓ 99.9 % |
| 7.1.c | Re-elect Dr. phys. Andreas M. Schönenberger | FOR | FOR | ✓ 99.9 % |
| 7.2 | Re-election of the chairman of the board | FOR | FOR | ✓ 99.9 % |
| 7.3 | Elections to the remuneration committee | | | |
| 7.3.a | Re-elect Mr. Urs Theo Fischer to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 7.3.b | Re-elect Mr. Cyrill Schneuwly to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 7.3.c | Re-elect Dr. phys. Andreas M. Schönenberger to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 7.4 | Re-election of the independent proxy | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------|----------------|-------------------|----------|
| 7.5 | Re-election of the auditors | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Position VR | Position 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 | ✓ 98.1 % |
| 1.3 | Advisory vote on social and political donations | FOR | FOR | ✓ 84.9 % |
| 2.1 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ 92.6 % |
| 3.1 | Discharge Mr. Daniel Crausaz | FOR | FOR | – |
| 3.2 | Discharge Mr. Brian Fischer | FOR | FOR | – |
| 3.3 | Discharge Mr. Bernard Guillelmon | FOR | FOR | – |
| 3.4 | Discharge Mr. Wilhelm Hansen | FOR | FOR | – |
| 3.5 | Discharge Mr. Paul Rambert | FOR | FOR | – |
| 3.6 | Discharge Mr. Peter Schaub | FOR | FOR | – |
| 3.7 | Discharge Mr. Georges Theiler | FOR | FOR | – |
| 3.8 | Discharge Mr. Urs Ledermann | FOR | FOR | – |
| 3.9 | Discharge all executive members | FOR | FOR | – |
| 4. | Approve renewal of authorised capital | FOR | FOR | ✓ 95.4 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Daniel Crausaz | FOR | FOR | ✓ 99.7 % |
| 5.1.b | Re-elect Mr. Brian Fischer | FOR | FOR | ✓ 99.5 % |
| 5.1.c | Re-elect Mr. Bernard Michel Guillelmon | FOR | FOR | ✓ 99.6 % |
| 5.1.d | Re-elect Mr. Wilhelm L. Hansen | FOR | FOR | ✓ 99.8 % |
| 5.1.e | Re-elect Mr. Peter Andreas Schaub | FOR | FOR | ✓ 99.2 % |
| 5.1.f | Elect Mr. Peter Barandun | FOR | FOR | ✓ 99.9 % |
| 5.1.g | Re-elect Mr. Georges Theiler as member and chairman | FOR | FOR | ✓ 99.5 % |
| 5.2 | Elections to the remuneration committee | | | |
| 5.1.a | Elect Mr. Bernard Michel Guillelmon to the Remuneration Committee | FOR | FOR | ✓ 99.2 % |
| 5.2.b | Elect Mr. Wilhelm L. Hansen to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 5.2.c | Elect Mr. Peter Andreas Schaub to the Remuneration Committee | FOR | FOR | ✓ 98.4 % |
| 5.3 | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|----------|
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 85.8 % |
| 6.2 | Binding prospective vote on the total additional remuneration for board members and related persons | FOR | FOR | | ✓ 59.2 % |
| 7.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 95.4 % |
| 7.2 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 95.1 % |
| 8. | Retirement of Mr. Paul Rambert from the board of directors | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Position VR | Position 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 | ✓ 100.0 % | |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Jörn Aldag as chairman | FOR | FOR | ✓ 100.0 % | |
| 4.1.2 | Re-elect Dr. med. Göran A. Ando | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder, various reasons) 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> | ✓ 95.3 % |
| 4.1.3 | Re-elect Dr. rer.nat. Francesco de Rubertis | FOR | FOR | ✓ 100.0 % | |
| 4.1.4 | Re-elect Mr. Steven H. Holtzman | FOR | FOR | ✓ 100.0 % | |
| 4.1.5 | Re-elect Dr. William A. Lee | FOR | FOR | ✓ 100.0 % | |
| 4.1.6 | Re-elect Prof. Dr. Andreas Plückthun | FOR | FOR | ✓ 95.4 % | |
| 4.1.7 | Re-elect Dr. med. Petri Vainio | FOR | FOR | ✓ 100.0 % | |
| 4.1.8 | Re-elect Dr. Christian Zahnd (CEO) | FOR | FOR | ✓ 100.0 % | |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Elect Mr. Jörn Aldag to the Remuneration Committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ 99.8 % |
| 4.2.2 | Elect Dr. William A. Lee to the Remuneration Committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ 99.8 % |
| 4.2.3 | Elect Dr. med. Petri Vainio to the Remuneration Committee | FOR | FOR | ✓ 99.9 % | |
| 5. | Election of the auditors | FOR | FOR | ✓ 100.0 % | |
| 6. | Election of the independent proxy | FOR | FOR | ✓ 99.9 % | |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.1 % | |
| 7.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 95.1 % | |

Molecular Partners

06.05.2015

AGM

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|---|----------|
| 7.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 78.2 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|-----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2. | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 92.3 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6 % |
| 4. | Discharge board members and executive management | FOR | ● OPPOSE | The size of the board of directors has persistently remained below 4 members. | ✓ 97.1 % |
| 5. | Create a pool of conditional capital for the employees | FOR | ● OPPOSE | The potential dilution is excessive. | ✓ 92.1 % |
| 6. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting. The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. The amount available for new members of the executive management is excessive. | ✓ 93.2 % |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.a | Re-elect Mr. Erik Hansen as board member and chairman | FOR | FOR | | ✓ 99.8 % |
| 7.1.b | Re-elect Mr. Mauro Saladini | FOR | FOR | | ✓ 99.8 % |
| 7.1.c | Re-elect Mr. David Nuescheler | FOR | FOR | | ✓ 99.8 % |
| 7.2 | Elections to the remuneration committee | | | | |
| 7.2.a | Elect Mr. Erik Hansen to the Remuneration Committee | FOR | FOR | | ✓ 99.7 % |
| 7.2.b | Elect Mr. Mauro Saladini to the Remuneration Committee | FOR | FOR | | ✓ 99.8 % |
| 7.3 | Elections to the board of directors of new board members | WITHDRAW N | ● OPPOSE | Insufficient information is provided concerning the nominee. | — |
| 7.4 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 7.5 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 8. | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The proposed increase relative to the previous year is excessive or not justified.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> | ✓ 96.2 % |
| 9. | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 96.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|--------|--|-------------|----------------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 85.7 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 98.6 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.5 % |
| 4 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Peter Brabeck-Letmathe | FOR | FOR | | ✓ 95.4 % |
| 4.1.2 | Re-elect Mr. Paul Bulcke | FOR | FOR | | ✓ 96.6 % |
| 4.1.3 | Re-elect Mr. Andreas N. Koopmann | FOR | FOR | | ✓ 97.0 % |
| 4.1.4 | Re-elect Dr. iur. Beat W. Hess | FOR | FOR | | ✓ 99.2 % |
| 4.1.5 | Re-elect Dr. h.c. Daniel Borel | FOR | FOR | | ✓ 99.3 % |
| 4.1.6 | Re-elect Mr. Steven George Hoch | FOR | FOR | | ✓ 98.9 % |
| 4.1.7 | Re-elect Ms. Naina Lal Kidwai | FOR | FOR | | ✓ 99.3 % |
| 4.1.8 | Re-elect Dr. oec. Jean-Pierre Roth | FOR | FOR | | ✓ 98.8 % |
| 4.1.9 | Re-elect Ms. Ann Veneman | FOR | FOR | | ✓ 98.5 % |
| 4.1.10 | Re-elect Mr. Henri de La Croix de Castries | FOR | FOR | | ✓ 99.3 % |
| 4.1.11 | Re-elect Ms. Eva Cheng | FOR | FOR | | ✓ 99.3 % |
| 4.2.1 | Elect Dr. Ruth K. Oniang'o | FOR | FOR | | ✓ 99.2 % |
| 4.2.2 | Elect Prof. Dr. med. Patrick Aebischer | FOR | FOR | | ✓ 98.7 % |
| 4.2.3 | Elect Dr. oec. Renato Fassbind | FOR | FOR | | ✓ 98.8 % |
| 4.3 | Election of the chairman of the board | FOR | FOR | | ✓ 96.3 % |
| 4.4 | Elections to the remuneration committee | | | | |
| 4.4.1 | Re-elect Dr. iur. Beat W. Hess to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 4.4.2 | Re-elect Dr. h.c. Daniel Borel to the remuneration committee | FOR | FOR | | ✓ 98.1 % |
| 4.4.3 | Re-elect Mr. Andreas N. Koopmann to the remuneration committee | FOR | FOR | | ✓ 96.7 % |
| 4.4.4 | Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee | FOR | FOR | | ✓ 98.6 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 97.5 % |
| 4.6 | Election of the independent proxy | FOR | FOR | | ✓ 99.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 92.5 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 91.0 % |
| 6 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 99.3 % |

Newron Pharmaceuticals

24.03.2015

MIX

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Increase of share capital without pre-emptive rights | FOR | FOR | ✓ |
| 3 | Increase of share capital without pre-emptive rights | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|--------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | — |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | — |
| 2 | Approve allocation of income | 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 global amount of remuneration is significantly higher than that of the peer group. | — |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Massimo Esposito | FOR | FOR | | — |
| 5.1.2 | Re-elect Mr. Christian Mossaz | FOR | FOR | | — |
| 5.1.3 | Re-elect Dr. lic. iur. Allan J. Myers | FOR | FOR | | — |
| 5.1.4 | Re-elect Mr. Marco J. Netzer | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6 %). He is a representative of a significant shareholder who is sufficiently represented on the board. | — |
| 5.1.5 | Re-elect Mr. Giovanni M. Rossi | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (28.6 %). | — |
| 5.1.6 | Re-elect Mr. Gilbert Smadja | FOR | FOR | | — |
| 5.1.7 | Re-elect Mr. Gustav Stenbolt | FOR | FOR | | — |
| 5.2 | Re-elect Mr. Massimo Esposito as chairman of the board | FOR | FOR | | — |
| 5.3 | Elections to the nomination and remuneration committee | | | | |
| 5.3.1 | Elect Mr. Christian Mossaz to the nomination and remuneration committee | FOR | FOR | | — |
| 5.3.2 | Elect Mr. Marco J. Netzer to the nomination and remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Netzer to the board of directors. He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. | — |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--------|
| 5.3.3 | Elect Mr. Gustav Stenbolt to the nomination and remuneration committee | FOR | FOR | – |
| 5.4 | Election of the auditors | FOR | FOR | – |
| 5.5 | Election of the independent proxy | FOR | FOR | – |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 2. | Discharge board members and executive management | FOR | FOR | ✓ 98.9 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4. | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 99.8 % |
| 5. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓ 94.5 %</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The employment contracts may include non-compete clauses not in line with Ethos' guidelines.</p> <p>The proposed maximum number of mandates is excessive.</p> |
| 6. | Votes on the remuneration of the board of directors and the executive management | | | |
| 6.1 | Binding prospective vote on the remuneration of the Board from 2015 AGM to 2016 AGM | FOR | FOR | ✓ 97.7 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management for the financial year 2016 | FOR | ● OPPOSE | <p>✓ 93.7 %</p> <p>The fixed remuneration is significantly higher than that of a peer group.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> |
| 6.3 | Advisory vote on the 2014 remuneration report | FOR | ● OPPOSE | <p>✓ 90.9 %</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> |
| 7. | Elections to the board of directors | | | |
| 7.1 | Re-elect Dr. Jörg Reinhardt as board chairman | FOR | FOR | ✓ 99.3 % |
| 7.2 | Re-elect Dr. Dimitri Azar | FOR | FOR | ✓ 99.6 % |
| 7.3 | Re-elect Prof. Dr. Verena Briner | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|----------|
| 7.4 | Re-elect Prof. Dr. oec. Srikant Datar | FOR | FOR | ✓ 97.5 % |
| 7.5 | Re-elect Ms. Ann M. Fudge | FOR | FOR | ✓ 99.0 % |
| 7.6 | Re-elect Mr. Pierre Landolt | FOR | FOR | ✓ 97.7 % |
| 7.7 | Re-elect Dr. iur. Andreas von Planta | FOR | FOR | ✓ 99.1 % |
| 7.8 | Re-elect Prof. Dr. Charles L. Sawyers | FOR | FOR | ✓ 99.6 % |
| 7.9 | Re-elect Dr. Enrico Vanni | FOR | FOR | ✓ 98.9 % |
| 7.10 | Re-elect Mr. William Winters | FOR | FOR | ✓ 99.7 % |
| 7.11 | Elect Dr. Nancy C. Andrews | FOR | FOR | ✓ 99.8 % |
| 8. | Elections to the compensation committee | | | |
| 8.1 | Re-elect Prof. Dr. oec. Srikant Datar to the compensation committee | FOR | FOR | ✓ 97.7 % |
| 8.2 | Re-elect Ms. Ann M. Fudge to the compensation committee | FOR | FOR | ✓ 98.6 % |
| 8.3 | Re-elect Dr. Enrico Vanni to the compensation committee | FOR | FOR | ✓ 98.3 % |
| 8.4 | Elect Mr. William Winters to the compensation committee | FOR | FOR | ✓ 99.0 % |
| 9. | Re-election of the auditors | FOR | FOR | ✓ 98.8 % |
| 10. | Re-election of the independent proxy | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.9 % |
| 2.1 | Approve Allocation of the 2014 earnings | FOR | FOR | ✓ 99.0 % |
| 2.2 | Distribution of Dividend from reserves from capital contributions | FOR | FOR | ✓ 99.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 96.6 % |
| 4 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Hans Ziegler | FOR | FOR | ✓ 88.2 % |
| 4.1.2 | Re-elect Mr. Gerhard Pegam | FOR | FOR | ✓ 98.7 % |
| 4.1.3 | Re-elect Mr. Mikhail Lifshitz | FOR | FOR | ✓ 87.0 % |
| 4.2.1 | Elect Dr. Michael Süss as chairman of the board | FOR | FOR | ✓ 85.4 % |
| 4.2.2 | Elect Dr. Mary Gresens | FOR | FOR | ✓ 98.8 % |
| 4.2.3 | Elect Dr. Johan Van de Steen | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 76.0 % |
| 5 | Elections to the nomination and remuneration committee | | | |
| 5.1 | Re-elect Mr. Hans Ziegler to the nomination and remuneration committee | FOR | FOR | ✓ 86.8 % |
| 5.2.1 | Elect Dr. Michael Süss to the nomination and remuneration committee | FOR | FOR | ✓ 82.2 % |
| 5.2.2 | Elect Dr. Mary Gresens to the nomination and remuneration committee | FOR | FOR | ✓ 98.1 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 98.1 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 98.9 % |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.9 % |
| 9 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. ✓ 86.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|----------|
| 10 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>Past awards and the amounts released after the performance/blocking period do not confirm the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 77.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|---|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2. | Approve allocation of results | FOR | FOR | | ✓ |
| 3. | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 4. | Approve renewal of authorised capital | FOR | FOR | | ✓ 99.8 % |
| 5. | Authorize the board to take decisions regarding listing / delisting outside Switzerland | FOR | FOR | | ✓ |
| 6. | Discharge board members and executive management | FOR | FOR | | ✓ 99.1 % |
| 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. | ✓ |
| 8.1 | Elections to the board of directors | | | | |
| 8.1.1 | Re-elect Mr. Samih Sawiris | FOR | FOR | | ✓ |
| 8.1.2 | Re-elect Ms. Carolina Müller-Möhl | FOR | FOR | | ✓ |
| 8.1.3 | Re-elect Mr. Adil Douiri | FOR | FOR | | ✓ |
| 8.1.4 | Re-elect Dr. Franz Egle | FOR | FOR | | ✓ |
| 8.1.5 | Re-elect Mr. Marco Sieber | FOR | FOR | | ✓ |
| 8.1.6 | Re-elect Dr. Tooma Eskandar | FOR | FOR | | ✓ |
| 8.1.7 | Re-elect Mr. Jürgen Fischer | FOR | FOR | | ✓ |
| 8.1.8 | Re-elect Mr. Jürg Weber | FOR | FOR | | ✓ |
| 8.2 | Election of the chairman of the board | FOR | FOR | | ✓ |
| 8.3 | Elections to the remuneration committee | | | | |
| 8.3.1 | Elect Mr. Marco Sieber to the Remuneration Committee | FOR | FOR | | ✓ |
| 8.3.2 | Elect Dr. Franz Egle to the Remuneration Committee | FOR | FOR | | ✓ |
| 8.4 | Election of the independent proxy | FOR | FOR | | ✓ |
| 8.5 | Election of the auditors | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.0 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | ✓ 97.9 % |
| 3. | Discharge board members | FOR | FOR | ✓ 98.0 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Heinrich Fischer | FOR | FOR | ✓ 97.9 % |
| 4.1.b | Re-elect Mr. Gonpo Tsering | FOR | FOR | ✓ 97.9 % |
| 4.1.c | Re-elect Mr. Dieter Widmer | FOR | FOR | ✓ 97.9 % |
| 4.1.d | Re-elect Dr. Anton Bleikolm | FOR | FOR | ✓ 97.9 % |
| 4.1.e | Re-elect Dr. Thomas Moser | FOR | FOR | ✓ 98.0 % |
| 4.1.f | Re-elect Mr. Peter Stiefenhofer | FOR | FOR | ✓ 98.0 % |
| 4.2 | Re-election of the chairman of the board | FOR | FOR | ✓ 98.0 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.a | Re-elect Mr. Gonpo Tsering to the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 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 | ✓ 98.1 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 98.0 % |
| 5.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 97.1 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.7 % |
| 5.3.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.2 % |
| 5.3.b | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.7 % |

