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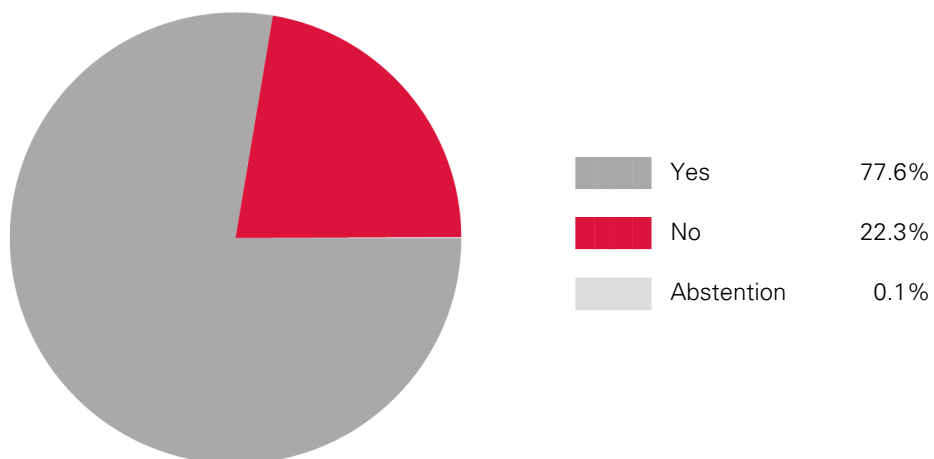
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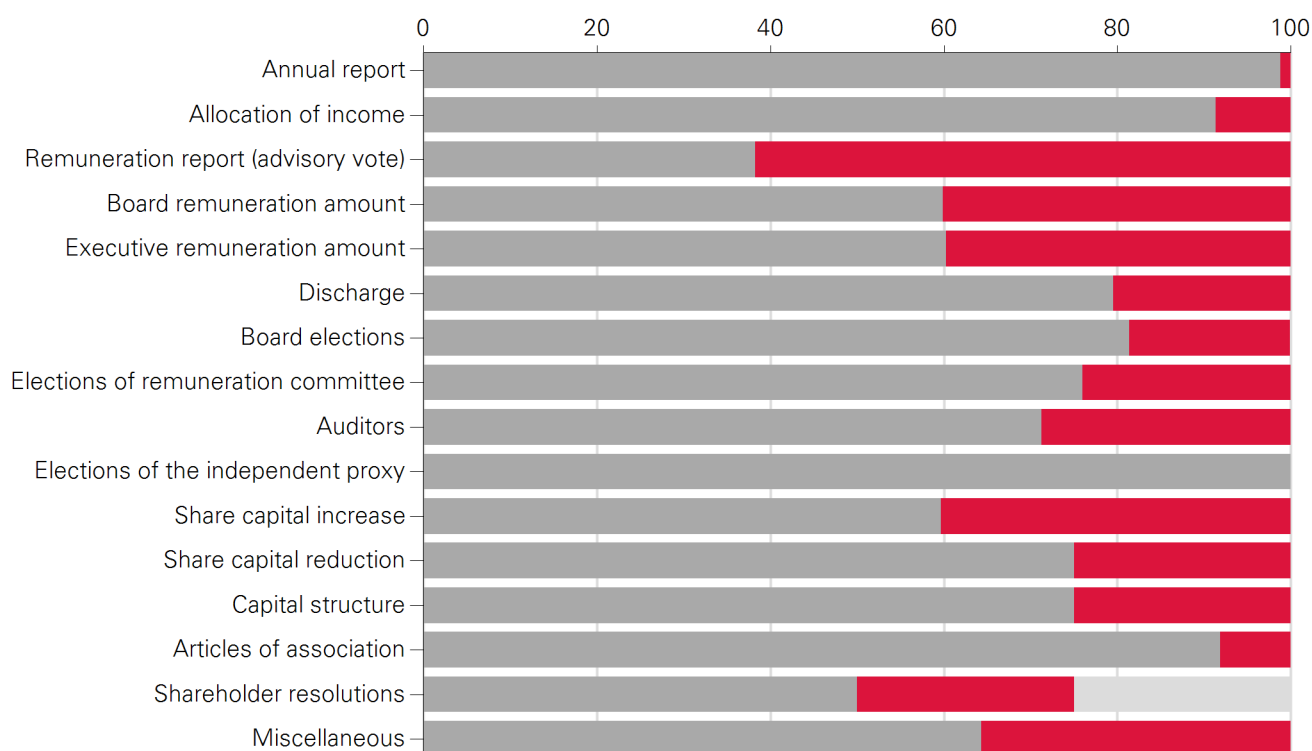
## 1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	159	2946	2291	653	2
Extraordinary general meetings	2	6	1	5	0
<b>Total</b>	<b>161</b>	<b>2952</b>	<b>2292</b>	<b>658</b>	<b>2</b>

### 1.1 Ethos voting positions



## 1.2 Ethos voting positions per category of proposal



	■ Proposals approved		■ Proposals refused		■ Abstain		Number of proposals
Annual report	168	98,8%	2	1,2%	0	0,0%	170
Allocation of income	158	91,3%	15	8,7%	0	0,0%	173
Remuneration report (advisory vote)	39	38,2%	63	61,8%	0	0,0%	102
Board remuneration amount	100	59,9%	67	40,1%	0	0,0%	167
Executive remuneration amount	135	60,3%	89	39,7%	0	0,0%	224
Discharge	136	79,5%	35	20,5%	0	0,0%	171
Board elections	879	81,4%	200	18,5%	1	0,1%	1080
Elections of remuneration committee	316	76,0%	100	24,0%	0	0,0%	416
Auditors	114	71,3%	46	28,8%	0	0,0%	160
Elections of the independent proxy	147	100,0%	0	0,0%	0	0,0%	147
Share capital increase	40	59,7%	27	40,3%	0	0,0%	67
Share capital reduction	12	75,0%	4	25,0%	0	0,0%	16
Capital structure	3	75,0%	1	25,0%	0	0,0%	4
Articles of association	34	91,9%	3	8,1%	0	0,0%	37
Shareholder resolutions	2	50,0%	1	25,0%	1	25,0%	4
Miscellaneous	9	64,3%	5	35,7%	0	0,0%	14

## 2 Overview of the voting recommendations

### Type of General Meeting (Type)

AGM Annual general meetings  
EGM Extraordinary general meetings

### Votings

✓ For  
◐ Partly for  
✗ Oppose  
✕ Abstain

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
Achiko	26.05.2021	AGM	✓	✓	✗	✗	✗	✗	◐	✗	✓	✓						✗
Addex Therapeutics	16.06.2021	AGM	✓	✓	✗	✗	✗	✗	◐	◐	✓	✓	✗					
Adecco	08.04.2021	AGM	✓	✗	✗	✗	✗	✓	✓	✓	✓	✓	✓					
Adval Tech	20.05.2021	AGM	✓	✓		✓	✓	✗	◐	✓	✓	✓						✓
Aevis Victoria	29.04.2021	AGM	✓	✓	✗	✗	✗	✓	◐	✗	✓	✓	✗					
Airesis	07.06.2021	AGM	✓	✓	✓	✗	✗	✗	◐	✓	✓	✓						
Alcon	28.04.2021	AGM	✓	✓	✗	✓	✗	✓	◐	✓	✓	✓						
Allreal	16.04.2021	AGM	✓	✓	✓	✓	✓	✓	◐	◐	✓	✓						
Aluflexpack	10.05.2021	AGM	✓	✓		✓	✓	✓	◐	◐	✓	✓	✗					
AMS	02.06.2021	AGM		✓	✗	✓		✓	✓		✓		✓	✗		✓		◐
APG SGA	28.04.2021	AGM	✓	✓		✗	◐	✓	◐	◐	✓	✓					✕	
Arbonia	23.04.2021	AGM	✓	✓	✗	✓	✗	✗	◐		✓	✓	✓					
Arundel	25.05.2021	AGM	✓	✓	✓	✓	✓	✗	✗	✗	✗	✓						
Ascom	21.04.2021	AGM	✓	✓	✓	✓	◐	✓	✓	✓	✗	✓						
ASmallWorld	30.04.2021	AGM	✓	✓		✗	✗	✗	◐	◐	✓	✓						
Bachem	28.04.2021	AGM	✓	✓		✓	✓	✓	✓	◐	✓	✓						
Bâloise	30.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Bank Linth	22.04.2021	AGM	✓	✓		✓	✓	✓	◐		✓	✓				✓		
Banque Cantonale de Genève	29.04.2021	AGM	✓	✓				✓	✓		✗							
Banque Cantonale du Jura	29.04.2021	AGM	✓	✓				✓	✓		✗							
Banque Cantonale du Valais	21.04.2021	AGM	✓	✓				✓	◐		✓						✗	
Banque Cantonale Vaudoise	29.04.2021	AGM	✓	✓		✓	✓	✓	✓		✓	✓						

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
Basilea	21.04.2021	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✗	✓	✓					
Berner Kantonalbank	18.05.2021	AGM	✓	✓		✗	✗	✓	✓	🟡	✓	✓						
BKW	07.05.2021	AGM	✓	✓	✗	✓	✗	✓	✓	🟡	✗	✓						
Blackstone Resources	19.05.2021	AGM	✗	✓	✗			✗	✗	✗	✗	✓	✗					
BNS	30.04.2021	AGM	✓	✓				✓	✓		✓							
Bossard	12.04.2021	AGM	✓	✓	✓	✓	✓	✓	🟡	✓	✗	✓						
Bucher Industries	15.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓				🟡		
Burkhalter Holding	25.05.2021	AGM	✓	✓		✓	🟡	✓	🟡	🟡	✓	✓						
BVZ Holding	15.04.2021	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						
Bystronic	21.04.2021	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✗	✓				✓		
Calida	15.04.2021	AGM	✓	✗	✗	✓	🟡	✓	🟡	🟡	✓	✓				✓		✗
Cassiopea	30.04.2021	AGM	✓			✗			✗		✗							
Cembra Money Bank	22.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					
CI Com	25.06.2021	AGM	✗	✓		✗		✗	🟡	✗	✓	✓						
Cicor Technologies	15.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Clariant	07.04.2021	AGM	✓	✓	✗	✓	✗	✓	🟡	🟡	✗	✓		✓				
Comet Holding	22.04.2021	AGM	✓	✓	✗	✓	🟡	✓	✓	✓	✗	✓						
Compagnie Financière Tradition	19.05.2021	AGM	✓	✓		✗	✗	✗	🟡	✗	✗	✓						
Cosmo Pharmaceuticals	28.05.2021	AGM	✓					✓	✓		✓		✗	✗				✗
CPH	04.06.2021	EGM												✓				
Credit Suisse Group	30.04.2021	AGM	✓	✗	✗	✗	✗		🟡	✓	✓	✓	✓					
Dufry	18.05.2021	AGM	✓	✓	✗	✗	✗	✗	🟡	🟡	✓	✓	✓					✓
Edisun Power Europe	23.04.2021	AGM	✓	✓		✓	✓	✓	🟡	✓	✓	✓						
EFG International	29.04.2021	AGM	✓	🟡		✗	✗	✓	🟡	🟡	✓	✓	✗					
Elma Electronic	15.04.2021	AGM	✓	✓		✓	✓	✓	🟡	🟡	✗	✓						
Emmi	15.04.2021	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						✓
Evolve	08.04.2021	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓					
Feintool International	20.04.2021	AGM	✓	✓		✗	✓	✓	🟡	🟡	✓	✓	✗					
Flughafen Zürich	22.04.2021	AGM	✓	✓	✗	✓	✓	✓	🟡	🟡	✓	✓						
Forbo	01.04.2021	AGM	✓	✓	✗	✗	✓	✓	🟡	🟡	✓	✓						
Fundamenta Real Estate	08.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓					
Galenica	12.05.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗					

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GAM Holding	29.04.2021	AGM	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓					✓
Geberit	14.04.2021	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✗	✓		✓				
Georg Fischer	21.04.2021	AGM	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓						
Glarner Kantonalbank	23.04.2021	AGM	✓	✓		✓		✓	✓		✓							
Groupe Minoteries	25.05.2021	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✗	✓					✓	✓
Gurit	14.04.2021	AGM	✓	✓	✗	✓	⊕	✓	✓	✓	✗	✓						
Helvetia	30.04.2021	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓						
HIAG Immobilien	22.04.2021	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✗	✓						
Hochdorf	09.06.2021	AGM	✓	✓	✓	✗	✓	✗	✓	✓	✓	✓						
Holcim	04.05.2021	AGM	✓	✓	✗	✓	✗	✓	⊕	✓	✓	✓					✓	
Idorsia	12.05.2021	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✓	✓	✗					
Interroll	07.05.2021	AGM	✓	✓		✗	✗	✓	✓	✓	✓	✓					✓	
Investis	27.04.2021	AGM	✓	✓	✗	✓	✓	✓	⊕	✓	✓	✓						
IVF Hartmann	20.04.2021	AGM	✓	✓	✓	✓	✓	✗	✗	✗	✓	✓						
Julius Bär	14.04.2021	AGM	✓	✓	✗	✓	⊕	✗	⊕	✓	✗	✓		✓			✓	
JungfrauBahn	17.05.2021	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						
Kardex	15.04.2021	AGM	✓	✓	✓	✗	✓	✓	⊕	✓	✓	✓						
Komax	14.04.2021	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✗	✓						
Kudelski	15.04.2021	AGM	✓	✗		✗	✗	✗	⊕	✗	✗	✓	✓					
Kühne + Nagel	04.05.2021	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✓	✓						
Kuros Biosciences	19.04.2021	AGM	✓	✓		✗	⊕	✗	⊕	✓	✓	✓	✗	✓			✓	
Lalique Group	28.05.2021	AGM	✓	✓		✓	✓	✓	⊕	✗	✓	✓						
Landis+Gyr Group	24.06.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
lastminute.com	22.06.2021	AGM	✓			✗		✓	⊕		✓		✓	✗				
Leclanché	30.06.2021	AGM	✓	✓	✗	✓	✗	✗	⊕	⊕	✓	✓	✓		✓			
Lem	24.06.2021	AGM	✓	✓	✗	✗	⊕	✓	⊕	✓	✓	✓					✓	
Liechtensteinische Landesbank	07.05.2021	AGM	✓	✓				✓	✓		✓							
Lindt & Sprüngli	04.05.2021	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✓	✓						
Lonza	06.05.2021	AGM	✓	✓	✗	✓	⊕	✓	✓	✓	✗	✓	✓					
Luzerner Kantonalbank	19.04.2021	AGM	✓	✓		✓	✓	✓	✓		✓	✓					✓	
MCH Group AG	28.04.2021	AGM	✓	✓		✓	⊕	✓	⊕	⊕	✓	✓						
Medacta Group	25.05.2021	AGM	✓	✓	✗	✗	⊕	✗	⊕	⊕	✓	✓						

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Medartis Holding	23.04.2021	AGM	✓	✓	✗	✗	⊕	✓	⊕	⊕	✓	✓						
Metall Zug	30.04.2021	AGM	✓	✗	✗	✓	⊕	✓	✓	✓	✓	✓						
Meyer Burger	04.05.2021	AGM	✓	✓	✗	✗	✓	✓	⊕	⊕	✓	✓	✗			✓		
Mikron	23.04.2021	AGM	✓	✓	✗	✓	⊕	✓	⊕	✓	✓	✓						
mobilezone	07.04.2021	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓						
Molecular Partners	21.04.2021	AGM	✓	✓	✗	✗	⊕	✓	⊕	✓	✓	✓	✗					
Nestlé	15.04.2021	AGM	✓	✓	✗	✓	✗	✓	⊕	⊕	✓	✓		✓				✓
Newron Pharmaceuticals	13.04.2021	AGM	✓															
ObsEva	28.05.2021	AGM	✓	✓		✗	✗	✗	⊕	⊕	✓	✓	⊕					✗
OC Oerlikon Corporation	13.04.2021	AGM	✓	✗	✗	✗	⊕	✓	⊕	⊕	✓	✓						
One Swiss Bank	20.04.2021	AGM	✓	⊕		✓	✓	✓	✓	⊕	✓	✓						
	04.06.2021	EGM							✗	✗							✗	
Orascom Development	06.05.2021	AGM	✓	✓	✗	✓	✗	✗	✓	⊕	✓	✓						
Orell Füssli	11.05.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✗	
Orior	26.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	
Partners Group	12.05.2021	AGM	✓	✓	✗	✗	⊕	✓	⊕	✓	✗	✓					✓	
Peach Property Group	27.05.2021	AGM	✓	✓	✗	✗	⊕	✓	⊕	⊕	✗	✓	✗					
Perfect Holding	28.05.2021	AGM	✓	✓		✓	✓	✗	⊕	⊕	✓	✓						
Phoenix Mecano	21.05.2021	AGM	✓	✓	✗	✗	✓	✓	✗	✗	✓	✓						
Pierer Mobility	29.04.2021	AGM		✓	✗	✓		✗	✗		✗							
Poenina Holding	19.05.2021	AGM	✓	✓	✗	✓	✓	✓	⊕	✓	✓	✓	✓				✓	
Polyphor	06.04.2021	AGM	✓	✓		⊕	⊕	✗	✓	✓	✓	✓	✗	✓				
Private Equity Holding	02.06.2021	AGM	✓	✓		✓		✓	⊕	⊕	✓	✓						
Relief Therapeutics	18.06.2021	AGM	✓	✓	✗	✗	✗	✗	⊕	✓	✓	✓	✓					
Rieter	15.04.2021	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✗	✓						
Romande Energie	29.06.2021	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✓	✓					✓	
Santhera Pharmaceuticals	22.06.2021	AGM	✓	✓	✗	✗	✗	✗	⊕	⊕	✓	✓	⊕		✓			
Schlatter	04.05.2021	AGM	✓	✓		✓	✓	✗	✓	✓	✗	✓						
Schweiter Technologies	01.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	⊕	✓	✓						
Sensirion Holding	18.05.2021	AGM	✓	✓	✓	✗	✓	✓	⊕	⊕	✓	✓						
SFS Group	22.04.2021	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓						
Siegfried	22.04.2021	AGM	✓	✓		✗	⊕	✓	✓	✓	✗	✓	✓	✓				

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SIG Combibloc Group	21.04.2021	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓			✓		
Sika	20.04.2021	AGM	✓	✓	✓	✓	✓	✓	○	✓	✗	✓						
SoftwareOne Holding	20.05.2021	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓						
Sonova	15.06.2021	AGM	✓	✓	✓	✓	✗	✓	○	✓	✓	✓		✓				
Spice Private Equity	27.05.2021	AGM	✓			✓		✗	○	○	✗	✓			✓			✓
St.Galler Kantonalbank	05.05.2021	AGM	✓	✓		✓	✓	✓	○		✗	✓				✓		
Stadler Rail	06.05.2021	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓	✓					
Starrag Group	23.04.2021	AGM	✓	✓	✗	✗	✓	✓	○	○	✗	✓						
Straumann	09.04.2021	AGM	✓	✓	✗	✗	○	✓	○	✓	✓	✓						
Sulzer	14.04.2021	AGM	✓	✗	✗	✓	✗	✓	○	✗	✓	✓	✓					
Swatch Group	11.05.2021	AGM	✓	✗		○	○	✗	○	○	✗	✓				✓		
Swiss Life	23.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓				
Swiss Re	16.04.2021	AGM	✓	✗	✗	✗	✗	✓	○	✓	✓	✓	✓					
Swiss Steel Holding	27.04.2021	AGM	✓	✓	✗	✗	✗	✗	✓	✓	✓	✓						
Swissquote	06.05.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓			✓		
Tecan	13.04.2021	AGM		✓	✗	✓	✗	✓	✓	✓	✓	✓						
Temenos	20.05.2021	AGM	✓	✓		✗	✗	✓	✓	✓	✗	✓	✓					
Tornos	14.04.2021	AGM	✓	✓		✗	✗	✓	○	○	✓	✓						
TX Group	09.04.2021	AGM	✓	✓		✗	✗	✓	○	✗	✓	✓						
U-blox	22.04.2021	AGM	✓	✓	✓	✓	✓	✓	○	✓	✓	✓	○					
UBS	08.04.2021	AGM	✓	✓	✗	✗	✗	✓	✓	✓	○	✓		○		✓		
Valartis Group	11.05.2021	AGM	✓	✓	✗	✗	✗	✗	○	○	✓	✓						
Valiant	19.05.2021	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓						
Varia US Properties	29.04.2021	AGM	✓		✓	✓	✓	✓	○	✓	✓	✓	✓					
VAT Group	18.05.2021	AGM	✓	✓	✓	✓	✓	✓	✓	○	✗	✓						
Vaudoise Assurances	10.05.2021	AGM	✓	✓		✓	✓	✓	○	○	✓	✓						
Vetropack	21.04.2021	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓						
Vifor Pharma	06.05.2021	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✗	✓						
Villars Holding	12.05.2021	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓						
Von Roll	30.04.2021	AGM	✓			✗	✗	✗	○	○	✓	✓	✗			✓		
Vontobel	20.04.2021	AGM	✓	✓	✗	✗	○	✓	✓		✗	✓						
VP Bank	30.04.2021	AGM	✓	✓				✓	✓		✓							
VZ Holding	12.04.2021	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓						



Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
V-Zug Holding	29.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Warteck Invest	26.05.2021	AGM	✓	✓		✓	⊕	✓	✓	⊕	✗	✓						
WISeKey	25.05.2021	AGM	✓	✓	✗	✗	✗	✗	⊕	⊕	✓	✓	✗		✗			
Ypsomed	30.06.2021	AGM	✓	✗		⊕	✓	✓	✓	✓	✓	✓	✓			✓		
Züblin Immobilien	22.06.2021	AGM	✓	✓	✓	✗	✓	✓	⊕	⊕	✓	✓	✗					
Zug Estates	13.04.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Zuger Kantonalbank	08.05.2021	AGM	✓	✓		✓	⊕	✓	✓	✓		✓						
Zur Rose Group	29.04.2021	AGM	✓	✓	✗	✓	⊕	✓	⊕	⊕	✗	✓	✓			✓		
Zurich Insurance Group	07.04.2021	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓					
Zwahlen & Mayr	29.04.2021	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	170	132	99.6%
Allocation of income	173	143	99.1%
Remuneration report (advisory vote)	102	87	86.6%
Board remuneration amount	167	129	94.8%
Executive remuneration amount	224	179	94.4%
Discharge	171	127	98.2%
Board elections	1080	874	95.5%
Elections of remuneration committee	416	332	92.8%
Auditors	160	125	96.1%
Elections of the independent proxy	147	115	99.6%
Share capital increase	67	45	91.4%
Share capital reduction	16	13	98.0%
Capital structure	4	2	49.8%
Articles of association	37	33	97.1%
Shareholder resolutions	4	4	25.9%
Miscellaneous	14	10	91.3%
<b>All topics</b>	<b>2952</b>	<b>2350</b>	<b>95.3%</b>

### 3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Banque Cantonale du Valais	21.04.2021	8.D.10	Elect Mr. Xavier Moret	FOR	
Kuros Biosciences	19.04.2021	6.b	Binding prospective vote on the options of the board of directors	OPPOSE	
Kuros Biosciences	19.04.2021	10	Increase of the conditional share capital for employee participation	OPPOSE	
Leclanché	30.06.2021	8	Approve increase of conditional capital for the conversion of bonds	FOR	
Polyphor	06.04.2021	5	Increase conditional capital for employee participation	OPPOSE	
Spice Private Equity	27.05.2021	3	Elimination of capital loss situation and appropriation of accumulated loss	FOR	6.5%
AMS	02.06.2021	8	Advisory vote on the remuneration report	OPPOSE	35.7%
Alcon	28.04.2021	4.1	Advisory vote on the remuneration report	OPPOSE	43.6%
Galenica	12.05.2021	6	Approve renewal of authorised capital	OPPOSE	59.8%
Meyer Burger	04.05.2021	9.2	Increase conditional capital for employee participation	OPPOSE	60.9%

### 3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos	Result
Alcon	28.04.2021	6.2	Re-elect Dr. Keith Grossman to the remuneration committee	FOR	--
Comet Holding	22.04.2021	4.6	Elect Mr. Thilo von Selchow	FOR	--
Comet Holding	22.04.2021	5.2	Elect Mr. Thilo von Selchow to the remuneration committee	FOR	--
Credit Suisse Group	30.04.2021	6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	WITHDRAWN	--
Credit Suisse Group	30.04.2021	6.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	WITHDRAWN	--
Credit Suisse Group	30.04.2021	2	Discharge board members and executive management	WITHDRAWN	--
Credit Suisse Group	30.04.2021	4	Increase and extension of authorised capital	FOR	--
Credit Suisse Group	30.04.2021	5.1.4	Re-elect Mr. Andreas Gottschling	OPPOSE	--
ObsEva	28.05.2021	4.3	Re-elect Ms. Barbara Duncan	OPPOSE	--
Swiss Steel Holding	27.04.2021	5.1.a	Re-elect Mr. Heinrich Christen as board member and chairman	WITHDRAWN	--
Swiss Steel Holding	27.04.2021	5.2.a	Re-elect Mr. Heinrich Christen to the remuneration committee	WITHDRAWN	--
Zurich Insurance Group	07.04.2021	4.1.7	Re-elect Mr. Jeffrey Hayman	WITHDRAWN	--

### 3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Ascom	21.04.2021	3	Advisory vote on the remuneration report	FOR	50.0%
Alcon	28.04.2021	5.6	Re-elect Dr. Keith Grossman	FOR	51.9%
Kardex	15.04.2021	5.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	52.3%
VAT Group	18.05.2021	4.2.3	Re-elect Mr. Heinz Kundert to the nomination and remuneration committee	OPPOSE	52.4%
Allreal	16.04.2021	4.1.d	Re-elect Mr. Peter Spuhler	OPPOSE	52.4%
Allreal	16.04.2021	4.2.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	OPPOSE	53.0%
Kardex	15.04.2021	4.3.3	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	56.2%
Kardex	15.04.2021	4.1.5	Re-elect Mr. Ulrich Looser	FOR	57.1%
AMS	02.06.2021	7	Advisory vote on the remuneration policy	OPPOSE	57.2%
VAT Group	18.05.2021	4.2.2	Re-elect Mr. Karl Schlegel to the nomination and remuneration committee	FOR	57.8%

### 3.5 Shareholder resolutions

Company	GM date	Item	Item title	Ethos	Result
Groupe Minoteries	25.05.2021	7.6	Shareholder resolution: elect Mr. Karl Zeller	FOR	43.3%
Groupe Minoteries	25.05.2021	7.7	Shareholder resolution: elect Mr. Olivier Schucht	FOR	43.2%
APG SGA	28.04.2021	3.b	Counter-proposal made by a shareholder: dividend of CHF 4 per share	ABSTAIN	13.6%
Banque Cantonale du Valais	21.04.2021	6.2	Shareholder resolution: extraordinary dividend	OPPOSE	3.5%

## 4 Detailed voting recommendations

Achiko

26.05.2021

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Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The non-executive directors can receive options.</p> <p>The remuneration of the advisory board is excessive.</p>
3	Approve allocation of balance sheet result	FOR	FOR	✓
4	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> <p>The company is in a situation of over-indebtedness and there is a material uncertainty on the ability of the company to continue as a going concern.</p>
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Allen Wu	FOR	FOR	✓
5.1.b	Re-elect Mr. Steven Goh	FOR	● OPPOSE	<p>✓</p> <p>He is also a permanent member of the executive management (CEO).</p>
5.1.c	Re-elect Mr. Christophe Laurent	FOR	● OPPOSE	<p>✓</p> <p>He has held an executive function in the company during the last three years and the board includes too many executive or ex-executive directors (2 out of 3).</p>
5.2	Re-elect Mr. Allen Wu as board chairman	FOR	FOR	✓
5.3	Re-elect Mr. Steven Goh as sole member of the the remuneration committee	FOR	● OPPOSE	<p>✓</p> <p>As Ethos did not support the election of Mr. Goh to the board of directors, he cannot be elected to the committee.</p>
5.4	Re-elect Grant Thornton as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
5.5	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓
6.1	Binding vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The non-executive directors can receive options.</p>	✓
6.2	Binding vote on the total remuneration of the advisory board	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration is excessive.</p>	✓
6.3	Binding vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The amounts paid do not allow confirmation of the link between pay and performance.</p>	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive options.</p>	✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓
5	Elections to the board of directors				
5.1	Re-elect Prof. Dr. Vincent Lawton as board member and chairman	FOR	FOR		✓
5.2	Re-elect Prof. Dr. Raymond Hill	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines.	✓
5.3	Re-elect Mr. Tim Dyer	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.4	Re-elect Dr. Roger G. Mills	FOR	● OPPOSE	He is also a permanent member of the executive management (Chief Medical Officer).	✓
5.5	Re-elect Mr. Jake Nunn	FOR	FOR		✓
5.6	Re-elect Dr. Isaac Manke	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	● OPPOSE	As Ethos did not support the election of Prof. Dr. pharm. Hill to the board of directors, he cannot be elected to the committee.	✓
7	Re-elect BDO as auditors	FOR	FOR		✓
8	Re-elect Mr. Robert P. Briner as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
9.1	Create an authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓
9.2	Approve increase of conditional capital for the employees	FOR	● OPPOSE	<p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p>	✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The non-executive directors receive options.</p>	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓



Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 90.1%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 94.9%
3	Discharge board members and executive management	FOR	FOR		✓ 98.9%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 91.9%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The remuneration structure is not in line with Ethos' guidelines.	✓ 92.1%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Jean-Christophe Deslarzes as board member and chairman	FOR	FOR		✓ 99.8%
5.1.2	Re-elect Ms. Ariane Gorin	FOR	FOR		✓ 99.9%
5.1.3	Re-elect Dr. Rainer Alexander Gut	FOR	FOR		✓ 93.1%
5.1.4	Re-elect Dr. Didier Lamouche	FOR	FOR		✓ 71.8%
5.1.5	Re-elect Mr. David Prince	FOR	FOR		✓ 87.4%
5.1.6	Re-elect Ms. Kathleen P. Taylor	FOR	FOR		✓ 87.5%
5.1.7	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 99.6%
5.1.8	Elect Ms. Rachel Duan	FOR	FOR		✓ 99.8%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Ms. Kathleen P. Taylor to the remuneration committee	FOR	FOR		✓ 98.1%
5.2.2	Re-elect Dr. Didier Lamouche to the remuneration committee	FOR	FOR		✓ 83.1%
5.2.3	Elect Ms. Rachel Duan to the remuneration committee	FOR	FOR		✓ 99.7%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.9%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.1%

