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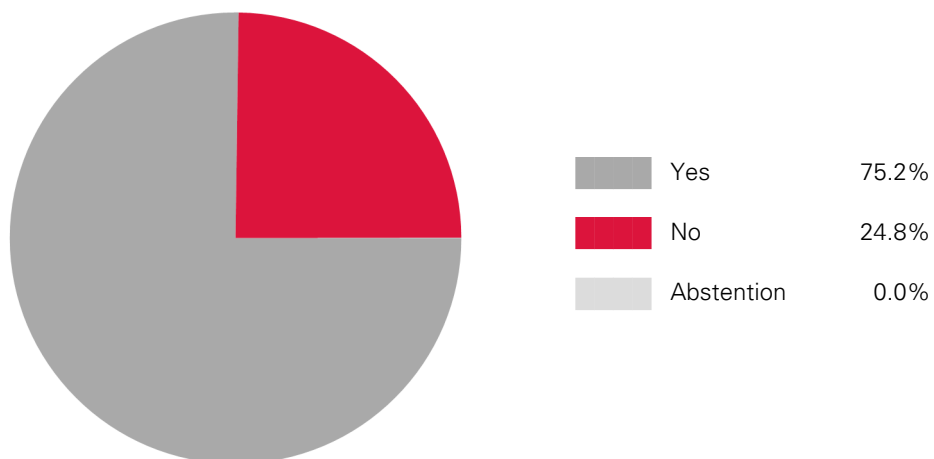
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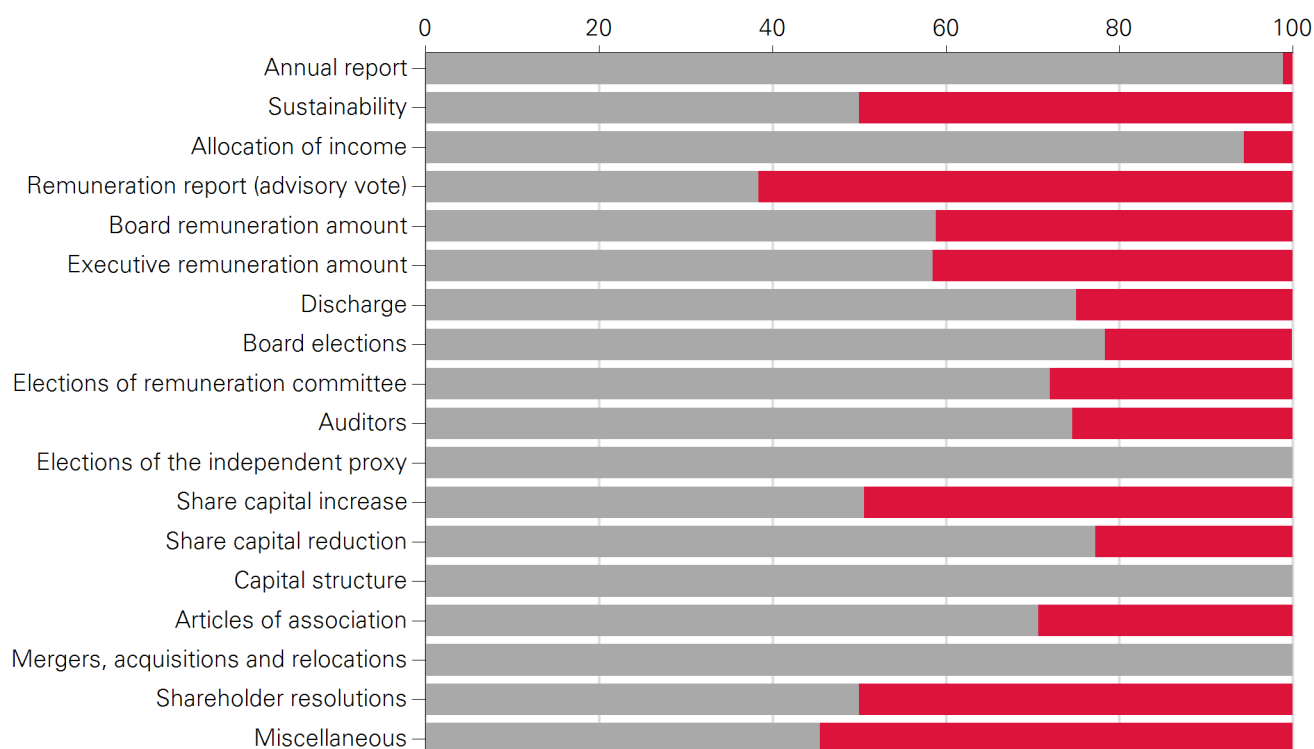
## 1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	168	3215	2424	790	1
Extraordinary general meetings	1	9	1	8	0
<b>Total</b>	<b>169</b>	<b>3224</b>	<b>2425</b>	<b>798</b>	<b>1</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	175	98.9%	2	1.1%	0	0.0%	177
Sustainability	2	50.0%	2	50.0%	0	0.0%	4
Allocation of income	185	94.4%	11	5.6%	0	0.0%	196
Remuneration report (advisory vote)	43	38.4%	69	61.6%	0	0.0%	112
Board remuneration amount	103	58.9%	72	41.1%	0	0.0%	175
Executive remuneration amount	145	58.5%	103	41.5%	0	0.0%	248
Discharge	141	75.0%	47	25.0%	0	0.0%	188
Board elections	897	78.3%	247	21.6%	1	0.1%	1145
Elections of remuneration committee	329	72.0%	128	28.0%	0	0.0%	457
Auditors	126	74.6%	43	25.4%	0	0.0%	169
Elections of the independent proxy	158	100.0%	0	0.0%	0	0.0%	158
Share capital increase	45	50.6%	44	49.4%	0	0.0%	89
Share capital reduction	17	77.3%	5	22.7%	0	0.0%	22
Capital structure	9	100.0%	0	0.0%	0	0.0%	9
Articles of association	41	70.7%	17	29.3%	0	0.0%	58
Mergers, acquisitions and relocations	2	100.0%	0	0.0%	0	0.0%	2
Shareholder resolutions	2	50.0%	2	50.0%	0	0.0%	4
Miscellaneous	5	45.5%	6	54.5%	0	0.0%	11

## 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	Sustainability	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	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
Addex Therapeutics	09.05.2022	AGM	✓		✓	✗	✗	✗	✗	◐	✗	✓	✓	✗	✓					
Adecco	13.04.2022	AGM	✓		✓	✗	✗	✗	✓	✓	✓	✓	✓	✓	✓					
Adval Tech	19.05.2022	AGM	✓		✓	✓	✗	✓	✗	◐	✓	✓	✓							
Aevis Victoria	28.04.2022	AGM	✓		◐	✗	✗	✗	✓	◐	✗	✓	✓	✗			✓			
Airesis	13.06.2022	AGM	✓		✓	✓	✗	✗	✗	◐	✓	✓	✓							
Alcon	27.04.2022	AGM	✓		✓	✗	✓	✗	✓	◐	◐	✓	✓							
Allreal	08.04.2022	AGM	✓		✓	✓	✓	✓	✓	◐	◐	✓	✓	✓		✓	✓			
Aluflexpack	17.05.2022	AGM	✓		✓		✓	✓	✓	◐	◐	✓	✓							
ams-Osram	24.06.2022	AGM				✗			✓	✓		✓								
APG SGA	28.04.2022	AGM	✓		✗		✗	◐	✓	◐	◐	✓	✓							
Arbonia	22.04.2022	AGM	✓		✓	✗	✓	✗	✗	◐		✗	✓	✓				✗		
Arundel	31.05.2022	AGM	✓		✓	✓	✓	✓	✗	✗	✗	✗	✓	✗						
Ascom	13.04.2022	AGM	✓		✓	✓	✓	◐	✓	✓	✓	✓	✓	✓						
ASmallWorld	29.04.2022	AGM	✓		✓		✗	✗	✗	✗	✗	✓	✓	◐						
Bachem	27.04.2022	AGM	✓		✓		✓	✓	✓	✓	◐	✓	✓			✓	✗			
Bâloise	29.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Bank Linth	30.06.2022	AGM	✓		✓		✓	✓	✓	✓		✓	✓							
Banque Cantonale de Genève	03.05.2022	AGM	✓		✓				✓	◐		✗								
Banque Cantonale du Jura	28.04.2022	AGM	✓		✓				✓			✗								
Banque Cantonale du Valais	27.04.2022	AGM	✓		✓				✓	✗		✓	✓					✓		
Banque Cantonale Vaudoise	05.05.2022	AGM	✓		✓		✓	✓	✓	✓		✓	✓					✓		
Basilea	13.04.2022	AGM	✓		✓	✗	✗	✗	✓	✓	✓	✗	✓	✗				✓		

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Berner Kantonalbank	17.05.2022	AGM	✓		✓		✗	✗	✓	✓	🟡	✓	✓							
BKW	16.05.2022	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✗	✓							
Blackstone Resources	30.06.2022	EGM								✗	✗	✗	✓							
BNS	29.04.2022	AGM	✓		✓				✓	✓		✓							✗	
Bossard	11.04.2022	AGM	✓		✓	✓	✓	✓	✓	🟡	✓	✗	✓				✓			
Bucher Industries	12.04.2022	AGM	✓		✓	✓	✓	✓	✓	🟡	🟡	✗	✓							
Burkhalter Holding	31.05.2022	AGM	✓		✓		✓	✓	✗	🟡	🟡	✗	✓	✓			✓	✓		
BVZ Holding	13.04.2022	AGM	✓		✓		✓	✓	✓	✓	✓	✓	✓							
Bystronic	26.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✗	✓							
Calida	14.04.2022	AGM	✓	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓				✓			
Cembra Money Bank	21.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
CI Com	30.06.2022	AGM	✗		✓		✗		✗	🟡	✗	✓	✓							
Cicor Technologies	12.04.2022	AGM	✓		✓	✓	✓	🟡	✓	🟡	✓	✓	✓	✗			🟡			✗
Clariant	24.06.2022	AGM	✓		✓	✗	✓	✗	✗	🟡	✓	✓	✓				✗			
Coltene	21.04.2022	AGM	✓		✓	✓	✓	✓	✓	🟡	🟡	✓	✓							
Comet Holding	14.04.2022	AGM	✓		✓	✓	✓	🟡	✓	✓	✓	✗	✓	✓			✓			
Compagnie Financière Tradition	24.05.2022	AGM	✓		✓		✗	✗	✗	🟡	✗	✓	✓	✗			✓			
Cosmo Pharmaceuticals	27.05.2022	AGM	✓		✓				✓	✗		✓		✗	✗					✗
Credit Suisse Group	29.04.2022	AGM	✓		✗	✗	✗	✗	✗	🟡	🟡	✓	✓	✓					✓	
Dufry	17.05.2022	AGM	✓		✓	✗	✗	✗	✗	🟡	✗	✓	✓				✓			✓
Edisun Power Europe	22.04.2022	AGM	✓		🟡		✓		✗	🟡	🟡	✓	✓	✗						
EFG International	29.04.2022	AGM	✓		✓		✗	✗	✓	🟡	🟡	✓	✓	✗			✗			
Elma Electronic	21.04.2022	AGM	✓		✓		✓	✓	✓	🟡	🟡	✗	✓							
Emmi	07.04.2022	AGM	✓		✓		✓	✓	✓	🟡	✓	✓	✓							✓
Evolve	05.05.2022	AGM	✓		✓	✗	✓	✗	✓	🟡	🟡	✓	✓	✓			✓			
Feintool International	28.04.2022	AGM	✓		✓		✗	✓	✓	🟡	✗	✓	✓	✗						
Flughafen Zürich	21.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✓	✓							
Forbo	01.04.2022	AGM	✓		✓	✗	✗	✓	✓	🟡	🟡	✓	✓		✓					
Fundamenta Real Estate	07.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Galenica	11.05.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
GAM Holding	28.04.2022	AGM	✓		✓	✓	✗	✓	✓	✓	✓	✓	✓	✓						✓
Geberit	13.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✗	✓							

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Georg Fischer	20.04.2022	AGM			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓				
Glärner Kantonalbank	22.04.2022	AGM	✓		✓		✓		✓	○		✓								
Groupe Minoteries	18.05.2022	AGM	✓		✓	✓	✓	✓	✓	○	○	✗	✓							✗
Gurit	20.04.2022	AGM	✓		✓	✗	✓	✓	✓	○	○	✗	✓	✓		✓	✓			
Helvetia	29.04.2022	AGM	✓		✓		✓	✓	✓	✓	✓	✓	✓							
HIAG Immobilien	28.04.2022	AGM	✓		✓	✗	✗	✗	✓	○	✓	✗	✓							
Highlight Event and Entertainment	29.06.2022	AGM	✓			✗	✗	✗	✗	○	○	✓	✓							
Hochdorf	13.04.2022	AGM	✓		✓	✗	✓	✓	✗	✓	✓	✓	✓							
Holcim	04.05.2022	AGM	✓	✗	✓	✗	✓	✗	✓	○	✓	✓	✓							
Huber+Suhner	06.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Idorsia	14.04.2022	AGM	✓		✓	✗	✗	✗	✓	○	✓	✓	✓	✗						
Interroll	13.05.2022	AGM	✓		✓		✗	✗	✓	○	○	✓	✓							
Investis	03.05.2022	AGM	✓		✓	✗	✗	✓	✓	○	✓	✓	✓							
IVF Hartmann	26.04.2022	AGM	✓		✓	✓	✓	✓	✗	○	○	✓	✓				✓			
Julius Bär	12.04.2022	AGM	✓		✓	✗	✓	○	✓	○	✓	✗	✓		✓					
JungfrauBahn	16.05.2022	AGM	✓		✓		✓	✓	✓	✓	✓	✓	✓							
Kardex	21.04.2022	AGM	✓		✓	✗	✓	✗	✓	○	✓	✓	✓							
Kinarus Therapeutics Holding	02.05.2022	AGM	✓		✓		○	○	✗	○	○	✓	✓	✗			✗			
Komax	13.04.2022	AGM	✓		✓	✓	✗	✓	✓	○	○	✗	✓	✓			✓			
Kudelski	21.04.2022	AGM	✓		✓		✗	✗	✗	○	✗	✗	✓	○						
Kühne + Nagel	03.05.2022	AGM	✓		✓	✗	✗	✗	✓	○	✗	✓	✓	✗						
Kuros Biosciences	08.06.2022	AGM	✓		✓		✗	○	✓	○	✓	✗	✓	○						
Lalique Group	02.06.2022	AGM	✓		✓		✓	✓	✗	○	○	✓	✓							
Landis+Gyr Group	24.06.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
lastminute.com	18.05.2022	AGM	✓				✓	✗	✓	○		✓			✗					
Lem	30.06.2022	AGM	✓		✓	✗	✗	○	✓	○	○	✓	✓				✓			
Liechtensteinische Landesbank	06.05.2022	AGM	✓		✓				✓	✓		✓			✓					
Lindt & Sprüngli	28.04.2022	AGM	✓		✓	✗	✗	✗	✓	○	○	✓	✓		✓					
Lonza	05.05.2022	AGM	✓		✓	✗	✓	○	✓	✓	✓	✗	✓							
Luzerner Kantonalbank	11.04.2022	AGM	✓		✓		✓	○	✓	✓	✓	✓	✓							
MCH Group AG	23.05.2022	AGM	✓		✓		✓	✗	✓	○	○	✓	✓		✓		✓			
Medacta Group	19.05.2022	AGM	✓		✓	✗	✗	○	✓	○	○	✓	✓							

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Medartis Holding	06.04.2022	AGM	✓		✓	✗	✗	⊕	✓	⊕	⊕	✓	✓	✗						
MedMix	12.04.2022	AGM	✓		✓	✗	✓	✗	✓	⊕	⊕	✓	✓				✓			
Metall Zug	29.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✓	✓							
Meyer Burger	05.05.2022	AGM	✓		✓	✗	✗	✓	✓	⊕	⊕	✓	✓	✓						
Mikron	27.04.2022	AGM	✓		✓	✗	✓	✓	✓	⊕	✓	✓	✓							
mobilezone	06.04.2022	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	⊕					
Mobimo	12.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Molecular Partners	13.04.2022	AGM	✓		✓	✗	✗	⊕	✓	⊕	⊕	✓	✓	✗						
Montana Aerospace	18.05.2022	AGM	✓		✓		✗	✗	✓	⊕	⊕	✓	✓	✓						✗
Nestlé	07.04.2022	AGM	✓		✓	✗	✓	✗	✓	⊕	✓	✓	✓		✓					
Newron Pharmaceuticals	05.04.2022	AGM	✓									✓					✗			✓
ObsEva	18.05.2022	AGM	✓		✓		✗	✗	✗	⊕	✗	✗	✓	⊕						✗
OC Oerlikon Corporation	05.04.2022	AGM	✓		✓	✗	✗	⊕	✓	⊕	✓	✓								
One Swiss Bank	07.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✓	✓							
Orascom Development	10.05.2022	AGM	✓		✓	✗	✓	✗	✗	✓	✗	✓	✓	✗						
Orell Füssli	11.05.2022	AGM	✓		✓	✓	✗	✓	✓	✓	✓	✓	✓							
Orior	05.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓				✓			
Partners Group	25.05.2022	AGM	✓		✓	✗	✗	⊕	✓	⊕	✓	✗	✓							
Peach Property Group	20.05.2022	AGM	✓		✓	✗	✗	⊕	✓	⊕	⊕	✗	✓	⊕						
Phoenix Mecano	20.05.2022	AGM	✓		✓	✗	✗	✓	✗	✗	✗	✓	✓							
Pierer Mobility	29.04.2022	AGM			✓	✗	✓		✗	⊕		✓		⊕						
Plazza	06.04.2022	AGM	✓		✓		✓	✓	✓	⊕	✗	✓	✓							
Poenina Holding	30.05.2022	AGM	✓		✓	✗	✓	⊕	✗	⊕	✓	✓	✓					✓		
PolyPeptide Group	26.04.2022	AGM	✓		✓	✗	✗	✗	✓	⊕	✗	✓	✓				✓			
Private Equity Holding	02.06.2022	AGM	✓		✓		✓		✗	⊕	⊕	✓	✓	✓	✓					
Relief Therapeutics	31.05.2022	AGM	✓		✓	✗	✗	✗	✗	⊕	✗	✓	✓	✗						
Rieter	07.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓	✓						
Romande Energie	24.05.2022	AGM	✓	✓	✓	✓	✓	✓	✓	✓	⊕	✓	✓							
Santhera Pharmaceuticals	30.06.2022	AGM	✓		✓	✗	✗	✗	✗	⊕	⊕	✗	✓	✓	✓	✓				
Schlatter	03.05.2022	AGM	✓		✓		✓	✓	✗	⊕	✗	✗	✓							
Schweiter Technologies	06.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✓	✓							
Sensirion Holding	16.05.2022	AGM	✓		✓	✓	✗	✓	✓	⊕	⊕	✓	✓	✓						

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SF Urban Properties	12.04.2022	AGM	✓		✓		✓	✓	✓	○	✓	✓	✓	✓						✓
SFS Group	27.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓							
Siegfried	13.04.2022	AGM	✓		✓		✗	○	✓	✓	✓	✗	✓	✓	✓					
SIG Group	07.04.2022	AGM	✓		✓	✗	✗	✗	✓	✓	✓	✓	✓	✓			✓			
Sika	12.04.2022	AGM	✓		✓	✓	✓	✓	✓	○	✓	✓	✓							
SKAN Group	04.05.2022	AGM	✓		✓	✗	✗	✗	✓	○	○	✓	✓							
SoftwareOne Holding	05.05.2022	AGM	✓		✓	✓	✓	✗	✓	✓	✓	✓	✓							
Sonova	15.06.2022	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	✓		✓			
Spexis	26.04.2022	AGM	✓		✓		○	✗	✗	○	○	✓	✓	✗						
Spice Private Equity	25.05.2022	AGM	✓				✓		✗	○	○	✗	✓	✗	✗	✓	✗			
St.Galler Kantonalbank	04.05.2022	AGM	✓		✓		✓	✓	✓	✓		✗	✓							
Stadler Rail	05.05.2022	AGM	✓		✓	✓	✓	✓	✓	○	○	✓	✓							
Starrag Group	23.04.2022	AGM	✓		✗	✗	✗	✗	✗	○	○	✗	✓							
Straumann	05.04.2022	AGM	✓		✓	✓	✗	○	✓	○	✓	✓	✓			✓				
Sulzer	06.04.2022	AGM	✓		✓	✗	✗	✗	✓	○	○	✓	✓							
Swatch Group	24.05.2022	AGM	✓		✓		○	○	✗	○	○	✗	✓							
Swiss Life	22.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓		✓					
Swiss Re	13.04.2022	AGM	✓		✓	✓	✗	✗	✓	○	✓	✓	✓				✓			
Swiss Steel Holding	26.04.2022	AGM	✓		✓	✗	✗	✗	✗	○	○	✓	✓							
Swissquote	06.05.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓							
Tecan	12.04.2022	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓	✓						
Temenos	25.05.2022	AGM	✓		✓		✗	✗	✓	○	✓	✓	✓							
Tornos	13.04.2022	AGM	✓		✓		✗	✗	✓	○	○	✓	✓		✓					
TX Group	08.04.2022	AGM	✓		✗		✗	○	✓	○	○	✓	✓							
U-blox	20.04.2022	AGM	✓		✓	✓	✗	✓	✓	○	✓	✓	✓		✓		✓			
UBS	06.04.2022	AGM	✓	✗	✓	✗	✗	✗	✗	✓	✓	✗	✓		○					
Valartis Group	17.05.2022	AGM	✓		✓	✗	✗	✗	✗	○	○	✓	✓						✗	
Valiant	18.05.2022	AGM	✓		✓	✓	✓	✓	✓	○	✓	✓	✓							
Valora	06.04.2022	AGM	✓		○	✗	✗	✗	✓	○	✓	✓	✓							
Varia US Properties	29.04.2022	AGM	✓		✓	✓	✓	✓	✓	○	✓	✓	✓							
VAT Group	17.05.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓							
Vaudoise Assurances	09.05.2022	AGM	✓		✓		✓	✓	✓	○	○	✓	✓							
Vetropack	20.04.2022	AGM	✓		✓	✓	✓	✓	✗	○	○	✗	✓							



Company	Date	Type	Annual report	Sustainability	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	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
Vifor Pharma	26.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✓	✓							
Villars Holding	11.05.2022	AGM	✗		✓		✓	✓	✓	⦿	✓	✗	✓							
Von Roll	04.05.2022	AGM	✓				✗	✗	✗	⦿	⦿	✓	✓							
Vontobel	06.04.2022	AGM	✓		✓	✗	✗	⦿	✓	✓		✗	✓							
VP Bank	29.04.2022	AGM	✓		✓				✓	✓		✓								
VZ Holding	12.04.2022	AGM	✓		✓		✓	✓	✓	⦿	⦿	✓	✓							
V-Zug Holding	28.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Warteck Invest	18.05.2022	AGM	✓		✓		✓	⦿	✓	✓	⦿	✗	✓							
WISeKey	24.06.2022	AGM	✓		✓	✗	✗	✗	✗	⦿	⦿	✓	✓	✗		✓				
Xlife Sciences	20.06.2022	AGM	✓		✓	✗	✓	✗	✓	⦿	✓	✓	✓	⦿			✓			
Ypsomed	29.06.2022	AGM	✓		✓		⦿	✓	✓	⦿	✓	✓	✓							
Zehnder Group	07.04.2022	AGM	✓		✓	✗	✗	✓	✓	✓	✓	✓	✓							
Züblin Immobilien	21.06.2022	AGM	✓		✓	✗	✗	✓	✓	⦿	⦿	✓	✓							
Zug Estates	12.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Zuger Kantonalbank	14.05.2022	AGM	✓		✓		✓	⦿	✓		✓		✓							
Zur Rose Group	28.04.2022	AGM	✓		✓	✗	✓	⦿	✓	✓	✓	✗	✓	✓			✓			
Zurich Insurance Group	06.04.2022	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓	✓						
Zwahlen & Mayr	28.04.2022	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	177	153	99.1%
Sustainability	4	4	91.8%
Allocation of income	196	166	98.9%
Remuneration report (advisory vote)	112	101	86.2%
Board remuneration amount	175	149	94.2%
Executive remuneration amount	248	214	92.8%
Discharge	188	157	96.5%
Board elections	1145	988	94.9%
Elections of remuneration committee	457	392	91.8%
Auditors	169	142	96.0%
Elections of the independent proxy	158	133	99.0%
Share capital increase	89	65	89.6%
Share capital reduction	22	18	97.3%
Capital structure	9	9	88.3%
Articles of association	58	47	91.7%
Mergers, acquisitions and relocations	2	2	97.7%
Shareholder resolutions	4	3	9.7%
Miscellaneous	11	9	85.6%
<b>All topics</b>	<b>3224</b>	<b>2752</b>	<b>94.5%</b>

### 3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Spice Private Equity	25.05.2022	3	Elimination of capital loss situation and appropriation of accumulated loss	FOR	4.4%
ams-Osram	24.06.2022	5	Advisory vote on the remuneration report	OPPOSE	22.6%
Credit Suisse Group	29.04.2022	2.1	Discharge board members and executive management for the 2020 financial year	OPPOSE	35.9%
Tecan	12.04.2022	11	Approve renewal of authorised capital	FOR	53.3%
Siegfried	13.04.2022	3	Approve renewal and increase of authorised capital	FOR	58.8%
Comet Holding	14.04.2022	10.1	Approve reduction and renewal of authorised capital	FOR	60.5%

### 3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos	Result
Cicor Technologies	12.04.2022	9	Approve increase and renewal of authorised capital	OPPOSE	--
Lalique Group	02.06.2022	6.f	Re-elect Mr. Sanjeev Malhan	FOR	--
Peach Property Group	20.05.2022	5.2.b	Increase the pool of conditional capital (alternative solution)	OPPOSE	--
Peach Property Group	20.05.2022	5.3.b	Creation of authorised capital (alternative solution)	OPPOSE	--
Santhera Pharmaceuticals	30.06.2022	7.a	Re-elect Mr. Elmar Schnee	OPPOSE	--
Santhera Pharmaceuticals	30.06.2022	7.e	Re-elect Mr. Elmar Schnee as board chairman	OPPOSE	--
Santhera Pharmaceuticals	30.06.2022	8.a	Re-elect Mr. Elmar Schnee to the remuneration committee	OPPOSE	--
Sulzer	06.04.2022	6.2.1	Elect Ms. Heike van de Kerkhof to the remuneration committee	OPPOSE	--
Sulzer	06.04.2022	5.2.3	Re-elect Mr. Mikhail Lifshitz	FOR	--
Sulzer	06.04.2022	5.3.1	Elect Ms. Heike van de Kerkhof	OPPOSE	--
Zur Rose Group	28.04.2022	4.2	Creation of an authorised capital (alternative proposal in case ITEM 4.1 is rejected)	FOR	--
Zur Rose Group	28.04.2022	6.2	Increase of the conditional share capital for the conversion of convertible bonds (alternative proposal in case ITEM 6.1 is rejected)	FOR	--

### 3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Medartis Holding	06.04.2022	5.2	Binding prospective vote on the variable remuneration of the executive management	OPPOSE	50.0%
Banque Cantonale de Genève	03.05.2022	5.1	Re-elect Mr. Jean-Olivier Kerr	OPPOSE	53.9%
Groupe Minoteries	18.05.2022	5.3.1	Discharge board members	FOR	59.1%
Rieter	07.04.2022	5.2	Re-elect Mr. Peter Spuhler	FOR	59.4%
Evolva	05.05.2022	2	Advisory vote on the remuneration report	OPPOSE	60.1%
Cicor Technologies	12.04.2022	11.3	Amendment of article 32 quater: non-executive board members remuneration	OPPOSE	60.2%
Rieter	07.04.2022	7.1	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	61.5%
Rieter	07.04.2022	5.1	Re-elect Mr. Hans-Peter Schwald	FOR	61.5%
Rieter	07.04.2022	6	Re-elect Mr. Bernhard Jucker as board chairman	FOR	61.5%
Rieter	07.04.2022	7.2	Re-elect Mr. Bernhard Jucker to the remuneration committee	FOR	61.5%

### 3.5 Shareholder resolutions

Company	GM date	Item	Item title	Ethos	Result
Credit Suisse Group	29.04.2022	9	Shareholder resolution: amendment of the articles of association regarding climate change strategy and disclosures	FOR	18.5%
Credit Suisse Group	29.04.2022	8	Shareholder resolution: request for a special audit	FOR	10.4%
BNS	29.04.2022		Counterproposal made by a shareholder: dividend of CHF 750'000	OPPOSE	0.2%








## 4 Detailed voting recommendations

Addex Therapeutics

09.05.2022

AGM

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 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	<p>✓</p> <p>The company is in a situation of capital loss.</p>
5	Elections to the board of directors			
5.1	Re-elect Dr. Vincent Lawton as board member and chairman	FOR	● OPPOSE	<p>✓</p> <p>He is not independent (board tenure of 13 years, various reasons) and the board independence is insufficient (0.0%).</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p>
5.2	Re-elect Prof. Dr. Raymond Hill	FOR	● OPPOSE	<p>✓</p> <p>He is 77 years old, which exceeds Ethos' guidelines.</p>
5.3	Re-elect Mr. Tim Dyer	FOR	● OPPOSE	<p>✓</p> <p>He is also a permanent member of the executive management (CEO).</p>
5.4	Re-elect Dr. Roger G. Mills	FOR	● OPPOSE	<p>✓</p> <p>He is also a permanent member of the executive management (Chief Medical Officer).</p>
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	Re-elect Dr. Vincent Lawton to the remuneration committee	FOR	● OPPOSE	<p>✓</p> <p>As Ethos did not support the election of Dr. Lawton to the board of directors, Ethos cannot approve Dr. Lawton to the committee.</p>

Item	Agenda	Board	Ethos	Result
6.2	Re-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, Ethos cannot approve Prof. Dr. pharm. Hill to the committee. 
7	Re-elect BDO as auditors	FOR	FOR	
8	Re-elect Mr. Robert P. Briner as independent proxy	FOR	FOR	
9.1	Increase and 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.   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 dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.
9.2	Increase of conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.   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 dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.
9.3	Reduce share capital via decrease of nominal value	FOR	FOR	
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.   The non-executive directors receive options.