| Item | Agenda | Position VR | Position 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 Mr. Rolf U. Sutter (as member and chairman in one vote) | FOR | FOR | ✓ | |
| 4.1.b | Re-elect Mr. Rolf Friedli | FOR | FOR | ✓ | |
| 4.1.c | Re-elect Mr. Christoph Clavadetscher | FOR | FOR | ✓ | |
| 4.1.d | Re-elect Prof. Dr. rer. pol. Edgar Fluri | FOR | FOR | ✓ | |
| 4.1.e | Re-elect Mr. Dominik Sauter | FOR | FOR | ✓ | |
| 4.1.f | Re-elect Ms. Monika Walser | FOR | FOR | ✓ | |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.a | Re-elect Mr. Christoph Clavadetscher to the remuneration committee | FOR | FOR | ✓ | |
| 4.2.b | Re-elect Mr. Rolf Friedli to the remuneration committee | FOR | FOR | ✓ | |
| 4.2.c | Re-elect Mr. Rolf U. Sutter to the remuneration committee | FOR | FOR | ✓ | |
| 4.3 | Re-election of the auditors | FOR | FOR | ✓ | |
| 4.4 | Re-election of the independent proxy | FOR | FOR | ✓ | |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification. | ✓ |
| 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 | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 4 | Approve renewal of authorised capital | FOR | FOR | | ✓ 99.8 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.8 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 85.8 % |
| 5.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 81.5 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Dr. iur. Rudolf W. Hug as board chairman | FOR | FOR | | ✓ 99.5 % |
| 6.2 | Re-elect Dr. iur. Beat Walti | FOR | FOR | | ✓ 100.0 % |
| 6.3 | Re-elect Dr. oec. Ilias Läber | FOR | FOR | | ✓ 87.1 % |
| 6.4 | Re-elect Mr. Chris Muntwyler | FOR | FOR | | ✓ 100.0 % |
| 6.5 | Re-elect Dr. iur. Roger Schmid | FOR | FOR | | ✓ 84.6 % |
| 6.6 | Re-elect Mr. Knud Elmholdt Stubkjaer | FOR | FOR | | ✓ 99.9 % |
| 6.7 | Elect Mr. Thomas E. Kern | FOR | FOR | | ✓ 99.9 % |
| 6.8 | Elect Ms. Pamela Knapp | FOR | FOR | | ✓ 99.9 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Dr. iur. Rudolf W. Hug to the remuneration committee | FOR | FOR | | ✓ 99.6 % |
| 7.2 | Re-elect Mr. Chris Muntwyler to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 7.3 | Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 7.4 | Elect Mr. Thomas E. Kern to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 99.7 % |

| Item | Agenda | Position VR | Position 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 Dr. iur. Marc-Henri Chaudet | FOR | ● OPPOSE | <p>He is 79 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 19 years) and the board independence is insufficient (13.3 %).</p> | ✓ 96.8 % |
| 4.1.2 | Re-elect Mr. Bernard Daniel | FOR | FOR | | ✓ 100.0 % |
| 4.1.3 | Re-elect Mr. Amaury-Daniel de Sèze | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 96.8 % |
| 4.1.4 | Re-elect Mr. Victor Delloye | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 97.1 % |
| 4.1.5 | Re-elect Mr. André Desmarais | FOR | FOR | | ✓ 97.0 % |
| 4.1.6 | Re-elect Mr. Paul Desmarais Jr. | FOR | FOR | | ✓ 97.1 % |
| 4.1.7 | Re-elect Mr. Paul Desmarais III | FOR | FOR | | ✓ 97.3 % |
| 4.1.8 | Re-elect Mr. Cedric Frère | FOR | FOR | | ✓ 97.3 % |
| 4.1.9 | Re-elect Mr. Gérald A. Frère | FOR | FOR | | ✓ 97.3 % |
| 4.1.10 | Re-elect Ms. Ségolène Gallienne | FOR | FOR | | ✓ 97.3 % |
| 4.1.11 | Re-elect Ms. Barbara Kux | FOR | FOR | | ✓ 100.0 % |
| 4.1.12 | Re-elect Mr. Michel Pébereau | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|--------|---|-------------|----------------|---|----------|
| 4.1.13 | Re-elect Mr. Michel Plessis-Bélair | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 96.9 % |
| 4.1.14 | Re-elect Mr. Gilles Samyn | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder, board tenure of 23 years) and the board independence is insufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 96.8 % |
| 4.1.15 | Re-elect Mr. Arnaud Vial | FOR | ● OPPOSE | <p>The board includes too many executive directors (3) compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (13.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 99.5 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | | ✓ 97.0 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Elect Mr. Bernard Daniel to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.2 | Elect Ms. Barbara Kux to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.3 | Elect Mr. Amaury-Daniel de Sèze to the Remuneration Committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. de Sèze to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the majority of the committee members are not independent.</p> | ✓ 96.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|-----------|
| 4.3.4 | Elect Mr. Michel Plessis-Bélair to the Remuneration Committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. Plessis-Bélair to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 16 years) and the majority of the committee members are not independent.</p> | ✓ 96.9 % |
| 4.3.5 | Elect Mr. Gilles Samyn to the Remuneration Committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. Samyn to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 23 years) and the majority of the committee members are not independent.</p> | ✓ 96.8 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p> | ✓ 91.9 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.8 % |
| 6. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</p> | ✓ 91.6 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.3 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.4 % |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 66.9 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 95.8 % |
| 5 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p> | ✓ 92.7 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The proposed increase relative to the previous year is excessive or not justified.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> <p>The remuneration of the executive members of the board is not in line with Ethos' guidelines.</p> | ✓ 72.7 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 72.2 % |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Dr. Peter A. Wuffli as board chairman | FOR | FOR | | ✓ 89.9 % |
| 7.1.2 | Re-elect Dr. Marcel Erni (executive) | FOR | FOR | | ✓ 84.2 % |
| 7.1.3 | Re-elect Mr. Alfred Gantner (executive) | FOR | FOR | | ✓ 82.0 % |
| 7.1.4 | Re-elect Mr. Urs Wietlisbach (executive) | FOR | FOR | | ✓ 84.2 % |
| 7.1.5 | Elect Ms. Grace del Rosario-Castaño | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|-----------|
| 7.1.6 | Re-elect Dr. Charles Dallara (executive) | FOR | ● OPPOSE | The board includes too many executive directors (5) compared to market practice in Switzerland. The board independence is not sufficient (22.2%). | ✓ 79.1 % |
| 7.1.7 | Re-elect Mr. Steffen Meister (executive) | FOR | FOR | | ✓ 80.1 % |
| 7.1.8 | Re-elect Dr. Eric Strutz | FOR | FOR | | ✓ 99.6 % |
| 7.1.9 | Re-elect Mr. Patrick Ward | FOR | FOR | | ✓ 99.6 % |
| 7.2 | Elections to the nomination and remuneration committee | | | | |
| 7.2.1 | Elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee | FOR | FOR | | ✓ 93.1 % |
| 7.2.2 | Re-elect Mr. Steffen Meister to the nomination and remuneration committee | FOR | ● OPPOSE | He holds an executive function in company. | ✓ 65.9 % |
| 7.2.3 | Re-elect Dr. Peter A. Wuffli to the nomination and remuneration committee | FOR | ● OPPOSE | He is not independent (various reasons) and the majority of the committee members are not independent. | ✓ 87.7 % |
| 7.3 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 7.4 | Election of the auditors | FOR | FOR | | ✓ 99.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|--------|
| 1 | Approve minutes of the annual general meeting of 23 April 2014 | FOR | ● OPPOSE | The minutes are not publicly available. | — |
| 2 | Report on 55th financial year | NON-VOTING | NON-VOTING | | |
| 3 | Approve annual report and consolidated financial statements | FOR | FOR | | — |
| 4 | Approve statutory financial statements | FOR | FOR | | — |
| 5 | Discharge board members | FOR | FOR | | — |
| 6 | Approve allocation of income and dividend | FOR | FOR | | — |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.1 | Elect Dr. oec. Martha Scheiber as board chairwoman | FOR | FOR | | — |
| 7.1.2 | Elect Mr. Peter Kappeler | FOR | FOR | | — |
| 7.1.3 | Elect Mr. Michael Jorda | FOR | FOR | | — |
| 7.2 | Elections to the remuneration committee | | | | |
| 7.2.1 | Elect Mr. Michael Jorda to the remuneration committee | FOR | FOR | | — |
| 7.2.2 | Elect Mr. Peter Kappeler to the remuneration committee | FOR | FOR | | — |
| 7.3 | Election of the independent proxy | FOR | FOR | | — |
| 7.4 | Election of the auditors | FOR | FOR | | — |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | — |
| 8.2 | 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 remunerations than those of a peer group. | — |

