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## Content

- 1 **Overview of the proxy analyses**
  - 1.1 Ethos voting positions
  - 1.2 Ethos voting positions per category of proposal
- 2 **Overview of the voting recommendations**
- 3 **Voting results**
  - 3.1 Average approval rate by GM topic
  - 3.2 Rejected board resolutions
  - 3.3 Withdrawn board resolutions
  - 3.4 Most contested board resolutions
  - 3.5 Shareholder resolutions
- 4 **Detailed voting recommendations**

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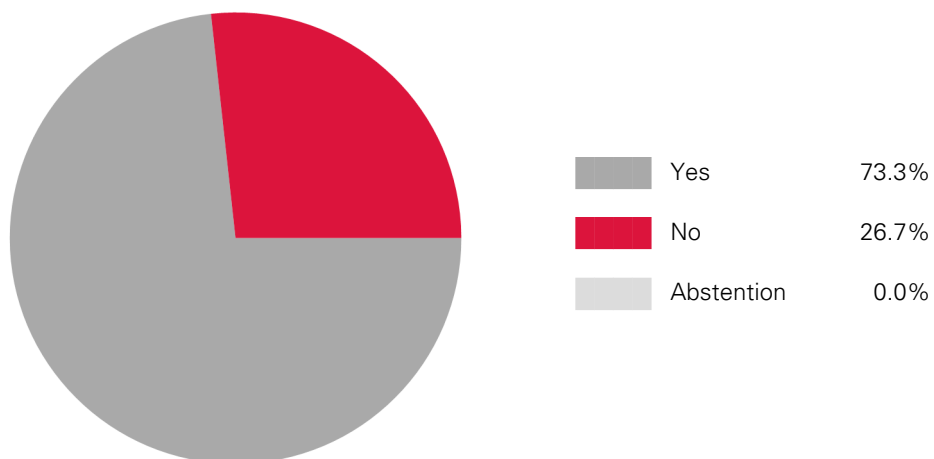
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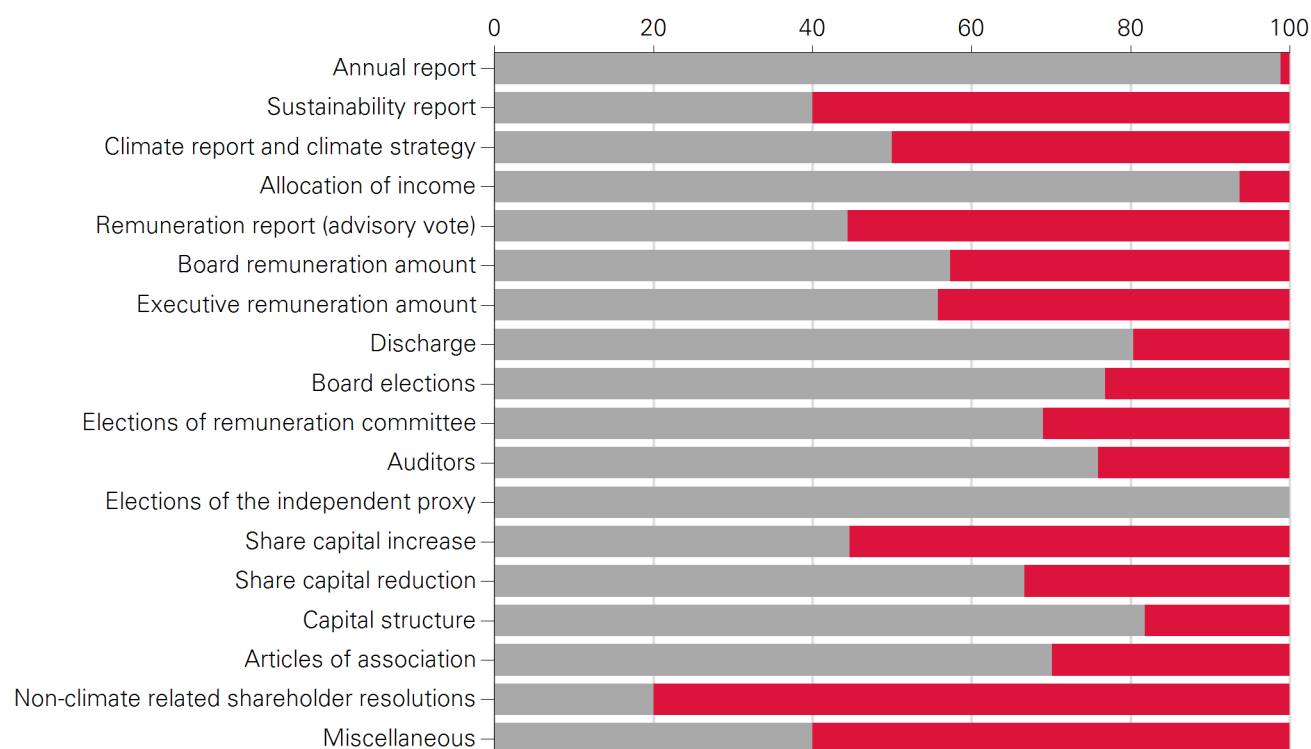
## 1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	163	3553	2606	947	0
Extraordinary general meetings	5	15	8	7	0
<b>Total</b>	<b>168</b>	<b>3568</b>	<b>2614</b>	<b>954</b>	<b>0</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	169	98.8%	2	1.2%	0	0.0%	171
Sustainability report	2	40.0%	3	60.0%	0	0.0%	5
Climate report and climate strategy	1	50.0%	1	50.0%	0	0.0%	2
Allocation of income	180	93.8%	12	6.3%	0	0.0%	192
Remuneration report (advisory vote)	56	44.4%	70	55.6%	0	0.0%	126
Board remuneration amount	98	57.3%	73	42.7%	0	0.0%	171
Executive remuneration amount	135	55.8%	107	44.2%	0	0.0%	242
Discharge	143	80.3%	35	19.7%	0	0.0%	178
Board elections	847	76.8%	256	23.2%	0	0.0%	1103
Elections of remuneration committee	305	69.0%	137	31.0%	0	0.0%	442
Auditors	123	75.9%	39	24.1%	0	0.0%	162
Elections of the independent proxy	154	100.0%	0	0.0%	0	0.0%	154
Share capital increase	50	44.6%	62	55.4%	0	0.0%	112
Share capital reduction	16	66.7%	8	33.3%	0	0.0%	24
Capital structure	9	81.8%	2	18.2%	0	0.0%	11
Articles of association	321	70.1%	137	29.9%	0	0.0%	458
Non-climate related shareholder resolutions	1	20.0%	4	80.0%	0	0.0%	5
Miscellaneous	4	40.0%	6	60.0%	0	0.0%	10

## 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 report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
Accelleron Industries	09.05.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓						