Adecco

08.04.2021

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Item	Agenda	Board	Ethos	Result
6	Approve renewal of authorised capital	FOR	FOR	✓ 91.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
4	Binding votes on the remuneration of the board of directors and the executive management				
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 fixed remuneration of the executive management	FOR	FOR		✓ 99.2%
4.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.1%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. René Rothen	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.1%
5.1.2	Re-elect Mr. Hans Dreier	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 33 years, former executive, consultancy fees) and the board independence is insufficient (0.0%).	✓ 98.3%
5.1.3	Re-elect Mr. Christian Mäder	FOR	FOR		✓ 98.8%
5.1.4	Re-elect Mr. Jürg Schori	FOR	FOR		✓ 98.8%
5.2	Re-elect Mr. René Rothen as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Rothen to the board of directors, he cannot be elected as chairman.	✓ 86.3%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Christian Mäder to the remuneration committee	FOR	FOR		✓ 98.8%
5.3.2	Re-elect Mr. Jürg Schori to the remuneration committee	FOR	FOR		✓ 98.8%
5.4	Election of Mr. Willy Michel as honorary chairman	FOR	FOR		✓ 99.3%
5.5	Re-elect Muntwyler von May Notare as independent proxy	FOR	FOR		✓ 100.0%
5.6	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓
3	Approve allocation of income	FOR	FOR		✓
4	Discharge board members and executive management	FOR	FOR		✓
5	Elections to the board of directors				
5.1	Re-elect Dr. iur. Christian C. Wenger	FOR	FOR		✓
5.2	Re-elect Mr. Raymond Loretan	FOR	● OPPOSE	He is also a permanent member of the executive management (executive chairman of Swiss Medical Network SA).	✓
5.3	Re-elect Mr. Antoine Hubert	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.4	Re-elect Mr. Michel Reybier	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
5.5	Re-elect Ms. Anne-Flore Reybier	FOR	FOR		✓
5.6	Re-elect Mr. Antoine Kohler	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the board independence is insufficient (0.0%).	✓
5.7	Re-elect Dr. med. Cédric A. George	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (0.0%).	✓
6	Elections to the remuneration committee				
6.1	Re-elect Dr. med. Cédric A. George to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. med. George to the board of directors, he cannot be elected to the committee.	✓

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Mr. Antoine Kohler to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kohler to the board of directors, he cannot be elected to the committee.	✓
7	Re-elect Berney & Associés as auditors	FOR	FOR		✓
8	Re-elect Me Jacques-Daniel Noverraz as independent proxy	FOR	FOR		✓
9	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
10	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓
11	Binding retrospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  Past awards do not allow confirmation of the link between pay and performance.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members	FOR	● OPPOSE	<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>	✓ 98.6%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.8%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 98.4%
4.3	Advisory vote on the remuneration report	FOR	FOR		✓ 96.2%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Marc-Henri Beausire	FOR	● OPPOSE	<p>He is also a permanent member of the executive management (CEO).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 96.3%
5.1.2	Re-elect Mr. Pierre Duboux	FOR	FOR		✓ 96.3%
5.1.3	Re-elect Mr. Laurent Jaquenoud	FOR	FOR		✓ 96.3%
5.2	Re-elect Mr. Marc-Henri Beausire as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Beausire to the board of directors, he cannot be elected as chairman.	✓ 96.3%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Pierre Duboux to the remuneration committee	FOR	FOR		✓ 96.2%

Item	Agenda	Board	Ethos	Result
5.3.2	Re-elect Mr. Laurent Jaquenoud to the remuneration committee	FOR	FOR	✓ 96.2%
6	Re-elect Mazars as auditors	FOR	FOR	✓ 99.2%
7	Re-elect Mr. Frédéric Baudin as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Discharge board members and executive management	FOR	FOR		✓ 99.1%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✗ 43.6%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.7%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The remuneration structure is not in line with Ethos' guidelines.	✓ 88.0%
5	Elections to the board of directors				
5.1	Re-elect Mr. Michael Ball as board member and chairman	FOR	FOR		✓ 94.0%
5.2	Re-elect Ms. Lynn Bleil	FOR	FOR		✓ 99.6%
5.3	Re-elect Dr. Arthur Cummings	FOR	FOR		✓ 97.2%
5.4	Re-elect Mr. David J. Endicott	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 93.2%
5.5	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR		✓ 98.6%
5.6	Re-elect Dr. Keith Grossman	FOR	FOR		✓ 51.9%
5.7	Re-elect Mr. Scott Maw	FOR	FOR		✓ 98.1%
5.8	Re-elect Ms. Karen May	FOR	FOR		✓ 99.1%
5.9	Re-elect Ms. Ines Pöschel	FOR	FOR		✓ 99.1%
5.10	Re-elect Dr. Dieter Spälti	FOR	FOR		✓ 99.3%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR		✓ 89.0%
6.2	Re-elect Dr. Keith Grossman to the remuneration committee	WITH-DRAWN	● FOR		–
6.3	Re-elect Ms. Karen May to the remuneration committee	FOR	FOR		✓ 89.0%



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Item	Agenda	Board	Ethos	Result
6.4	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR	✓ 89.0%
7	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR	✓ 99.9%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend				
2.1	Dividend out of the retained earnings	FOR	FOR		✓ 99.8%
2.2	Dividend out of the capital contributions reserves	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.a	Re-elect Dr. Ralph-Thomas Honegger as member and chairman of the board	FOR	FOR		✓ 92.9%
4.1.b	Re-elect Dr. Philipp Gmür	FOR	FOR		✓ 96.2%
4.1.c	Re-elect Ms. Andrea Sieber	FOR	FOR		✓ 84.9%
4.1.d	Re-elect Mr. Peter Spuhler	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 52.4%
4.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR		✓ 99.7%
4.1.f	Re-elect Mr. Thomas Stenz	FOR	FOR		✓ 99.6%
4.1.g	Re-elect Mr. Jürg Stöckli	FOR	FOR		✓ 97.4%
4.2	Elections to the nomination and remuneration committee				
4.2.a	Re-elect Dr. Philipp Gmür to the nomination and remuneration committee	FOR	FOR		✓ 88.6%
4.2.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR		✓ 76.7%
4.2.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Spuhler to the board of directors, he cannot be elected to the committee.	✓ 53.0%
4.3	Re-elect Anwaltskanzlei André Weber as independent proxy	FOR	FOR		✓ 99.9%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.3%
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 66.1%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 89.0%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.0%

Item	Agenda	Board	Ethos	Result
5.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 86.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR		FOR	✓ 100.0%
2	Approve allocation of balance sheet result	FOR		FOR	✓ 100.0%
3	Discharge board members and executive management	FOR		FOR	✓ 100.0%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1.1	Binding prospective vote on the total remuneration of the board of directors	FOR		FOR	✓ 96.3%
4.1.2	Binding vote on an additional amount for the board of directors for the term of office 2020/2021	FOR		FOR	✓ 99.9%
4.2.1	Binding prospective vote on the total remuneration of the executive management	FOR		FOR	✓ 89.5%
4.2.2	Binding vote on an additional amount for the executive management for 2020	FOR		FOR	✓ 91.7%
5	Elections to the board of directors				
5.1	Re-elect Mr. Martin Ohneberg as board member and chairman	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 93.3%
5.2	Re-elect Mr. Alois Bühler	FOR		FOR	✓ 96.4%
5.3	Re-elect Mr. Christian Hosp	FOR		FOR	✓ 89.1%
5.4	Re-elect Dr. Markus Vischer	FOR		FOR	✓ 100.0%
5.5	Re-elect Mr. Bernd Winter	FOR		FOR	✓ 99.4%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Mr. Christian Hosp to the nomination and remuneration committee	FOR		FOR	✓ 88.8%
6.2	Re-elect Mr. Martin Ohneberg to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ohneberg to the board of directors, he cannot be elected to the committee.	✓ 96.5%
6.3	Re-elect Mr. Bernd Winter to the nomination and remuneration committee	FOR		FOR	✓ 99.6%
7	Re-elect KPMG as auditors	FOR		FOR	✓ 100.0%
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR		FOR	✓ 98.7%

Item	Agenda	Board	Ethos		Result
9	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 69.9%

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0%
3	Discharge members of the management board	FOR	FOR	✓ 93.6%
4	Discharge members of the supervisory board	FOR	FOR	✓ 90.6%
5	Approve remuneration of the members of the supervisory board	FOR	FOR	✓ 100.0%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 98.2%
7	Advisory vote on the remuneration policy	FOR	● OPPOSE	✓ 57.2% The structure of the remuneration is not in line with Ethos' guidelines.
8	Advisory vote on the remuneration report	FOR	● OPPOSE	✗ 35.7% The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.
9	Amend articles of association: Maximum number of supervisory board members	FOR	FOR	✓ 96.7%
10	Elections to the supervisory board			
10.1	Increase of number of members	FOR	FOR	✓ 94.1%
10.2	Elect Ms. Brigitte Ederer	FOR	FOR	✓ 93.8%
10.3	Elect Dr. Margarete Haase	FOR	FOR	✓ 93.8%
11	Amend articles of association: Change of company name	FOR	FOR	✓ 94.7%
12	Creation of authorised capital	FOR	FOR	✓ 98.8%
13	Approve share buyback programme	FOR	● OPPOSE	✓ 90.3% The repurchase price can include a significant premium on the market value (30%).

Item	Agenda	Board	Ethos		Result
1	Auditors report	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts				
2.1	Approve annual report	FOR	FOR		✓ 98.3%
2.2	Approve financial statements and accounts	FOR	FOR		✓ 98.2%
3.a	Approve allocation of income	FOR	FOR		✓ 98.1%
3.b	Counter-proposal made by a shareholder: dividend of CHF 4 per share	OPPOSE	● ABSTAIN	This proposal was not disclosed in the agenda before the annual general meeting.	✗ 13.6%
4	Discharge board members and executive management	FOR	FOR		✓ 98.3%
5	Elections to the board of directors				
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR		✓ 91.8%
5.2	Re-elect Mr. Xavier Le Clef	FOR	FOR		✓ 96.3%
5.3	Re-elect Dr. Maya Bundt	FOR	FOR		✓ 95.5%
5.4	Re-elect Ms. Jolanda Grob	FOR	FOR		✓ 93.2%
5.5	Re-elect Mr. Stéphane Prigent	FOR	FOR		✓ 90.0%
5.6	Re-elect Mr. Markus Scheidegger	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓ 93.0%
6	Re-elect Dr. Daniel Hofer as board chairman	FOR	FOR		✓ 91.3%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Scheidegger to the board of directors, he cannot be elected to the committee.	✓ 90.0%
7.2	Re-elect Ms. Jolanda Grob to the remuneration committee	FOR	FOR		✓ 93.1%
	Binding votes on the remuneration of the board of directors and the executive management				
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.	✓ 95.4%
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 93.6%

Item	Agenda	Board	Ethos		Result
10	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The awards do not allow confirmation of the link between pay and performance.	✓ 88.0%
11	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 96.4%
12	Re-elect Les Notaires à Carouge as independent proxy	FOR	FOR		✓ 99.4%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts				
1.1	Approve annual report	FOR	FOR		✓ 100.0%
1.2	Approve statutory financial statements	FOR	FOR		✓ 100.0%
1.3	Approve consolidated financial statements	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 96.2%
3	Approve allocation of income and dividend				
3.1	Approve dividend from retained earnings	FOR	FOR		✓ 99.9%
3.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 100.0%
4.1	Elections to the board of directors and the remuneration committee				
4.1.1	Re-elect Mr. Alexander von Witzleben as board member, chairman and member of the remuneration committee	FOR	● OPPOSE	He will be chairman/CEO until 2022 AGM, after which he will remain executive chairman.  He serves on the audit committee and the nomination and remuneration committee.	✓ 73.5%
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the remuneration committee	FOR	FOR		✓ 83.8%
4.1.3	Re-elect Mr. Peter Bodmer as board member	FOR	FOR		✓ 99.7%
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the remuneration committee	FOR	FOR		✓ 94.5%
4.1.5	Re-elect Mr. Markus Oppliger as board member	FOR	FOR		✓ 99.7%
4.1.6	Re-elect Mr. Michael Pieper as board member	FOR	FOR		✓ 97.2%
4.1.7	Re-elect Mr. Thomas Lozser as board member	FOR	FOR		✓ 99.7%
4.1.8	Re-elect Dr. Carsten Voigtländer as board member	FOR	FOR		✓ 99.8%
4.2	Re-elect Dr. Roland Keller as independent proxy	FOR	FOR		✓ 100.0%
4.3	Re-elect KPMG as auditors	FOR	FOR		✓ 96.5%
5.1	Amend articles of association: Authorised capital	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos		Result
5.2	Amend articles of association: Conditional capital	FOR	FOR		✓ 98.6%
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>	✓ 74.4%
6.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.1%
6.3	Binding retrospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration paid to Mr. Harald Pichler is significantly higher than that of a peer group.	✓ 92.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
4.1.A	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
4.1.B	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
4.2	Advisory vote on the remuneration report	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.A	Re-elect Mr. David Quint	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  He serves on the audit committee.	✓
5.1.B	Re-elect Dr. Doraiswamy Srinivas	FOR	● OPPOSE	He is also a permanent member of the executive management (COO Arundel Inc).  He serves on the audit committee.	✓
5.1.C	Re-elect Mr. Ralph Beney	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).  He serves on the audit committee.	✓
5.1.D	Re-elect Mr. Markus Müller	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (0.0%).	✓
5.2	Re-elect Mr. David Quint as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Quint to the board of directors, he cannot be elected as chairman.	✓
5.3	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos		Result
5.3.A	Re-elect Mr. David Quint to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Quint to the board of directors, he cannot be elected to the committee.	✓
5.3.B	Re-elect Dr. Doraiswamy Srinivas to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Srinivas to the board of directors, he cannot be elected to the committee.	✓
5.3.C	Re-elect Mr. Ralph Beney to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Beney to the board of directors, he cannot be elected to the committee.	✓
5.3.D	Re-elect Mr. Markus Müller to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Müller to the board of directors, he cannot be elected to the committee.	✓
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.	✓
7	Re-elect Dr. Roger Groner as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements of the holding and report of the statutory auditors	FOR	FOR	✓ 99.8%
2	Approve consolidated accounts and report of the statutory auditors	FOR	FOR	✓ 99.8%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 50.0%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.4%
5	Discharge board members and executive management	FOR	FOR	✓ 99.5%
6.1	Elections to the board of directors			
6.1.a	Re-elect Dr. Valentin Chapero Rueda	FOR	FOR	✓ 99.5%
6.1.b	Re-elect Ms. Nicole Burth Tschudi	FOR	FOR	✓ 95.6%
6.1.c	Re-elect Mr. Laurent Dubois	FOR	FOR	✓ 98.8%
6.1.d	Re-elect Mr. Jürg Fedier	FOR	FOR	✓ 99.8%
6.1.e	Re-elect Mr. Michael Reitermann	FOR	FOR	✓ 99.8%
6.1.f	Re-elect Dr. Andreas M. Schönenberger	FOR	FOR	✓ 99.8%
6.2	Re-elect Dr. Valentin Chapero Rueda as board chairman	FOR	FOR	✓ 95.8%
6.3	Elections to the nomination and remuneration committee			
6.3.a	Re-elect Ms. Nicole Burth Tschudi to the nomination and remuneration committee	FOR	FOR	✓ 91.6%
6.3.b	Re-elect Mr. Laurent Dubois to the nomination and remuneration committee	FOR	FOR	✓ 94.9%
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 84.2%
				The audit firm has been in office for 34 years, which exceeds Ethos' guidelines.
6.5	Re-elect Mr. Franz Müller as independent proxy	FOR	FOR	✓ 100.0%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8%
7.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 93.8%
7.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 94.3%

Item	Agenda	Board	Ethos		Result
7.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	<p>✓ 93.0%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Discharge board members and executive management	FOR	● 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%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8%
4	Elections to the board of directors				
4.1	Re-elect Mr. Michael Manz as board member and chairman	FOR	FOR		✓ 99.5%
4.2.1	Re-elect Mr. Jan Luescher	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.6%
4.2.2	Re-elect Dr. Alexander Koenig	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of First Class & More International).	✓ 99.6%
5	Elections to the remuneration committee				
5.1	Re-elect Dr. Alexander Koenig to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Koenig to the board of directors, he cannot be elected to the committee.</p> <p>He holds an executive function in the company.</p>	✓ 98.7%
5.2	Re-elect Mr. Michael Manz to the remuneration committee	FOR	FOR		✓ 98.7%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.8%
7	Re-elect Bellpark Legal AG as independent proxy	FOR	FOR		✓ 100.0%
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 information provided is insufficient.</p> <p>The non-executive directors receive options.</p>	✓ 98.4%

Item	Agenda	Board	Ethos		Result
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.2%
8.3	Binding prospective 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.	✓ 98.4%
8.4	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.	✓ 98.4%
9	Miscellaneous and questions	NON-VOTING	NON-VOTING		



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Discharge board members and executive management	FOR	FOR	✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Binding votes on the remuneration of the board of directors and the executive management			
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.8%
5	Elections to the board of directors			
5.1	Re-elect Dr. Kuno Sommer as board member and chairman	FOR	FOR	✓ 93.0%
5.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	✓ 94.7%
5.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	✓ 94.9%
5.4	Re-elect Dr. Steffen Lang	FOR	FOR	✓ 95.0%
5.5	Elect Dr. Alex Fässler	FOR	FOR	✓ 92.5%
6	Elections to the remuneration committee			
6.1	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR	✓ 91.2%
6.2	Elect Ms. Nicole Grogg Hötzer to the remuneration committee	FOR	FOR	✓ 93.4%
6.3	Elect Dr. Alex Fässler to the remuneration committee	FOR	● OPPOSE	He is not independent (former executive) and the committee does not include at least 50% independent members. ✓ 89.4%
7	Re-elect Mazars as auditors	FOR	FOR	✓ 99.9%
8	Re-elect Mr. Paul Wiesli as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 78.3%
2	Discharge board members and executive management	FOR	FOR	✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4.1	Reduce share capital via cancellation of shares	FOR	FOR	✓ 97.8%
4.2	Approve renewal of authorised capital	FOR	FOR	✓ 96.2%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Thomas von Planta as board member and chairman	FOR	FOR	✓ 85.2%
5.1.2	Re-elect Dr. Andreas Beerli	FOR	FOR	✓ 95.8%
5.1.3	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 99.5%
5.1.4	Re-elect Mr. Hugo Lasat	FOR	FOR	✓ 99.6%
5.1.5	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 95.8%
5.1.6	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 98.6%
5.1.7	Re-elect Mr. Thomas Pleines	FOR	FOR	✓ 99.1%
5.1.8	Re-elect Prof. Dr. Hans-Jörg Schmidt-Trenz	FOR	FOR	✓ 99.5%
5.1.9	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 88.7%
5.1.10	Elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR	✓ 99.6%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 84.3%
5.2.2	Elect Dr. Markus R. Neuhaus to the remuneration committee	FOR	FOR	✓ 98.4%
5.2.3	Re-elect Mr. Thomas Pleines to the remuneration committee	FOR	FOR	✓ 87.5%
5.2.4	Re-elect Prof. Dr. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 87.9%
5.3	Re-elect Dr. Christophe Sarasin as independent proxy	FOR	FOR	✓ 99.9%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.3%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5%
6.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.0%

Item	Agenda	Board	Ethos	Result
6.2.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 93.5%

Item	Agenda	Board	Ethos	Result	
1	Approve annual report, financial statements and accounts	FOR	FOR	✓	
2	Approve allocation of income and dividend	FOR	FOR	✓	
3	Discharge board members and executive management	FOR	FOR	✓	
4	Amend articles of association: Virtual general meeting	FOR	FOR	✓	
5	Elections to the board of directors and to the remuneration committee				
5.1	Re-elect Mr. Urs Müller as member and chairman of the board, as well as member of the remuneration committee	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.2	Re-elect Dr. Gabriel Brenna	FOR	FOR	✓	
5.3	Re-elect Dr. Karin Lenzlinger Diedenhofen as member of the board and of the remuneration committee	FOR	FOR	✓	
5.4	Re-elect Mr. Christoph Reich	FOR	FOR	✓	
5.5	Re-elect Mr. Ralph Peter Siegl as member of the board and of the remuneration committee	FOR	FOR	✓	
5.6	Re-elect Ernst & Young AG as independent proxy	FOR	FOR	✓	
5.7	Elect KPMG as auditors	FOR	FOR	✓	
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	✓	
6.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓	
6.2.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓	

Item	Agenda	Board	Ethos	Result
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	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Discharge board members	FOR	FOR	✓
	Renewal of part of the board of directors			
6	Elect Mr. Jean-Philippe Bernard	FOR	FOR	✓
7	Re-elect Deloitte as auditors	FOR	● OPPOSE	✓ On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Present annual report	NON-VOTING	NON-VOTING	
3	Present auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
6	Discharge board members	FOR	FOR	✓ 100.0%
7	Elect Mr. Fabrice Welsch to the board of directors	FOR	FOR	✓ 98.8%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 99.8% The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Chairman's speech	NON-VOTING	NON-VOTING	
3	Appointment of scrutineers	NON-VOTING	NON-VOTING	
4	Management report and audit report	NON-VOTING	NON-VOTING	
5	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6%
6.1	Approve allocation of income and dividend	FOR	FOR	✓ 96.3%
6.2	Shareholder resolution: extraordinary dividend	OPPOSE	OPPOSE	✗ 3.5%
7	Discharge board members and executive management	FOR	FOR	✓ 99.3%
8	Elections to the board of directors			
8.A.1	Re-elect Dr. Jean-Albert Ferrez	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the re-election of the candidate. ✓ 95.5%
8.A.2	Re-elect Mr. Pierre-Alain Grichting	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the re-election of the candidate. ✓ 95.2%
8.A.3	Re-elect Mr. Pascal Indermitte	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the re-election of the candidate. ✓ 95.6%
8.A.4	Re-elect Ms. Sandra Lathion-Zweifel	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the re-election of the candidate. ✓ 95.7%
8.B.5	Elect Mr. Patrick Héritier	NO RECOMME ND.	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 93.9%
8.B.6	Elect Mr. Edgar Jeitziner	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the election of the candidate. ✓ 94.5%
8.B.7	Elect Ms. Anja Wyden Guelpa	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the election of the candidate. ✓ 94.6%
8.C.8	Re-elect Mr. Gabriel Décaillet	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the re-election of the candidate. ✓ 95.4%
8.D.9	Elect Mr. Serge Métrailler	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the election of the candidate. ✓
8.D.10	Elect Mr. Xavier Moret	NO RECOMME ND.	● FOR	Ethos has no concerns regarding the election of the candidate. ✗
9.1	Re-elect Mr. Pierre-Alain Grichting as chairman of the board	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos	Result
9.2	Elect Mr. Gabriel Décaillet as vice-chairman of the board	FOR	FOR	✓ 99.0%
10	Elect Deloitte as auditors	FOR	FOR	✓ 99.6%



Item	Agenda	Board	Ethos	Result
1	Chairman's speech	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	Binding votes on the remuneration of the board of directors and the executive management			
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.0%
4.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.3%
4.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.5%
5	Discharge board members and executive management	FOR	FOR	✓ 99.7%
6	Elect Mr. Pierre-Alain Urech to the board as of 1 January 2022	FOR	FOR	✓ 98.1%
7	Re-elect Dr. Christophe Wilhelm as independent proxy	FOR	FOR	✓ 99.9%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 97.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.6%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 98.5%
3	Discharge board members and executive management	FOR	FOR		✓ 96.4%
4	Elections to the board of directors				
4.a	Re-elect Mr. Domenico Scala as board member and chairman	FOR	FOR		✓ 87.0%
4.b	Re-elect Dr. Martin Nicklasson	FOR	FOR		✓ 97.3%
4.c	Re-elect Dr. Nicole Onetto	FOR	FOR		✓ 97.7%
4.d	Re-elect Mr. Ronald Scott	FOR	FOR		✓ 97.0%
4.e	Re-elect Mr. Steven D. Skolsky	FOR	FOR		✓ 97.0%
4.f	Re-elect Dr. Thomas Werner	FOR	FOR		✓ 97.7%
5	Elections to the remuneration committee				
5.a	Re-elect Dr. Martin Nicklasson to the remuneration committee	FOR	FOR		✓ 94.5%
5.b	Elect Dr. Nicole Onetto to the remuneration committee	FOR	FOR		✓ 96.4%
5.c	Re-elect Dr. Thomas Werner to the remuneration committee	FOR	FOR		✓ 94.9%
6.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 80.9%
6.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 80.2%
6.c	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 68.7%
7	Approve renewal of authorised capital	FOR	FOR		✓ 92.8%
8	Re-elect Dr. Caroline Cron as independent proxy	FOR	FOR		✓ 99.4%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 83.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Gilles Frôté	FOR	FOR		✓ 99.7%
4.1.2	Re-elect Mr. Reto Heiz	FOR	FOR		✓ 99.6%
4.1.3	Re-elect Ms. Antoinette C. Hunziker-Ebnetter	FOR	FOR		✓ 99.0%
4.1.4	Re-elect Prof. Dr. Christoph Lengwiler	FOR	FOR		✓ 99.9%
4.1.5	Re-elect Dr. Annelis Lüscher Hämmerli	FOR	FOR		✓ 99.9%
4.1.6	Re-elect Dr. Pascal Sieber	FOR	FOR		✓ 99.9%
4.1.7	Re-elect Dr. Danielle Villiger	FOR	FOR		✓ 99.8%
4.1.8	Elect Mr. Stefan Bichsel	FOR	FOR		✓ 99.6%
4.1.9	Elect Mr. Hugo Schürmann	FOR	FOR		✓ 99.6%
4.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter as board chairman	FOR	FOR		✓ 98.9%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Gilles Frôté to the remuneration committee	FOR	FOR		✓ 99.4%
4.3.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter to the remuneration committee	FOR	● OPPOSE	She receives a remuneration that is excessive.	✓ 97.7%
4.3.3	Elect Dr. Danielle Villiger to the remuneration committee	FOR	FOR		✓ 99.7%
4.4	Elect Ms. Franziska Iseli as independent proxy	FOR	FOR		✓ 99.8%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.9%
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	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 97.5%

Item	Agenda	Board	Ethos		Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 96.9%</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 83.7% The transparency of the remuneration report is insufficient.
3	Discharge board members	FOR	FOR	✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
5.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.1%
5.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 92.8% The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.
6.a	Elections to the board of directors			
6.a.1	Re-elect Mr. Hartmut Geldmacher	FOR	FOR	✓ 97.9%
6.a.2	Re-elect Mr. Kurt Schär	FOR	FOR	✓ 99.7%
6.a.3	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 98.0%
6.a.4	Re-elect Dr. Carole Ackermann	FOR	FOR	✓ 99.7%
6.a.5	Re-elect Ms. Rebecca Guntern Flückiger	FOR	FOR	✓ 99.7%
6.a.6	Elect Prof. Dr. Petra Denk	FOR	FOR	✓ 99.8%
6.b.1	Elect Mr. Roger Baillod as board chairman	FOR	FOR	✓ 98.0%
6.c	Elections to the nomination and remuneration committee			
6.c.1	Elect Mr. Roger Baillod to the nomination and remuneration committee	FOR	FOR	✓ 96.4%
6.c.2	Re-elect Mr. Hartmut Geldmacher to the nomination and remuneration committee	FOR	● OPPOSE	✓ 89.9% He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members.
6.c.3	Re-elect Mr. Andreas Rickenbacher to the nomination and remuneration committee	FOR	FOR	✓ 90.3%
6.d	Re-elect Mr. Andreas Byland as independent proxy	FOR	FOR	✓ 99.9%
6.e	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	✓ 93.3% The audit firm has been in office for 31 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos		Result
1	Approve annual report and financial statements	FOR	● OPPOSE	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓ 100.0%
2	Approve annual accounts and advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 99.3%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8%
4	Discharge	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.  The size of the board of directors has persistently remained below 4 members.	✓ 99.9%
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Ulrich Ernst	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.6%
5.a.2	Re-elect Dr. Marc Weber	FOR	● OPPOSE	He is not independent (consultancy fees, various reasons) and the board independence is insufficient (0.0%).	✓ 99.9%
5.a.3	Re-elect Mr. Periasamy Mathialagan	FOR	● OPPOSE	He is not independent (consultancy fees, various reasons) and the board independence is insufficient (0.0%).	✓ 99.7%
5.b.1	Re-elect Mr. Ulrich Ernst as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ernst to the board of directors, he cannot be elected as chairman.	✓ 99.6%
5.c	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.c.1	Re-elect Mr. Ulrich Ernst to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ernst to the board of directors, he cannot be elected to the committee.  He holds an executive function in the company (CEO).	✓ 99.5%
5.c.2	Re-elect Dr. Marc Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Weber to the board of directors, he cannot be elected to the committee.	✓ 99.8%
5.c.3	Re-elect Mr. Marco Dazzi (CFO) to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company (CFO).	✓ 99.2%
5.d	Re-elect Moore Stephens as auditors	FOR	● OPPOSE	The auditing procedure determined by the audit firm has been subject to severe criticism.	✓ 99.7%
5.e	Re-elect Dr. Oliver Habke as independent proxy	FOR	FOR		✓ 100.0%
6	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 99.1%

Item	Agenda	Board	Ethos	Result
1	Opening of the general meeting and chairman's speech	NON-VOTING	NON-VOTING	
2	Presentation of Mr. Thomas J. Jordan, CEO	NON-VOTING	NON-VOTING	
3	Auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.1%
5	Approve allocation of income and dividend	FOR	FOR	✓ 97.9%
6	Discharge board members	FOR	FOR	✓ 98.2%
7	Elections to the board of directors			
7.1	Elect Dr. Romeo Lacher	FOR	FOR	✓ 95.9%
7.2	Elect Mr. Christoph Mäder	FOR	FOR	✓ 95.3%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 97.2%