| Item | Agenda | Position VR | Position 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 | FOR | | ✓ |
| 4. | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. | ✓ |
| 5.1 | Amend articles of association: Implementation of the Minder ordinance | | | | |
| 5.1.1 | Articles 26 to 35 regarding the remuneration system | FOR | FOR | | ✓ |
| 5.1.2 | Articles 20 and 24 regarding the external mandates | FOR | FOR | | ✓ |
| 5.1.3 | Other amendments | FOR | FOR | | ✓ |
| 5.2 | Amend articles of association: conditional and authorised capital | | | | |
| 5.2.1 | Increase of conditional capital | FOR | FOR | | ✓ |
| 5.2.2 | Creation of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital. | ✓ |
| 6. | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Peter Bodmer | FOR | FOR | | ✓ |
| 6.2 | Re-elect Dr. Christian De Prati | FOR | FOR | | ✓ |
| 6.3 | Elect Mr. Reto A. Garzetti | FOR | FOR | | ✓ |
| 6.4 | Election of the chairman of the board | FOR | FOR | | ✓ |
| 7. | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Dr. Christian De Prati to the remuneration committee | FOR | FOR | | ✓ |
| 7.2 | Elect Mr. Peter Bodmer to the remuneration committee | FOR | FOR | | ✓ |
| 8. | Re-election of the auditors | FOR | FOR | | ✓ |
| 9. | Re-election of the independent proxy | 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 fixed remuneration of the executive management | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|--------|
| 10.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ |
| 11. | Departure of Dr. Billeter-Wohlfart, Dr. Wenger, Dr. Wolfensberger and Mr. Eberhard out of the board | NON-VOTING | NON-VOTING | |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|---|
| 1 | Welcome speech | NON-VOTING | NON-VOTING | |
| 2 | Present annual report | NON-VOTING | NON-VOTING | |
| 3 | Auditors' reports | NON-VOTING | NON-VOTING | |
| 4.1 | Approve annual report | FOR | FOR | ✓ 99.5 % |
| 4.2 | Approve financial statements and accounts | FOR | FOR | ✓ 98.8 % |
| 4.3 | Approve allocation of balance sheet result | FOR | FOR | ✓ 98.9 % |
| 4.4 | Discharge board members | FOR | ● OPPOSE | ✓ 99.1 % 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. |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Jean-Claude Roch | FOR | FOR | ✓ 98.2 % |
| 5.1.2 | Re-elect Mr. Stephen Grey | FOR | FOR | ✓ 98.2 % |
| 5.1.3 | Re-elect Ms. Anouck Ansermoz | FOR | FOR | ✓ 98.2 % |
| 5.2 | Re-elect Mr. Jean-Claude Roch as board chairman | FOR | FOR | ✓ 98.2 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Jean-Claude Roch to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 5.3.2 | Re-elect Ms. Anouck Ansermoz to the remuneration committee | FOR | FOR | ✓ 98.8 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 99.7 % |
| 6 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ 99.1 % |
| 7.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | ✓ 98.2 % |
| 7.2 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | FOR | ✓ 99.1 % |
| 7.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.0 % |
| 7.4 | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 99.1 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|---|
| 1. | Approve annual report | FOR | FOR | ✓ |
| 2.a | Approve financial statements 2014/15 | FOR | FOR | ✓ |
| 2.b | Approve consolidated financial statements 2014/15 | FOR | FOR | ✓ |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 4. | Discharge board members | FOR | FOR | ✓ |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Nicolas Eichenberger | FOR | FOR | ✓ |
| 5.1.b | Re-elect Mr. Roland Wartenweiler | FOR | FOR | ✓ |
| 5.1.c | Re-elect Mr. Frédéric Potelle | FOR | FOR | ✓ |
| 5.1.d | Re-elect Mr. Luca Bozzo | FOR | FOR | ✓ |
| 5.1.e | Election of the chairman of the board | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. ✓ |
| 5.2 | Elections to the remuneration committee | | | |
| 5.2.a | Elect Mr. Frédéric Potelle to the Remuneration Committee | FOR | FOR | ✓ |
| 5.2.b | Elect Mr. Luca Bozzo to the Remuneration Committee | FOR | FOR | ✓ |
| 5.3 | Election of the independent proxy | FOR | FOR | ✓ |
| 5.4 | Election of the auditors | 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. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 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. Ulrich Hocker as chairman of the board | FOR | ● OPPOSE | He has been a member of the board for 27 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 27 years) and the board independence is insufficient (0.0 %). | ✓ 99.1 % |
| 4.1.2 | Re-elect Dr. oec. Florian Ernst | FOR | FOR | | ✓ 99.6 % |
| 4.1.3 | Re-elect Dr. iur. Martin Furrer | FOR | FOR | | ✓ 99.6 % |
| 4.1.4 | Re-elect Mr. Benedikt A. Goldkamp | FOR | FOR | | ✓ 100.0 % |
| 4.1.5 | Re-elect Mr. Beat M. Siegrist | FOR | FOR | | ✓ 99.6 % |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Elect Dr. iur. Martin Furrer to the Remuneration Committee | FOR | FOR | | ✓ 99.6 % |
| 4.2.2 | Elect Mr. Ulrich Hocker to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Hocker to the board of directors. | ✓ 96.8 % |
| 4.2.3 | Elect Mr. Beat M. Siegrist to the Remuneration Committee | FOR | FOR | | ✓ 99.6 % |
| 4.3 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 95.5 % |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. | ✓ 92.7 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive or not justified. | ✓ 98.9 % |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 95.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 53.3 % |
| 3 | Approve appropriation of retained earnings | FOR | FOR | | ✓ 99.6 % |
| 4 | Approve distribution from capital contribution reserves | FOR | FOR | | ✓ 99.9 % |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Dr. rer. nat. Günther Gose | FOR | FOR | | ✓ 74.5 % |
| 6.2 | Re-elect Dr. rer. pol. Luciano Gabriel | FOR | ● OPPOSE | The board independence is not sufficient (37.5 %). | ✓ 84.3 % |
| 6.3 | Re-elect Mr. Adrian Dudle | FOR | FOR | | ✓ 99.8 % |
| 6.4 | Re-elect Prof. Dr. iur. Peter Forstmoser | FOR | FOR | | ✓ 69.2 % |
| 6.5 | Re-elect Mr. Nathan Hetz | FOR | FOR | | ✓ 71.2 % |
| 6.6 | Re-elect Mr. Gino Pfister | FOR | FOR | | ✓ 69.7 % |
| 6.7 | Re-elect Mr. Josef Stadler | FOR | FOR | | ✓ 99.8 % |
| 6.8 | Re-elect Mr. Aviram Wertheim | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (37.5 %). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 53.5 % |
| 7 | Election of the chairman of the board | FOR | FOR | | ✓ 76.1 % |
| 8 | Elections to the remuneration committee | | | | |
| 8.1 | Elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee | FOR | FOR | | ✓ 65.8 % |
| 8.2 | Elect Mr. Nathan Hetz to the remuneration committee | FOR | FOR | | ✓ 63.4 % |
| 8.3 | Elect Mr. Gino Pfister to the remuneration committee | FOR | FOR | | ✓ 70.0 % |
| 8.4 | Elect Mr. Josef Stadler to the remuneration committee | FOR | FOR | | ✓ 96.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 9 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.7 % |
| 10 | 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 remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 84.3 % |
| 11 | Election of the auditors | FOR | FOR | | ✓ 99.6 % |
| 12 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|-----------|
| 1. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ 99.9 % |
| 2. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4. | Discharge board members | FOR | FOR | ✓ 99.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Dr. Eduard Rikli | FOR | FOR | ✓ 99.9 % |
| 5.1.b | Re-elect Dr. Manfred Thumann | FOR | FOR | ✓ 99.9 % |
| 5.1.c | Re-elect Dr. Martin Schmid | FOR | FOR | ✓ 100.0 % |
| 5.1.d | Re-elect Dr. Rudolf Huber | FOR | FOR | ✓ 100.0 % |
| 5.1.e | Re-elect Mr. Placi Berther | FOR | FOR | ✓ 99.9 % |
| 5.1.f | Re-elect Mr. Claudio Lardi | FOR | FOR | ✓ 99.9 % |
| 5.1.g | Re-elect Mr. Rolf W. Mathis | FOR | FOR | ✓ 99.9 % |
| 5.1.h | Re-elect Mr. Roger Vetsch | FOR | FOR | ✓ 99.9 % |
| 5.1.i | Re-elect Dr. Myriam Meyer Stutz | FOR | FOR | ✓ 99.9 % |
| 5.1.j | Re-elect Mr. Gerhard Jochum | FOR | FOR | ✓ 99.9 % |
| 5.1.k | Re-elect Mr. Domenico De Luca | FOR | FOR | ✓ 99.9 % |
| 5.1.l | Re-elect Mr. Peter Molinari | FOR | FOR | ✓ 99.9 % |
| 5.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.9 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.a | Elect Dr. Eduard Rikli to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5.3.b | Elect Dr. Manfred Thumann to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5.3.c | Elect Dr. Martin Schmid to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5.3.d | Elect Dr. Rudolf Huber to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 99.8 % |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 6.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position 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 | FOR | FOR | ✓ |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. Johann Rupert as board chairman | FOR | FOR | ✓ |
| 4.2 | Re-elect Mr. Jean-Blaise Eckert | FOR | ● OPPOSE | <p>✓</p> <p>He is not independent (representative of an important shareholder, business connections) and the board independence is insufficient (11.1 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> |
| 4.3 | Re-elect Mr. Bernard Fornas (co-CEO) | FOR | ● OPPOSE | <p>✓</p> <p>The board includes too many executive directors (3) compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (11.1%).</p> |
| 4.4 | Re-elect Mr. Yves-André Istel | FOR | ● OPPOSE | <p>✓</p> <p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>He is 79 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 25 years) and the board independence is insufficient (11.1%).</p> |
| 4.5 | Re-elect Mr. Richard Lepeu (co-CEO) | FOR | ● OPPOSE | <p>✓</p> <p>The board includes too many executive directors (3) compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (11.1%).</p> |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|-------------------------------------|-------------|----------------|--|--------|
| 4.6 | Re-elect Mr. Ruggero Magnoni | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder, various reasons) and the board independence is insufficient (11.1 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 4.7 | Re-elect Mr. Josua Malherbe | FOR | ● OPPOSE | <p>He is not independent (various reasons) and the board independence is insufficient (11.1%).</p> | ✓ |
| 4.8 | Re-elect Mr. Simon Murray | FOR | ● OPPOSE | <p>He is not independent (board tenure of 12 years) and the board independence is insufficient (11.1%).</p> | ✓ |
| 4.9 | Re-elect Mr. Alain Dominique Perrin | FOR | ● OPPOSE | <p>He is not independent (board tenure of 12 years, consultancy fees) and the board independence is insufficient (11.1%).</p> | ✓ |
| 4.10 | Re-elect Mr. Guillaume Pictet | FOR | FOR | | ✓ |
| 4.11 | Re-elect Mr. Norbert Platt | FOR | ● OPPOSE | <p>He is not independent (consultancy fees) and the board independence is insufficient (11.1%).</p> | ✓ |
| 4.12 | Re-elect Mr. Alan Quasha | FOR | ● OPPOSE | <p>He is not independent (board tenure of 15 years) and the board independence is insufficient (11.1%).</p> | ✓ |
| 4.13 | Re-elect Ms. Maria Ramos | FOR | FOR | | ✓ |
| 4.14 | Re-elect Lord Renwick of Clifton | FOR | ● OPPOSE | <p>He is 78 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (11.1%).</p> | ✓ |
| 4.15 | Re-elect Mr. Jan Rupert | FOR | FOR | | ✓ |
| 4.16 | Re-elect Mr. Gary Saage (CFO) | FOR | ● OPPOSE | <p>The board includes too many executive directors (3) compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (11.1%).</p> | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|--------|
| 4.17 | Re-elect Prof. Jürgen E. Schrempp | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 12 years) and the board independence is insufficient (11.1 %). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 4.18 | Re-elect Arthur Charles Valerian Wellesley, Duke of Wellington | FOR | ● OPPOSE | He is not independent (board tenure of 15 years) and the board independence is insufficient (11.1%). | ✓ |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Lord Renwick of Clifton to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Lord Renwick of Clifton to the board of directors. | ✓ |
| 5.2 | Re-elect Mr. Yves-André Istel to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Istel to the board of directors. | ✓ |
| 5.3 | Re-elect Arthur Charles Valerian Wellesley, Duke of Wellington, to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Wellesley, Duke of Wellington to the board of directors. | ✓ |
| 6 | Election of the auditors | FOR | FOR | | ✓ |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ |
| 8 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | | ✓ |
| 9 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ |
| 9.2 | 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 a peer group. | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|---|
| 9.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The requested amount does not allow to respect Ethos' guidelines. ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|----------------|-------------------|----------|
| III | Specific instructions | | | |
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.4 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 98.2 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 4 | Remuneration | | | |
| 4.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 98.2 % |
| 4.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.8 % |
| 4.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.0 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Erwin Stoller | FOR | FOR | ✓ 82.7 % |
| 5.2 | Re-elect Mr. This E. Schneider | FOR | FOR | ✓ 86.9 % |
| 5.3 | Re-elect Dr. iur. Dieter Spälti | FOR | FOR | ✓ 86.8 % |
| 5.4 | Re-elect Dr. iur. Jakob Baer | FOR | FOR | ✓ 98.6 % |
| 5.5 | Re-elect Mr. Michael Pieper | FOR | FOR | ✓ 86.1 % |
| 5.6 | Re-elect Mr. Hans-Peter Schwald | FOR | FOR | ✓ 98.7 % |
| 5.7 | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ 86.3 % |
| 6 | Re-elect Mr. Erwin Stoller as board chairman | FOR | FOR | ✓ 83.3 % |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Re-elect Mr. This E. Schneider to the remuneration committee | FOR | FOR | ✓ 86.7 % |
| 7.2 | Re-elect Mr. Hans-Peter Schwald to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 7.3 | Re-elect Mr. Erwin Stoller to the remuneration committee | FOR | FOR | ✓ 84.4 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.6 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 97.7 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|---|
| | WARNING: Non-voting Equity Securities (ISIN: CH0012032048; Sedol: 7110388) carry no voting rights | | | |
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.3 % |
| | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 2.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | ✓ 99.8 % The proposed awards do not confirm the link between pay and performance. |
| 2.2 | Binding retrospective vote on the short-term variable remuneration of the board of directors | FOR | ● OPPOSE | ✓ 99.7 % The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. |
| 3 | Discharge board members | FOR | FOR | ✓ 99.8 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 5 | Elections to the board of directors and the remuneration committee | | | |
| 5.1 | Re-elect Dr. rer. pol. Christoph Franz as board chairman | FOR | FOR | ✓ 100.0 % |
| 5.2 | Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 5.3 | Re-elect Mr. André Hoffmann | FOR | FOR | ✓ 100.0 % |
| 5.4 | Re-elect Mr. André Hoffmann to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 5.5 | Re-elect Prof. Dr. sc. tech. Pius Baschera | FOR | FOR | ✓ 100.0 % |
| 5.6 | Re-elect Prof. Sir John Irving Bell | FOR | FOR | ✓ 100.0 % |
| 5.7 | Re-elect Mr. Paul Bulcke | FOR | FOR | ✓ 100.0 % |
| 5.8 | Re-elect Dr. DeAnne S. Julius | FOR | FOR | ✓ 100.0 % |
| 5.9 | Re-elect Dr. Andreas Oeri | FOR | FOR | ✓ 100.0 % |
| 5.10 | Re-elect Dr. iur. Severin Schwan | FOR | FOR | ✓ 100.0 % |
| 5.11 | Re-elect Mr. Peter R. Voser | FOR | FOR | ✓ 100.0 % |
| 5.12 | Re-elect Mr. Peter R. Voser to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5.13 | Re-elect Prof. Dr. oec. Beatrice Weder di Mauro | FOR | FOR | ✓ 100.0 % |
| 5.14 | Elect Mr. Bernard Poussot | FOR | FOR | ✓ 100.0 % |
| 5.15 | Elect Mr. Bernard Poussot to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5.16 | Elect Dr. Richard P. Lifton | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|---|-----------|
| 6 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | <p>The proposed increase is excessive or not justified.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p> | ✓ 99.7 % |
| 7 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p> | ✓ 99.7 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 98.3 % |
| 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. Wolfgang Martz | FOR | FOR | | ✓ 99.9 % |
| 4.1.2 | Re-elect Mr. Christian Budry | FOR | FOR | | ✓ 99.9 % |
| 4.1.3 | Re-elect Mr. Bernard Grobéty | FOR | FOR | | ✓ 99.9 % |
| 4.1.4 | Re-elect Mr. Jean-Jacques Miauton | FOR | ● OPPOSE | He is not independent (board tenure of 18 years) and the board independence is insufficient (9.1 %). | ✓ 98.3 % |
| 4.1.5 | Re-elect Mr. Michael Wider | FOR | FOR | | ✓ 99.9 % |
| 4.2 | Re-appointment by the Canton of Vaud: Ms. Paola Ghillani | NON-VOTING | NON-VOTING | | |
| 4.3 | Election of the chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Elections to the remuneration committee | | | | |
| 4.4.1 | Elect Mr. Wolfgang Martz to the Remuneration Committee | FOR | FOR | | ✓ 99.9 % |
| 4.4.2 | Elect Mr. Laurent Ballif to the Remuneration Committee | FOR | FOR | | ✓ 99.5 % |
| 4.4.3 | Elect Prof. Dr. Jean-Yves Pidoux to the Remuneration Committee | FOR | FOR | | ✓ 99.5 % |
| 4.4.4 | Elect Mr. Laurent Balsiger to the Remuneration Committee | FOR | FOR | | ✓ 99.8 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 99.6 % |
| 4.6 | 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 | | ✓ 99.8 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 3. | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The information provided to the shareholders is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ |
| 4. | 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> | ✓ |
| 5. | Amend articles of association with respect to authorized and conditional capital | | | | |
| 5.a | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital. | ✓ 88.0 % |
| 5.b | Increase the pool of conditional capital for the employees | FOR | ● OPPOSE | <p>The purpose of the proposed increase is incompatible with the long-term interests of the majority of the company's stakeholders.</p> <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> | ✓ 82.6 % |
| 5.c | Increase the pool of conditional capital for the conversion of financial instruments | FOR | ● OPPOSE | 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 25% of the issued share capital. | ✓ 89.6 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|--------|
| 6. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> | ✓ |
| 7. | Additional amendments to the articles of association | | | | |
| 7.a | Amend articles of association: Article 5 Paragraph 3 - Nominee | FOR | FOR | | ✓ |
| 7.b | Amend articles of association: Article 8 - Annual Shareholders Meeting | FOR | FOR | | ✓ |
| 7.c | Amend articles of association: Article 18 - Convocation, Resolutions and Minutes | FOR | FOR | | ✓ |
| 7.d | Amend articles of association: Article 31 - Financial Year, Annual Report and Audit Report | FOR | FOR | | ✓ |
| 7.e | Amend articles of association: Article 35 - Contributions in kind and takeovers in kind | FOR | FOR | | ✓ |
| 7.f | Amend articles of association: Renumbering | FOR | FOR | | ✓ |
| 8.a | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ |
| 8.b | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |
| 9. | Elections to the board of directors | | | | |
| 9.a | Re-elect Mr. Martin Gertsch as member and chairman of the board | FOR | FOR | | ✓ |
| 9.b | Re-elect Dr. Jürg Ambühl | FOR | FOR | | ✓ |
| 10. | Elections to the remuneration committee | | | | |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|--------|
| 10.a | Re-elect Mr. Martin Gertsch to the remuneration committee | FOR | FOR | ✓ |
| 10.b | Re-elect Dr. Jürg Ambühl to the remuneration committee | FOR | FOR | ✓ |
| 11. | Election of the auditors | FOR | FOR | ✓ |
| 12. | Election of the independent proxy | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|-----------|
| 1. | Approve Annual Report, Financial Statements and Accounts and acknowledgment of the Auditors' Reports | FOR | FOR | ✓ 100.0 % |
| 2.a | Approve Allocation of Income | FOR | FOR | ✓ 100.0 % |
| 2.b | Approve dividend paid out from the capital contribution reserves | FOR | FOR | ✓ 99.4 % |
| 3. | Discharge Board Members and Executive Management | FOR | FOR | ✓ 100.0 % |
| 4.1 | Elections to the Board of Directors | | | |
| 4.1.a | Re-elect Mr. Daniel Hirschi | FOR | FOR | ✓ 99.8 % |
| 4.1.b | Re-elect Dr. sc. techn. Herbert Baechler | FOR | FOR | ✓ 99.9 % |
| 4.1.c | Re-elect Mr. Gerhard Pegam | FOR | FOR | ✓ 99.7 % |
| 4.1.d | Re-elect Dr. sc. tech. Suzanne Thoma | FOR | FOR | ✓ 99.2 % |
| 4.1.e | Re-elect Mr. Georg Wechsler | FOR | FOR | ✓ 100.0 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.8 % |
| 4.3 | Elections to the Remuneration Committee | | | |
| 4.3.a | Elect Mr. Daniel Hirschi to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 4.3.b | Elect Dr. sc. techn. Herbert Baechler to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 4.3.c | Elect Dr. sc. tech. Suzanne Thoma to the Remuneration Committee | FOR | FOR | ✓ 99.6 % |
| 4.4 | Election of the Independent Proxy | FOR | FOR | ✓ 99.9 % |
| 4.5 | Re-elect Auditors | FOR | FOR | ✓ 96.3 % |
| 5.a | Advisory Vote on the Remuneration Report for financial year 2013/14 | FOR | FOR | ✓ 98.3 % |
| 5.b | Approval of the maximum aggregate amount of compensation for board members for the 2015/16 financial year | FOR | FOR | ✓ 97.8 % |
| 5.c | Approval of the maximum aggregate amount of compensation for members of the executive board for the 2015/16 financial year | FOR | FOR | ✓ 97.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.9 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.5 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.5 % |
| 4 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 4.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the executive members of the board (excluding the executive management) is excessive or is not in line with Ethos' guidelines. | ✓ 95.8 % |
| 4.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.4 % |
| 4.3 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | The directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ 89.9 % |
| 4.4 | Binding retrospective vote on the total 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. | ✓ 91.1 % |
| | Elections to the board of directors and the remuneration committee | | | | |
| 5.1 | Elect Mr. Patrice Bula as board member | FOR | FOR | | ✓ 99.4 % |
| 5.2 | Re-elect Mr. Alfred N. Schindler (executive) as board member and chairman | FOR | FOR | | ✓ 99.1 % |
| 5.3.1 | Re-elect Prof. Dr. Pius Baschera as board member and member of the remuneration committee | FOR | FOR | | ✓ 98.5 % |
| 5.3.2 | Re-elect Dr. oec. publ. Rudolf W. Fischer (executive) as board member and member of the remuneration committee | FOR | ● OPPOSE | He holds an executive function in company. The board includes too many executive directors (4) compared to market practice in Switzerland. | ✓ 90.7 % |
| 5.3.3 | Re-elect Mr. Rolf Schweiger as board member and member of the remuneration committee | FOR | FOR | | ✓ 98.4 % |
| 5.4.1 | Re-elect Prof. Dr. oec. Monika Bütler as board member | FOR | FOR | | ✓ 99.4 % |
| 5.4.2 | Re-elect Ms. Carole Vischer as board member | FOR | FOR | | ✓ 98.7 % |
| 5.4.3 | Re-elect Mr. Luc Bonnard as board member | FOR | FOR | | ✓ 99.0 % |
| 5.4.4 | Re-elect Prof. Dr. iur. Karl Hofstetter (Group General Counsel) as board member | FOR | ● OPPOSE | The board of directors includes too many executive directors compared to market practice in Switzerland. | ✓ 95.6 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|----------|
| 5.4.5 | Re-elect Mr. Anthony Nightingale as board member | FOR | FOR | | ✓ 98.3 % |
| 5.4.6 | Re-elect Mr. Jürgen Tinggren (executive) as board member | FOR | ● OPPOSE | The board includes too many executive directors (4) compared to market practice in Switzerland. | ✓ 97.5 % |
| 5.4.7 | Re-elect Prof. Dr. oec. Klaus W. Wellershoff as board member | FOR | FOR | | ✓ 98.6 % |
| 5.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.4 % |
| 5.6 | Election of the auditors | FOR | FOR | | ✓ 98.9 % |
| 6 | Capital reduction | | | | |
| 6.1 | Reduction of the share capital | FOR | FOR | | ✓ 99.5 % |
| 6.2 | Reduction of the participation capital | FOR | FOR | | ✓ 99.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Approve allocation of balance sheet loss | FOR | FOR | | ✓ 99.9 % |
| 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> | ✓ 99.7 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Ruedi Huber | FOR | FOR | | ✓ 99.9 % |
| 4.1.2 | Re-elect Mr. Peter Müller | FOR | FOR | | ✓ 99.9 % |
| 4.1.3 | Re-elect Mr. Paul Zumbühl | FOR | FOR | | ✓ 99.9 % |
| 4.2 | Re-elect Mr. Paul Zumbühl as board chairman | FOR | FOR | | ✓ 99.9 % |
| 4.3 | Elections to the nomination and remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Peter Müller to the nomination and remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.2 | Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 4.4 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 4.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 5 | Votes on the remuneration of the board of directors and the executive management | | | | |
| 5.1.a | Retrospective vote on the total remuneration of the board of directors (2014) | FOR | FOR | | ✓ 99.9 % |
| 5.1.b | Prospective vote on the total remuneration of the board of directors (2015) | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p> | ✓ 99.7 % |
| 5.2.a | Retrospective vote on the fixed remuneration of the executive management (2014) | FOR | FOR | | ✓ 99.8 % |
| 5.2.b | Retrospective vote on the variable remuneration of the executive management (2014) | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 5.2.c | Prospective vote on the fixed remuneration of the executive management (2015) | FOR | FOR | | ✓ 99.8 % |
| 5.2.d | Prospective vote on the variable remuneration of the executive management (2015) | FOR | FOR | | ✓ 99.8 % |
| 6 | Ordinary capital increase and reduction of the nominal value | FOR | FOR | | ✓ 99.4 % |
| 7 | Creation of an authorised capital for employee participation | FOR | ● OPPOSE | The potential dilution is excessive. | ✓ 99.3 % |
| 8 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The board has full discretion to submit the amounts of remuneration to shareholder vote prospectively or retrospectively.</p> <p>The maximum duration of fixed-term employment contracts is 2 years, which is in breach with the Minder ordinance.</p> <p>The employment contracts may include non-compete clauses not in line with Ethos' guidelines.</p> <p>The proposed maximum number of mandates is excessive.</p> | ✓ 99.2 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | ● OPPOSE | Serious doubts are raised concerning the quality, sincerity and comprehensiveness of the information provided. | ✓ 94.6 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 85.8 % |
| 3 | Approve allocation of income | FOR | FOR | | ✓ 93.9 % |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | There is profound disagreement concerning the management of the company's affairs or the board's decisions. There is a strong deterioration of the company's financial situation due to successive poor financial results or large impairments. | ✓ 92.9 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Edwin Eichler as board chairman | FOR | FOR | | ✓ 95.2 % |
| 5.1.b | Re-elect Mr. Michael Büchter | FOR | ● OPPOSE | He is member of the audit committee and the company is facing serious problems related to the accounts. | ✓ 94.0 % |
| 5.1.c | Re-elect Mr. Marco Musetti | FOR | ● OPPOSE | He is member of the audit committee and the company is facing serious problems related to the accounts. | ✓ 93.8 % |
| 5.1.d | Re-elect Dr. iur Heinz Schumacher | FOR | FOR | | ✓ 94.5 % |
| 5.1.e | Re-elect Dr. oec. Oliver Thum | FOR | FOR | | ✓ 94.6 % |
| 5.1.f | Re-elect Mr. Hans Ziegler | FOR | ● OPPOSE | He is the chairman of the audit committee and the company is facing serious problems related to the account. | ✓ 93.6 % |
| 5.1.g | Elect Mr. Johan van de Steen | FOR | FOR | | ✓ 95.0 % |
| 5.2 | Elections to the nomination and remuneration committee | | | | |
| 5.2.a | Re-elect Dr. iur Heinz Schumacher to the nomination and remuneration committee | FOR | FOR | | ✓ 94.3 % |
| 5.2.b | Re-elect Mr. Hans Ziegler to the nomination and remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Ziegler to the board of directors. | ✓ 93.6 % |
| 5.2.c | Elect Mr. Marco Musetti to the nomination and remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Musetti to the board of directors. | ✓ 93.4 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 5.3 | Election of the auditors | FOR | ● OPPOSE | <p>The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.</p> <p>The company accounts or the auditor's work have been subject to severe criticism.</p> | ✓ 93.4 % |
| 5.4 | Election of the independent proxy | FOR | FOR | | ✓ 95.4 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> | ✓ 86.1 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> | ✓ 93.3 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|---|
| 1. | Chairman's speech | NON-VOTING | NON-VOTING | |
| 2. | Review of the 2014 financial year | NON-VOTING | NON-VOTING | |
| 3. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 4. | Discharge board members | FOR | FOR | ✓ 100.0 % |
| 5. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 6.1 | Elections to the board of directors | | | |
| | Re-elect Mr. Beat M. Siegrist | FOR | FOR | ✓ 100.0 % |
| | Re-elect Dr. sc. nat. Lukas Braunschweiler | FOR | FOR | ✓ 100.0 % |
| | Re-elect Ms. Vanessa Frey | FOR | FOR | ✓ 100.0 % |
| | Re-elect Mr. Jan Jenisch | FOR | FOR | ✓ 100.0 % |
| | Re-elect Dr. oec. Jacques Sanche | FOR | FOR | ✓ 100.0 % |
| 6.2 | Election of the chairman of the board | FOR | FOR | ✓ 100.0 % |
| 6.3 | Elections to the remuneration committee | | | |
| | Elect Dr. oec. Jacques Sanche to the Remuneration Committee | FOR | FOR | ✓ 100.0 % |
| | Elect Ms. Vanessa Frey to the Remuneration Committee | FOR | FOR | ✓ 100.0 % |
| | Elect Mr. Jan Jenisch to the Remuneration Committee | FOR | FOR | ✓ 100.0 % |
| 6.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6.5 | Election of the auditors | FOR | ● OPPOSE | <p>✓ 89.9 %</p> <p>The external auditor's non-audit fees exceed audit fees.</p> <p>The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.</p> |
| 7. | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 99.9 % |
| 8. | Amend Articles of association | FOR | FOR | ✓ 100.0 % |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 85.6 % |
| 9.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 91.5 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.9 % |
| 2.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 2.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | | ✓ 99.9 % |
| 2.4 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. | ✓ 92.4 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Ruedi Huber | FOR | FOR | | ✓ 99.9 % |
| 5.1.b | Re-elect Mr. Urs Kaufmann | FOR | FOR | | ✓ 99.9 % |
| 5.1.c | Re-elect Mr. Thomas Oetterli | FOR | FOR | | ✓ 100.0 % |
| 5.1.d | Re-elect Mr. Karl Stadler | FOR | FOR | | ✓ 99.8 % |
| 5.1.e | Re-elect Mr. Heinrich C. Spoerry (CEO) | FOR | FOR | | ✓ 96.1 % |
| 5.1.f | Re-elect Mr. Jörg Walther | FOR | FOR | | ✓ 100.0 % |
| 5.2 | Re-elect Mr. Heinrich C. Spoerry (CEO) as board chairman | FOR | FOR | | ✓ 93.2 % |
| 5.3 | Elections to the nomination and remuneration committee | | | | |
| 5.3.a | Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 5.3.b | Re-elect Mr. Karl Stadler to the nomination and remuneration committee | FOR | FOR | | ✓ 99.6 % |
| 5.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5.5 | Election of the auditors | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result | |
|--------|--|-------------|----------------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 96.5 % | |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 93.7 % | |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 92.3 % | |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 97.2 % | |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Sergio Marchionne | FOR | FOR | ✓ 73.1 % | |
| 4.1.2 | Re-elect Mr. Paul Desmarais Jr. | FOR | FOR | ✓ 71.4 % | |
| 4.1.3 | Re-elect Mr. August von Finck Senior | FOR | ● OPPOSE | <p>He is 85 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 17 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> | ✓ 69.4 % |
| 4.1.4 | Re-elect Mr. August François von Finck Junior | FOR | FOR | ✓ 74.3 % | |
| 4.1.5 | Re-elect Mr. Ian Gallienne | FOR | FOR | ✓ 72.1 % | |
| 4.1.6 | Re-elect Dr. Cornelius Grupp | FOR | FOR | ✓ 96.8 % | |
| 4.1.7 | Re-elect Dr. rer. pol. Peter Kalantzis | FOR | FOR | ✓ 93.5 % | |
| 4.1.8 | Elect Mr. Christopher Kirk | FOR | FOR | ✓ 75.2 % | |
| 4.1.9 | Re-elect Mr. Gérard Lamarche | 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> | ✓ 68.1 % |
| 4.1.10 | Re-elect Mr. Shelby R. du Pasquier | FOR | FOR | ✓ 94.6 % | |
| 4.2 | Election of Mr. Sergio Marchionne as chairman of the board | FOR | FOR | ✓ 73.0 % | |
| 4.3 | Elections to the nomination and remuneration committee | | | | |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|----------|
| 4.3.1 | Elect Mr. August von Finck Senior to the nomination and remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. von Finck Senior to the board of directors.</p> <p>He is not independent (representative of an important shareholder, board tenure of 17 years) and the majority of the committee members are not independent.</p> | ✓ 67.0 % |
| 4.3.2 | Elect Mr. Ian Gallienne to the nomination and remuneration committee | FOR | FOR | | ✓ 70.7 % |
| 4.3.3 | Elect Mr. Shelby R. du Pasquier to the nomination and remuneration committee | FOR | FOR | | ✓ 94.5 % |
| 4.4 | Election of the auditors | FOR | FOR | | ✓ 96.1 % |
| 4.5 | Election of the independent proxy | FOR | FOR | | ✓ 96.3 % |
| 5 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | | ✓ 72.3 % |
| 6 | Approve renewal of authorised capital | FOR | FOR | | ✓ 91.5 % |
| 7 | Remuneration matters | | | | |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 95.4 % |
| 7.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 95.3 % |
| 7.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 94.0 % |
| 7.4 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 90.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|--------|
| | Background to the EGM | | | | |
| 1.a | Approval of the transaction | FOR | FOR | | ✓ |
| 1.b.A | Director run-off insurance | FOR | FOR | | ✓ |
| 1.b.B | Co-CEO run-off insurance (if required) | NON-VOTING | NON-VOTING | | |
| 1.c | Option acceleration for directors | FOR | FOR | | ✓ |
| 1.d | Compensation of Mr. Ziv Carthy | FOR | ● OPPOSE | The remuneration committee or the board of directors have excessive discretion with regard to awards. | ✓ |
| 2 | Amendment to the compensation policy | FOR | ● OPPOSE | Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. | ✓ |
| 3 | Compensation of Mr. Oren Most (chairman) | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.5 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.5 % |
| 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 | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 95.5 % |
| 4.2.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.7 % |
| 4.2.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.7 % |
| 4.2.3 | Binding prospective vote on the long-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. | ✓ 96.4 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Colin Bond | FOR | FOR | | ✓ 57.5 % |
| 5.1.2 | Re-elect Prof. Dr. Wolfram Carius | FOR | FOR | | ✓ 89.6 % |
| 5.1.3 | Re-elect Dr. iur. Andreas Casutt | FOR | FOR | | ✓ 99.2 % |
| 5.1.4 | Re-elect Mr. Reto A. Garzetti | FOR | FOR | | ✓ 97.4 % |
| 5.1.5 | Re-elect Dr. sc. Felix Meyer | WITHDRAWN | ● FOR | | — |
| 5.1.6 | Re-elect Dr. Thomas Villiger | FOR | FOR | | ✓ 97.4 % |
| 5.2 | Re-elect Dr. iur. Andreas Casutt as chairman of the board | FOR | FOR | | ✓ 98.9 % |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Elect Mr. Reto A. Garzetti to the remuneration committee | FOR | FOR | | ✓ 97.7 % |
| 5.3.2 | Elect Dr. sc. Felix Meyer to the remuneration committee | WITHDRAWN | ● FOR | | — |
| 5.3.3 | Elect Dr. Thomas Villiger to the remuneration committee | FOR | FOR | | ✓ 97.6 % |
| 6 | Election of the independent proxy | FOR | FOR | | ✓ 99.8 % |
| 7 | Election of the auditors | FOR | FOR | | ✓ 96.8 % |