Addex Therapeutics	31.05.2023	AGM	✓			✓	✗	✗	✗	✓	◐	✗	✓	✓	✗			◐		
Adecco	12.04.2023	AGM	✓			✓	✗	✗	✗	✓	◐	✓	✓	✓						
Adval Tech	11.05.2023	AGM	✓			✓	✓	✗	◐	✗	◐	◐	✓	✓				✗		
Aevis Victoria	09.05.2023	AGM	✓			◐	✗	✗	✗	✗	◐	✗	✓	✓	✗			✓		
Airesis	12.06.2023	AGM	✓			✓	✓	✗	✗	✗	◐	✓	✓	✓						
Alcon	05.05.2023	AGM	✓			✓	✗	✓	✗	✓	◐	✓	✓	✓	✓			✓		
Allreal	21.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	◐	✓	✓	✓			◐		
Aluflexpack	24.05.2023	AGM	✓			✓	✓	✓	✓	✓	◐	◐	✓	✓	✗			◐		◐
ams-Osram	23.06.2023	AGM					✗			✓	✓		✓	✓	✓	✗		✗		◐
APG SGA	27.04.2023	AGM	✓			✗		✗	✓	✓	◐	◐	✓	✓						
Arbonia	21.04.2023	AGM	✓			◐	✗	✗	✗	✗	◐		✓	✓	◐			◐		
Arundel	30.05.2023	AGM	✓			✓	✓	✓	✓	✗	✗	✗	✗	✓						
Ascom	18.04.2023	AGM	✓			✓	✓	✓	◐	✓	✓	✓	✓	✓	✗			◐		
ASmallWorld	28.04.2023	AGM	✓			✓		✗	✗	✗	✗	✗	✓	✓	✗			◐		
Bachem	19.04.2023	AGM	✓			✓		✓	✓	✓	✓	◐	✓	✓				◐		
Baloise Holding	28.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✗			✓		
Banque Cantonale de Genève	02.05.2023	AGM	✓			✓				✓			✗							
Banque Cantonale du Jura	27.04.2023	AGM	✓			✓				✓	✓		✓							
Banque Cantonale du Valais	28.04.2023	AGM	✓			✓				✓			✓	✓				✗		
Banque Cantonale Vaudoise	04.05.2023	AGM	✓			✓		✓	✓	✓			✓	✓						

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
Basilea	26.04.2023	AGM	✓			✓	✗	✗	✗	✓	✓	✓	✗	✓	✓			○		
Bell Food Group	18.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	✓	✓	✓						
Berner Kantonalbank	16.05.2023	AGM	✓	✗		✓		✗	✗	✓	✓	○	✓	✓						
BKW	15.05.2023	AGM	✓			✓	✗	✓	✗	✓	✓	✓	✗	✓				○		
BNS	28.04.2023	AGM	✓							✓	✓		✓							
Bossard	17.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	✓	✗	✓						
Bucher Industries	19.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✗	✓				○		
Burkhalter Holding	16.05.2023	AGM	✓			✓		✗	✓	✓	○	○	✗	✓	✓			✗		
BVZ Holding	20.04.2023	AGM	✓			✓		✓	✓	✓	✓	✓	✓	✓						
Bystronic	25.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	○		
Calida	19.04.2023	AGM	✓	✓		✓	✗	✓	✗	✓	○	○	✗	✓	✓			○		
Cembra Money Bank	21.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		