Item	Agenda	Board	Ethos		Result
1	Report on the 2020 fiscal year	NON-VOTING	NON-VOTING		
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2.2	Advisory vote on the remuneration report	FOR	FOR		✓ 94.2%
2.3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
2.4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3.1	Re-elect Mr. David Dean as representative of the registered A shares	FOR	● OPPOSE	He is not independent (former executive).	✓ 86.9%
3.2	Elections to the board of directors				
3.2.1	Re-elect Dr. Thomas Schmuckli as board member and chairman	FOR	FOR		✓ 93.5%
3.2.2	Re-elect Prof. Dr. Stefan Michel	FOR	FOR		✓ 99.8%
3.2.3	Re-elect Dr. René Cotting	FOR	FOR		✓ 99.8%
3.2.4	Re-elect Mr. Martin Kühn	FOR	FOR		✓ 99.8%
3.2.5	Re-elect Ms. Patricia Heidtman	FOR	FOR		✓ 99.8%
3.2.6	Re-elect Mr. David Dean	FOR	FOR		✓ 96.7%
3.2.7	Elect Ms. Petra M. Ehmann	FOR	FOR		✓ 99.7%
3.2.8	Elect Mr. Marcel Keller	FOR	FOR		✓ 96.7%
3.3	Elections to the remuneration committee				
3.3.1	Re-elect Mr. David Dean to the remuneration committee	FOR	FOR		✓ 95.3%
3.3.2	Re-elect Prof. Dr. Stefan Michel to the remuneration committee	FOR	FOR		✓ 99.5%
3.3.3	Re-elect Ms. Patricia Heidtman to the remuneration committee	FOR	FOR		✓ 98.4%
3.3.4	Elect Mr. Marcel Keller to the remuneration committee	FOR	FOR		✓ 96.6%
3.4	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 100.0%
4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 35 years, which exceeds Ethos' guidelines.	✓ 87.2%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Discharge board members and executive management	FOR	FOR		✓ 99.3%
3	Approve allocation of income	FOR	FOR		✓ 99.9%
4	Amend articles of association				
4.1	Amendment to Art. 5a	FOR	FOR		✓ 99.4%
4.2	Amendment to Art. 20 par. 1	FOR	● OPPOSE	Ethos considers that a remuneration committee consisting of only two members is not best practice.	✓ 88.4%
4.3	Amendment to Art. 24	FOR	FOR		✓ 99.8%
5.1	Elections to the board of directors				
5.1.a	Re-elect Ms. Anita Hauser	FOR	FOR		✓ 79.8%
5.1.b	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 78.5%
5.1.c	Re-elect Mr. Martin Hirzel	FOR	FOR		✓ 99.8%
5.1.d	Re-elect Mr. Philip Mosimann as board member and chairman	FOR	FOR		✓ 80.5%
5.1.e	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR		✓ 74.2%
5.1.f	Re-elect Mr. Valentin Vogt	FOR	FOR		✓ 94.0%
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Ms. Anita Hauser to the remuneration committee	FOR	FOR		✓ 77.3%
5.2.b	Re-elect Mr. Valentin Vogt to the remuneration committee	FOR	FOR		✓ 98.3%
5.3	Re-elect Law Office Keller Partnership as independent proxy	FOR	FOR		✓ 100.0%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 37 years, which exceeds Ethos' guidelines.	✓ 90.8%
6.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 95.8%
6.2	Advisory vote on the remuneration report	FOR	FOR		✓ 92.8%
6.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.7%
6.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.4%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, statutory accounts, consolidated accounts and auditor's report			
1.1	Approve annual report	FOR	FOR	✓
1.2	Approve the statutory accounts	FOR	FOR	✓
1.3	Approve the consolidated accounts	FOR	FOR	✓
1.4	Receive the auditor's report	FOR	FOR	✓
2	Discharge board members			
2.1	Discharge Mr. Gaudenz F. Domenig	FOR	FOR	✓
2.2	Discharge Mr. Marco Syfrig	FOR	FOR	✓
2.3	Discharge Mr. Willy Hüppi	FOR	FOR	✓
2.4	Discharge Mr. Peter Weigelt	FOR	FOR	✓
2.5	Discharge Ms. Michèle Novak-Moser	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Elections to the board of directors			
4.1	Re-elect Mr. Gaudenz F. Domenig as board member and chairman	FOR	FOR	✓
4.2	Re-elect Mr. Marco Syfrig	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). ✓
4.3	Re-elect Mr. Willy Hüppi	FOR	FOR	✓
4.4	Re-elect Ms. Michèle Novak-Moser	FOR	FOR	✓
4.5	Elect Ms. Nina Remmers	FOR	FOR	✓
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Gaudenz F. Domenig to the remuneration committee	FOR	FOR	✓
5.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the committee does not include at least 50% independent members. ✓
5.3	Elect Ms. Michèle Novak-Moser to the remuneration committee	FOR	FOR	✓
6	Re-elect Mr. Dieter R. Brunner as independent proxy	FOR	FOR	✓
7	Re-elect KPMG as auditors	FOR	FOR	✓
8	Binding votes on the remuneration of the board of directors and the executive management			

Item	Agenda	Board	Ethos		Result
8.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓
8.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
8.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓

Item	Agenda	Board	Ethos	Result
1	Present annual report	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Approve allocation of income	FOR	FOR	✓ 99.3%
5.A	Elections to the board of directors			
5.A.1	Re-elect Dr. oec. Carole Ackermann	FOR	FOR	✓ 99.6%
5.A.2	Re-elect Ms. Brigitte Hauser-Süess	FOR	FOR	✓ 99.4%
5.A.3	Re-elect Mr. Balthasar Meier	FOR	FOR	✓ 99.3%
5.A.4	Re-elect Mr. Christoph Ott	FOR	FOR	✓ 99.1%
5.A.5	Re-elect Mr. Patrick Z'Brun	FOR	FOR	✓ 98.2%
5.A.6	Elect Mr. Paul-Marc Julen	FOR	FOR	✓ 99.3%
5.A.7	Elect Mr. Peter Arnold	FOR	FOR	✓ 98.9%
5.B	Elect Mr. Patrick Z'Brun as board chairman	FOR	FOR	✓ 98.4%
5.C	Elections to the remuneration committee			
5.C.1	Re-elect Mr. Patrick Z'Brun to the remuneration committee	FOR	FOR	✓ 97.6%
5.C.2	Elect Dr. oec. Carole Ackermann to the remuneration committee	FOR	FOR	✓ 98.8%
5.C.3	Elect Mr. Peter Arnold to the remuneration committee	FOR	FOR	✓ 98.4%
5.D	Re-elect KPMG as auditors	FOR	FOR	✓ 99.4%
5.E	Re-elect Ms. Chantal Carlen as independent proxy	FOR	FOR	✓ 99.7%
6	Binding votes on the remuneration of the board of directors and the executive management			
6.A	Binding prospective vote on the total remuneration of the board of directors (FY 2021)	FOR	FOR	✓ 96.4%
6.B	Binding prospective vote on the total remuneration of the executive management (FY 2021)	FOR	FOR	✓ 95.2%
6.C	Binding prospective vote on the total remuneration of the board of directors (Q1 2021)	FOR	FOR	✓ 96.3%
6.D	Binding prospective vote on the total remuneration of the executive management (Q1 2021)	FOR	FOR	✓ 95.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members	FOR	FOR	✓ 99.6%
4	Elections to the board of directors			
4.1	Re-elect Mr. Ernst Bärtschi	FOR	FOR	✓ 99.8%
4.2	Re-elect Dr. Roland Abt	FOR	FOR	✓ 98.4%
4.3	Re-elect Dr. Matthias Auer	FOR	FOR	✓ 93.5%
4.4	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 90.7%
4.5	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 95.9%
4.6	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 92.9%
4.7	Elect Dr. Heinz O. Baumgartner	FOR	FOR	✓ 96.0%
5	Re-elect Mr. Ernst Bärtschi as board chairman	FOR	FOR	✓ 98.4%
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Urs Riedener to the remuneration committee	FOR	FOR	✓ 89.8%
6.2	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 88.6%
6.3	Elect Dr. Heinz O. Baumgartner to the remuneration committee	FOR	FOR	✓ 99.2%
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓ 85.5%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ 96.4%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 81 years, which exceeds Ethos' guidelines. ✓ 89.9%
9	Re-elect Bretschger Leuch Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
10	Amend articles of association: Corporate name	FOR	FOR	✓ 88.2%

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
2	Present the reports of the statutory auditor	NON-VOTING	NON-VOTING	
3.1	Approve annual report	FOR	FOR	✓ 99.9%
3.2	Approve financial statements and consolidated accounts	FOR	FOR	✓ 99.9%
3.3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 79.8%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>
3.4	Approve allocation of income and dividend	FOR	● OPPOSE	<p>✓ 87.5%</p> <p>The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.</p>
4	Amend articles of association: advisory vote on the sustainability report	FOR	FOR	✓ 99.6%
5	Advisory vote on the sustainability report	FOR	● OPPOSE	<p>✓ 87.1%</p> <p>The information presented to the shareholders does not meet sustainability reporting best practice standards.</p>
6	Discharge board members and executive management	FOR	FOR	✓ 99.5%
7	Elections to the board of directors			
7.1	Re-elect Mr. Hans-Kristian Hoejsgaard as member and chairman of the board	FOR	FOR	✓ 99.6%
7.2.1	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	<p>✓ 85.2%</p> <p>He holds an excessive number of mandates.</p>
7.2.2	Re-elect Ms. Nathalie Gaveau	FOR	FOR	✓ 99.7%
7.2.3	Re-elect Mr. Gregor Greber	FOR	FOR	✓ 96.9%
7.2.4	Re-elect Mr. Erich Kellenberger	FOR	FOR	✓ 98.2%
7.2.5	Re-elect Dr. Lukas Morscher	FOR	FOR	✓ 98.4%
7.2.6	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.7%
7.3	Elections to the remuneration committee			
7.3.1	Re-elect Mr. Hans-Kristian Hoejsgaard to the remuneration committee	FOR	FOR	✓ 98.3%

Item	Agenda	Board	Ethos		Result
7.3.2	Re-elect Mr. Marco Gadola to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gadola to the board of directors, he cannot be elected to the committee.	✓ 84.0%
8	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.0%
9	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR		✓ 99.9%
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		✓ 96.6%
10.2	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 82.9%
10.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 95.3%



Item	Agenda	Board	Ethos		Result
1	Approve financial statements	FOR	FOR		✓
2	Elections to the board of directors and related resolutions				
2.a	Decision on the board size	NO RECOMME ND.	● OPPOSE	No information is provided.	✓
2.b	Decision on the mandate duration	NO RECOMME ND.	● OPPOSE	No information is provided.	✓
2.c	Decision on the board remuneration	NO RECOMME ND.	● OPPOSE	No information is provided.	✓
2.d	Appointment of the board members and the chairman	NO RECOMME ND.	● OPPOSE	The identity of the candidates is not disclosed in due time.	✓
3	Election of the auditors and related resolutions				
3.a	Appointment of the auditors	NO RECOMME ND.	● OPPOSE	The name of the audit firm is not disclosed in due time.	✓
3.b	Decision on the remuneration of the auditors	NO RECOMME ND.	● OPPOSE	No information is provided.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Advisory vote on the remuneration report	FOR	FOR	✓ 86.0%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.5%
5	Elections to the board of directors			
5.1.1	Re-elect Dr. Felix A. Weber	FOR	FOR	✓ 99.1%
5.1.2	Re-elect Mr. Urs Baumann	FOR	FOR	✓ 98.7%
5.1.3	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 99.4%
5.1.4	Re-elect Mr. Denis Hall	FOR	FOR	✓ 99.4%
5.1.5	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.6%
5.2.1	Elect Mr. Martin Blessing	FOR	FOR	✓ 98.7%
5.2.2	Elect Ms. Susanne Klöss-Braekler	FOR	FOR	✓ 99.6%
5.3	Re-elect Dr. Felix A. Weber as board chairman	FOR	FOR	✓ 99.4%
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Urs Baumann to the remuneration committee	FOR	FOR	✓ 88.6%
5.4.2	Elect Mr. Martin Blessing to the remuneration committee	FOR	FOR	✓ 97.0%
5.4.3	Elect Ms. Susanne Klöss-Braekler to the remuneration committee	FOR	FOR	✓ 97.5%
5.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0%
5.6	Re-elect KPMG as auditors	FOR	FOR	✓ 98.0%
6	Approve renewal of authorised capital	FOR	FOR	✓ 96.3%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.2%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.0%

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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.6%
2	Approve allocation of income	FOR	FOR	✓ 97.6%
3	Approve dividend out of the capital contribution reserves	FOR	FOR	✓ 97.6%
4	Discharge board members and executive management	FOR	FOR	✓ 97.9%
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 90.3%
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 90.3%
6.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 96.0%
7	Advisory vote on the remuneration report	FOR	FOR	✓ 91.1%
8	Elections to the board of directors			
8.1	Re-elect Mr. Andreas Dill	FOR	FOR	✓ 94.9%
8.2	Re-elect Mr. Erich Haefeli	FOR	FOR	✓ 96.7%
8.3	Elect Mr. Daniel Frutig as board member and chairman	FOR	FOR	✓ 89.5%
8.4	Elect Dr. Rüdiger Merz	FOR	FOR	✓ 96.5%
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Andreas Dill to the remuneration committee	FOR	FOR	✓ 94.7%
9.2	Elect Mr. Daniel Frutig to the remuneration committee	FOR	FOR	✓ 89.3%
9.3	Elect Dr. Rüdiger Merz to the remuneration committee	FOR	FOR	✓ 95.0%
10	Re-elect KPMG as auditors	FOR	FOR	✓ 97.4%
11	Re-elect Mr. Pascal Moesch as independent proxy	FOR	FOR	✓ 97.5%

Item	Agenda	Board	Ethos		Result
1.1	Approve integrated report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 92.6%
2	Discharge board members and executive management	FOR	FOR		✓ 99.5%
3.1	Approve allocation of income	FOR	FOR		✓ 99.9%
3.2	Distribution through capital reduction by way of par value reduction	FOR	FOR		✓ 99.8%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Abdullah bin Mohammed Alissa	FOR	FOR		✓ 73.3%
4.1.2	Re-elect Mr. Nader Ibrahim Alwehibi	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 90.6%
4.1.3	Re-elect Dr. chem. Günter von Au	FOR	FOR		✓ 97.9%
4.1.4	Re-elect Mr. Calum MacLean	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 80.9%
4.1.5	Re-elect Mr. Thilo Mannhardt	FOR	FOR		✓ 99.8%
4.1.6	Re-elect Mr. Geoffery Merszei	FOR	FOR		✓ 93.2%
4.1.7	Re-elect Dr. iur. Eveline Saupper	FOR	FOR		✓ 99.5%
4.1.8	Re-elect Mr. Peter Steiner	FOR	FOR		✓ 94.1%
4.1.9	Re-elect Dr. Claudia Süssmuth Dyckerhoff	FOR	FOR		✓ 99.8%
4.1.10	Re-elect Ms. Susanne Wamsler	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the board independence is insufficient (36.4%).	✓ 94.9%
4.1.11	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 99.4%
4.2	Elect Dr. chem. Günter von Au as board chairman	FOR	FOR		✓ 98.0%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Nader Ibrahim Alwehibi to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. bin Mohammed Alissa to the board of directors, he cannot be elected to the committee.	✓ 90.6%

Item	Agenda	Board	Ethos		Result
4.3.2	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 98.3%
4.3.3	Re-elect Dr. Claudia Süssmuth Dyckerhoff to the remuneration committee	FOR	FOR		✓ 98.6%
4.3.4	Elect Mr. Konstantin Winterstein to the remuneration committee	FOR	FOR		✓ 99.3%
4.4	Re-elect Dr. Balthasar Settelen as independent proxy	FOR	FOR		✓ 99.9%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 93.6%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 92.8%
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 remuneration than that of a peer group.  The remuneration structure is not in line with Ethos' guidelines.	✓ 93.4%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.2%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Mr. Heinz Kundert	FOR	FOR	✓ 93.3%
4.2	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	✓ 99.9%
4.3	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 89.5%
4.4	Re-elect Mr. Patrick Jany	FOR	FOR	✓ 99.9%
4.5	Elect Mr. Tosja Zywiets	FOR	FOR	✓ 93.9%
4.6	Elect Mr. Thilo von Selchow	WITH-DRAWN	● FOR	–
4.7	Re-elect Mr. Heinz Kundert as board chairman	FOR	FOR	✓ 93.2%
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓ 92.9%
5.2	Elect Mr. Thilo von Selchow to the remuneration committee	WITH-DRAWN	● FOR	–
6	Re-elect Mr. Patrick Glauser as independent proxy	FOR	FOR	✓ 100.0%
7	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	✓ 83.1% The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
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	✓ 98.9%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	✓ 93.5% The information provided is insufficient.
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 98.1%
8.4	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 84.5% The transparency of the remuneration report is insufficient.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
	Binding votes on the remuneration of the board of directors and the executive management				
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
5	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Patrick Combes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.2	Re-elect Dr. François Carrard	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.  He is 83 years old, which exceeds Ethos' guidelines.  He is not independent (board tenure of 24 years, business connections) and the board independence is insufficient (20.0%).	✓
6.3	Re-elect Mr. Hervé de Carmoy	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.  He is 83 years old, which exceeds Ethos' guidelines.  He is not independent (board tenure of 24 years) and the board independence is insufficient (20.0%).	✓



Item	Agenda	Board	Ethos		Result
6.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	<p>He has been a member of the board for 24 years, which exceeds Ethos' guidelines.</p> <p>He is 84 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 24 years) and the board independence is insufficient (20.0%).</p>	✓
6.5	Re-elect Mr. Christian Goeking	FOR	● OPPOSE	<p>He has been a member of the board for 24 years, which exceeds Ethos' guidelines.</p> <p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 24 years) and the board independence is insufficient (20.0%).</p>	✓
6.6	Re-elect Mr. Robert Pennone	FOR	● OPPOSE	<p>He has been a member of the board for 24 years, which exceeds Ethos' guidelines.</p> <p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 24 years) and the board independence is insufficient (20.0%).</p>	✓
6.7	Re-elect Mr. Urs Schneider	FOR	● OPPOSE	<p>He has been a member of the board for 24 years, which exceeds Ethos' guidelines.</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 24 years) and the board independence is insufficient (20.0%).</p>	✓
6.8	Re-elect Mr. Eric Solvet	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (20.0%).</p>	✓
6.9	Re-elect Mr. Marco Illy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
6.10	Elect Mr. Alain Blanc-Brude	FOR	● OPPOSE	First appointment to the board. Mr. Blanc-Brude is 74 years old, which exceeds Ethos' guidelines.	✓
7	Re-elect Mr. Patrick Combes as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Combes to the board of directors, he cannot be elected as chairman.	✓
8	Elections to the remuneration committee				
8.1	Re-elect Dr. François Carrard to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Carrard to the board of directors, he cannot be elected to the committee.	✓
8.2	Re-elect Mr. Christian Goecking to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Goecking to the board of directors, he cannot be elected to the committee.	✓
9	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓
10	Re-elect Mr. Martin Habs as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Opening of the AGM	NON-VOTING	NON-VOTING		
2	Presentation of the financial year 2020	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
4	Discharge board members	FOR	FOR		✓ 99.8%
5	Grant options to the board of directors	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 91.2%
6.i.	Approve renewal of authorisation to issue ordinary shares for financing purposes	FOR	● OPPOSE	The aggregate authorities to issue shares without tradable pre-emptive rights for general financing purposes exceed 20% of the issued share capital.	✓ 95.6%
6.ii	Approve renewal of authorisation to issue ordinary shares for employee participation	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.  The potential dilution is excessive.	✓ 91.2%
6.iii	Approve renewal of authorisation to issue preference shares	FOR	● OPPOSE	This is an anti-takeover measure and the company provides no explanation.	✓ 92.8%
7	Approve authorisation to buyback shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.5%
8	Authorise the board of directors to limit or exclude pre-emptive rights upon any issue of ordinary shares for 5 years	FOR	● OPPOSE	The potential dilution is excessive.	✓ 90.4%
9	Re-elect BDO as auditors	FOR	FOR		✓ 100.0%
10	Elect Mr. David Maris to the board of directors	FOR	FOR		✓ 94.7%
11	Closing of the AGM	NON-VOTING	NON-VOTING		

CPH

04.06.2021

EGM

Item	Agenda	Board	Ethos	Result
1	Approval of the merger agreement	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 82.4%
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.7%
2	Discharge board members and executive management	WITH-DRAWN	WITH-DRAWN		–
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 92.3%
4	Increase and extension of authorised capital	WITH-DRAWN	● FOR	ITEM 4 was not submitted to shareholder vote.	–
5.1	Elections to the board of directors				
5.1.1	Elect Mr. Antonio Horta-Osorio as board member and chairman	FOR	FOR		✓ 96.4%
5.1.2	Re-elect Dr. oec. Iris Bohnet	FOR	FOR		✓ 91.4%
5.1.3	Re-elect Mr. Christian Gellerstad	FOR	FOR		✓ 91.0%
5.1.4	Re-elect Mr. Andreas Gottschling	WITH-DRAWN	● OPPOSE	He is the chairman of the risk committee and the company is facing serious problems related to the accounts, the internal control system, the internal or external audit or in terms of business ethics.	–
5.1.5	Re-elect Mr. Michael Klein	FOR	FOR		✓ 87.1%
5.1.6	Re-elect Mr. Shan Li	FOR	FOR		✓ 87.6%
5.1.7	Re-elect Ms. Seraina Macia	FOR	FOR		✓ 87.5%
5.1.8	Re-elect Mr. Richard Henry Meddings	FOR	FOR		✓ 85.4%
5.1.9	Re-elect Mr. Kaikhushru S. Nargolwala	FOR	FOR		✓ 86.1%
5.1.10	Re-elect Ms. Ana Paula Pessoa	FOR	FOR		✓ 72.5%
5.1.11	Re-elect Dr. iur. Severin Schwan	FOR	FOR		✓ 83.7%
5.1.12	Elect Ms. Clare Brady	FOR	FOR		✓ 88.5%
5.1.13	Elect Ms. Blythe S.J. Masters	FOR	FOR		✓ 82.8%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. oec. Iris Bohnet to the remuneration committee	FOR	FOR		✓ 88.4%
5.2.2	Re-elect Mr. Christian Gellerstad to the remuneration committee	FOR	FOR		✓ 88.1%

Item	Agenda	Board	Ethos		Result
5.2.3	Re-elect Mr. Michael Klein to the remuneration committee	FOR	FOR		✓ 86.6%
5.2.4	Re-elect Mr. Kaikhushru S. Nargolwala to the remuneration committee	FOR	FOR		✓ 87.9%
5.2.5	Elect Ms. Blythe S.J. Masters to the remuneration committee	FOR	FOR		✓ 84.0%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p>	✓ 82.4%
6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	WITH-DRAWN	WITH-DRAWN		–
6.2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 90.6%
6.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	WITH-DRAWN	WITH-DRAWN		–
7.1	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 95.7%
7.2	Re-elect BDO as special auditors	FOR	FOR		✓ 92.4%
7.3	Re-elect Law Office Keller Partnership as independent proxy	FOR	FOR		✓ 89.5%

Item	Agenda	Board	Ethos		Result
1	Elect Mr. Yves Gerster as chairman of the AGM	FOR	FOR		✓ 99.6%
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 63.7%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8%
4	Discharge board members and executive management	FOR	● OPPOSE	<p>There is a material uncertainty on the ability of the company to continue as a going concern.</p> <p>Ethos strongly disagrees with the board's decisions.</p>	✓ 97.1%
5	Increase conditional capital for convertible bonds	FOR	FOR		✓ 99.6%
6	Elections to the board of directors				
6.1	Re-elect Mr. Juan Carlos Torres Carretero as board member and chairman	FOR	FOR		✓ 98.6%
6.2.1	Re-elect Mr. Jorge Born	FOR	FOR		✓ 94.5%
6.2.2	Re-elect Mr. Julián Díaz González	FOR	● OPPOSE	<p>He is also a permanent member of the executive management (CEO).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 96.9%
6.2.3	Re-elect Ms. Heekyung Jo Min	FOR	FOR		✓ 95.6%
6.2.4	Re-elect Mr. Luis Maroto Camino	FOR	FOR		✓ 96.7%
6.2.5	Re-elect Mr. Steven Tadler	FOR	● OPPOSE	<p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 96.1%
6.2.6	Re-elect Ms. Mary J. Steele Guilfoile	FOR	FOR		✓ 97.8%
6.2.7	Re-elect Mr. Ranjan Sen	FOR	FOR		✓ 99.7%
6.2.8	Re-elect Ms. Lynda Tyler-Cagni	FOR	FOR		✓ 97.2%
6.3.1	Elect Ms. Eugenia M. Ulasewicz	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
6.3.2	Elect Mr. Joaquín Moya-Angeler Cabrera	FOR	● OPPOSE	New election to the board. He is 72 years old, which exceeds Ethos' guidelines.	✓ 97.7%
7	Elections to the remuneration committee				
7.1	Elect Mr. Steven Tadler to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tadler to the board of directors, he cannot be elected to the committee.	✓ 95.9%
7.2	Elect Mr. Luis Maroto Camino to the remuneration committee	FOR	FOR		✓ 96.4%
7.3	Elect Ms. Eugenia M. Ulasewicz to the remuneration committee	FOR	FOR		✓ 99.3%
8	Elect Deloitte as auditors	FOR	FOR		✓ 99.8%
9	Re-elect Altenburger Ltd. legal + tax as independent proxy	FOR	FOR		✓ 99.7%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 86.6%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The actual amounts paid do not allow confirmation of the link between pay and performance.</p>	✓ 88.7%



Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Reporting on the 2020 financial year	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0%
4	Approve allocation of income and dividend			
4.1	Approve allocation of income	FOR	FOR	✓ 99.5%
4.2	Approve dividend out of capital contributions reserves	FOR	FOR	✓ 98.7%
5	Discharge board members and executive management	FOR	FOR	✓ 98.5%
6	Elections to the board of directors			
6.1.1	Re-elect Mr. Rainer Isenrich	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). ✓ 94.2%
6.1.2	Re-elect Mr. Fulvio Micheletti	FOR	FOR	✓ 90.1%
6.1.3	Re-elect Mr. Reto Klotz	FOR	FOR	✓ 95.9%
6.1.4	Re-elect Mr. José Luis Chorro Lopez	FOR	FOR	✓ 96.9%
6.1.5	Elect Mr. Horst Mahmoudi	FOR	FOR	✓ 96.0%
6.1.6	Elect Mr. Marc Klingelfuss	FOR	FOR	✓ 95.4%
6.2	Elect Mr. Horst Mahmoudi as board chairman	FOR	FOR	✓ 96.0%
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Fulvio Micheletti to the remuneration committee	FOR	FOR	✓ 90.1%
7.2	Re-elect Mr. Reto Klotz to the remuneration committee	FOR	FOR	✓ 95.4%
7.3	Re-elect Mr. José Luis Chorro Lopez to the remuneration committee	FOR	FOR	✓ 96.2%
8	Re-elect BDO as auditors	FOR	FOR	✓ 98.5%
9	Re-elect Mr. Christoph Lerch as independent proxy	FOR	FOR	✓ 98.6%
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	✓ 94.1%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 93.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve distribution of preferred dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation of the company.	✓ 99.2%
3.1	Approve allocation of income	FOR	FOR		✓ 100.0%
3.2	Dividend by way of distribution out of capital contribution reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation of the company.	✓ 99.2%
4	Discharge board members and executive management	FOR	FOR		✓ 99.9%
5	Increase of the conditional share capital for employee participation	FOR	● OPPOSE	The potential dilution is excessive.	✓ 93.9%
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 remuneration is significantly higher than that of the peer group.	✓ 95.0%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 97.8%
6.3	Binding retrospective vote on the total 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 and administration of the plan.	✓ 92.7%
6.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 96.7%
7.1	Elections to the board of directors				
7.1.1	Re-elect Dr. Susanne Brandenberger	FOR	FOR		✓ 99.9%
7.1.2	Re-elect Mr. Emmanuel L. Bussetil	FOR	FOR		✓ 98.8%
7.1.3	Re-elect Mr. Peter Fanconi	FOR	FOR		✓ 99.9%
7.1.4	Re-elect Mr. Ilan Hayim	FOR	FOR		✓ 99.7%
7.1.5	Re-elect Mr. Roberto Isolani	FOR	FOR		✓ 99.9%
7.1.6	Re-elect Mr. Carlo M. Lombardini	FOR	FOR		✓ 100.0%
7.1.7	Re-elect Mr. Steven M. Jacobs	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos	Result
7.1.8	Re-elect Dr. John Spiro Latsis	FOR	FOR	✓ 99.9%
7.1.9	Re-elect Dr. Périclès-Paul Petalas	FOR	● OPPOSE He is 78 years old, which exceeds Ethos' guidelines.	✓ 95.6%
7.1.10	Re-elect Mr. Stuart M. Robertson	FOR	FOR	✓ 100.0%
7.1.11	Re-elect Dr. Bernd-Albrecht von Maltzan	FOR	FOR	✓ 99.8%
7.1.12	Re-elect Ms. Amy Yok Tak Yip	FOR	FOR	✓ 97.7%
7.2	Re-elect Mr. Peter Fanconi as board chairman	FOR	FOR	✓ 99.2%
8	Elections to the nomination and remuneration committee			
8.1	Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee	FOR	FOR	✓ 95.9%
8.2	Re-elect Mr. Peter Fanconi to the nomination and remuneration committee	FOR	FOR	✓ 98.8%
8.3	Re-elect Mr. Ilan Hayim to the nomination and remuneration committee	FOR	● OPPOSE He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 94.1%
8.4	Re-elect Mr. Steven M. Jacobs to the nomination and remuneration committee	FOR	FOR	✓ 93.8%
8.5	Re-elect Dr. Périclès-Paul Petalas to the nomination and remuneration committee	FOR	● OPPOSE As Ethos did not support the election of Dr. Petalas to the board of directors, he cannot be elected to the committee.	✓ 92.7%
8.6	Re-elect Dr. Bernd-Albrecht von Maltzan to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
9	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR	✓ 100.0%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.8%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.8%
5	Elections to the board of directors				
5.1	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.7%
5.2	Re-elect Mr. Walter Häusermann	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (0%).	✓ 99.6%
5.3	Re-elect Mr. Peter Hotz	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (0%).	✓ 99.7%
5.4	Re-elect Mr. Fred Ruegg	FOR	FOR		✓ 99.7%
5.5	Re-elect Mr. Martin Wipfli as board chairman	FOR	FOR		✓ 99.7%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Peter Hotz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hotz to the board of directors, he cannot be elected to the committee.	✓ 99.6%
6.2	Elect Mr. Fred Ruegg to the remuneration committee	FOR	FOR		✓ 99.6%
7	Re-elect Froriep as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 99.8%

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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 90.2% The remuneration report is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	✓ 97.5%
4	Approve allocation of balance sheet result	FOR	FOR	✓ 98.7%
5	Increase of authorised capital	FOR	FOR	✓ 83.8%
6	Elections to the board of directors			
6.1.1	Re-elect Dr. Beat In-Albon	FOR	FOR	✓ 87.0%
6.1.2	Re-elect Mr. Stephan Schindler	FOR	FOR	✓ 98.9%
6.1.3	Re-elect Mr. Richard Ridinger	FOR	FOR	✓ 98.7%
6.1.4	Elect Dr. Christoph Breucker	FOR	FOR	✓ 95.6%
6.2	Re-elect Dr. Beat In-Albon as board chairman	FOR	FOR	✓ 84.2%
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Stephan Schindler to the remuneration committee	FOR	FOR	✓ 97.9%
6.3.2	Re-elect Mr. Richard Ridinger to the remuneration committee	FOR	FOR	✓ 97.9%
6.3.3	Elect Dr. Christoph Breucker to the remuneration committee	FOR	FOR	✓ 97.4%
6.4	Elect Mazars as auditors	FOR	FOR	✓ 99.3%
6.5	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR	✓ 99.6%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 86.3%
8	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 87.1% The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Alexander von Witzleben	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p>	✓
5.a.2	Re-elect Mr. Christian Mäder	FOR	FOR		✓
5.a.3	Re-elect Dr. Marcus Bollig	FOR	FOR		✓
5.a.4	Re-elect Mr. Norbert Indlekofer	FOR	FOR		✓
5.a.5	Re-elect Mr. Heinz Loosli	FOR	FOR		✓
5.b	Re-elect Mr. Alexander von Witzleben as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected as chairman.	✓
5.c	Elections to the remuneration committee				
5.c.1	Re-elect Mr. Alexander von Witzleben to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected to the committee.	✓
5.c.2	Re-elect Mr. Christian Mäder to the remuneration committee	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
5.d	Re-elect COT Treuhand AG as independent proxy	FOR	FOR		✓
5.e	Re-elect KPMG as auditors	FOR	FOR		✓
6	Approve creation of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓



Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Presentation of the auditors report on the financial statements	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 90.4%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>
5	Discharge board members and executive management	FOR	FOR	✓ 99.5%
6	Approve allocation of income	FOR	FOR	✓ 99.9%
7.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.1%
7.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.6%
8.a	Elections to the board of directors			
8.a.1	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	✓ 99.8%
8.a.2	Re-elect Mr. Josef Felder	FOR	FOR	✓ 97.2%
8.a.3	Re-elect Mr. Stephan Gemkow	FOR	FOR	✓ 99.9%
8.a.4	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 81.7%
8.a.5	Re-elect Mr. Andreas G. Schmid	FOR	● OPPOSE	<p>✓ 76.2%</p> <p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (37.5%).</p>
8.b	Re-elect Mr. Andreas G. Schmid as board chairman	FOR	● OPPOSE	<p>✓ 74.8%</p> <p>As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected as chairman.</p>
8.c	Elections to the nomination and remuneration committee			
8.c.1	Re-elect Mr. Vincent Albers to the nomination and remuneration committee	FOR	FOR	✓ 81.0%
8.c.2	Re-elect Mr. Guglielmo L. Brentel to the nomination and remuneration committee	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
8.c.3	Re-elect Dr. Eveline Saupper to the nomination and remuneration committee	FOR	FOR		✓ 78.0%
8.c.4	Re-elect Mr. Andreas G. Schmid to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected to the committee.	✓ 73.8%
8.d	Re-elect Ms. Marianne Sieger as independent proxy	FOR	FOR		✓ 100.0%
8.e	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.  The remuneration of the chairman exceeds the average remuneration of the members of the executive management without adequate justification.	✓
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
4.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
4.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓
5	Elections to the board of directors				
5.1	Re-elect Mr. This E. Schneider	FOR	FOR		✓
5.2	Re-elect Dr. iur. Peter Altorfer	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (33.3%).	✓
5.3	Re-elect Mr. Michael Pieper	FOR	FOR		✓
5.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓
5.5	Re-elect Dr. Reto Müller	FOR	FOR		✓
5.6	Re-elect Mr. Vincent Studer	FOR	FOR		✓
6	Elections to the remuneration committee				

Item	Agenda	Board	Ethos	Result
6.1	Re-elect Dr. iur. Peter Altorfer to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (board tenure of 16 years) and the committee does not include at least 50% independent members.</p> <p>As Ethos did not support the election of Dr. iur. Altorfer to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (board tenure of 16 years) and the committee does not include at least 50% independent members.</p>
6.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR	✓
6.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR	✓
7	Re-elect KPMG as auditors	FOR	FOR	✓
8	Re-elect Mr. René Peyer as independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
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. Andreas Robert Spahni as member and chairman of the board	FOR	FOR	✓ 92.6%
4.1.2	Re-elect Mr. Frédéric de Boer	FOR	FOR	✓ 99.8%
4.1.3	Re-elect Mr. Niels Roefs	FOR	FOR	✓ 99.8%
4.1.4	Re-elect Mr. Hadrian Rosenberg	FOR	FOR	✓ 99.8%
4.1.5	Re-elect Mr. Herbert Stoop	FOR	FOR	✓ 99.8%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Niels Roefs to the remuneration committee	FOR	FOR	✓ 99.8%
4.2.2	Re-elect Mr. Hadrian Rosenberg to the remuneration committee	FOR	FOR	✓ 99.8%
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 77.3%
4.4	Re-elect Mr. Stephan Huber as independent proxy	FOR	FOR	✓ 99.8%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.9%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.9%
5.3	Advisory vote on the remuneration report	FOR	FOR	✓ 96.9%
6	Approve renewal of authorised capital	FOR	FOR	✓ 97.1%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6%
2	Discharge board members and executive management	FOR	FOR	✓ 99.2%
3	Approve allocation of income and dividend			
3.1	Approve dividend from retained earnings	FOR	FOR	✓ 99.6%
3.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.6%
4	Advisory vote on the remuneration report	FOR	FOR	✓ 90.0%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 89.5%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.4%
6	Approve renewal of authorised capital	FOR	● OPPOSE	✗ 59.8% The purpose of the proposed increase includes the possibility of placing the shares with a strategic partner to counter a hostile takeover bid.
7.1	Elections to the board of directors			
7.1.a	Re-elect Ms. Daniela Bosshardt-Hengartner as board member and chairman	FOR	FOR	✓ 98.6%
7.1.b	Re-elect Mr. Bertrand Jungo	FOR	FOR	✓ 99.3%
7.1.c	Re-elect Ms. Pascale Bruderer	FOR	FOR	✓ 99.0%
7.1.d	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	✓ 98.9%
7.1.e	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 98.6%
7.1.f	Re-elect Dr. Andreas Walde	FOR	FOR	✓ 98.8%
7.2	Elections to the remuneration committee			
7.2.a	Re-elect Dr. Andreas Walde to the remuneration committee	FOR	FOR	✓ 97.9%
7.2.b	Re-elect Dr. Markus R. Neuhaus to the remuneration committee	FOR	FOR	✓ 97.9%
7.2.c	Elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR	✓ 98.0%
7.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR	✓ 99.6%
7.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 92.2%

Item	Agenda	Board	Ethos	Result
1	Election of ad hoc Chairman of the Annual General Meeting	FOR	FOR	✓ 99.6%
2.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3%
2.2	Advisory vote on the remuneration report	FOR	FOR	✓ 96.6%
3	Approve allocation of income	FOR	FOR	✓ 99.4%
4	Discharge board members and executive management	FOR	FOR	✓ 98.8%
5	Elections to the board of directors			
5.1	Re-elect Mr. David J. Jacob as board member and chairman	FOR	FOR	✓ 99.0%
5.2	Re-elect Ms. Katia Coudray	FOR	FOR	✓ 99.2%
5.3	Re-elect Ms. Jacqui Irvine	FOR	FOR	✓ 99.2%
5.4	Re-elect Ms. Monika Machon	FOR	FOR	✓ 99.3%
5.5	Re-elect Mr. Benjamin Meuli	FOR	FOR	✓ 99.2%
5.6	Re-elect Ms. Nancy Mistretta	FOR	FOR	✓ 99.2%
5.7	Re-elect Mr. Thomas Schneider	FOR	FOR	✓ 99.3%
6	Elections to the remuneration committee			
6.1	Re-elect Ms. Katia Coudray to the remuneration committee	FOR	FOR	✓ 97.7%
6.2	Re-elect Ms. Jacqui Irvine to the remuneration committee	FOR	FOR	✓ 97.7%
6.3	Re-elect Ms. Nancy Mistretta to the remuneration committee	FOR	FOR	✓ 97.7%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. ✓ 93.2%
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.0%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 89.2%
9	Re-elect Mr. Tobias Rohner as independent proxy	FOR	FOR	✓ 99.9%
10	Approve renewal of authorised capital	FOR	FOR	✓ 97.3%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.2%
3	Discharge board members	FOR	FOR	✓ 98.1%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Albert M. Baehny as member and chairman of the board	FOR	FOR	✓ 83.9%
4.1.2	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 96.7%
4.1.3	Re-elect Dr. Werner Karlen	FOR	FOR	✓ 99.5%
4.1.4	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 99.3%
4.1.5	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 94.0%
4.1.6	Elect Mr. Thomas Bachmann	FOR	FOR	✓ 99.5%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. Werner Karlen to the remuneration committee	FOR	FOR	✓ 98.4%
4.2.2	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 95.1%
4.2.3	Elect Mr. Thomas Bachmann to the remuneration committee	FOR	FOR	✓ 99.1%
5	Re-elect hba Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 83.4% The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 86.6% The transparency of the remuneration report is insufficient.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.4%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.3%
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.1%



Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 97.3%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate in view of the short-time work compensation received by the company.	✓ 90.9%
3	Discharge board members and executive management	FOR	FOR		✓ 98.9%
4	Elections to the board of directors				
4.a	Re-elect Dr. Hubert Achermann	FOR	FOR		✓ 98.7%
4.b	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 80.7%
4.c	Re-elect Dr. Peter Hackel	FOR	FOR		✓ 99.9%
4.d	Re-elect Mr. Roger Michaelis	FOR	FOR		✓ 98.8%
4.e	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 99.5%
4.f	Re-elect Mr. Yves Serra	FOR	FOR		✓ 91.4%
4.g	Re-elect Ms. Jasmin Staiblin	FOR	FOR		✓ 99.0%
5.1	Re-elect Mr. Yves Serra as board chairman	FOR	FOR		✓ 92.9%
5.2	Elections to the remuneration committee				
5.2.a	Elect Dr. Hubert Achermann to the remuneration committee	FOR	FOR		✓ 99.2%
5.2.b	Re-elect Mr. Riet Cadonau to the remuneration committee	FOR	FOR		✓ 84.4%
5.2.c	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 99.1%
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.7%
7	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.2%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.6%
9	Re-elect weber, schaub & partner AG as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1%
3.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3.2	Approve donation to the investment fund of the "Stiftung der Glarner Kantonalbank für ein starkes Glarnerland"	FOR	FOR	✓ 99.5%
4	Discharge board members, the executive management, and the auditor	FOR	FOR	✓ 99.9%
5	Elections to the board of directors			
5.1	Re-elect Mr. Martin Leutenegger as member and chairman of the board	FOR	FOR	✓ 99.3%
5.2	Re-elect Mr. Benjamin Mühlemann	FOR	FOR	✓ 99.6%
5.3	Re-elect Dr. iur. Urs P. Gnos	FOR	FOR	✓ 99.6%
5.4	Re-elect Mr. Rudolf Stäger	FOR	FOR	✓ 99.7%
5.5	Re-elect Ms. Sonja Stirnimann	FOR	FOR	✓ 99.7%
5.6	Re-elect Dr. Dominic Rau	FOR	FOR	✓ 99.6%
5.7	Elect Dr. Konrad Heinrich Marti	FOR	FOR	✓ 99.3%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result
1	Attendance announcement of the AGM	NON-VOTING	NON-VOTING	
2	Approve minutes of the 2020 AGM	FOR	FOR	✓
3	Present the annual report and accounts 2020	NON-VOTING	NON-VOTING	
4	Present auditors report	NON-VOTING	NON-VOTING	
5.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
5.2	Approve allocation of income and dividend	FOR	FOR	✓
5.3.1	Discharge board members	FOR	FOR	✓
5.3.2	Discharge auditors	FOR	FOR	✓
6.1	Advisory vote on the remuneration report	FOR	FOR	✓
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.3.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
7	Elections to the board of directors			
7.1	Re-elect Mr. Pierre-Marcel Revaz as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓
7.2	Re-elect Ms. Dominique Amaudruz Guiramand	FOR	FOR	✓
7.3	Re-elect Ms. Céline Amaudruz	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).  She is a representative of a significant shareholder who is sufficiently represented on the board. ✓
7.4	Re-elect Mr. Emmanuel Séquin	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (0.0%). ✓
7.5	Re-elect Mr. François Sunier	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
7.6	Shareholder resolution: elect Mr. Karl Zeller	OPPOSE	● FOR	The resolution aims at enhancing renewal as well as diversity of skills and experiences within the board of directors.	✗ 43.3%
7.7	Shareholder resolution: elect Mr. Olivier Schucht	OPPOSE	● FOR	The resolution aims at enhancing renewal as well as diversity of skills and experiences within the board of directors.	✗ 43.2%
8	Elections to the remuneration committee				
8.1	Re-elect Ms. Dominique Amaudruz Guiramand to the remuneration committee	FOR	FOR		✓
8.2	Re-elect Mr. Pierre-Marcel Revaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Revaz to the board of directors, he cannot be elected to the committee.	✓
8.3	Re-elect Mr. Emmanuel Séquin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Séquin to the board of directors, he cannot be elected to the committee.	✓
9	Re-elect Dr. iur. Jacques Baumgartner as independent proxy	FOR	FOR		✓
10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4	Elections to the board of directors			
4.1	Re-elect Mr. Peter Leupp as board member and chairman	FOR	FOR	✓ 95.9%
4.2.1	Re-elect Dr. Stefan Breitenstein	FOR	FOR	✓ 93.0%
4.2.2	Re-elect Dr. Bettina Gerharz-Kalte	FOR	FOR	✓ 95.9%
4.2.3	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 94.3%
4.2.4	Re-elect Mr. Philippe Royer	FOR	FOR	✓ 93.7%
4.3	Elect Mr. Rudolf Hadorn	FOR	FOR	✓ 94.9%
4.4	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Dr. Bettina Gerharz-Kalte to the nomination and remuneration committee	FOR	FOR	✓ 94.3%
4.4.2	Re-elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR	✓ 92.7%
4.4.3	Re-elect Mr. Peter Leupp to the nomination and remuneration committee	FOR	FOR	✓ 94.3%
4.5	Elect Brunner Knobel Attorneys-at-law as independent proxy	FOR	FOR	✓ 99.9%
4.6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 94.1% The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.
5	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 86.6% The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.7%
7	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
8	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	<p>✓ 93.9%</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Discharge board members and executive management	FOR	FOR	✓ 99.7%
3	Approve allocation of income and dividend	FOR	● OPPOSE	✓ 95.5% The proposed allocation of income seems inappropriate given the long-term interests of the company, its shareholders and its other stakeholders.
Elections to the board of directors				
4.1	Re-elect Ms. Doris Russi Schurter as board member and chairman	FOR	FOR	✓ 98.2%
4.2.1	Re-elect Mr. Beat Fellmann	FOR	FOR	✓ 99.4%
4.2.2	Re-elect Mr. Jean-René Fournier	FOR	FOR	✓ 97.3%
4.2.3	Re-elect Dr. Ivo Furrer	FOR	FOR	✓ 98.8%
4.2.4	Re-elect Dr. Hans Künzle	FOR	FOR	✓ 99.2%
4.2.5	Re-elect Prof. Dr. Christoph Lechner	FOR	FOR	✓ 97.8%
4.2.6	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 99.2%
4.2.7	Re-elect Dr. Thomas Schmuckli	FOR	FOR	✓ 99.2%
4.2.8	Re-elect Dr. Andreas von Planta	FOR	FOR	✓ 98.9%
4.2.9	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 99.1%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Jean-René Fournier to the nomination and remuneration committee	FOR	FOR	✓ 96.3%
4.3.2	Re-elect Dr. Gabriela Payer to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
4.3.3	Re-elect Dr. Andreas von Planta to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
4.3.4	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.4%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.1%

Item	Agenda	Board	Ethos	Result
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 90.5%
6	Re-elect Schmuki Bachmann Rechtsanwälte as independent proxy	FOR	FOR	✓ 99.9%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 98.1%



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Offsetting the voluntary reserves against the accumulated loss, approve allocation of income and dividend distribution			
2.1	Offsetting the voluntary reserves against the accumulated loss	FOR	FOR	✓ 100.0%
2.2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
2.3	Distribution out of capital contribution reserves	FOR	FOR	✓ 100.0%
3	Discharge board members	FOR	FOR	✓ 100.0%
4	Elections to the board of directors			
4.1	Re-elect Dr. Felix Grisard	FOR	FOR	✓ 92.0%
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR	✓ 94.6%
4.3	Re-elect Dr. Jvo Grundler	FOR	● OPPOSE	He is also a permanent member of the executive management (General Counsel). ✓ 94.4%
4.4	Re-elect Mr. Balz Halter	FOR	FOR	✓ 98.7%
4.5	Elect Dr. Christian Wiesendanger	FOR	FOR	✓ 94.8%
4.6	Elect Mr. Balz Halter as board vice-chairman	FOR	FOR	✓ 98.8%
4.7	Re-elect Dr. Felix Grisard as board chairman	FOR	FOR	✓ 88.7%
5	Elections to the remuneration committee			
5.1	Re-elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR	✓ 94.7%
5.2	Elect Mr. Balz Halter to the remuneration committee	FOR	FOR	✓ 97.8%
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 remuneration of the chairman is significantly higher than that of the peer group. ✓ 96.6%

Item	Agenda	Board	Ethos		Result
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 95.8%
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 88.8%
7	Re-elect Mr. Oscar Battegay as independent proxy	FOR	FOR		✓ 99.9%
8	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.</p>	✓ 94.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
2	Approve allocation of income	FOR	FOR		✓ 98.9%
3	Discharge board members and executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 96.4%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 93.4%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 94.1%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.2%
Elections to the board of directors					
5.1	Re-elect Mr. Jürg Oleas	FOR	FOR		✓
5.2	Re-elect Mr. Markus Bühlmann	FOR	FOR		✓
5.3	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓
5.4	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓
5.5	Re-elect Mr. Ralph Peter Siegl	FOR	FOR		✓
5.6	Re-elect Mr. Jürg Oleas as board chairman	FOR	FOR		✓
Elections to the nomination and remuneration committee					
5.7	Re-elect Mr. Jürg Oleas to the nomination and remuneration committee	FOR	FOR		✓
5.8	Re-elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR		✓
5.9	Re-elect Mr. Ralph Peter Siegl to the nomination and remuneration committee	FOR	FOR		✓
6	Re-elect Dr. Urban Bieri as independent proxy	FOR	FOR		✓
7	Re-elect KPMG as auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 91.4%
2	Discharge board members and executive management	FOR	FOR		✓ 97.7%
3.1	Approve allocation of income	FOR	FOR		✓ 99.7%
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.8%
4.1	Change of name of holding company	FOR	FOR		✓ 99.7%
4.2	Relocation of registered office of holding company	FOR	FOR		✓ 99.6%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Beat W. Hess as member and chairman of the board	FOR	FOR		✓ 97.4%
5.1.2	Re-elect Prof. Dr. Philippe Block	FOR	FOR		✓ 97.8%
5.1.3	Re-elect Mr. Kim Fausing	FOR	FOR		✓ 97.7%
5.1.4	Re-elect Mr. Colin Hall	FOR	FOR		✓ 90.9%
5.1.5	Re-elect Ms. Naina Lal Kidwai	FOR	FOR		✓ 99.0%
5.1.6	Re-elect Mr. Patrick Kron	FOR	FOR		✓ 82.8%
5.1.7	Re-elect Mr. Adrian Loader	FOR	FOR		✓ 93.8%
5.1.8	Re-elect Mr. Jürg Oleas	FOR	FOR		✓ 97.8%
5.1.9	Re-elect Ms. Claudia Sender Ramirez	FOR	FOR		✓ 80.2%
5.1.10	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 83.9%
5.1.11	Re-elect Dr. Dieter Spälti	FOR	FOR		✓ 94.5%
5.2.1	Elect Mr. Jan Jenisch	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 93.7%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Mr. Colin Hall to the nomination and remuneration committee	FOR	FOR		✓ 91.2%
5.3.2	Re-elect Mr. Adrian Loader to the nomination and remuneration committee	FOR	FOR		✓ 92.3%
5.3.3	Re-elect Ms. Claudia Sender Ramirez to the nomination and remuneration committee	FOR	FOR		✓ 81.6%

Item	Agenda	Board	Ethos	Result
5.3.4	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the nomination and remuneration committee	FOR	FOR	✓ 85.1%
5.4.1	Elect Dr. Dieter Spälti to the nomination and remuneration committee	FOR	FOR	✓ 94.9%
5.5.1	Re-elect Deloitte as auditors	FOR	FOR	✓ 99.6%
5.5.2	Re-elect Dr. Sabine Burkhalter Kaimakliotis as independent proxy	FOR	FOR	✓ 99.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.4%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 92.3%</p>

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 92.3%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Approve increase of authorised capital	FOR	● OPPOSE	<p>✓ 80.5%</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>
Elections to the board of directors				
5.1.1	Re-elect Dr. Mathieu Simon	FOR	FOR	✓ 97.6%
5.1.2	Re-elect Mr. Jörn Aldag	FOR	FOR	✓ 95.9%
5.1.3	Re-elect Dr. Jean-Paul Clozel	FOR	● OPPOSE	<p>✓ 97.1%</p> <p>He is also a permanent member of the executive management (CEO).</p>
5.1.4	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 98.2%
5.1.5	Re-elect Mr. Sandy Mahatme	FOR	FOR	✓ 99.6%
5.2.1	Elect Mr. Peter Kellogg	FOR	FOR	✓ 99.8%
5.2.2	Elect Ms. Srishti Gupta	FOR	FOR	✓ 99.8%
5.3	Re-elect Dr. Mathieu Simon as board chairman	FOR	FOR	✓ 98.6%
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Dr. Mathieu Simon to the nomination and remuneration committee	FOR	FOR	✓ 98.1%
5.4.2	Re-elect Mr. Jörn Aldag to the nomination and remuneration committee	FOR	FOR	✓ 95.3%

Item	Agenda	Board	Ethos		Result
5.4.3	Re-elect Dr. Felix R. Ehrat to the nomination and remuneration committee	FOR	FOR		✓ 98.7%
5.4.4	Elect Ms. Srishti Gupta to the nomination and remuneration committee	FOR	FOR		✓ 97.4%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 95.3%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 93.0%
7	Re-elect BachmannPartner Sachwalter und Treuhand as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Amend articles of association: chair / secretary / vote counter	FOR	FOR		✓ 99.9%
4.2	Amend articles of association: constitution of the board of directors	FOR	FOR		✓ 99.9%
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	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 93.3%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 86.4%
6	Elections to the board of directors				
6.1	Elect Mr. Paul Zumbühl as board member and chairman	FOR	FOR		✓ 79.8%
6.2	Re-elect Mr. Urs Tanner	FOR	FOR		✓ 78.6%
6.3	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 70.5%
6.4	Re-elect Mr. Ingo Specht	FOR	FOR		✓ 72.4%
6.5	Re-elect Dr. ing. Elena Cortona	FOR	FOR		✓ 76.1%
6.6	Re-elect Mr. Markus Asch	FOR	FOR		✓ 75.6%
6.7	Elect Ms. Susanne Schreiber	FOR	FOR		✓ 77.6%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Urs Tanner to the remuneration committee	FOR	FOR		✓ 77.1%
7.2	Re-elect Mr. Stefano Mercorio to the remuneration committee	FOR	FOR		✓ 68.8%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 96.8%
9	Re-elect Mr. Francesco Adami as independent proxy	FOR	FOR		✓ 99.8%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1%
2	Approve allocation of income and dividend	FOR	FOR		✓ 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. Albert M. Baehny	FOR	FOR		✓ 97.5%
4.1.2	Re-elect Mr. Stéphane Bonvin	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.1%
4.1.3	Re-elect Dr. Thomas Vettiger	FOR	FOR		✓ 95.7%
4.1.4	Elect Mr. Christian Gellerstad	FOR	FOR		✓ 99.7%
4.2	Elect Dr. Thomas Vettiger as board chairman	FOR	FOR		✓ 95.4%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Albert M. Baehny to the remuneration committee	FOR	FOR		✓ 98.3%
4.3.2	Elect Dr. Thomas Vettiger to the remuneration committee	FOR	FOR		✓ 95.7%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
4.5	Elect KPMG as auditors	FOR	FOR		✓ 100.0%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 96.4%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.3%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 96.2%
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>	✓ 99.4%
5	Elections to the board of directors				
5.1	Re-elect Dr. Rinaldo Riguzzi	FOR	● OPPOSE	<p>He has been a member of the board for 30 years, which exceeds Ethos' guidelines.</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 30 years) and the board independence is insufficient (0.0%).</p>	✓ 97.8%
5.2.a	Elect Mr. Stefan Grote	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p>	✓ 93.6%
5.2.b	Elect Mr. Stefan Müller	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p>	✓ 93.6%
5.3	Re-elect Dr. Rinaldo Riguzzi as board chairman	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Riguzzi to the board of directors, he cannot be elected as chairman.</p>	✓ 97.8%
5.4	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.4.a	Re-elect Dr. Rinaldo Riguzzi to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Riguzzi to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (board tenure of 30 years) and the committee does not include at least 50% independent members.</p> <p>He is not independent (board tenure of 30 years) and the committee includes all board members.</p>	✓ 97.2%
5.4.b	Elect Mr. Stefan Grote to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Grote to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.</p> <p>He is not independent (representative of an important shareholder) and the committee includes all board members.</p>	✓ 93.1%
5.4.c	Elect Mr. Stefan Müller to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Müller to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.</p> <p>He is not independent (representative of an important shareholder) and the committee includes all board members.</p>	✓ 93.1%
5.5	Re-elect Dr. Jürg Martin as independent proxy	FOR	FOR		✓ 99.9%
5.6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.6%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.9%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.2%

Item	Agenda	Board	Ethos	Result
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.1%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.2%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 85.6%
2	Approve allocation of income and dividend	FOR	FOR		✓ 96.4%
3	Discharge board members and executive management	FOR	● OPPOSE	Factual element reveal serious deficiencies in the board's conduct of the company's affairs.	✓ 86.5%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.6%
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 92.2%
4.2.2	Binding vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 89.9%
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 92.2%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. oec. Romeo Lacher	FOR	FOR		✓ 96.2%
5.1.2	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 89.6%
5.1.3	Re-elect Dr. Heinrich Baumann	FOR	● OPPOSE	He is the chairman of the audit committee and the company has faced serious problems related to the internal control system.	✓ 89.9%
5.1.4	Re-elect Mr. Richard M. Campbell-Breeden	FOR	FOR		✓ 95.2%
5.1.5	Re-elect Dr. iur. Ivo Furrer	FOR	FOR		✓ 96.2%
5.1.6	Re-elect Ms. Claire Giraut	FOR	FOR		✓ 95.8%
5.1.7	Re-elect Ms. Kathryn Shih	FOR	FOR		✓ 96.2%
5.1.8	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR		✓ 96.1%
5.1.9	Re-elect Ms. Olga Zoutendijk	FOR	FOR		✓ 96.2%
5.2	Elect Mr. David Nicol	FOR	FOR		✓ 96.4%

Item	Agenda	Board	Ethos	Result
5.3	Re-elect Dr. oec. Romeo Lacher as board chairman	FOR	FOR	✓ 96.2%
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Gilbert Achermann to the remuneration committee	FOR	FOR	✓ 89.1%
5.4.2	Re-elect Mr. Richard M. Campbell-Breeden to the remuneration committee	FOR	FOR	✓ 94.2%
5.4.3	Re-elect Ms. Kathryn Shih to the remuneration committee	FOR	FOR	✓ 95.1%
5.4.4	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 95.0%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 90.2% The auditor failed to identify proven weaknesses in the internal control system that have had a significant negative impact on the company's financial results.
7	Re-elect Mr. Marc Nater as independent proxy	FOR	FOR	✓ 96.5%
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 96.4%
9	Amend articles of association	FOR	FOR	✓ 95.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3%
2	Approve allocation of income (no dividend)	FOR	FOR	✓ 96.5%
3	Discharge board members and executive management	FOR	FOR	✓ 98.8%
4	Elections to the board of directors			
4.1	Re-elect Prof. Dr. Thomas Bieger as member and chairman of the board	FOR	FOR	✓ 94.5%
4.2	Re-elect Mr. Peter Baumann	FOR	FOR	✓ 98.3%
4.3	Re-elect Mr. Nils Graf	FOR	FOR	✓ 93.6%
4.4	Re-elect Mr. Heinz Karrer	FOR	FOR	✓ 98.6%
4.5	Re-elect Dr. Catrina Luchsinger Gähwiler	FOR	FOR	✓ 99.3%
4.6	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR	✓ 99.3%
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Peter Baumann to the remuneration committee	FOR	FOR	✓ 98.0%
5.2	Re-elect Prof. Dr. Thomas Bieger to the remuneration committee	FOR	FOR	✓ 92.6%
5.3	Re-elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR	✓ 97.1%
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	✓ 95.6%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 91.7%
7.1	Elect Dr. Melchior Glatthard as independent proxy	FOR	FOR	✓ 99.5%
7.2	Election of the substitute of the independent proxy	FOR	FOR	✓ 99.5%
8	Re-elect BDO as auditors	FOR	FOR	✓ 96.4%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 97.5%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Jakob Bleiker	FOR	FOR		✓ 96.8%
4.1.2	Re-elect Mr. Philipp Buhofer	FOR	FOR		✓ 96.5%
4.1.3	Re-elect Mr. Eugen Elmiger	FOR	FOR		✓ 96.4%
4.1.4	Re-elect Dr. Andreas Häberli	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 86.6%
4.1.5	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 57.1%
4.1.6	Re-elect Dr. Felix A. Thöni	FOR	FOR		✓ 94.4%
4.2	Elect Dr. Felix A. Thöni as chairman of the board	FOR	FOR		✓ 94.2%
4.3	Elections to the nomination and remuneration committee				
4.3.1	Elect Mr. Philipp Buhofer to the nomination and remuneration committee	FOR	FOR		✓ 94.3%
4.3.2	Re-elect Mr. Eugen Elmiger to the nomination and remuneration committee	FOR	FOR		✓ 95.0%
4.3.3	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR		✓ 56.2%
4.4	Re-elect Wenger & Vieli AG as independent proxy	FOR	FOR		✓ 100.0%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.8%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive excessive consultancy fees in a regular manner.	✓ 52.3%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.4%





Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6%
2	Discharge board members and executive management	FOR	FOR	✓ 99.1%
3	Approve allocation of income	FOR	FOR	✓ 98.7%
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. sc. techn. Beat Kälin as board chairman	FOR	FOR	✓ 89.0%
4.1.b	Re-elect Mr. David Dean	FOR	FOR	✓ 99.2%
4.1.c	Re-elect Dr. Andreas Häberli	FOR	FOR	✓ 86.4%
4.1.d	Re-elect Mr. Kurt Härri	FOR	FOR	✓ 98.5%
4.1.e	Re-elect Dr. iur. Mariel Hoch	FOR	FOR	✓ 99.5%
4.1.f	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR	✓ 94.7%
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Dr. Andreas Häberli to the remuneration committee	FOR	FOR	✓ 85.4%
4.2.b	Re-elect Dr. sc. techn. Beat Kälin to the remuneration committee	FOR	FOR	✓ 92.3%
4.2.c	Re-elect Prof. Dr. Roland Siegwart to the remuneration committee	FOR	FOR	✓ 97.9%
4.3	Re-elect Mr. Thomas Tschümperlin as independent proxy	FOR	FOR	✓ 99.8%
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 81.3% The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 83.4% The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 83.7% The remuneration of the chairman is significantly higher than that of the peer group.
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation of the company.	✓ 98.7%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 90.7%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 98.2%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards and the amounts released after the blocking period do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓ 96.8%
5	Elections to the board of directors				
5.1	Re-elect Mr. Laurent Dassault	FOR	● OPPOSE	<p>He has been a member of the board for 26 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 26 years) and the board independence is insufficient (25.0%).</p>	✓ 98.0%

Item	Agenda	Board	Ethos		Result
5.2	Re-elect Dr. iur. Patrick Foetisch	FOR	● OPPOSE	<p>He has been a member of the board for 29 years, which exceeds Ethos' guidelines.</p> <p>First appointment to the board. Dr. iur. Foetisch is 88 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 29 years, consultancy fees) and the board independence is insufficient (25.0%).</p>	✓ 96.8%
5.3	Re-elect Prof. Dr. Michael Hengartner	FOR	FOR		✓ 99.4%
5.4	Re-elect Mr. André Kudelski	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.2%
5.5	Re-elect Dr. sc. tech. Marguerite Kudelski	FOR	FOR		✓ 98.2%
5.6	Re-elect Mr. Pierre Lescure	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (25.0%).	✓ 97.5%
5.7	Re-elect Mr. Alec Ross	FOR	FOR		✓ 99.4%
5.8	Re-elect Mr. Claude Smadja	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is 76 years old, which exceeds Ethos' guidelines.</p>	✓ 96.9%
6	Re-elect Mr. André Kudelski as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kudelski to the board of directors, he cannot be elected as chairman.	✓ 97.5%
7	Elections to the remuneration committee				
7.1	Re-elect Dr. iur. Patrick Foetisch to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Foetisch to the board of directors, he cannot be elected to the committee.	✓ 96.8%

Item	Agenda	Board	Ethos		Result
7.2	Re-elect Mr. Pierre Lescure to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Lescure to the board of directors, he cannot be elected to the committee.	✓ 97.0%
7.3	Re-elect Mr. Claude Smadja to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Smadja to the board of directors, he cannot be elected to the committee.	✓ 96.8%
7.4	Re-elect Mr. Alec Ross to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 98.2%
8	Re-elect Mr. Olivier Colomb as independent proxy	FOR	FOR		✓ 99.9%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 36 years, which exceeds Ethos' guidelines.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 96.4%
10	Increase the pool of conditional capital for the employees	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Dominik Bürgy	FOR	FOR	✓
4.1.b	Re-elect Dr. Renato Fassbind	FOR	FOR	✓
4.1.c	Re-elect Mr. Karl Gernandt	FOR	FOR	✓
4.1.d	Re-elect Mr. David Kamenetzky	FOR	FOR	✓
4.1.e	Re-elect Mr. Klaus-Michael Kühne	FOR	● OPPOSE	✓
			He has been a member of the board for 46 years, which exceeds Ethos' guidelines.	
			He is 84 years old, which exceeds Ethos' guidelines.	
4.1.f	Re-elect Ms. Hauke Stars	FOR	FOR	✓
4.1.g	Re-elect Dr. Martin Wittig	FOR	FOR	✓
4.1.h	Re-elect Dr. Jörg Wolle	FOR	FOR	✓
4.2	Elect Mr. Tobias B. Staehelin	FOR	FOR	✓
4.3	Re-elect Dr. Wolle as board chairman	FOR	FOR	✓
4.4.	Elections to the remuneration committee			
4.4.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	FOR	✓
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	● OPPOSE	✓
			As Ethos did not support the election of Mr. Kühne to the board of directors, he cannot be elected to the committee.	
4.4.c	Re-elect Ms. Hauke Stars to the remuneration committee	FOR	FOR	✓
4.5	Re-elect Investarit AG as independent proxy	FOR	FOR	✓
4.6	Re-elect Ernst & Young as auditors	FOR	FOR	✓
5	Advisory vote on the remuneration report	FOR	● OPPOSE	✓
			The transparency of the remuneration report is insufficient.	
			The pay-for-performance connection is not demonstrated.	
			The remuneration report is not in line with Ethos' guidelines.	