Item	Agenda	Board	Ethos	Result	
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <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 committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>	✓

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 transparency of the remuneration report is insufficient.	✓ 83.7%
2	Approve allocation of income and dividend				
2.1	Approve dividend from retained earnings	FOR	FOR		✓ 99.8%
2.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 94.6%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 93.7%
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.	✓ 86.6%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Jean-Christophe Deslarzes as board member and chairman	FOR	FOR		✓ 99.0%
5.1.2	Re-elect Ms. Rachel Duan	FOR	FOR		✓ 85.9%
5.1.3	Re-elect Ms. Ariane Gorin	FOR	FOR		✓ 99.1%
5.1.4	Re-elect Dr. Rainer Alexander Gut	FOR	FOR		✓ 82.2%
5.1.5	Re-elect Dr. Didier Lamouche	FOR	FOR		✓ 63.2%
5.1.6	Re-elect Mr. David Prince	FOR	FOR		✓ 77.9%
5.1.7	Re-elect Ms. Kathleen P. Taylor	FOR	FOR		✓ 84.8%
5.1.8	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 98.9%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Ms. Rachel Duan to the remuneration committee	FOR	FOR		✓ 85.8%
5.2.2	Re-elect Dr. Didier Lamouche to the remuneration committee	FOR	FOR		✓ 63.1%
5.2.3	Re-elect Ms. Kathleen P. Taylor to the remuneration committee	FOR	FOR		✓ 84.6%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 91.3%
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.9%
7	Approve renewal of authorised capital	FOR	FOR		✓ 84.9%



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		✓ 99.9%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.4%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 99.2%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The non-executive directors receive consultancy fees in a regular manner.	✓ 98.7%
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.8%
4.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.2%
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 34 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, Ethos cannot approve Mr. Rothen as chairman.	✓ 86.5%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Mr. Christian Mäder to the nomination and remuneration committee	FOR	FOR		✓ 98.7%
5.3.2	Re-elect Mr. Jürg Schori to the nomination and remuneration committee	FOR	FOR		✓ 98.8%
5.4	Re-elect Muntwyler von May Notare as independent proxy	FOR	FOR		✓ 100.0%
5.5	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	<p>✓</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			
3.1	Appropriation of available earnings	FOR	FOR	✓
3.2	Distribution of ordinary dividend	FOR	● OPPOSE	<p>✓</p> <p>The proposed allocation of income seems inappropriate given the financial situation of the company.</p>
3.3	Distribution of ordinary dividend from reserves from capital contributions	FOR	● OPPOSE	<p>✓</p> <p>The proposed allocation of income seems inappropriate given the financial situation of the company.</p>
3.4	Distribution of extraordinary dividend	FOR	● OPPOSE	<p>✓</p> <p>The proposed allocation of income seems inappropriate given the financial situation of the company.</p>
3.5	Distribution of extraordinary dividend from reserves from capital contributions	FOR	● OPPOSE	<p>✓</p> <p>The proposed allocation of income seems inappropriate given the financial situation of the company.</p>
4	Discharge board members and executive management	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Dr. Christian C. Wenger as board member and chairman	FOR	FOR	✓
5.2	Re-elect Mr. Raymond Loretan	FOR	● OPPOSE	<p>✓</p> <p>He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (0.0%).</p>
5.3	Re-elect Mr. Antoine Hubert	FOR	● OPPOSE	<p>✓</p> <p>He is also a permanent member of the executive management (CEO).</p>
5.4	Re-elect Mr. Michel Reybier	FOR	FOR	✓
5.5	Re-elect Mr. Antoine Kohler	FOR	● OPPOSE	<p>✓</p> <p>He is not independent (board tenure of 14 years) and the board independence is insufficient (0.0%).</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>

Item	Agenda	Board	Ethos		Result
5.6	Re-elect Dr. Cédric A. George	FOR	● OPPOSE	<p>He is not independent (board tenure of 12 years, business connections) and the board independence is insufficient (0.0%).</p> <p>He is chairman of the nomination committee: the committee independence is insufficient, the renewal and composition of the board are unsatisfactory and the board has less than 20% women without adequate justification.</p>	✓
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Dr. Cédric A. George to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. med. George to the board of directors, Ethos cannot approve Dr. med. George to the committee.	✓
6.2	Re-elect Mr. Antoine Kohler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kohler to the board of directors, Ethos cannot approve Mr. Kohler 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	Creation of Article 14 bis and amendment of Article 16 al.2	FOR	FOR		✓
10	Increase and 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.	✓
11	Deletion of Article 5 sexies	FOR	FOR		✓
12	Amendment of Article 8	FOR	FOR		✓
13	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓
14	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓

Item	Agenda	Board	Ethos		Result
1	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 significant 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 and there is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓ 99.4%
3	Approve allocation of income	FOR	FOR		✓ 100.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.4%
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>	✓ 97.8%
4.3	Advisory vote on the remuneration report	FOR	FOR		✓ 95.5%
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>The board has not established a nomination committee and has less than 20% women without adequate justification.</p>	✓ 96.2%
5.1.2	Re-elect Mr. Pierre Duboux	FOR	FOR		✓ 96.1%
5.1.3	Re-elect Mr. Laurent Jaquenoud	FOR	FOR		✓ 97.4%
5.1.4	Elect Mr. Dominique Lustenberger	FOR	FOR		✓ 97.3%
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, Ethos cannot approve Mr. Beausire as chairman.	✓ 96.1%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Pierre Duboux to the remuneration committee	FOR	FOR		✓ 96.5%
5.3.2	Re-elect Mr. Laurent Jaquenoud to the remuneration committee	FOR	FOR		✓ 97.1%
6	Re-elect Mazars as auditors	FOR	FOR		✓ 99.2%

Item	Agenda	Board	Ethos	Result
7	Elect Ms. Oriana Antonelli as independent proxy	FOR	FOR	✓ 98.8%

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		✓ 97.4%
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.	✓ 86.6%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.3%
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.	✓ 89.2%
5	Elections to the board of directors				
5.1	Re-elect Mr. Michael Ball as board member and chairman	FOR	FOR		✓ 97.3%
5.2	Re-elect Ms. Lynn Bleil	FOR	FOR		✓ 99.4%
5.3	Re-elect Dr. Arthur Cummings	FOR	FOR		✓ 97.4%
5.4	Re-elect Mr. David J. Endicott	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 94.4%
5.5	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR		✓ 99.5%
5.6	Re-elect Dr. Keith Grossman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 65.6%
5.7	Re-elect Mr. Scott Maw	FOR	FOR		✓ 98.2%
5.8	Re-elect Ms. Karen May	FOR	FOR		✓ 99.2%
5.9	Re-elect Ms. Ines Pöschel	FOR	FOR		✓ 99.5%
5.10	Re-elect Dr. Dieter Spälti	FOR	FOR		✓ 99.7%
5.11	Elect Dr. Raquel C. Bono	FOR	FOR		✓ 99.7%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR		✓ 96.3%
6.2	Re-elect Ms. Karen May to the remuneration committee	FOR	FOR		✓ 94.9%
6.3	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR		✓ 96.8%
6.4	Elect Mr. Scott Maw to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 95.2%

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Item	Agenda	Board	Ethos	Result
7	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR	✓ 99.8%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
2	Approve allocation of income and dividend			
2.1	Dividend from the retained earnings	FOR	FOR	✓ 99.9%
2.2	Dividend from the capital contribution reserves	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4	Elections to the board of directors			
4.1.a	Re-elect Dr. Ralph-Thomas Honegger as member and chairman of the board	FOR	FOR	✓ 99.1%
4.1.b	Re-elect Dr. Philipp Gmür	FOR	FOR	✓ 86.2%
4.1.c	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 79.9%
4.1.d	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 76.4%
4.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 99.7%
4.1.f	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.7%
4.1.g	Re-elect Mr. Jürg Stöckli	FOR	FOR	✓ 99.8%
4.2	Elect Ms. Anja Wyden Guelpa	FOR	FOR	✓ 99.7%
4.3	Elections to the nomination and remuneration committee			
4.3.a	Re-elect Dr. Philipp Gmür to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (business connections) and the committee does not include at least 50% independent members. ✓ 71.1%
4.3.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 68.8%
4.3.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 70.7%
4.4	Re-elect Anwaltskanzlei André Weber as independent proxy	FOR	FOR	✓ 99.9%
4.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.3%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 68.4%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.0%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.0%
5.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 83.9%
6	Amend articles of association			



Item	Agenda	Board	Ethos	Result
6.1	Corporate purpose	FOR	FOR	✓ 99.9%
6.2	Approve increase and renewal of authorised capital	FOR	FOR	✓ 99.6%
6.3	Reduce conditional capital	FOR	FOR	✓ 99.9%
6.4	Ledger-based securities	FOR	FOR	✓ 95.7%
6.5	Various amendments regarding corporate governance	FOR	FOR	✓ 98.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.7%
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		✓ 96.5%
4.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR		✓ 95.2%
4.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 94.3%
5	Elections to the board of directors				
5.1	Re-elect Mr. Martin Ohneberg as board member and chairman	FOR	● OPPOSE	He holds an excessive number of mandates.  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 85.7%
5.2	Re-elect Mr. Alois Bühler	FOR	FOR		✓ 96.7%
5.3	Re-elect Mr. Christian Hosp	FOR	● OPPOSE	He is chairman of the nomination committee, the committee independence is insufficient and the board has less than 20% women without adequate justification.	✓ 95.1%
5.4	Re-elect Dr. iur. Markus Vischer	FOR	FOR		✓ 100.0%
5.5	Re-elect Mr. Bernd Winter	FOR	FOR		✓ 99.9%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Mr. Christian Hosp to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hosp to the board of directors, Ethos cannot approve Mr. Hosp to the committee.	✓ 84.6%
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, Ethos cannot approve Mr. Ohneberg to the committee.	✓ 88.8%
6.3	Re-elect Mr. Bernd Winter to the nomination and remuneration committee	FOR	FOR		✓ 99.7%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2	Discharge members of the management board	FOR	FOR	✓ 99.7%
3	Discharge members of the supervisory board	FOR	FOR	✓ 93.2%
4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.2%
5	Advisory vote on the remuneration report	FOR	● OPPOSE	✗ 22.6% 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.
6	Elections to the supervisory board			
6.1	Re-elect Ms. Yen Yen Tan	FOR	FOR	✓ 77.6%
6.2	Re-elect Mr. Brian M. Krzanich	FOR	FOR	✓ 76.9%
6.3	Re-elect Prof. Dr. Monika Henzinger	FOR	FOR	✓ 87.2%
6.4	Re-elect Mr. Loh Kin Wah	FOR	FOR	✓ 85.7%
6.5	Elect Dr. Wolfgang Leitner	FOR	FOR	✓ 95.8%
6.6	Elect Mr. Andreas Gerstenmayer	FOR	FOR	✓ 94.6%

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	✓ 99.1%
2.2	Approve financial statements and accounts	FOR	FOR	✓ 99.1%
3	Approve allocation of income and dividend	FOR	● OPPOSE	<p>The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.</p> <p>✓ 99.3%</p>
4	Discharge board members and executive management	FOR	FOR	✓ 99.0%
5	Elections to the board of directors			
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR	✓ 93.7%
5.2	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓ 97.0%
5.3	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 94.5%
5.4	Re-elect Ms. Jolanda Grob	FOR	FOR	✓ 93.7%
5.5	Re-elect Mr. Stéphane Prigent	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> <p>✓ 91.2%</p>
5.6	Re-elect Mr. Markus Scheidegger	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>✓ 94.6%</p>
6	Re-elect Dr. Daniel Hofer as board chairman	FOR	FOR	✓ 92.6%
7	Elections to the remuneration committee			
7.1	Re-elect Ms. Jolanda Grob to the remuneration committee	FOR	FOR	✓ 95.1%
7.2	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Scheidegger to the board of directors, Ethos cannot approve Mr. Scheidegger to the committee.</p> <p>✓ 89.7%</p>
	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	<p>The remuneration of the chairman is significantly higher than that of a peer group.</p> <p>✓ 97.3%</p>
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.9%

Item	Agenda	Board	Ethos		Result
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The proposed amount does not allow confirmation of the link between pay and performance.</p>	✓ 90.0%
11	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 97.3%
12	Re-elect Les Notaires à Carouge as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts				
1.1	Approve annual report	FOR	FOR		✓ 99.9%
1.2	Approve statutory financial statements	FOR	FOR		✓ 99.9%
1.3	Approve consolidated financial statements	FOR	FOR		✓ 99.9%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 91.6%
3	Approve allocation of income and dividend				
3.1	Approve dividend from retained earnings	FOR	FOR		✓ 100.0%
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 has permanent operational functions.  He serves on the remuneration committee and on the audit committee.	✓ 64.9%
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the remuneration committee	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 69.3%
4.1.3	Re-elect Mr. Peter Bodmer as board member	FOR	FOR		✓ 99.6%
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the remuneration committee	FOR	FOR		✓ 92.9%
4.1.5	Re-elect Mr. Markus Oppliger as board member	FOR	FOR		✓ 95.7%
4.1.6	Re-elect Mr. Michael Pieper as board member	FOR	FOR		✓ 96.1%
4.1.7	Re-elect Mr. Thomas Lozser as board member	FOR	FOR		✓ 99.6%
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		✓ 99.9%
4.3	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.	✓ 91.9%
5.1	Amend articles of association: Authorised capital	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos		Result
5.2	Amend articles of association: Conditional capital	FOR	FOR		✓ 98.9%
5.3	Amend articles of association: Delegation of management	FOR	● OPPOSE	The amendment has a negative impact on the long-term interests of the majority of the company's stakeholders.	✓ 83.9%
5.4	Amend articles of association: Remuneration of the board of directors	FOR	● OPPOSE	This ITEM is linked to ITEM 5.3, which Ethos did not support.	✓ 80.1%
5.5	Amend articles of association: Variable remuneration	FOR	● OPPOSE	This ITEM is linked to ITEM 5.3, which Ethos did not support.	✓ 80.1%
5.6	Amend articles of association: Reserve for new hires	FOR	● OPPOSE	The amount available for new members of the executive management is excessive.	✓ 82.1%
6.1	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.	✓ 62.6%
6.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
6.3	Binding retrospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration of Mr. von Witzleben is significantly higher than that of a peer group.	✓ 84.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓
4.1.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).	✓
5.1.B	Re-elect Mr. Ralph Beney	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
5.1.C	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, Ethos cannot approve Mr. Quint as chairman.	✓
5.3	Elections to the nomination and remuneration committee				
5.3.A	Re-elect Mr. David Quint to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Quint to the board of directors, Ethos cannot approve Mr. Quint to the committee.</p> <p>He holds an executive function in the company (CEO).</p>	✓
5.3.B	Re-elect Mr. Ralph Beney to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Beney to the board of directors, Ethos cannot approve Mr. Beney to the committee.</p> <p>He holds an executive function in the company (CFO).</p>	✓
5.3.C	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, Ethos cannot approve Mr. Müller to the committee.	✓



Item	Agenda	Board	Ethos		Result
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 30 years, which exceeds Ethos' guidelines.	✓
7	Re-elect Dr. Roger Groner as independent proxy	FOR	FOR		✓
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.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements of the holding and report of the statutory auditors	FOR	FOR	✓ 99.9%
2	Approve consolidated accounts and report of the statutory auditors	FOR	FOR	✓ 99.9%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 90.1%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
5	Discharge board members	FOR	FOR	✓ 99.6%
6.1	Elections to the board of directors			
6.1.a	Re-elect Dr. rer. nat. Valentin Chapero Rueda	FOR	FOR	✓ 99.4%
6.1.b	Re-elect Ms. Nicole Burth Tschudi	FOR	FOR	✓ 94.4%
6.1.c	Re-elect Mr. Laurent Dubois	FOR	FOR	✓ 99.4%
6.1.d	Re-elect Mr. Jürg Fedier	FOR	FOR	✓ 99.5%
6.1.e	Re-elect Mr. Michael Reitermann	FOR	FOR	✓ 99.5%
6.1.f	Re-elect Dr. phys. Andreas M. Schönenberger	FOR	FOR	✓ 99.3%
6.2	Re-elect Dr. rer. nat. Valentin Chapero Rueda as board chairman	FOR	FOR	✓ 99.4%
6.3	Elections to the remuneration committee			
6.3.a	Re-elect Ms. Nicole Burth Tschudi to the remuneration committee	FOR	FOR	✓ 74.7%
6.3.b	Re-elect Mr. Laurent Dubois to the remuneration committee	FOR	FOR	✓ 93.5%
6.3.c	Elect Dr. phys. Andreas M. Schönenberger to the remuneration committee	FOR	FOR	✓ 99.2%
6.4	Elect KPMG as auditors	FOR	FOR	✓ 99.8%
6.5	Re-elect Mr. Franz Müller as independent proxy	FOR	FOR	✓ 100.0%
7	Approve renewal of authorised capital	FOR	FOR	✓ 99.6%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1%
8.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.0%
8.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 93.8%

Item	Agenda	Board	Ethos		Result
8.2.c	Binding prospective vote on the long-term 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 requested amount does not allow to respect Ethos' guidelines.</p>	✓ 87.9%

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	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.8%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
4	Elections to the board of directors				
4.1	Re-elect Mr. Michael Manz as board member and chairman	FOR	● OPPOSE	The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory and has less than 20% women without adequate justification.	✓ 99.4%
4.2	Re-elect Mr. Jan Luescher	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  He serves on the audit committee.	✓ 99.4%
4.3	Re-elect Dr. Alexander Koenig	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of First Class & More International).	✓ 99.4%
4.4	Elect Mr. Christopher Hartley	FOR	● OPPOSE	He is not independent (representative of an important shareholder, various reasons) and the board independence is insufficient (25.0%).	✓ 99.5%
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Michael Manz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Manz to the board of directors, Ethos cannot approve Mr. Manz to the committee.	✓ 99.4%
5.2	Re-elect Dr. Alexander Koenig to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Koenig to the board of directors, Ethos cannot approve Dr. Koenig to the committee.  He holds an executive function in the company.	✓ 99.3%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.6%
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	The information provided is insufficient.  The non-executive directors receive options.	✓ 99.1%

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.	✓ 99.5%
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.	✓ 99.1%
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.	✓ 99.1%
9	Create authorised capital	FOR	FOR		✓ 99.4%
10	Create conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 99.6%
11	Miscellaneous and questions	NON-VOTING	NON-VOTING		

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	✓ 99.7%
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	✓ 99.7%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 87.3%
5	Elections to the board of directors			
5.1	Re-elect Dr. Kuno Sommer as board member and chairman	FOR	FOR	✓ 89.6%
5.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	✓ 93.8%
5.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	✓ 93.8%
5.4	Re-elect Dr. Steffen Lang	FOR	FOR	✓ 93.5%
5.5	Re-elect Dr. Alex Fässler	FOR	FOR	✓ 92.7%
6	Elections to the remuneration committee			
6.1	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR	✓ 88.8%
6.2	Re-elect Ms. Nicole Grogg Hötzer to the remuneration committee	FOR	FOR	✓ 89.3%
6.3	Re-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. ✓ 87.7%
7	Re-elect Mazars as auditors	FOR	FOR	✓ 99.0%
8	Re-elect Mr. Paul Wiesli as independent proxy	FOR	FOR	✓ 100.0%
9.1	Approve share split and introduction of a single class of share	FOR	FOR	✓ 99.7%
9.2	Further amendments to the articles of association	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines. ✓ 97.1%

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	✓ 79.3%
2	Discharge board members and executive management	FOR	FOR	✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Thomas von Planta as board member and chairman	FOR	FOR	✓ 94.5%
4.1.2	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 96.0%
4.1.3	Re-elect Mr. Hugo Lasat	FOR	FOR	✓ 99.3%
4.1.4	Re-elect Dr. oec. Karin Lenzlinger Diedenhofen	FOR	FOR	✓ 99.4%
4.1.5	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 96.0%
4.1.6	Re-elect Dr. iur. Markus R. Neuhaus	FOR	FOR	✓ 98.0%
4.1.7	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz	FOR	FOR	✓ 99.3%
4.1.8	Re-elect Prof. Dr. iur. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 99.3%
4.1.9	Elect Dr. Maya Bundt	FOR	FOR	✓ 99.6%
4.1.10	Elect Ms. Claudia Dill	FOR	FOR	✓ 99.4%
4.2	Elections to the remuneration committee			
4.2.1	Elect Mr. Christoph B. Gloor to the remuneration committee	FOR	FOR	✓ 95.4%
4.2.2	Elect Dr. oec. Karin Lenzlinger Diedenhofen to the remuneration committee	FOR	FOR	✓ 98.7%
4.2.3	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 89.5%
4.2.4	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 91.8%
4.3	Re-elect Dr. iur. Christophe Sarasin as independent proxy	FOR	FOR	✓ 99.8%
4.4	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	✓ 97.7%
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.6%
5.2.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 91.7%

Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓
2	Approve allocation of income	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Elections to the board of directors			
4.1	Re-elect Mr. Urs Müller as member and chairman of the board, as well as member of the remuneration committee	FOR	FOR	✓
4.2	Re-elect Dr. Gabriel Brenna	FOR	FOR	✓
4.3	Re-elect Dr. Karin Lenzlinger Diedenhofen as member of the board and of the remuneration committee	FOR	FOR	✓
4.4	Re-elect Mr. Christoph Reich	FOR	FOR	✓
4.5	Re-elect Mr. Ralph Peter Siegl as member of the board and of the remuneration committee	FOR	FOR	✓
4.6	Re-elect Ernst & Young AG as independent proxy	FOR	FOR	✓
4.7	Re-elect KPMG as auditors	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.2.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
6	Miscellaneous	NON-VOTING	NON-VOTING	



Item	Agenda	Board	Ethos		Result
1	Announcement of the votes represented, presentation of the secretary for the meeting and the scrutineers	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.5%
4	Discharge board members	FOR	FOR		✓ 99.8%
5	Elections to the board of directors				
5.1	Re-elect Mr. Jean-Olivier Kerr	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient, the remuneration system is unsatisfactory and the board refuse to submit its remuneration report to a consultative vote of shareholders.	✓ 53.9%
5.2	Re-elect Ms. Michèle Costafrolaz	FOR	FOR		✓ 71.8%
5.3	Re-elect Mr. Jean-Philippe Bernard	FOR	FOR		✓ 72.2%
6	Re-elect Deloitte as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 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.	✓ 91.6%

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Present annual report	NON-VOTING	NON-VOTING	
3	Present auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓
5	Approve allocation of income and dividend	FOR	FOR	✓
6	Discharge board members	FOR	FOR	✓
7	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	Welcome	NON-VOTING	NON-VOTING	
2	Chairman's speech	NON-VOTING	NON-VOTING	
3	Appointment of scrutineers	NON-VOTING	NON-VOTING	
4	Management report and audit report	NON-VOTING	NON-VOTING	
5	Approve annual report and financial statements	FOR	FOR	✓
6	Approve allocation of income and dividend	FOR	FOR	✓
7	Discharge board members and executive management	FOR	FOR	✓
8	Re-elect Deloitte as auditors	FOR	FOR	✓
9	Elect Ms. Géraldine Granges Guenot	FOR	● OPPOSE	✓
				She is a representative of a significant shareholder who is sufficiently represented on the board.
10	Various amendments to the articles of association	FOR	FOR	✓
11	Re-elect ECSA Fiduciaire SA as independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Management report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.7%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.7%
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 95.8%
6	Discharge board members and executive management	FOR	FOR	✓ 99.7%
7	Amend articles of association	FOR	FOR	✓ 99.7%
8	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 87.7%
9	Re-elect Dr. Christophe Wilhelm as independent proxy	FOR	FOR	✓ 99.8%
10	Re-elect KPMG as auditors	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.3%
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.2%
3	Discharge board members and executive management	FOR	FOR	✓ 96.6%
4	Elections to the board of directors			
4.a	Re-elect Mr. Domenico Scala as board member and chairman	FOR	FOR	✓ 95.9%
4.b	Elect Mr. Leonard Kruimer	FOR	FOR	✓ 89.0%
4.c	Re-elect Dr. Martin Nicklasson	FOR	FOR	✓ 90.1%
4.d	Re-elect Dr. Nicole Onetto	FOR	FOR	✓ 97.4%
4.e	Re-elect Mr. Steven D. Skolsky	FOR	FOR	✓ 95.7%
4.f	Re-elect Dr. Thomas Werner	FOR	FOR	✓ 94.0%
5	Elections to the remuneration committee			
5.a	Re-elect Dr. Martin Nicklasson to the remuneration committee	FOR	FOR	✓ 85.0%
5.b	Re-elect Dr. Nicole Onetto to the remuneration committee	FOR	FOR	✓ 92.6%
5.c	Re-elect Dr. Thomas Werner to the remuneration committee	FOR	FOR	✓ 89.3%
6.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 74.3% The remuneration is significantly higher than that of a peer group.
6.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 70.3% 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.
6.c	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 70.2% The remuneration report is not in line with Ethos' guidelines.
7	Create conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	✓ 78.2% 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.
8	Amend articles of association: Change of registered office	FOR	FOR	✓ 98.6%
9	Re-elect Dr. Caroline Cron as independent proxy	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos		Result
10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 82.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report and financial statements	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		✓ 98.8%
4.1.4	Re-elect Prof. Dr. Christoph Lengwiler	FOR	FOR		✓ 99.8%
4.1.5	Re-elect Dr. Annelis Lüscher Hämmerli	FOR	FOR		✓ 99.8%
4.1.6	Re-elect Dr. Pascal Sieber	FOR	FOR		✓ 99.8%
4.1.7	Re-elect Dr. Danielle Villiger	FOR	FOR		✓ 99.8%
4.1.8	Re-elect Mr. Stefan Bichsel	FOR	FOR		✓ 99.6%
4.1.9	Re-elect Mr. Hugo Schürmann	FOR	FOR		✓ 99.7%
4.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter as board chairman	FOR	FOR		✓ 98.8%
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.	✓ 97.8%
4.3.3	Re-elect Dr. Danielle Villiger to the remuneration committee	FOR	FOR		✓ 99.5%
4.4	Re-elect Ms. Franziska Iseli as independent proxy	FOR	FOR		✓ 99.9%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.8%
5	Binding votes on the remuneration of the board of directors and the executive management				
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 96.6%
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.	✓ 97.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 88.7%
3	Discharge board members and executive management	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		✓ 98.0%
5.b	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.	✓ 95.6%
6.a	Elections to the board of directors				
6.a.1	Re-elect Mr. Kurt Schär	FOR	FOR		✓ 99.6%
6.a.2	Re-elect Mr. Roger Baillod	FOR	FOR		✓ 97.1%
6.a.3	Re-elect Dr. Carole Ackermann	FOR	FOR		✓ 98.0%
6.a.4	Re-elect Ms. Rebecca Guntern Flückiger	FOR	FOR		✓ 99.5%
6.a.5	Re-elect Prof. Dr. Petra Denk	FOR	FOR		✓ 99.8%
6.a.6	Elect Mr. Martin à Porta	FOR	FOR		✓ 99.8%
6.b	Re-elect Mr. Roger Baillod as board chairman	FOR	FOR		✓ 97.1%
6.c	Elections to the nomination and remuneration committee				
6.c.1	Re-elect Mr. Roger Baillod to the nomination and remuneration committee	FOR	FOR		✓ 95.6%
6.c.2	Re-elect Mr. Andreas Rickenbacher to the nomination and remuneration committee	FOR	FOR		✓ 95.6%
6.c.3	Elect Ms. Rebecca Guntern Flückiger to the nomination and remuneration committee	FOR	FOR		✓ 99.3%
6.d	Re-elect Mr. Andreas Byland as independent proxy	FOR	FOR		✓ 100.0%
6.e	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 32 years, which exceeds Ethos' guidelines.	✓ 94.1%



Item	Agenda	Board	Ethos		Result
1.a	Elections to the board of directors				
1.a.1	Re-elect Mr. Ulrich Ernst	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory and the board has less than 20% women without adequate justification.	-
1.a.2	Re-elect Dr. Marc Weber	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (0.0%).	-
1.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%).	-
2.b	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, Ethos cannot approve Mr. Ernst as chairman.	-
3.c	Elections to the remuneration committee				
3.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, Ethos cannot approve Mr. Ernst to the committee.  He holds an executive function in the company (CEO).	-
3.c.2	Re-elect Dr. Marc Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Weber to the board of directors, Ethos cannot approve Dr. iur. Weber to the committee.	-
3.c.3	Elect Mr. Lorenz Bertschmann (CFO) to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company (CFO).	-
4.d	Appointment of the auditors	FOR	● OPPOSE	The name of the audit firm is not disclosed before the annual general meeting.	-
5.e	Re-elect Dr. Oliver Habke as independent proxy	FOR	FOR		-

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	✓ 99.2%
5	Approve allocation of income and dividend	FOR	FOR	✓ 98.9%
	Counterproposal made by a shareholder: dividend of CHF 750'000	OPPOSE	OPPOSE	✗ 0.2%
6	Discharge board members and executive management	FOR	FOR	✓ 99.0%
7.1	Elect Prof. Dr. Rajna Gibson Brandon to the board of directors	FOR	FOR	✓ 98.4%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 98.4%

Item	Agenda	Board	Ethos		Result
1	Report on the 2021 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		✓ 97.0%
2.3	Discharge board members and executive management	FOR	FOR		✓ 100.0%
2.4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Amendments to the articles of association	FOR	FOR		✓ 99.5%
4.1	Re-elect Mr. David Dean as representative of the registered A shares	FOR	● OPPOSE	He is not independent (former executive).	✓ 95.5%
4.2	Elections to the board of directors				
4.2.1	Re-elect Dr. Thomas Schmuckli as board member and chairman	FOR	FOR		✓ 91.8%
4.2.2	Re-elect Prof. Dr. Stefan Michel	FOR	FOR		✓ 99.8%
4.2.3	Re-elect Dr. René Cotting	FOR	FOR		✓ 99.8%
4.2.4	Re-elect Mr. Martin Kühn	FOR	FOR		✓ 99.5%
4.2.5	Re-elect Ms. Patricia Heidtman	FOR	FOR		✓ 99.9%
4.2.6	Re-elect Mr. David Dean	FOR	FOR		✓ 99.3%
4.2.7	Re-elect Ms. Petra M. Ehmann	FOR	FOR		✓ 99.9%
4.2.8	Re-elect Mr. Marcel Keller	FOR	FOR		✓ 99.9%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. David Dean to the remuneration committee	FOR	FOR		✓ 96.2%
4.3.2	Re-elect Prof. Dr. Stefan Michel to the remuneration committee	FOR	FOR		✓ 98.4%
4.3.3	Re-elect Ms. Patricia Heidtman to the remuneration committee	FOR	FOR		✓ 98.5%
4.3.4	Re-elect Mr. Marcel Keller to the remuneration committee	FOR	FOR		✓ 99.3%
4.4	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 99.9%
5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 36 years, which exceeds Ethos' guidelines.	✓ 89.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.4%

Item	Agenda	Board	Ethos	Result
6.2	Binding prospective vote on the total remuneration of the executive management for the 2022 fiscal year	FOR	FOR	✓ 99.4%
6.3	Binding prospective vote on the total remuneration of the executive management for the 2023 fiscal year	FOR	FOR	✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Discharge board members and executive management	FOR	FOR		✓ 99.1%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Elections to the board of directors				
4.1.a	Re-elect Ms. Anita Hauser	FOR	FOR		✓ 80.5%
4.1.b	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 76.1%
4.1.c	Re-elect Mr. Martin Hirzel	FOR	FOR		✓ 97.8%
4.1.d	Re-elect Mr. Philip Mosimann as member and chairman of the board	FOR	FOR		✓ 83.4%
4.1.e	Re-elect Mr. Valentin Vogt	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 93.7%
4.2	Elect Mr. Stefan Scheiber	FOR	FOR		✓ 84.6%
4.3	Elections to the nomination and remuneration committee				
4.3.a	Re-elect Ms. Anita Hauser to the nomination and remuneration committee	FOR	FOR		✓ 74.8%
4.3.b	Re-elect Mr. Valentin Vogt to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Vogt to the board of directors, Ethos cannot approve Mr. Vogt to the committee.	✓ 80.0%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.8%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 38 years, which exceeds Ethos' guidelines.	✓ 86.7%
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 95.8%
5.2	Advisory vote on the remuneration report	FOR	FOR		✓ 88.9%
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.9%
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos		Result
1	Opening and announcements	NON-VOTING	NON-VOTING		
2	Approve annual report, statutory accounts, consolidated accounts and auditor's report				
2.1	Approve annual report	FOR	FOR		✓ 97.2%
2.2	Approve the statutory accounts	FOR	FOR		✓ 97.4%
2.3	Approve the consolidated accounts	FOR	FOR		✓ 97.4%
2.4	Receive the auditor's report	NON-VOTING	NON-VOTING		
3	Discharge board members				
3.1	Discharge Mr. Gaudenz F. Domenig	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 93.9%
3.2	Discharge Mr. Marco Syfrig	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 93.4%
3.3	Discharge Mr. Willy Hüppi	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 93.8%
3.4	Discharge Ms. Michèle Novak-Moser	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 92.2%
3.5	Discharge Mr. Peter Weigelt	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 93.5%
3.6	Discharge Ms. Nina Remmers	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 92.2%
4	Approve allocation of income and dividend	FOR	FOR		✓ 96.1%
5	Elections to the board of directors				
5.1	Re-elect Mr. Gaudenz F. Domenig as board member and chairman	FOR	FOR		✓ 88.9%
5.2	Re-elect Mr. Marco Syfrig	FOR	● OPPOSE	He is not independent (board tenure of 14 years, former executive) and the board independence is insufficient (33.3%).	✓ 84.3%
5.3	Re-elect Mr. Willy Hüppi	FOR	FOR		✓ 88.0%
5.4	Re-elect Ms. Michèle Novak-Moser	FOR	FOR		✓ 90.6%
5.5	Re-elect Ms. Nina Remmers	FOR	FOR		✓ 90.6%

Item	Agenda	Board	Ethos		Result
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Gaudenz F. Domenig to the remuneration committee	FOR	FOR		✓ 81.5%
6.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the committee does not include at least 50% independent members.	✓ 77.2%
6.3	Re-elect Ms. Michèle Novak-Moser to the remuneration committee	FOR	FOR		✓ 89.3%
7	Re-elect Mr. Dieter R. Brunner as independent proxy	FOR	FOR		✓ 97.3%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 93.1%
9	Binding votes on the remuneration of the board of directors and the executive management				
9.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.7%
9.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.7%
9.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 79.0%
10	Merger between Burkhalter Holding and Poenina Holding	FOR	FOR		✓ 95.4%
11	Ordinary capital increase	FOR	FOR		✓ 95.6%
12	Conditional election of Mr. Diego Brüesch to the board	FOR	● OPPOSE	He has permanent operational functions.	✓ 87.5%
13	Amendment of article 4: Purpose of the company	FOR	FOR		✓ 95.7%
14	Approve increase and renewal of authorised capital	FOR	FOR		✓ 95.4%

Item	Agenda	Board	Ethos	Result
1	Present annual report	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.1%
4	Approve allocation of income and dividend	FOR	FOR	✓ 98.2%
5.A	Elections to the board of directors			
5.A.1	Re-elect Dr. oec. Carole Ackermann	FOR	FOR	✓ 97.8%
5.A.2	Re-elect Mr. Peter Arnold	FOR	FOR	✓ 97.7%
5.A.3	Re-elect Ms. Brigitte Hauser-Süess	FOR	FOR	✓ 97.6%
5.A.4	Re-elect Mr. Paul-Marc Julen	FOR	FOR	✓ 99.4%
5.A.5	Re-elect Mr. Christoph Ott	FOR	FOR	✓ 99.2%
5.A.6	Re-elect Mr. Patrick Z'Brun	FOR	FOR	✓ 98.0%
5.B	Re-elect Mr. Patrick Z'Brun as board chairman	FOR	FOR	✓ 98.0%
5.C	Elections to the remuneration committee			
5.C.1	Re-elect Mr. Patrick Z'Brun to the remuneration committee	FOR	FOR	✓ 96.7%
5.C.2	Re-elect Dr. oec. Carole Ackermann to the remuneration committee	FOR	FOR	✓ 96.5%
5.C.3	Re-elect Mr. Peter Arnold to the remuneration committee	FOR	FOR	✓ 96.5%
5.D	Re-elect KPMG as auditors	FOR	FOR	✓ 97.8%
5.E	Re-elect Ms. Chantal Carlen as independent proxy	FOR	FOR	✓ 98.1%
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 2022)	FOR	FOR	✓ 94.8%
6.B	Binding prospective vote on the total remuneration of the executive management (FY 2022)	FOR	FOR	✓ 93.2%
6.C	Binding prospective vote on the total remuneration of the board of directors (Q1 2023)	FOR	FOR	✓ 96.0%
6.D	Binding prospective vote on the total remuneration of the executive management (Q1 2023)	FOR	FOR	✓ 93.0%



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	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.9%
4.2	Re-elect Dr. Matthias Auer	FOR	FOR	✓ 93.7%
4.3	Re-elect Dr. Heinz Baumgartner	FOR	FOR	✓ 95.9%
4.4	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 97.7%
4.5	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 95.7%
4.6	Re-elect Mr. Robert Spoerry	FOR	FOR	✓ 94.9%
4.7	Elect Ms. Inge Delobelle	FOR	FOR	✓ 100.0%
5	Elect Dr. Heinz Baumgartner as board chairman	FOR	FOR	✓ 97.7%
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Urs Riedener to the remuneration committee	FOR	FOR	✓ 91.5%
6.2	Re-elect Dr. Heinz Baumgartner to the remuneration committee	FOR	FOR	✓ 93.3%
6.3	Re-elect Mr. Robert Spoerry to the remuneration committee	FOR	FOR	✓ 92.6%
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;">✓</div> <div> <p>85.8%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> </div> </div>
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	FOR	✓ 97.6%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	<div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;">✓</div> <div> <p>94.2%</p> <p>The audit firm has been in office for 83 years, which exceeds Ethos' guidelines.</p> </div> </div>
9	Re-elect Mr. Bretschger Leuch Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%

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	✓ 99.2%
3.3	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 68.0% The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.
3.4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4	Advisory vote on the sustainability report	FOR	FOR	✓ 99.5%
5	Discharge board members and executive management	FOR	FOR	✓ 99.5%
6	Elections to the board of directors			
6.1	Re-elect Mr. Hans-Kristian Hoejsgaard as member and chairman of the board	FOR	FOR	✓ 99.3%
6.2.1	Re-elect Mr. Gregor Greber	FOR	FOR	✓ 95.7%
6.2.2	Re-elect Mr. Erich Kellenberger	FOR	FOR	✓ 98.5%
6.2.3	Re-elect Dr. Lukas Morscher	FOR	FOR	✓ 86.7%
6.2.4	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.7%
6.3.1	Elect Ms. Patricia Gandji	FOR	FOR	✓ 99.6%
6.3.2	Elect Ms. Laurence Bourdon-Tracol	FOR	FOR	✓ 99.6%
6.4	Elections to the remuneration committee			
6.4.1	Re-elect Mr. Hans-Kristian Hoejsgaard to the remuneration committee	FOR	FOR	✓ 80.9%
6.4.2	Elect Dr. Lukas Morscher to the remuneration committee	FOR	FOR	✓ 86.3%
7	Elect KPMG as auditors	FOR	FOR	✓ 98.3%
8	Re-elect Mr. Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 99.8%
9	Binding votes on the remuneration of the board of directors and the executive management			
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 84.2%