| Item | Agenda | Position VR | Position 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 | In the meeting agenda, the discharge was requested in globo for the board and the executive management. At the AGM, the discharge was requested for each board member individually, and in globo for the executive management. | – |
| 3.1 | Discharge Mr. Urs F. Burkard | FOR | ● OPPOSE | His attitude and actions at the time of the transaction with Saint-Gobain were not in line with his duty of loyalty to Sika and its shareholders. | ✓ 91.7 % |
| 3.2 | Discharge Mr. Frits van Dijk | FOR | FOR | | ✗ 25.1 % |
| 3.3 | Discharge Dr. sc. techn. Paul J. Hälg | FOR | FOR | | ✗ 25.3 % |
| 3.4 | Discharge Dr. oec. Willi K. Leimer | FOR | ● OPPOSE | Ethos has serious doubts that his attitude and actions were in line with his duty of loyalty to Sika and its shareholders. | ✓ 92.2 % |
| 3.5 | Discharge Ms. Monika Ribar | FOR | FOR | | ✗ 25.3 % |
| 3.6 | Discharge Mr. Daniel J. Sauter | FOR | FOR | | ✗ 25.0 % |
| 3.7 | Discharge Prof. Dr. sc. techn. Ulrich W. Suter | FOR | FOR | | ✗ 25.3 % |
| 3.8 | Discharge Mr. Jürgen Tinggren | FOR | ● OPPOSE | Ethos has serious doubts that his attitude and actions were in line with his duty of loyalty to Sika and its shareholders. | ✓ 91.8 % |
| 3.9 | Discharge Mr. Christoph Tobler | FOR | FOR | | ✗ 24.2 % |
| 3.10 | Discharge executive management | FOR | FOR | | ✓ 94.9 % |
| 4 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. sc. techn. Paul J. Hälg | FOR | FOR | | ✓ 86.5 % |
| 4.1.2 | Re-elect Mr. Urs F. Burkard | FOR | ● OPPOSE | His activities and attitude are not irreproachable. | ✓ 82.5 % |
| 4.1.3 | Re-elect Mr. Frits van Dijk | FOR | FOR | | ✓ 99.0 % |
| 4.1.4 | Re-elect Dr. oec. Willi K. Leimer | FOR | ● OPPOSE | His activities and attitude are not irreproachable. | ✓ 83.7 % |
| 4.1.5 | Re-elect Ms. Monika Ribar | FOR | FOR | | ✓ 86.3 % |
| 4.1.6 | Re-elect Mr. Daniel J. Sauter | FOR | FOR | | ✓ 83.7 % |
| 4.1.7 | Re-elect Prof. Dr. sc. techn. Ulrich W. Suter | FOR | FOR | | ✓ 85.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|---|-----------|
| 4.1.8 | Re-elect Mr. Jürgen Tinggren | FOR | ● OPPOSE | His activities and attitude are not irreproachable. | ✓ 83.6 % |
| 4.1.9 | Re-elect Mr. Christoph Tobler | FOR | FOR | | ✓ 86.5 % |
| 4.2.1 | Schenker-Winkler Holding's proposal: Elect Dr. iur. Max C. Roesle | OPPOSE | OPPOSE | | ✗ 13.4 % |
| 4.3 | Election of the chairman of the board | | | | |
| 4.3.1 | Board's proposal: Re-elect Dr. sc. techn. Paul J. Hälg as chairman | FOR | FOR | | ✓ 86.5 % |
| 4.3.2 | Schenker-Winkler Holding's proposal: Elect Dr. iur. Max C. Roesle as chairman | OPPOSE | OPPOSE | Dr. Roesle was not elected to the board of directors under ITEM 4.2.1. Since only a member of the board can be elected as chairman, ITEM 4.3.2 was not submitted to shareholder vote. | — |
| 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 | | ✓ 86.7 % |
| 4.4.2 | Re-elect Mr. Urs F. Burkard to the nomination and remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Burkard to the board of directors. | ✓ 79.3 % |
| 4.4.3 | Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee | FOR | FOR | | ✓ 75.5 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 98.0 % |
| 4.6 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5 | Remuneration | | | | |
| 5.1 | Advisory vote on the remuneration report | FOR | FOR | | ✗ 30.0 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✗ 30.1 % |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.8 % |
| | Proposal by the shareholder group led by the Ethos Foundation | | | | |
| 6.1 | Deletion of the opting out clause | FOR | FOR | | ✗ 30.3 % |
| | Proposals by the shareholder group formed by Cascade, Bill & Melinda Gates Foundation Trust, Fidelity, and Threadneedle | | | | |
| 6.2 | Special audit | FOR | FOR | | ✓ 68.6 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| 6.3 | Appointment of a special expert committee | FOR | FOR | ✓ 69.5 % |
| | Proposal made during the AGM by Schenker-Winkler Holding: Special audit | OPPOSE | OPPOSE | ✗ 49.0 % |
| | Proposal made during the AGM by Schenker-Winkler Holding: Convene an EGM | OPPOSE | OPPOSE | ✓ 81.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|----------------|-------------------|---|----------|
| | Background to the EGM | | | | |
| 1 | Schenker-Winkler Holding's proposals: Dismiss 3 board members | | | | |
| 1.1 | Dismiss Dr. sc. techn. Paul J. Hälg (chairman) | OPPOSE | OPPOSE | | ✘ 13.3 % |
| 1.2 | Dismiss Ms. Monika Ribar | OPPOSE | OPPOSE | | ✘ 13.3 % |
| 1.3 | Dismiss Mr. Daniel J. Sauter | OPPOSE | OPPOSE | | ✘ 13.5 % |
| 2 | Schenker-Winkler Holding's proposal: Elect Dr. iur. Max C. Roesle to the board of directors | OPPOSE | OPPOSE | | ✘ 13.8 % |
| 3 | Schenker-Winkler Holding's proposal: Elect Dr. iur. Max C. Roesle as board chairman | OPPOSE | OPPOSE | Dr. Roesle was not elected to the board of directors under ITEM 2. Since only a member of the board can be elected as chairman, ITEM 3 was not submitted to shareholder vote. | — |
| 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✘ 31.5 % |