Item	Agenda	Board	Ethos	Result
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group. 
6.2	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. 

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

Item	Agenda	Board	Ethos	Result
7.a	Re-elect Ms. Leanna Caron to the remuneration committee	FOR	FOR	✓
7.b	Re-elect Mr. Oliver Walker to the remuneration committee	FOR	FOR	✓
7.c	Elect Mr. Chris Fair to the remuneration committee	FOR	FOR	✓
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓
9	Amend articles of association	FOR	FOR	✓
10	Increase of the conditional share capital for employee participation	FOR	● OPPOSE	✗
			The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	
11	Reduce share capital via decrease of nominal value	FOR	FOR	✓



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3-4	Binding votes on the remuneration of the board of directors and the executive management				
3.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓
3.b	Binding retrospective vote on the short-term variable remuneration of the board of directors	FOR	FOR		✓
4.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
4.b	Binding retrospective vote on the short-term variable remuneration of the executive management	NON-VOTING	NON-VOTING		
5	Discharge board members and executive management	FOR	FOR		✓
6	Elections to the board of directors				
6.a	Re-elect Mr. Silvio W. Denz as board member and chairman	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO of the Lalique division).	✓
6.b	Re-elect Mr. Roland Weber	FOR	● OPPOSE	He is not independent (board tenure of 18 years, 27-year links to the founder, controlling shareholder and executive chairman) and the board independence is insufficient (14.3%).	✓
6.c	Re-elect Mr. Roger von der Weid	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.d	Re-elect Mr. Claudio Denz	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Digital).	✓
6.e	Re-elect Mr. Jan Kollros	FOR	FOR		✓
6.f	Re-elect Mr. Marcel Roesti	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.  He is not independent (board tenure of 13 years, business connections) and the board independence is insufficient (14.3%).	✓
6.g	Re-elect Mr. Sanjeev Malhan	FOR	FOR		✓
7	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
7.a	Re-elect Mr. Silvio W. Denz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Denz to the board of directors, he cannot be elected to the committee.	✓
7.b	Re-elect Mr. Roland Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, he cannot be elected to the committee.	✓
8	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓
9	Re-elect Deloitte as auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0%
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.8%
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 98.3%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.3%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.7%
5.1-5.2	Elections to the board of directors			
5.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 89.2%
5.1.2	Re-elect Mr. Eric A. Elzvik	FOR	FOR	✓ 95.3%
5.1.3	Re-elect Mr. Dave Geary	FOR	FOR	✓ 95.3%
5.1.4	Re-elect Mr. Peter Mainz	FOR	FOR	✓ 95.3%
5.1.5	Re-elect Mr. Søren Thorup Sørensen	FOR	FOR	✓ 95.3%
5.1.6	Re-elect Mr. Andreas Spreiter	FOR	FOR	✓ 93.4%
5.1.7	Re-elect Ms. Christina Stercken	FOR	FOR	✓ 95.5%
5.2	Elect Ms. Laureen Tolson	FOR	FOR	✓ 95.4%
5.3	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓ 89.6%
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Eric A. Elzvik to the remuneration committee	FOR	FOR	✓ 94.8%
5.4.2	Re-elect Mr. Dave Geary to the remuneration committee	FOR	FOR	✓ 94.8%
5.4.3	Elect Mr. Peter Mainz to the remuneration committee	FOR	FOR	✓ 94.9%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.8%
7	Re-elect Mr. Roger Föhn as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Opening and announcements	NON-VOTING	NON-VOTING		
2	Present financial statements and accounts	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and allocation of balance sheet result	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 100.0%
5	Approve share buyback programme	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.4%
6	Elections to the board of directors				
6.1	Re-elect Mr. Fabio Cannavale	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.4%
6.2	Elect Mr. Andrea Bertoli	FOR	● OPPOSE	He is also a permanent member of the executive management (COO).	✓ 99.4%
6.3	Re-elect Mr. Laurent Foata	FOR	FOR		✓ 99.3%
6.4	Re-elect Mr. Roberto Italia	FOR	FOR		✓ 99.9%
6.5	Elect Mr. Massimo Pedrazzini	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (14.3%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 99.4%
6.6	Elect Ms. Paola Garzoni	FOR	FOR		✓ 100.0%
6.7	Elect Mr. Javier Pérez-Tenessa	FOR	FOR		✓ 100.0%
7	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is not in line with Ethos' guidelines.	✓ 97.1%
8	Binding prospective vote on the variable remuneration of the executive directors	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is not in line with Ethos' guidelines.	✓ 98.8%

Item	Agenda	Board	Ethos	Result
9	Authorize the board to issue shares and to limit or exclude pre-emptive rights	FOR	FOR	✓ 99.3%
10	Re-elect KPMG as auditors	FOR	FOR	✓ 100.0%
11	Discussion of dividend policy	NON-VOTING	NON-VOTING	
12	Discussion of the company's observance of the Dutch Corporate Governance Code	NON-VOTING	NON-VOTING	
14	Closing	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
2	Discharge board members	FOR	● OPPOSE	<p>✓</p> <p>The company is in a situation of over indebtedness and there is a material uncertainty on its ability to continue as a going concern.</p>
3	Approve allocation of balance sheet result	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Stefan A. Müller	FOR	FOR	✓
4.1.2	Re-elect Mr. Toi Wai David Suen	FOR	● OPPOSE	<p>✓</p> <p>Insufficient information is provided concerning the nominee.</p>
4.1.3	Re-elect Mr. Axel Joachim Maschka	FOR	FOR	✓
4.1.4	Re-elect Dr. Lluís M. Fargas Mas	FOR	FOR	✓
4.1.5	Re-elect Mr. Bénédict Fontanet	FOR	● OPPOSE	<p>✓</p> <p>Insufficient information is provided concerning the shareholder that the nominee represents.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9%).</p>
4.1.6	Re-elect Mr. Tianyi Fan	FOR	● OPPOSE	<p>✓</p> <p>Insufficient information is provided concerning the shareholder that the nominee represents.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9%).</p>

Item	Agenda	Board	Ethos		Result
4.1.7	Re-elect Mr. Christophe Manset	FOR	● OPPOSE	Insufficient information is provided concerning the shareholder that the nominee represents.  He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9%).	✓
4.2	Re-elect Mr. Stefan A. Müller as board chairman	FOR	FOR		✓
4.3	Elections to the nomination and remuneration committee				
4.3.1	Elect Dr. Lluís M. Fargas Mas to the nomination and remuneration committee	FOR	FOR		✓
4.3.2	Elect Mr. Toi Wai David Suen to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Suen to the board of directors, he cannot be elected to the committee.	✓
4.3.3	Elect Mr. Tianyi Fan to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fan to the board of directors, he cannot be elected to the committee.	✓
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓
6	Re-elect Mr. Manuel Isler as independent proxy	FOR	FOR		✓
7	Approve increase of authorised capital	FOR	FOR		✓
8	Approve increase of conditional capital for the conversion of bonds	FOR	FOR		✗
9	Debt conversion				
9.1	General overview	NON-VOTING	NON-VOTING		
9.2	Ordinary capital increase by debt conversion	FOR	FOR		✓
10	Offset accumulated losses with capital contributions reserves	FOR	FOR		✓
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓

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



Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p>
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p>
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p>
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6	Amend articles of association	FOR	FOR	✓
7	Elections to the board of directors			
7.1	Re-elect Dr. Ilan Cohen	FOR	● OPPOSE	<p>✓</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%).</p>
7.2	Re-elect Mr. Ulrich Looser	FOR	FOR	✓
7.3	Re-elect Mr. Ueli Wampfler	FOR	FOR	✓
7.4	Re-elect Dr. Werner C. Weber	FOR	FOR	✓
7.5	Re-elect Mr. François Gabella	FOR	FOR	✓
7.6	Re-elect Mr. Andreas Hürlimann as board member and chairman	FOR	FOR	✓
8	Elections to the nomination and remuneration committee			
8.1	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR	✓
8.2	Re-elect Mr. Andreas Hürlimann to the nomination and remuneration committee	FOR	FOR	✓

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Item	Agenda	Board	Ethos	Result
9	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR	✓
10	Re-elect Ernst & Young as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Annual report and financial accounts for the year 2020 as well as the auditors' report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
5	Discharge board members and executive management	FOR	FOR	✓ 99.8%
6	Elections to the board of directors			
6.1	Elect Mr. Georg Wohlwend as chairman of the board	FOR	FOR	✓ 99.7%
6.2	Re-elect Mr. Thomas Russenberger	FOR	FOR	✓ 99.8%
6.3	Re-elect Dr. oec. Richard Senti	FOR	FOR	✓ 99.8%
7	Elect KPMG as auditors	FOR	FOR	✓ 98.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 85.6%
3	Discharge board members and executive management	FOR	FOR		✓ 99.8%
4	Approve allocation of income and dividend				
4.1	Approve dividend from retained earnings	FOR	FOR		✓ 99.9%
4.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.6%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Ernst Tanner as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 28 years, which exceeds Ethos' guidelines.	✓ 79.7%
5.1.2	Re-elect Mr. Antonio Bulgheroni	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.  He is 78 years old, which exceeds Ethos' guidelines.	✓ 83.6%
5.1.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	FOR		✓ 83.0%
5.1.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 89.9%
5.1.5	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 94.3%
5.1.6	Re-elect Mr. Silvio W. Denz	FOR	FOR		✓ 93.0%
5.2	Elections to the nomination and remuneration committee				
5.2.1	Re-elect Dr. Rudolf K. Sprüngli to the nomination and remuneration committee	FOR	FOR		✓ 81.0%
5.2.2	Re-elect Mr. Antonio Bulgheroni to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Bulgheroni to the board of directors, he cannot be elected to the committee.	✓ 76.9%
5.2.3	Re-elect Mr. Silvio W. Denz to the nomination and remuneration committee	FOR	FOR		✓ 91.6%
5.3	Re-elect Dr. Patrick Schleiffer as independent proxy	FOR	FOR		✓ 99.0%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.1%

Item	Agenda	Board	Ethos		Result
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 93.6%
6.2	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.	✓ 92.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 89.9% The remuneration report is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	✓ 97.7%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
5.1	Elections to the board of directors			
5.1.a	Re-elect Prof. Dr. Werner J. Bauer	FOR	FOR	✓ 99.8%
5.1.b	Re-elect Mr. Albert M. Baehny	FOR	FOR	✓ 87.9%
5.1.c	Re-elect Ms. Dorothee Deuring	FOR	FOR	✓ 98.5%
5.1.d	Re-elect Dr. Angelica Kohlmann	FOR	FOR	✓ 99.4%
5.1.e	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 99.2%
5.1.f	Re-elect Ms. Barbara Richmond	FOR	FOR	✓ 99.7%
5.1.g	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR	✓ 99.3%
5.1.h	Re-elect Prof. Dr. Olivier Verscheure	FOR	FOR	✓ 99.9%
5.2	Re-elect Mr. Albert M. Baehny as board chairman	FOR	FOR	✓ 87.9%
5.3	Elections to the nomination and remuneration committee			
5.3.a	Re-elect Dr. Angelica Kohlmann to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
5.3.b	Re-elect Mr. Christoph Mäder to the nomination and remuneration committee	FOR	FOR	✓ 99.1%
5.3.c	Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee	FOR	FOR	✓ 99.1%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 86.0% The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.
7	Re-elect ThomannFischer as independent proxy	FOR	FOR	✓ 99.8%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1%
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.3%
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.6%

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Item	Agenda	Board	Ethos		Result
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 92.7%
10	Approve renewal of authorised capital	FOR	FOR		✓ 96.2%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
	Binding votes on the remuneration of the board of directors and the executive management			
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6%
3.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.1%
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.5%
4	Discharge board members and executive management	FOR	FOR	✓ 99.9%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
6.1	Amend articles of association: electronic vote	FOR	FOR	✓ 99.7%
6.2	Amend articles of association: age limit for board members	FOR	FOR	✓ 98.8%
7	Elections to the board of directors			
7.1	Re-elect Mr. Markus Hongler as board member, chairman of the board and member of the nomination and remuneration committee	FOR	FOR	✓ 99.5%
7.2	Re-elect Mr. Josef Felder as member of the board and of the nomination and remuneration committee	FOR	FOR	✓ 99.3%
7.3	Re-elect Dr. Martha Scheiber as member of the board and of the nomination and remuneration committee	FOR	FOR	✓ 99.6%
7.4.1	Re-elect Prof. Dr. Andreas Dietrich	FOR	FOR	✓ 99.6%
7.4.2	Re-elect Mr. Andreas Emmenegger	FOR	FOR	✓ 99.9%
7.4.3	Re-elect Mr. Franz Grüter	FOR	FOR	✓ 98.7%
7.4.4	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.3%
7.5.1	Elect Mr. Roger Studer	FOR	FOR	✓ 99.3%
7.5.2	Elect Ms. Nicole Willimann Vyskocil	FOR	FOR	✓ 99.4%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%
9	Re-elect Kaufmann Rüedi Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 100.0%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.6%
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. Markus Breitenmoser	FOR	FOR		✓ 99.7%
4.1.2	Elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 97.4%
4.1.3	Re-elect Ms. Eleni Lionaki	FOR	FOR		✓ 97.8%
4.1.4	Re-elect Mr. James R. Murdoch	FOR	FOR		✓ 97.9%
4.1.5	Re-elect Mr. Jeffrey Palker	FOR	● OPPOSE	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.	✓ 97.6%
4.1.6	Elect Mr. Andrea Zappia	FOR	FOR		✓ 98.6%
4.2	Elect Mr. Andrea Zappia as board chairman	FOR	FOR		✓ 98.6%
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Mr. Christoph Brutschin to the nomination and remuneration committee	FOR	FOR		✓ 97.7%
4.3.2	Re-elect Dr. Balz Hösly to the nomination and remuneration committee	FOR	FOR		✓ 97.7%
4.3.3	Elect Mr. Jeffrey Palker to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Palker to the board of directors, he cannot be elected to the committee.	✓ 97.4%
4.3.4	Elect Mr. Andrea Zappia to the nomination and remuneration committee	FOR	FOR		✓ 98.3%
4.4	Re-elect KPMG as auditors	FOR	FOR		✓ 98.7%
4.5	Re-elect NEOVIUS as independent proxy	FOR	FOR		✓ 99.9%
5	Binding votes on the remuneration of the board of directors and the executive management				

Item	Agenda	Board	Ethos		Result
5.1	Binding retrospective vote on the additional remuneration of the board of directors	FOR	FOR		✓ 89.9%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.5%
5.3	Binding prospective vote on the additional fixed remuneration of the executive management for a retention bonus	FOR	● OPPOSE	The information provided is insufficient.	✓ 89.9%
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.3%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 98.5%
2	Approve allocation of income	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	● OPPOSE	Legal proceedings have been instituted against the board of directors concerning the conduct of the company's affairs.	✓ 95.6%
4	Elections to the board of directors				
4.1	Re-elect Mr. Alberto Siccardi as board member and chairman	FOR	FOR		✓ 98.1%
4.2	Re-elect Ms. Maria Luisa Siccardi Tonolli	FOR	● OPPOSE	She has held executive functions in the company during the last three years and she will sit on the audit committee.	✓ 94.8%
4.3	Re-elect Mr. Victor Balli	FOR	FOR		✓ 98.1%
4.4	Re-elect Mr. Riccardo Braglia	FOR	FOR		✓ 100.0%
4.5	Re-elect Dr. Philippe A. Weber	FOR	FOR		✓ 97.8%
5	Elections to the remuneration committee				
5.1	Re-elect Dr. Philippe A. Weber to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 95.9%
5.2	Re-elect Mr. Riccardo Braglia to the remuneration committee	FOR	FOR		✓ 100.0%
6	Re-elect Dr. Fulvio Pelli as independent proxy	FOR	FOR		✓ 100.0%
7	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.0%
8.1.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 98.5%
8.1.b	Binding prospective vote on the consulting fees of the board of directors	FOR	● OPPOSE	The non-executive directors receive consultancy fees in a regular manner.	✓ 85.0%

Item	Agenda	Board	Ethos		Result
8.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.2%
8.2.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 99.2%
8.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 99.2%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 94.7%
2	Approve allocation of income	FOR	FOR		✓ 100.0%
3	Discharge board members	FOR	FOR		✓ 95.0%
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration is significantly higher than that of the peer group.	✓ 96.8%
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.0%
5.2	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 94.8%
6	Elections to the board of directors				
6.1	Re-elect Mr. Marco Gadola as board member and chairman	FOR	FOR		✓ 98.0%
6.2	Re-elect Dr. Thomas Straumann	FOR	FOR		✓ 100.0%
6.3	Re-elect Mr. Dominik Ellenrieder	FOR	FOR		✓ 94.8%
6.4	Re-elect Dr. Jürg Greuter	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 24 years) and the board independence is insufficient (25.0%).	✓ 98.9%
6.5	Re-elect Dr. Daniel B. Herren	FOR	FOR		✓ 94.9%
6.6	Re-elect Mr. Roland W. Hess	FOR	FOR		✓ 100.0%
6.7	Re-elect Mr. Willi Miesch	FOR	FOR		✓ 100.0%
6.8	Re-elect Mr. Damien Tappy	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (25.0%).	✓ 92.9%
7	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
7.1	Re-elect Mr. Dominik Ellenrieder to the remuneration committee	FOR	FOR		✓ 92.6%
7.2	Elect Dr. Daniel B. Herren to the remuneration committee	FOR	FOR		✓ 94.9%
7.3	Elect Mr. Damien Tappy to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tappy to the board of directors, he cannot be elected to the committee.	✓ 93.0%
8	Re-elect NEOVIUS AG as independent proxy	FOR	FOR		✓ 99.8%
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 97.6%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 99.3%
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. Martin Wipfli	FOR	FOR		✓ 98.7%
4.1.2	Re-elect Mr. Dominik Berchtold	FOR	FOR		✓ 100.0%
4.1.3	Re-elect Mr. Heinz M. Buhofer	FOR	FOR		✓ 99.0%
4.1.4	Re-elect Ms. Sandra Emme	FOR	FOR		✓ 99.3%
4.1.5	Re-elect Ms. Claudia Pletscher	FOR	FOR		✓ 99.3%
4.1.6	Re-elect Dr. sc. techn. Peter Terwiesch	FOR	FOR		✓ 99.9%
4.1.6.1	Re-elect Dr. sc. techn. Peter Terwiesch as representative of registered B shareholders	FOR	FOR		✓ 99.4%
4.2	Re-elect Mr. Martin Wipfli as board chairman	FOR	FOR		✓ 98.6%
4.3	Elections to the remuneration committee				
4.3.1	Elect Mr. Heinz M. Buhofer to the remuneration committee	FOR	FOR		✓ 98.6%
4.3.2	Elect Dr. sc. techn. Peter Terwiesch to the remuneration committee	FOR	FOR		✓ 99.6%
4.4	Re-elect Blum & Partner AG as independent proxy	FOR	FOR		✓ 100.0%
4.5	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.2%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.3%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.1%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.5%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 60.1%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.2%
3	Discharge board members and executive management	FOR	FOR		✓ 98.2%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Franz Richter	FOR	FOR		✓ 85.4%
4.1.2	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓ 78.1%
4.1.3	Re-elect Mr. Mark Kerekes	FOR	FOR		✓ 81.9%
4.1.4	Elect Mr. Urs Schenker	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 79.9%
4.1.5	Re-elect Dr. Franz Richter as board chairman	FOR	FOR		✓ 85.4%
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Mr. Andreas R. Herzog to the nomination and remuneration committee	FOR	FOR		✓ 72.9%
4.2.2	Elect Mr. Urs Schenker to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schenker to the board of directors, he cannot be elected to the committee.	✓ 79.5%
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 91.4%
6	Re-elect Mr. André Weber as independent proxy	FOR	FOR		✓ 99.4%
7.1	Amend articles of association: Approval period for the board remuneration	FOR	FOR		✓ 96.9%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 68.6%



Item	Agenda	Board	Ethos		Result
7.3	Binding prospective vote on the increase of total remuneration of the executive management for 2021	FOR	FOR		✓ 91.9%
7.4	Binding prospective vote on the total remuneration of the executive management for 2022	FOR	FOR		✓ 91.5%
8	Increase authorised capital	FOR	● OPPOSE	The dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.	✓ 86.2%
9.1	Increase conditional capital for convertible bonds	FOR	● OPPOSE	The dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.	✓ 71.9%
9.2	Increase conditional capital for employee participation	FOR	● OPPOSE	The structure of the share-based plans that are covered by the requested capital is not in line with Ethos' guidelines.	✗ 60.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 98.7%
2	Discharge board members and executive management	FOR	FOR		✓ 99.4%
3	Approve allocation of income	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Zumbühl	FOR	FOR		✓ 95.1%
4.1.2	Re-elect Dr. sc. tech. Eduard Rikli	FOR	FOR		✓ 98.0%
4.1.3	Re-elect Mr. Patrick Kilchmann	FOR	FOR		✓ 98.8%
4.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR		✓ 98.8%
4.1.5	Re-elect Mr. Hans-Michael Hauser	FOR	FOR		✓ 98.8%
4.2	Elect Mr. Paul Zumbühl as board chairman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 94.6%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Patrick Kilchmann to the remuneration committee	FOR	FOR		✓ 97.2%
4.3.2	Re-elect Dr. iur. Andreas Casutt to the remuneration committee	FOR	FOR		✓ 98.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
5.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR		✓ 99.3%
5.2.2	Binding retrospective vote on the allocation of shares to the executive management	FOR	FOR		✓ 99.3%
5.2.3	Binding vote on the allocation of shares to the departing CEO	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.8%
6	Re-elect Mr. Urs Lanz as independent proxy	FOR	FOR		✓ 100.0%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos		Result
1.1	Approval of the 2020 annual report and the 2020 consolidated financial statements	FOR	FOR		✓ 99.9%
1.2	Approval of the 2020 annual financial statements of mobilezone holding ag	FOR	FOR		✓ 99.9%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 82.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.8%
4.1	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4.2	Approve distribution out of capital contribution reserves	FOR	FOR		✓ 99.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.0%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 82.8%
6.1	Elections to the board of directors				
6.1.a	Elect Mr. Olaf Swantee	FOR	FOR		✓ 80.9%
6.1.b	Re-elect Ms. Gabriela Theus	FOR	FOR		✓ 94.2%
6.1.c	Re-elect Dr. iur. Peter K. Neuenschwander	FOR	FOR		✓ 99.5%
6.1.d	Re-elect Mr. Michael Haubrich	FOR	FOR		✓ 99.1%
6.2	Elect Mr. Olaf Swantee as board chairman	FOR	FOR		✓ 85.6%
6.3	Elections to the remuneration committee				
6.3.a	Elect Mr. Olaf Swantee to the remuneration committee	FOR	FOR		✓ 80.1%
6.3.b	Re-elect Dr. iur. Peter K. Neuenschwander to the remuneration committee	FOR	FOR		✓ 98.5%
6.3.c	Re-elect Mr. Michael Haubrich to the remuneration committee	FOR	FOR		✓ 98.3%
6.4	Re-elect Hodgskin Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.9%
6.5	Elect BDO as auditors	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>	✓ 94.2%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8%
4	Discharge board members and executive management	FOR	FOR		✓ 99.4%
5	Increase of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The authorised capital can be used to place shares with a strategic partner to counter a hostile takeover bid.</p>	✓ 84.9%
6.1-6.2 Elections to the board of directors					
6.1.1	Re-elect Mr. William M. Burns	FOR	FOR		✓ 96.8%
6.1.2	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓ 93.6%
6.1.3	Re-elect Mr. Sandip Kapadia	FOR	FOR		✓ 95.5%
6.1.4	Re-elect Dr. Vito J. Palombella	FOR	FOR		✓ 99.8%
6.1.5	Re-elect Mr. Michael Vasconcelles	FOR	FOR		✓ 99.7%
6.1.6	Re-elect Dr. Patrick Amstutz	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 93.7%
6.2.1	Elect Dr. Agnete B. Fredriksen	FOR	FOR		✓ 95.6%
6.2.2	Elect Dr. Dominik Höchli	FOR	FOR		✓ 95.5%
6.3	Re-elect Mr. William M. Burns as board chairman	FOR	FOR		✓ 96.8%
6.4	Elections to the nomination and remuneration committee				
6.4.1	Re-elect Mr. William M. Burns to the nomination and remuneration committee	FOR	FOR		✓ 95.0%

Item	Agenda	Board	Ethos		Result
6.4.2	Re-elect Mr. Steven H. Holtzman to the nomination and remuneration committee	FOR	FOR		✓ 91.9%
6.4.3	Re-elect Mr. Michael Vasconcelles to the nomination and remuneration committee	FOR	FOR		✓ 97.9%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8%
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.9%
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 94.1%
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.6%
9.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  Past awards do not allow confirmation of the link between pay and performance.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 89.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 86.8%
2	Discharge board members and executive management	FOR	FOR		✓ 98.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.5%
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Bulcke as board chairman	FOR	FOR		✓ 91.8%
4.1.2	Re-elect Dr. oec. Ulf Mark Schneider	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.2%
4.1.3	Re-elect Count Henri de La Croix de Castries	FOR	FOR		✓ 98.4%
4.1.4	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 99.1%
4.1.5	Re-elect Mr. Pablo Isla Álvarez de Tejera	FOR	FOR		✓ 96.5%
4.1.6	Re-elect Ms. Ann Veneman	FOR	FOR		✓ 95.7%
4.1.7	Re-elect Ms. Eva Cheng	FOR	FOR		✓ 99.3%
4.1.8	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 99.2%
4.1.9	Re-elect Mr. Kasper Rorsted	FOR	● OPPOSE	He holds an excessive number of mandates.  He has attended too few board meetings without satisfactory explanation.	✓ 61.7%
4.1.10	Re-elect Ms. Kimberly Ross	FOR	FOR		✓ 99.5%
4.1.11	Re-elect Mr. Dick Boer	FOR	FOR		✓ 99.3%
4.1.12	Re-elect Mr. Dinesh C. Paliwal	FOR	FOR		✓ 99.2%
4.1.13	Re-elect Ms. Hanne de Mora	FOR	FOR		✓ 99.6%
4.2	Elect Ms. Lindiwe Majele Sibanda	FOR	FOR		✓ 99.6%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Pablo Isla Álvarez de Tejera to the remuneration committee	FOR	FOR		✓ 95.8%
4.3.2	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 98.7%

Item	Agenda	Board	Ethos		Result
4.3.3	Re-elect Mr. Dick Boer to the remuneration committee	FOR	FOR		✓ 98.7%
4.3.4	Elect Mr. Kasper Rorsted to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Rorsted to the board of directors, he cannot be elected to the committee.	✓ 65.2%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.1%
4.5	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓ 99.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.2%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The remuneration structure is not in line with Ethos' guidelines.	✓ 90.3%
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.5%
7	Advisory vote on Nestlé's climate roadmap	FOR	FOR		✓ 95.0%

Item	Agenda	Board	Ethos	Result
1	Approve balance sheet as at 31 December 2020. Related and consequent resolutions.	FOR	FOR	✓