Item	Agenda	Board	Ethos		Result
9.2	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>	✓ 69.2%
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 84.3%
10.1	Amend articles of association: change of purpose	FOR	FOR		✓ 86.4%
10.2	Amend articles of association: remuneration structure	FOR	FOR		✓ 86.0%
10.3	Amend articles of association: participation plan	FOR	FOR		✓ 86.1%

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	✓ 74.1%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.2%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Felix A. Weber as board member and chairman	FOR	FOR	✓ 97.9%
5.1.2	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 98.8%
5.1.3	Re-elect Ms. Susanne Klöss-Braekler	FOR	FOR	✓ 99.5%
5.1.4	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.3%
5.2.1	Elect Dr. Jörg Behrens	FOR	FOR	✓ 99.3%
5.2.2	Elect Mr. Marc Berg	FOR	FOR	✓ 99.1%
5.2.3	Elect Mr. Alexander Finn	FOR	FOR	✓ 99.1%
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Ms. Susanne Klöss-Braekler to the nomination and remuneration committee	FOR	FOR	✓ 81.7%
5.3.2	Elect Mr. Marc Berg to the nomination and remuneration committee	FOR	FOR	✓ 98.6%
5.3.3	Elect Mr. Thomas Buess to the nomination and remuneration committee	FOR	FOR	✓ 98.2%
5.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%
5.5	Re-elect KPMG as auditors	FOR	FOR	✓ 98.3%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.9%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 91.4%

Item	Agenda	Board	Ethos		Result
1	Present annual report	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient.	✓
3	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.  The size of the board of directors has persistently remained below 4 members.  The company is in a situation of over indebtedness.	✓
4	Approve allocation of balance sheet result	FOR	FOR		✓
Elections to the board of directors					
5	Re-elect Ms. Valérie Gimond-Duménil as board member and chairman	FOR	● OPPOSE	She is also CEO and the combination of functions is 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, Ethos cannot approve Ms. Gimond-Duménil 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, Ethos cannot approve Mr. Réthoret 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		✓ 82.6%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 82.1%
3	Discharge board members and executive management	FOR	FOR		✓ 82.2%
4	Advisory vote on the management incentive plan	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 71.7%
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 80.8%
6	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 80.9%
7.1	Binding prospective vote on an additional amount for the 2022 fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 74.3%
7.2	Binding prospective vote on an additional amount for the 2022 variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 74.3%
8	Advisory vote on the remuneration report	FOR	FOR		✓ 76.3%
9	Approve increase and renewal of authorised capital	WITH-DRAWN	● OPPOSE	ITEM 9 was withdrawn by the board of directors on the day of the AGM, without explanation provided. Ethos initially recommended to OPPOSE for the following reason: 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.	–
10	Amendments to the articles of association to remove outdated provisions	FOR	FOR		✓ 89.1%
11	Amendments to the articles of association regarding remuneration				
11.1	Amendment of article 5 bis para. 1: extension of conditional capital	FOR	● OPPOSE	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.	✓ 71.5%
11.2	Amendment of article 32 bis: approval of the remuneration by the general meeting	FOR	FOR		✓ 80.7%
11.3	Amendment of article 32 quater: non-executive board members remuneration	FOR	● OPPOSE	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.	✓ 60.2%
11.4	Amendment of article 32 ter: additional amount for new members in the executive management	FOR	● OPPOSE	The amount available for new members of the executive management is excessive.	✓ 74.4%

Item	Agenda	Board	Ethos		Result
11.5	Amendment of article 32 quinquies: executive management remuneration	FOR	● OPPOSE	The vote on the maximum remuneration of the executive management is prospective and the articles of association will no longer include caps on the variable remuneration.	✓ 74.3%
11.6	Amendment of article 32 sexies: employment contracts	FOR	FOR		✓ 88.2%
12	Amendments to the articles of association in relation to the general meeting	FOR	FOR		✓ 88.3%
13	Elections to the board of directors				
13.1	Re-elect Mr. Daniel Frutig as board member and chairman	FOR	FOR		✓ 87.7%
13.2	Re-elect Mr. Konstantin Ryzhkov	FOR	FOR		✓ 79.3%
13.3	Re-elect Ms. Norma Corio	FOR	● OPPOSE	She holds an excessive number of mandates.  She is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 69.7%
13.4	Elect Ms. Denise Koopmans	FOR	FOR		✓ 73.8%
14	Elections to the remuneration committee				
14.1	Re-elect Mr. Daniel Frutig to the remuneration committee	FOR	FOR		✓ 87.6%
14.2	Re-elect Mr. Konstantin Ryzhkov to the remuneration committee	FOR	FOR		✓ 79.0%
15	Re-elect KPMG as auditors	FOR	FOR		✓ 87.7%
16	Re-elect Etude Athemis as independent proxy	FOR	FOR		✓ 89.4%

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	✓ 91.9%
				The transparency of the remuneration report is insufficient.
				The remuneration report is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	● OPPOSE	✓ 92.1%
				The external auditors' report reveals serious deficiencies of the internal control system.
3.1	Approve allocation of income	FOR	FOR	✓ 94.8%
3.2	Distribution through capital reduction by way of par value reduction	FOR	FOR	✓ 94.8%
4.1	Amend articles of association: Age limit	FOR	● OPPOSE	✓ 95.3%
				The amendment has a negative impact on the interests of all or some of the shareholders.
4.2	Amend articles of association: Long-term incentive plan	FOR	● OPPOSE	✓ 94.0%
				The structure of the remuneration is not in line with Ethos' guidelines.
5.1	Elections to the board of directors			
5.1.1	Elect Mr. Ahmed Mohamed Alumar	FOR	FOR	✓ 93.3%
5.1.2	Re-elect Dr. chem. Günter von Au	FOR	● OPPOSE	✓ 94.2%
				He is not independent (various reasons) and the board independence is insufficient (36.4%).
				He is chairman of the nomination committee and the composition of the board is unsatisfactory.
5.1.3	Elect Mr. Roberto Gualdoni	FOR	FOR	✓ 93.4%
5.1.4	Re-elect Mr. Thilo Mannhardt	FOR	FOR	✓ 99.7%
5.1.5	Re-elect Mr. Geoffery Merszei	FOR	● OPPOSE	✓ 89.9%
				He is not independent (representative of an important shareholder) and the board independence is insufficient (36.4%).
				He is a representative of a significant shareholder who is sufficiently represented on the board.
5.1.6	Re-elect Dr. iur. Eveline Saupper	FOR	FOR	✓ 99.3%
5.1.7	Elect Ms. Naveena Shastri	FOR	FOR	✓ 94.1%
5.1.8	Re-elect Mr. Peter Steiner	FOR	● OPPOSE	✓ 85.3%
				He is chairman of the audit 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.
5.1.9	Re-elect Dr. Claudia Süssmuth Dyckerhoff	FOR	FOR	✓ 99.7%



Item	Agenda	Board	Ethos		Result
5.1.10	Re-elect Ms. Susanne Wamsler	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the board independence is insufficient (36.4%).	✓ 93.5%
5.1.11	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 99.2%
5.2	Re-elect Dr. chem. Günter von Au as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. chem. von Au to the board of directors, Ethos cannot approve Dr. chem. von Au as chairman.	✓ 93.9%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 98.8%
5.3.2	Elect Ms. Naveena Shastri to the remuneration committee	FOR	FOR		✓ 92.7%
5.3.3	Re-elect Dr. Claudia Süßmuth Dyckerhoff to the remuneration committee	FOR	FOR		✓ 99.1%
5.3.4	Re-elect Mr. Konstantin Winterstein to the remuneration committee	FOR	FOR		✓ 98.9%
5.4	Re-elect Dr. Balthasar Settelen as independent proxy	FOR	FOR		✓ 100.0%
5.5	Elect KPMG as auditors	FOR	FOR		✓ 99.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.8%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 92.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend				
2.1	Approve allocation of income	FOR	FOR		✓ 100.0%
2.2	Distribution of dividend from capital contributions reserves	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Niklaus Huber as board member and chairman	FOR	FOR		✓ 90.4%
4.1.2	Re-elect Mr. Erwin Locher	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the board independence is insufficient (28.6%).  He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 84.6%
4.1.3	Re-elect Mr. Jürgen Rauch	FOR	FOR		✓ 91.8%
4.1.4	Re-elect Mr. Matthew Robin	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (28.6%).  He is chairman of the nomination committee and the renewal and composition of the board are unsatisfactory.	✓ 88.6%
4.1.5	Re-elect Dr. Astrid Waser	FOR	FOR		✓ 90.1%
4.1.6	Re-elect Prof. Dr. Roland Weiger	FOR	FOR		✓ 100.0%
4.1.7	Re-elect Prof. Dr. Allison Zwingenberger	FOR	FOR		✓ 91.6%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Niklaus Huber to the remuneration committee	FOR	FOR		✓ 90.2%
4.2.2	Re-elect Mr. Matthew Robin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Robin to the board of directors, Ethos cannot approve Mr. Robin to the committee.	✓ 86.7%
4.2.3	Re-elect Prof. Dr. Roland Weiger to the remuneration committee	FOR	FOR		✓ 98.0%
5	Re-elect Dr. Michael Schöbi as independent proxy	FOR	FOR		✓ 100.0%
6	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.8%
7.1	Advisory vote on the remuneration report	FOR	FOR		✓ 94.7%

Item	Agenda	Board	Ethos	Result
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.5%
4	Elections to the board of directors			
4.1	Re-elect Mr. Heinz Kundert	FOR	FOR	✓ 89.8%
4.2	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	✓ 99.2%
4.3	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 99.1%
4.4	Re-elect Mr. Patrick Jany	FOR	FOR	✓ 99.0%
4.5	Re-elect Dr. Tosja Zywietz	FOR	FOR	✓ 96.1%
4.6	Re-elect Mr. Heinz Kundert as board chairman	FOR	FOR	✓ 86.9%
5	Elect Dr. Edeltraud Leibrock	FOR	FOR	✓ 95.8%
6	Elections to the remuneration committee			
6.1	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓ 98.8%
6.2	Re-elect Prof. Dr. Gian-Luca Bona to the remuneration committee	FOR	FOR	✓ 99.0%
7	Re-elect Mr. Patrick Glauser as independent proxy	FOR	FOR	✓ 99.9%
8	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	<p>✓ 81.3%</p> <p>The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>
9	Binding votes on the remuneration of the board of directors and the executive management			
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8%
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	<p>✓ 90.3%</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>
9.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 93.0%
9.4	Advisory vote on the remuneration report	FOR	FOR	✓ 82.1%
10	Amendments to the articles of association			

Item	Agenda	Board	Ethos	Result
10.1	Approve reduction and renewal of authorised capital	FOR	FOR	✘ 60.5%
10.2	Amend articles of association: board remuneration	FOR	FOR	✔ 99.7%

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		✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
4	Amendment of article 5: Create 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.	✓
5	Amendment of article 7: Form of shares	FOR	FOR		✓
6	Deletion of articles 40 and 41: Contributions in kind	FOR	FOR		✓
	Binding votes on the remuneration of the board of directors and the executive management				
7	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors can receive options.	✓
8	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.	✓
9	Elections to the board of directors				
9.1	Re-elect Mr. Patrick Combes	FOR	● OPPOSE	He has permanent operational functions.	✓
9.2	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.  He is 85 years old, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 25 years) and the board independence is insufficient (25.0%).	✓
9.3	Re-elect Mr. Christian Goecking	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.  He is not independent (board tenure of 25 years) and the board independence is insufficient (25.0%).	✓

Item	Agenda	Board	Ethos		Result
9.4	Re-elect Mr. Robert Pennone	FOR	● OPPOSE	<p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>He is 78 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 25 years) and the board independence is insufficient (25.0%).</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	✓
9.5	Re-elect Mr. Urs Schneider	FOR	● OPPOSE	<p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>He is 76 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 25 years) and the board independence is insufficient (25.0%).</p>	✓
9.6	Re-elect Mr. Eric Solvet	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (25.0%).</p>	✓
9.7	Re-elect Mr. Alain Blanc-Brude	FOR	● OPPOSE	<p>He is 76 years old, which exceeds Ethos' guidelines.</p>	✓
9.8	Re-elect Mr. Marco Illy	FOR	FOR		✓
10	Re-elect Mr. Patrick Combes as board chairman	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Combes to the board of directors, Ethos cannot approve Mr. Combes as chairman.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p>	✓
11	Elections to the remuneration committee				
11.1	Elect Mr. Robert Pennone to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Pennone to the board of directors, Ethos cannot approve Mr. Pennone to the committee.</p>	✓
11.2	Re-elect Mr. Christian Goecking to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Goecking to the board of directors, Ethos cannot approve Mr. Goecking to the committee.</p>	✓
12	Elect KPMG as auditors	FOR	FOR		✓
13	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 2021	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
4	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
5	Approve dividend from retained earnings	FOR	FOR		✓ 83.1%
6	Discharge board members	FOR	FOR		✓ 91.7%
7	Amendment of the remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 75.5%
8	Grant options to the board of directors	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 75.5%
9	Renewal of authorisation to issue shares				
9.i	Approve renewal of authorisation to issue ordinary shares for financing purposes	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 79.5%
9.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.	✓ 75.5%
9.iii	Approve renewal of authorisation to issue preference shares	FOR	● OPPOSE	Anti-takeover provision not in line with the long-term interests of the majority of the company's stakeholders.	✓ 75.2%
10	Approve authorisation to buyback shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 82.4%
11	Re-elect BDO as auditors	FOR	FOR		✓ 99.9%
	Elections to the board of directors				
12	Re-elect Mr. Alessandro Della Chà as executive director	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.7%
13	Re-elect 6 non-executive directors	FOR	● OPPOSE	Grouped elections of directors. The (re-)election of one or more directors is considered contrary to minority shareholders interests.	✓ 92.2%
14	Closing of the AGM	NON-VOTING	NON-VOTING		



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.	✓ 80.2%
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.2%
2.1	Discharge board members and executive management for the 2020 financial year	FOR	● OPPOSE	Some revealed facts demonstrate serious deficiencies in the board and executive management's conduct of the company's affairs.	✗ 35.9%
2.2	Discharge board members and executive management for the 2021 financial year	FOR	● OPPOSE	Some revealed facts demonstrate serious deficiencies in the board and executive management's conduct of the company's affairs.	✓ 77.5%
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 95.6%
4	Create authorised capital	FOR	FOR		✓ 95.9%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Axel P. Lehmann as board member and elect him as chairman	FOR	FOR		✓ 95.3%
5.1.2	Re-elect Dr. Iris Bohnet	FOR	FOR		✓ 87.4%
5.1.3	Re-elect Ms. Clare Brady	FOR	FOR		✓ 97.6%
5.1.4	Re-elect Mr. Christian Gellerstad	FOR	FOR		✓ 91.7%
5.1.5	Re-elect Mr. Michael Klein	FOR	● OPPOSE	His activities and attitude are not irreproachable.	✓ 79.2%
5.1.6	Re-elect Mr. Shan Li	FOR	FOR		✓ 91.3%
5.1.7	Re-elect Ms. Seraina Macia	FOR	FOR		✓ 88.4%
5.1.8	Re-elect Ms. Blythe S.J. Masters	FOR	FOR		✓ 96.1%
5.1.9	Re-elect Mr. Richard Henry Meddings	FOR	FOR		✓ 91.7%
5.1.10	Re-elect Ms. Ana Paula Pessoa	FOR	FOR		✓ 68.7%
5.1.11	Elect Mr. Mirko Bianchi	FOR	FOR		✓ 97.8%
5.1.12	Elect Dr. Keyu Jin	FOR	● OPPOSE	Her statement in a Swiss newspaper on human rights violation in the Xinjiang region may be in contradiction with Credit Suisse own statement on human rights.	✓ 94.5%
5.1.13	Elect Ms. Amanda Norton	FOR	FOR		✓ 97.8%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. Iris Bohnet to the remuneration committee	FOR	FOR		✓ 87.0%
5.2.2	Re-elect Mr. Christian Gellerstad to the remuneration committee	FOR	FOR		✓ 90.3%

Item	Agenda	Board	Ethos		Result
5.2.3	Re-elect Mr. Michael Klein to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Klein to the board of directors, Ethos cannot approve Mr. Klein to the committee.	✓ 80.7%
5.2.4	Elect Mr. Shan Li to the remuneration committee	FOR	FOR		✓ 91.2%
5.2.5	Elect Ms. Amanda Norton to the remuneration committee	FOR	FOR		✓ 91.7%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 86.2%
6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 83.0%
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 a peer group.	✓ 93.4%
6.2.3	Binding retrospective vote on share-based replacement awards for new executive members	FOR	● OPPOSE	The information provided is insufficient.  The requested amount does not allow to respect Ethos' guidelines.	✓ 92.8%
7.1	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.4%
7.2	Re-elect BDO as special auditors	FOR	FOR		✓ 98.0%
7.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 98.6%
8	Shareholder resolution: request for a special audit	OPPOSE	● FOR	In light of the numerous recent scandals, a special audit conducted by an independent auditor is necessary to restore trust in the bank.  The resolution is in line with the long-term interest of the majority of the company's stakeholders.	✗ 10.4%
9	Shareholder resolution: amendment of the articles of association regarding climate change strategy and disclosures	OPPOSE	● FOR	Credit Suisse being one of the largest provider of financing to the fossil industry, the resolution is in line with the long term interest of the majority of the company's stakeholders.	✗ 18.5%

Item	Agenda	Board	Ethos		Result
1	Elect Mr. Yves Gerster as chairman of the AGM	FOR	FOR		✓ 99.9%
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2.2	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.	✓ 85.5%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8%
4	Discharge board members and executive management	FOR	● OPPOSE	There is a strong deterioration of the company's financial situation due to successive poor financial results.	✓ 93.9%
5	Elections to the board of directors				
5.1	Re-elect Mr. Juan Carlos Torres Carretero as board member and chairman	FOR	FOR		✓ 94.0%
5.2.1	Re-elect Ms. Heekyung Jo Min	FOR	FOR		✓ 99.7%
5.2.2	Re-elect Mr. Luis Maroto Camino	FOR	FOR		✓ 99.4%
5.2.3	Re-elect Mr. Joaquín Moya-Angeler Cabrera	FOR	FOR		✓ 97.6%
5.2.4	Re-elect Ms. Mary J. Steele Guilfoile	FOR	FOR		✓ 99.1%
5.2.5	Re-elect Mr. Ranjan Sen	FOR	FOR		✓ 99.7%
5.2.6	Re-elect Ms. Lynda Tyler-Cagni	FOR	FOR		✓ 99.7%
5.2.7	Re-elect Ms. Eugenia M. Ulasewicz	FOR	FOR		✓ 99.6%
5.3	Elect Dr. Xavier Bouton	FOR	● OPPOSE	First appointment to the board. Dr. Bouton is 72 years old, which exceeds Ethos' guidelines.	✓ 99.8%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Luis Maroto Camino to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.	✓ 95.5%
6.2	Re-elect Ms. Eugenia M. Ulasewicz to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.	✓ 97.1%
6.3	Elect Mr. Joaquín Moya-Angeler Cabrera to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.	✓ 95.4%
7	Amend articles of association: Maximum board size	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
8	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.8%
9	Re-elect Altenburger Ltd. legal + tax as independent proxy	FOR	FOR		✓ 99.6%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 91.5%
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>	✓ 94.2%

Item	Agenda	Board	Ethos		Result
1	Welcome	NON-VOTING	NON-VOTING		
2	Reporting on the 2021 financial year	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.6%
4	Approve allocation of income and dividend				
4.1	Approve allocation of income	FOR	FOR		✓ 98.8%
4.2	Approve dividend out of capital contributions reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation of the company.	✓ 98.9%
5	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 93.6%
6	Elections to the board of directors				
6.1	Re-elect Mr. Horst Mahmoudi as board member and executive chairman	FOR	● OPPOSE	He has permanent operational functions as delegate of the board.	✓ 94.9%
6.2.1	Re-elect Mr. Fulvio Micheletti	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 94.9%
6.2.2	Re-elect Mr. Reto Klotz	FOR	FOR		✓ 84.3%
6.2.3	Re-elect Mr. José Luis Chorro Lopez	FOR	● OPPOSE	He has a major conflict of interest that is incompatible with his role as board member.	✓ 95.8%
6.2.4	Re-elect Mr. Marc Klingelfuss	FOR	FOR		✓ 97.6%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Fulvio Micheletti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Micheletti to the board of directors, Ethos cannot approve Mr. Micheletti to the committee.	✓ 94.5%
7.2	Re-elect Mr. Reto Klotz to the remuneration committee	FOR	FOR		✓ 84.0%
7.3	Re-elect Mr. José Luis Chorro Lopez to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Chorro Lopez to the board of directors, Ethos cannot approve Mr. Chorro Lopez to the committee.	✓ 95.6%
8	Re-elect BDO as auditors	FOR	FOR		✓ 97.7%
9	Re-elect Mr. Christoph Lerch as independent proxy	FOR	FOR		✓ 98.9%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.2%
11	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.	✓ 92.8%

Item	Agenda	Board	Ethos		Result
12	Ordinary capital increase	FOR	● OPPOSE	The requested authority to issue shares, with tradable pre-emptive rights, for general financing purposes, exceeds 33% of the issued capital.	✓ 93.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve distribution of preferred dividend	FOR	FOR		✓ 99.9%
3.1	Approve allocation of income	FOR	FOR		✓ 100.0%
3.2	Dividend by way of distribution out of capital contribution reserves	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 99.9%
5	Revised the authorised capital	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 88.9%
6	Increase of the conditional share capital for employee participation	FOR	● OPPOSE	The transparency of the share-based plan for which the requested capital is intended is insufficient.  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.	✓ 93.4%
7	Amend articles of association regarding the remuneration system	FOR	● OPPOSE	The structure and conditions of the variable remuneration plans do not respect Ethos' guidelines.	✓ 93.4%
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 a peer group.	✓ 97.7%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 98.0%
8.3	Binding retrospective vote on the total 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.	✓ 92.3%
9	Elections to the board of directors				
9.1.1	Re-elect Dr. Susanne Brandenberger	FOR	FOR		✓ 100.0%
9.1.2	Re-elect Mr. Emmanuel L. Bussetil	FOR	FOR		✓ 98.5%
9.1.3	Re-elect Mr. Peter Fanconi	FOR	FOR		✓ 99.8%
9.1.4	Re-elect Mr. Roberto Isolani	FOR	FOR		✓ 99.9%
9.1.5	Re-elect Mr. Carlo M. Lombardini	FOR	FOR		✓ 100.0%
9.1.6	Re-elect Mr. Steven M. Jacobs	FOR	FOR		✓ 98.7%

Item	Agenda	Board	Ethos	Result
9.1.7	Re-elect Dr. John Spiro Latsis	FOR	FOR	✓ 100.0%
9.1.8	Re-elect Dr. Périclès-Paul Petalas	FOR	● OPPOSE He is 79 years old, which exceeds Ethos' guidelines.	✓ 96.4%
9.1.9	Re-elect Mr. Stuart M. Robertson	FOR	FOR	✓ 100.0%
9.1.10	Re-elect Dr. Bernd-Albrecht von Maltzan	FOR	FOR	✓ 99.2%
9.1.11	Re-elect Ms. Amy Yok Tak Yip	FOR	FOR	✓ 97.6%
9.2	Re-elect Mr. Peter Fanconi as board chairman	FOR	FOR	✓ 99.1%
10	Elections to the nomination and remuneration committee			
10.1	Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee	FOR	FOR	✓ 95.3%
10.2	Re-elect Mr. Peter Fanconi to the nomination and remuneration committee	FOR	FOR	✓ 96.7%
10.3	Re-elect Mr. Steven M. Jacobs to the nomination and remuneration committee	FOR	FOR	✓ 95.3%
10.4	Re-elect Dr. Périclès-Paul Petalas to the nomination and remuneration committee	FOR	● OPPOSE As Ethos did not support the election of Dr. Petalas to the board of directors, Ethos cannot approve Dr. Petalas to the committee.	✓ 93.2%
10.5	Re-elect Dr. Bernd-Albrecht von Maltzan to the nomination and remuneration committee	FOR	FOR	✓ 98.0%
11	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR	✓ 100.0%
12	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.0%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.8%
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		✓ 99.5%
5	Elections to the board of directors				
5.1	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.1%
5.2	Re-elect Mr. Walter Häusermann	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 99.5%
5.3	Re-elect Mr. Peter Hotz	FOR	FOR		✓ 99.6%
5.4	Re-elect Mr. Fred Ruegg	FOR	● OPPOSE	He is chairman of the nomination committee, the committee independence is insufficient and the board has less than 20% women without adequate justification.	✓ 99.5%
5.5	Elect Mr. Bruno Cathomen	FOR	FOR		✓ 99.6%
5.6	Re-elect Mr. Martin Wipfli as board chairman	FOR	FOR		✓ 99.1%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Mr. Peter Hotz to the nomination and remuneration committee	FOR	FOR		✓ 99.6%
6.2	Re-elect Mr. Fred Ruegg to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ruegg to the board of directors, Ethos cannot approve Mr. Ruegg to the committee.	✓ 99.2%
7	Re-elect MLL Meyerlustenberger Lachenal Froriep as independent proxy	FOR	FOR		✓ 99.9%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.	✓ 99.2%

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	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	✓
4.2	Binding prospective vote on the total remuneration of the agricultural committee	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	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 Ms. Monique Bourquin	FOR	FOR	✓
5.1.3	Re-elect Mr. Dominik Bürgy	FOR	FOR	✓
5.1.4	Re-elect Mr. Thomas Grüter	FOR	FOR	✓
5.1.5	Re-elect Ms. Christina Johansson	FOR	● OPPOSE	She holds an excessive number of mandates. ✓
5.1.6	Re-elect Ms. Alexandra Post Quillet	FOR	FOR	✓
5.1.7	Re-elect Ms. Diana Strebel	FOR	FOR	✓
5.2.1	Elect Mr. Hubert Muff	FOR	FOR	✓
5.2.2	Elect Mr. Werner Weiss	FOR	FOR	✓
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Konrad Graber to the nomination and remuneration committee	FOR	FOR	✓
5.3.2	Re-elect Ms. Monique Bourquin to the nomination and remuneration committee	FOR	FOR	✓
5.3.4	Elect Mr. Thomas Grüter to the nomination and 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		✓ 97.9%
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>	✓ 60.1%
3	Discharge board members and executive management	FOR	FOR		✓ 95.9%
4	Approve allocation of balance sheet result	FOR	FOR		✓ 98.1%
5-6	Amend articles of association: Authorised and conditional capital				
5	Increase of conditional capital for financing purposes	FOR	FOR		✓ 86.8%
6	Increase of authorised capital	FOR	FOR		✓ 93.5%
7.1	Amend articles of association: Threshold for convening extraordinary shareholders meetings	FOR	FOR		✓ 97.9%
7.2	Amend articles of association: Threshold for the inclusion of items on the agenda	FOR	FOR		✓ 97.8%
7.3	Amend articles of association: Deadline for adding items to the agenda	FOR	FOR		✓ 98.0%
8.1	Elections to the board of directors				
8.1.1	Re-elect Dr. Beat In-Albon	FOR	● OPPOSE	He is chairman of the board. The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 87.7%
8.1.2	Re-elect Mr. Stephan Schindler	FOR	FOR		✓ 97.8%
8.1.3	Re-elect Dr. Christoph Breucker	FOR	FOR		✓ 97.5%
8.1.4	Elect Mr. Andreas Weigelt	FOR	FOR		✓ 97.7%
8.1.5	Elect Mr. Andreas Pfluger	FOR	FOR		✓ 95.0%
8.2	Re-elect Dr. Beat In-Albon as board chairman	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 85.2%
8.3	Elections to the remuneration committee				
8.3.1	Re-elect Dr. Christoph Breucker to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.	✓ 93.1%

Item	Agenda	Board	Ethos		Result
8.3.2	Re-elect Mr. Stephan Schindler to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.	✓ 93.4%
8.3.3	Elect Mr. Andreas Pfluger to the remuneration committee	FOR	FOR		✓ 94.5%
8.4	Re-elect Mazars as auditors	FOR	FOR		✓ 99.0%
8.5	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR		✓ 99.4%
9	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 87.6%
10	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.	✓ 83.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend			
2.a	Approve dividend from retained earnings	FOR	FOR	✓
2.b	Approve dividend from capital contributions reserves	FOR	FOR	✓
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 total remuneration of the board of directors	FOR	● OPPOSE	<p>✓</p> <p>The remuneration of the chairman is significantly higher than that of a 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>✓</p> <p>He holds an excessive number of mandates.</p> <p>He has been a member of the board for 24 years, which exceeds Ethos' guidelines.</p>
5.a.2	Re-elect Mr. Christian Mäder	FOR	● OPPOSE	<p>✓</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>
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	<p>✓</p> <p>As Ethos did not support the election of Mr. von Witzleben to the board of directors, Ethos cannot approve Mr. von Witzleben as chairman.</p>
5.c	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
5.c.1	Re-elect Mr. Alexander von Witzleben to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, Ethos cannot approve Mr. von Witzleben to the committee.	✓
5.c.2	Re-elect Mr. Christian Mäder to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Mäder to the board of directors, Ethos cannot approve Mr. Mäder to the committee.	✓
5.d	Re-elect COT Treuhand AG as independent proxy	FOR	FOR		✓
5.e	Re-elect KPMG as auditors	FOR	FOR		✓
6	Ordinary capital increase	FOR	● OPPOSE	The information available regarding the transaction is not sufficient to make an informed decision.	✓

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	✓ 85.1% The pay-for-performance connection is not demonstrated.
5	Discharge board members	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	✓ 99.5%
7.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.7%
8.a	Elections to the board of directors			
8.a.1	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	✓ 99.7%
8.a.2	Re-elect Mr. Josef Felder	FOR	FOR	✓ 98.5%
8.a.3	Re-elect Mr. Stephan Gemkow	FOR	FOR	✓ 99.9%
8.a.4	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 85.9%
8.a.5	Re-elect Mr. Andreas G. Schmid	FOR	FOR	✓ 83.3%
8.b	Re-elect Mr. Andreas G. Schmid as board chairman	FOR	FOR	✓ 81.9%
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	✓ 79.1%
8.c.2	Re-elect Mr. Guglielmo L. Brentel to the nomination and remuneration committee	FOR	FOR	✓ 95.9%
8.c.3	Re-elect Dr. iur. Eveline Saupper to the nomination and remuneration committee	FOR	FOR	✓ 78.7%
8.c.4	Re-elect Mr. Andreas G. Schmid to the nomination and remuneration committee	FOR	FOR	✓ 77.2%
8.d	Re-elect Ms. Marianne Sieger as independent proxy	FOR	FOR	✓ 96.3%
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	Reduce share capital via cancellation of shares	FOR	FOR	✓
5.1	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>
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓</p> <p>The proposed increase relative to the previous year is excessive.</p> <p>The remuneration of the chairman exceeds the average remuneration of the members of the executive management without adequate justification.</p> <p>The remuneration of the executive chairman (who is not a member of the executive management) is excessive.</p>
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
6	Elections to the board of directors			
6.1	Re-elect Mr. This E. Schneider as board member and chairman	FOR	● OPPOSE	<p>✓</p> <p>He has permanent operational functions.</p>
6.2	Re-elect Dr. iur. Peter Altorfer	FOR	● OPPOSE	<p>✓</p> <p>He is not independent (board tenure of 17 years) and the board independence is insufficient (42.9%).</p> <p>He is chairman of the nomination committee and the committee independence is insufficient.</p>
6.3	Re-elect Mr. Michael Pieper	FOR	FOR	✓
6.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR	✓
6.5	Re-elect Mr. Vincent Studer	FOR	FOR	✓
6.6	Elect Mr. Jens Fankhänel	FOR	FOR	✓
6.7	Elect Dr. iur. Eveline Saupper	FOR	FOR	✓
7	Elections to the remuneration committee			



Item	Agenda	Board	Ethos		Result
7.1	Re-elect Dr. iur. Peter Altorfer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Altorfer to the board of directors, Ethos cannot approve Dr. iur. Altorfer to the committee.	✓
7.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR		✓
7.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR		✓
8	Re-elect KPMG as auditors	FOR	FOR		✓
9	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	✓
2	Approve allocation of balance sheet result	FOR	FOR	✓
3	Approve dividend out of 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. Andreas Robert Spahni as member and chairman of the board	FOR	FOR	✓
5.1.2	Re-elect Mr. Frédéric de Boer	FOR	FOR	✓
5.1.3	Re-elect Mr. Niels Roefs	FOR	FOR	✓
5.1.4	Re-elect Mr. Hadrian Rosenberg	FOR	FOR	✓
5.1.5	Re-elect Mr. Herbert Stoop	FOR	FOR	✓
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Niels Roefs to the remuneration committee	FOR	FOR	✓
5.2.2	Re-elect Mr. Hadrian Rosenberg to the remuneration committee	FOR	FOR	✓
5.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓
5.4	Re-elect Mr. Stephan Huber as independent proxy	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	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
6.3	Advisory vote on the remuneration report	FOR	FOR	✓
7	Approve creation of authorised capital	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Discharge board members and executive management	FOR	FOR	✓ 99.3%
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	✓ 99.7%
4	Advisory vote on the remuneration report	FOR	FOR	✓ 88.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 89.9%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 89.4%
6.1	Elections to the board of directors			
6.1.a	Re-elect Ms. Daniela Bosshardt-Hengartner as board member and chairman	FOR	FOR	✓ 98.8%
6.1.b	Re-elect Mr. Bertrand Jungo	FOR	FOR	✓ 99.3%
6.1.c	Re-elect Ms. Pascale Bruderer	FOR	FOR	✓ 99.1%
6.1.d	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	✓ 98.7%
6.1.e	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 98.1%
6.1.f	Re-elect Dr. Andreas Walde	FOR	FOR	✓ 98.3%
6.1.g	Elect Ms. Judith Meier	FOR	FOR	✓ 99.2%
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Dr. Andreas Walde to the remuneration committee	FOR	FOR	✓ 97.3%
6.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR	✓ 97.3%
6.2.c	Re-elect Dr. Markus R. Neuhaus to the remuneration committee	FOR	FOR	✓ 97.3%
6.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR	✓ 99.5%
6.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 85.8%