| Item | Agenda | Position VR | Position 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 | ✓ 97.6 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 89.3 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Robert F. Spoerry as board chairman | FOR | FOR | ✓ 99.3 % |
| 4.1.2 | Re-elect Dr. iur. Beat W. Hess | FOR | FOR | ✓ 99.9 % |
| 4.1.3 | Re-elect Ms. Stacy Enxing Seng | FOR | FOR | ✓ 99.9 % |
| 4.1.4 | Re-elect Dr. oec. Michael Jacobi | FOR | FOR | ✓ 98.8 % |
| 4.1.5 | Re-elect Mr. Anssi Vanjoki | FOR | FOR | ✓ 99.8 % |
| 4.1.6 | Re-elect Mr. Ronald van der Vis | FOR | FOR | ✓ 99.8 % |
| 4.1.7 | Re-elect Dr. iur. Jinlong Wang | FOR | FOR | ✓ 99.9 % |
| 4.1.8 | Re-elect Mr. John Zei | FOR | FOR | ✓ 99.5 % |
| 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 | ✓ 98.6 % |
| 4.2.2 | Re-elect Dr. iur. Beat W. Hess to the nomination and remuneration committee | FOR | FOR | ✓ 99.8 % |
| 4.2.3 | Re-elect Mr. John Zei to the nomination and remuneration committee | FOR | FOR | ✓ 99.5 % |
| 4.3 | Election of the auditors | FOR | FOR | ✓ 98.9 % |
| 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 | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. ✓ 80.3 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.6 % |
| 6 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Position VR | Position 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 | ✓ 99.4 % |
| 4. | Approve financial statements of St. Galler Kantonalbank AG | FOR | FOR | ✓ 99.4 % |
| 5. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.2 % |
| 6. | Discharge board members | FOR | FOR | ✓ 99.2 % |
| 7. | Amend articles of association | FOR | FOR | ✓ 98.8 % |
| 8. | Elections to the board of directors and to the remuneration committee | | | |
| 8.1 | Re-elect Prof. Thomas A. Gutzwiller as chairman and member of the board and as member of the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 8.2 | Re-elect Prof. Manuel Ammann as member of the board | FOR | FOR | ✓ 99.8 % |
| 8.3 | Re-elect Dr. Hans-Jürg Bernet as member of the board and of the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 8.4 | Re-elect Ms. Claudia Gietz Viehweger as member of the board | FOR | FOR | ✓ 99.7 % |
| 8.5 | Re-elect Mr. Kurt Rüegg as member of the board | FOR | FOR | ✓ 99.6 % |
| 8.6 | Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 8.7 | Re-elect Mr. Hans Wey as member of the board | FOR | FOR | ✓ 99.6 % |
| 8.8 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 8.9 | Election of the auditors | FOR | ● OPPOSE | ✓ 96.8 % The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.8 % |
| 9.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| 9.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|--------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ |
| 2.2 | Distribution out of capital contribution reserves | FOR | FOR | | ✓ |
| 3. | Discharge board members | FOR | FOR | | ✓ |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. | ✓ |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Walter Fust | FOR | FOR | | ✓ |
| 5.1.2 | Re-elect Prof. Dr. oec. Christian Belz | FOR | FOR | | ✓ |
| 5.1.3 | Re-elect Mr. Adrian Stürm | FOR | FOR | | ✓ |
| 5.1.4 | Re-elect Prof. Dr. mech. eng. Frank Brinken | FOR | FOR | | ✓ |
| 5.1.5 | Re-elect Mr. Daniel Frutig | FOR | FOR | | ✓ |
| 5.2 | Election of Mr. Daniel Frutig as the chairman of the board | FOR | FOR | | ✓ |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Walter Fust to the remuneration committee | FOR | FOR | | ✓ |
| 5.3.2 | Re-elect Prof. Dr. mech. eng. Frank Brinken to the remuneration committee | FOR | ● OPPOSE | He is not independent (former executive, cross-directorship) and the majority of the committee members are not independent. | ✓ |
| 5.4 | Election of the auditors | FOR | FOR | | ✓ |
| 5.5 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position 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 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | ✓ 89.8 % The global amount of remuneration is significantly higher than that of the peer group. |
| 5 | Binding votes on the remuneration of the executive management | | | |
| 5.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.7 % |
| 5.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 99.7 % |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Gilbert Achermann as board member and chairman | FOR | FOR | ✓ 98.4 % |
| 6.2 | Re-elect Dr. iur. Sebastian Burckhardt | FOR | FOR | ✓ 98.5 % |
| 6.3 | Re-elect Mr. Roland W. Hess | FOR | FOR | ✓ 99.9 % |
| 6.4 | Re-elect Mr. Ulrich Looser | FOR | FOR | ✓ 99.8 % |
| 6.5 | Re-elect Dr. Beat E. Lüthi | FOR | FOR | ✓ 99.8 % |
| 6.6 | Re-elect Mr. Stefan Meister | FOR | FOR | ✓ 99.8 % |
| 6.7 | Re-elect Dr. h.c. Thomas Straumann | FOR | FOR | ✓ 98.5 % |
| 7 | Elections to the remuneration committee | | | |
| 6.1 | Elect Mr. Ulrich Looser to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 6.2 | Elect Dr. Beat E. Lüthi to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 6.3 | Elect Mr. Stefan Meister to the remuneration committee | FOR | FOR | ✓ 99.6 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|----------|
| III | Specific instructions for announced proposals | | | | |
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 91.2 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.0 % |
| 4 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration. The amount available for new members of the executive management is excessive. | ✓ 95.5 % |
| 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 | | ✓ 98.9 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 97.0 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Peter Löscher as board chairman | FOR | FOR | | ✓ 99.4 % |
| 6.2.1 | Re-elect Mr. Matthias Bichsel | FOR | FOR | | ✓ 99.6 % |
| 6.2.2 | Re-elect Mr. Thomas H. Glanzmann | FOR | FOR | | ✓ 99.6 % |
| 6.2.3 | Re-elect Ms. Jill Lee | FOR | FOR | | ✓ 99.6 % |
| 6.2.4 | Re-elect Mr. Marco Musetti | FOR | FOR | | ✓ 98.1 % |
| 6.2.5 | Re-elect Dr. math. Klaus Sturany | FOR | FOR | | ✓ 99.6 % |
| 6.3 | Elect Dr. oec. Gerhard Roiss | FOR | FOR | | ✓ 98.5 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1.1 | Re-elect Mr. Thomas H. Glanzmann to the remuneration committee | FOR | FOR | | ✓ 99.4 % |
| 7.1.2 | Re-elect Mr. Marco Musetti to the remuneration committee | FOR | FOR | | ✓ 98.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|----------------|-------------------|----------|
| 7.2 | Elect Ms. Jill Lee to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 9 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position 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 management | | | | |
| 4.1 | Fixed remuneration of the board of directors | | | | |
| 4.1.1 | Fixed remuneration for functions of the board of directors | FOR | FOR | | ✓ |
| 4.1.2 | Fixed remuneration for executive functions of the members of the board of directors | FOR | FOR | | ✓ |
| 4.2 | Fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 4.3 | Variable remuneration of the executive members of the board of directors | FOR | ● OPPOSE | The awards do not confirm the link between pay and performance. The requested amount does not allow to respect Ethos' guidelines. | ✓ |
| 4.4 | Variable remuneration of the executive management | FOR | ● OPPOSE | The awards do not confirm the link between pay and performance. 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 20 years, which exceeds Ethos' guidelines. | ✓ |
| 5.3 | Re-elect Mr. Nick Hayek Jr. (CEO) | FOR | FOR | | ✓ |
| 5.4 | Re-elect Prof. Claude Nicollier | FOR | FOR | | ✓ |
| 5.5 | Re-elect Dr. Jean-Pierre Roth | FOR | FOR | | ✓ |
| 5.6 | 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. | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|---|--------|
| 6.2 | Re-elect Mr. Ernst Tanner to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Tanner to the board of directors. | ✓ |
| 6.3 | Re-elect Mr. Nick Hayek Jr. to the remuneration committee | FOR | ● OPPOSE | He holds an executive function in the company. | ✓ |
| 6.4 | Re-elect Prof. Claude Nicollier to the remuneration committee | FOR | FOR | | ✓ |
| 6.5 | Re-elect Dr. Jean-Pierre Roth to the remuneration committee | FOR | FOR | | ✓ |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ |
| 8 | Election of the auditors | FOR | FOR | | ✓ |
| 9 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|---|
| | Change of voting position: ITEM 6 - Authorised capital: Vote FOR. All other ITEMS remain unchanged | | | |
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 3 | Approve allocation of net loss | FOR | FOR | ✓ |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5 | Reduce share capital via repayment of nominal value | FOR | FOR | ✓ |
| 6 | Approve creation of authorised capital | FOR | FOR | ✓ |
| 7.1 | Elections to the board of directors | | | |
| 7.1.a | Re-elect Dr. sc. math. Hans-Peter Bauer as board chairman | FOR | ● OPPOSE | He has a major conflict of interest that is incompatible with his role as board member. ✓ |
| 7.1.b | Re-elect Mr. Laurent Staffelbach | FOR | FOR | ✓ |
| 7.1.c | Re-elect Mr. Christian Perschak | FOR | FOR | ✓ |
| 7.1.d | Re-elect Ms. Carolin Schmüser | FOR | FOR | ✓ |
| 7.1.e | Re-elect Mr. Michael Schiltknecht | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (33.3 %). ✓ |
| 7.1.f | Re-elect Mr. Alexander Vögele | FOR | FOR | ✓ |
| 7.2 | Elections to the remuneration committee | | | |
| 7.2.a | Re-elect Dr. sc. math. Hans-Peter Bauer to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Dr. sc. math. Bauer to the board of directors. ✓ |
| 7.2.b | Re-elect Mr. Laurent Staffelbach to the remuneration committee | FOR | FOR | ✓ |
| 7.2.c | Re-elect Mr. Christian Perschak to the remuneration committee | FOR | FOR | ✓ |
| 7.2.d | Re-elect Ms. Carolin Schmüser to the remuneration committee | FOR | FOR | ✓ |
| 7.2.e | Re-elect Mr. Michael Schiltknecht to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Schiltknecht to the board of directors. ✓ |
| 7.2.f | Re-elect Mr. Alexander Vögele to the remuneration committee | FOR | FOR | ✓ |
| 7.3 | Election of the auditors | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|--------|
| 7.4 | Election of the independent proxy | FOR | FOR | | ✓ |
| 8 | Remuneration | | | | |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive or not justified. | ✓ |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive or not justified. | ✓ |
| 8.3 | Binding prospective vote on the total remuneration of Swiss Finance & Property AG as asset manager | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|----------------|-------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 92.7 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 98.7 % |
| 2.2 | Approve dividend from capital contribution reserves | FOR | FOR | ✓ 98.8 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.6 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.0 % |
| 4.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 95.0 % |
| 4.3 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | FOR | ✓ 96.9 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. iur. Rolf Dörig as chairman of the board | FOR | FOR | ✓ 97.4 % |
| 5.2 | Re-elect Dr. rer. nat. Wolf Becke | FOR | FOR | ✓ 96.3 % |
| 5.3 | Re-elect Mr. Gerold Bühler | FOR | FOR | ✓ 95.5 % |
| 5.4 | Re-elect Ms. Adrienne Corboud Fumagalli | FOR | FOR | ✓ 99.1 % |
| 5.5 | Re-elect Mr. Ueli Dietiker | FOR | FOR | ✓ 98.4 % |
| 5.6 | Re-elect Prof. Dr. sc. math. Damir Filipovic | FOR | FOR | ✓ 99.0 % |
| 5.7 | Re-elect Dr. oec. Frank Keuper | FOR | FOR | ✓ 95.6 % |
| 5.8 | Re-elect Prof. Dr. iur. Henry M. Peter | FOR | FOR | ✓ 99.0 % |
| 5.9 | Re-elect Dr. oec. Frank Schnewlin | FOR | FOR | ✓ 99.0 % |
| 5.10 | Re-elect Ms. Franziska A. Tschudi Sauber | FOR | FOR | ✓ 95.4 % |
| 5.11 | Re-elect Dr. iur. Klaus Tschüscher | FOR | FOR | ✓ 99.0 % |
| | Elections to the remuneration committee | | | |
| 5.12 | Elect Mr. Gerold Bühler to the remuneration committee | FOR | FOR | ✓ 64.9 % |
| 5.13 | Elect Dr. oec. Frank Schnewlin to the remuneration committee | FOR | FOR | ✓ 98.8 % |
| 5.14 | Elect Ms. Franziska A. Tschudi Sauber to the remuneration committee | FOR | FOR | ✓ 64.6 % |
| 6 | Election of the independent proxy | FOR | FOR | ✓ 98.8 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 95.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|-----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2. | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 60.1 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 4. | Approve allocation of income | FOR | FOR | | ✓ 100.0 % |
| 5. | Approve dividend | FOR | FOR | | ✓ 100.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.6 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remunerations than those of a peer group. The remuneration structure is not in line with Ethos' guidelines. | ✓ 85.6 % |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli | FOR | FOR | | ✓ 84.4 % |
| 7.1.2 | Re-elect Dr. iur. Thomas A. Wetzel | FOR | ● OPPOSE | He is not independent (board tenure of 16 years) and the board independence is insufficient (28.6 %). | ✓ 53.7 % |
| 7.1.3 | Re-elect Mr. Christopher M. Chambers | FOR | FOR | | ✓ 99.4 % |
| 7.1.4 | Re-elect Dr. iur. Bernhard M. Hammer | FOR | FOR | | ✓ 83.6 % |
| 7.1.5 | Re-elect Dr. oec. publ. Rudolf Huber | FOR | FOR | | ✓ 68.6 % |
| 7.1.6 | Re-elect Mr. Mario F. Seris | FOR | FOR | | ✓ 98.4 % |
| 7.1.7 | Re-elect Mr. Klaus Rudolf Wecken | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6 %). | ✓ 72.7 % |
| 7.2 | Election of the chairman of the board | FOR | FOR | | ✓ 84.5 % |
| 7.3 | Elections to the remuneration committee | | | | |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|-----------|
| 7.3.1 | Elect Dr. iur. Thomas A. Wetzel to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Dr. iur. Wetzel to the board of directors. | ✓ 54.0 % |
| 7.3.2 | Elect Mr. Christopher M. Chambers to the Remuneration Committee | FOR | FOR | | ✓ 99.0 % |
| 7.3.3 | Elect Mr. Mario F. Seris to the Remuneration Committee | FOR | FOR | | ✓ 99.0 % |
| 7.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 7.5 | Election of the auditors | FOR | FOR | | ✓ 99.3 % |
| 8. | Amend Articles of association | | | | |
| 8.1 | Amend Articles of association: section 4, B | FOR | FOR | | ✓ 100.0 % |
| 8.2 | Amend Articles of association: section 5, A (removals) | FOR | FOR | | ✓ 100.0 % |
| 8.3 | Amend Articles of association: section 4, B (additions) | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|--------|---|-------------|----------------|--|----------|
| 1.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 88.6 % |
| 1.2 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.9 % |
| 2 | Approve allocation of income | FOR | FOR | | ✓ 99.5 % |
| 3.1 | Ordinary Dividend | FOR | FOR | | ✓ 99.5 % |
| 3.2 | Extraordinary Dividend | FOR | FOR | | ✓ 99.5 % |
| 4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. Past awards and the amounts released after the performance/blocking period do not confirm the link between pay and performance. | ✓ 90.0 % |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 98.3 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Walter B. Kielholz as board member and chairman of the board | FOR | FOR | | ✓ 96.3 % |
| 6.1.2 | Re-elect Mr. Mathis Cabiallavetta | FOR | FOR | | ✓ 95.8 % |
| 6.1.3 | Re-elect Dr. oec. Raymond K. F. Ch'ien | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 69.6 % |
| 6.1.4 | Re-elect Dr. oec. Renato Fassbind | FOR | FOR | | ✓ 98.3 % |
| 6.1.5 | Re-elect Ms. Mary Francis | FOR | FOR | | ✓ 99.0 % |
| 6.1.6 | Re-elect Prof. Dr. oec. Rajna Gibson Brandon | FOR | FOR | | ✓ 98.9 % |
| 6.1.7 | Re-elect Mr. C. Robert Henrikson | FOR | FOR | | ✓ 98.2 % |
| 6.1.8 | Re-elect Mr. Hans Ulrich Maerki | FOR | FOR | | ✓ 98.4 % |
| 6.1.9 | Re-elect Mr. Carlos E. Represas | FOR | FOR | | ✓ 98.3 % |
| 6.1.10 | Re-elect Dr. oec. Jean-Pierre Roth | FOR | FOR | | ✓ 98.4 % |
| 6.1.11 | Re-elect Ms. Susan L. Wagner | FOR | FOR | | ✓ 97.7 % |
| 6.1.12 | Elect Mr. Trevor Manuel | FOR | FOR | | ✓ 98.8 % |
| 6.1.13 | Elect Mr. Philip K. Ryan | FOR | FOR | | ✓ 98.6 % |
| 6.2 | Elections to the remuneration committee | | | | |
| 6.2.1 | Elect Dr. oec. Renato Fassbind to the remuneration committee | FOR | FOR | | ✓ 98.2 % |
| 6.2.2 | Elect Mr. C. Robert Henrikson to the remuneration committee | FOR | FOR | | ✓ 97.7 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|----------|
| 6.2.3 | Elect Mr. Hans Ulrich Maerki to the remuneration committee | FOR | FOR | | ✓ 97.7 % |
| 6.2.4 | Elect Mr. Carlos E. Represas to the remuneration committee | FOR | FOR | | ✓ 97.9 % |
| 6.3 | Election of the independent proxy | FOR | FOR | | ✓ 99.4 % |
| 6.4 | Election of the auditors | FOR | FOR | | ✓ 97.2 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. | ✓ 86.7 % |
| 7.2 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 90.4 % |
| 8.1 | Approve renewal of authorised capital | FOR | FOR | | ✓ 94.7 % |
| 8.2 | Amend Articles of Association: Wording of Article 3a para 5 | FOR | FOR | | ✓ 95.1 % |
| 8.3 | Amend Articles of Association: Wording of Article 7 | FOR | FOR | | ✓ 98.9 % |
| 8.4 | Amend Articles of Association: suppression of transitional provision | FOR | FOR | | ✓ 99.3 % |
| 9 | Approve share buyback programme | FOR | FOR | | ✓ 98.4 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|----------------|-------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 96.7 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.8 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. rer. pol. Franck Esser | FOR | FOR | ✓ 98.8 % |
| 4.2 | Re-elect Dr. sc. tech. Barbara Frei | FOR | FOR | ✓ 98.9 % |
| 4.3 | Re-elect Mr. Hugo Gerber | FOR | FOR | ✓ 97.9 % |
| 4.4 | Re-elect Mr. Michel Gobet | FOR | FOR | ✓ 98.5 % |
| 4.5 | Re-elect Dr. sc. techn. Torsten G. Kreindl | FOR | FOR | ✓ 98.6 % |
| 4.6 | Re-elect Ms. Catherine Mühlemann | FOR | FOR | ✓ 98.8 % |
| 4.7 | Re-elect Mr. Theophil H. Schlatter | FOR | FOR | ✓ 98.9 % |
| 4.8 | Re-elect Mr. Hansueli Loosli | FOR | FOR | ✓ 98.8 % |
| 4.9 | Re-elect Mr. Hansueli Loosli as board chairman | FOR | FOR | ✓ 98.8 % |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Elect Dr. sc. tech. Barbara Frei to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 5.2 | Elect Dr. sc. techn. Torsten G. Kreindl to the remuneration committee | FOR | FOR | ✓ 98.0 % |
| 5.3 | Elect Mr. Hansueli Loosli to the remuneration committee | FOR | FOR | ✓ 98.8 % |
| 5.4 | Elect Mr. Theophil H. Schlatter to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 5.5 | Elect Dr. Hans Werder to the remuneration committee | FOR | FOR | ✓ 98.2 % |
| 6 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 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 total remuneration of the executive management | FOR | FOR | ✓ 98.3 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 98.9 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 98.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|--------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2 | Presentation of auditor's report | NON-VOTING | NON-VOTING | |
| 3. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 4. | Discharge board members and executive management | FOR | FOR | ✓ |
| 5.a | Elections to the board of directors | | | |
| 5.a.1 | Re-elect Mr. Jean-Paul Periat | FOR | FOR | ✓ |
| 5.a.2 | Re-elect Mr. Viktor Huser | FOR | FOR | ✓ |
| 5.b | Election of the chairman of the board | FOR | FOR | ✓ |
| 5.c | Elections of the liquidators | FOR | FOR | ✓ |
| 5.d | Elections to the remuneration committee | | | |
| 5.d.1 | Elect Mr. Jean-Paul Periat to the Remuneration Committee | FOR | FOR | ✓ |
| 5.d.2 | Elect Mr. Viktor Huser to the Remuneration Committee | FOR | FOR | ✓ |
| 5.e | Election of the independent proxy | FOR | FOR | ✓ |
| 5.f | Election of the auditors | FOR | FOR | ✓ |
| 6. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|----------------|-------------------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 87.0 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 99.9 % |
| 2.2 | Dividend from capital contribution reserves | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.4 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Mario M. Fontana | FOR | FOR | ✓ 99.7 % |
| 4.1.2 | Re-elect Dr. iur. Markus Dennler | FOR | FOR | ✓ 99.2 % |
| 4.1.3 | Re-elect Mr. Martin M. Naville | FOR | FOR | ✓ 99.7 % |
| 4.1.4 | Re-elect Mr. Adrian Bult | FOR | FOR | ✓ 99.7 % |
| 4.1.5 | Elect Mr. Jean-Christophe Pernellet | FOR | FOR | ✓ 99.7 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Elect Dr. iur. Markus Dennler to the Remuneration Committee | FOR | FOR | ✓ 99.1 % |
| 4.2.2 | Elect Mr. Mario M. Fontana to the Remuneration Committee | FOR | FOR | ✓ 99.6 % |
| 4.3 | Election of the auditors | FOR | FOR | ✓ 99.6 % |
| 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 | ✓ 99.5 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.8 % |
| 6.1 | Amendments to the articles to association linked to remuneration | FOR | FOR | ✓ 99.4 % |
| 6.2 | Other amendments to the articles of association | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.3 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 86.8 % |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | The board of directors does not recognise the major environmental/social risks that the company faces. | ✓ 94.5 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.7 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Ms. Vinita Bali | FOR | FOR | | ✓ 98.2 % |
| 5.2 | Re-elect Mr. Stefan Borgas | FOR | FOR | | ✓ 98.8 % |
| 5.3 | Re-elect Mr. Gunnar Brock | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 95.6 % |
| 5.4 | Re-elect Mr. Michel Demaré | FOR | FOR | | ✓ 99.0 % |
| 5.5 | Re-elect Dr. Eleni Gabre-Madhin | FOR | FOR | | ✓ 99.4 % |
| 5.6 | Re-elect Dr. chem. David Lawrence | FOR | FOR | | ✓ 99.1 % |
| 5.7 | Re-elect Mr. Michael Mack (CEO) | FOR | FOR | | ✓ 96.5 % |
| 5.8 | Re-elect Dr. iur. Eveline Saupper | FOR | FOR | | ✓ 99.4 % |
| 5.9 | Re-elect Mr. Jacques Vincent | FOR | FOR | | ✓ 99.1 % |
| 5.10 | Re-elect Dr. iur. Jürg Witmer | FOR | FOR | | ✓ 98.9 % |
| 6 | Re-elect Mr. Michel Demaré as board chairman | FOR | FOR | | ✓ 99.1 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Dr. iur. Eveline Saupper to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 7.2 | Re-elect Mr. Jacques Vincent to the remuneration committee | FOR | FOR | | ✓ 98.3 % |
| 7.3 | Re-elect Dr. iur. Jürg Witmer to the remuneration committee | FOR | FOR | | ✓ 98.2 % |
| 8 | 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. | ✓ 94.3 % |
| 9 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 84.6 % |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ 99.6 % |