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3%
2	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓ 97.3%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.2%
4	Elections to the board of directors				
4.1	Re-elect Dr. Frank Verwiël as board member and chairman	FOR	FOR		✓ 96.7%
4.2	Re-elect Ms. Annette Clancy	FOR	FOR		✓ 98.5%
4.3	Re-elect Ms. Barbara Duncan	WITH-DRAWN	● OPPOSE	She holds an excessive number of mandates.	–
4.3	Board proposal not on the agenda: Elect Ms. Anne VanLent	FOR	● ABSTAIN	This proposal was announced 2 days before the AGM, which is insufficient for shareholders to vote in an informed manner.	✓ 100.0%
4.4	Re-elect Dr. Ernest Loumaye	FOR	FOR		✓ 98.2%
4.5	Re-elect Mr. Edward Mathers	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 92.4%
4.6	Re-elect Dr. Jacky Vonderscher	FOR	FOR		✓ 99.1%
4.7	Elect Dr. Catarina Edfjäll	FOR	FOR		✓ 99.2%
4.8	Elect Mr. Brian O'Callaghan	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.7%
5	Elections to the remuneration committee				
5.1	Re-elect Ms. Annette Clancy to the remuneration committee	FOR	FOR		✓ 97.3%
5.2	Re-elect Mr. Edward Mathers to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Mathers to the board of directors, he cannot be elected to the committee.	✓ 91.8%
5.3	Elect Dr. Catarina Edfjäll to the remuneration committee	FOR	FOR		✓ 98.3%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.1%
7	Re-elect Perréard de Boccard SA as independent proxy	FOR	FOR		✓ 98.2%

Item	Agenda	Board	Ethos		Result
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	The remuneration is significantly higher than that of the peer group.  The non-executive directors receive options.	✓ 91.4%
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 remuneration than that of a peer group.  The remuneration structure is not in line with Ethos' guidelines.  The remuneration committee has excessive discretion.	✓ 91.0%
9	Increase of authorised capital	FOR	● OPPOSE	The potential dilution is excessive.  The authorised capital can be used to place shares with a strategic partner to counter a hostile takeover bid.	✓ 89.6%
10	Increase of conditional capital for financing purposes	FOR	FOR		✓ 92.0%
11	Increase of conditional capital for equity incentive plans	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 89.9%
12	Amendment to the equity incentive plan	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 90.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation of the company.	✓ 97.3%
3	Discharge board members and executive management	FOR	FOR		✓ 98.8%
4.1	Elections to the board of directors				
4.1.1	Re-elect Prof. Dr. Michael Süss as board chairman	FOR	FOR		✓ 98.1%
4.1.2	Re-elect Mr. Paul Adams	FOR	FOR		✓ 99.5%
4.1.3	Re-elect Ms. Irina Matveeva	FOR	FOR		✓ 96.3%
4.1.4	Re-elect Mr. Alexey V. Moskov	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9%).	✓ 93.4%
4.1.5	Re-elect Mr. Gerhard Pegam	FOR	FOR		✓ 99.3%
4.1.6	Re-elect Dr. sc. tech. Suzanne Thoma	FOR	FOR		✓ 93.7%
4.2	Elect Mr. Jürg Fedier	FOR	FOR		✓ 99.1%
5	Elections to the remuneration committee				
5.1.1	Elect Prof. Dr. Michael Süss to the remuneration committee	FOR	FOR		✓ 95.7%
5.1.2	Elect Mr. Alexey V. Moskov to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Moskov to the board of directors, he cannot be elected to the committee.	✓ 93.6%
5.1.3	Elect Mr. Gerhard Pegam to the remuneration committee	FOR	FOR		✓ 99.1%
5.1.4	Elect Dr. sc. tech. Suzanne Thoma to the remuneration committee	FOR	FOR		✓ 94.3%
5.2	Elect Mr. Paul Adams to the remuneration committee	FOR	FOR		✓ 99.6%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 97.0%
7	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
8	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 85.4%
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p>	✓ 94.8%
10	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.6%
11	Binding vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓ 90.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 94.4%
2	Discharge board members	FOR	FOR		✓ 94.4%
3	Approve allocation of income	FOR	FOR		✓ 100.0%
4	Approve dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 94.4%
5.1	Elections to the board of directors				
5.1.a	Re-elect Ms. Geneviève Berclaz	FOR	FOR		✓ 94.4%
5.1.b	Re-elect Mr. Mario Aragnetti Bellardi	FOR	FOR		✓ 94.4%
5.1.c	Re-elect Mr. Fabio Candeli	FOR	FOR		✓ 94.4%
5.1.d	Re-elect Dr. iur. Fulvio Pelli	FOR	FOR		✓ 94.4%
5.1.e	Re-elect Mr. Frédéric Binder	FOR	FOR		✓ 94.4%
5.2	Elect Ms. Geneviève Berclaz as board chairman	FOR	FOR		✓ 94.4%
5.3	Elections to the remuneration committee				
5.3.a	Elect Ms. Geneviève Berclaz to the remuneration committee	FOR	FOR		✓ 94.4%
5.3.b	Re-elect Mr. Fabio Candeli to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 94.4%
6	Re-elect BFGB SA as independent proxy	FOR	FOR		✓ 94.4%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 94.4%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.4%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 94.4%

Item	Agenda	Board	Ethos		Result
1.1	Elections to the board of directors				
1.1.1	Elect Dr. Alessandro Bizzozero	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (40.0%).	✓ 89.5%
1.1.2	Elect Mr. Jean-Claude Favre	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (40.0%).	✓ 89.5%
1.1.3	Elect Mr. Roland Müller-Ineichen	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (40.0%).	✓ 89.5%
1.2	Elect Mr. Jean-Claude Favre to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Favre to the board of directors, he cannot be elected to the committee.	✓ 89.5%
2	Amend articles of association	FOR	● OPPOSE	The amendment is linked to a merger that has a negative impact on the long-term interests of the majority of the company's stakeholders.	✓ 89.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income	FOR	FOR	✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	✓
				<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
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 company is in a situation of capital loss.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding prospective vote on the total remuneration of the executive management for the financial year 2022	FOR	● OPPOSE	✓
				<p>The fixed remuneration is significantly higher than that of the peer group.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>

Item	Agenda	Board	Ethos	Result	
5.3	Binding retrospective vote on the total remuneration of the executive management for the financial year 2020	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have paid out undue remuneration during the previous financial year.</p>	✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Samih Sawiris	FOR	FOR	✓	
6.1.2	Re-elect Dr. Franz Egle	FOR	FOR	✓	
6.1.3	Re-elect Mr. Jürgen Fischer	FOR	FOR	✓	
6.1.4	Re-elect Ms. Carolina Müller-Möhl	FOR	FOR	✓	
6.1.5	Re-elect Mr. Naguib S. Sawiris	FOR	FOR	✓	
6.1.6	Re-elect Mr. Jürg Weber	FOR	FOR	✓	
6.2.1	Elect Dr. Eskandar Tooma	FOR	FOR	✓	
6.2.2	Elect Mr. Amine Omar Tazi-Riffi	FOR	FOR	✓	
6.2.3	Elect Ms. Barbara Heller	FOR	FOR	✓	
6.3	Re-elect Mr. Samih Sawiris as board chairman	FOR	FOR	✓	
6.4	Elections to the remuneration committee				
6.4.1	Re-elect Mr. Naguib S. Sawiris to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p>	✓
6.4.2	Elect Mr. Jürgen Fischer to the remuneration committee	FOR	FOR	✓	
6.4.3	Elect Dr. Eskandar Tooma to the remuneration committee	FOR	FOR	✓	
6.5	Re-elect Mr. Hansheiri Inderkum as independent proxy	FOR	FOR	✓	
6.6	Re-elect Deloitte as auditors	FOR	FOR	✓	



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.1.a	Re-elect Dr. Martin Folini	FOR	FOR	✓ 96.3%
4.1.1.b	Re-elect Ms. Mirjana Blume	FOR	FOR	✓ 99.5%
4.1.1.c	Re-elect Mr. Dieter Widmer	FOR	FOR	✓ 99.6%
4.1.1.d	Re-elect Dr. Thomas Moser	FOR	FOR	✓ 99.7%
4.1.1.e	Re-elect Dr. Luka Müller	FOR	FOR	✓ 99.6%
4.1.2.a	Elect Mr. Johannes Schaede	FOR	FOR	✓ 99.5%
4.2	Elect Dr. Martin Folini as board chairman	FOR	FOR	✓ 96.3%
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. Martin Folini to the remuneration committee	FOR	FOR	✓ 95.7%
4.3.b	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR	✓ 96.0%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.5%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 93.3%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.1%
5.3.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 94.6%
5.3.b	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 94.4%
6.1	Amend articles of association: provisions on remuneration	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. ✓ 95.7%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Advisory vote on the remuneration report	FOR	FOR	✓ 86.3%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.8%
5	Elections to the board of directors			
5.1.a	Re-elect Mr. Rolf U. Sutter as member and chairman of the board	FOR	FOR	✓ 99.0%
5.1.b	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 99.1%
5.1.c	Re-elect Ms. Monika Friedli-Walser	FOR	FOR	✓ 99.1%
5.1.d	Re-elect Mr. Walter Lüthi	FOR	FOR	✓ 99.9%
5.1.e	Re-elect Ms. Monika Schüpbach	FOR	FOR	✓ 99.9%
5.1.f	Re-elect Mr. Markus Vögeli	FOR	FOR	✓ 99.9%
5.2	Elections to the nomination and remuneration committee			
5.2.a	Re-elect Ms. Monika Friedli-Walser to the nomination and remuneration committee	FOR	FOR	✓ 97.8%
5.2.b	Re-elect Mr. Rolf U. Sutter to the nomination and remuneration committee	FOR	FOR	✓ 97.6%
5.2.c	Re-elect Mr. Walter Lüthi to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
5.3	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 97.5%
5.4	Re-elect Dr. René Schwarzenbach as independent proxy	FOR	FOR	✓ 100.0%
6	Amendments of the articles of association	FOR	FOR	✓ 98.9%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.2%
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 86.2%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.3%
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 94.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.6%
4	Amend articles of association: Maximum number of external mandates	FOR	FOR		✓ 99.1%
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 67.8%
6.1	Binding vote on the short-term remuneration of the board of directors for the term of office 2021/2022	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive.	✓ 92.5%
6.2	Binding vote on the long-term remuneration granted to the board of directors in the term of office 2020/2021	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The requested amount does not allow to respect Ethos' guidelines.	✓ 91.5%
6.3	Binding vote on other remuneration for the board of directors for the term of office 2020/2021	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is excessive.	✓ 91.0%
6.4	Binding vote on the revised short-term remuneration of the executive management for 2021	FOR	● OPPOSE	The short-term remuneration is significantly higher than that of the peer group.	✓ 93.3%
6.5	Binding vote on the short-term remuneration of the executive management for 2022	FOR	● OPPOSE	The short-term remuneration is significantly higher than that of the peer group.	✓ 95.9%
6.6	Binding vote on the long-term remuneration granted to the executive management in 2020	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The requested amount does not allow to respect Ethos' guidelines.	✓ 90.6%
6.7	Binding vote on other remuneration for the executive management for 2020	FOR	FOR		✓ 99.0%
7.1	Elections to the board of directors				

Item	Agenda	Board	Ethos		Result
7.1.1	Re-elect Mr. Steffen Meister (executive) as board member and chairman	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓ 90.8%
7.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 96.2%
7.1.3	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 98.2%
7.1.4	Re-elect Ms. Lisa A. Hook	FOR	FOR		✓ 87.0%
7.1.5	Elect Mr. Joseph P. Landy	FOR	FOR		✓ 88.9%
7.1.6	Re-elect Ms. Grace del Rosario-Castaño	FOR	FOR		✓ 97.4%
7.1.7	Re-elect Dr. Martin Strobel	FOR	FOR		✓ 93.4%
7.1.8	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 96.2%
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR		✓ 88.3%
7.2.2	Re-elect Ms. Lisa A. Hook to the nomination and remuneration committee	FOR	FOR		✓ 85.2%
7.2.3	Re-elect Dr. Martin Strobel to the nomination and remuneration committee	FOR	FOR		✓ 92.3%
7.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR		✓ 99.8%
7.4	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 93.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 88.3%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management			
4.1	Discharge Mr. Reto Garzetti	FOR	FOR	✓ 99.6%
4.2	Discharge Mr. Peter Bodmer	FOR	FOR	✓ 99.5%
4.3	Discharge Dr. Christian de Prati	FOR	FOR	✓ 99.4%
4.4	Discharge Mr. Kurt Hardt	FOR	FOR	✓ 99.5%
4.5	Discharge Mr. Klaus Schmitz	FOR	FOR	✓ 99.5%
4.6	Discharge Dr. Thomas Wolfensberger (CEO)	FOR	FOR	✓ 99.6%
4.7	Discharge Dr. Marcel Kucher (CFO)	FOR	FOR	✓ 99.6%
4.8	Discharge Dr. Andreas Steinbauer (Head of Letting and Sales)	FOR	FOR	✓ 99.6%
5	Increase the pool of conditional capital	FOR	● OPPOSE	<p>✓ 86.7%</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>The dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.</p>
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Reto A. Garzetti	FOR	FOR	✓ 94.9%
6.1.2	Re-elect Mr. Peter Bodmer	FOR	FOR	✓ 94.9%
6.1.3	Re-elect Dr. Christian De Prati	FOR	● OPPOSE	<p>✓ 94.0%</p> <p>He is not independent (consultancy fees) and the board independence is insufficient (20.0%).</p>
6.1.4	Re-elect Mr. Kurt Hardt	FOR	FOR	✓ 96.1%
6.1.5	Re-elect Mr. Klaus Schmitz	FOR	FOR	✓ 93.2%
6.2	Re-elect Mr. Reto A. Garzetti as board chairman	FOR	FOR	✓ 90.3%
7	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
7.1	Re-elect Dr. Christian De Prati to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. De Prati to the board of directors, he cannot be elected to the committee.	✓ 88.6%
7.2	Re-elect Mr. Kurt Hardt to the remuneration committee	FOR	FOR		✓ 90.8%
7.3	Re-elect Mr. Klaus Schmitz to the remuneration committee	FOR	FOR		✓ 94.3%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 97.2%
9	Re-elect Dr. Daniel Ronzani as independent proxy	FOR	FOR		✓ 99.7%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 96.5%
10.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.2%
10.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 98.7%

Item	Agenda	Board	Ethos	Result
1	Welcome speech	NON-VOTING	NON-VOTING	
2	Update on the latest developments and the Group's financial situation	NON-VOTING	NON-VOTING	
3	Present financial statements and accounts	NON-VOTING	NON-VOTING	
4	Auditors' reports	NON-VOTING	NON-VOTING	
5.1	Approve annual report	FOR	FOR	✓ 99.8%
5.2	Approve statutory and consolidated financial statements	FOR	FOR	✓ 99.7%
5.3	Approve allocation of balance sheet result	FOR	FOR	✓ 99.7%
5.4	Discharge board members	FOR	● OPPOSE	<p>✓ 99.4%</p> <p>The size of the board of directors has persistently remained below 4 members.</p> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p>
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Stephen Grey	FOR	● OPPOSE	<p>✓ 99.7%</p> <p>He is 83 years old, which exceeds Ethos' guidelines.</p>
6.1.2	Re-elect Ms. Anouck Ansermoz	FOR	FOR	✓ 99.6%
6.2	Re-elect Ms. Anouck Ansermoz as board chairman	FOR	FOR	✓ 99.5%
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Stephen Grey to the remuneration committee	FOR	● OPPOSE	<p>✓ 99.7%</p> <p>As Ethos did not support the election of Mr. Grey to the board of directors, he cannot be elected to the committee.</p>
6.3.2	Re-elect Ms. Anouck Ansermoz to the remuneration committee	FOR	FOR	✓ 99.7%
6.4	Re-elect Mr. Albert-Edouard Fahrni as independent proxy	FOR	FOR	✓ 99.8%
6.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.5%
7	Binding votes on the remuneration of the board of directors and the executive management			
7.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓ 97.3%

Item	Agenda	Board	Ethos	Result
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR	✓ 99.5%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.4%
7.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 99.5%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Benedikt A. Goldkamp as board member and chairman	FOR	● OPPOSE	<p>He serves on the audit committee.</p> <p>The board independence is not sufficient (0.0%).</p> <p>The corporate governance of the company is unsatisfactory and the dialogue with the shareholders is difficult or does not lead to the desired outcomes.</p>	✓ 79.8%
4.1.2	Re-elect Dr. Florian Ernst	FOR	● OPPOSE	<p>He is not independent (board tenure of 18 years) and the board independence is insufficient (0.0%).</p>	✓ 81.0%
4.1.3	Re-elect Dr. Martin Furrer	FOR	● OPPOSE	<p>He is not independent (board tenure of 18 years) and the board independence is insufficient (0.0%).</p>	✓ 79.5%
4.1.4	Re-elect Mr. Ulrich Hocker	FOR	● OPPOSE	<p>He has been a member of the board for 33 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 33 years) and the board independence is insufficient (0.0%).</p> <p>He is the lead director, but has a conflict of interest (board tenure of 33 years).</p>	✓ 80.5%
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	<p>He is not independent (board tenure of 18 years) and the board independence is insufficient (0.0%).</p>	✓ 82.0%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. Martin Furrer to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. iur. Furrer to the board of directors, he cannot be elected to the committee.</p>	✓ 79.5%

Item	Agenda	Board	Ethos		Result
4.2.2	Re-elect Mr. Ulrich Hocker to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hocker to the board of directors, he cannot be elected to the committee.	✓ 80.5%
4.2.3	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siegrist to the board of directors, he cannot be elected to the committee.	✓ 81.0%
4.3	Re-election of the independent proxy	FOR	FOR		✓ 100.0%
4.4	Re-election of BDO as external auditor	FOR	FOR		✓ 100.0%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 90.1%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.  The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 93.0%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.4%

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 99.5%
4	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 99.5%
5	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 100.0%
6	Approval of the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 97.1%
7	Re-elect KPMG as auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 99.6%
8	Elections to the board of directors				
8.1	Re-elect Dr. Ernst Chalupsky	FOR	● OPPOSE	He is not independent (representative of an important shareholder, business connections) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.7%
8.2	Re-elect Mr. Josef Blazicek	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 13 years) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend				
2.1	Dividend out of retained earnings	FOR	FOR		✓ 100.0%
2.2	Dividend out of capital contributions reserves	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.8%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Marco Syfrig as member and chairman of the board	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is not independent (shareholder and family connection with a member of the executive management) and the board independence is insufficient (14.3%).</p> <p>He has a major conflict of interest that is incompatible with his role as board member.</p>	✓ 93.5%
4.1.2	Re-elect Mr. Christoph Arnold	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓ 97.4%
4.1.3	Re-elect Mr. Jean Claude Bregy	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.2%
4.1.4	Re-elect Mr. Willy Hüppi	FOR	FOR		✓ 97.4%
4.1.5	Re-elect Mr. Thomas Kellenberger	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓ 97.3%
4.1.6	Re-elect Mr. Urs Ledermann	FOR	FOR		✓ 97.4%
4.1.7	Re-elect Ms. Sarah Meier-Bieri	FOR	FOR		✓ 96.9%
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Urs Ledermann to the remuneration committee	FOR	FOR		✓ 96.9%
5.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR		✓ 97.0%
5.3	Re-elect Ms. Sarah Meier-Bieri to the remuneration committee	FOR	FOR		✓ 97.0%
6	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
7	Re-elect BDO as auditors	FOR	FOR	✓ 99.9%
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 97.3% The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.
8.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8%
8.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.8%
8.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 99.1%
9.1	Amend articles of association: improve corporate governance	FOR	FOR	✓ 99.8%
9.2	Amend articles of association: purpose of the company	FOR	FOR	✓ 99.9%
9.3	Approve renewal of authorised capital	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓
4	Reduce share capital via reduction of nominal value	FOR	FOR		✓
5	Increase conditional capital for employee participation	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✗
6	Elections to the board of directors				
6.a	Re-elect Dr. Kuno Sommer as board member and chairman	FOR	FOR		✓
6.b	Re-elect Mr. Bernard Bollag	FOR	FOR		✓
6.c	Re-elect Dr. Silvio Inderbitzin	FOR	FOR		✓
6.d	Re-elect Dr. Andreas Wallnöfer	FOR	FOR		✓
6.e	Elect Mr. Hugh O'Dowd	FOR	FOR		✓
7	Re-elect Ernst & Young as auditors	FOR	FOR		✓
8	Re-elect Mr. Marius Meier as independent proxy	FOR	FOR		✓
9	Elections to the remuneration committee				
9.a	Re-elect Dr. Silvio Inderbitzin to the remuneration committee	FOR	FOR		✓
9.b	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR		✓
9.c	Re-elect Dr. Andreas Wallnöfer to the remuneration committee	FOR	FOR		✓
10	Binding votes on the remuneration of the board of directors and the executive management				
10.a	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR		✓
10.b	Binding prospective vote on the options for the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
10.c	Binding prospective vote on the cash remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
10.d	Binding prospective vote on the 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>	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members	FOR	FOR	✓
3.1	Elections to the board of directors			
3.1.1	Re-elect Dr. Hans Baumgartner as board member and chairman	FOR	FOR	✓
3.1.2	Re-elect Mr. Martin Eberhard	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (25.0%). ✓
3.1.3	Re-elect Dr. Petra Salesny	FOR	FOR	✓
3.1.4	Re-elect Mr. Fidelis Götz	FOR	FOR	✓
3.2	Elections to the remuneration committee			
3.2.1	Re-elect Mr. Martin Eberhard to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Eberhard to the board of directors, he cannot be elected to the committee. ✓
3.2.2	Re-elect Dr. Petra Salesny to the remuneration committee	FOR	FOR	✓
3.2.3	Re-elect Mr. Fidelis Götz to the remuneration committee	FOR	FOR	✓
3.3	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR	✓
3.4	Re-elect KPMG as auditors	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
	Remuneration of board members			
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6	Binding prospective vote on the additional remuneration of the delegate of the board of directors	FOR	FOR	✓



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.	✓
4	Approve increase of authorised capital	FOR	FOR		✓
5	Approve increase of conditional capital for the conversion of bonds	FOR	FOR		✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.  The non-executive directors receive options.	✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.  The non-executive directors receive options.	✓
7	Elections to the board of directors				
7.1.a	Re-elect Dr. Raghuram Selvaraju	FOR	FOR		✓
7.1.b	Re-elect Dr. Thomas Plitz	FOR	FOR		✓
7.2.a	Elect Dr. Patrice P. Jean	FOR	FOR		✓
7.2.b	Elect Mr. Paolo Galfetti	FOR	● OPPOSE	He holds executive functions (but not within the executive management of the group).	✓
7.3	Re-elect Dr. Raghuram Selvaraju as board chairman	FOR	FOR		✓
7.4	Elections to the nomination and remuneration committee				
7.4.1	Elect Dr. Raghuram Selvaraju to the nomination and remuneration committee	FOR	FOR		✓

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Item	Agenda	Board	Ethos	Result
7.4.2	Elect Dr. Thomas Plitz to the nomination and remuneration committee	FOR	FOR	✓
7.5	Re-elect Mr. Thomas Hua as independent proxy	FOR	FOR	✓
7.6	Re-elect Mazars as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4%
2	Discharge board members and executive management	FOR	FOR		✓ 97.7%
3	Approve allocation of income	FOR	FOR		✓ 99.1%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 92.6%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.1%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 92.3%
5	Elections to the board of directors				
5.1	Re-elect Mr. This E. Schneider	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is not independent (board tenure of 12 years) and the board independence is insufficient (37.5%).</p>	✓ 78.3%
5.2	Re-elect Mr. Hans-Peter Schwald	FOR	FOR		✓ 89.2%
5.3	Re-elect Mr. Peter Spuhler	FOR	FOR		✓ 78.5%
5.4	Re-elect Mr. Roger Baillod	FOR	FOR		✓ 99.0%
5.5	Re-elect Mr. Bernhard Jucker	FOR	FOR		✓ 94.6%
5.6	Re-elect Mr. Carl Illi	FOR	FOR		✓ 98.8%
5.7	Re-elect Mr. Luc Tack	FOR	FOR		✓ 91.4%
5.8	Elect Mr. Stefaan Haspelslagh	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (37.5%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 89.5%
6	Re-elect Mr. Bernhard Jucker as board chairman	FOR	FOR		✓ 95.0%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schneider to the board of directors, he cannot be elected to the committee.	✓ 79.3%
7.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR		✓ 90.8%

Item	Agenda	Board	Ethos		Result
7.3	Re-elect Mr. Bernhard Jucker to the remuneration committee	FOR	FOR		✓ 96.2%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR		✓ 99.7%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 37 years, which exceeds Ethos' guidelines.	✓ 95.3%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.7%
2	Discharge board members and executive management	FOR	FOR	✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Amend articles of association	FOR	FOR	✓ 98.9%
5	Elections to the board of directors			
5.1	Elect Mr. Nicolas Fulpius	FOR	FOR	✓ 98.7%
5.2.1	Re-elect Ms. Anne Bobillier	FOR	FOR	✓ 99.9%
5.2.2	Re-elect Mr. Stéphane Gard	FOR	FOR	✓ 99.5%
5.2.3	Re-elect Mr. Alphonse-Marie Veuthey	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (33.3%). ✓ 91.8%
5.3	Appointment of Mr. Xavier Company and Mr. Olivier Gfeller to the board of directors by the Vaud cantonal government	NON-VOTING	NON-VOTING	
5.4	Re-elect Prof. Dr. Guy Mustaki as board chairman	FOR	FOR	✓ 96.5%
5.5	Elections to the nomination and remuneration committee			
5.5.1	Re-elect Ms. Anne Bobillier to the nomination and remuneration committee	FOR	FOR	✓ 98.8%
5.6.1	Elect Mr. Alphonse-Marie Veuthey to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Veuthey to the board of directors, he cannot be elected to the committee. ✓ 91.5%
5.6.2	Elect Mr. Olivier Gfeller to the nomination and remuneration committee	FOR	FOR	✓ 96.2%
5.7	Elect Ernst & Young as auditors	FOR	FOR	✓ 98.8%
5.8	Re-elect Mr. Gabriel Cottier as independent proxy	FOR	FOR	✓ 99.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.4%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.a	Approve allocation of balance sheet result	FOR	FOR		✓
2.b	Transfer of capital contributions reserves to free reserves	FOR	FOR		✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The non-executive directors receive options.	✓
4.a	Discharge board members	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓
4.b	Discharge executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓
5	Approve ordinary capital increase	FOR	FOR		✓
6.1	Increase and renewal of authorised capital	FOR	FOR		✓
6.2	Additional increase of authorised capital	FOR	FOR		✓
7.1	Increase conditional capital for the conversion of convertible bonds	FOR	FOR		✓
7.2	Additional increase of conditional capital	FOR	FOR		✓
8	Increase conditional capital for the employees	FOR	● OPPOSE	The transparency of the share-based plan for which the requested capital is intended is insufficient.	✓
9	Elections to the board of directors				
9.a	Re-elect Mr. Elmar Schnee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
9.b	Re-elect Mr. Philipp Gutzwiller	FOR	FOR		✓
9.c	Re-elect Dr. Thomas Meier	FOR	FOR		✓
9.d	Re-elect Dr. Patrick Vink	FOR	FOR		✓
9.e	Re-elect Mr. Elmar Schnee as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schnee to the board of directors, he cannot be elected as chairman.	✓

Item	Agenda	Board	Ethos		Result
10	Elections to the remuneration committee				
10.a	Re-elect Mr. Elmar Schnee to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schnee to the board of directors, he cannot be elected to the committee.	✓
10.b	Re-elect Dr. Patrick Vink to the remuneration committee	FOR	FOR		✓
11.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓
11.b	Binding prospective vote on an extraordinary remuneration for the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓
12.a	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 and not justified.	✓
12.b	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
13	Re-elect Ernst & Young as auditors	FOR	FOR		✓
14	Re-elect Dr. Balthasar Settelen as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.  The size of the board of directors is below 4 members.	✓
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 99.2%
4.1.b	Re-elect Mr. Ruedi Huber	FOR	FOR		✓ 90.0%
4.1.c	Re-elect Mr. Paul Zumbühl	FOR	FOR		✓ 99.1%
4.2	Re-elect Mr. Paul Zumbühl as board chairman	FOR	FOR		✓ 98.8%
4.3	Elections to the nomination and remuneration committee				
4.3.a	Re-elect Mr. Michael Hauser to the nomination and remuneration committee	FOR	FOR		✓ 90.6%
4.3.b	Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee	FOR	FOR		✓ 98.8%
4.4	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 58 years, which exceeds Ethos' guidelines.	✓ 97.7%
4.5	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 100.0%
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		✓ 89.0%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.9%



Item	Agenda	Board	Ethos	Result
1	Introduction by the chairman	NON-VOTING	NON-VOTING	
2	Review of the 2020 financial year	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
4	Advisory vote on the remuneration report	FOR	FOR	✓ 85.6%
5	Discharge board members and executive management	FOR	FOR	✓ 99.9%
6	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
7.1-7.2	Elections to the board of directors			
7.1.1	Re-elect Dr. Heinz O. Baumgartner	FOR	FOR	✓ 98.5%
7.1.2	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 99.5%
7.1.3	Re-elect Dr. Jacques Sanche	FOR	FOR	✓ 99.6%
7.1.4	Re-elect Mr. Lars van der Haegen	FOR	FOR	✓ 100.0%
7.1.5	Re-elect Mr. Beat M. Siegrist as board member and chairman	FOR	FOR	✓ 99.3%
7.2.1	Elect Dr. Daniel Bossard	FOR	FOR	✓ 99.9%
7.2.2	Elect Mr. Stephan Widrig	FOR	FOR	✓ 96.5%
7.3	Elections to the remuneration committee			
7.3.1	Re-elect Dr. Jacques Sanche to the remuneration committee	FOR	FOR	✓ 94.5%
7.3.2	Re-elect Ms. Vanessa Frey to the remuneration committee	FOR	FOR	✓ 90.7%
7.3.3	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	✓ 86.0% He is not independent (representative of an important shareholder, board tenure of 13 years) and the committee does not include at least 50% independent members.
7.4	Re-elect Proxy Voting Services as independent proxy	FOR	FOR	✓ 100.0%
7.5	Elect KPMG as auditors	FOR	FOR	✓ 99.8%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.8%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 87.0%
2	Approve allocation of income	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Moritz Lechner as board member and co-chairman	FOR	FOR	✓ 93.4%
4.1.2	Re-elect Dr. Felix Mayer as board member and co-chairman	FOR	FOR	✓ 90.6%
4.1.3	Re-elect Ms. Ricarda Demarmels	FOR	FOR	✓ 99.7%
4.1.4	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 99.0%
4.1.5	Re-elect Mr. François Gabella	FOR	FOR	✓ 99.4%
4.1.6	Re-elect Dr. Franz Studer	FOR	● OPPOSE	✓ 94.6% He is a representative of a significant shareholder who is sufficiently represented on the board.
4.1.7	Elect Dr. Anja König	FOR	FOR	✓ 96.3%
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Heinrich Fischer to the nomination and remuneration committee	FOR	FOR	✓ 94.0%
4.2.2	Re-elect Dr. Moritz Lechner to the nomination and remuneration committee	FOR	● OPPOSE	✓ 80.2% He is not independent (representative of an important shareholder, board tenure of 23 years, former executive, various reasons) and the committee does not include at least 50% independent members.
4.2.3	Re-elect Dr. Felix Mayer to the nomination and remuneration committee	FOR	FOR	✓ 81.6%
4.3	Re-elect KPMG as auditors	FOR	FOR	✓ 99.4%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 93.3% The remuneration of the co-chairmen is significantly higher than that of the peer group.
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.7%