Item	Agenda	Board	Ethos	Result
1	Election of ad hoc Chairman of the Annual General Meeting	FOR	FOR	✓ 99.3%
2.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.1%
2.2	Advisory vote on the remuneration report	FOR	FOR	✓ 94.1%
3	Approve allocation of balance sheet result	FOR	FOR	✓ 99.2%
4	Discharge board members and executive management	FOR	FOR	✓ 94.7%
5	Elections to the board of directors			
5.1	Re-elect Mr. David J. Jacob as board member and chairman	FOR	FOR	✓ 98.2%
5.2	Re-elect Ms. Katia Coudray	FOR	FOR	✓ 98.0%
5.3	Re-elect Ms. Jacqui Irvine	FOR	FOR	✓ 98.2%
5.4	Re-elect Ms. Monika Machon	FOR	FOR	✓ 98.3%
5.5	Re-elect Mr. Benjamin Meuli	FOR	FOR	✓ 97.8%
5.6	Re-elect Ms. Nancy Mistretta	FOR	FOR	✓ 98.2%
5.7	Re-elect Mr. Thomas Schneider	FOR	FOR	✓ 98.5%
5.8	Elect Mr. Frank Kuhnke	FOR	FOR	✓ 98.7%
6	Elections to the remuneration committee			
6.1	Re-elect Ms. Katia Coudray to the remuneration committee	FOR	FOR	✓ 94.6%
6.2	Re-elect Ms. Jacqui Irvine to the remuneration committee	FOR	FOR	✓ 94.8%
6.3	Re-elect Ms. Nancy Mistretta to the remuneration committee	FOR	FOR	✓ 94.8%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 90.9%
			The remuneration is significantly higher than that of a peer group.	
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 91.7%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 88.9%
9	Re-elect Mr. Tobias Rohner as independent proxy	FOR	FOR	✓ 99.2%
10	Approve renewal of authorised capital	FOR	FOR	✓ 95.8%

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	FOR	FOR	✓ 98.9%
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	✓ 83.8%
4.1.2	Re-elect Mr. Thomas Bachmann	FOR	FOR	✓ 99.1%
4.1.3	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 96.2%
4.1.4	Re-elect Dr. Werner Karlen	FOR	FOR	✓ 99.6%
4.1.5	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 99.7%
4.1.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 98.4%
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Ms. Eunice Zehnder-Lai to the nomination and remuneration committee	FOR	FOR	✓ 97.9%
4.2.2	Re-elect Mr. Thomas Bachmann to the nomination and remuneration committee	FOR	FOR	✓ 98.6%
4.2.3	Re-elect Dr. Werner Karlen to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
5	Re-elect hba Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 80.3% The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 90.6% The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.6%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 86.7%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4.1	Approve share split	FOR	FOR	✓ 99.5%
4.2	Approve renewal of authorised capital	FOR	FOR	✓ 98.6%
5	Elections to the board of directors			
5.1	Re-elect Dr. Hubert Achermann	FOR	FOR	✓ 99.5%
5.2	Re-elect Mr. Riet Cadonau	FOR	FOR	✓ 83.3%
5.3	Re-elect Dr. Peter Hackel	FOR	FOR	✓ 99.8%
5.4	Re-elect Mr. Roger Michaelis	FOR	FOR	✓ 99.4%
5.4	Re-elect Dr. Eveline Saupper	FOR	FOR	✓ 99.6%
5.5	Re-elect Mr. Yves Serra	FOR	FOR	✓ 87.6%
5.6	Re-elect Ms. Jasmin Staiblin	FOR	FOR	✓ 99.1%
5.7	Elect Ms. Ayano Senaha	FOR	FOR	✓ 99.3%
6.1	Re-elect Mr. Yves Serra as board chairman	FOR	FOR	✓ 96.6%
6.2	Elections to the remuneration committee			
6.2.1	Re-elect Mr. Riet Cadonau to the remuneration committee	FOR	FOR	✓ 83.4%
6.2.2	Elect Mr. Roger Michaelis to the remuneration committee	FOR	FOR	✓ 99.0%
6.2.3	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 98.9%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9%
8	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.5%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.9%
10	Re-elect weber, schaub & partner AG as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓ 99.9%
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 auditors	FOR	FOR	✓ 99.8%
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 (representative of the Canton)	FOR	FOR	✓ 99.4%
5.3	Re-elect Dr. Urs P. Gnos	FOR	FOR	✓ 99.3%
5.4	Re-elect Mr. Rudolf Stäger	FOR	● OPPOSE	✓ 99.1%
			He is chairman of the nomination committee, the committee independence is insufficient and the board has less than 20% women without adequate justification.	
5.5	Re-elect Ms. Sonja Stirnimann	FOR	FOR	✓ 99.6%
5.6	Re-elect Dr. Dominic Rau	FOR	FOR	✓ 99.6%
5.7	Re-elect Dr. Konrad Marti	FOR	FOR	✓ 99.7%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	Attendance announcement of the AGM	NON-VOTING	NON-VOTING	
2	Approve minutes of the 2021 AGM	FOR	● OPPOSE	The minutes are not publicly available and do not include the precise voting results. ✓ 76.7%
3	Present financial statements and accounts 2021	NON-VOTING	NON-VOTING	
4	Present auditors report	NON-VOTING	NON-VOTING	
5.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 65.4%
5.2	Approve allocation of income and dividend	FOR	FOR	✓ 64.6%
5.3.1	Discharge board members	FOR	FOR	✓ 59.1%
5.3.2	Discharge auditors	FOR	FOR	✓ 90.5%
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 63.9%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 63.6%
6.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 63.7%
6.3.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 63.6%
7	Elections to the board of directors			
7.1.1	Re-elect Mr. Pierre-Marcel Revaz as board member and chairman	FOR	FOR	✓ 63.2%
7.1.2	Re-elect Ms. Céline Amaudruz	FOR	FOR	✓ 99.8%
7.1.3	Re-elect Mr. Emmanuel Séquin	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (0.0%). ✓ 63.4%
7.1.4	Re-elect Mr. François Sunier	FOR	FOR	✓ 63.6%
7.2	Elect Mr. Olivier Schucht	FOR	FOR	✓ 99.3%
8	Elections to the remuneration committee			
8.1.1	Re-elect Mr. Pierre-Marcel Revaz to the remuneration committee	FOR	FOR	✓ 62.6%
8.1.2	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, Ethos cannot approve Mr. Séquin to the committee. ✓ 63.1%
8.2	Elect Ms. Céline Amaudruz to the remuneration committee	FOR	FOR	✓ 99.8%
9	Elect Ms. Cyrille Bugnon as independent proxy	FOR	FOR	✓ 64.5%



Item	Agenda	Board	Ethos		Result
10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 89.8%

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		✓ 95.5%
3	Discharge board members and executive management	FOR	FOR		✓ 99.4%
4	Elections to the board of directors				
4.1	Re-elect Mr. Rudolf Hadorn as board member and chairman	FOR	● OPPOSE	He has held executive functions in the company during the last three years and he will sit on the audit committee.	✓ 87.1%
4.2.1	Re-elect Dr. iur. Stefan Breitenstein	FOR	FOR		✓ 88.6%
4.2.2	Re-elect Dr. Bettina Gerharz-Kalte	FOR	FOR		✓ 92.8%
4.2.3	Re-elect Mr. Niklaus Huber	FOR	FOR		✓ 92.1%
4.2.4	Re-elect Mr. Philippe Royer	FOR	FOR		✓ 89.8%
4.3	Elect Mr. Andreas Evertz	FOR	FOR		✓ 92.2%
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		✓ 90.1%
4.4.2	Re-elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR		✓ 87.8%
4.4.3	Elect Mr. Rudolf Hadorn to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hadorn to the board of directors, Ethos cannot approve Mr. Hadorn to the committee.  He is not independent (former executive) and the committee does not include at least 50% independent members.	✓ 87.1%
4.5	Re-elect Knobel Attorneys-at-law as independent proxy	FOR	FOR		✓ 99.9%
4.6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 89.4%
	Amendments to the articles of association				
5.1	Introduction of a single share class	FOR	FOR		✓ 99.8%
5.2	Abolishment of the opting-up	FOR	FOR		✓ 99.6%
6	Creation of authorized capital	FOR	FOR		✓ 99.0%
7	General amendment of the Articles of Association	FOR	FOR		✓ 90.4%

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>	<p>✓ 90.5%</p>
9	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	<p>✓ 99.4%</p>	
10	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	<p>✓ 99.4%</p>	
11	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	<p>✓ 97.6%</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	✓ 99.6%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
	Elections to the board of directors			
4.1	Elect Dr. iur. Thomas Schmuckli as member and chairman of the board	FOR	FOR	✓ 98.2%
4.2.1	Re-elect Dr. iur. Hans Künzle	FOR	FOR	✓ 98.6%
4.2.2	Re-elect Mr. Beat Fellmann	FOR	FOR	✓ 99.0%
4.2.3	Re-elect Mr. Jean-René Fournier	FOR	FOR	✓ 98.1%
4.2.4	Re-elect Dr. iur. Ivo Furrer	FOR	FOR	✓ 98.5%
4.2.5	Elect Mr. Luigi Lubelli	FOR	FOR	✓ 99.0%
4.2.6	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 98.6%
4.2.7	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	✓ 97.6%
4.2.8	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 98.8%
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	✓ 94.0%
4.3.2	Re-elect Dr. Gabriela Payer to the nomination and remuneration committee	FOR	FOR	✓ 89.8%
4.3.3	Re-elect Dr. iur. Andreas von Planta to the nomination and remuneration committee	FOR	FOR	✓ 94.4%
4.3.4	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR	✓ 95.5%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.4%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.5%
5.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 86.6%
6	Re-elect Advokatur & Notariat Bachmann as independent proxy	FOR	FOR	✓ 99.9%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 98.2%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend			
2.1	Approve dividend from retained earnings	FOR	FOR	✓ 100.0%
2.2	Approve dividend from capital contributions 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	✓ 92.9%
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR	✓ 97.3%
4.3	Re-elect Dr. Jvo Grundler	FOR	● OPPOSE	He is also a permanent member of the executive management (General Counsel). ✓ 95.7%
4.4	Re-elect Mr. Balz Halter	FOR	FOR	✓ 98.7%
4.5	Re-elect Dr. Christian Wiesendanger	FOR	FOR	✓ 100.0%
4.6	Re-elect Ms. Anja Meyer	FOR	FOR	✓ 100.0%
4.7	Re-elect Dr. Felix Grisard as board chairman	FOR	FOR	✓ 89.4%
4.8	Re-elect Mr. Balz Halter as board vice-chairman	FOR	FOR	✓ 98.7%
5	Elections to the remuneration committee			
5.1	Re-elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR	✓ 92.8%
5.2	Re-elect Mr. Balz Halter to the remuneration committee	FOR	FOR	✓ 94.3%
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 a peer group. ✓ 93.9%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher 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. ✓ 91.6%

Item	Agenda	Board	Ethos		Result
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.	✓ 81.2%
7	Re-elect Mr. Oscar Battegay as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 92.6%

## Highlight Event and Entertainment

29.06.2022

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 99.2%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.9%
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Bernhard Burgener	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  The board includes too many executive directors compared to market practice in Switzerland.  The board has not established a nomination committee and the composition of the board is unsatisfactory and the board has less than 20% women without adequate justification.	✓ 99.2%
4.1.2	Re-elect Mr. Alexander Studhalter	FOR	● OPPOSE	He was involved in a serious controversy in the past or does not have a good reputation or his activities and attitude are not irreproachable.  The board includes too many executive directors compared to market practice in Switzerland.	✓ 99.2%
4.1.3	Re-elect Mr. Peter von Büren	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).  The board includes too many executive directors compared to market practice in Switzerland.	✓ 99.2%
4.1.4	Re-elect Mr. Rolf Elgeti	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 99.2%
4.1.5	Re-elect Mr. Sven Heller	FOR	FOR		✓ 100.0%
4.1.6	Re-elect Mr. Clive Ng	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.  The board independence is not sufficient (16.7%).	✓ 99.2%
4.2	Re-elect Mr. Bernhard Burgener as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burgener to the board of directors, Ethos cannot approve Mr. Burgener as chairman.	✓ 99.2%
4.3	Elections to the remuneration committee				

## Highlight Event and Entertainment

29.06.2022

AGM

Item	Agenda	Board	Ethos		Result
4.3.1	Re-elect Mr. Rolf Elgeti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Elgeti to the board of directors, Ethos cannot approve Mr. Elgeti to the committee.	✓ 99.2%
4.3.2	Re-elect Mr. Sven Heller to the remuneration committee	FOR	FOR		✓ 100.0%
5	Elect Mazars AG as auditors	FOR	FOR		✓ 99.2%
6	Re-elect Ms. Silvia Margraf as independent proxy	FOR	FOR		✓ 100.0%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.2%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓ 99.2%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.7%
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.	✓ 97.0%
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.9%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.7%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.6%
Elections to the board of directors					
5.1	Re-elect Mr. Jürg Oleas	FOR	FOR		✓ 99.5%
5.2	Re-elect Mr. Markus Bühlmann	FOR	FOR		✓ 99.5%
5.3	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓ 99.6%
5.4	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓ 96.7%
5.5	Re-elect Mr. Ralph Peter Siegl	FOR	FOR		✓ 99.5%
5.6	Re-elect Mr. Jürg Oleas as board chairman	FOR	FOR		✓ 99.5%
Elections to the nomination and remuneration committee					
5.7	Re-elect Mr. Jürg Oleas to the nomination and remuneration committee	FOR	FOR		✓ 99.0%
5.8	Re-elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR		✓ 95.8%
5.9	Elect Mr. Markus Bühlmann to the nomination and remuneration committee	FOR	FOR		✓ 99.2%
6	Re-elect Dr. Urban Bieri as independent proxy	FOR	FOR		✓ 99.8%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 90.5%
2	Discharge board members and executive management	FOR	FOR		✓ 94.8%
3	Approve allocation of income and dividend				
3.1	Approve allocation of income	FOR	FOR		✓ 99.5%
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.7%
4.1-4.2	Elections to the board of directors				
4.1.1	Re-elect Dr. Beat W. Hess as board member and chairman	FOR	FOR		✓ 98.6%
4.1.2	Re-elect Prof. Dr. Philippe Block	FOR	FOR		✓ 99.2%
4.1.3	Re-elect Mr. Kim Fausing	FOR	FOR		✓ 99.1%
4.1.4	Re-elect Mr. Jan Jenisch	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 94.1%
4.1.5	Re-elect Ms. Naina Lal Kidwai	FOR	FOR		✓ 96.1%
4.1.6	Re-elect Mr. Patrick Kron	FOR	FOR		✓ 83.5%
4.1.7	Re-elect Mr. Jürg Oleas	FOR	FOR		✓ 99.0%
4.1.8	Re-elect Ms. Claudia Sender Ramirez	FOR	FOR		✓ 78.0%
4.1.9	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 81.7%
4.2.1	Elect Ms. Leanne Geale	FOR	FOR		✓ 99.3%
4.2.2	Elect Dr. Ilias Läber	FOR	FOR		✓ 99.2%
4.3-4.4	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Ms. Claudia Sender Ramirez to the nomination and remuneration committee	FOR	FOR		✓ 77.4%
4.3.2	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the nomination and remuneration committee	FOR	FOR		✓ 81.4%
4.4.1	Elect Dr. Ilias Läber to the nomination and remuneration committee	FOR	FOR		✓ 98.6%
4.4.2	Elect Mr. Jürg Oleas to the nomination and remuneration committee	FOR	FOR		✓ 98.3%
4.5.1	Elect Ernst & Young as auditors	FOR	FOR		✓ 98.9%
4.5.2	Re-elect Dr. Sabine Burkhalter Kaimakliotis as independent proxy	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.7%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 91.7%
6	Advisory vote on the climate report	FOR	● OPPOSE	<p>The company's short-term and medium-term targets are not consistent with limiting the global temperature increase to 1.5°.</p> <p>The company's progress towards its medium-term scope 3 reduction targets cannot be assessed as the 2020 baseline is not disclosed.</p> <p>The transparency of the measures taken by the company to reduce its CO2 emissions is not sufficient.</p>	✓ 89.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Mr. Urs Kaufmann as board member and chairman	FOR	FOR	✓ 71.8%
4.2	Re-elect Dr. Beat Kälin	FOR	FOR	✓ 76.3%
4.3	Re-elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 91.6%
4.4	Re-elect Mr. Rolf Seiffert	FOR	FOR	✓ 81.6%
4.5	Re-elect Dr. Franz Studer	FOR	FOR	✓ 85.3%
4.6	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.9%
5	Elections to the nomination and remuneration committee			
5.1	Elect Prof. Dr. Monika Bütler to the nomination and remuneration committee	FOR	FOR	✓ 91.5%
5.2	Re-elect Dr. Beat Kälin to the nomination and remuneration committee	FOR	FOR	✓ 71.6%
6	Advisory vote on the remuneration report	FOR	FOR	✓ 65.0%
7.1	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	✓ 98.1%
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.1%
7.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	✓ 99.1%
7.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 94.0%
8	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.8%
9	Re-elect Bratschi AG as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
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.	✓ 81.9%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.7%
4	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 structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 89.2%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Mathieu Simon	FOR	FOR		✓ 99.4%
5.1.2	Re-elect Mr. Jörn Aldag	FOR	FOR		✓ 99.7%
5.1.3	Re-elect Dr. Jean-Paul Clozel	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 96.5%
5.1.4	Re-elect Dr. Felix R. Ehrat	FOR	FOR		✓ 99.6%
5.1.5	Re-elect Ms. Srishti Gupta	FOR	FOR		✓ 99.8%
5.1.6	Re-elect Mr. Peter Kellogg	FOR	FOR		✓ 99.9%
5.1.7	Re-elect Mr. Sandy Mahatme	FOR	FOR		✓ 99.9%
5.2	Re-elect Dr. Mathieu Simon as board chairman	FOR	FOR		✓ 98.9%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Dr. Mathieu Simon to the remuneration committee	FOR	FOR		✓ 97.6%
5.3.2	Re-elect Dr. Felix R. Ehrat to the remuneration committee	FOR	FOR		✓ 93.3%
5.3.3	Re-elect Ms. Srishti Gupta to the remuneration committee	FOR	FOR		✓ 98.1%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 92.6%

Item	Agenda	Board	Ethos		Result
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 91.3%
7	Re-elect BachmannPartner Sachwalter und Treuhand as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.7%

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		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	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 a peer group.	✓ 92.3%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 86.2%
5	Elections to the board of directors				
5.1	Re-elect Mr. Paul Zumbühl as member and chairman of the board	FOR	FOR		✓ 91.3%
5.2	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 87.7%
5.3	Re-elect Mr. Ingo Specht	FOR	● OPPOSE	He has permanent operational functions.	✓ 92.7%
5.4	Re-elect Dr. ing. Elena Cortona	FOR	FOR		✓ 99.9%
5.5	Re-elect Mr. Markus Asch	FOR	FOR		✓ 99.4%
5.6	Re-elect Ms. Susanne Schreiber	FOR	FOR		✓ 99.9%
6	Elections to the remuneration committee				
6.1	Elect Mr. Markus Asch to the remuneration committee	FOR	FOR		✓ 99.4%
6.2	Re-elect Mr. Stefano Mercorio to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓ 84.3%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 95.3%
8	Re-elect Mr. Francesco Adami as independent proxy	FOR	FOR		✓ 99.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Albert M. Baehny	FOR	FOR		✓ 98.2%
4.1.2	Re-elect Mr. Stéphane Bonvin	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.3%
4.1.3	Re-elect Mr. Christian Gellerstad	FOR	FOR		✓ 100.0%
4.1.4	Re-elect Dr. oec. Thomas Vettiger	FOR	FOR		✓ 96.1%
4.2	Re-elect Dr. oec. Thomas Vettiger as board chairman	FOR	FOR		✓ 96.3%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Albert M. Baehny to the remuneration committee	FOR	FOR		✓ 98.6%
4.3.2	Re-elect Dr. oec. Thomas Vettiger to the remuneration committee	FOR	FOR		✓ 96.3%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
4.5	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
5.1	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.	✓ 96.9%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 97.0%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.6%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.2%
3	Approve allocation of income and dividend	FOR	FOR		✓ 95.4%
4	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓ 98.8%
5	Amend articles of association	FOR	FOR		✓ 98.9%
6	Elections to the board of directors				
6.1.a	Re-elect Mr. Stefan Müller	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 94.1%
6.1.b	Re-elect Mr. Stefan Grote	FOR	FOR		✓ 94.7%
6.2	Elect Ms. Cornelia Ritz Bossicard	FOR	FOR		✓ 98.7%
6.3	Elect Ms. Cornelia Ritz Bossicard as board chairwoman	FOR	FOR		✓ 98.5%
6.4	Elections to the nomination and remuneration committee				
6.4.a	Re-elect Mr. Stefan Müller to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Müller to the board of directors, Ethos cannot approve Mr. Müller to the committee.	✓ 93.5%
6.4.b	Re-elect Mr. Stefan Grote to the nomination and remuneration committee	FOR	FOR		✓ 94.1%
6.4.c	Elect Ms. Cornelia Ritz Bossicard to the nomination and remuneration committee	FOR	FOR		✓ 98.4%
6.5	Re-elect Dr. Jürg Martin as independent proxy	FOR	FOR		✓ 99.8%
6.6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.8%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.1%
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.6%

Item	Agenda	Board	Ethos	Result
7.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.7%

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	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The use of the remuneration approved is not considered as being in line with the proposal put forward at the previous annual general meeting.</p>	✓ 87.8%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 93.6%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2%
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 94.9%
4.2.2	Binding vote on the long-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>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	✓ 92.8%
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.4%
Elections to the board of directors					
5.1.1	Re-elect Dr. Romeo Lacher	FOR	FOR		✓ 99.4%
5.1.2	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 99.5%
5.1.3	Re-elect Dr. Heinrich Baumann	FOR	● OPPOSE	He is chairman of the audit committee and the company is facing serious problems related to the internal control system.	✓ 93.7%
5.1.4	Re-elect Mr. Richard M. Campbell-Breden	FOR	FOR		✓ 96.6%
5.1.5	Re-elect Dr. Ivo Furrer	FOR	FOR		✓ 99.7%
5.1.6	Re-elect Mr. David Nicol	FOR	FOR		✓ 99.3%
5.1.7	Re-elect Ms. Kathryn Shih	FOR	FOR		✓ 99.6%
5.1.8	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR		✓ 99.6%
5.1.9	Re-elect Ms. Olga Zoutendijk	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos	Result
5.2.1	Elect Mr. Tomas Varela Muiña	FOR	FOR	✓ 99.7%
5.3	Re-elect Dr. Romeo Lacher as board chairman	FOR	FOR	✓ 99.5%
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Mr. Gilbert Achermann to the nomination and remuneration committee	FOR	FOR	✓ 98.1%
5.4.2	Re-elect Mr. Richard M. Campbell-Breeden to the nomination and remuneration committee	FOR	FOR	✓ 95.3%
5.4.3	Re-elect Ms. Kathryn Shih to the nomination and remuneration committee	FOR	FOR	✓ 98.5%
5.4.4	Re-elect Ms. Eunice Zehnder-Lai to the nomination and remuneration committee	FOR	FOR	✓ 98.5%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 92.5% 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	✓ 99.7%
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2%
2	Approve allocation of income (no dividend)	FOR	FOR	✓ 97.6%
3	Discharge board members and executive management	FOR	FOR	✓ 99.0%
4	Elections to the board of directors			
4.a	Re-elect Mr. Heinz Karrer as board member and elect him as new chairman	FOR	FOR	✓ 93.6%
4.b.1	Re-elect Mr. Nils Graf	FOR	FOR	✓ 93.5%
4.b.2	Re-elect Dr. Catrina Luchsinger Gähwiler	FOR	FOR	✓ 94.0%
4.b.3	Elect Ms. Catherine Mühlemann	FOR	FOR	✓ 99.5%
4.b.4	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR	✓ 99.4%
4.b.5	Elect Mr. Thomas Ruoff	FOR	FOR	✓ 98.7%
5	Elections to the remuneration committee			
5.1	Elect Ms. Catherine Mühlemann to the remuneration committee	FOR	FOR	✓ 99.2%
5.2	Re-elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR	✓ 98.1%
5.3	Elect Mr. Thomas Ruoff to the remuneration committee	FOR	FOR	✓ 98.4%
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.9%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 85.6%
7.1	Re-elect Dr. Melchior Glatthard as independent proxy	FOR	FOR	✓ 99.2%
7.2	Re-elect the substitute of the independent proxy	FOR	FOR	✓ 99.2%
8	Re-elect BDO as auditors	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 91.5%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.7%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Jakob Bleiker	FOR	FOR		✓ 98.2%
4.1.2	Re-elect Mr. Philipp Buhofer	FOR	FOR		✓ 95.6%
4.1.3	Re-elect Mr. Eugen Elmiger	FOR	FOR		✓ 99.8%
4.1.4	Re-elect Dr. Andreas Häberli	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 88.5%
4.1.5	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 88.1%
4.1.6	Elect Ms. Jennifer Maag	FOR	FOR		✓ 98.9%
4.1.7	Re-elect Dr. Felix A. Thöni	FOR	FOR		✓ 99.7%
4.2	Re-elect Dr. Felix A. Thöni as board chairman	FOR	FOR		✓ 97.9%
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Mr. Philipp Buhofer to the nomination and remuneration committee	FOR	FOR		✓ 90.3%
4.3.2	Re-elect Mr. Eugen Elmiger to the nomination and remuneration committee	FOR	FOR		✓ 96.6%
4.3.3	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR		✓ 71.1%
4.4	Re-elect Wenger & Vieli AG as independent proxy	FOR	FOR		✓ 98.9%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.0%
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.	✓ 94.7%

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	✓ 99.3%
5.2	Approve statutory and consolidated financial statements	FOR	FOR	✓ 99.1%
5.3	Approve allocation of balance sheet result	FOR	FOR	✓ 99.2%
5.4	Discharge board members	FOR	● OPPOSE	<p>✓ 98.9%</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 and there is a material uncertainty on the ability of the company to continue as a going concern.</p>
Elections to the board of directors				
5.5.1	Re-elect Mr. Stephen Grey	FOR	● OPPOSE	<p>✓ 99.0%</p> <p>He is 83 years old, which exceeds Ethos' guidelines.</p>
5.5.2	Re-elect Ms. Anouck Ansermoz	FOR	FOR	✓ 99.1%
Elections to the nomination and remuneration committee				
5.5.3	Re-elect Mr. Stephen Grey to the nomination and remuneration committee	FOR	● OPPOSE	<p>✓ 99.0%</p> <p>As Ethos did not support the election of Mr. Grey to the board of directors, Ethos cannot approve Mr. Grey to the committee.</p>
5.5.4	Re-elect Ms. Anouck Ansermoz to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
5.6	Re-elect Ms. Anouck Ansermoz as board chairwoman	FOR	FOR	✓ 99.0%
5.7	Elect KBT Treuhand AG as independent proxy	FOR	FOR	✓ 99.3%
5.8	Elect Ernst & Young as auditors	FOR	FOR	✓ 99.3%
6	Extraordinary resolutions relating to the implementation of the reverse takeover project with Kinarus			
6.1	Ordinary capital increase	FOR	● OPPOSE	<p>✓ 98.9%</p> <p>The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.</p>

Item	Agenda	Board	Ethos		Result
6.2	Increase conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 98.8%
6.3	Create 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.	✓ 98.7%
6.4	Change of the seat of the company	FOR	● OPPOSE	This ITEM is linked to ITEM 6.1, which Ethos did not support.	✓ 98.9%
6.5	Change of the name of the company	FOR	● OPPOSE	This ITEM is linked to ITEM 6.1, which Ethos did not support.	✓ 98.8%
6.6	General revision of the articles of association	FOR	● OPPOSE	This ITEM is linked to ITEM 6.1, which Ethos did not support.	✓ 98.7%
6.7	Conditional elections to the board of directors				
6.7.1	Elect Dr. Hari Kumar	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓ 98.9%
6.7.2	Elect Dr. Alexander Bausch	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓ 98.9%
6.7.3	Elect Dr. Silvio Inderbitzin	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓ 98.9%
6.7.4	Elect Mr. Eugene Tierney	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓ 98.9%
6.8	Elect Dr. Hari Kumar as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Kumar to the board of directors, Ethos cannot approve Dr. Kumar as chairman.	✓ 98.9%
6.9	Conditional elections to the nomination and remuneration committee				
6.9.1	Elect Dr. Hari Kumar to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Kumar to the board of directors, Ethos cannot approve Dr. Kumar to the committee.	✓ 98.9%
6.9.2	Elect Dr. Silvio Inderbitzin to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Inderbitzin to the board of directors, Ethos cannot approve Dr. Inderbitzin to the committee.	✓ 98.9%
6.9.3	Elect Mr. Eugene Tierney to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tierney to the board of directors, Ethos cannot approve Mr. Tierney to the committee.	✓ 98.9%
7	Binding votes on the remuneration of the board of directors and the executive management				
7.1	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR		✓ 98.3%
7.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 98.2%



Item	Agenda	Board	Ethos		Result
7.3	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The non-executive directors can receive options.	✓ 98.0%
7.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.9%

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		✓ 99.3%
3	Approve allocation of balance sheet result and dividend	FOR	FOR		✓ 99.6%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Beat Kälin as board member and chairman	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 81.7%
4.1.2	Re-elect Mr. David Dean	FOR	FOR		✓ 97.9%
4.1.3	Re-elect Dr. Andreas Häberli	FOR	FOR		✓ 90.8%
4.1.4	Re-elect Mr. Kurt Härri	FOR	FOR		✓ 99.6%
4.1.5	Re-elect Dr. Mariel Hoch	FOR	FOR		✓ 98.8%
4.1.6	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR		✓ 95.6%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. Andreas Häberli to the remuneration committee	FOR	FOR		✓ 90.4%
4.2.2	Re-elect Dr. Beat Kälin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. sc. techn. Kälin to the board of directors, Ethos cannot approve Dr. sc. techn. Kälin to the committee.	✓ 72.6%
4.2.3	Re-elect Prof. Dr. Roland Siegwart to the remuneration committee	FOR	FOR		✓ 98.6%
4.3	Re-elect Mr. Thomas Tschümperlin as independent proxy	FOR	FOR		✓ 99.7%
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 75.1%
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 90.0%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 84.9%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.3%
6.1	Approve creation of authorised capital	FOR	FOR		✓ 95.5%
6.2	Amendment to the articles of association: Rescission of restriction on registration and voting rights	FOR	FOR		✓ 98.9%
6.3	Elect Dr. Jürg Werner as board member	FOR	FOR		✓ 98.6%

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 significant risk for the company and its shareholders.	✓ 96.4%
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 remuneration of the chairman is significantly higher than that of a peer group.	✓ 98.6%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓ 97.4%
5	Elections to the board of directors				
5.1	Re-elect Mr. Laurent Dassault	FOR	● OPPOSE	<p>He has been a member of the board for 27 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 27 years) and the board independence is insufficient (25.0%).</p>	✓ 98.1%

Item	Agenda	Board	Ethos		Result
5.2	Re-elect Dr. iur. Patrick Foetisch	FOR	● OPPOSE	<p>He has been a member of the board for 30 years, which exceeds Ethos' guidelines.</p> <p>He is 89 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 30 years, consultancy fees) and the board independence is insufficient (25.0%).</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 98.0%
5.3	Re-elect Prof. Dr. Michael Hengartner	FOR	FOR		✓ 99.9%
5.4	Re-elect Mr. André Kudelski	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.0%
5.5	Re-elect Dr. sc. tech. Marguerite Kudelski	FOR	FOR		✓ 98.6%
5.6	Re-elect Mr. Pierre Lescure	FOR	● OPPOSE	<p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years) and the board independence is insufficient (25.0%).</p>	✓ 97.4%
5.7	Re-elect Mr. Alec Ross	FOR	FOR		✓ 99.2%
5.8	Re-elect Mr. Claude Smadja	FOR	● OPPOSE	<p>He has been a member of the board for 23 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 23 years) and the board independence is insufficient (25.0%).</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 97.4%
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, Ethos cannot approve Mr. Kudelski as chairman.	✓ 97.9%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Dr. iur. Patrick Foetisch to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Foetisch to the board of directors, Ethos cannot approve Dr. iur. Foetisch to the committee.	✓ 97.4%

Item	Agenda	Board	Ethos		Result
7.2	Re-elect Mr. Pierre Lescure to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Lescure to the board of directors, Ethos cannot approve Mr. Lescure to the committee.	✓ 97.4%
7.3	Re-elect Mr. Alec Ross to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 98.4%
7.4	Re-elect Mr. Claude Smadja to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Smadja to the board of directors, Ethos cannot approve Mr. Smadja to the committee.	✓ 97.6%
8	Re-elect Mr. Olivier Colomb as independent proxy	FOR	FOR		✓ 99.9%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 37 years, which exceeds Ethos' guidelines.</p> <p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 94.0%
10	Increase the pool of conditional capital for the employees	FOR	FOR		✓ 98.5%
11	Approve renewal of authorised capital	FOR	● OPPOSE	The purpose of the proposed increase includes the possibility of placing the shares with a strategic partner to counter a hostile takeover bid.	✓ 97.4%

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	● OPPOSE	He is chairman of the nomination committee and the committee independence is insufficient.	✓
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 47 years, which exceeds Ethos' guidelines.  He is 85 years old, which exceeds Ethos' guidelines.	✓
4.1.f	Re-elect Mr. Tobias B. Staehelin	FOR	FOR		✓
4.1.g	Re-elect Ms. Hauke Stars	FOR	● OPPOSE	She holds an excessive number of mandates.	✓
4.1.h	Re-elect Dr. Martin Wittig	FOR	FOR		✓
4.1.i	Re-elect Dr. Jörg Wolle	FOR	● OPPOSE	The nomination committee is not responsible for the appointment to the board. Therefore, the board's succession plan is the responsibility of the chairman. The board has less than 20% women without adequate justification.	✓
4.2	Re-elect Dr. Jörg Wolle as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Wolle to the board of directors, Ethos cannot approve Dr. Wolle as chairman.	✓
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gernandt to the board of directors, Ethos cannot approve Mr. Gernandt to the committee.	✓
4.3.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, Ethos cannot approve Mr. Kühne to the committee.	✓
4.3.c	Re-elect Ms. Hauke Stars to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Stars to the board of directors, Ethos cannot approve Ms. Stars to the committee.	✓
4.4	Elect Mr. Stefan Mangold as independent proxy	FOR	FOR		✓
4.5	Re-elect Ernst & Young as auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result	
5	Approve renewal 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>	✓
6	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>	✓
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 a peer group.</p>	✓
7.2	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>	✓
7.3	Binding retrospective vote on an additional amount for the 2021 total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The amount does 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	Discharge board members and executive management	FOR	FOR		✓
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	Re-elect Mr. Chris Fair	FOR	FOR		✓
5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓
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	FOR	● OPPOSE	The information provided is insufficient.	✓
6.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.c	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
6.d	Binding prospective vote on the shares and options of the executive management	FOR	● OPPOSE	The information provided is insufficient.  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				
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	Re-elect Mr. Chris Fair to the remuneration committee	FOR	FOR		✓