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| Item | Agenda | Position VR | Position Ethos | Result |
|------|--------------------------|----------------|-------------------|----------|
| 11 | Election of the auditors | FOR | FOR | ✓ 98.2 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. iur. Pietro P. Supino-Coninx as board chairman | FOR | FOR | | ✓ 99.2 % |
| 4.1.2 | Re-elect Ms. Claudia Coninx-Kaczynski | FOR | FOR | | ✓ 99.1 % |
| 4.1.3 | Re-elect Ms. Marina de Planta | FOR | FOR | | ✓ 100.0 % |
| 4.1.4 | Re-elect Mr. Martin Kall | FOR | ● OPPOSE | He is not independent (former executive) and the board independence is insufficient (14.3 %). | ✓ 98.6 % |
| 4.1.5 | Re-elect Mr. Pierre Lamunière | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (14.3 %). | ✓ 98.1 % |
| 4.1.6 | Re-elect Mr. Konstantin Richter | FOR | FOR | | ✓ 99.1 % |
| 4.1.7 | Re-elect Prof. h.c. Dr. Iwan Rickenbacher | FOR | ● OPPOSE | He is not independent (board tenure of 19 years) and the board independence is insufficient (14.3 %). | ✓ 98.5 % |
| 4.2 | Elections to the nomination and remuneration committee | | | | |
| 4.2.1 | Re-elect Dr. iur. Pietro P. Supino-Coninx to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>He is chairman of the remuneration committee and also chairman of the board and is not considered independent (representative of an important shareholder).</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.</p> | ✓ 98.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|---|-------------|----------------|--|-----------|
| 4.2.2 | Re-elect Ms. Claudia Coninx-Kaczynski to the nomination and remuneration committee | FOR | ● OPPOSE | <p>She is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> <p>She was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.</p> | ✓ 98.7 % |
| 4.2.3 | Re-elect Mr. Martin Kall to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He is not independent (former executive) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.</p> | ✓ 98.6 % |
| 4.3.1 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.3.2 | Election of the substitute for the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Election of the auditors | FOR | FOR | | ✓ 99.0 % |
| 5 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> | ✓ 98.2 % |
| 6 | Binding votes on the 2014 remuneration of the board of directors, the advisory board and the executive management | | | | |
| 6.1 | Binding retrospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration of the executive members of the board (excluding the executive management) is excessive or is not in line with Ethos' guidelines.</p> | ✓ 99.2 % |
| 6.2 | Binding retrospective vote on the total remuneration of the advisory board for digital development | FOR | FOR | | ✓ 99.9 % |
| 6.3 | Binding retrospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | <p>The fixed remuneration is significantly higher than that of a peer group.</p> <p>The increase relative to the previous year is excessive or not justified.</p> | ✓ 99.4 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|--|----------|
| 6.4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | | ✓ 99.8 % |
| 7 | Binding vote on the principles of remuneration 2015 | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 97.9 % |

| Item | Agenda | Position VR | Position 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 and executive management | FOR | FOR | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1.a | Re-elect Mr. Heinrich Fischer | FOR | FOR | ✓ 99.2 % |
| 4.1.1.b | Re-elect Dr. pharm. Oliver Fetzter | FOR | FOR | ✓ 96.1 % |
| 4.1.1.c | Re-elect Dr. Karen J. Huebscher | FOR | FOR | ✓ 99.0 % |
| 4.1.1.d | Re-elect Dr. Christa Kreuzburg | FOR | FOR | ✓ 99.3 % |
| 4.1.1.e | Re-elect Mr. Gérard Vaillant | FOR | FOR | ✓ 98.6 % |
| 4.1.1.d | Re-elect Mr. Rolf A. Classon | FOR | FOR | ✓ 99.8 % |
| 4.1.2 | Elect Mr. Lars Holmqvist | FOR | FOR | ✓ 99.3 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.8 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.a | Elect Dr. pharm. Oliver Fetzter to the remuneration committee | FOR | FOR | ✓ 96.2 % |
| 4.3.b | Elect Dr. Christa Kreuzburg to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 4.4 | Election of the auditors | FOR | FOR | ✓ 97.9 % |
| 4.5 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 93.9 % The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.1 % |
| 5.3.1 | Binding prospective vote on the fixed and short-term remuneration of the executive management | FOR | FOR | ✓ 98.4 % |
| 5.3.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | ✓ 94.1 % The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines. |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.3 % |
| 2 | Approve allocation of income | FOR | FOR | | ✓ 100.0 % |
| 3 | Dividend from capital contribution reserves | FOR | FOR | | ✓ 99.6 % |
| 4 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 99.1 % |
| 5 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7 % |
| 6 | Approve renewal of authorised capital | FOR | ● OPPOSE | 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 25% of the issued share capital. | ✓ 77.1 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The remuneration of the executive chairman is excessive or is not in line with Ethos' guidelines. | ✓ 93.9 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 90.3 % |
| 8 | Elections to the board of directors | | | | |
| 8.1 | Re-elect Mr. Andreas Andreades | FOR | FOR | | ✓ 99.7 % |
| 8.2 | Re-elect Mr. George Koukis | FOR | FOR | | ✓ 74.2 % |
| 8.3 | Re-elect Mr. Ian Robert Cookson | FOR | FOR | | ✓ 100.0 % |
| 8.4 | Re-elect Mr. Thibault de Tersant | FOR | FOR | | ✓ 100.0 % |
| 8.5 | Re-elect Mr. Sergio Giacoletto | FOR | FOR | | ✓ 99.9 % |
| 8.6 | Re-elect Mr. Erik Hansen | FOR | FOR | | ✓ 100.0 % |
| 8.7 | Re-elect Ms. Amy Yok Tak Yip | FOR | FOR | | ✓ 100.0 % |
| 9 | Elections to the remuneration committee | | | | |
| 9.1 | Elect Mr. Sergio Giacoletto to the remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 9.2 | Elect Mr. Ian Robert Cookson to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 9.3 | Elect Mr. Erik Hansen to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--------------------------|-------------|----------------|--|----------|
| 11 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 91.4 % |