Item	Agenda	Board	Ethos	Result
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 94.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Binding votes on the remuneration of the board of directors and the executive management			
2.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5%
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.8%
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 85.6%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
5	Elections to the board of directors			
5.a	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 97.4%
5.b	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 85.3%
5.c	Re-elect Mr. Thomas Oetterli	FOR	FOR	✓ 99.8%
5.d	Re-elect Mr. Heinrich C. Spoerry as board member and chairman	FOR	FOR	✓ 93.8%
5.e	Re-elect Ms. Bettina Stadler	FOR	FOR	✓ 86.2%
5.f	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.8%
5.g	Elect Ms. Manuela Suter	FOR	FOR	✓ 98.5%
6	Elections to the nomination and remuneration committee			
6.a	Re-elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR	✓ 88.0%
6.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 85.7%
6.c	Re-elect Mr. Heinrich C. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 85.7%
7	Re-elect Bürki Bolt Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 96.7% The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.1	Approve allocation of income	FOR	FOR	✓
2.2	Reduce share capital via repayment of nominal value	FOR	FOR	✓
3	Discharge board members	FOR	FOR	✓
4	Approve renewal of authorised capital	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. ✓
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The structure and conditions of the plans do not respect Ethos' guidelines.
6.1	Elections to the board of directors			
6.1.1	Re-elect Ms. Ulla Schmidt	FOR	FOR	✓
6.1.2	Re-elect Ms. Isabelle Welton	FOR	FOR	✓
6.1.3	Re-elect Mr. Colin Bond	FOR	FOR	✓
6.1.4	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR	✓
6.1.5	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓
6.1.6	Re-elect Mr. Reto A. Garzetti	FOR	FOR	✓
6.1.7	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓
6.2	Re-elect Dr. iur. Andreas Casutt as board chairman	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Ms. Isabelle Welton to the remuneration committee	FOR	FOR	✓
6.3.2	Re-elect Mr. Reto A. Garzetti to the remuneration committee	FOR	FOR	✓
6.3.3	Re-elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
7	Re-elect Mr. Rolf Freiermuth as independent proxy	FOR	FOR		✓
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 101 years, which exceeds Ethos' guidelines.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Discharge board members and executive management	FOR	FOR	✓ 95.7%
3	Approve allocation of balance sheet result	FOR	FOR	✓ 99.6%
4	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.2%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 84.1% The remuneration report is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.8%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 89.0% The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The remuneration structure is not in line with Ethos' guidelines.
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 99.7%
6.1.2	Re-elect Prof. Dr. Werner J. Bauer	FOR	FOR	✓ 99.9%
6.1.3	Re-elect Mr. Wah-Hui Chu	FOR	FOR	✓ 99.9%
6.1.4	Re-elect Ms. Colleen A. Goggins	FOR	FOR	✓ 97.9%
6.1.5	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 99.8%
6.1.6	Re-elect Mr. Matthias Währen	FOR	FOR	✓ 100.0%
6.1.7	Re-elect Mr. Nigel Wright	FOR	FOR	✓ 99.4%
6.1.8	Elect Mr. Abdallah Al Obeikan	FOR	FOR	✓ 99.5%
6.1.9	Elect Ms. Martine Snels	FOR	FOR	✓ 100.0%
6.2	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓ 99.4%
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Wah-Hui Chu to the remuneration committee	FOR	FOR	✓ 96.0%
6.3.2	Re-elect Ms. Colleen A. Goggins to the remuneration committee	FOR	FOR	✓ 94.1%
6.3.3	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓ 96.0%

Item	Agenda	Board	Ethos	Result
7	Increase of authorised capital	FOR	FOR	✓ 97.9%
8	Amend articles of association: Deletion of the selective opting-out	FOR	FOR	✓ 99.0%
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.5%
4.1-4.2	Elections to the board of directors				
4.1.1	Re-elect Dr. Paul J. Hälg	FOR	FOR		✓ 97.6%
4.1.2	Re-elect Ms. Monika Ribar	FOR	FOR		✓ 99.4%
4.1.3	Re-elect Mr. Daniel J. Sauter	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓ 93.6%
4.1.4	Re-elect Mr. Christoph Tobler	FOR	● OPPOSE	He is not independent (board tenure of 16 years, various reasons) and the board independence is insufficient (37.5%).	✓ 87.5%
4.1.5	Re-elect Mr. Justin Howell	FOR	FOR		✓ 90.8%
4.1.6	Re-elect Mr. Thierry F. J. Vanlancker	FOR	FOR		✓ 99.3%
4.1.7	Re-elect Mr. Victor Balli	FOR	FOR		✓ 96.4%
4.2	Elect Mr. Paul Schuler	FOR	FOR		✓ 97.7%
4.3	Re-elect Dr. Paul J. Hälg as board chairman	FOR	FOR		✓ 98.1%
4.4	Elections to the nomination and remuneration committee				
4.4.1	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Sauter to the board of directors, he cannot be elected to the committee.	✓ 89.6%
4.4.2	Re-elect Mr. Justin Howell to the nomination and remuneration committee	FOR	FOR		✓ 87.5%
4.4.3	Re-elect Mr. Thierry F. J. Vanlancker to the nomination and remuneration committee	FOR	FOR		✓ 99.2%
4.5	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 79.6%
4.6	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR		✓ 100.0%
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 97.1%

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos	Result
2.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2.2	Advisory vote on the remuneration report	FOR	FOR	✓ 98.0%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.7%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Daniel von Stockar	FOR	FOR	✓ 99.3%
5.1.2	Re-elect Mr. José Alberto Duarte	FOR	FOR	✓ 99.4%
5.1.3	Re-elect Mr. René Gilli	FOR	FOR	✓ 100.0%
5.1.4	Re-elect Mr. Timo Ihamuotila	FOR	FOR	✓ 99.6%
5.1.5	Re-elect Dr. Peter Kurer	FOR	FOR	✓ 99.2%
5.1.6	Re-elect Ms. Marie-Pierre Rogers	FOR	FOR	✓ 98.8%
5.1.7	Re-elect Mr. Jean-Pierre Saad	FOR	FOR	✓ 98.8%
5.1.8	Elect Prof. Dr. Isabelle Romy	FOR	FOR	✓ 99.5%
5.1.9	Elect Mr. Adam Warby	FOR	FOR	✓ 97.6%
5.2	Re-elect Dr. Daniel von Stockar as board chairman	FOR	FOR	✓ 99.7%
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Ms. Marie-Pierre Rogers to the nomination and remuneration committee	FOR	FOR	✓ 98.5%
5.3.2	Re-elect Dr. Peter Kurer to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
5.3.3	Re-elect Dr. Daniel von Stockar to the nomination and remuneration committee	FOR	FOR	✓ 99.3%
5.3.4	Elect Mr. Adam Warby to the nomination and remuneration committee	FOR	FOR	✓ 98.1%
5.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0%
5.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.2%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8%
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. ✓ 94.9%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 90.2%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Robert F. Spoerry as member and chairman of the board	FOR	FOR	✓ 87.6%
4.1.2	Re-elect Ms. Lynn Bleil	FOR	FOR	✓ 98.2%
4.1.3	Re-elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 95.7%
4.1.4	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 99.5%
4.1.5	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 97.1%
4.1.6	Re-elect Dr. Jinlong Wang	FOR	FOR	✓ 99.6%
4.1.7	Re-elect Mr. Adrian Widmer	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 88.1%
4.2.1	Elect Mr. Gregory Behar	FOR	FOR	✓ 75.2%
4.2.2	Elect Mr. Roland Diggelmann	FOR	FOR	✓ 98.6%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
4.4.1	Elect Dr. Lukas Braunschweiler to the nomination and remuneration committee	FOR	FOR	✓ 93.9%
4.4.2	Elect Mr. Roland Diggelmann to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
4.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.8%
4.6	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
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. ✓ 90.9%
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Election of the annual general meeting's chair	FOR	FOR		✓ 100.0%
2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
3	Elimination of capital loss situation and appropriation of accumulated loss	FOR	FOR		✗ 6.5%
4	Discharge board members	FOR	● OPPOSE	The company is in a situation of capital loss.	✓
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.4%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Christopher Bedford Brotchie	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 97.9%
6.1.2	Re-elect Mr. Fersen Lamas Lambranh	FOR	FOR		✓ 100.0%
6.1.3	Re-elect Mr. David Justinus Emery	FOR	FOR		✓ 100.0%
6.1.4	Re-elect Mr. Christopher Wright	FOR	FOR		✓ 99.6%
6.1.5	Re-elect Mr. Alvaro Lopes da Silva Neto	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (20.0%).	✓ 99.8%
6.2	Re-elect Mr. Christopher Bedford Brotchie as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Brotchie to the board of directors, he cannot be elected as chairman.	✓ 97.9%
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Christopher Bedford Brotchie to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Brotchie to the board of directors, he cannot be elected to the committee.	✓ 97.9%
6.3.2	Re-elect Mr. David Justinus Emery to the remuneration committee	FOR	FOR		✓ 100.0%
6.3.3	Re-elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Lopes da Silva Neto to the board of directors, he cannot be elected to the committee.	✓ 99.3%
6.4	Re-elect Mr. Stefan Koller as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
6.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 99.3%

Item	Agenda	Board	Ethos	Result
1	Explanations on annual report, consolidated accounts and financial statements	NON-VOTING	NON-VOTING	
2	Report of the auditors on the financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
3	Approve annual report and consolidated accounts	FOR	FOR	✓ 100.0%
4	Approve financial statements of St. Galler Kantonalbank AG	FOR	FOR	✓ 100.0%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
6	Discharge board members	FOR	FOR	✓ 99.9%
7	Amend articles of association: maximum term of office	FOR	FOR	✓ 98.0%
8	Elections to the board of directors and to the remuneration committee			
8.1	Re-elect Prof. Dr. Thomas A. Gutzwiller as member and chairman of the board and as member of the remuneration committee	FOR	FOR	✓ 96.7%
8.2	Re-elect Prof. Dr. Manuel Ammann	FOR	FOR	✓ 99.9%
8.3	Re-elect Prof. Dr. Andrea Cornelius	FOR	FOR	✓ 99.8%
8.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board and of the remuneration committee	FOR	FOR	✓ 99.8%
8.5	Re-elect Mr. Kurt Rüegg	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 96.1%
8.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR	✓ 99.1%
8.7	Re-elect Mr. Hans Wey	FOR	FOR	✓ 99.3%
8.8	Elect Mr. Roland Ledergerber as member of the board and of the remuneration committee	FOR	FOR	✓ 99.1%
8.9	Re-elect Rohner Thurnherr Wiget & Partner as independent proxy	FOR	FOR	✓ 99.9%
8.10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines. ✓ 97.0%
9	Binding votes on the remuneration of the board of directors and the executive management			

Item	Agenda	Board	Ethos	Result
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0%
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.3%
9.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 95.7%



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.8%
4	Elections to the board of directors			
4.1	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 94.5%
4.2	Re-elect Mr. Hans-Peter Schwald	FOR	● OPPOSE	✓ 90.8% He has been a member of the board for 32 years, which exceeds Ethos' guidelines.
4.3	Re-elect Ms. Barbara Egger-Jenzer	FOR	FOR	✓ 99.5%
4.4	Re-elect Dr. Christoph Franz	FOR	FOR	✓ 99.3%
4.5	Re-elect Mr. Fred Kindle	FOR	FOR	✓ 99.4%
4.6	Re-elect Mr. Wojciech Kostrzewa	FOR	FOR	✓ 99.5%
4.7	Re-elect Ms. Doris Leuthard	FOR	FOR	✓ 99.1%
4.8	Re-elect Mr. Kurt Rüegg	FOR	FOR	✓ 92.5%
5	Re-elect Mr. Peter Spuhler as board chairman	FOR	FOR	✓ 91.8%
6	Elections to the remuneration committee			
6.1	Re-elect Ms. Barbara Egger-Jenzer to the remuneration committee	FOR	FOR	✓ 99.4%
6.2	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	FOR	✓ 97.8%
6.3	Re-elect Mr. Peter Spuhler to the remuneration committee	FOR	● OPPOSE	✓ 88.5% He holds an executive function in the company.
6.4	Elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	● OPPOSE	✓ 93.5% As Ethos did not support the election of Mr. Schwald to the board of directors, he cannot be elected to the committee.  He is not independent (representative of an important shareholder, board tenure of 32 years, consultancy fees) and the committee does not include at least 50% independent members.
7	Re-elect KPMG as auditors	FOR	FOR	✓ 98.4%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR	✓ 100.0%
9	Advisory vote on the remuneration report	FOR	FOR	✓ 96.0%

Item	Agenda	Board	Ethos	Result
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.3%
11	Approve renewal of authorised capital	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 93.3%
2	Approve allocation of income	FOR	FOR		✓ 99.7%
3	Discharge board members	FOR	FOR		✓ 99.2%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 93.2%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.0%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter Fust	FOR	● OPPOSE	<p>He has been a member of the board for 33 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p>	✓ 95.9%
5.1.2	Re-elect Prof. Dr. Christian Belz	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the board independence is insufficient (0%).	✓ 96.7%
5.1.3	Re-elect Mr. Adrian Stürm	FOR	FOR		✓ 99.2%
5.1.4	Re-elect Dr. Erich J. Bohli	FOR	FOR		✓ 97.3%
5.1.5	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 94.2%
5.2	Re-elect Mr. Michael Hauser as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hauser to the board of directors, he cannot be elected as chairman.	✓ 94.1%
5.3	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.3.1	Re-elect Mr. Walter Fust to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fust to the board of directors, he cannot be elected to the committee.	✓ 95.4%
5.3.2	Re-elect Dr. Erich J. Bohli to the remuneration committee	FOR	FOR		✓ 96.9%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 40 years, which exceeds Ethos' guidelines.	✓ 96.7%
5.5	Re-elect Mr. Jürg Jakob as independent proxy	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 80.5%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members	FOR	FOR		✓ 99.7%
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 95.5%
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.2%
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 95.0%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 85.6%
6	Elections to the board of directors				
6.1	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 70.4%
6.2	Re-elect Dr. Sebastian Burckhardt	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (37.5%).	✓ 82.9%
6.3	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.  He is not independent (former executive) and the board independence is insufficient (37.5%).	✓ 70.3%
6.4	Re-elect Mr. Juan-José Gonzalez	FOR	FOR		✓ 86.7%
6.5	Re-elect Dr. Beat E. Lüthi	FOR	FOR		✓ 82.6%
6.6	Re-elect Dr. Thomas Straumann	FOR	FOR		✓ 88.9%
6.7	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 83.9%
6.8	Elect Ms. Petra Rumpf	FOR	FOR		✓ 88.4%

Item	Agenda	Board	Ethos	Result
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Dr. Beat E. Lüthi to the nomination and remuneration committee	FOR	FOR	✓ 83.4%
7.2	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR	✓ 83.8%
7.3	Elect Mr. Juan-José Gonzalez to the nomination and remuneration committee	FOR	FOR	✓ 86.6%
8	Re-elect NEOVIUS AG as independent proxy	FOR	FOR	✓ 99.9%
9	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 87.4%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation of the company.	✓ 96.2%
3	Discharge board members and executive management	FOR	FOR		✓ 92.2%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.0%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The remuneration structure is not in line with Ethos' guidelines.	✓ 88.1%
5	Elections to the board of directors				
5.1	Re-elect Mr. Peter Löscher as board member and chairman	FOR	FOR		✓ 96.9%
5.2.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 98.0%
5.2.2	Re-elect Dr. Matthias Bichsel	FOR	FOR		✓ 99.6%
5.2.3	Re-elect Mr. Mikhail Lifshitz	FOR	FOR		✓ 97.8%
5.2.4	Re-elect Mr. Alexey V. Moskov	FOR	FOR		✓ 96.4%
5.2.5	Re-elect Dr. Gerhard Roiss	FOR	FOR		✓ 98.8%
5.3.1	Elect Dr. Suzanne Thoma	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 91.3%
5.3.2	Elect Mr. David Metzger	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 94.2%
6	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos		Result
6.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the nomination and remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 91.7%
6.2	Re-elect Dr. Gerhard Roiss to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 91.8%
6.3	Elect Dr. Suzanne Thoma to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. sc. tech. Thoma to the board of directors, she cannot be elected to the committee.	✓ 89.2%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.4%
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.9%
9	Create conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 96.5%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.0%
2	Discharge board members and executive management	FOR	● OPPOSE	Ethos disagrees with the board's decisions.  Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 85.7%
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate in view of the short-time work compensation received by the company.	✓ 93.6%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1.1	Binding prospective vote on the fixed remuneration of the board of directors (for board functions)	FOR	FOR		✓ 93.2%
4.1.2	Binding prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	FOR		✓ 93.1%
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.8%
4.3	Binding retrospective vote on the total variable remuneration of the executive members of the board of directors	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  Past awards do not allow confirmation of the link between pay and performance.	✓ 64.6%
4.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  Past awards do not allow confirmation of the link between pay and performance.	✓ 64.6%
5	Elections to the board of directors				
5.1	Re-elect Ms. Nayla Hayek	FOR	FOR		✓ 77.0%

Item	Agenda	Board	Ethos		Result
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	He has been a member of the board for 26 years, which exceeds Ethos' guidelines.  He is 75 years old, which exceeds Ethos' guidelines.	✓ 77.3%
5.3	Re-elect Ms. Daniela Aeschlimann	FOR	FOR		✓ 76.2%
5.4	Re-elect Mr. Georges N. Hayek Jr. (Nick)	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 73.9%
5.5	Re-elect Prof. Dr. Claude Nicollier	FOR	● OPPOSE	He is 77 years old, which exceeds Ethos' guidelines.	✓ 80.5%
5.6	Re-elect Dr. Jean-Pierre Roth	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 88.9%
5.7	Re-elect Ms. Nayla Hayek as board chairman	FOR	FOR		✓ 76.4%
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.	✓ 65.6%
6.2	Re-elect Mr. Ernst Tanner to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tanner to the board of directors, he cannot be elected to the committee.	✓ 73.3%
6.3	Re-elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓ 70.1%
6.4	Re-elect Mr. Georges N. Hayek Jr. (Nick) to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hayek Jr. to the board of directors, he cannot be elected to the committee.	✓ 65.1%
6.5	Re-elect Prof. Dr. Claude Nicollier to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Nicollier to the board of directors, he cannot be elected to the committee.	✓ 77.2%

Item	Agenda	Board	Ethos		Result
6.6	Re-elect Dr. Jean-Pierre Roth to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Roth to the board of directors, he cannot be elected to the committee.	✓ 82.8%
7	Re-elect Mr. Bernhard Lehmann as independent proxy	FOR	FOR		✓ 95.5%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.	✓ 83.7%
9	Amend articles of association: Virtual general meeting	FOR	FOR		✓ 79.2%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 84.2%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members	FOR	FOR	✓ 98.8%
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	✓ 97.3%
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 96.2%
	Elections to the board of directors			
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	✓ 95.3%
5.2	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 99.0%
5.3	Re-elect Dr. oec. Adrienne Corboud Fumagalli	FOR	FOR	✓ 99.4%
5.4	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 98.7%
5.5	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	✓ 98.9%
5.6	Re-elect Dr. oec. Frank Keuper	FOR	FOR	✓ 98.9%
5.7	Re-elect Mr. Stefan Loacker	FOR	FOR	✓ 99.2%
5.8	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	FOR	✓ 93.1%
5.9	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓ 98.6%
5.10	Re-elect Ms. Franziska Tschudi Sauber	FOR	FOR	✓ 97.0%
5.11	Re-elect Dr. iur. Klaus Tschütscher	FOR	FOR	✓ 94.3%
	Elections to the remuneration committee			
5.12	Elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR	✓ 97.9%
5.13	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	FOR	✓ 85.2%
5.14	Re-elect Dr. iur. Klaus Tschütscher to the remuneration committee	FOR	FOR	✓ 85.4%
6	Re-elect Mr. Andreas Zürcher as independent proxy	FOR	FOR	✓ 99.9%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 95.5%

Item	Agenda	Board	Ethos	Result
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.4%

Item	Agenda	Board	Ethos		Result
1.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 74.8%
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 93.7%
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  Past awards do not allow confirmation of the link between pay and performance.	✓ 88.7%
4	Discharge board members	FOR	FOR		✓ 98.2%
5.1	Elections to the board of directors				
5.1.1	Elect Mr. Sergio Ermotti as chairman and board member	FOR	FOR		✓ 96.4%
5.1.2	Re-elect Dr. oec. Raymond K. F. Ch'ien	FOR	FOR		✓ 96.7%
5.1.3	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 94.3%
5.1.4	Re-elect Ms. Karen Gavan	FOR	FOR		✓ 98.9%
5.1.5	Re-elect Mr. Joachim Oechsli	FOR	FOR		✓ 98.6%
5.1.6	Re-elect Ms. Deanna Ong	FOR	FOR		✓ 99.0%
5.1.7	Re-elect Mr. Jay Ralph	FOR	FOR		✓ 98.5%
5.1.8	Re-elect Dr. Jörg Reinhardt	FOR	FOR		✓ 98.2%
5.1.9	Re-elect Mr. Philip K. Ryan	FOR	FOR		✓ 98.3%
5.1.10	Re-elect Mr. Sir Paul Tucker	FOR	FOR		✓ 98.5%
5.1.11	Re-elect Mr. Jacques de Vaucleroy	FOR	FOR		✓ 98.0%
5.1.12	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	She has a major conflict of interest that is incompatible with his role as board member.	✓ 92.9%
5.1.13	Re-elect Mr. Larry Zimpleman	FOR	FOR		✓ 96.5%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. oec. Raymond K. F. Ch'ien to the remuneration committee	FOR	FOR		✓ 82.7%

Item	Agenda	Board	Ethos		Result
5.2.2	Re-elect Dr. oec. Renato Fassbind to the remuneration committee	FOR	FOR		✓ 85.2%
5.2.3	Re-elect Ms. Karen Gavan to the remuneration committee	FOR	FOR		✓ 86.2%
5.2.4	Re-elect Dr. Jörg Reinhardt to the remuneration committee	FOR	FOR		✓ 85.9%
5.2.5	Re-elect Mr. Jacques de Vaucleroy to the remuneration committee	FOR	FOR		✓ 85.2%
5.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.5%
5.4	Re-elect KPMG as auditors	FOR	FOR		✓ 98.3%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p> <p>The remuneration of the chairman exceeds the average remuneration of the members of the executive management without adequate justification.</p>	✓ 87.3%
6.2	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 maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	✓ 88.1%
7	Approve renewal of authorised capital	FOR	FOR		✓ 96.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 98.0%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8%
4	Discharge board members and executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 64.3%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Heinrich Christen as board member and chairman	WITH-DRAWN	WITH-DRAWN		–
	Board proposal not on the agenda: Elect Mr. Jens Alder as board member and chairman	FOR	FOR		✓ 99.0%
5.1.b	Re-elect Dr. Svein Richard Brandtzæg	FOR	FOR		✓ 99.4%
5.1.c	Re-elect Mr. David Metzger	FOR	FOR		✓ 99.7%
5.1.d	Re-elect Dr. Michael Schwarzkopf	FOR	FOR		✓ 99.7%
5.1.e	Re-elect Ms. Karin Sonnenmoser	FOR	FOR		✓ 99.7%
5.1.f	Re-elect Mr. Jörg Walther	FOR	FOR		✓ 99.8%
5.1.g	Re-elect Mr. Adrian Widmer	FOR	FOR		✓ 99.5%
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Mr. Heinrich Christen to the remuneration committee	WITH-DRAWN	WITH-DRAWN		–
	Board proposal not on the agenda: Elect Mr. Jens Alder to the remuneration committee	FOR	FOR		✓ 99.0%
5.2.b	Re-elect Dr. Svein Richard Brandtzæg to the remuneration committee	FOR	FOR		✓ 99.3%
5.2.c	Elect Dr. Michael Schwarzkopf to the remuneration committee	FOR	FOR		✓ 99.6%
5.3	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 68.8%
5.4	Re-elect Burger & Müller as independent proxy	FOR	FOR		✓ 99.9%



Item	Agenda	Board	Ethos		Result
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 96.5%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 98.5%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 74.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 98.2%
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Markus Dennler as board member and chairman	FOR	FOR	✓ 98.9%
4.1.b	Re-elect Dr. Monica Dell'Anna	FOR	FOR	✓ 97.4%
4.1.c	Re-elect Mr. Martin M. Naville	FOR	FOR	✓ 96.4%
4.1.d	Re-elect Dr. Beat Oberlin	FOR	FOR	✓ 95.5%
4.1.e	Re-elect Mr. Jean-Christophe Pernolet	FOR	FOR	✓ 98.0%
4.1.f	Elect Mr. Michael Ploog	FOR	FOR	✓ 98.9%
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Dr. Beat Oberlin to the remuneration committee	FOR	FOR	✓ 90.5%
4.2.b	Re-elect Dr. Monica Dell'Anna to the remuneration committee	FOR	FOR	✓ 96.0%
4.2.c	Elect Mr. Martin M. Naville to the remuneration committee	FOR	FOR	✓ 96.8%
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 92.2% The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.
4.4	Re-elect Mr. Juan Carlos Gil as independent proxy	FOR	FOR	✓ 100.0%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.4%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.1%
6	Amend articles of association			
6.1	Article 4: Authorised capital	FOR	FOR	✓ 99.7%
6.2	Articles 9 and 14: Powers of the general meeting and qualified majority	FOR	FOR	✓ 99.9%
6.3	Article 10: Convocation of an extraordinary general meeting	FOR	FOR	✓ 99.9%
6.4	Article 11: Inclusion of an item on the agenda	FOR	FOR	✓ 99.9%
6.5	Article 16: Size of the board of directors	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
6.6	Article 16: External mandates of the board of directors and the executive management	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend from capital contributions reserves			
2.a	Approve allocation of income	FOR	FOR	✓ 99.3%
2.b	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 97.6%
4	Elections to the board of directors			
4.1.a	Re-elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 99.5%
4.1.b	Re-elect Dr. Oliver Fetzner	FOR	FOR	✓ 99.0%
4.1.c	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 88.1%
4.1.d	Re-elect Dr. Karen Hübscher	FOR	FOR	✓ 92.4%
4.1.e	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 99.1%
4.1.f	Re-elect Dr. Daniel R. Marshak	FOR	FOR	✓ 99.5%
4.2	Re-elect Dr. Lukas Braunschweiler as chairman of the board	FOR	FOR	✓ 99.5%
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. Oliver Fetzner to the remuneration committee	FOR	FOR	✓ 98.2%
4.3.b	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	✓ 97.1%
4.3.c	Re-elect Dr. Daniel R. Marshak to the remuneration committee	FOR	FOR	✓ 98.7%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9%
4.5	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 100.0%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 84.7% The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.6%

Item	Agenda	Board	Ethos	Result
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	<p>✓ 87.0%</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 96.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Approve renewal of authorised capital	FOR	FOR	✓ 95.6%
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	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive. ✓ 86.5%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. ✓ 84.1%
6	Elections to the board of directors			
6.1	Elect Mr. James Benson	FOR	FOR	✓ 99.9%
6.2.1	Re-elect Mr. Andreas Andreades as board member and chairman	FOR	FOR	✓ 89.5%
6.2.2	Re-elect Mr. Thibault de Tersant	FOR	FOR	✓ 99.6%
6.2.3	Re-elect Mr. Ian Cookson	FOR	FOR	✓ 74.6%
6.2.4	Re-elect Mr. Erik Hansen	FOR	FOR	✓ 94.8%
6.2.5	Re-elect Dr. Peter Spenser	FOR	FOR	✓ 99.6%
6.2.6	Re-elect Dr. Homaira Akbari	FOR	FOR	✓ 98.5%
6.2.7	Re-elect Mr. Maurizio Carli	FOR	FOR	✓ 99.4%
7	Elections to the remuneration committee			
7.1	Re-elect Dr. Homaira Akbari to the remuneration committee	FOR	FOR	✓ 97.6%
7.2	Re-elect Dr. Peter Spenser to the remuneration committee	FOR	FOR	✓ 97.9%
7.3	Re-elect Mr. Maurizio Carli to the remuneration committee	FOR	FOR	✓ 97.7%
7.4	Elect Mr. James Benson to the remuneration committee	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
8	Re-elect Perréard de Bocard SA as independent proxy	FOR	FOR		✓ 98.4%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 89.6%

Item	Agenda	Board	Ethos	Result	
1	Chairman's speech	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	FOR	✓	
3	Approve allocation of income	FOR	FOR	✓	
4.1	Discharge board members	FOR	FOR	✓	
4.2	Discharge members of the executive management	FOR	FOR	✓	
5	Elections to the board of directors				
5.1	Re-elect Mr. François Frôté	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 19 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.2	Re-elect Mr. Michel Rollier	FOR	FOR	✓	
5.3	Re-elect Mr. Walter Fust	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p>	✓
5.4	Re-elect Mr. Till Fust	FOR	FOR	✓	
6	Re-elect Mr. François Frôté as board chairman	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected as chairman.</p>	✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. François Frôté to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected to the committee.</p>	✓
7.2	Re-elect Mr. Michel Rollier to the remuneration committee	FOR	FOR	✓	
7.3	Re-elect Mr. Walter Fust to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Fust to the board of directors, he cannot be elected to the committee.</p>	✓
7.4	Re-elect Mr. Till Fust to the remuneration committee	FOR	FOR	✓	
8	Re-elect Me Roland Schweizer as independent proxy	FOR	FOR	✓	



Item	Agenda	Board	Ethos		Result
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.  The remuneration committee or the board of directors have excessive discretion with regard to awards.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 99.7%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Pietro P. Supino-Coninx as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓ 91.7%
4.1.2	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (former CEO), the board independence is insufficient (25.0%) and he is the lead director.	✓ 93.2%
4.1.3	Re-elect Ms. Pascale Bruderer	FOR	FOR		✓ 93.3%
4.1.4	Re-elect Mr. Pierre Lamunière	FOR	● OPPOSE	He is not independent (board tenure of 12 years, business connections) and the board independence is insufficient (25.0%).	✓ 91.7%
4.1.5	Re-elect Dr. Sverre Munck	FOR	FOR		✓ 93.3%
4.1.6	Re-elect Mr. Konstantin Richter	FOR	FOR		✓ 93.2%
4.1.7	Re-elect Mr. Andreas Schulthess	FOR	FOR		✓ 92.6%
4.1.8	Re-elect Mr. Christoph Tonini	FOR	● OPPOSE	He is not independent (former CEO) and the board independence is insufficient (25.0%).	✓ 93.2%
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Mr. Martin Kall to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.  He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 92.5%
4.2.2	Re-elect Mr. Pierre Lamunière to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.	✓ 91.3%

Item	Agenda	Board	Ethos		Result
4.2.3	Re-elect Mr. Andreas Schulthess to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.  He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 91.8%
4.3	Re-elect Dr. Gabriela Wyss as independent proxy	FOR	FOR		✓ 100.0%
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9%
5	Binding votes on the remuneration of the board of directors and the executive management				
5.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman/CEO is significantly higher than that of the peer group.  The remuneration of the chairman/CEO exceeds the average remuneration of the members of the executive management without adequate justification.	✓ 98.5%
5.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 98.1%
5.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.  The plans do not respect Ethos' guidelines.  The total remuneration of is excessive in view of the size and performance of the company.	✓ 91.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 98.4%
3	Discharge board members and executive management	FOR	FOR		✓ 99.0%
4.1	Increase conditional capital for employees	FOR	● OPPOSE	The potential dilution is excessive.	✓ 77.9%
4.2	Renew authorised capital	FOR	FOR		✓ 97.5%
5	Elections to the board of directors				
5.1	Re-elect Mr. André Müller as board member and chairman	FOR	FOR		✓ 99.3%
5.2	Re-elect Ms. Gina Domanig	FOR	FOR		✓ 99.1%
5.3	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 99.4%
5.4	Re-elect Dr. Annette Rinck	FOR	FOR		✓ 99.4%
5.5	Re-elect Mr. Markus Borchert	FOR	FOR		✓ 99.2%
5.6	Re-elect Mr. Thomas Seiler	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 89.3%
5.7	Re-elect Mr. Jean-Pierre Wyss	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Production and Quality).	✓ 89.7%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Ms. Gina Domanig to the nomination and remuneration committee	FOR	FOR		✓ 98.1%
6.2	Re-elect Mr. Markus Borchert to the nomination and remuneration committee	FOR	FOR		✓ 98.3%
7.1	Advisory retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 90.7%
7.2	Advisory retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 73.7%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 90.2%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 90.0%
9	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 98.4%
10	Re-elect KPMG as auditors	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 85.7% The remuneration report is not in line with Ethos' guidelines.
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
4	Discharge board members and executive management	FOR	FOR	✓ 91.4%
5	Elections to the board of directors			
5.1	Re-elect Dr. oec. Axel Weber as board member and chairman	FOR	FOR	✓ 92.0%
5.2	Re-elect Mr. Jeremy Anderson	FOR	FOR	✓ 99.0%
5.3	Re-elect Mr. William Dudley	FOR	FOR	✓ 99.0%
5.4	Re-elect Prof. Dr. iur. Reto Francioni	FOR	FOR	✓ 98.8%
5.5	Re-elect Prof. Dr. oec. Fred Hu	FOR	FOR	✓ 90.0%
5.6	Re-elect Mr. Mark Hughes	FOR	FOR	✓ 99.0%
5.7	Re-elect Ms. Nathalie Rachou	FOR	FOR	✓ 96.5%
5.8	Re-elect Ms. Julie G. Richardson	FOR	FOR	✓ 94.9%
5.9	Re-elect Dr. math. Dieter Wemmer	FOR	FOR	✓ 98.9%
5.10	Re-elect Ms. Jeanette Wong	FOR	FOR	✓ 98.7%
6.1	Elect Ms. Claudia Böckstiegel	FOR	FOR	✓ 99.2%
6.2	Elect Mr. Patrick Firmenich	FOR	FOR	✓ 99.2%
7	Elections to the remuneration committee			
7.1	Re-elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR	✓ 93.0%
7.2	Re-elect Prof. Dr. iur. Reto Francioni to the remuneration committee	FOR	FOR	✓ 94.0%
7.3	Re-elect Dr. math. Dieter Wemmer to the remuneration committee	FOR	FOR	✓ 94.2%
7.4	Re-elect Ms. Jeanette Wong to the remuneration committee	FOR	FOR	✓ 96.8%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 91.1% The remuneration is significantly higher than that of the peer group.