Item	Agenda	Board	Ethos		Result
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓
9	Increase conditional capital for the conversion of convertible bonds	FOR	FOR		✓
10	Increase conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓
11	Create authorised capital	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3-4	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	FOR	FOR		✓
5	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
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 19 years, 28-year links to the founder, controlling shareholder and executive chairman) and the board independence is insufficient (28.6%).	✓
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	FOR		✓
6.e	Re-elect Mr. Jan Kollros	FOR	FOR		✓
6.f	Re-elect Mr. Sanjeev Malhan	WITH-DRAWN	● FOR	ITEM 6.f was not submitted to shareholder vote, since Mr. Malhan announced shortly prior to the AGM that he would not stand for re-election.	-
	Unannounced board proposal: Elect Mr. Yugnesh Kumar Agrawal	FOR	● ABSTAIN	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	✓
6.g	Elect Mr. Philippe Vidal	FOR	FOR		✓
7	Elections to the remuneration committee				
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.	✓

Item	Agenda	Board	Ethos		Result
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 approve be elected to the committee.	✓
7.c	Elect Mr. Jan Kollros to the remuneration committee	FOR	FOR		✓
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	✓ 99.9%
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.9%
2.2	Approve dividend from capital contributions	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 94.9%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.1%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.2%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 80.0%
5.1.2	Re-elect Mr. Eric A. Elzvik	FOR	FOR	✓ 94.0%
5.1.3	Re-elect Mr. Peter Mainz	FOR	FOR	✓ 94.0%
5.1.4	Re-elect Mr. Søren Thorup Sørensen	FOR	FOR	✓ 99.7%
5.1.5	Re-elect Mr. Andreas Spreiter	FOR	FOR	✓ 96.0%
5.1.6	Re-elect Ms. Christina Stercken	FOR	FOR	✓ 97.6%
5.1.7	Re-elect Ms. Laureen Tolson	FOR	FOR	✓ 96.2%
5.2	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓ 79.8%
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Eric A. Elzvik to the remuneration committee	FOR	FOR	✓ 96.9%
5.3.2	Re-elect Mr. Peter Mainz to the remuneration committee	FOR	FOR	✓ 96.9%
5.3.3	Elect Ms. Laureen Tolson to the remuneration committee	FOR	FOR	✓ 96.9%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.6%
5.5	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR	✓ 100.0%
6	Approve renewal of authorised capital	FOR	FOR	✓ 98.1%

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	FOR	FOR		✓ 100.0%
5	Approve share buyback programme	FOR	● OPPOSE	<p>The amount of the repurchase is excessive given the financial situation of the company.</p> <p>The main features of a participation plan financed by the share repurchase are not in line with Ethos' guidelines for these plans.</p>	✓ 90.4%
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).	✓ 90.4%
6.2	Re-elect Mr. Andrea Bertoli	FOR	● OPPOSE	He is also a permanent member of the executive management (COO).	✓ 90.4%
6.3	Re-elect Mr. Laurent Foata	FOR	● OPPOSE	He is chairman of the nomination committee, the composition of the board is unsatisfactory and the board has less than 20% women without adequate justification.	✓ 89.6%
6.4	Re-elect Mr. Roberto Italia	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 89.9%
6.5	Re-elect Mr. Massimo Pedrazzini	FOR	● OPPOSE	He is chairman of the risk committee, is not independent and the committee independence is insufficient.	✓ 90.4%
6.6	Re-elect Ms. Paola Garzoni	FOR	FOR		✓ 99.8%
6.7	Re-elect Mr. Javier Pérez-Tenessa	FOR	FOR		✓ 100.0%
	Binding votes on the remuneration of the board of directors				
7	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 98.2%
8	Binding prospective vote on the variable remuneration of the executive directors	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓ 90.3%
9	Binding prospective vote on the other remuneration of the executive directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 88.5%
10	Re-elect KPMG as auditors	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos	Result
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	
13	Any other business	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	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6	Amend articles of association: change of domicile	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Dr. Ilan Cohen	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%).	✓
7.2	Re-elect Mr. François Gabella	FOR	FOR		✓
7.3	Re-elect Mr. Andreas Hürlimann as board member and chairman	FOR	FOR		✓
7.4	Re-elect Mr. Ulrich Looser	FOR	● OPPOSE	He is chairman of the nomination committee, the composition of the board is unsatisfactory and the board has less than 20% women without adequate justification.	✓
7.5	Re-elect Mr. Ueli Wampfler	FOR	FOR		✓
7.6	Re-elect Dr. Werner C. Weber	FOR	FOR		✓
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Mr. Andreas Hürlimann to the nomination and remuneration committee	FOR	FOR		✓
8.2	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Looser to the board of directors, Ethos cannot approve Mr. Looser to the committee.	✓
9	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓

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Item	Agenda	Board	Ethos	Result
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 2021 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	✓ 100.0%
5	Discharge board members, executive management and the auditors	FOR	FOR	✓ 99.9%
6	Elections to the board of directors			
6.1	Elect Ms. Leila Frick-Marxer	FOR	FOR	✓ 99.7%
6.2	Re-elect Dr. Karl Sevelda	FOR	FOR	✓ 97.9%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8%
8	Approve share buyback programme	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 69.1%
3	Discharge board members and executive management	FOR	FOR		✓ 99.4%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
5	Reduction of share capital and participation capital	FOR	FOR		✓ 99.5%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Ernst Tanner as board member and chairman	FOR	● OPPOSE	<p>He has been a member of the board for 29 years, which exceeds Ethos' guidelines.</p> <p>He is 76 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 29 years) and the board independence is insufficient (28.6%).</p>	✓ 78.5%
6.1.2	Re-elect Mr. Antonio Bulgheroni	FOR	● OPPOSE	<p>He has been a member of the board for 26 years, which exceeds Ethos' guidelines.</p> <p>He is 79 years old, which exceeds Ethos' guidelines.</p>	✓ 82.8%
6.1.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	● OPPOSE	<p>He is chairman of the nomination committee and the committee independence is insufficient.</p> <p>He is chairman of the nomination committee and the renewal and composition of the board are unsatisfactory.</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 85.4%
6.1.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 87.3%
6.1.5	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 97.9%
6.1.6	Re-elect Mr. Silvio W. Denz	FOR	FOR		✓ 97.5%
6.1.7	Elect Mr. Dieter Weisskopf	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6%).	✓ 94.9%
6.2	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos		Result
6.2.1	Re-elect Dr. Rudolf K. Sprüngli to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. Sprüngli to the board of directors, Ethos cannot approve Dr. oec. Sprüngli to the committee.	✓ 74.7%
6.2.2	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, Ethos cannot approve Mr. Bulgheroni to the committee.	✓ 78.0%
6.2.3	Re-elect Mr. Silvio W. Denz to the nomination and remuneration committee	FOR	FOR		✓ 92.1%
6.3	Re-elect Dr. Patrick Schleiffer as independent proxy	FOR	FOR		✓ 99.8%
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 97.8%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman exceeds the average remuneration of the members of the executive management without adequate justification.</p> <p>The remuneration of the executive members of the board (who are not members of the executive management) is excessive.</p>	✓ 94.4%
7.2	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>	✓ 91.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 85.9%
3	Discharge board members and executive management	FOR	FOR		✓ 98.0%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
5.1-5.2	Elections to the board of directors				
5.1.a	Re-elect Mr. Albert M. Baehny	FOR	FOR		✓ 84.8%
5.1.b	Re-elect Dr. Angelica Kohlmann	FOR	FOR		✓ 96.7%
5.1.c	Re-elect Mr. Christoph Mäder	FOR	FOR		✓ 95.0%
5.1.d	Re-elect Ms. Barbara Richmond	FOR	FOR		✓ 95.9%
5.1.e	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR		✓ 96.7%
5.1.f	Re-elect Prof. Dr. Olivier Verscheure	FOR	FOR		✓ 96.7%
5.2.a	Elect Dr. Marion Helmes	FOR	FOR		✓ 93.9%
5.2.b	Elect Prof. Dr. Roger M. Nitsch	FOR	FOR		✓ 96.7%
5.3	Re-elect Mr. Albert M. Baehny as board chairman	FOR	FOR		✓ 87.5%
5.4	Elections to the nomination and remuneration committee				
5.4.a	Re-elect Dr. Angelica Kohlmann to the nomination and remuneration committee	FOR	FOR		✓ 96.3%
5.4.b	Re-elect Mr. Christoph Mäder to the nomination and remuneration committee	FOR	FOR		✓ 95.3%
5.4.c	Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee	FOR	FOR		✓ 96.2%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓ 83.0%
7	Re-elect ThomannFischer as independent proxy	FOR	FOR		✓ 98.9%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.9%
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 94.9%

Item	Agenda	Board	Ethos		Result
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	<p>✓ 93.9%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.2%
2	Binding votes on the remuneration of the board of directors and the executive management				
2.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.3%
2.2	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.	✓ 93.7%
2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.2%
3	Discharge board members and executive management	FOR	FOR		✓ 97.9%
4	Approve allocation of income and dividend	FOR	FOR		✓ 98.0%
5	Elections to the board of directors				
5.1.1	Re-elect Mr. Markus Hongler as member and chairman of the board	FOR	FOR		✓ 97.8%
5.1.2	Re-elect Mr. Markus Hongler as member of the nomination and remuneration committee	FOR	FOR		✓ 97.5%
5.2.1	Re-elect Dr. Martha Scheiber	FOR	FOR		✓ 98.0%
5.2.2	Re-elect Dr. Martha Scheiber as member of the nomination and remuneration committee	FOR	FOR		✓ 97.7%
5.3.1	Re-elect Mr. Stefan Portmann	FOR	FOR		✓ 97.5%
5.3.2	Elect Mr. Stefan Portmann as a member of the nomination and remuneration committee	FOR	FOR		✓ 97.2%
5.4	Re-elect Prof. Dr. Andreas Dietrich	FOR	FOR		✓ 97.8%
5.5	Re-elect Mr. Andreas Emmenegger	FOR	FOR		✓ 98.3%
5.6	Re-elect Mr. Franz Grüter	FOR	FOR		✓ 96.0%
5.7	Re-elect Mr. Roger Studer	FOR	FOR		✓ 97.9%
5.8	Re-elect Ms. Nicole Willimann Vyskocil	FOR	FOR		✓ 98.0%
5.9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.2%
5.10	Re-elect Kaufmann Rüedi Rechtsanwälte AG as independent proxy	FOR	FOR		✓ 98.3%

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		✓ 99.7%
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Markus Breitenmoser	FOR	FOR		✓ 99.7%
4.1.2	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 97.5%
4.1.3	Re-elect Ms. Eleni Lionaki	FOR	FOR		✓ 98.3%
4.1.4	Re-elect Mr. James R. Murdoch	FOR	FOR		✓ 98.7%
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.	✓ 98.4%
4.1.6	Re-elect Mr. Andrea Zappia	FOR	FOR		✓ 99.7%
4.2	Re-elect Mr. Andrea Zappia as board chairman	FOR	FOR		✓ 99.7%
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		✓ 97.6%
4.3.2	Elect Mr. Marco Gadola to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gadola to the board of directors, Ethos cannot approve Mr. Gadola to the committee.	✓ 97.4%
4.3.3	Re-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, Ethos cannot approve Mr. Palker to the committee.	✓ 98.2%
4.3.4	Re-elect Mr. Andrea Zappia to the nomination and remuneration committee	FOR	FOR		✓ 99.5%
4.4	Re-elect KPMG as auditors	FOR	FOR		✓ 99.1%
4.5	Re-elect NEOVIUS AG as independent proxy	FOR	FOR		✓ 99.9%
5	Amend articles association: remuneration	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		✓ 98.5%

Item	Agenda	Board	Ethos		Result
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	<p>The fixed remuneration of the CEO is significantly higher than that of a peer group.</p> <p>The proposed increase relative to the previous year is not justified.</p>	✓ 97.0%
6.3	Binding prospective vote on the long-term variable remuneration of the executive management (2022)	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.8%
6.4	Binding prospective vote on the long-term variable remuneration of the executive management (2023)	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.8%
7	Reduce share capital via reduction of nominal value	FOR	FOR		✓ 99.4%



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	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 98.9%
2	Approve allocation of income and dividend				
2.1	Approve dividend from retained earnings	FOR	FOR		✓ 100.0%
2.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.3%
4	Elections to the board of directors				
4.1	Re-elect Mr. Alberto Siccardi as board member and chairman	FOR	FOR		✓ 94.7%
4.2	Re-elect Ms. Maria Luisa Siccardi Tonolli	FOR	● OPPOSE	She has a major conflict of interest that is incompatible with his role as board member.	✓ 93.0%
4.3	Re-elect Mr. Victor Balli	FOR	FOR		✓ 98.1%
4.4	Re-elect Mr. Riccardo Braglia	FOR	FOR		✓ 99.3%
4.5	Re-elect Dr. Philippe A. Weber	FOR	FOR		✓ 97.5%
5	Elections to the remuneration committee				
5.1	Elect Dr. Philippe A. Weber to the remuneration committee	FOR	● OPPOSE	He is not independent (consultancy fees) and the committee does not include at least 50% independent members.	✓ 94.0%
5.2	Elect Mr. Riccardo Braglia to the remuneration committee	FOR	FOR		✓ 98.1%
6	Re-elect Dr. Fulvio Pelli as independent proxy	FOR	FOR		✓ 100.0%
7	Re-elect Deloitte as auditors	FOR	FOR		✓ 98.7%
8.1.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 98.3%
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.	✓ 84.4%
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	The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 99.0%
8.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 99.9%

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 remuneration report is not in line with Ethos' guidelines.	✓ 92.4%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
3	Discharge board members	FOR	FOR		✓ 99.9%
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 94.2%
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.8%
5.2	Binding prospective vote on the variable 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 structure and conditions of the plans do not respect Ethos' guidelines.	✓ 50.0%
6	Elections to the board of directors				
6.1	Re-elect Mr. Marco Gadola as board member and chairman	FOR	FOR		✓ 95.5%
6.2	Re-elect Dr. Thomas Straumann	FOR	FOR		✓ 98.9%
6.3	Re-elect Mr. Dominik Ellenrieder	FOR	FOR		✓ 96.3%
6.4	Re-elect Dr. Daniel B. Herren	FOR	FOR		✓ 97.9%
6.5	Re-elect Mr. Willi Miesch	FOR	FOR		✓ 99.2%
6.6	Re-elect Mr. Damien Tappy	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (37.5%).	✓ 97.5%
6.7	Elect Ms. Nadia Tarolli Schmidt	FOR	FOR		✓ 99.1%
6.8	Elect Mr. Ciro Roemer	FOR	FOR		✓ 99.1%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Dominik Ellenrieder to the remuneration committee	FOR	FOR		✓ 93.2%
7.2	Re-elect Dr. Daniel B. Herren to the remuneration committee	FOR	FOR		✓ 95.1%
7.3	Re-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, Ethos cannot approve Mr. Tappy to the committee.	✓ 95.4%
8	Re-elect NEOVIUS AG as independent proxy	FOR	FOR		✓ 100.0%
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos		Result
10	Increase 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.	✓ 91.7%
11	Increase conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 94.4%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 90.8%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 97.3%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.6%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 97.5%
5	Elections to the board of directors				
5.1	Re-elect Mr. Greg Poux-Guillaume as board member and chairman	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 86.2%
5.2	Re-elect Mr. Marco Musetti	FOR	FOR		✓ 92.6%
5.3.1	Elect Mr. Rob ten Hoedt	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 85.2%
5.3.2	Elect Mr. Daniel Flammer	FOR	FOR		✓ 96.8%
5.3.3	Elect Ms. Barbara Angehrn	FOR	FOR		✓ 99.8%
5.3.4	Elect Dr. René Willi	FOR	FOR		✓ 97.4%
5.3.5	Elect Mr. David Metzger	FOR	FOR		✓ 97.1%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Greg Poux-Guillaume to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Poux-Guillaume to the board of directors, Ethos cannot approve Mr. Poux-Guillaume to the committee.	✓ 80.1%
6.2.1	Elect Mr. Rob ten Hoedt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. ten Hoedt to the board of directors, Ethos cannot approve Mr. ten Hoedt to the committee.	✓ 85.1%
6.2.2	Elect Ms. Barbara Angehrn to the remuneration committee	FOR	FOR		✓ 98.0%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 97.2%
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.9%
9	Amend articles of association: Change of registered office	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 97.7%
			The transparency of the remuneration report is insufficient.	
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 100.0%
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 98.7%
4.1.2	Re-elect Mr. Dominik Berchtold	FOR	FOR	✓ 99.9%
4.1.3	Re-elect Ms. Claudia Pletscher	FOR	FOR	✓ 99.3%
4.1.3.1	Elect Ms. Claudia Pletscher as representative of registered B shareholders	FOR	FOR	✓ 93.0%
4.2.1	Elect Mr. Bernhard Eschermann	FOR	FOR	✓ 99.3%
4.3	Re-elect Mr. Martin Wipfli as board chairman	FOR	FOR	✓ 98.5%
4.4	Elections to the nomination and remuneration committee			
4.4.1	Elect Mr. Dominik Berchtold to the nomination and remuneration committee	FOR	FOR	✓ 99.9%
4.4.2	Elect Mr. Bernhard Eschermann to the nomination and remuneration committee	FOR	FOR	✓ 99.3%
4.5	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 100.0%
4.6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.8%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.7%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.7%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 87.5%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.0%
3	Discharge board members and executive management	FOR	FOR		✓ 98.3%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Franz Richter	FOR	FOR		✓ 99.1%
4.1.2	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓ 97.8%
4.1.3	Re-elect Mr. Mark Kerekes	FOR	FOR		✓ 85.5%
4.1.4	Re-elect Prof. Dr. Urs Schenker	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 94.2%
4.1.5	Elect Ms. Katrin Wehr-Seiter	FOR	FOR		✓ 88.6%
4.1.6	Re-elect Dr. Franz Richter as board chairman	FOR	FOR		✓ 98.9%
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		✓ 96.6%
4.2.2	Re-elect Prof. Dr. Urs Schenker to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Schenker to the board of directors, Ethos cannot approve Prof. Dr. Schenker to the committee.	✓ 85.6%
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 88.0%
6	Re-elect Mr. André Weber as independent proxy	FOR	FOR		✓ 99.2%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 93.0%
7.2	Binding prospective vote on the increase of total remuneration of the executive management for 2022	FOR	FOR		✓ 91.3%
7.3	Binding prospective vote on the total remuneration of the executive management for 2023	FOR	FOR		✓ 91.1%
8	Increase conditional capital for employee participation	FOR	FOR		✓ 93.2%

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.	✓ 94.1%
2	Discharge board members and executive management	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend				
3.1	Approve dividend	FOR	FOR		✓ 100.0%
3.2	Approve allocation of income	FOR	FOR		✓ 100.0%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Zumbühl	FOR	FOR		✓ 98.5%
4.1.2	Re-elect Dr. iur. Andreas Casutt	FOR	FOR		✓ 98.8%
4.1.3	Re-elect Mr. Hans-Michael Hauser	FOR	FOR		✓ 99.2%
4.1.4	Elect Dr. Alexandra Bendler	FOR	FOR		✓ 99.9%
4.1.5	Elect Mr. Hans-Christian Schneider	FOR	FOR		✓ 100.0%
4.2	Re-elect Mr. Paul Zumbühl as board chairman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 95.3%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Dr. iur. Andreas Casutt to the remuneration committee	FOR	FOR		✓ 98.6%
4.3.2	Elect Mr. Hans-Christian Schneider to the remuneration committee	FOR	FOR		✓ 98.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.8%
5.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR		✓ 97.8%
5.2.2	Binding retrospective vote on the allocation of shares to the executive management	FOR	FOR		✓ 98.3%
6	Elect Mr. Urs Lanz as independent proxy	FOR	FOR		✓ 100.0%
7	Elect BDO AG as auditors	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos		Result
1.1	Approval of the 2021 annual report and the 2021 consolidated financial statements	FOR	FOR		✓ 99.6%
1.2	Approval of the 2021 annual financial statements of mobilezone holding ag	FOR	FOR		✓ 99.6%
2	Discharge board members and executive management	FOR	FOR		✓ 99.1%
3.1	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3.2	Approve distribution out of capital contribution reserves	FOR	FOR		✓ 100.0%
4.1	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7%
4.2	Approve renewal of authorised capital	FOR	FOR		✓ 99.4%
5	Approve share buyback programme	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 93.3%
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 83.2%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 89.9%
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 85.6%
7	Elections to the board of directors				
7.1.a	Re-elect Mr. Olaf Swantee	FOR	FOR		✓ 93.6%
7.1.b	Re-elect Ms. Gabriela Theus	FOR	FOR		✓ 99.7%
7.1.c	Re-elect Dr. iur. Peter K. Neuenschwander	FOR	FOR		✓ 99.1%
7.1.d	Re-elect Mr. Michael Haubrich	FOR	FOR		✓ 99.6%
7.1.e	Elect Ms. Lea Sonderegger	FOR	FOR		✓ 99.6%
7.2	Re-elect Mr. Olaf Swantee as board chairman	FOR	FOR		✓ 93.6%
7.3	Elections to the remuneration committee				
7.3.a	Re-elect Mr. Olaf Swantee to the remuneration committee	FOR	FOR		✓ 92.6%
7.3.b	Re-elect Dr. iur. Peter K. Neuenschwander to the remuneration committee	FOR	FOR		✓ 98.3%
7.3.c	Re-elect Mr. Michael Haubrich to the remuneration committee	FOR	FOR		✓ 98.8%



Item	Agenda	Board	Ethos	Result
7.4	Re-elect Mr. Hodgskin Rechtsanwälte as independent proxy	FOR	FOR	✓ 99.8%
7.5	Re-elect BDO as auditors	FOR	FOR	✓ 99.7%

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	✓ 76.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.a	Re-elect Ms. Sabrina Contratto	FOR	FOR	✓ 99.8%
4.1.b	Re-elect Mr. Daniel Crausaz	FOR	FOR	✓ 97.3%
4.1.c	Re-elect Mr. Brian Fischer	FOR	FOR	✓ 98.0%
4.1.d	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 97.6%
4.1.e	Elect Mr. Stéphane Maye	FOR	FOR	✓ 98.9%
4.1.f	Re-elect Mr. Peter Schaub as board member and chairman	FOR	FOR	✓ 91.0%
4.1.g	Re-elect Dr. Martha Scheiber	FOR	FOR	✓ 99.2%
4.2	Elections to the nomination and remuneration committee			
4.2.a	Re-elect Mr. Brian Fischer to the nomination and remuneration committee	FOR	FOR	✓ 90.7%
4.2.b	Re-elect Ms. Bernadette Koch to the nomination and remuneration committee	FOR	FOR	✓ 91.2%
4.2.c	Elect Mr. Stéphane Maye to the nomination and remuneration committee	FOR	FOR	✓ 92.1%
4.3	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.6%
4.4	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 100.0%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 85.9%
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.5%
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 84.8%
7	Increase and renewal of authorised capital	FOR	FOR	✓ 98.1%

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	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 89.1%
3	Approve allocation of balance sheet	FOR	FOR		✓ 99.5%
4	Discharge board members and executive management	FOR	FOR		✓ 99.4%
5	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.  The purpose of the proposed increase includes the possibility of placing the shares with a strategic partner to counter a hostile takeover bid.	✓ 79.9%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. William M. Burns	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.  He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 95.3%
6.1.2	Re-elect Dr. Agnete B. Fredriksen	FOR	FOR		✓ 99.8%
6.1.3	Re-elect Dr. Dominik Höchli	FOR	FOR		✓ 99.8%
6.1.4	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓ 97.0%
6.1.5	Re-elect Mr. Sandip Kapadia	FOR	FOR		✓ 88.1%
6.1.6	Re-elect Dr. Vito J. Palombella	FOR	FOR		✓ 97.0%
6.1.7	Re-elect Mr. Michael Vasconcelles	FOR	FOR		✓ 97.0%
6.1.8	Re-elect Dr. Patrick Amstutz	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 96.2%
6.2	Re-elect Mr. William M. Burns as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burns to the board of directors, Ethos cannot approve Mr. Burns as chairman.	✓ 95.3%
6.3	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos		Result
6.3.1	Re-elect Mr. William M. Burns to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burns to the board of directors, Ethos cannot approve Mr. Burns to the committee.	✓ 92.3%
6.3.2	Re-elect Mr. Steven H. Holtzman to the nomination and remuneration committee	FOR	FOR		✓ 95.4%
6.3.3	Re-elect Mr. Michael Vasconcelles to the nomination and remuneration committee	FOR	FOR		✓ 95.4%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8%
8	Re-elect Mr. Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.8%
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 96.4%
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.7%
9.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.  Past awards do not allow confirmation of the link between pay and performance.	✓ 94.4%

Item	Agenda	Board	Ethos	Result
1	Election of ad hoc Chairman of the Annual General Meeting	FOR	● OPPOSE	Ethos considers this is not best practice. <span style="float:right">✔ 98.8%</span>
2	Approve annual report, financial statements and accounts	FOR	FOR	<span style="float:right">✔ 100.0%</span>
3	Approve allocation of balance sheet result	FOR	FOR	<span style="float:right">✔ 100.0%</span>
4	Discharge board members and executive management	FOR	FOR	<span style="float:right">✔ 99.2%</span>
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. <span style="float:right">✔ 77.1%</span> The non-executive directors receive options.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. <span style="float:right">✔ 85.2%</span> 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.
6.1	Elections to the board of directors			
6.1.1	Re-elect Dr. Michael Tojner as board member and co-chairman	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%). <span style="float:right">✔ 81.6%</span> He is chairman of the nomination committee and the committee independence is insufficient. He is chairman of the nomination committee and the composition of the board is unsatisfactory and the board has less than 20% women without adequate justification.
6.1.2	Re-elect Dr. Thomas Williams as board member and co-chairman	FOR	FOR	<span style="float:right">✔ 83.6%</span>

Item	Agenda	Board	Ethos		Result
6.1.3	Re-elect Mr. Martin Ohneberg	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 86.6%
6.1.4	Re-elect Mr. Christian Hosp	FOR	FOR		✓ 87.5%
6.1.5	Re-elect Dr. Markus Vischer	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) 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>	✓ 86.9%
6.2	Elections to the nomination and remuneration committee				
6.2.1	Re-elect Prof. Dr. Michael Tojner to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Tojner to the board of directors, Ethos cannot approve Prof. Dr. Tojner to the committee.	✓ 79.8%
6.2.2	Re-elect Dr. Thomas Williams to the nomination and remuneration committee	FOR	FOR		✓ 82.6%
6.2.3	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, Ethos cannot approve Mr. Ohneberg to the committee.	✓ 86.0%
6.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
6.4	Re-elect KPMG as auditors	FOR	FOR		✓ 97.1%
7	Approve increase and renewal of authorised capital	FOR	FOR		✓ 98.6%
8	Create conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 82.1%
2	Discharge board members and executive management	FOR	FOR		✓ 97.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Bulcke as board member and chairman	FOR	FOR		✓ 92.3%
4.1.2	Re-elect Dr. oec. Ulf Mark Schneider	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.0%
4.1.3	Re-elect Count Henri de La Croix de Castries	FOR	FOR		✓ 96.6%
4.1.4	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 97.5%
4.1.5	Re-elect Mr. Pablo Isla Álvarez de Tejera	FOR	FOR		✓ 97.0%
4.1.6	Re-elect Ms. Eva Cheng	FOR	FOR		✓ 97.9%
4.1.7	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 94.7%
4.1.8	Re-elect Ms. Kimberly Ross	FOR	FOR		✓ 98.0%
4.1.9	Re-elect Mr. Dick Boer	FOR	FOR		✓ 97.1%
4.1.10	Re-elect Mr. Dinesh C. Paliwal	FOR	FOR		✓ 97.2%
4.1.11	Re-elect Ms. Hanne de Mora	FOR	FOR		✓ 97.9%
4.1.12	Re-elect Ms. Lindiwe Majele Sibanda	FOR	FOR		✓ 97.9%
4.2.1	Elect Ms. Chris Leong	FOR	FOR		✓ 99.5%
4.2.2	Elect Mr. Luca Maestri	FOR	FOR		✓ 99.5%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Pablo Isla Álvarez de Tejera to the remuneration committee	FOR	FOR		✓ 95.3%
4.3.2	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 93.3%
4.3.3	Re-elect Mr. Dick Boer to the remuneration committee	FOR	FOR		✓ 95.8%
4.3.4	Elect Mr. Dinesh C. Paliwal to the remuneration committee	FOR	FOR		✓ 96.8%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.2%
4.5	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.3%
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.	✓ 89.7%
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.5%



Item	Agenda	Board	Ethos		Result
1	Approve balance sheet as at 31 December 2021. Related and consequent resolutions.	FOR	FOR		✓
2	Determination of the number of members of the board of directors. Related and consequent resolutions.	FOR	● OPPOSE	The company fails to provide sufficient information to enable the shareholders to assess the impact of the amendment on their rights and interests.	✓
3	Election of the board of statutory auditors ("Collegio Sindacale"). Related and consequent resolutions.	FOR	FOR		✓
4	Re-elect Ernst & Young as auditors. Related and consequent resolutions.	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.9%
2	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓ 85.1%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 97.4%
4	Elections to the board of directors				
4.1	Re-elect Ms. Annette Clancy as board member and elect her as chairwoman	FOR	FOR		✓ 96.4%
4.2	Re-elect Dr. Ernest Loumaye	FOR	FOR		✓ 96.9%
4.3	Re-elect Mr. Brian O'Callaghan	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 86.4%
4.4	Re-elect Ms. Anne VanLent	FOR	● OPPOSE	She is chairman of the audit and risk committee, is not independent and the committee independence is insufficient.	✓ 90.2%
4.5	Re-elect Mr. Edward Mathers	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 83.8%
4.6	Re-elect Dr. Catarina Edfjäll	FOR	FOR		✓ 96.5%
4.7	Elect Ms. Stephanie Brown	FOR	FOR		✓ 91.6%
5.1	Re-elect Ms. Annette Clancy to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 83.8%
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, Ethos cannot approve Mr. Mathers to the committee.	✓ 84.6%
5.3	Re-elect Dr. Catarina Edfjäll to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.  She was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓ 84.2%
6	Re-elect PricewaterhouseCoopers 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.	✓ 91.8%
7	Re-elect Perréard de Boccard SA as independent proxy	FOR	FOR		✓ 89.8%
8	Binding votes on the remuneration of the board of directors and the executive management				

Item	Agenda	Board	Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of a peer group.</p> <p>The non-executive directors receive options.</p>	✓ 74.8%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>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>	✓ 74.6%
9	Increase of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>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 purpose of the proposed increase includes the possibility of placing the shares with a strategic partner to counter a hostile takeover bid.</p>	✓ 77.4%
10	Increase of conditional capital for financing purposes	FOR	FOR		✓ 80.0%
11	Increase of conditional capital for equity incentive plans	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>	✓ 73.4%
12	Amendment to the equity incentive plan	FOR	● OPPOSE	<p>The structure of the remuneration is not in line with Ethos' guidelines.</p>	✓ 74.1%
13	Approval of issuance of convertible instruments under Securities Purchase Agreement	FOR	● OPPOSE	<p>The purpose of the proposed increase is incompatible with the long-term interests of the majority of the company's stakeholders.</p>	✓ 80.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 98.9%
4	Elections to the board of directors				
4.1.1	Re-elect Prof. Dr. Michael Süss as board chairman	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.  He has permanent operational functions.	✓ 78.8%
4.1.2	Re-elect Mr. Paul Adams	FOR	FOR		✓ 97.4%
4.1.3	Re-elect Mr. Jürg Fedier	FOR	FOR		✓ 83.8%
4.1.4	Re-elect Ms. Irina Matveeva	FOR	FOR		✓ 74.8%
4.1.5	Re-elect Mr. Alexey V. Moskov	FOR	FOR		✓ 80.1%
4.1.6	Re-elect Mr. Gerhard Pegam	FOR	FOR		✓ 81.6%
4.2	Elect Mr. Zhenguo Yao	FOR	FOR		✓ 97.7%
5	Elections to the nomination and remuneration committee				
5.1.1	Re-elect Mr. Paul Adams to the nomination and remuneration committee	FOR	FOR		✓ 82.2%
5.1.2	Re-elect Mr. Alexey V. Moskov to the nomination and remuneration committee	FOR	FOR		✓ 78.8%
5.1.3	Re-elect Mr. Gerhard Pegam to the nomination and remuneration committee	FOR	FOR		✓ 81.1%
5.2.1	Elect Ms. Irina Matveeva to the nomination and remuneration committee	FOR	FOR		✓ 74.0%
5.2.2	Elect Mr. Zhenguo Yao to the nomination and remuneration committee	FOR	FOR		✓ 97.4%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 97.5%
8	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 70.2%
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.  The proposed increase relative to the previous year is excessive.	✓ 71.0%
10	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.4%

Item	Agenda	Board	Ethos		Result
11	Binding vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.3%
12	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓ 92.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 83.7%
2	Discharge board members and executive management			
2.1	Discharge board members of Banque Profil de Gestion SA before the merger	FOR	FOR	✓ 83.7%
2.2	Discharge board members of One Swiss Bank SA before the merger	FOR	FOR	✓ 83.7%
2.3	Discharge board members of One Swiss Bank SA after the merger	FOR	FOR	✓ 83.7%
3	Approve allocation of income and dividend	FOR	FOR	✓ 83.7%
4	Information on the use of the conditional capital	NON-VOTING	NON-VOTING	
5	Elections to the board of directors			
5.1.1	Re-elect Ms. Geneviève Berclaz	FOR	FOR	✓ 83.3%
5.1.2	Re-elect Dr. iur. Alessandro Bizzozero	FOR	FOR	✓ 83.7%
5.1.3	Re-elect Mr. Frédéric Binder	FOR	FOR	✓ 83.7%
5.1.4	Re-elect Mr. Jean-Claude Favre	FOR	FOR	✓ 83.7%
5.1.5	Re-elect Mr. Roland Müller-Ineichen	FOR	FOR	✓ 83.7%
5.2	Re-elect Ms. Geneviève Berclaz as board chairman	FOR	FOR	✓ 83.3%
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Ms. Geneviève Berclaz to the remuneration committee	FOR	FOR	✓ 83.3%
5.3.2	Re-elect Mr. Jean-Claude Favre to the remuneration committee	FOR	FOR	✓ 83.7%
6	Re-elect Mr. BFGB SA as independent proxy	FOR	FOR	✓ 83.7%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 83.7%
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 83.3% The transparency of the remuneration report is insufficient.
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 83.3%
8.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 83.7%
8.3.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 83.3%