| Item | Agenda | Position VR | Position 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 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The proposed maximum number of mandates is excessive.</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 | FOR | | ✓ |
| 5.3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.a | Re-elect Dr. Raffaele Petrone | FOR | FOR | | ✓ |
| 6.1.b | Re-elect Prof. Michael Alan Keller | FOR | FOR | | ✓ |
| 6.1.c | Re-elect Dr. Robert E. Patterson | FOR | FOR | | ✓ |
| 6.1.d | Re-elect Mr. Claudio Palladini | FOR | FOR | | ✓ |
| 6.1.e | Elect Mr. Fulvio Citaredo | FOR | FOR | | ✓ |
| 6.2 | Re-elect Dr. Raffaele Petrone as chairman of the board | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.a | Elect Dr. Robert E. Patterson to the Remuneration Committee | FOR | FOR | | ✓ |
| 6.3.b | Elect Mr. Claudio Palladini to the Remuneration Committee | FOR | FOR | | ✓ |
| 6.4 | Election of the independent proxy | FOR | FOR | | ✓ |
| 6.5 | Election of the auditors | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|--------|
| 7 | Increase the pool of conditional capital for the conversion of convertible bonds | FOR | ● OPPOSE | <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% 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 25% of the issued share capital.</p> | ✓ |
| 8 | New authorised capital | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|---|-------------|----------------|---|--------|
| 2. | Approve annual report, financial statements and accounts | | | | |
| 2.1 | Approve annual report of the board of directors | FOR | FOR | | ✓ |
| 2.2 | Approve consolidated accounts | FOR | FOR | | ✓ |
| 2.3 | Approve financial statements | FOR | FOR | | ✓ |
| 3. | Approve allocation of income and dividend | 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 holds an excessive number of mandates.</p> <p>He is not independent (representative of an important shareholder, board tenure of 13 years, cross-directorship) 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 Prof. Dr. mech. eng. Frank Brinken | FOR | FOR | | ✓ |
| 5.4 | Re-elect Mr. Walter Fust | FOR | FOR | | ✓ |
| 6. | Election of the chairman of the board | FOR | ● OPPOSE | Ethos cannot support the election of Mr. Frôté to the board of directors. | ✓ |
| 7. | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. François Frôté to the remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. Frôté to the board of directors.</p> <p>He holds an excessive number of mandates.</p> | ✓ |
| 7.2 | Re-elect Mr. Michel Rollier to the remuneration committee | FOR | FOR | | ✓ |
| 7.3 | Re-elect Prof. Dr. mech. eng. Frank Brinken to the remuneration committee | FOR | FOR | | ✓ |
| 7.4 | Re-elect Mr. Walter Fust to the remuneration committee | FOR | FOR | | ✓ |
| 8. | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|--------|
| 9. | Election of the auditors | FOR | FOR | | ✓ |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> | ✓ |
| 10.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The fixed remuneration is significantly higher than that of a peer group.</p> | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 96.3 % |
| 3 | Approve allocation of income | FOR | FOR | ✓ 98.2 % |
| 4 | Approve distribution of dividend from capital contribution reserves | FOR | FOR | ✓ 97.8 % |
| 5 | Elections to the board of directors | | | |
| 5A | Re-elect Mr. Glyn Barker | FOR | FOR | ✓ 98.3 % |
| 5B | Re-elect Ms. Vanessa C.L. Chang | FOR | FOR | ✓ 98.2 % |
| 5C | Re-elect Mr. Frederico F. Curado | FOR | FOR | ✓ 98.2 % |
| 5D | Re-elect Mr. Chadwick C. Deaton | FOR | FOR | ✓ 98.2 % |
| 5E | Re-elect Mr. Vincent Intrieri | FOR | FOR | ✓ 89.4 % |
| 5F | Re-elect Mr. Martin B. McNamara | FOR | ● OPPOSE | He has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓ 95.0 % |
| 5G | Re-elect Mr. Samuel Merksamer | FOR | FOR | ✓ 87.4 % |
| 5H | Re-elect Mr. Merrill A. Miller Jr. | FOR | FOR | ✓ 97.3 % |
| 5I | Re-elect Mr. Edward R. Muller | FOR | FOR | ✓ 98.1 % |
| 5J | Re-elect Mr. Tan Ek Kia | FOR | FOR | ✓ 89.4 % |
| 6 | Election of Mr. Merrill A. Miller Jr. as chairman of the board | FOR | FOR | ✓ 98.0 % |
| 7 | Elections to the remuneration committee | | | |
| 7A | Elect Mr. Frederico F. Curado to the remuneration committee | FOR | FOR | ✓ 97.3 % |
| 7B | Elect Mr. Vincent Intrieri to the remuneration committee | FOR | FOR | ✓ 88.5 % |
| 7C | Elect Mr. Martin B. McNamara to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. McNamara to the board of directors. ✓ 94.1 % |
| 7D | Elect Mr. Tan Ek Kia to the remuneration committee | FOR | FOR | ✓ 88.8 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 97.8 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 98.3 % |
| 10 | Advisory Vote on the Named Executive Officers remuneration | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. ✓ 81.8 % |
| 11A | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 88.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 11B | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not confirm the link between pay and performance.</p> | ✓ 82.4 % |
| 12 | Approval of the 2015 Long-Term Incentive Plan | FOR | ● OPPOSE | <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ 91.1 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|----------|
| | Background to the EGM | | | |
| 1 | Par value reduction | FOR | FOR | ✓ 93.9 % |
| 2 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 95.7 % |
| 3 | Cancellation of the third and fourth dividend Installments pursuant to the dividend resolution adopted at the 2015 AGM | FOR | FOR | ✓ 90.1 % |
| 4 | Elect Mr. Jeremy D. Thigpen to the board of directors | FOR | FOR | ✓ 96.7 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | | | |
| 2.1 | Approve allocation of income | 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 | ✓ 99.8 % |
| 4.1 | Advisory vote on the 2014 remuneration of the board of directors | FOR | FOR | ✓ 99.6 % |
| 4.2 | Advisory vote on the 2014 remuneration of the executive management | FOR | FOR | ✓ 88.4 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Prof. Dr. Fritz Fahrni as board chairman | FOR | FOR | ✓ 89.2 % |
| 5.2 | Re-elect Dr. Paul Van Iseghem | FOR | FOR | ✓ 99.9 % |
| 5.3 | Re-elect Prof. Dr. Gerhard E. Tröster | FOR | FOR | ✓ 98.7 % |
| 5.4 | Re-elect Ms. Soo Boon Quek-Koh | FOR | FOR | ✓ 87.8 % |
| 5.5 | Re-elect Mr. Thomas Seiler | FOR | FOR | ✓ 95.2 % |
| 5.6 | Re-elect Mr. Jean-Pierre Wyss | FOR | FOR | ✓ 95.2 % |
| 5.7 | Elect Mr. André Müller | FOR | FOR | ✓ 89.1 % |
| 6 | Elections to the nomination and remuneration committee | | | |
| 6.1 | Re-elect Prof. Dr. Gerhard E. Tröster to the nomination and remuneration committee | FOR | FOR | ✓ 99.0 % |
| 6.2 | Re-elect Prof. Dr. Fritz Fahrni to the nomination and remuneration committee | FOR | FOR | ✓ 93.6 % |
| 7.1 | Approve renewal of authorised capital | FOR | FOR | ✓ 91.0 % |
| 7.2 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | ✓ 93.7 % The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association. |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 93.3 % |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 71.9 % |
| 9 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--------------------------|-------------|----------------|--|----------|
| 10 | Election of the auditors | FOR | ● OPPOSE | The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period. | ✓ 89.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|--------|---|-------------|----------------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 96.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 88.1 % |
| 2.1 | Approve allocation of income and ordinary dividend | FOR | FOR | | ✓ 99.6 % |
| 2.2 | Approve allocation of income and extraordinary dividend | FOR | FOR | | ✓ 99.6 % |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | There is profound disagreement concerning the management of the company's affairs or the board's decisions. | ✓ 88.9 % |
| 4 | Binding retrospective vote on the total 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> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 89.7 % |
| 5 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 94.9 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. oec. Axel Weber as board member and chairman of the board | FOR | FOR | | ✓ 94.9 % |
| 6.1.2 | Re-elect Mr. Michel Demaré | FOR | FOR | | ✓ 96.8 % |
| 6.1.3 | Re-elect Mr. David Sidwell | FOR | FOR | | ✓ 96.6 % |
| 6.1.4 | Re-elect Prof. Dr. iur. Reto Francioni | FOR | FOR | | ✓ 96.9 % |
| 6.1.5 | Re-elect Ms. Ann F. Godbehere | FOR | FOR | | ✓ 96.8 % |
| 6.1.6 | Re-elect Dr. oec. Axel P. Lehmann | FOR | FOR | | ✓ 96.8 % |
| 6.1.7 | Re-elect Mr. William G. Parrett | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 92.2 % |
| 6.1.8 | Re-elect Prof. Dr. iur. Isabelle Romy | FOR | FOR | | ✓ 97.2 % |
| 6.1.9 | Re-elect Prof. Dr. oec. Beatrice Weder di Mauro | FOR | FOR | | ✓ 97.1 % |
| 6.1.10 | Re-elect Mr. Joseph Yam | FOR | FOR | | ✓ 96.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 6.2 | Elect Mr. James E. Staley (Jes) | FOR | FOR | ✓ 97.0 % |
| 6.3 | Elections to the remuneration committee | | | |
| 6.3.1 | Elect Ms. Ann F. Godbehere to the remuneration committee | FOR | FOR | ✓ 94.5 % |
| 6.3.2 | Elect Mr. Michel Demaré to the remuneration committee | FOR | FOR | ✓ 96.5 % |
| 6.3.3 | Elect Prof. Dr. iur. Reto Francioni to the remuneration committee | FOR | FOR | ✓ 96.5 % |
| 6.3.4 | Elect Mr. Jes Staley to the remuneration committee | FOR | FOR | ✓ 97.0 % |
| 7 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | ✓ 91.7 % The global amount of remuneration is significantly higher than that of the peer group. The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification. |
| 8.1 | Election of the independent proxy | FOR | FOR | ✓ 97.9 % |
| 8.2 | Election of the auditors | FOR | ● OPPOSE | ✓ 92.8 % The company accounts or the auditor's work have been subject to severe criticism. |
| 8.3 | Ratify special auditors | FOR | FOR | ✓ 97.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0 % |
| 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 | | ✓ 100.0 % |
| 4.1.B | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 100.0 % |
| 4.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 99.9 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.A | Re-elect Dr. Volkert Klaucke | FOR | FOR | | ✓ 100.0 % |
| 5.1.B | Re-elect Dr. Doraiswamy Srinivas | FOR | ● OPPOSE | <p>He is not independent (business connections) and the board independence is insufficient (20.0 %).</p> <p>He has a major conflict of interest that is incompatible with his role as board member.</p> | ✓ 99.9 % |
| 5.1.C | Re-elect Mr. David Quint | FOR | ● OPPOSE | <p>He is not independent (business connections) and the board independence is insufficient (20.0 %).</p> <p>He has a major conflict of interest that is incompatible with his role as board member.</p> | ✓ 99.9 % |
| 5.1.D | Re-elect Mr. William W. Vanderfelt | FOR | FOR | | ✓ 99.8 % |
| 5.1.E | Re-elect Mr. Ravi Singh | FOR | FOR | | ✓ 100.0 % |
| 5.2 | Re-elect Dr. Volkert Klaucke as board chairman | FOR | FOR | | ✓ 100.0 % |
| 5.3 | Elections to the nomination and remuneration committee | | | | |
| 5.3.A | Re-elect Dr. Volkert Klaucke to the nomination and remuneration committee | FOR | ● OPPOSE | He holds an executive function in the company. | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result | |
|-------|---|-------------|----------------|--|-----------|
| 5.3.B | Re-elect Mr. David Quint to the nomination and remuneration committee | FOR | ● OPPOSE | <p>Ethos did not support the election of Mr. Quint to the board of directors.</p> <p>He is not independent (business connections) and the majority of the committee members are not independent.</p> | ✓ 99.9 % |
| 5.3.C | Re-elect Mr. William W. Vanderfelt to the nomination and remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 6 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 8 | Approve dividend | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|--------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2. | Discharge board members and executive management | FOR | ● OPPOSE | Existence of regulatory examination proceedings of entities and individuals of the group that could have in case of negative outcome a significant impact on the group structure and financial position. | ✓ |
| 3. | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 4. | Amend Articles of association | FOR | ● OPPOSE | The minimum number of board members proposed is not adequate for the size of the company. | ✓ |
| 5. | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive or not justified. | ✓ |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 6.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ |
| 7. | Elections to the board of directors | | | | |
| 7.1 | Elect Mr. Gustav Stenbolt as chairman | FOR | FOR | | ✓ |
| 7.2 | Re-elect Mr. Urs Maurer-Lambrou | FOR | FOR | | ✓ |
| 7.3 | Re-elect Mr. Christoph N. Meister | FOR | FOR | | ✓ |
| 7.4 | Re-elect Mr. Jean-François Ducrest | FOR | FOR | | ✓ |
| 8. | Elections to the remuneration committee | | | | |
| 8.1 | Elect Mr. Jean-François Ducrest to the Remuneration Committee | FOR | FOR | | ✓ |
| 8.2 | Elect Mr. Urs Maurer-Lambrou to the Remuneration Committee | FOR | FOR | | ✓ |
| 9. | Election of the auditors | FOR | FOR | | ✓ |
| 10. | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.5 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 96.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.2 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 98.9 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | ✓ 90.5 % The global amount of remuneration is significantly higher than that of the peer group. |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 93.6 % |
| 5.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 93.0 % |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Jürg Bucher as board chairman | FOR | FOR | ✓ 98.2 % |
| 6.2 | Re-elect Dr. iur. Ivo Furrer | FOR | FOR | ✓ 98.2 % |
| 6.3 | Re-elect Ms. Barbara Artmann | FOR | FOR | ✓ 97.8 % |
| 6.4 | Re-elect Mr. Jean-Baptiste Beuret | FOR | FOR | ✓ 97.3 % |
| 6.5 | Re-elect Dr. iur. Christoph B. Bühler | FOR | FOR | ✓ 97.7 % |
| 6.6 | Re-elect Mr. Andreas Huber | FOR | FOR | ✓ 97.1 % |
| 6.7 | Re-elect Ms. Franziska von Weissenfluh | FOR | FOR | ✓ 97.6 % |
| 6.8 | Re-elect Mr. Franz Zeder | FOR | FOR | ✓ 96.7 % |
| 7 | Elections to the nomination and remuneration committee | | | |
| 7.1 | Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee | FOR | FOR | ✓ 97.3 % |
| 7.2 | Re-elect Mr. Jürg Bucher to the nomination and remuneration committee | FOR | FOR | ✓ 96.3 % |
| 7.3 | Re-elect Dr. iur. Ivo Furrer to the nomination and remuneration committee | FOR | FOR | ✓ 97.7 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 98.7 % |
| 9 | Election of the independent proxy | FOR | FOR | ✓ 98.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 80.4 % |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9 % |
| 3.2 | Approve Dividend out of Capital Contribution Reserves | FOR | FOR | | ✓ 99.9 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.4 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.7 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ 78.9 % |
| 6 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Rolando Benedick | FOR | FOR | | ✓ 98.2 % |
| 6.1.2 | Re-elect Mr. Markus Fiechter | FOR | FOR | | ✓ 99.6 % |
| 6.1.3 | Re-elect Mr. Franz Julen | FOR | FOR | | ✓ 99.5 % |
| 6.1.4 | Re-elect Dr. iur. Bernhard Heusler | FOR | FOR | | ✓ 99.0 % |
| 6.1.5 | Re-elect Mr. Ernst Peter Ditsch | FOR | FOR | | ✓ 99.7 % |
| 6.1.6 | Re-elect Ms. Cornelia Ritz Bossicard | FOR | FOR | | ✓ 99.5 % |
| 6.2 | Election of the chairman of the board | FOR | FOR | | ✓ 99.2 % |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Elect Mr. Franz Julen to the Remuneration Committee | FOR | FOR | | ✓ 99.2 % |
| 6.3.2 | Elect Mr. Markus Fiechter to the Remuneration Committee | FOR | FOR | | ✓ 99.3 % |
| 6.3.3 | Elect Mr. Ernst Peter Ditsch to the Remuneration Committee | FOR | FOR | | ✓ 99.4 % |
| 6.4 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 6.5 | Election of the auditors | FOR | FOR | | ✓ 99.7 % |

| Item | Agenda | Position VR | Position 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 | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | ✓ |
| 8 | Elections to the board of directors | | | |
| 8.1 | Re-elect Dr. oec. Paul-André Sanglard as board chairman | FOR | ● OPPOSE | He has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓ |
| 8.2 | Re-elect Ms. Chantal Balet Emery | FOR | FOR | ✓ |
| 8.3 | Re-elect Mr. Javier Fernandez-Cid | FOR | FOR | ✓ |
| 8.4 | Re-elect Mr. Etienne Jornod | FOR | FOR | ✓ |
| 8.5 | Re-elect Mr. Peter Kofmel | FOR | FOR | ✓ |
| 8.6 | Re-elect Mr. Jean-Philippe Rochat | FOR | FOR | ✓ |
| 8.7 | Re-elect Mr. Jean-Pierre Steiner | FOR | FOR | ✓ |
| 9 | Elections to the remuneration committee | | | |
| 9.1 | Re-elect Ms. Chantal Balet Emery to the remuneration committee | FOR | FOR | ✓ |
| 9.2 | Re-elect Mr. Etienne Jornod to the remuneration committee | FOR | FOR | ✓ |
| 9.3 | Re-elect Mr. Jean-Philippe Rochat 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 | FOR | ✓ |
| 11 | Election of the independent proxy | FOR | FOR | ✓ |
| 12 | Election of the auditors | FOR | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|--|-------------|----------------|--|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2. | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓ 96.7 %</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The proposed maximum number of mandates is excessive.</p> |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.6 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.6 % |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. Sönke Bandixen | FOR | FOR | ✓ 99.8 % |
| 6.1.2 | Re-elect Mr. Claude R. Cornaz | FOR | FOR | ✓ 99.6 % |
| 6.1.3 | Re-elect Mr. Pascal Cornaz | FOR | FOR | ✓ 98.5 % |
| 6.1.4 | Re-elect Dr. oec. publ. Rudolf W. Fischer | FOR | FOR | ✓ 98.6 % |
| 6.1.5 | Re-elect Mr. Richard Fritschi | FOR | FOR | ✓ 99.7 % |
| 6.1.6 | Re-elect Mr. Jean-Philippe Rochat | FOR | FOR | ✓ 99.8 % |
| 6.1.7 | Re-elect Mr. Hans R. Rüegg as chairman | FOR | FOR | ✓ 98.4 % |
| 6.2 | Elections to the remuneration committee | | | |
| 6.2.1 | Elect Mr. Claude R. Cornaz to the Remuneration Committee | FOR | ● OPPOSE | <p>✓ 97.2 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 17 years) and the majority of the committee members are not independent.</p> <p>He holds an executive function in company.</p> |
| 6.2.2 | Elect Dr. oec. publ. Rudolf W. Fischer to the Remuneration Committee | FOR | FOR | ✓ 98.5 % |
| 6.2.3 | Elect Mr. Richard Fritschi to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|-----------------------------------|-------------|----------------|----------|
| 6.3 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 6.4 | Election of the auditors | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|----------------|-------------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 97.6 % |
| 2.a | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.6 % |
| 2.b | Binding retrospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.3 % |
| 3. | Discharge board members | FOR | FOR | ✓ 99.7 % |
| 4. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.4 % |
| 5. | Elections to the board of directors | | | |
| 5.a | Re-elect Dr. Andreas Giesbrecht as member and chairman of the board | FOR | FOR | ✓ 99.8 % |
| 5.b | Re-elect Mr. Nicolas Rouge | FOR | FOR | ✓ 99.7 % |
| 5.c | Re-elect Mr. Jacques Stephan | FOR | FOR | ✓ 99.4 % |
| 5.d | Re-elect Mr. Pascal Blanquet | FOR | FOR | ✓ 97.4 % |
| 6. | Elections to the remuneration committee | | | |
| 6.a | Elect Mr. Nicolas Rouge to the remuneration committee | FOR | FOR | ✓ 97.4 % |
| 6.b | Elect Mr. Pascal Blanquet to the remuneration committee | FOR | FOR | ✓ 97.2 % |
| 7. | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 8. | Election of the auditors | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Position VR | Position 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. rer. pol. Peter Kalantzis as board member and as chairman of the board | FOR | FOR | | ✓ |
| 3.2 | Re-elect Mr. Gerd Amtstätter | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0 %). | ✓ |
| 3.3 | Re-elect Mr. Guido Egli | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0 %). | ✓ |
| 3.4 | Re-elect Mr. August François von Finck Junior | FOR | FOR | | ✓ |
| 3.5 | Re-elect Mr. Gerd Peskes | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 15 years) and the board independence is insufficient (0.0 %). | ✓ |
| 4. | Elections to the remuneration committee | | | | |
| 4.1 | Elect Mr. Gerd Amtstätter to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Amtstätter to the board of directors. | ✓ |
| 4.2 | Elect Mr. Guido Egli to the remuneration committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Egli to the board of directors. | ✓ |
| 4.3 | Elect Mr. August François von Finck Junior to the remuneration committee | FOR | FOR | | ✓ |
| 5. | Election of the auditors | FOR | FOR | | ✓ |
| 6. | Election of the independent proxy | FOR | FOR | | ✓ |
| 7. | Amend articles of association: Implementation of the Minder ordinance | FOR | FOR | | ✓ |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|--|
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | <p>The fixed remuneration is significantly higher than that of a peer group. ✓</p> <p>The proposed increase relative to the previous year is excessive or not justified.</p> |
| 8.3 | Binding retrospective vote on the short-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> |

| Item | Agenda | Position VR | Position 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 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 100.0 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Herbert J. Scheidt as board member and chairman of the board | FOR | FOR | ✓ 99.8 % |
| 5.2 | Re-elect Mr. Bruno Basler as board member and member of the remuneration committee | FOR | FOR | ✓ 99.6 % |
| 5.3 | Re-elect Mr. Dominic Brenninkmeyer as board member and member of the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 5.4 | Re-elect Mr. Nicolas Oltramare | FOR | FOR | ✓ 99.8 % |
| 5.5 | Re-elect Dr. oec. Frank Schnewlin | FOR | FOR | ✓ 99.9 % |
| 5.6 | Re-elect Ms. Clara Christina Streit as board member and member of the remuneration committee | FOR | FOR | ✓ 99.8 % |
| 5.7 | Elect Ms. Elisabeth Bourqui | FOR | FOR | ✓ 99.9 % |
| 6 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 99.9 % |
| 8 | Amend articles of association: Remove variable remuneration for the board chairman | FOR | FOR | ✓ 99.8 % |
| 9.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. ✓ 91.8 % |
| 9.2 | Binding retrospective vote on the annual bonus of the chairman of the board of directors | FOR | ● OPPOSE | The global amount of remuneration is significantly higher than that of the peer group. The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. ✓ 90.1 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 9.3 | Binding prospective vote on the long-term variable remuneration of the chairman of the board | FOR | ● OPPOSE | <p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.</p> | ✓ 90.1 % |
| 9.4 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.6 % |
| 9.5 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 94.8 % |
| 9.6 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The requested amount does not allow to respect Ethos' guidelines. | ✓ 97.5 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------------------------------------|---|-------------|----------------|--|
| 1. | Approve annual report | FOR | FOR | ✓ 100.0 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3. | Discharge board members and auditor | FOR | FOR | ✓ 100.0 % |
| Elections to the board of directors | | | | |
| 4.1 | Re-elect Mr. Fredy Vogt | FOR | FOR | ✓ 99.4 % |
| 4.2 | Elect Dr. iur. Florian Marxer | FOR | FOR | ✓ 100.0 % |
| 4.3 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 5. | Approve share buyback programme | FOR | ● OPPOSE | The length of the authorisation exceeds 24 months. ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|-----------|
| | Background to the EGM | | | |
| 1. | Abrogation of Art. 4 para 2 from the articles of association | FOR | FOR | ✓ 100.0 % |
| 2. | Increase of the share capital | FOR | FOR | ✓ 100.0 % |
| 3. | Further changes to the articles of association | FOR | FOR | ✓ 99.2 % |
| 4. | Exclusion of subscription rights | FOR | FOR | ✓ 100.0 % |
| 5. | Approval of the merger agreement | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Position VR | Position 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 | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Fred Kindle | FOR | FOR | ✓ 99.9 % |
| 4.1.2 | Re-elect Mr. Roland Iff | FOR | FOR | ✓ 99.9 % |
| 4.1.3 | Re-elect Dr. iur. Albrecht Langhart | FOR | FOR | ✓ 99.9 % |
| 4.1.4 | Re-elect Mr. Roland Ledergerber | FOR | FOR | ✓ 99.9 % |
| 4.1.5 | Re-elect Mr. Olivier de Perregaux | FOR | FOR | ✓ 99.9 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.9 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Elect Mr. Fred Kindle to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 4.3.2 | Elect Mr. Roland Ledergerber to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 5. | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6. | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 7. | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. ✓ 93.1 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.9 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.9 % |
| 8.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 98.8 % |