CI Com	30.06.2023	AGM	✗			✓		✗		✗	○	✗	✓	✓						
Cicor Technologies	18.04.2023	AGM	✓			✓	✓	✓	✗	✓	○	○	✓	✓	○			○		
Clariant	04.04.2023	AGM	✓			✓	✗	✓	✗	✗	○	✓	✓	✓		✓		○		
Coltene	19.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	○	✓	✓						
Comet Holding	14.04.2023	AGM	✓			✓	✓	✓	○	✓	✓	✓	✗	✓	✓			○		
Compagnie Financière Tradition	25.05.2023	AGM	✓			✓	✗	✗	✗	✗	○	✗	✓	✓	✗					
Cosmo Pharmaceuticals	26.05.2023	AGM	✓			✓				✓	○		✓		✗	✗				✗
Credit Suisse Group	04.04.2023	AGM	✓		✗	✗	✗	✗	✗	✗	○	○	✓	✓	✓			○	✗	
DocMorris	04.05.2023	AGM	✓			✓	✗	✗	○	✓	✓	✓	✗	✓	○			○		
Dottikon ES Holding	25.05.2023	EGM																✗		
DSM Firmenich	29.06.2023	EGM	✓			✓		✓	✗									✓		
Dufry	08.05.2023	AGM	✓			✓	✗	✗	✗	✓	○	○	✓	✓	✓			○		
Edisun Power Europe	21.04.2023	AGM	✓			✓		✓		✗	○	○	✓	✓						
EFG International	21.04.2023	AGM	✓			✓	✗	✗	✗	✓	○	○	✓	✓	✗	✓		○		
Elma Electronic	13.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✓	✓				○		
Emmi	13.04.2023	AGM	✓			✓		✓	✓	✓	○	○	✓	✓				○		✓
EPIC Suisse	26.04.2023	AGM	✓			✓	✗	✓	✗	✓	✓	✓	✓	✓	✗			○		
Evolve	18.04.2023	AGM	✓			✓	✗	✓	✗	✓	○	✓	✓	✓	○	✓	✓	✓		
Feintool International	25.04.2023	AGM	✓			✓		✗	✓	✓	○	○	✓	✓	✓			✗		

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Flughafen Zürich	24.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				○		
Fundamenta Real Estate	05.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				○		
Galenica	03.05.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				○		
GAM Holding	25.05.2023	AGM	✓			✓	✓	✓	✗	✗	✓	✓	✓	✓	✗			○		
Geberit	19.04.2023	AGM	✓			✓	✗	✓	✓	✓	✓	✓	✗	✓	✗	✓		✓		
Georg Fischer	19.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			○		
Glarner Kantonalbank	28.04.2023	AGM	✓			✓		✓		✓	○		✓	✓	✓			○		
Groupe Minoteries	16.05.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✗	✓				○	✗	✓
Gurit	24.04.2023	AGM	✓			✓	✓	✓	○	✓	○	○	✗	✓				✓		
Helvetia	28.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				○		
HIAG Immobilien	27.04.2023	AGM	✓			✓	✗	✗	✗	✓	○	✓	✗	✓						✗