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	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>
4	Discharge board members and executive management	FOR	● OPPOSE	<p>✓</p> <p>Serious shortcomings in corporate governance constitute a significant 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	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>
6.1	Elections to the board of directors			
6.1.1	Re-elect Dr. Franz Egle	FOR	FOR	✓
6.1.2	Re-elect Mr. Jürgen Fischer	FOR	FOR	✓
6.1.3	Re-elect Mr. Naguib S. Sawiris	FOR	FOR	✓
6.1.4	Re-elect Dr. Eskandar Tooma	FOR	FOR	✓
6.1.5	Re-elect Mr. Amine Omar Tazi-Riffi	FOR	FOR	✓
6.2	Elect Ms. Maria Rioumine	FOR	FOR	✓
6.3	Elect Mr. Naguib S. Sawiris as board chairman	FOR	FOR	✓
6.4	Elections to the nomination and remuneration committee			
6.4.1	Re-elect Mr. Naguib S. Sawiris to the nomination and remuneration committee	FOR	● OPPOSE	<p>✓</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p>
6.4.2	Re-elect Mr. Jürgen Fischer to the nomination and remuneration committee	FOR	● OPPOSE	<p>✓</p> <p>He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.</p>

Item	Agenda	Board	Ethos		Result
6.4.3	Re-elect Dr. Eskandar Tooma to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓
6.5	Elect Ms. Barbara Merz Wipfli as independent proxy	FOR	FOR		✓
6.6	Re-elect Deloitte as auditors	FOR	FOR		✓
7	Increase and 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
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Martin Folini as member and chairman of the board	FOR	FOR	✓ 96.5%
4.1.2	Re-elect Ms. Mirjana Blume	FOR	FOR	✓ 99.6%
4.1.3	Re-elect Mr. Dieter Widmer	FOR	FOR	✓ 99.7%
4.1.4	Re-elect Dr. oec. Thomas Moser	FOR	FOR	✓ 99.6%
4.1.5	Re-elect Dr. Luka Müller	FOR	FOR	✓ 99.4%
4.1.6	Re-elect Mr. Johannes Schaede	FOR	FOR	✓ 99.6%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. Martin Folini to the remuneration committee	FOR	FOR	✓ 96.1%
4.2.2	Re-elect Dr. oec. Thomas Moser to the remuneration committee	FOR	FOR	✓ 97.3%
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 92.7%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 95.1%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 92.8% The information provided is insufficient.
5.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.4%
5.3.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 96.1%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Advisory vote on the remuneration report	FOR	FOR	✓ 87.7%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management	FOR	FOR	✓ 99.9%
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Rolf U. Sutter as board member and chairman	FOR	FOR	✓ 99.4%
5.1.b	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 99.9%
5.1.c	Elect Mr. Remo Brunschwiler	FOR	FOR	✓ 99.9%
5.1.d	Re-elect Ms. Monika Friedli-Walser	FOR	FOR	✓ 99.8%
5.1.e	Re-elect Mr. Walter Lüthi	FOR	FOR	✓ 99.9%
5.1.f	Re-elect Ms. Monika Schüpbach	FOR	FOR	✓ 99.9%
5.1.g	Re-elect Mr. Markus Vögeli	FOR	FOR	✓ 100.0%
5.2	Elections to the remuneration committee			
5.2.a	Re-elect Ms. Monika Friedli-Walser to the remuneration committee	FOR	FOR	✓ 88.6%
5.2.b	Re-elect Mr. Rolf U. Sutter to the remuneration committee	FOR	FOR	✓ 98.8%
5.2.c	Re-elect Mr. Walter Lüthi to the remuneration committee	FOR	FOR	✓ 99.3%
5.3	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 94.2%
5.4	Re-elect Dr. René Schwarzenbach as independent proxy	FOR	FOR	✓ 100.0%
6	Approve renewal of authorised capital	FOR	FOR	✓
7	Amendments to the articles of association	FOR	FOR	✓ 99.8%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7%
8.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.8%
8.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7%

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		✓ 99.2%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.9%
5.1	Binding vote on the short-term remuneration of the board of directors for the term of office 2022/2023	FOR	● OPPOSE	The remuneration of the non-executive directors is significantly higher than that of a peer group.	✓ 94.7%
5.2	Binding vote on the long-term remuneration granted to the board of directors for the term of office 2021/2022	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.	✓ 94.4%
5.3	Binding vote on other remuneration for the board of directors for the term of office 2021/2022	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is excessive.	✓ 93.6%
5.4	Binding vote on the short-term variable remuneration of the executive management for 2023	FOR	● OPPOSE	The short-term remuneration of the CEO is significantly higher than that of a peer group.	✓ 95.1%
5.5	Binding vote on the long-term remuneration granted to the executive management in 2021	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 requested amount does not allow to respect Ethos' guidelines.	✓ 92.4%
5.6	Binding vote on other remuneration for the executive management for 2021	FOR	FOR		✓ 98.7%
5.7	Binding vote on the long-term variable remuneration of the former executive management for 2021	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The requested amount does not allow to respect Ethos' guidelines.	✓ 92.3%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Steffen Meister (executive) as board member and chairman	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓ 89.5%
6.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 95.2%

Item	Agenda	Board	Ethos	Result
6.1.3	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR	✓ 96.1%
6.1.4	Re-elect Mr. Joseph P. Landy	FOR	FOR	✓ 99.4%
6.1.5	Elect Ms. Anne Lester	FOR	FOR	✓ 99.5%
6.1.6	Re-elect Dr. Martin Strobel	FOR	FOR	✓ 91.3%
6.1.7	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR	✓ 94.5%
6.1.8	Elect Ms. Flora Zhao	FOR	FOR	✓ 98.2%
6.2	Elections to the remuneration committee			
6.2.1	Elect Ms. Flora Zhao as member and chairman to the remuneration committee	FOR	FOR	✓ 98.2%
6.2.2	Elect Ms. Anne Lester to the remuneration committee	FOR	FOR	✓ 99.3%
6.2.3	Re-elect Dr. Martin Strobel to the remuneration committee	FOR	FOR	✓ 82.5%
6.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR	✓ 99.9%
6.4	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 84.1% The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.

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>✓ 75.0%</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	✓ 99.6%
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	✓ 99.6%
4.3	Discharge Dr. Christian de Prati	FOR	FOR	✓ 99.6%
4.4	Discharge Mr. Kurt Hardt	FOR	FOR	✓ 99.6%
4.5	Discharge Mr. Klaus Schmitz	FOR	FOR	✓ 99.6%
4.6	Discharge Dr. Thomas Wolfensberger (CEO)	FOR	FOR	✓ 99.6%
4.7	Discharge Dr. Marcel Kucher (CFO/COO until May 2021)	FOR	FOR	✓ 99.6%
4.8	Discharge Mr. Thorsten Arsan (CFO since June 2021)	FOR	FOR	✓ 99.6%
4.9	Discharge Dr. Andreas Steinbauer (Head of Letting and Sales)	FOR	FOR	✓ 99.6%
5.1	Increase share capital via increase in nominal value	FOR	FOR	✓ 99.7%
5.2.a	Increase the pool of conditional capital	FOR	● OPPOSE	<p>✓ 72.0%</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> <p>The dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.</p>

Item	Agenda	Board	Ethos	Result	
5.2.b	Increase the pool of conditional capital (alternative solution)	WITH-DRAWN	● OPPOSE	As ITEM 5.2.a was approved by shareholders, ITEM 5.2.b was not submitted to vote.  Ethos initially recommended to OPPOSE for the following reasons:  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 dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.	–
5.3.a	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.  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 dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.	✓ 71.9%

Item	Agenda	Board	Ethos		Result
5.3.b	Creation of authorised capital (alternative solution)	WITH-DRAWN	● OPPOSE	As ITEM 5.3.a was approved by shareholders, ITEM 5.3.b was not submitted to vote.  Ethos initially recommended to OPPOSE for the following reasons:  The requested authority to issue shares, with tradable pre-emptive rights, for general financing purposes, exceeds 33% of the issued capital.  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.	–
6	Elections to the board of directors				
6.1.1	Re-elect Mr. Reto A. Garzetti	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 88.2%
6.1.2	Re-elect Mr. Peter Bodmer	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 90.7%
6.1.3	Re-elect Dr. Christian De Prati	FOR	● OPPOSE	He is not independent (consultancy fees) and the board independence is insufficient (20.0%).	✓ 86.0%
6.1.4	Re-elect Mr. Kurt Hardt	FOR	FOR		✓ 91.3%
6.1.5	Re-elect Mr. Klaus Schmitz	FOR	FOR		✓ 89.7%
6.2	Re-elect Mr. Reto A. Garzetti as board chairman	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 82.0%
7	Elections to the remuneration committee				
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, Ethos cannot approve Dr. De Prati to the committee.	✓ 77.5%
7.2	Re-elect Mr. Kurt Hardt to the remuneration committee	FOR	FOR		✓ 80.9%
7.3	Re-elect Mr. Klaus Schmitz to the remuneration committee	FOR	FOR		✓ 78.8%
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.	✓ 97.5%

Item	Agenda	Board	Ethos		Result
9	Re-elect Dr. Daniel Ronzani as independent proxy	FOR	FOR		✓ 99.4%
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 a peer group.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 94.5%
10.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.4%
10.3	Binding prospective vote on the 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>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>	✓ 95.7%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 96.6%
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	He serves on the audit committee.  The board independence is not sufficient (0.0%).  The corporate governance of the company is unsatisfactory and the dialogue with the shareholders is difficult or does not lead to the desired outcomes.  The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 78.4%
4.1.2	Re-elect Dr. oec. Florian Ernst	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (0.0%).  He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 81.1%
4.1.3	Re-elect Dr. iur. Martin Furrer	FOR	● OPPOSE	He is not independent (board tenure of 19 years, business connections) and the board independence is insufficient (0.0%).	✓ 77.2%
4.1.4	Re-elect Mr. Ulrich Hocker	FOR	● OPPOSE	He has been a member of the board for 34 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 34 years) and the board independence is insufficient (0.0%).  He is the lead director, but has a conflict of interest (board tenure of 34 years).	✓ 78.1%
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (0.0%).	✓ 82.0%
4.2	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
4.2.1	Re-elect Dr. iur. Martin Furrer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Furrer to the board of directors, Ethos cannot approve Dr. iur. Furrer to the committee.	✓ 77.2%
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, Ethos cannot approve Mr. Hocker to the committee.	✓ 78.1%
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, Ethos cannot approve Mr. Siegrist to the committee.	✓ 81.2%
4.3	Re-elect Mr. Hans Rudi Alder as independent proxy	FOR	FOR		✓ 100.0%
4.4	Re-elect BDO as auditors	FOR	FOR		✓ 99.9%
5.1	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.	✓ 93.2%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 93.1%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.6%

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 94.3%
4	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 98.8%
5	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9%
6	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.	✓ 95.9%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.9%
8	Elections to the board of directors				
8.1	Increase the size of the board to 6 members	FOR	FOR		✓ 99.7%
8.2	Elect Ms. Michaela Friepess	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.	✓ 97.0%
8.3	Elect Dr. Iris Filzwieser	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.	✓ 97.0%
8.4	Elect Mr. Srinivasan Ravikumar	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.	✓ 96.9%

## Pierer Mobility

29.04.2022

AGM

Item	Agenda	Board	Ethos		Result
8.5	Elect Mr. Rajiv Bajaj	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) 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>	✓ 97.0%
9	Creation of authorised capital				
9.a	Cancellation of authorised capital	FOR	FOR		✓ 97.0%
9.b	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.	✓ 96.1%
9.c	Amend articles of association	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 96.1%

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	Elections to the board of directors				
4.1	Elect Mr. Peter Lehmann as member and chairman of the board	FOR	FOR		✓
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR		✓
4.3	Re-elect Mr. Martin Byland	FOR	● OPPOSE	As the committee has no chairman, Ethos considers him co-responsible for the absence of women on the board and therefore cannot support his re-election.	✓
4.4	Re-elect Mr. Dominik Weber	FOR	● OPPOSE	As the committee has no chairman, Ethos considers him co-responsible for the absence of women on the board and therefore cannot support his re-election.	✓
4.5	Re-elect Mr. Felix Schmidheiny	FOR	FOR		✓
5	Elections to the nomination and remuneration committee				
5.1	Re-elect Mr. Martin Byland to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Byland to the board of directors, Ethos cannot approve Mr. Byland to the committee.	✓
5.2	Re-elect Mr. Dominik Weber to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, Ethos cannot approve Mr. Weber to the committee.	✓
6	Re-elect KPMG as auditors	FOR	FOR		✓
7	Re-elect Bretschger Leuch Rechtsanwälte as independent proxy	FOR	FOR		✓
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		✓
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	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	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 94.5%
4	Elections to the board of directors				
4.1	Elect Mr. Diego Brüesch as board member and chairman	FOR	● OPPOSE	He has permanent operational functions.	✓ 98.5%
4.2	Re-elect Mr. Willy Hüppi	FOR	FOR		✓ 98.8%
4.3	Re-elect Mr. Thomas Kellenberger	FOR	● OPPOSE	He has permanent operational functions.	✓ 94.6%
4.4	Re-elect Mr. Urs Ledermann	FOR	FOR		✓ 96.1%
4.5	Re-elect Ms. Sarah Meier-Bieri	FOR	FOR		✓ 98.6%
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Urs Ledermann to the remuneration committee	FOR	FOR		✓ 95.0%
5.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR		✓ 97.4%
5.3	Re-elect Ms. Sarah Meier-Bieri to the remuneration committee	FOR	FOR		✓ 97.4%
6	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 96.4%
7	Re-elect BDO as auditors	FOR	FOR		✓ 95.5%
8.1	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.	✓ 90.5%
8.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR		✓ 89.4%
8.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration of the CEO is significantly higher than that of a peer group.	✓ 87.6%
8.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 90.1%
9	Merger between Poenina Holding and Burkhalter Holding	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Amend articles of association: Change of registered office	FOR	FOR		✓ 100.0%
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 96.6%
3	Discharge board members and executive management	FOR	FOR		✓ 99.8%
4	Approve allocation of balance sheet result and dividend				
4.1	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
4.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 100.0%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Peter Wilden	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7%).  He has a conflict of interest that is incompatible with his role as board member.	✓ 93.1%
5.1.2	Re-elect Prof. Dr. Patrick Aebischer	FOR	● OPPOSE	He is not independent (the company committed to make an investment up to USD 30 million in a venture capital fund managed by NanoDimension, where he is Senior Partner) and the board independence is insufficient (16.7%).  He is the lead director, but he is not independent.	✓ 97.2%
5.1.3	Re-elect Dr. Beat In-Albon	FOR	FOR		✓ 98.1%
5.1.4	Re-elect Ms. Jane Salik	FOR	FOR		✓ 96.7%
5.1.5	Re-elect Mr. Erik Schropp	FOR	FOR		✓ 91.6%
5.1.6	Re-elect Dr. Philippe A. Weber	FOR	● OPPOSE	He is not independent (consultancy fees) and the board independence is insufficient (16.7%).  He is chairman of the nomination committee, the committee independence is insufficient and the board has less than 20% women without adequate justification.	✓ 92.9%
5.2	Re-elect Dr. Peter Wilden as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Wilden to the board of directors, Ethos cannot approve Dr. oec. Wilden as chairman.	✓ 91.0%
5.3	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos		Result
5.3.1	Re-elect Dr. Philippe A. Weber to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Weber to the board of directors, Ethos cannot approve Dr. Weber to the committee.	✓ 88.1%
5.3.2	Re-elect Dr. Peter Wilden to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Wilden to the board of directors, Ethos cannot approve Dr. Wilden to the committee.	✓ 90.7%
5.4	Re-elect BDO as auditors	FOR	FOR		✓ 98.4%
5.5	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR		✓ 100.0%
6.1	Binding prospective vote on the remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 97.4%
6.2	Binding prospective vote on the consulting fees of the board of directors	FOR	● OPPOSE	One non-executive director receives consultancy fees in a regular manner.	✓ 83.1%
6.3	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.	✓ 96.4%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 98.8%
3.1	Elections to the board of directors				
3.1.1	Re-elect Dr. Hans Baumgartner as board member and chairman	FOR	● OPPOSE	He has permanent operational functions.  The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.	✓ 93.3%
3.1.2	Re-elect Mr. Martin Eberhard	FOR	FOR		✓ 98.4%
3.1.3	Re-elect Dr. Petra Salesny	FOR	● OPPOSE	She has a major conflict of interest that is incompatible with his role as board member.	✓ 98.6%
3.1.4	Re-elect Mr. Fidelis Götz	FOR	FOR		✓ 99.0%
3.2	Elections to the remuneration committee				
3.2.1	Re-elect Mr. Martin Eberhard to the remuneration committee	FOR	FOR		✓ 97.0%
3.2.2	Re-elect Dr. Petra Salesny to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Salesny to the board of directors, Ethos cannot approve Dr. Salesny to the committee.	✓ 96.3%
3.2.3	Re-elect Mr. Fidelis Götz to the remuneration committee	FOR	FOR		✓ 98.9%
3.3	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 99.7%
3.4	Re-elect KPMG as auditors	FOR	FOR		✓ 97.9%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
5	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7%
	Remuneration of board members				
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.4%
7	Binding prospective vote on the total remuneration of the delegate of the board of directors	FOR	FOR		✓ 96.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 94.4%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 94.4%
3	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓ 90.6%
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.	✓ 86.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.  The non-executive directors receive options.	✓ 85.2%
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.	✓ 88.4%
5.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The non-executive directors receive options.	✓ 85.5%
6.1	Elections to the board of directors				
6.1.a	Re-elect Dr. Raghuram Selvaraju	FOR	FOR		✓ 94.1%
6.1.b	Re-elect Dr. Thomas Plitz	FOR	FOR		✓ 99.1%
6.1.c	Re-elect Dr. Patrice P. Jean	FOR	FOR		✓ 98.9%
6.1.d	Re-elect Mr. Paolo Galfetti	FOR	● OPPOSE	He has permanent operational functions (President, Relief Europe).	✓ 93.1%
6.1.e	Re-elect Ms. Michelle Lock	FOR	FOR		✓ 98.9%
6.2	Re-elect Dr. Raghuram Selvaraju as board chairman	FOR	FOR		✓ 93.6%
6.3	Elections to the nomination and remuneration committee				
6.3.a	Re-elect Dr. Raghuram Selvaraju to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year, the transparency of the remuneration report is very insufficient and the remuneration system is very unsatisfactory.	✓ 90.4%
6.3.b	Re-elect Dr. Thomas Plitz to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year, the transparency of the remuneration report is very insufficient and the remuneration system is very unsatisfactory.	✓ 96.8%
6.4	Re-elect Mr. Thomas Hua as independent proxy	FOR	FOR		✓ 99.2%

## Relief Therapeutics

31.05.2022

AGM

Item	Agenda	Board	Ethos	Result
6.5	Re-elect Mazars as auditors	FOR	FOR	✓ 97.3%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5%
2	Discharge board members and executive management	FOR	FOR	✓ 98.7%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 77.5%
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	✓ 97.1%
5	Elections to the board of directors			
5.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 61.5%
5.2	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 59.4%
5.3	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 83.0%
5.4	Re-elect Mr. Bernhard Jucker	FOR	FOR	✓ 61.6%
5.5	Re-elect Mr. Carl Illi	FOR	FOR	✓ 64.9%
5.6	Elect Ms. Sarah Kreienbühl	FOR	FOR	✓ 66.8%
5.7	Elect Mr. Daniel Grieder	FOR	FOR	✓ 85.0%
6	Re-elect Mr. Bernhard Jucker as board chairman	FOR	FOR	✓ 61.5%
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 61.5%
7.2	Re-elect Mr. Bernhard Jucker to the remuneration committee	FOR	FOR	✓ 61.5%
7.3	Elect Ms. Sarah Kreienbühl to the remuneration committee	FOR	FOR	✓ 66.0%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR	✓ 99.8%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 38 years, which exceeds Ethos' guidelines. ✓ 92.1%
10	Approve renewal of authorised capital	FOR	FOR	✓ 83.7%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the sustainability report	FOR	FOR	✓ 100.0%
1.3	Advisory vote on the remuneration report	FOR	FOR	✓ 97.4%
2	Discharge board members and executive management	FOR	FOR	✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Elections to the board of directors			
4.1	Elect Prof. Dr. Guy Mustaki	FOR	FOR	✓ 96.9%
4.2.1	Re-elect Mr. Stéphane Gard	FOR	FOR	✓ 98.5%
4.2.2	Re-elect Mr. Nicolas Fulpius	FOR	FOR	✓ 99.7%
4.2.3	Re-elect Mr. Alphonse-Marie Veuthey	FOR	FOR	✓ 96.8%
4.3	Appointment of Ms. Anne Bobillier to the board of directors by the Vaud cantonal government	NON-VOTING	NON-VOTING	
4.4	Re-appointment of Ms. Paola Ghillani and Dr. François Vuille to the board of directors by the Vaud cantonal government	NON-VOTING	NON-VOTING	
4.5	Re-elect Prof. Dr. Guy Mustaki as board chairman	FOR	FOR	✓ 97.2%
4.6	Elections to the nomination and remuneration committee			
4.6.1	Re-elect Ms. Anne Bobillier to the nomination and remuneration committee	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 92.1%
4.6.2	Re-elect Mr. Olivier Gfeller to the nomination and remuneration committee	FOR	FOR	✓ 96.6%
4.6.3	Re-elect Mr. Alphonse-Marie Veuthey to the nomination and remuneration committee	FOR	FOR	✓ 96.2%
4.7	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.6%
4.8	Re-elect Mr. Gabriel Cottier as independent proxy	FOR	FOR	✓ 99.8%
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	FOR	✓ 97.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.6%
2.a	Approve allocation of balance sheet result	FOR	FOR		✓ 97.2%
2.b	Transfer of capital contributions reserves to free reserves	FOR	FOR		✓ 96.5%
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>	✓ 74.7%
4.a	Discharge board members	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 84.6%
4.b	Discharge executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 84.7%
5	Increase and renewal of authorised capital	FOR	FOR		✓ 86.5%
6	Reduce share capital via decrease of nominal value	FOR	FOR		✓ 94.9%
7	Elections to the board of directors				
7.a	Re-elect Mr. Elmar Schnee	WITH-DRAWN	● OPPOSE	<p>ITEM 7.a was not submitted to shareholder vote, since Mr. Schnee announced 3 days prior the AGM that he would not stand for re-election. Ethos initially recommended to OPPOSE for the following reason:</p> <p>The board has not established a nomination committee and has less than 20% women without adequate justification.</p>	–
7.b	Re-elect Mr. Philipp Gutzwiller	FOR	FOR		✓ 84.3%
7.c	Re-elect Dr. Thomas Meier	FOR	FOR		✓ 96.1%
7.d	Re-elect Dr. Patrick Vink	FOR	FOR		✓ 87.3%
7.e	Re-elect Mr. Elmar Schnee as board chairman	WITH-DRAWN	● OPPOSE	<p>ITEM 7.e was not submitted to shareholder vote, since Mr. Schnee announced 3 days prior the AGM that he would not stand for re-election. Ethos initially recommended to OPPOSE for the following reason:</p> <p>As Ethos did not support the election of Mr. Schnee to the board of directors, Ethos cannot approve Mr. Schnee as chairman.</p>	–

Item	Agenda	Board	Ethos		Result
7.f	Board proposal not on the agenda: Elect Dr. Thomas Meier as board chairman	FOR	● OPPOSE	This proposal was announced 3 days before the AGM, which is insufficient for shareholders to vote in an informed manner.	✓ 81.1%
8	Elections to the remuneration committee				
8.a	Re-elect Mr. Elmar Schnee to the remuneration committee	WITH-DRAWN	● OPPOSE	ITEM 8.a was not submitted to shareholder vote, since Mr. Schnee announced 3 days prior the AGM that he would not stand for re-election. Ethos initially recommended to OPPOSE for the following reason:  As Ethos did not support the election of Mr. Schnee to the board of directors, Ethos cannot approve Mr. Schnee to the committee.	–
8.b	Re-elect Dr. Patrick Vink to the remuneration committee	FOR	FOR		✓ 83.8%
8.c	Board proposal not on the agenda: Elect Dr. Thomas Meier to the remuneration committee	FOR	● OPPOSE	This proposal was announced 3 days before the AGM, which is insufficient for shareholders to vote in an informed manner.	✓ 78.5%
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 78.1%
10.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 78.0%
10.b	Binding retrospective vote on the short-term variable 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.	✓ 81.7%
10.c	Binding prospective vote on the long-term variable 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.	✓ 77.7%
11	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 95.8%
12	Re-elect Dr. Balthasar Settelen as independent proxy	FOR	FOR		✓ 99.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Approve allocation of income	FOR	FOR		✓ 99.4%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.  The size of the board of directors has persistently remained below 4 members.	✓
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	He holds an excessive number of mandates.  He is chairman of the nomination committee and the renewal and composition of the board are unsatisfactory.  He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 98.5%
4.1.b	Re-elect Mr. Ruedi Huber	FOR	FOR		✓ 98.6%
4.1.c	Re-elect Mr. Paul Zumbühl	FOR	● OPPOSE	He holds an excessive number of mandates.  He is not independent (board tenure of 15 years) and the board independence is insufficient (33.3%).  He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 98.2%
4.2	Re-elect Mr. Paul Zumbühl as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, Ethos cannot approve Mr. Zumbühl as chairman.	✓ 98.2%
4.3	Elections to the nomination and remuneration committee				
4.3.a	Re-elect Mr. Michael Hauser to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hauser to the board of directors, Ethos cannot approve Mr. Hauser to the committee.	✓ 98.0%
4.3.b	Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, Ethos cannot approve Mr. Zumbühl to the committee.	✓ 97.6%
4.4	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 59 years, which exceeds Ethos' guidelines.	✓ 98.2%



Item	Agenda	Board	Ethos	Result
4.5	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR	✓ 99.5%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.0%
5.2.a	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.7%
5.2.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.8%

Item	Agenda	Board	Ethos	Result
1	Introduction by the chairman	NON-VOTING	NON-VOTING	
2	Review of the 2021 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	● OPPOSE	✓ 80.9% The transparency of the remuneration report is insufficient.
5	Discharge board members and executive management	FOR	FOR	✓ 99.8%
6	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
7.1	Elections to the board of directors			
7.1.1	Re-elect Dr. Heinz O. Baumgartner	FOR	FOR	✓ 98.1%
7.1.2	Re-elect Dr. Daniel Bossard	FOR	FOR	✓ 99.5%
7.1.3	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 99.4%
7.1.4	Re-elect Dr. Jacques Sanche	FOR	FOR	✓ 99.5%
7.1.5	Re-elect Mr. Lars van der Haegen	FOR	FOR	✓ 99.9%
7.1.6	Re-elect Mr. Stephan Widrig	FOR	FOR	✓ 100.0%
7.1.7	Re-elect Mr. Beat M. Siegrist as board member and chairman	FOR	FOR	✓ 99.8%
7.2	Elections to the remuneration committee			
7.2.1	Re-elect Dr. Jacques Sanche to the remuneration committee	FOR	FOR	✓ 87.5%
7.2.1	Re-elect Ms. Vanessa Frey to the remuneration committee	FOR	FOR	✓ 97.2%
7.2.3	Elect Dr. Daniel Bossard to the remuneration committee	FOR	FOR	✓ 99.5%
7.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 100.0%
7.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.9%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.0%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 78.3%
2	Approve allocation of income	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 99.6%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Moritz Lechner as board member and co-chairman	FOR	FOR		✓ 91.8%
4.1.2	Re-elect Dr. Felix Mayer as board member and co-chairman	FOR	FOR		✓ 90.9%
4.1.3	Re-elect Ms. Ricarda Demarmels	FOR	FOR		✓ 97.2%
4.1.4	Re-elect Mr. François Gabella	FOR	FOR		✓ 96.1%
4.1.5	Re-elect Dr. Anja König	FOR	FOR		✓ 99.3%
4.1.6	Re-elect Dr. Franz Studer	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 86.5%
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Dr. Moritz Lechner to the nomination and remuneration committee	FOR	FOR		✓ 78.9%
4.2.2	Re-elect Dr. Felix Mayer to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 24 years, various reasons) and the committee does not include at least 50% independent members.	✓ 74.5%
4.2.3	Elect Mr. François Gabella to the nomination and remuneration committee	FOR	FOR		✓ 95.7%
4.3	Re-elect KPMG as auditors	FOR	FOR		✓ 96.5%
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	The remuneration of the co-chairmen is significantly higher than that of a peer group.	✓ 93.4%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.7%
5.3	Binding retrospective vote on the short-term remuneration of the executive management	FOR	FOR		✓ 95.1%
6	Approve renewal of authorised capital	FOR	FOR		✓ 80.4%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
	Approve allocation of income and dividend			
2	Approve allocation of income	FOR	FOR	✓ 100.0%
3	Approve dividend out of capital contributions reserves	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management	FOR	FOR	✓ 99.3%
5	Approve renewal of authorised capital	FOR	FOR	✓ 95.8%
6.1	Elections to the board of directors			
6.1.a	Re-elect Dr. Hans-Peter Bauer	FOR	FOR	✓ 99.2%
6.1.b	Re-elect Mr. Andreas Hämmerli	FOR	FOR	✓ 99.2%
6.1.c	Re-elect Mr. Christian Perschak	FOR	FOR	✓ 96.1%
6.1.d	Re-elect Ms. Carolin Schmäuser	FOR	● OPPOSE	✓ 91.3%
			She is not independent (board tenure of 15 years and employee at Swiss Finance & Property Deutschland GmbH) and the board independence is insufficient (40.0%).	
6.1.e	Re-elect Mr. Alexander Vögele as member and chairman of the board	FOR	FOR	✓ 98.0%
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Mr. Andreas Hämmerli to the remuneration committee	FOR	FOR	✓ 98.9%
6.2.b	Re-elect Mr. Christian Perschak to the remuneration committee	FOR	FOR	✓ 96.0%
6.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.7%
6.4	Re-elect Mr. Pablo Bünger as independent proxy	FOR	FOR	✓ 100.0%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.5%
7.3	Binding prospective vote on the total remuneration of Swiss Finance & Property Funds AG as asset manager	FOR	FOR	✓ 98.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8%
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.5%
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 97.6%
2.4	Advisory vote on the remuneration report	FOR	FOR	✓ 86.4%
3	Discharge board members and executive management	FOR	FOR	✓ 99.8%
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
5	Elections to the board of directors			
5.a	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 99.6%
5.b	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 87.5%
5.c	Re-elect Mr. Thomas Oetterli as board member and elect him as chairman	FOR	FOR	✓ 99.6%
5.d	Re-elect Ms. Bettina Stadler	FOR	FOR	✓ 88.0%
5.e	Re-elect Ms. Manuela Suter	FOR	FOR	✓ 99.3%
5.f	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.9%
5.g	Elect Dr. Peter Bauschatz	FOR	FOR	✓ 99.7%
6	Elections to the nomination and remuneration committee			
6.a	Re-elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR	✓ 97.1%
6.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 87.7%
6.c	Elect Mr. Thomas Oetterli to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
7	Re-elect Bürki Bolt Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 94.8% The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
2.2	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 99.9%
3	Approve renewal and increase of authorised capital	FOR	FOR	✗ 58.8%
4	Discharge board members and executive management	FOR	FOR	✓ 96.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.2% The remuneration is significantly higher than that of a peer group.
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7%
5.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.0%
5.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 86.1% 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 requested amount does not allow to respect Ethos' guidelines.
6.1	Elections to the board of directors			
6.1.1	Re-elect Ms. Isabelle Welton	FOR	FOR	✓ 94.5%
6.1.2	Re-elect Mr. Colin Bond	FOR	FOR	✓ 95.0%
6.1.3	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR	✓ 97.0%
6.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓ 96.3%
6.1.5	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓ 96.6%
6.2.1	Elect Dr. Alexandra Brand	FOR	FOR	✓ 99.6%
6.2.2	Elect Dr. iur. Beat R. Walti	FOR	FOR	✓ 99.3%
6.3	Re-elect Dr. iur. Andreas Casutt as board chairman	FOR	FOR	✓ 95.9%
6.4	Elections to the remuneration committee			
6.4.1	Re-elect Ms. Isabelle Welton to the remuneration committee	FOR	FOR	✓ 68.6%
6.4.2	Re-elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR	✓ 70.7%
6.4.3	Elect Dr. iur. Beat R. Walti to the remuneration committee	FOR	FOR	✓ 99.4%

Item	Agenda	Board	Ethos		Result
7	Re-elect Mr. Rolf Freiermuth as independent proxy	FOR	FOR		✓ 99.9%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 102 years, which exceeds Ethos' guidelines.	✓ 82.3%

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		✓ 94.2%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
4	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.9%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 82.8%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	One non-executive director can receive excessive consultancy fees. His planned remuneration is therefore significantly higher than that of a peer group.	✓ 87.7%
5.3	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.	✓ 88.8%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR		✓ 97.9%
6.1.2	Re-elect Prof. Dr. Werner J. Bauer	FOR	FOR		✓ 99.8%
6.1.3	Re-elect Mr. Wah-Hui Chu	FOR	FOR		✓ 99.8%
6.1.4	Re-elect Ms. Colleen A. Goggins	FOR	FOR		✓ 97.9%
6.1.5	Re-elect Dr. Mariel Hoch	FOR	FOR		✓ 98.8%
6.1.6	Re-elect Mr. Abdallah Al Obeikan	FOR	FOR		✓ 98.4%
6.1.7	Re-elect Ms. Martine Snels	FOR	FOR		✓ 99.5%
6.1.8	Re-elect Mr. Matthias Währen	FOR	FOR		✓ 99.9%
6.1.9	Elect Mr. Laurens Last	FOR	FOR		✓ 99.3%
6.2	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR		✓ 98.5%
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Wah-Hui Chu to the remuneration committee	FOR	FOR		✓ 93.5%
6.3.2	Re-elect Ms. Colleen A. Goggins to the remuneration committee	FOR	FOR		✓ 93.6%
6.3.3	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR		✓ 94.4%
7	Amend articles of association: Change of company name	FOR	FOR		✓ 100.0%
8	Amend articles of association: Authorised and conditional capital	FOR	FOR		✓ 82.2%
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%