Item	Agenda	Board	Ethos		Result
8.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The requested amount does not allow to respect Ethos' guidelines.	✓ 84.8%
8.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 91.8%
9.1	Re-elect ADB Altorfer Duss & Beilstein AG as independent proxy	FOR	FOR		✓ 99.8%
9.2	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓ 94.2%
9.3	Re-elect BDO as special auditors	FOR	FOR		✓ 99.2%
10	Amend articles of association	FOR	FOR		✓ 99.3%
11	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.5%
12	Approve share buyback programme	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 93.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration is significantly higher than that of the peer group.</p>	✓
5.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration of the CEO is significantly higher than that of the peer group.	✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Gustav Stenbolt as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓
6.2	Re-elect Mr. Philipp LeibundGut	FOR	● OPPOSE	He holds an executive function in the company.	✓
6.3	Re-elect Mr. Olivier Brunisholz	FOR	FOR		✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Philipp LeibundGut to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. LeibundGut to the board of directors, he cannot be elected to the committee.</p> <p>He holds an executive function in the company.</p>	✓

Item	Agenda	Board	Ethos		Result
7.2	Re-elect Mr. Gustav Stenbolt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Stenbolt to the board of directors, he cannot be elected to the committee.  He holds an executive function in the company.	✓
7.3	Re-elect Mr. Olivier Brunisholz to the remuneration committee	FOR	FOR		✓
8	Re-elect BDO as auditors	FOR	FOR		✓
9	Re-elect Martin Rechtsanwälte GmbH as independent proxy	FOR	FOR		✓



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 90.0%
3	Discharge board members and executive management	FOR	FOR		✓ 98.4%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 91.8%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 88.9%
5.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 88.6%
6.1-6.2	Elections to the board of directors				
6.1.1	Re-elect Mr. Markus Gygax as board member and chairman	FOR	FOR		✓ 97.3%
6.1.2	Re-elect Prof. Dr. Christoph B. Bühler	FOR	FOR		✓ 99.1%
6.1.3	Re-elect Ms. Barbara Artmann	FOR	FOR		✓ 99.1%
6.1.4	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR		✓ 97.2%
6.1.5	Re-elect Dr. Maya Bundt	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 90.1%
6.1.6	Re-elect Ms. Nicole Pauli	FOR	FOR		✓ 99.0%
6.1.7	Re-elect Mr. Ronald Trächsel	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 80.1%
6.2	Elect Mr. Roger Harlacher	FOR	FOR		✓ 98.7%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Dr. Maya Bundt to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Bundt to the board of directors, she cannot be elected to the committee.	✓ 88.0%
7.2	Re-elect Mr. Markus Gygax to the nomination and remuneration committee	FOR	FOR		✓ 94.5%
7.3	Elect Mr. Roger Harlacher to the nomination and remuneration committee	FOR	FOR		✓ 96.3%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 97.1%

Item	Agenda	Board	Ethos	Result
9	Re-elect Tschümperlin Lötscher Schwarz AG as independent proxy	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Advisory vote on the remuneration report	FOR	FOR		✓
4	Approve renewal of authorised capital	FOR	FOR		✓
5	Discharge board members and executive management	FOR	FOR		✓
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Manuel Leuthold	FOR	FOR		✓
6.1.b	Re-elect Mr. Jaume Martos Sabater	FOR	● OPPOSE	He is also a permanent "de facto" member of the executive management (CEO Stoneweg SA).	✓
6.1.c	Re-elect Mr. Patrick Richard	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.1.d	Re-elect Mr. Taner Alicehic	FOR	● OPPOSE	He is also a permanent "de facto" member of the executive management (Investor relations Stoneweg SA) and serves on the audit committee.	✓
6.1.e	Re-elect Mr. Stefan Buser	FOR	FOR		✓
6.1.f	Re-elect Mr. Dany Roizman	FOR	FOR		✓
6.1.g	Re-elect Dr. Beat Schwab	FOR	FOR		✓
6.1.h	Re-elect Mr. Pierre Grégoire Baudin	FOR	FOR		✓
6.2	Re-elect Mr. Manuel Leuthold as board chairman	FOR	FOR		✓
6.3	Elections to the remuneration committee				
6.3.a	Re-elect Mr. Stefan Buser to the remuneration committee	FOR	FOR		✓
6.3.b	Re-elect Dr. Beat Schwab to the remuneration committee	FOR	FOR		✓
6.4	Re-elect KPMG as auditors	FOR	FOR		✓
6.5	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓
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	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend			
2.1	Approve allocation of income	FOR	FOR	✓ 99.9%
2.2	Approve dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.2%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Martin Komischke as member and chairman of the board	FOR	FOR	✓ 90.5%
4.1.2	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 99.5%
4.1.3	Re-elect Mr. Karl Schlegel	FOR	FOR	✓ 89.8%
4.1.4	Re-elect Dr. Hermann Gerlinger	FOR	FOR	✓ 99.9%
4.1.5	Re-elect Mr. Heinz Kundert	FOR	FOR	✓ 89.0%
4.1.6	Re-elect Dr. Libo Zhang	FOR	FOR	✓ 99.9%
4.1.7	Re-elect Mr. Daniel Lippuner	FOR	FOR	✓ 99.8%
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Dr. Martin Komischke to the nomination and remuneration committee	FOR	FOR	✓ 82.7%
4.2.2	Re-elect Mr. Karl Schlegel to the nomination and remuneration committee	FOR	FOR	✓ 57.8%
4.2.3	Re-elect Mr. Heinz Kundert to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former executive) and the committee does not include at least 50% independent members. ✓ 52.4%
5	Re-elect Mr. Roger Föhn as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 84.8%
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 93.8%
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.1%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.1%

Item	Agenda	Board	Ethos	Result
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 99.1%
7.5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos	Result
1	Present annual report and accounts	NON-VOTING	NON-VOTING	
2	Auditors' reports	NON-VOTING	NON-VOTING	
3	Approve annual report and statutory financial statements	FOR	FOR	✓
4	Approve consolidated financial statements	FOR	FOR	✓
5	Approve allocation of income and dividend	FOR	FOR	✓
6	Discharge board members	FOR	FOR	✓
7	Elections to the board of directors			
7.1	Re-elect Ms. Chantal Balet Emery	FOR	● OPPOSE	She has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓
7.2	Re-elect Mr. Martin Albers	FOR	FOR	✓
7.3	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR	✓
7.4	Re-elect Ms. Eftychia Fischer	FOR	FOR	✓
7.5	Re-elect Mr. Philippe Hebeisen	FOR	FOR	✓
7.6	Re-elect Mr. Peter Kofmel	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓
7.7	Re-elect Mr. Cédric Moret	FOR	FOR	✓
7.8	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓
8	Elect Mr. Philippe Hebeisen as board chairman	FOR	FOR	✓
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR	✓
9.2	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Balet Emery to the board of directors, she cannot be elected to the committee. ✓
9.3	Re-elect Ms. Eftychia Fischer to the remuneration committee	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	✓

Item	Agenda	Board	Ethos	Result
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
11	Re-elect ACTA Notaires et Associés as independent proxy	FOR	FOR	✓
12	Re-elect Ernst & Young as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 92.2%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.9%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.9%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR		✓ 99.8%
5.1.2	Re-elect Mr. Claude R. Cornaz as board member and chairman	FOR	FOR		✓ 93.9%
5.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR		✓ 96.7%
5.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (28.6%).</p>	✓ 91.7%
5.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR		✓ 95.1%
5.1.6	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.8%
5.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (28.6%).	✓ 94.5%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR		✓ 92.9%
5.2.2	Re-elect Dr. oec. publ. Rudolf W. Fischer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. publ. Fischer to the board of directors, he cannot be elected to the committee.	✓ 91.6%



Item	Agenda	Board	Ethos		Result
5.2.3	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 16 years) and the committee does not include at least 50% independent members.	✓ 93.7%
5.3	Elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 100.0%
5.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 92.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Discharge board members and executive management	FOR	FOR		✓ 99.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 86.8%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration is significantly higher than that of the peer group.	✓ 92.4%
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 remuneration than that of a peer group.	✓ 90.3%
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Jacques Theurillat as board member and chairman	FOR	FOR		✓ 99.0%
6.1.b	Re-elect Dr. Romeo Cerutti	FOR	FOR		✓ 99.2%
6.1.c	Re-elect Dr. Michel Burnier	FOR	FOR		✓ 99.3%
6.1.d	Re-elect Dr. Sue Mahony	FOR	FOR		✓ 99.3%
6.1.e	Re-elect Ms. Kim Stratton	FOR	FOR		✓ 99.4%
6.1.f	Elect Dr. Alexandre LeBeaut	FOR	FOR		✓ 99.5%
6.1.g	Elect Ms. Åsa Riisberg	FOR	FOR		✓ 99.4%
6.2	Elections to the remuneration committee				
6.2.a	Re-elect Dr. Sue Mahony to the remuneration committee	FOR	FOR		✓ 97.2%
6.2.b	Re-elect Dr. Michel Burnier to the remuneration committee	FOR	FOR		✓ 97.6%
6.2.c	Re-elect Dr. Romeo Cerutti to the remuneration committee	FOR	FOR		✓ 97.4%
6.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR		✓ 99.9%
6.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.	✓ 88.0%

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

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
3	Elections to the board of directors				
3.1	Re-elect Dr. rer. pol. Peter Kalantzis as board chairman	FOR	● OPPOSE	<p>He is 76 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
3.2	Re-elect Mr. Gerd Amtstätter	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 14 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
3.3	Re-elect Mr. Guido Egli	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
3.4	Re-elect Mr. August François von Finck Jr.	FOR	FOR		✓
3.5	Re-elect Dr. Christian Hennerkes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓

Item	Agenda	Board	Ethos		Result
3.6	Re-elect Mr. Gerd Peskes	FOR	● OPPOSE	<p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 21 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
4	Elections to the remuneration committee				
4.1	Re-elect Mr. Gerd Amtstätter to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Amtstätter to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the committee does not include at least 50% independent members.</p>	✓
4.2	Re-elect Mr. Guido Egli to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Egli to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the committee does not include at least 50% independent members.</p>	✓
4.3	Re-elect Mr. August François von Finck Jr. to the remuneration committee	FOR	FOR		✓
5	Re-elect Deloitte as auditors	FOR	FOR		✓
6	Re-elect Dr. Walter M. Müller as independent proxy	FOR	FOR		✓
7.1	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>	✓

Item	Agenda	Board	Ethos		Result
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The fixed remuneration is significantly higher than that of the peer group.	✓
8	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
9	Articles of association: removal of section 7	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Discharge board members and executive management	FOR	FOR	✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Elections to the board of directors and the nomination and remuneration committee			
4.1	Re-elect Mr. Herbert J. Scheidt as board member and chairman	FOR	FOR	✓ 98.8%
4.2	Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 96.2%
4.3	Re-elect Dr. Maja Baumann as board member	FOR	FOR	✓ 99.4%
4.4	Re-elect Dr. Elisabeth Bourqui as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 97.4%
4.5	Re-elect Mr. David Cole as board member	FOR	FOR	✓ 99.9%
4.6	Re-elect Mr. Stefan Loacker as board member	FOR	FOR	✓ 99.9%
4.7	Re-elect Ms. Clara C. Streit as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 93.1%
4.8	Re-elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 96.9%
4.9	Elect Mr. Andreas Utermann as board member	FOR	FOR	✓ 99.2%
4.10	Elect Dr. Michael Halbherr as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 99.1%
5	Re-elect Vischer AG as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	✓ 96.8% The audit firm has been in office for 38 years, which exceeds Ethos' guidelines.
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 80.9% The remuneration report is not in line with Ethos' guidelines.

Item	Agenda	Board	Ethos		Result
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 97.1%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 97.3%
7.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 96.9%
7.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 98.3%



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.4%
3	Discharge board members, the executive management and the statutory auditor	FOR	FOR	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Dr. iur. Thomas R. Meier	FOR	FOR	✓ 96.9%
4.2	Elect Mr. Philipp Elkuch	FOR	FOR	✓ 98.0%
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Discharge board members and executive management	FOR	FOR	✓ 98.2%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Fred Kindle as board member and chairman	FOR	FOR	✓ 86.1%
4.1.2	Re-elect Mr. Roland Iff	FOR	FOR	✓ 94.4%
4.1.3	Re-elect Dr. Albrecht Langhart	FOR	<p>● OPPOSE</p> <p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure, business connections) and the board independence is insufficient (40.0%).</p>	✓ 89.3%
4.1.4	Re-elect Mr. Roland Ledergerber	FOR	FOR	✓ 98.9%
4.1.5	Re-elect Mr. Olivier de Perregaux	FOR	FOR	✓ 98.9%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Fred Kindle to the remuneration committee	FOR	FOR	✓ 86.6%
4.2.2	Re-elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR	✓ 97.4%
5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect PricewaterhouseCoopers as auditors	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	✓ 98.3%
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 100.0%
7.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 95.4%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.3%
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 99.8%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Oliver Riemenschneider	FOR	FOR	✓ 99.9%
4.1.2	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR	✓ 99.5%
4.1.3	Re-elect Ms. Prisca Hafner	FOR	FOR	✓ 99.9%
4.1.4	Re-elect Mr. Tobias Knechtle	FOR	FOR	✓ 99.9%
4.1.5	Re-elect Ms. Petra Rumpf	FOR	FOR	✓ 99.9%
4.1.6	Re-elect Mr. Jürg Werner	FOR	FOR	✓ 99.7%
4.2	Re-elect Mr. Oliver Riemenschneider as board chairman	FOR	FOR	✓ 99.9%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Ms. Prisca Hafner to the nomination and remuneration committee	FOR	FOR	✓ 99.8%
4.3.2	Re-elect Mr. Jürg Werner to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
4.4	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 99.6%
4.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.4%
5.1	Binding prospective vote on the total 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	✓ 99.0%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Discharge board members and executive management	FOR	FOR	✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Elections to the board of directors			
4.1	Re-elect Dr. Marcel Rohner as member and chairman of the board	FOR	FOR	✓ 94.5%
4.2	Re-elect Dr. Ulrich Vischer	FOR	FOR	✓ 99.0%
4.3	Re-elect Mr. Stephan A. Müller	FOR	FOR	✓ 99.9%
4.4	Re-elect Mr. Kurt Ritz	FOR	FOR	✓ 99.9%
	Elections to the remuneration committee			
4.5	Re-elect Dr. Marcel Rohner to the remuneration committee	FOR	FOR	✓ 93.3%
4.6	Re-elect Dr. Ulrich Vischer to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the committee includes all board members. ✓ 96.6%
4.7	Re-elect Mr. Stephan A. Müller to the remuneration committee	FOR	FOR	✓ 98.5%
4.8	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR	✓ 98.4%
	Binding votes on the remuneration of the board of directors and the executive management			
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.7%
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 91.6%
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient as the company does not respect the accrual principle. ✓ 94.1%
7	Re-elect SwissLegal Dürr + Partner as independent proxy	FOR	FOR	✓ 100.0%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for more than 20 years, which exceeds Ethos' guidelines. ✓ 98.5%
				On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.9%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 85.5%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 98.7%
4	Approve increase of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 93.2%
5	Approve increase of the conditional capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.  The transparency of the share-based plan for which the requested capital is intended is insufficient.	✓ 93.1%
6	Elections to the board of directors				
6.1	Re-elect Mr. Carlos Creus Moreira	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.6%
6.2	Re-elect Mr. Peter Ward	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓ 98.4%
6.3	Re-elect Mr. Philippe Doubre	FOR	● OPPOSE	He is 86 years old, which exceeds Ethos' guidelines.  He is not independent (various reasons) and the board independence is insufficient (42.9%).	✓ 97.7%

Item	Agenda	Board	Ethos		Result
6.4	Re-elect Mr. David Fergusson	FOR	FOR		✓ 99.2%
6.5	Re-elect Mr. Jean-Philippe Ladisa	FOR	FOR		✓ 99.4%
6.6	Re-elect Mr. Eric Pellaton	FOR	FOR		✓ 99.5%
6.7	Re-elect Mr. Hans-Christian Boos	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓ 99.1%
7	Re-elect Mr. Carlos Creus Moreira as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Moreira to the board of directors, he cannot be elected as chairman.	✓ 97.8%
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Mr. David Fergusson to the nomination and remuneration committee	FOR	FOR		✓ 99.1%
8.2	Re-elect Mr. Philippe Doubre to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Doubre to the board of directors, he cannot be elected to the committee.	✓ 97.6%
8.3	Re-elect Mr. Eric Pellaton to the nomination and remuneration committee	FOR	FOR		✓ 99.4%
9	Re-elect BDO as auditors	FOR	FOR		✓ 99.0%
10	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.0%
11	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive options.</p>	✓ 93.1%
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive options.</p>	✓ 93.2%

Item	Agenda	Board	Ethos	Result
12.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	<p>✓ 93.1%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation of the company.	✓ 99.4%
3	Discharge board members and executive management	FOR	FOR		✓
4	Binding votes on the remuneration of the board of directors and the executive management				
4.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 99.3%
4.b	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 91.6%
4.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.6%
4.d	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 92.2%
5.a	Elections to the board of directors				
5.a.1	Re-elect Dr. Willy Michel	FOR	FOR		✓ 99.3%
5.a.2	Re-elect Mr. Paul R. Fonteyne	FOR	FOR		✓ 100.0%
5.a.3	Re-elect Dr. Martin Münchbach	FOR	FOR		✓ 100.0%
5.a.4	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 99.9%
5.a.5	Elect Ms. Betül Susamis Unaran	FOR	FOR		✓ 99.9%
5.b	Re-elect Dr. Willy Michel as board chairman	FOR	FOR		✓ 98.8%
5.c	Elections to the remuneration committee				
5.c.1	Re-elect Mr. Paul R. Fonteyne to the remuneration committee	FOR	FOR		✓ 98.3%
5.c.2	Re-elect Dr. Martin Münchbach to the remuneration committee	FOR	FOR		✓ 98.3%
5.c.3	Re-elect Mr. Gilbert Achermann to the remuneration committee	FOR	FOR		✓ 98.4%
5.c.4	Elect Ms. Betül Susamis Unaran to the remuneration committee	FOR	FOR		✓ 99.8%
5.d	Re-elect Dr. Peter Stähli as independent proxy	FOR	FOR		✓ 100.0%
5.e	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9%
6.a	Approve creation of authorised capital	FOR	FOR		✓ 98.2%



Item	Agenda	Board	Ethos	Result
6.b	Amend articles of association: Virtual general meeting	FOR	FOR	✓ 91.8%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	FOR	✓
2	Approve allocation of balance sheet result	FOR	FOR	✓
3	Approve dividend from capital contribution reserves	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Wolfgang Zürcher	FOR	FOR	✓
5.1.2	Re-elect Mr. Vladislav Osipov	FOR	FOR	✓
5.1.3	Re-elect Mr. David C. Schärli	FOR	FOR	✓
5.1.4	Re-elect Dr. Markus Wesnitzer	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (25.0%). ✓
5.2	Re-elect Dr. Wolfgang Zürcher as board chairman	FOR	FOR	✓
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Dr. Wolfgang Zürcher to the nomination and remuneration committee	FOR	FOR	✓
5.3.2	Re-elect Mr. Vladislav Osipov to the nomination and remuneration committee	FOR	FOR	✓
5.3.3	Re-elect Dr. Markus Wesnitzer to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. rer. pol. Wesnitzer to the board of directors, he cannot be elected to the committee. ✓
5.3.4	Elect Mr. David C. Schärli to the nomination and remuneration committee	FOR	FOR	✓
5.4	Re-elect Adtrexa AG as independent proxy	FOR	FOR	✓
5.5	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓
6	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. ✓

Item	Agenda	Board	Ethos		Result
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 94.6%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5%
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1%
4	Discharge board members and executive management	FOR	FOR	✓ 100.0%
5.1	Appoint Mr. Armin Meier as representative of the holders of registered shares B	FOR	FOR	✓ 93.2%
5.2	Elections to the board of directors			
5.2.1	Re-elect Dr. Beat Schwab	FOR	FOR	✓ 98.1%
5.2.2	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR	✓ 96.4%
5.2.3	Re-elect Mr. Armin Meier	FOR	FOR	✓ 97.2%
5.2.4	Re-elect Mr. Johannes Stöckli	FOR	FOR	✓ 96.4%
5.2.5	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 94.6%
5.3	Re-elect Dr. Beat Schwab as board chairman	FOR	FOR	✓ 98.0%
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Mr. Armin Meier to the nomination and remuneration committee	FOR	FOR	✓ 95.4%
5.4.2	Re-elect Mr. Martin Wipfli to the nomination and remuneration committee	FOR	FOR	✓ 94.6%
5.5	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 98.7%
5.6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓ 99.7%
2	Discharge board members	FOR	FOR	✓ 99.5%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
Binding votes on the remuneration of the board of directors and the executive management				
4	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.2%
5	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓ 93.4%</p> <p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is higher than the amount requested at the general meeting.</p>
6	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.0%
7	Elections to the board of directors			
7.1	Re-elect Dr. Urs Rügsegger	FOR	FOR	✓ 94.5%
7.2	Re-elect Dr. Jacques Bossart	FOR	FOR	✓ 98.1%
7.3	Re-elect Dr. Silvan Schriber	FOR	FOR	✓ 97.6%
8	Re-elect Dr. Urs Rügsegger as board chairman	FOR	FOR	✓ 97.6%
9	Elections to the remuneration committee			
9.1	Re-elect Dr. Urs Rügsegger to the remuneration committee	FOR	FOR	✓ 96.7%
9.2	Re-elect Dr. Jacques Bossart to the remuneration committee	FOR	FOR	✓ 98.3%
10	Re-elect Mr. René Peyer as independent proxy	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.6%
2	Approve allocation of income	FOR	FOR		✓ 98.3%
3	Discharge board members and executive management	FOR	FOR		✓ 98.1%
4	Creation of an authorised capital	FOR	FOR		✓ 95.2%
5	Increase of the conditional share capital for financing, acquisitions and other purposes	FOR	FOR		✓ 95.4%
6	Designation of the remuneration committee	FOR	FOR		✓ 98.1%
7	Elections to the board of directors				
7.1	Re-elect Prof. Stefan Feuerstein as board member and chairman	FOR	FOR		✓ 93.6%
7.2	Re-elect Prof. Dr. Volker Amelung	FOR	FOR		✓ 96.8%
7.3	Re-elect Dr. Christian Mielsch	FOR	FOR		✓ 97.0%
7.4	Re-elect Mr. Walter Oberhänsli	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.1%
7.5	Re-elect Dr. Thomas Schneider	FOR	● OPPOSE	He has been a member of the board for 26 years, which exceeds Ethos' guidelines.	✓ 91.8%
7.6	Re-elect Mr. Florian Seubert	FOR	FOR		✓ 97.8%
7.7	Elect Prof. Dr. Andréa Belliger	FOR	FOR		✓ 97.4%
8	Elections to the remuneration committee				
8.1	Re-elect Prof. Stefan Feuerstein to the remuneration committee	FOR	FOR		✓ 93.4%
8.2	Re-elect Dr. Thomas Schneider to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Schneider to the board of directors, he cannot be elected to the committee.	✓ 88.6%
8.3	Re-elect Mr. Florian Seubert to the remuneration committee	FOR	FOR		✓ 94.2%
9	Re-elect FÜRER Partner Advocaten KIG as independent proxy	FOR	FOR		✓ 98.9%
10	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 94.9%
11.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 80.0%

Item	Agenda	Board	Ethos	Result
11.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.7%
11.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	✓ 84.4%  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  Past awards do not allow confirmation of the link between pay and performance.
11.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 88.7%

Item	Agenda	Board	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	✓ 78.1% The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
3	Discharge board members and executive management	FOR	FOR	✓ 98.3%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Michel M. Liès as board member and chairman	FOR	FOR	✓ 99.4%
4.1.2	Re-elect Ms. Joan Amble	FOR	FOR	✓ 99.5%
4.1.3	Re-elect Ms. Catherine P. Bessant	FOR	FOR	✓ 99.1%
4.1.4	Re-elect Ms. Dame Alison J. Carnwath	FOR	FOR	✓ 98.7%
4.1.5	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR	✓ 99.1%
4.1.6	Re-elect Mr. Michael Halbherr	FOR	FOR	✓ 99.6%
4.1.7	Re-elect Mr. Jeffrey Hayman	WITH-DRAWN	WITH-DRAWN	–
4.1.8	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.0%
4.1.9	Re-elect Mr. Kishore Mahbubani	FOR	FOR	✓ 99.0%
4.1.10	Re-elect Ms. Jasmin Staiblin	FOR	FOR	✓ 99.0%
4.1.11	Re-elect Mr. Barry Stowe	FOR	FOR	✓ 99.1%
4.1.12	Elect Ms. Sabine Keller-Busse	FOR	FOR	✓ 99.0%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Michel M. Liès to the remuneration committee	FOR	FOR	✓ 87.8%
4.2.2	Re-elect Ms. Catherine P. Bessant to the remuneration committee	FOR	FOR	✓ 87.4%
4.2.3	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR	✓ 87.0%
4.2.4	Re-elect Mr. Kishore Mahbubani to the remuneration committee	FOR	FOR	✓ 87.3%
4.2.5	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR	✓ 87.3%
4.2.6	Elect Ms. Sabine Keller-Busse to the remuneration committee	FOR	FOR	✓ 98.5%
4.3	Re-elect the Law Office Keller Partnership as independent proxy	FOR	FOR	✓ 99.8%



Item	Agenda	Board	Ethos		Result
4.4	Elect Ernst & Young as new auditors	FOR	FOR		✓ 99.2%
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	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 86.9%
6	Approve renewal of authorised capital	FOR	FOR		✓ 87.1%

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Present auditors' reports	NON-VOTING	NON-VOTING	
3.a	Approve annual report	FOR	FOR	✓ 100.0%
3.b	Approve statutory and consolidated financial statements	FOR	FOR	✓ 100.0%
3.c	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0%
3.d	Discharge board members	FOR	● OPPOSE	✓ Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
4.a	Elections to the board of directors			
4.a.1	Re-elect Mr. Yves Bosson as board member and chairman	FOR	FOR	✓
4.a.2	Re-elect Mr. Francesco Punzo	FOR	● OPPOSE	✓ He is also a permanent member of the executive management (CEO).
4.a.3	Re-elect Mr. Roberto Raggiotto	FOR	FOR	✓
4.b	Elections to the nomination and remuneration committee			
4.b.1	Re-elect Mr. Roberto Raggiotto to the nomination and remuneration committee	FOR	FOR	✓
4.b.2	Elect Mr. Francesco Punzo to the nomination and remuneration committee	FOR	● OPPOSE	✓ As Ethos did not support the election of Mr. Punzo to the board of directors, he cannot be elected to the committee.  He holds an executive function in the company.
4.c	Elect Mazars as auditors	FOR	FOR	✓
4.d	Re-elect Mr. Laurent Nicod as independent proxy	FOR	FOR	✓
5	Binding votes on the remuneration of the board of directors and the executive management			
5.a.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.a.2	Binding prospective vote to increase the total remuneration of the executive management	FOR	FOR	✓
5.a.3	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](http://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.