| Item | Agenda | Position VR | Position 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 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Alfred Gaffal | FOR | FOR | ✓ |
| 5.2 | Re-elect Mr. Silvan G.-R. Meier | FOR | FOR | ✓ |
| 5.3 | Re-elect Mr. Jochen Nutz (CEO) | FOR | FOR | ✓ |
| 5.4 | Re-elect Mr. Heinz Roth | FOR | FOR | ✓ |
| 5.5 | Re-elect Mr. Paul Witschi | FOR | FOR | ✓ |
| 6 | Re-elect Mr. Silvan G.-R. Meier as board chairman | FOR | FOR | ✓ |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Re-elect Mr. Alfred Gaffal to the remuneration committee | FOR | FOR | ✓ |
| 7.2 | Re-elect Mr. Silvan G.-R. Meier to the remuneration committee | FOR | FOR | ✓ |
| 7.3 | Re-elect Mr. Heinz Roth to the remuneration committee | FOR | FOR | ✓ |
| 7.4 | Re-elect Mr. Paul Witschi to the remuneration committee | FOR | FOR | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | ✓ |
| 9 | Election of the auditors | FOR | FOR | ✓ |
| 10 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 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 | FOR | ✓ |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|-----------|
| 1. | Approve annual report, financial statements and accounts and accept the auditor's report | FOR | FOR | | ✓ 99.7 % |
| 2. | 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> | ✓ 99.1 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.7 % |
| | Elections to the board of directors | | | | |
| 4.1 | Re-elect Dr. Christoph M. Müller as member and chairman of the board | FOR | FOR | | ✓ 99.9 % |
| 4.2 | Re-elect Dr. Ulrich Vischer | FOR | FOR | | ✓ 99.8 % |
| 4.3 | Re-elect Dr. Marcel Rohner | FOR | FOR | | ✓ 98.0 % |
| | Elections to the remuneration committee | | | | |
| 4.4 | Elect Dr. Christoph M. Müller to the Remuneration Committee | FOR | FOR | | ✓ 99.8 % |
| 4.5 | Elect Dr. Ulrich Vischer to the Remuneration Committee | FOR | FOR | | ✓ 99.8 % |
| 4.6 | Elect Dr. Marcel Rohner to the Remuneration Committee | FOR | FOR | | ✓ 97.8 % |
| 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 | | ✓ 98.0 % |
| 6.2 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.7 % |
| 7. | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 8. | Election of the auditors | FOR | FOR | | ✓ 99.5 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---------------------------|----------------|-------------------|----------|
| 1 | Ordinary capital increase | FOR | FOR | ✓ 98.8 % |

| Item | Agenda | Position VR | Position 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 | ✓ |
| 4. | Remuneration | | | |
| 4.a | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | ✓ 99.7 % |
| 4.b | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares. ✓ 99.3 % |
| 4.c | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.3 % |
| 4.d | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 99.7 % |
| 5. | Elections to the board of directors | | | |
| 5.a.1 | Re-elect Dr. h.c. Willy Michel | FOR | FOR | ✓ 100.0 % |
| 5.a.2 | Re-elect Prof. Dr. rer. pol. Norbert Thom | FOR | FOR | ✓ 100.0 % |
| 5.a.3 | Re-elect Mr. Anton J. Kräuliger | FOR | FOR | ✓ 100.0 % |
| 5.a.4 | Re-elect Mr. Gerhart Isler | FOR | FOR | ✓ 100.0 % |
| 5.b | Re-election of Dr. h.c. Willy Michel as chairman of the board | FOR | FOR | ✓ 100.0 % |
| 5.c | Elections to the remuneration committee | | | |
| 5.c.1 | Re-elect Mr. Anton J. Kräuliger to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5.c.2 | Re-elect Prof. Dr. rer. pol. Norbert Thom to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 5.c.3 | Re-elect Mr. Gerhart Isler to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 5.d | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.e | Election of the auditors | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|----------|
| 6.a | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The proposed maximum number of mandates is excessive.</p> | ✓ 98.0 % |
| 6.b | Amend articles of association with regard to limitation of voting rights | FOR | ● OPPOSE | <p>The amendment has a negative impact on the rights or interests of all or some of the shareholders.</p> | ✓ 96.8 % |

| Item | Agenda | Position VR | Position 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 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive or not justified. | ✓ 87.5 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 99.2 % |
| 4.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 97.5 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. oec. Hans-Peter Zehnder as chairman | FOR | FOR | | ✓ 96.1 % |
| 5.1.2 | Re-elect Mr. Thomas Benz | 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 (40.0 %). | ✓ 95.1 % |
| 5.1.3 | Re-elect Dr. iur. Urs Buchmann | FOR | FOR | | ✓ 96.4 % |
| 5.1.4 | Re-elect Mr. Riet Cadonau | FOR | FOR | | ✓ 100.0 % |
| 5.1.5 | Re-elect Mr. Enrico Tissi | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (40.0 %). | ✓ 95.6 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Elect Mr. Thomas Benz to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Benz to the board of directors. | ✓ 93.8 % |
| 5.2.2 | Elect Dr. iur. Urs Buchmann to the Remuneration Committee | FOR | FOR | | ✓ 96.4 % |
| 5.2.3 | Elect Mr. Enrico Tissi to the Remuneration Committee | FOR | ● OPPOSE | Ethos did not support the election of Mr. Tissi to the board of directors. | ✓ 94.3 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|-----------|
| 5.3 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.4 | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 6. | Amend Articles of association: conversion of bearer into registered shares | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 90.1 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 85.6 % |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 90.6 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 77.8 % |
| 4 | Financial restructuring: Capital reduction with simultaneous capital increase | | | | |
| 4.1 | Capital reduction | FOR | ● OPPOSE | The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ 87.4 % |
| 4.2 | Ordinary capital increase | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ 87.7 % |
| 4.3 | Completion of the ordinary capital increase and capital reduction | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ 87.7 % |
| 4.4 | Amend articles of association in connection with the ordinary capital increase and capital reduction | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ 87.7 % |
| 5 | Create a 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. | ✓ 85.4 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. Iosif Bakaleynik (CEO) | FOR | ● OPPOSE | The board independence is not sufficient (40.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 87.0 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|-------|---|-------------|----------------|---|
| 6.1.2 | Re-elect Mr. Vladislav Osipov | FOR | FOR | ✓ 77.2 % |
| 6.1.3 | Re-elect Mr. Iakov Tesis | FOR | FOR | ✓ 88.5 % |
| 6.1.4 | Re-elect Dr. rer. pol. Markus Wesnitzer | FOR | FOR | ✓ 90.2 % |
| 6.1.5 | Re-elect Dr. iur. Wolfgang Zürcher | FOR | FOR | ✓ 90.7 % |
| 6.2 | Re-elect Dr. Iosif Bakaleynik (CEO) as board chairman | FOR | ● OPPOSE | <p>✓ 75.9 %</p> <p>Ethos cannot support the election of Dr. Bakaleynik to the board of directors.</p> <p>He is also CEO and the combination of functions is permanent.</p> |
| 6.3 | Elections to the remuneration committee | | | |
| 6.3.1 | Re-elect Dr. Iosif Bakaleynik to the remuneration committee | FOR | ● OPPOSE | <p>✓ 75.1 %</p> <p>Ethos did not support the election of Dr. Bakaleynik to the board of directors.</p> <p>He holds an executive function in the company.</p> |
| 6.3.2 | Elect Dr. rer. pol. Markus Wesnitzer to the remuneration committee | FOR | FOR | ✓ 90.1 % |
| 6.3.3 | Re-elect Dr. iur. Wolfgang Zürcher to the remuneration committee | FOR | FOR | ✓ 90.3 % |
| 6.4 | Election of the independent proxy | FOR | FOR | ✓ 91.2 % |
| 6.5 | Election of the auditors | FOR | FOR | ✓ 79.0 % |
| 7 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | <p>✓ 75.1 %</p> <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p> |
| | Unannounced proposal made by a shareholder during the AGM: Amendment to the articles of association | OPPOSE | OPPOSE | ✗ 0.3 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>✓ 86.1 %</p> <p>The global amount of remuneration is significantly higher than that of the peer group.</p> |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 8.2 | Binding prospective vote on the total remuneration of the executive management (2015/16) | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remunerations than those of a peer group. | ✓ 85.4 % |
| 8.3 | Binding prospective vote on the total remuneration of the executive management (2016/17) | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remunerations than those of a peer group. | ✓ 81.9 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|--|--------|
| | Background to the EGM | | | | |
| 1 | Election of the independent proxy | FOR | FOR | | ✓ |
| 2 | Financial restructuring: Capital reduction with simultaneous capital increase | | | | |
| 2.1 | Capital reduction | FOR | ● OPPOSE | The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ |
| 2.2 | Ordinary capital increase | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ |
| 2.3 | Completion of the ordinary capital increase and capital reduction | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ |
| 2.4 | Amend articles of association in connection with the ordinary capital increase and capital reduction | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ |
| 3 | Creation of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital. | ✓ |

| Item | Agenda | Position VR | Position 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 information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 98.7 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.8 % |
| 3.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 98.8 % |
| 4. | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 5. | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Hannes Wüest | FOR | FOR | | ✓ 99.9 % |
| 5.1.2 | Re-elect Mr. Heinz M. Buhofer | FOR | FOR | | ✓ 99.9 % |
| 5.1.3 | Re-elect Prof. Dr. Annelies Häcki Buhofer | FOR | FOR | | ✓ 99.9 % |
| 5.1.4 | Re-elect Mr. Armin Meier | FOR | FOR | | ✓ 99.9 % |
| 5.1.5 | Re-elect Mr. Heinz Stübi | FOR | FOR | | ✓ 99.9 % |
| 5.1.6 | Re-elect Mr. Martin Wipfli | FOR | FOR | | ✓ 99.9 % |
| 5.1.7 | Re-elect Dr. Beat Schwab | FOR | FOR | | ✓ 99.9 % |
| 5.2 | Re-election of the chairman of the board | FOR | FOR | | ✓ 99.9 % |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Heinz M. Buhofer to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 5.3.2 | Re-elect Mr. Martin Wipfli to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 5.4 | Re-election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 5.5 | Re-election of the auditors | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|---|-------------|----------------|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 97.6 % |
| 2. | Discharge board members | FOR | FOR | ✓ 97.2 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 97.8 % |
| 4. | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Bruno Bonati | FOR | FOR | ✓ 93.8 % |
| 4.2 | Re-elect Ms. Carla Tschümperlin | FOR | FOR | ✓ 92.0 % |
| 4.3 | Elect Dr. Jacques Bossart | FOR | FOR | ✓ 80.4 % |
| 5. | Elections to the remuneration committee | | | |
| 5.1 | Elect Mr. Bruno Bonati to the Remuneration Committee | FOR | FOR | ✓ 93.7 % |
| 5.2 | Elect Ms. Carla Tschümperlin to the Remuneration Committee | FOR | FOR | ✓ 94.2 % |
| 6. | Election of the independent proxy | FOR | FOR | ✓ 95.3 % |
| 7.1 | Election of PricewaterhouseCoopers as member of the auditors | FOR | FOR | ✓ 76.5 % |
| 7.2 | Election of Mr. Adrian Kalt as member of the auditors | FOR | FOR | ✓ 92.1 % |
| 8. | Prospective advisory vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 85.7 % |

| Item | Agenda | Position VR | Position 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 information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 86.9 % |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9 % |
| 2.2 | Approve Allocation of Capital Contributions Reserves | FOR | FOR | | ✓ 99.9 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 99.5 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Tom de Swaan as member and chairman | FOR | FOR | | ✓ 98.6 % |
| 4.1.2 | Re-elect Dr. oec. Susan Schmidt Bies | FOR | FOR | | ✓ 99.7 % |
| 4.1.3 | Re-elect Dame Alison Carnwath | FOR | FOR | | ✓ 99.0 % |
| 4.1.4 | Re-elect Mr. Rafael del Pino y Calvo-Sotelo | FOR | FOR | | ✓ 99.7 % |
| 4.1.5 | Re-elect Mr. Thomas Konrad Escher | FOR | FOR | | ✓ 98.8 % |
| 4.1.6 | Re-elect Dr. rer. pol. Christoph Franz | FOR | FOR | | ✓ 99.5 % |
| 4.1.7 | Re-elect Mr. Fred Kindle | FOR | FOR | | ✓ 99.6 % |
| 4.1.8 | Re-elect Dr. Monica E. Mächler | FOR | FOR | | ✓ 99.6 % |
| 4.1.9 | Re-elect Mr. Donald Thor Nicolaisen | FOR | FOR | | ✓ 99.5 % |
| 4.1.10 | Elect Ms. Joan Amble | FOR | FOR | | ✓ 99.1 % |
| 4.1.11 | Elect Mr. Kishore Mahbubani | FOR | FOR | | ✓ 99.6 % |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Elect Dame Alison Carnwath 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. She was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards. | ✓ 93.3 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|-------|--|-------------|----------------|--|----------|
| 4.2.2 | Elect Mr. Tom de Swaan to the remuneration committee | FOR | ● OPPOSE | <p>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.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p> | ✓ 92.5 % |
| 4.2.3 | Elect Mr. Rafael del Pino y Calvo-Sotelo to the remuneration committee | FOR | ● OPPOSE | <p>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.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p> | ✓ 93.3 % |
| 4.2.4 | Elect Mr. Thomas Konrad Escher to the remuneration committee | FOR | ● OPPOSE | <p>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.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p> | ✓ 92.3 % |
| 4.2.5 | Elect Dr. rer. pol. Christoph Franz to the remuneration committee | FOR | FOR | | ✓ 99.3 % |
| 4.3 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 4.4 | Election of the auditors | FOR | FOR | | ✓ 97.5 % |
| 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 | | ✓ 95.6 % |

| Item | Agenda | Position VR | Position Ethos | | Result |
|------|--|-------------|----------------|---|----------|
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 89.9 % |
| 6. | Amend Articles of association | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Position VR | Position Ethos | Result |
|------|--|-------------|----------------|---|
| 1 | Election of the independent proxy | FOR | FOR | – |
| 2 | Amend articles of association: Implementation of the Minder ordinance | FOR | ● OPPOSE | – |
| | | | | <p>The vote on the maximum amount is prospective and the total variable remuneration is not capped in the articles of association.</p> <p>The non-executive directors may receive variable remuneration.</p> <p>The proposed maximum number of mandates is excessive.</p> |
| 3 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 4 | Present auditors' reports | NON-VOTING | NON-VOTING | |
| 5.a | Approve annual report | FOR | FOR | – |
| 5.b | Approve financial statements and accounts | FOR | FOR | – |
| 5.c | Approve allocation of income | FOR | FOR | – |
| 5.d | Discharge board members | FOR | FOR | – |
| 6.a | Elections to the board of directors | | | |
| 6.a1 | Re-elect Dr. Jean-Claude Badoux as board chairman | FOR | FOR | – |
| 6.a2 | Re-elect Mr. Carmelo Bottecchia | FOR | FOR | – |
| 6.a3 | Re-elect Mr. Roberto Raggiotto | FOR | FOR | – |
| 6.a4 | Re-elect Mr. Pierpaolo Rossetto | FOR | FOR | – |
| 6.b | Elections to the remuneration committee | | | |
| 6.b1 | Re-elect Dr. Jean-Claude Badoux to the remuneration committee | FOR | FOR | – |
| 6.b2 | Re-elect Mr. Carmelo Bottecchia to the remuneration committee | FOR | FOR | – |
| 6.c | Election of the auditors | FOR | FOR | – |
| 6.d | Election of the independent proxy | FOR | FOR | – |
| 7.a1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | – |
| 7.a2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | – |

Disclaimer

Ethos issues voting recommendation in accordance with its own voting guidelines (www.ethosfund.ch). Ethos' voting guidelines are based on the most relevant codes of best practice in corporate governance and on Ethos' Charter. Despite multiple verification the information provided cannot be guaranteed accurate. The analyses are intended to help investors (members or clients of Ethos or any other potential users) make informed decisions at companies' general meetings but cannot, in any way, be considered as a portfolio investment tool or advice for investing in securities.