Item	Agenda	Board	Ethos	Result
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	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4.1-4.2	Elections to the board of directors			
4.1.1	Re-elect Dr. Paul J. Hälg	FOR	FOR	✓ 98.2%
4.1.2	Re-elect Mr. Victor Balli	FOR	FOR	✓ 96.1%
4.1.3	Re-elect Mr. Justin Howell	FOR	FOR	✓ 98.8%
4.1.4	Re-elect Ms. Monika Ribar	FOR	FOR	✓ 98.7%
4.1.5	Re-elect Mr. Paul Schuler	FOR	FOR	✓ 99.2%
4.1.6	Re-elect Mr. Thierry F.J. Vanlancker	FOR	FOR	✓ 96.4%
4.2.1	Elect Ms. Lucrèce Foufopoulos-De Ridder	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 96.2%
4.2.2	Elect Ms. Gordana Landen	FOR	FOR	✓ 99.5%
4.3	Re-elect Dr. Paul J. Hälg as board chairman	FOR	FOR	✓ 97.2%
4.4	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Mr. Justin Howell to the nomination and remuneration committee	FOR	FOR	✓ 97.6%
4.4.2	Re-elect Mr. Thierry F.J. Vanlancker to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
4.4.3	Elect Ms. Gordana Landen to the nomination and remuneration committee	FOR	FOR	✓ 99.3%
4.5	Elect KPMG as auditors	FOR	FOR	✓ 98.8%
4.6	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR	✓ 99.8%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 93.2%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1.1	Re-elect Dr. Gert Thoenen as board member and chairman	FOR	● OPPOSE	He is not independent (board tenure of 15 years, consultancy fees) and the board independence is insufficient (42.9%).	✓ 96.2%
4.1.2	Re-elect Mr. Oliver Baumann	FOR	FOR		✓ 97.9%
4.1.3	Re-elect Ms. Cornelia Gehrig	FOR	FOR		✓ 100.0%
4.1.4	Re-elect Mr. Thomas Huber	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 96.9%
4.1.5	Re-elect Dr. Beat E. Lüthi	FOR	FOR		✓ 99.7%
4.1.6	Re-elect Mr. Gregor Plattner	FOR	FOR		✓ 98.3%
4.1.7	Re-elect Mr. Patrick Schär	FOR	FOR		✓ 98.3%
5	Elections to the nomination and remuneration committee				
5.1.1	Re-elect Dr. Beat E. Lüthi to the nomination and remuneration committee	FOR	FOR		✓ 96.2%
5.1.2	Re-elect Dr. Gert Thoenen to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Thoenen to the board of directors, Ethos cannot approve Dr. iur. Thoenen to the committee.	✓ 96.2%
5.1.3	Re-elect Mr. Oliver Baumann to the nomination and remuneration committee	FOR	FOR		✓ 97.5%
6	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The board chairman receives consultancy fees.	✓ 97.1%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The chairman can receive excessive consultancy fees.	✓ 97.3%
8	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.3%
9	Re-elect BDO as auditors	FOR	FOR		✓ 98.4%
10	Re-elect v.FISCHER Recht AG as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Welcome and opening of the general meeting	NON-VOTING	NON-VOTING	
2.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
2.2	Advisory vote on the remuneration report	FOR	FOR	✓ 93.5%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4	Discharge board members and executive management	FOR	FOR	✓ 92.7%
5	Elections to the board of directors			
5.1.1	Re-elect Dr. oec. Daniel von Stockar	FOR	FOR	✓ 95.1%
5.1.2	Re-elect Mr. José Alberto Duarte	FOR	FOR	✓ 95.4%
5.1.3	Re-elect Mr. Timo Ihamuotila	FOR	FOR	✓ 95.3%
5.1.4	Re-elect Dr. iur. Peter Kurer	FOR	FOR	✓ 92.4%
5.1.5	Re-elect Ms. Marie-Pierre Rogers	FOR	FOR	✓ 94.7%
5.1.6	Re-elect Prof. Dr. iur. Isabelle Romy	FOR	FOR	✓ 90.6%
5.1.7	Re-elect Mr. Adam Warby	FOR	FOR	✓ 90.5%
5.1.8	Elect Mr. Jim Freeman	FOR	FOR	✓ 94.5%
5.2	Re-elect Dr. oec. Daniel von Stockar as board chairman	FOR	FOR	✓ 93.8%
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	✓ 90.6%
5.3.2	Re-elect Dr. iur. Peter Kurer to the nomination and remuneration committee	FOR	FOR	✓ 89.9%
5.3.3	Re-elect Dr. oec. Daniel von Stockar to the nomination and remuneration committee	FOR	FOR	✓ 89.0%
5.3.4	Re-elect Mr. Adam Warby to the nomination and remuneration committee	FOR	FOR	✓ 90.3%
5.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%
5.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 92.6%
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. ✓ 89.5%

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	✓ 82.8% The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 95.1%
4	Articles of association: Board size	FOR	FOR	✓ 95.5%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Robert F. Spoerry as member and chairman of the board	FOR	FOR	✓ 80.6%
5.1.2	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 95.2%
5.1.3	Re-elect Ms. Lynn Bleil	FOR	FOR	✓ 95.0%
5.1.4	Re-elect Mr. Gregory Behar	FOR	FOR	✓ 85.0%
5.1.5	Re-elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 91.5%
5.1.6	Re-elect Mr. Roland Diggelmann	FOR	FOR	✓ 95.1%
5.1.7	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 90.7%
5.1.8	Re-elect Dr. Jinlong Wang	FOR	FOR	✓ 95.2%
5.1.9	Re-elect Mr. Adrian Widmer	FOR	FOR	✓ 95.3%
5.2	Elect Ms. Julie Tay	FOR	FOR	✓ 95.0%
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 94.9%
5.3.2	Re-elect Dr. Lukas Braunschweiler to the nomination and remuneration committee	FOR	FOR	✓ 89.1%
5.3.3	Re-elect Mr. Roland Diggelmann to the nomination and remuneration committee	FOR	FOR	✓ 94.9%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9%
5.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.9%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 86.0% The remuneration structure is not in line with Ethos' guidelines.
7.1	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9%
7.2	Approve decrease and renewal of authorised capital	FOR	FOR	✓ 95.0%

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	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.  The company is in a situation of capital loss.	✓
4	Increase authorised capital	FOR	● OPPOSE	The current authorisations to issue shares for general financing purposes without pre-emptive rights, which already exceed Ethos' limits, are sufficient to cover the company's capital needs in the short term.	✓
5	Increase conditional capital for convertible bonds	FOR	● OPPOSE	The current authorisations to issue shares for general financing purposes without pre-emptive rights, which already exceed Ethos' limits, are sufficient to cover the company's capital needs in the short term.	✓
6	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.	✓
7	Elections to the board of directors				
7.a	Re-elect Dr. Jeffrey D. Wager as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions is not strictly limited in time.	✓
7.b	Re-elect Dr. Dennis A. Ausiello	FOR	● OPPOSE	He is 77 years old, which exceeds Ethos' guidelines.	✓
7.c	Re-elect Mr. Bernard Bollag	FOR	FOR		✓
7.d	Re-elect Dr. Robert W. Clarke	FOR	FOR		✓
7.e	Re-elect Dr. Dan Hartman	FOR	FOR		✓
7.f	Re-elect Dr. Kuno Sommer	FOR	FOR		✓
8	Re-elect Ernst & Young as auditors	FOR	FOR		✓
9	Re-elect Mr. Marius Meier as independent proxy	FOR	FOR		✓
10	Elections to the remuneration committee				
10.a	Elect Dr. Dennis A. Ausiello to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Ausiello to the board of directors, Ethos cannot approve Dr. Ausiello to the committee.	✓
10.b	Re-elect Dr. Robert W. Clarke to the remuneration committee	FOR	FOR		✓
10.c	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
11	Binding votes on the remuneration of the board of directors and the executive management				
11.a	Binding prospective vote on the fixed cash remuneration of the board of directors	FOR	FOR		✓
11.b	Binding prospective vote on the options for the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
11.c	Binding prospective vote on the cash remuneration of the executive management	FOR	● OPPOSE	The proposed increase in fixed remuneration relative to the previous year is excessive and not justified.  The information provided is insufficient.	✓
11.d	Binding prospective vote on the options for the executive management	FOR	● OPPOSE	The information provided is insufficient.  The structure and conditions of the plan do not respect Ethos' guidelines.	✓

Item	Agenda	Board	Ethos		Result
1	Election of the annual general meeting's chairman	FOR	● OPPOSE	Ethos considers this is not best practice.	✓
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		✗ 4.4%
4	Reduce share capital via cancellation of shares	FOR	● OPPOSE	The company proposes to cancel shares despite its significant capital need.	✓
5	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.	✓
6	Discharge board members	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions.  Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.  The company is in a situation of capital loss.	✓
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
8.1	Elections to the board of directors				
8.1.1	Re-elect Mr. Christopher Bedford Brotchie	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines.	✓
8.1.2	Re-elect Mr. Fersen Lamas Lambranhó	FOR	● OPPOSE	He has a major conflict of interest that is incompatible with his role as board member.	✓
8.1.3	Re-elect Mr. David Justinus Emery	FOR	FOR		✓
8.1.4	Re-elect Mr. Christopher Wright	FOR	FOR		✓
8.1.5	Re-elect Mr. Alvaro Lopes da Silva Neto	FOR	FOR		✓
8.2	Elect Mr. David Justinus Emery as board chairman	FOR	FOR		✓
8.3	Elections to the remuneration committee				
8.3.1	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, Ethos cannot approve Mr. Brotchie to the committee.	✓
8.3.2	Re-elect Mr. David Justinus Emery to the remuneration committee	FOR	FOR		✓
8.3.3	Re-elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee	FOR	FOR		✓



Item	Agenda	Board	Ethos		Result
8.4	Re-elect Mr. Stefan Koller as independent proxy	FOR	FOR		✓
8.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓

Item	Agenda	Board	Ethos	Result
1	Explanations on annual report, consolidated accounts and financial statements	NON-VOTING	NON-VOTING	
2	Report of the auditors on the financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
3	Approve annual report and consolidated accounts	FOR	FOR	✓ 100.0%
4	Approve financial statements of St. Galler Kantonalbank AG	FOR	FOR	✓ 99.9%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
6	Discharge board members	FOR	FOR	✓ 99.8%
7	Elections to the board of directors and to the remuneration committee			
7.1	Re-elect Mr. Roland Ledergerber as board member and elect him as new chairman of the board	FOR	FOR	✓ 97.0%
7.2	Re-elect Prof. Dr. Manuel Ammann	FOR	FOR	✓ 92.6%
7.3	Re-elect Prof. Dr. Andrea Cornelius	FOR	FOR	✓ 99.7%
7.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board and of the remuneration committee	FOR	FOR	✓ 96.3%
7.5	Re-elect Mr. Kurt Rüegg as member of the board and elect him as new member of the remuneration committee	FOR	FOR	✓ 96.9%
7.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR	✓ 99.4%
7.7	Re-elect Mr. Hans Wey	FOR	FOR	✓ 99.0%
7.8	Re-elect Rohner Thurnherr Wiget & Partner as independent proxy	FOR	FOR	✓ 99.8%
7.9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines. ✓ 96.6%
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	✓ 97.3%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.4%
8.3	Binding retrospective vote on the variable 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	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.5%
4	Elections to the board of directors				
4.1	Re-elect Mr. Peter Spuhler	FOR	FOR		✓ 92.0%
4.2	Re-elect Mr. Hans-Peter Schwald	FOR	● OPPOSE	He has been a member of the board for 33 years, which exceeds Ethos' guidelines.	✓ 88.9%
4.3	Re-elect Ms. Barbara Egger-Jenzer	FOR	FOR		✓ 99.6%
4.4	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR		✓ 99.4%
4.5	Re-elect Mr. Wojciech Kostrzewa	FOR	FOR		✓ 99.6%
4.6	Re-elect Ms. Doris Leuthard	FOR	FOR		✓ 99.1%
4.7	Re-elect Mr. Kurt Rüegg	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.  He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 87.3%
4.8	Elect Prof. Dr. rer. pol. Stefan Asenkerschbaumer	FOR	FOR		✓ 99.7%
5	Re-elect Mr. Peter Spuhler as board chairman	FOR	FOR		✓ 91.1%
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Barbara Egger-Jenzer to the remuneration committee	FOR	FOR		✓ 99.0%
6.2	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR		✓ 98.9%
6.3	Re-elect Mr. Peter Spuhler to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓ 88.3%
6.4	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schwald to the board of directors, Ethos cannot approve Mr. Schwald to the committee.	✓ 88.7%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 97.2%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR		✓ 99.9%
9	Advisory vote on the remuneration report	FOR	FOR		✓ 94.8%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.7%

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Item	Agenda	Board	Ethos	Result
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.6%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 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.	✓ 92.8%
2	Approve allocation of balance sheet result and dividend				
2.1	Approve dividend from retained earnings	FOR	● OPPOSE	The proposed dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 96.7%
2.2	Approve dividend from capital contributions reserves	FOR	● OPPOSE	The proposed dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 96.7%
3	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 76.3%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 91.2%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 93.8%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter Fust	FOR	● OPPOSE	He has been a member of the board for 34 years, which exceeds Ethos' guidelines.  He is 81 years old, which exceeds Ethos' guidelines.	✓ 96.2%
5.1.2	Re-elect Mr. Adrian Stürm	FOR	FOR		✓ 98.2%
5.1.3	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	He holds an excessive number of mandates.  The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 93.5%
5.1.4	Elect Mr. Christian Androschin	FOR	FOR		✓ 97.9%
5.1.5	Elect Mr. Bernhard Iseli	FOR	FOR		✓ 99.6%
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, Ethos cannot approve Mr. Hauser as chairman.	✓ 93.3%
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, Ethos cannot approve Mr. Fust to the committee.	✓ 94.0%
5.3.2	Elect Mr. Bernhard Iseli to the remuneration committee	FOR	FOR		✓ 98.8%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 41 years, which exceeds Ethos' guidelines.	✓ 96.0%
5.5	Re-elect Mr. Jürg Jakob as independent proxy	FOR	FOR		✓ 99.9%

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	✓ 96.1%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Amend articles of association (share split)	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.5%
5	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.9% The remuneration of the chairman is significantly higher than that of a peer group.
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.3%
6.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 95.0% 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.
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.7%
7	Elections to the board of directors			
7.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR	✓ 85.9%
7.2	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	✓ 64.7%  He holds an excessive number of mandates.  He is not independent (representative of an important shareholder and former executive) and the board independence is insufficient (37.5%).
7.3	Re-elect Mr. Juan-José Gonzalez	FOR	FOR	✓ 99.2%
7.4	Re-elect Dr. Beat E. Lüthi	FOR	FOR	✓ 88.4%
7.5	Re-elect Ms. Petra Rumpf	FOR	FOR	✓ 85.9%
7.6	Re-elect Dr. Thomas Straumann	FOR	FOR	✓ 86.9%
7.7	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 99.0%
7.8	Elect Ms. Nadia Tarolli Schmidt	FOR	FOR	✓ 99.7%
8	Elections to the nomination and remuneration committee			
8.1	Re-elect Dr. Beat E. Lüthi to the nomination and remuneration committee	FOR	FOR	✓ 87.1%

Item	Agenda	Board	Ethos	Result
8.2	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR	✓ 98.8%
8.3	Re-elect Mr. Juan-José Gonzalez to the nomination and remuneration committee	FOR	FOR	✓ 99.1%
8.4	Elect Ms. Nadia Tarolli Schmidt to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
9	Re-elect NEOVIUS AG as independent proxy	FOR	FOR	✓ 100.0%
10	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.5%



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.	✓ 89.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 99.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 94.5%
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.	✓ 91.7%
5	Elections to the board of directors				
5.1	Re-elect Dr. Suzanne Thoma as board member and elect her as chairman	FOR	FOR		✓ 99.7%
5.2.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 99.0%
5.2.2	Re-elect Dr. Matthias Bichsel	FOR	FOR		✓ 99.6%
5.2.3	Re-elect Mr. Mikhail Lifshitz	WITH-DRAWN	● FOR	ITEM 5.2.3 was not submitted to shareholder vote, since Mr. Lifshitz announced one day prior the AGM that he would not stand for re-election.	–
5.2.4	Re-elect Mr. David Metzger	FOR	FOR		✓ 99.3%
5.2.5	Re-elect Mr. Alexey V. Moskov	FOR	FOR		✓ 93.1%
5.3.1	Elect Ms. Heike van de Kerkhof	WITH-DRAWN	● OPPOSE	ITEM 5.3.1 was not submitted to shareholder vote, since Ms. van de Kerkhof announced one day prior the AGM that she would not stand for election. Ethos initially recommended to OPPOSE for the following reason:  She holds an excessive number of mandates.	–
5.3.2	Elect Mr. Markus Kammüller	FOR	FOR		✓ 99.4%
6	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
6.1.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the 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.	✓ 94.6%
6.1.2	Re-elect Dr. Suzanne Thoma to the remuneration committee	FOR	FOR		✓ 98.3%
6.2.1	Elect Ms. Heike van de Kerkhof to the remuneration committee	WITH-DRAWN	● OPPOSE	<p>ITEM 6.2.1 was not submitted to shareholder vote, since Ms. van de Kerkhof announced one day prior the AGM that she would not stand for election. Ethos initially recommended to OPPOSE for the following reason:</p> <p>As Ethos did not support the election of Ms. van de Kerkhof to the board of directors, Ethos cannot approve Ms. van de Kerkhof to the committee.</p>	–
6.2.2	Elect Mr. Alexey V. Moskov to the remuneration committee	FOR	FOR		✓ 93.1%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.5%
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.5%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 82.1%
3	Approve allocation of income and dividend	FOR	FOR		✓ 96.5%
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		✓ 90.2%
4.1.2	Binding prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	FOR		✓ 95.2%
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 93.2%
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.	✓ 63.7%
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.	✓ 69.2%
5	Elections to the board of directors				
5.1	Re-elect Ms. Nayla Hayek	FOR	● OPPOSE	She is chairman of the audit committee, is not independent and the committee independence is insufficient.  She has permanent operational functions (executive chairman).	✓ 74.2%
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	He has been a member of the board for 27 years, which exceeds Ethos' guidelines.  He is 76 years old, which exceeds Ethos' guidelines.	✓ 78.2%
5.3	Re-elect Ms. Daniela Aeschlimann	FOR	FOR		✓ 72.1%

Item	Agenda	Board	Ethos		Result
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.	✓ 75.8%
5.5	Re-elect Prof. Dr. Claude Nicollier	FOR	● OPPOSE	He is 78 years old, which exceeds Ethos' guidelines.	✓ 78.2%
5.6	Re-elect Dr. Jean-Pierre Roth	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines.	✓ 80.4%
5.7	Re-elect Ms. Nayla Hayek as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Ms. Hayek to the board of directors, Ethos cannot approve Ms. Hayek as chairman.	✓ 73.6%
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Nayla Hayek to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Hayek to the board of directors, Ethos cannot approve Ms. Hayek to the committee.	✓ 64.6%
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, Ethos cannot approve Mr. Tanner to the committee.	✓ 73.7%
6.3	Re-elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓ 70.4%
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, Ethos cannot approve Mr. Hayek Jr. to the committee.	✓ 64.4%
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, Ethos cannot approve Prof. Dr. Nicollier to the committee.	✓ 76.5%
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, Ethos cannot approve Dr. Roth to the committee.	✓ 76.5%
7	Re-elect Mr. Bernhard Lehmann as independent proxy	FOR	FOR		✓ 95.9%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 30 years, which exceeds Ethos' guidelines.	✓ 82.5%

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	FOR	✓ 93.3%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members	FOR	FOR	✓ 98.1%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6%
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.9%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.0%
5	Elections to the board of directors			
5.1	Re-elect Dr. Rolf Dörig as board member and chairman	FOR	FOR	✓ 93.7%
5.2	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 97.8%
5.3	Re-elect Dr. Adrienne Corboud Fumagalli	FOR	FOR	✓ 98.2%
5.4	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 97.2%
5.5	Re-elect Prof. Dr. Damir Filipovic	FOR	FOR	✓ 97.9%
5.6	Re-elect Dr. Frank Keuper	FOR	FOR	✓ 97.8%
5.7	Re-elect Mr. Stefan Loacker	FOR	FOR	✓ 97.9%
5.8	Re-elect Prof. Dr. Henry M. Peter	FOR	FOR	✓ 91.3%
5.9	Re-elect Dr. Martin Schmid	FOR	FOR	✓ 96.8%
5.10	Re-elect Ms. Franziska Tschudi Sauber	FOR	FOR	✓ 96.0%
5.11	Re-elect Dr. Klaus Tschütscher	FOR	FOR	✓ 94.2%
5.12	Elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 76.8%
	Elections to the remuneration committee			
5.13	Re-elect Dr. Martin Schmid to the remuneration committee	FOR	FOR	✓ 96.3%
5.14	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	FOR	✓ 93.8%
5.15	Re-elect Dr. Klaus Tschütscher to the remuneration committee	FOR	FOR	✓ 80.0%
6	Re-elect Mr. Andreas Zürcher as independent proxy	FOR	FOR	✓ 99.8%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 85.3% The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos	Result
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos	Result
1.1	Advisory vote on the remuneration report	FOR	FOR	✓ 91.1%
1.2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.1%
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 88.7% The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.
4	Discharge board members	FOR	FOR	✓ 97.9%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Sergio Ermotti as chairman and board member	FOR	FOR	✓ 79.2%
5.1.2	Re-elect Dr. Renato Fassbind	FOR	FOR	✓ 94.7%
5.1.3	Re-elect Ms. Karen Gavan	FOR	FOR	✓ 99.0%
5.1.4	Re-elect Mr. Joachim Oechsli	FOR	FOR	✓ 98.5%
5.1.5	Re-elect Ms. Deanna Ong	FOR	FOR	✓ 98.9%
5.1.6	Re-elect Mr. Jay Ralph	FOR	FOR	✓ 98.7%
5.1.7	Re-elect Dr. Jörg Reinhardt	FOR	FOR	✓ 97.2%
5.1.8	Re-elect Mr. Philip K. Ryan	FOR	FOR	✓ 98.6%
5.1.9	Re-elect Mr. Sir Paul Tucker	FOR	FOR	✓ 98.6%
5.1.10	Re-elect Mr. Jacques de Vaucleroy	FOR	FOR	✓ 97.7%
5.1.11	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	✓ 91.2% She has a major conflict of interest that is incompatible with his role as board member.
5.1.12	Re-elect Mr. Larry Zimpleman	FOR	FOR	✓ 98.3%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Dr. Renato Fassbind to the remuneration committee	FOR	FOR	✓ 92.8%
5.2.2	Re-elect Ms. Karen Gavan to the remuneration committee	FOR	FOR	✓ 95.9%
5.2.3	Re-elect Dr. Jörg Reinhardt to the remuneration committee	FOR	FOR	✓ 95.3%
5.2.4	Re-elect Mr. Jacques de Vaucleroy to the remuneration committee	FOR	FOR	✓ 94.8%
5.2.5	Elect Ms. Deanna Ong to the remuneration committee	FOR	FOR	✓ 98.0%
5.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.6%
5.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.4%

Item	Agenda	Board	Ethos		Result
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 a peer group.</p> <p>The remuneration of a board member exceeds the average remuneration of the members of the executive management without adequate justification.</p>	✓ 86.4%
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 total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 87.8%
7	Amendments to the articles of association				
7.1	Amendment of article 14 paragraph 3: Members and term of office	FOR	FOR		✓ 99.3%
7.2	Amendment of article 7: Delegation of powers	FOR	FOR		✓ 98.7%



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 transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 96.3%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
4	Discharge board members and executive management	FOR	● OPPOSE	The company's financial situation has been significantly negatively impacted by successive poor financial results.	✓ 99.5%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Jens Alder as board member and chairman	FOR	FOR		✓ 99.7%
5.1.b	Re-elect Dr. Svein Richard Brandtzæg	FOR	● OPPOSE	He is chairman of the nomination and remuneration committee and the board has less than 20% women without adequate justification.	✓ 98.3%
5.1.c	Elect Mr. Barend Fruithof	FOR	● OPPOSE	He is a representative of a significant shareholder who will be sufficiently represented on the board.	✓ 99.1%
5.1.d	Re-elect Mr. David Metzger	FOR	FOR		✓ 98.2%
5.1.e	Re-elect Mr. Mario Rossi	FOR	FOR		✓ 99.8%
5.1.f	Re-elect Dr. Michael Schwarzkopf	FOR	FOR		✓ 99.8%
5.1.g	Elect Mr. Oliver Streuli	FOR	FOR		✓ 99.7%
5.1.h	Re-elect Ms. Emese Weissenbacher	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 99.5%
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Mr. Jens Alder to the remuneration committee	FOR	FOR		✓ 98.8%
5.2.b	Re-elect Dr. Svein Richard Brandtzæg to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Brandtzæg to the board of directors, Ethos cannot approve Dr. Brandtzæg to the committee.	✓ 96.9%
5.2.c	Elect Mr. Oliver Streuli to the remuneration committee	FOR	FOR		✓ 99.6%
5.2.d	Re-elect Dr. Michael Schwarzkopf to the remuneration committee	FOR	FOR		✓ 98.9%
5.3	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.6%
5.4	Elect Adlegem Rechtsanwälte as independent proxy	FOR	FOR		✓ 100.0%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 98.6%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.4%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 89.2%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 98.1%
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Markus Dennler as board member and chairman	FOR	FOR	✓ 98.2%
4.1.b	Re-elect Dr. Monica Dell'Anna	FOR	FOR	✓ 99.7%
4.1.c	Re-elect Dr. Beat Oberlin	FOR	FOR	✓ 97.3%
4.1.d	Re-elect Mr. Jean-Christophe Pernellet	FOR	FOR	✓ 99.7%
4.1.e	Re-elect Mr. Michael Ploog	FOR	FOR	✓ 97.1%
4.1.f	Elect Mr. Paolo Buzzi	FOR	FOR	✓ 97.2%
4.1.g	Elect Ms. Demetra Kalogerou	FOR	FOR	✓ 99.7%
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Dr. Beat Oberlin to the remuneration committee	FOR	FOR	✓ 78.4%
4.2.b	Re-elect Dr. Monica Dell'Anna to the remuneration committee	FOR	FOR	✓ 96.6%
4.2.c	Elect Ms. Demetra Kalogerou to the remuneration committee	FOR	FOR	✓ 99.5%
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 86.9% The audit firm has been in office for 23 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	✓ 99.2%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend			
2.a	Approve dividend from retained earnings	FOR	FOR	✓ 99.5%
2.b	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 97.8%
	Elections to the board of directors			
4	Elect Ms. Myra Eskes	FOR	FOR	✓ 99.8%
5.a	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 99.8%
5.b	Re-elect Dr. pharm. Oliver Fetzter	FOR	FOR	✓ 98.7%
5.c	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 82.1%
5.d	Re-elect Dr. Karen Hübscher	FOR	FOR	✓ 94.4%
5.e	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 97.5%
5.f	Re-elect Dr. Daniel R. Marshak	FOR	FOR	✓ 99.8%
6	Re-elect Dr. sc. nat. Lukas Braunschweiler as board chairman	FOR	FOR	✓ 99.8%
7	Elections to the remuneration committee			
7.a	Re-elect Dr. pharm. Oliver Fetzter to the remuneration committee	FOR	FOR	✓ 97.7%
7.b	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	✓ 94.9%
7.c	Re-elect Dr. Daniel R. Marshak to the remuneration committee	FOR	FOR	✓ 98.4%
7.d	Elect Ms. Myra Eskes to the remuneration committee	FOR	FOR	✓ 99.6%
8	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9%
9	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9%
10.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 82.1% 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.
10.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6%

Item	Agenda	Board	Ethos		Result
10.3	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 and the amounts released after the performance period do not allow confirmation of the link between pay and performance.</p>	✓ 88.3%
11	Approve renewal of authorised capital	FOR	FOR		✗ 53.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 95.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.6%
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 remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 83.1%
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 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.	✓ 66.5%
5	Elections to the board of directors				
5.1.1	Elect Ms. Deborah Forster	FOR	FOR		✓ 99.6%
5.1.2	Elect Ms. Cecilia Hultén	FOR	FOR		✓ 99.8%
5.2.1	Re-elect Mr. Andreas Andreades as board member and chairman	FOR	FOR		✓ 94.3%
5.2.2	Re-elect Mr. Thibault de Tersant	FOR	FOR		✓ 84.6%
5.2.3	Re-elect Mr. Ian Cookson	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 85.7%
5.2.4	Re-elect Mr. Erik Hansen	FOR	FOR		✓ 99.7%
5.2.5	Re-elect Dr. Peter Spenser	FOR	FOR		✓ 99.0%
5.2.6	Re-elect Dr. Homaira Akbari	FOR	FOR		✓ 96.1%
5.2.7	Re-elect Mr. Maurizio Carli	FOR	FOR		✓ 98.8%
5.2.8	Re-elect Mr. James Benson	FOR	FOR		✓ 99.4%
6	Elections to the remuneration committee				
6.1	Re-elect Dr. Homaira Akbari to the remuneration committee	FOR	FOR		✓ 84.1%
6.2	Re-elect Dr. Peter Spenser to the remuneration committee	FOR	FOR		✓ 82.9%
6.3	Re-elect Mr. Maurizio Carli to the remuneration committee	FOR	FOR		✓ 85.3%
6.4	Re-elect Mr. James Benson to the remuneration committee	FOR	FOR		✓ 85.3%
6.5	Elect Ms. Deborah Forster to the remuneration committee	FOR	FOR		✓ 91.1%

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Item	Agenda	Board	Ethos	Result
7	Re-elect Perréard de Bocard SA as independent proxy	FOR	FOR	✓ 97.7%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 95.8%

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 balance sheet result	FOR	FOR		✓
4	Decrease in capital by nominal value reduction with partial repayment to shareholders	FOR	FOR		✓
5.1	Discharge board members	FOR	FOR		✓
5.2	Discharge members of the executive management	FOR	FOR		✓
6	Elections to the board of directors				
6.1	Re-elect Mr. François Frôté	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 20 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>	✓
6.2	Re-elect Mr. Michel Rollier	FOR	FOR		✓
6.3	Re-elect Mr. Walter Fust	FOR	● OPPOSE	<p>He is 81 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p>	✓
6.4	Re-elect Mr. Till Fust	FOR	FOR		✓
7	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, Ethos cannot approve Mr. Frôté as chairman.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p>	✓
8	Elections to the remuneration committee				
8.1	Re-elect Mr. François Frôté to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Frôté to the board of directors, Ethos cannot approve Mr. Frôté to the committee.	✓
8.2	Re-elect Mr. Michel Rollier to the remuneration committee	FOR	FOR		✓
8.3	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, Ethos cannot approve Mr. Fust to the committee.	✓

Item	Agenda	Board	Ethos		Result
8.4	Re-elect Mr. Till Fust to the remuneration committee	FOR	FOR		✓
9	Re-elect Mr. Roland Schweizer as independent proxy	FOR	FOR		✓
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓
11	Binding votes on the remuneration of the board of directors and the executive management				
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
11.2	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.  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		✓ 99.1%
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 99.5%
3	Discharge board members and executive management	FOR	FOR		✓ 98.8%
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.	✓ 91.9%
4.1.2	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (former CEO) and the board independence is insufficient (28.6%).  He is chairman of the nomination committee and the board has less than 20% women without adequate justification.  He is the lead director, but has a conflict of interest (various reasons).	✓ 91.9%
4.1.3	Re-elect Ms. Pascale Bruderer	FOR	FOR		✓ 92.1%
4.1.4	Re-elect Dr. Sverre Munck	FOR	FOR		✓ 92.1%
4.1.5	Re-elect Mr. Konstantin Richter	FOR	FOR		✓ 91.7%
4.1.6	Re-elect Mr. Andreas Schulthess	FOR	FOR		✓ 91.8%
4.1.7	Re-elect Mr. Christoph Tonini	FOR	● OPPOSE	He is not independent (former CEO) and the board independence is insufficient (28.6%).	✓ 91.3%
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	As Ethos did not support the election of Mr. Kall to the board of directors, Ethos cannot approve Mr. Kall to the committee.	✓ 90.6%
4.2.2	Re-elect Mr. Andreas Schulthess 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.  He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 90.7%
4.2.3	Elect Ms. Pascale Bruderer to the nomination and remuneration committee	FOR	FOR		✓ 92.0%
4.3	Re-elect Dr. Gabriela Wyss as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.6%
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 is significantly higher than that of a peer group.	✓ 97.9%
5.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.7%
5.3	Binding retrospective vote on the total variable 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.	✓ 89.6%

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		✓ 99.5%
3	Discharge board members and executive management	FOR	FOR		✓ 98.8%
4.1	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 99.1%
4.2	Amend articles of association: Virtual general meeting	FOR	FOR		✓ 65.9%
5	Elections to the board of directors				
5.1	Re-elect Mr. André Müller as board member and chairman	FOR	FOR		✓ 98.8%
5.2	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 89.4%
5.3	Re-elect Mr. Markus Borchert	FOR	FOR		✓ 94.7%
5.4	Re-elect Mr. Thomas Seiler	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 89.6%
5.5	Re-elect Mr. Jean-Pierre Wyss	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Production and Quality).	✓ 92.7%
6	Elections to the nomination and remuneration committee				
6.1	Elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR		✓ 88.8%
6.2	Re-elect Mr. Markus Borchert to the nomination and remuneration committee	FOR	FOR		✓ 75.6%
7.1	Advisory retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.6%
7.2	Advisory retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 91.0%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 90.3%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 92.8%
9	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 98.0%
10	Re-elect KPMG as auditors	FOR	FOR		✓ 95.1%

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	● OPPOSE	<p>✓ 85.9%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
3	Advisory vote on UBS's climate roadmap	FOR	● OPPOSE	<p>✓ 77.7%</p> <p>The report does not cover at least 90% of the indirect emissions from scope 3.</p> <p>The company has set a CO2e emission reduction target that is not certified by the Science Based Target Initiative.</p> <p>The CO2e emission reduction targets do not cover all direct and indirect emissions.</p>
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
5	Discharge board members and executive management	FOR	● OPPOSE	<p>✓ 93.2%</p> <p>UBS' exposure and credit losses of USD 860 million due to Archegos case reveals serious deficiencies in the risk management system of the company.</p>
6	Elections to the board of directors			
6.1	Re-elect Mr. Jeremy Anderson	FOR	FOR	✓ 98.5%
6.2	Re-elect Ms. Claudia Böckstiegel	FOR	FOR	✓ 98.7%
6.3	Re-elect Mr. William Dudley	FOR	FOR	✓ 99.1%
6.4	Re-elect Mr. Patrick Firmenich	FOR	FOR	✓ 99.1%
6.5	Re-elect Prof. Dr. Fred Hu	FOR	FOR	✓ 95.8%
6.6	Re-elect Mr. Mark Hughes	FOR	FOR	✓ 99.1%
6.7	Re-elect Ms. Nathalie Rachou	FOR	FOR	✓ 99.1%
6.8	Re-elect Ms. Julie G. Richardson	FOR	FOR	✓ 97.8%
6.9	Re-elect Dr. Dieter Wemmer	FOR	FOR	✓ 98.6%
6.10	Re-elect Ms. Jeanette Wong	FOR	FOR	✓ 98.4%
7.1	Elect Mr. Lukas Gähwiler	FOR	FOR	✓ 96.9%
7.2	Elect Mr. Colm Kelleher as board member and chairman	FOR	FOR	✓ 97.7%
8	Elections to the remuneration committee			
8.1	Re-elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR	✓ 94.3%
8.2	Re-elect Dr. Dieter Wemmer to the remuneration committee	FOR	FOR	✓ 95.5%
8.3	Re-elect Ms. Jeanette Wong to the remuneration committee	FOR	FOR	✓ 95.2%

Item	Agenda	Board	Ethos		Result
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 92.6%
9.2	Binding retrospective vote on the total 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>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>	✓ 86.1%
9.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 93.1%
10.1	Re-elect ADB Altorfer Duss & Beilstein AG as independent proxy	FOR	FOR		✓ 99.7%
10.2	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 93.9%
11	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.6%
12	Approve share buyback programme	FOR	● OPPOSE	<p>The amount of the repurchase is excessive given the financial situation and perspectives of the company.</p> <p>The ability of the company to pay a dividend is critically undermined by the repurchase of the shares.</p>	✓ 95.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
	Counterproposal made by a shareholder: dividend of CHF 0.5 per share	OPPOSE	OPPOSE		✗
3	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a significant 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 a peer group.</p>	✓
5.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The non-executive directors receive options.</p>	✓
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 a peer group.	✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Gustav Stenbolt as board member and chairman	FOR	● OPPOSE	<p>He is also a permanent member of the executive management (CEO).</p> <p>He chairs the board permanently and the general meeting cannot vote separately on the election of the chairman of the board.</p> <p>The board independence is not sufficient (33.3%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory and the board has less than 20% women without adequate justification.</p>	✓

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Mr. Philipp LeibundGut	FOR	● OPPOSE	<p>He holds an executive function in the company.</p> <p>The board independence is not sufficient (33.3%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
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, Ethos cannot approve Mr. LeibundGut to the committee.</p> <p>He holds an executive function in the company.</p>	✓
7.2	Re-elect Mr. Gustav Stenbolt to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Stenbolt to the board of directors, Ethos cannot approve Mr. Stenbolt to the committee.</p> <p>He holds an executive function in the company (CEO).</p>	✓
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	✓ 91.7%
3	Discharge board members and executive management	FOR	FOR	✓ 98.4%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
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 fixed remuneration of the executive management	FOR	FOR	✓ 93.7%
5.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 90.1%
6	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	✓ 98.3%
6.1.3	Re-elect Ms. Barbara Artmann	FOR	FOR	✓ 98.5%
6.1.4	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 98.2%
6.1.5	Re-elect Mr. Roger Harlacher	FOR	FOR	✓ 98.4%
6.1.6	Re-elect Mr. Ronald Trächsel	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 86.8%
6.2.1	Elect Ms. Marion Khüny	FOR	FOR	✓ 97.8%
6.2.2	Elect Dr. Roland Herrmann	FOR	FOR	✓ 98.1%
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Dr. Maya Bundt to the nomination and remuneration committee	FOR	FOR	✓ 97.4%
7.2	Re-elect Mr. Markus Gygax to the nomination and remuneration committee	FOR	FOR	✓ 95.9%
7.3	Re-elect Mr. Roger Harlacher to the nomination and remuneration committee	FOR	FOR	✓ 97.6%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 96.4%
9	Re-elect Tschümperlin Lötscher Schwarz AG as independent proxy	FOR	FOR	✓ 99.5%



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.	✓ 88.5%
3	Appropriation of available earnings and the reserve from capital contributions				
3.1	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3.2	Distribution of dividend from reserves from capital contributions	FOR	● OPPOSE	The proposed allocation of income seems inappropriate given the financial situation of the company.	✓ 98.0%
4	Discharge board members and executive management	FOR	FOR		✓ 99.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 88.0%
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 maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 91.0%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Markus Bernhard	FOR	● OPPOSE	He is the chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 97.9%
6.1.2	Re-elect Ms. Insa Klasing	FOR	FOR		✓ 99.1%
6.1.3	Re-elect Mr. Michael Kliger	FOR	FOR		✓ 99.3%
6.1.4	Re-elect Dr. Karin Schwab	FOR	FOR		✓ 99.5%
6.1.5	Re-elect Mr. Felix Stinson	FOR	FOR		✓ 99.0%
6.1.6	Re-elect Mr. Sascha Zahnd	FOR	FOR		✓ 99.2%
6.2	Elect Mr. Sascha Zahnd as board chairman	FOR	FOR		✓ 99.4%
6.3	Elections to the nomination and remuneration committee				
6.3.1	Re-elect Ms. Insa Klasing to the nomination and remuneration committee	FOR	FOR		✓ 97.1%

Item	Agenda	Board	Ethos	Result
6.3.2	Re-elect Mr. Michael Kliger to the nomination and remuneration committee	FOR	FOR	✓ 97.1%
6.3.3	Re-elect Mr. Sascha Zahnd to the nomination and remuneration committee	FOR	FOR	✓ 96.9%
6.4	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR	✓ 99.9%
6.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.4%

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	Discharge board members and executive management	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Manuel Leuthold	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓
5.1.b	Re-elect Mr. Jaume Martos Sabater	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO Stoneweg SA).	✓
5.1.c	Re-elect Mr. Patrick Richard	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.1.d	Re-elect Mr. Taner Alicehic	FOR	● OPPOSE	He has a major conflict of interest that is incompatible with his role as board member.  He has held executive functions in the company during the last three years and he sits on the audit committee.	✓
5.1.e	Re-elect Mr. Stefan Buser	FOR	FOR		✓
5.1.f	Re-elect Mr. Dany Roizman	FOR	FOR		✓
5.1.g	Re-elect Dr. Beat Schwab	FOR	FOR		✓
5.1.h	Re-elect Mr. Grégoire Baudin	FOR	FOR		✓
5.2	Re-elect Mr. Manuel Leuthold as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Leuthold to the board of directors, Ethos cannot approve Mr. Leuthold as chairman.	✓
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Mr. Stefan Buser to the remuneration committee	FOR	FOR		✓
5.3.b	Re-elect Dr. Beat Schwab to the remuneration committee	FOR	FOR		✓
5.4	Re-elect KPMG as auditors	FOR	FOR		✓
5.5	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Approve allocation of income and dividend			
2.1	Approve allocation of income	FOR	FOR	✓ 100.0%
2.2	Approve dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.8%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Martin Komischke as member and chairman of the board	FOR	FOR	✓ 91.8%
4.1.2	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 94.3%
4.1.3	Re-elect Mr. Karl Schlegel	FOR	FOR	✓ 99.6%
4.1.4	Re-elect Dr. Hermann Gerlinger	FOR	FOR	✓ 99.6%
4.1.5	Re-elect Dr. Libo Zhang	FOR	FOR	✓ 98.7%
4.1.6	Re-elect Mr. Daniel Lippuner	FOR	FOR	✓ 99.5%
4.1.7	Elect Ms. Maria Heriz	FOR	FOR	✓ 99.9%
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	✓ 73.4%
4.2.2	Elect Mr. Urs Leinhäuser to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
4.2.3	Elect Dr. Hermann Gelinger to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
4.2.4	Elect Dr. Libo Zhang to the nomination and remuneration committee	FOR	FOR	✓ 97.9%
5	Re-elect Mr. Roger Föhn as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 87.4% On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 90.6%
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.5%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.4%
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.0%

Item	Agenda	Board	Ethos	Result
7.5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.9%

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	✓ 99.8%
4	Approve consolidated financial statements	FOR	FOR	✓ 99.7%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
6	Discharge board members	FOR	FOR	✓ 99.8%
7	Elections to the board of directors			
7.1	Re-elect Mr. Philippe Hebeisen	FOR	FOR	✓ 99.3%
7.2	Re-elect Ms. Chantal Balet Emery	FOR	● OPPOSE	✓ 99.3% She has been a member of the board for 22 years, which exceeds Ethos' guidelines.
7.3	Re-elect Mr. Martin Albers	FOR	FOR	✓ 99.6%
7.4	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR	✓ 99.7%
7.5	Re-elect Ms. Eftychia Fischer	FOR	FOR	✓ 99.7%
7.6	Re-elect Mr. Peter Kofmel	FOR	● OPPOSE	✓ 99.9% He has been a member of the board for 23 years, which exceeds Ethos' guidelines.
7.7	Re-elect Mr. Cédric Moret	FOR	FOR	✓ 99.7%
7.8	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 99.6%
8	Re-elect Mr. Philippe Hebeisen as board chairman	FOR	FOR	✓ 99.3%
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR	✓ 99.3%
9.2	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	● OPPOSE	✓ 98.9% As Ethos did not support the election of Ms. Balet Emery to the board of directors, Ethos cannot approve Ms. Balet Emery to the committee.
9.3	Elect Mr. Cédric Moret to the remuneration committee	FOR	FOR	✓ 99.6%
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	✓ 99.1%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.5%
11	Re-elect ACTA Notaires et Associés as independent proxy	FOR	FOR	✓ 99.6%
12	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.4%

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	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 92.4%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5%
4.3	Binding vote on the increase of the total remuneration of the executive management for 2022	FOR	FOR		✓ 98.2%
4.4	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.2%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR		✓ 99.9%
5.1.2	Re-elect Mr. Claude R. Cornaz	FOR	FOR		✓ 93.6%
5.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR		✓ 98.1%
5.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (37.5%).</p> <p>He is chairman of the nomination committee and the committee independence is insufficient.</p> <p>He is chairman of the nomination committee and the composition of the board is unsatisfactory.</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 90.7%
5.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR		✓ 95.4%
5.1.6	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.5%
5.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (37.5%).	✓ 94.7%
5.1.8	Elect Dr. Diane Nicklas	FOR	FOR		✓ 98.1%
5.2	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR		✓ 91.8%
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, Ethos cannot approve Dr. oec. publ. Fischer to the committee.	✓ 89.9%
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 17 years) and the committee does not include at least 50% independent members.	✓ 92.1%
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 27 years, which exceeds Ethos' guidelines.	✓ 94.6%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.5%
2	Discharge board members and executive management	FOR	FOR		✓ 95.6%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.5%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 89.8%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.5%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 93.0%
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Jacques Theurillat as board member and chairman	FOR	FOR		✓ 96.4%
6.1.b	Re-elect Dr. Romeo Cerutti	FOR	FOR		✓ 96.4%
6.1.c	Re-elect Dr. Michel Burnier	FOR	FOR		✓ 96.3%
6.1.d	Re-elect Dr. Alexandre LeBeaut	FOR	FOR		✓ 96.3%
6.1.e	Re-elect Dr. Sue Mahony	FOR	FOR		✓ 96.3%
6.1.f	Re-elect Ms. Åsa Riisberg	FOR	FOR		✓ 96.3%
6.1.g	Re-elect Ms. Kim Stratton	FOR	FOR		✓ 96.3%
6.2	Conditional elections to the board of directors				
6.2.a	Elect Mr. Paul McKenzie as board member and chairman	FOR	FOR		✓ 87.2%
6.2.b	Elect Mr. Greg Boss	FOR	FOR		✓ 86.9%
6.2.c	Elect Mr. John Levy	FOR	FOR		✓ 87.6%
6.2.d	Elect Ms. Joy Linton	FOR	FOR		✓ 87.0%
6.2.e	Elect Mr. Markus Stämpfli	FOR	FOR		✓ 87.6%
6.2.f	Elect Ms. Elizabeth Walker	FOR	FOR		✓ 87.2%
6.3	Elections to the remuneration committee				
6.3.a	Re-elect Dr. Sue Mahony to the remuneration committee	FOR	FOR		✓ 96.2%
6.3.b	Re-elect Dr. Michel Burnier to the remuneration committee	FOR	FOR		✓ 96.2%
6.3.c	Re-elect Dr. Romeo Cerutti to the remuneration committee	FOR	FOR		✓ 96.2%
6.4	Conditional elections to the remuneration committee				
6.4.a	Elect Mr. Greg Boss to the remuneration committee	FOR	FOR		✓ 86.9%
6.4.b	Elect Ms. Joy Linton to the remuneration committee	FOR	FOR		✓ 86.9%

Item	Agenda	Board	Ethos	Result
6.4.c	Elect Ms. Elizabeth Walker to the remuneration committee	FOR	FOR	✓ 87.1%
6.5	Re-elect Walder Wyss AG as independent proxy	FOR	FOR	✓ 96.6%
6.6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 91.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient.  The board of directors refuses to disclose important information.	✓ 100.0%
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		✓ 99.6%
2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.1%
3	Discharge board members	FOR	FOR		✓ 99.8%
4	Approve allocation of income	FOR	FOR		✓ 99.8%
5	Elections to the board of directors				
5.a	Re-elect Dr. oec. Andreas Giesbrecht as board member and chairman	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 99.0%
5.b	Re-elect Mr. Nicolas Rouge	FOR	FOR		✓ 99.9%
5.c	Re-elect Mr. Jacques Stephan	FOR	FOR		✓ 99.4%
5.d	Re-elect Mr. Pascal Blanquet	FOR	FOR		✓ 99.9%
5.e	Re-elect Mr. Bertrand Raemy	FOR	FOR		✓ 99.9%
6	Elections to the remuneration committee				
6.a	Re-elect Mr. Nicolas Rouge to the remuneration committee	FOR	FOR		✓ 99.9%
6.b	Re-elect Mr. Pascal Blanquet to the remuneration committee	FOR	FOR		✓ 99.9%
7	Re-elect Mr. Nicolas Passaplan as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The company accounts and the auditing procedure determined by the audit firm are subject to severe criticism.	✓ 99.3%

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 significant risk for the company and its shareholders.	✓
3	Elections to the board of directors				
3.1.1	Re-elect Dr. rer. pol. Peter Kalantzis as board member and chairman	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 15 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>	✓
3.1.2	Re-elect Mr. Gerd Amtstätter	FOR	● OPPOSE	<p>He is 79 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 15 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> <p>He is chairman of the nomination committee, the committee independence is insufficient and the board has less than 20% women without adequate justification.</p>	✓
3.1.3	Re-elect Mr. Guido Egli	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 15 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>	✓
3.1.4	Re-elect Mr. August François von Finck Jr.	FOR	FOR		✓
3.1.5	Re-elect Dr. Christian Hennerkes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
3.2	Elect Mr. Gerhard Bruckmeier	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) 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>	✓

Item	Agenda	Board	Ethos		Result
4	Elections to the remuneration committee				
4.1	Re-elect Mr. Gerd Amtstätter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Amtstätter to the board of directors, Ethos cannot approve Mr. Amtstätter to the committee.	✓
4.2	Re-elect Mr. Guido Egli to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Egli to the board of directors, Ethos cannot approve Mr. Egli to the committee.	✓
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	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	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The fixed remuneration is significantly higher than that of a peer group.	✓
7.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

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 and the nomination and remuneration committee			
4.1	Re-elect Mr. Andreas Utermann as board member and elect him as chairman	FOR	FOR	✓ 99.5%
4.2	Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 95.0%
4.3	Re-elect Dr. Maja Baumann as board member	FOR	FOR	✓ 99.5%
4.4	Re-elect Dr. Elisabeth Bourqui as board member	FOR	FOR	✓ 99.8%
4.5	Re-elect Mr. David Cole as board member	FOR	FOR	✓ 99.9%
4.6	Re-elect Dr. Michael Halbherr as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 95.7%
4.7	Re-elect Mr. Stefan Loacker as board member	FOR	FOR	✓ 99.9%
4.8	Re-elect Ms. Clara C. Streit as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 93.1%
4.9	Re-elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 95.1%
5	Re-elect Vischer AG as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	✓ 94.5% The audit firm has been in office for 39 years, which exceeds Ethos' guidelines.
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 81.6% The remuneration report is not in line with Ethos' guidelines.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.3% The remuneration of the chairman is significantly higher than that of a peer group.
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos		Result
7.4	Binding retrospective vote on the short-term variable 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 requested amount does not allow to respect Ethos' guidelines.	✓ 95.3%
7.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 98.5%
7.6	Binding retrospective vote on an additional amount for the 2018 long-term variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 81.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
3	Discharge board members, executive management and statutory auditors	FOR	FOR	✓ 99.3%
4	Elections to the board of directors			
4.1.1	Re-elect Ms. Ursula Lang	FOR	FOR	✓ 97.8%
4.2.1	Elect Mr. Mauro Pedrazzini	FOR	FOR	✓ 97.6%
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.7%



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	✓ 97.9%	
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%	
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Fred Kindle as board member and chairman	FOR	● OPPOSE	<p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years, Lombard loan of CHF 13.9 million received from the company) and the board independence is insufficient (40.0%).</p> <p>The board has not established a nomination committee and has less than 20% women without adequate justification.</p>	✓ 83.1%
4.1.2	Re-elect Mr. Roland Iff	FOR	FOR	✓ 90.5%	
4.1.3	Re-elect Dr. iur. Albrecht Langhart	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years, business connections) and the board independence is insufficient (40.0%).</p>	✓ 86.9%
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	● OPPOSE	<p>As Ethos did not support the election of Mr. Kindle to the board of directors, Ethos cannot approve Mr. Kindle to the committee.</p>	✓ 83.1%
4.2.2	Re-elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR	✓ 97.5%	
5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.6%	
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.4%	
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	✓ 97.8%	

Item	Agenda	Board	Ethos	Result
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	✓ 92.9%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 91.7%
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
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	✓ 99.9%
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 Dr. Jürg Werner	FOR	FOR	✓ 95.3%
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	✓ 99.2%
4.3.2	Re-elect Dr. Jürg Werner to the nomination and remuneration committee	FOR	FOR	✓ 93.7%
4.4	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 100.0%
4.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.8%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.6%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.5%

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	✓
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	✓ 95.9%
4.2	Re-elect Mr. Stephan A. Müller	FOR	FOR	✓ 99.9%
4.3	Re-elect Mr. Kurt Ritz	FOR	FOR	✓ 100.0%
4.4	Elect Ms. Tanja Temel	FOR	FOR	✓ 99.6%
4.5	Elect Dr. Roland Müller	FOR	FOR	✓ 99.7%
	Elections to the remuneration committee			
4.6	Re-elect Dr. Marcel Rohner to the remuneration committee	FOR	FOR	✓ 96.0%
4.7	Re-elect Mr. Stephan A. Müller to the remuneration committee	FOR	FOR	✓ 99.5%
4.8	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR	✓ 99.5%
4.9	Elect Ms. Tanja Temel to the remuneration committee	FOR	● OPPOSE	She is proposed as new member of the remuneration committee that would include all board members, which is not best practice. ✓ 97.9%
4.10	Elect Dr. Roland Müller to the remuneration committee	FOR	● OPPOSE	He is proposed as new member of the remuneration committee that would include all board members, which is not best practice. ✓ 97.7%
	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	✓ 99.1%
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.1%
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. ✓ 94.2%
7	Re-elect SwissLegal Dürr + Partner as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
8	Re-elect KPMG as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for more than 20 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	<p>✓ 97.9%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.5%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 92.6%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 98.0%
4	Increase and renewal of authorised capital (Class B Shares)	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 dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.</p>	✓ 93.8%
5	Approve increase of conditional capital (Class B Shares)	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 structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> <p>The potential dilution is excessive.</p>	✓ 93.8%
6	Approve decrease of conditional capital (Class A Shares)	FOR	FOR		✓ 95.7%
7	Elections to the board of directors				
7.1.1	Re-elect Mr. Carlos Creus Moreira	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 96.0%
7.1.2	Re-elect Mr. Peter Ward	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓ 96.1%
7.1.3	Re-elect Mr. David Fergusson	FOR	FOR		✓ 98.1%
7.1.4	Re-elect Mr. Jean-Philippe Ladisa	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 96.8%

Item	Agenda	Board	Ethos	Result
7.1.5	Re-elect Mr. Eric Pellaton	FOR	FOR	✓ 98.2%
7.2.1	Elect Ms. Maria Pia Aqueveque Jabbaz	FOR	FOR	✓ 98.3%
7.2.2	Elect Ms. Cristina Dolan	FOR	FOR	✓ 98.3%
8	Re-elect Mr. Carlos Creus Moreira as board chairman	FOR	● OPPOSE	✓ 95.9% As Ethos did not support the election of Mr. Moreira to the board of directors, Ethos cannot approve Mr. Moreira as chairman.
9	Elections to the nomination and remuneration committee			
9.1.1	Re-elect Mr. David Fergusson to the nomination and remuneration committee	FOR	● OPPOSE	✓ 95.9% He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.
9.1.2	Re-elect Mr. Eric Pellaton to the nomination and remuneration committee	FOR	FOR	✓ 97.4%
9.2	Elect Ms. Cristina Dolan to the nomination and remuneration committee	FOR	FOR	✓ 98.3%
10	Re-elect BDO as auditors	FOR	FOR	✓ 99.0%
11	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 98.7%
12	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 93.9% 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.  The non-executive directors receive options.
13.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 93.5% The remuneration is significantly higher than that of a peer group.  The non-executive directors receive options.
13.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 94.8% The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.  Past awards do not allow confirmation of the link between pay and performance.  The remuneration committee or the board of directors have excessive discretion with regard to awards.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4	Discharge board members and executive management	FOR	FOR		✓
5	Elections to the board of directors				
5.1.1	Re-elect Dr. Bernhard Scholz	FOR	FOR		✓
5.1.2	Re-elect Mr. Mark S. Müller	FOR	FOR		✓
5.1.3	Re-elect Mr. Simon Schöni	FOR	FOR		✓
5.1.4	Re-elect Mr. Oliver R. Baumann	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.2.1	Elect Dr. Norbert Windhab	FOR	FOR		✓
5.2.2	Elect Ms. Désirée Dosch	FOR	FOR		✓
5.2.3	Elect Mr. David L. Deck	FOR	● OPPOSE	He has permanent operational functions (Advisor to the executive management).	✓
6	Re-elect Dr. Bernhard Scholz as board chairman	FOR	FOR		✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Mark S. Müller to the remuneration committee	FOR	FOR		✓
7.2	Elect Dr. Bernhard Scholz to the remuneration committee	FOR	FOR		✓
7.3	Re-elect Mr. Simon Schöni to the remuneration committee	FOR	FOR		✓
8	Re-elect BDO as auditors	FOR	FOR		✓
9	Re-elect Mr. Urs Hänggli as independent proxy	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 (AGM 2022 to AGM 2023)	FOR	FOR		✓
10.2	Binding retrospective vote on the total remuneration of the board of directors (until AGM 2022)	FOR	FOR		✓
10.3	Binding prospective vote on the total remuneration of the executive management (2023)	FOR	● OPPOSE	The information provided is insufficient.	✓
10.4	Binding vote on the total remuneration of the executive management (2022)	FOR	● OPPOSE	The information provided is insufficient.	✓



Item	Agenda	Board	Ethos		Result
11	Increase conditional capital for the conversion of convertible bonds	FOR	FOR		✓
12	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.	✓
13	Amend articles of association: convocation of a general meeting and adding an item to the agenda	FOR	FOR		✓
14	Amend articles of association: additional amount for changes in 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	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.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		✓ 99.8%
4.d	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.2%
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 98.8%
5.a.2	Re-elect Mr. Paul R. Fonteyne	FOR	FOR		✓ 95.3%
5.a.3	Re-elect Dr. Martin Münchbach	FOR	FOR		✓ 100.0%
5.a.4	Re-elect Ms. Betül Susamis Unaran	FOR	FOR		✓ 99.9%
5.a.5	Elect Mr. Simon Michel	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 96.0%
5.b	Elect Mr. Gilbert Achermann as board chairman	FOR	FOR		✓ 98.8%
5.3	Elections to the remuneration committee				
5.c.1	Re-elect Mr. Gilbert Achermann to the remuneration committee	FOR	FOR		✓ 97.3%
5.c.2	Re-elect Mr. Paul R. Fonteyne to the remuneration committee	FOR	FOR		✓ 93.9%
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%

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		✓ 99.2%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 98.1%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.9%
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 94.1%
5	Elections to the board of directors				
5.1.1	Re-elect Dr. oec. Hans-Peter Zehnder as board member and chairman	FOR	FOR		✓ 99.2%
5.1.2	Re-elect Dr. iur. Urs Buchmann	FOR	FOR		✓ 99.5%
5.1.3	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 93.9%
5.1.4	Re-elect Mr. Jörg Walther	FOR	FOR		✓ 99.6%
5.1.5	Re-elect Mr. Ivo Wechsler	FOR	FOR		✓ 99.1%
5.1.6	Re-elect Ms. Milva Zehnder	FOR	FOR		✓ 99.1%
5.2.1	Elect Ms. Sandra Emme	FOR	FOR		✓ 99.9%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Mr. Riet Cadonau to the nomination and remuneration committee	FOR	FOR		✓ 88.7%
5.3.2	Re-elect Ms. Milva Zehnder to the nomination and remuneration committee	FOR	FOR		✓ 97.2%
5.3.3	Elect Ms. Sandra Emme to the nomination and remuneration committee	FOR	FOR		✓ 99.9%
5.4	Re-elect Mr. Werner Schib as independent proxy	FOR	FOR		✓ 100.0%
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9%

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	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 88.6%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.6%
3	Approve dividend from capital contribution reserves	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 99.1%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Wolfgang Zürcher	FOR	● OPPOSE	He is chairman of the nomination and remuneration committee and the composition of the board is unsatisfactory, in particular since there is no woman on the board without adequate justification.	✓ 96.0%
5.1.2	Re-elect Mr. Vladislav Osipov	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 94.4%
5.1.3	Re-elect Mr. David C. Schärli	FOR	FOR		✓ 96.7%
5.1.4	Re-elect Dr. Markus Wesnitzer	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (25.0%).	✓ 89.4%
5.2	Re-elect Dr. Wolfgang Zürcher as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Zürcher to the board of directors, Ethos cannot approve Dr. Zürcher as chairman.	✓ 94.7%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Dr. Wolfgang Zürcher to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Zürcher to the board of directors, Ethos cannot approve Dr. Zürcher to the committee.	✓ 92.8%
5.3.2	Re-elect Mr. Vladislav Osipov to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Osipov to the board of directors, Ethos cannot approve Mr. Osipov to the committee.	✓ 92.5%
5.3.3	Re-elect Mr. David C. Schärli to the nomination and remuneration committee	FOR	FOR		✓ 95.9%
5.3.4	Re-elect Dr. Markus Wesnitzer to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Wesnitzer to the board of directors, Ethos cannot approve Dr. Wesnitzer to the committee.	✓ 88.5%
5.4	Re-elect Adtrexa AG as independent proxy	FOR	FOR		✓ 95.0%

Item	Agenda	Board	Ethos		Result
5.5	Elect SWA Swiss Auditors AG as auditors	FOR	FOR		✓ 98.4%
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 a peer group.	✓ 89.4%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 88.8%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.8%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.1%
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	✓ 96.8%
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.0%
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	✓ 96.1%
5.2	Elections to the board of directors			
5.2.1	Re-elect Dr. Beat Schwab	FOR	FOR	✓ 98.7%
5.2.2	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR	✓ 96.1%
5.2.3	Re-elect Mr. Armin Meier	FOR	FOR	✓ 98.2%
5.2.4	Re-elect Mr. Johannes Stöckli	FOR	FOR	✓ 96.1%
5.2.5	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 93.4%
5.3	Re-elect Dr. Beat Schwab as board chairman	FOR	FOR	✓ 98.8%
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	✓ 95.1%
5.4.2	Elect Mr. Johannes Stöckli to the nomination and remuneration committee	FOR	FOR	✓ 97.1%
5.5	Re-elect Mr. Blum & Partner AG as independent proxy	FOR	FOR	✓ 97.3%
5.6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓ 99.1%
2	Discharge board members	FOR	FOR	✓ 98.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 98.9%
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	✓ 96.2%
5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 92.1%
6	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 90.0% The information provided is insufficient.  The maximum amount that can be potentially paid out is higher than the amount requested at the general meeting.
7	Elections to the remuneration committee			
7.1	Re-elect Dr. Urs Rügsegger to the remuneration committee	FOR	FOR	✓ 95.7%
7.2	Re-elect Dr. Jacques Bossart to the remuneration committee	FOR	FOR	✓ 96.9%
8	Re-elect Mr. René Peyer as independent proxy	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.0%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 97.8%
3	Discharge board members and executive management	FOR	FOR		✓ 96.3%
4.1	Creation of an authorised capital (main proposal)	FOR	FOR		✓ 91.5%
4.2	Creation of an authorised capital (alternative proposal in case ITEM 4.1 is rejected)	WITH-DRAWN	● FOR	As ITEM 4.1 was approved by shareholders, ITEM 4.2 was not submitted to vote.	–
5	Increase of the conditional capital for the employees	FOR	FOR		✓ 87.6%
6.1	Increase of the conditional share capital for the conversion of convertible bonds (main proposal)	FOR	FOR		✓ 85.2%
6.2	Increase of the conditional share capital for the conversion of convertible bonds (alternative proposal in case ITEM 6.1 is rejected)	WITH-DRAWN	● FOR	As ITEM 6.1 was approved by shareholders, ITEM 6.2 was not submitted to vote.	–
7	Amend Articles of association: limitation of the number of shares that can be issued without pre-emptive rights or subscription rights	FOR	FOR		✓ 96.3%
8	Elections to the board of directors				
8.1	Re-elect Mr. Walter Oberhänsli as board member and elect him as chairman	FOR	FOR		✓ 85.9%
8.2	Re-elect Prof. Stefan Feuerstein	FOR	FOR		✓ 92.3%
8.3	Re-elect Prof. Dr. Andréa Belliger	FOR	FOR		✓ 97.9%
8.4	Re-elect Dr. Christian Mielsch	FOR	FOR		✓ 97.7%
8.5	Re-elect Mr. Florian Seubert	FOR	FOR		✓ 97.5%
8.6	Elect Ms. Rongrong Hu	FOR	FOR		✓ 97.3%
9	Elections to the nomination and remuneration committee				
9.1	Re-elect Mr. Florian Seubert to the nomination and remuneration committee	FOR	FOR		✓ 94.3%
9.2	Elect Mr. Walter Oberhänsli to the nomination and remuneration committee	FOR	FOR		✓ 73.1%
9.3	Elect Ms. Rongrong Hu to the nomination and remuneration committee	FOR	FOR		✓ 96.8%
10	Elect Buis Bürgi AG as independent proxy	FOR	FOR		✓ 98.9%



Item	Agenda	Board	Ethos		Result
11	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.	✓ 87.7%
12.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 78.2%
12.2	Binding vote on the increase of the total remuneration of the board of directors for 2022	FOR	FOR		✓ 93.1%
12.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 92.9%
12.4	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 structure and conditions of the plans do not respect Ethos' guidelines.  Past awards do not allow confirmation of the link between pay and performance.	✓ 80.8%
12.5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 93.7%

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	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 73.9%
2.1	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
2.2	Distribution of dividend from capital contributions reserves	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 97.7%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Michel M. Liès as board member and chairman	FOR	FOR		✓ 99.5%
4.1.2	Re-elect Ms. Joan Amble	FOR	FOR		✓ 99.5%
4.1.3	Re-elect Ms. Catherine P. Bessant	FOR	FOR		✓ 99.5%
4.1.4	Re-elect Ms. Dame Alison J. Carnwath	FOR	FOR		✓ 98.1%
4.1.5	Re-elect Dr. Christoph Franz	FOR	FOR		✓ 98.9%
4.1.6	Re-elect Dr. Michael Halbherr	FOR	FOR		✓ 98.9%
4.1.7	Re-elect Dr. Sabine Keller-Busse	FOR	FOR		✓ 99.1%
4.1.8	Re-elect Dr. Monica Mächler	FOR	FOR		✓ 99.5%
4.1.9	Re-elect Mr. Kishore Mahbubani	FOR	FOR		✓ 96.1%
4.1.10	Re-elect Ms. Jasmin Staiblin	FOR	FOR		✓ 99.2%
4.1.11	Re-elect Mr. Barry Stowe	FOR	FOR		✓ 99.6%
4.1.12	Elect Dr. Peter Maurer	FOR	FOR		✓ 99.6%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Michel M. Liès to the remuneration committee	FOR	FOR		✓ 87.5%
4.2.2	Re-elect Ms. Catherine P. Bessant to the remuneration committee	FOR	FOR		✓ 87.4%
4.2.3	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	FOR		✓ 86.6%
4.2.4	Re-elect Dr. Sabine Keller-Busse to the remuneration committee	FOR	FOR		✓ 87.3%
4.2.5	Re-elect Mr. Kishore Mahbubani to the remuneration committee	FOR	FOR		✓ 84.1%
4.2.6	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR		✓ 87.2%
4.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.5%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos		Result
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	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 84.6%
6	Approve renewal of authorised capital	FOR	FOR		✓ 97.5%

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	<p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓
4.a	Elections to the board of directors				
4.a.1	Re-elect Mr. Yves Bosson as board member and chairman	FOR	● OPPOSE	<p>He is not independent (various reasons) and the board independence is insufficient (0.0%).</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	✓
4.a.2	Re-elect Mr. Francesco Punzo	FOR	● OPPOSE	<p>He is also a permanent member of the executive management (CEO).</p>	✓
4.a.3	Re-elect Mr. Roberto Raggiotto	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>He is chairman of the nomination committee and the committee independence is insufficient.</p>	✓
4.b	Elections to the remuneration committee				
4.b.1	Re-elect Mr. Roberto Raggiotto to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Raggiotto to the board of directors, Ethos cannot approve Mr. Raggiotto to the committee.</p>	✓
4.b.2	Re-elect Mr. Francesco Punzo to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Punzo to the board of directors, Ethos cannot approve Mr. Punzo to the committee.</p> <p>He holds an executive function in the company.</p>	✓
4.c	Re-elect Mazars as auditors	FOR	FOR		✓ 100.0%
4.d	Re-elect Mr. Laurent Nicod as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
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	✓ 100.0%
5.a.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 100.0%

### 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.