Highlight Event and Entertainment	23.06.2023	AGM	✓				✗	✗	✗	✗	○	✓	✓	✓	✗			○		
Hochdorf	10.05.2023	AGM	✓			✓	✗	✓	○	✓	○	✓	✓	✓				○		
Holcim	04.05.2023	AGM	✓		✓	✓	✗	✓	✗	✓	✓	✓	✓	✓		✓		○		
Idorsia	04.05.2023	AGM	✓			✓	✗	✗	✗	✓	○	✓	✓	✓	✗			○		
Interroll	12.05.2023	AGM	✓	✗		✓	✗	✓	✗	✓	○	✓	✓	✓				○		
Investis	03.05.2023	AGM	✓			✓	✗	✗	✓	✓	○	✓	✓	✓				✗		
IVF Hartmann	25.04.2023	AGM	✓			✓	✓	✓	✓	✗	○	○	✓	✓					○	✗
Julius Bär	13.04.2023	AGM	✓			✓	✗	✓	○	✓	✓	✓	✗	✓		✓		○		
JungfrauBahn	15.05.2023	AGM	✓			✓	✗	✓	✓	✓	✓	✓	✓	✓						
Kardex	20.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				○		
Kinarus Therapeutics Holding	28.06.2023	AGM	✓			✓	✓	✓	✓	✗	○	○	✓	✓	✗					
Komax	12.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✗	✓	✓			○		
Kudelski	20.04.2023	AGM	✓			✓	✗	✗	✗	✗	○	✗	✗	✓						
Kühne + Nagel	09.05.2023	AGM	✓			✓	✗	✗	✗	✓	○	✗	✓	✓				✗		
Kuros Biosciences	08.05.2023	AGM	✓			✓		✗	○	✓	○	✓	✗	✓	○			○		
Lalique Group	31.05.2023	AGM	✓			✓		✓	✓	✓	○	○	✓	✓	✗			○		
Landis+Gyr Group	22.06.2023	AGM	✓			✓	✗	✓	✓	✓	✓	✓	✓	✓	○			○		
lastminute.com	30.06.2023	AGM	✓				✗	○	✗		○		✓			✗				✗
Leclanché	26.06.2023	AGM	✓			✓	✗	✗	✗	✗	✗	✗	✓	✓	○			○		

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
Lem	29.06.2023	AGM	✓			✓	✗	✗	✓	✓	○	○	✓	✓				○		
Liechtensteinische Landesbank	05.05.2023	AGM	✓			✓				✓	✓		✓							
Lindt & Sprüngli	20.04.2023	AGM	✓			✓	✗	✗	✗	✓	○	✓	✗	✓		✓		✗		
Lonza	05.05.2023	AGM	✓			✓	✗	✓	○	✓	✓	✓	✓	✓	✗			○		
Luzerner Kantonalbank	17.04.2023	AGM	✓			✓		✓	○	✓	✓	✓	✓	✓		✓	✓	✓		
MCH Group AG	04.05.2023	AGM	✓			✓	✗	✓	✗	✓	○	○	✗	✓	✗			○		
Medacta Group	27.04.2023	AGM	✓			✓	✗	○	○	✓	○	○	✓	✓				○		
Medartis Holding	21.04.2023	AGM	✓			✓	✗	✗	○	✓	○	○	✓	✓	✗			○		
MedMix	28.04.2023	AGM	✓			✗	✗	✓	✗	✓	○	○	✓	✓				○		
Metall Zug	28.04.2023	AGM	✓			✓	✗	✓	✓	✓	✓	✓	✓	✓				✓		✓
Meyer Burger	04.05.2023	AGM	✓			✓	✗	✗	✗	✓	○	○	✗	✓	✗			✓		
Mikron	26.04.2023	AGM	✓			✓	✗	✓	✓	✓	○	✓	✓	✓				○		
mobilezone	05.04.2023	AGM	✓			✓	✗	✓	✗	✓	○	✓	✓	✓		✓				
Mobimo	11.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✓	✓				○		
Molecular Partners	04.04.2023	AGM	✓			✓	✗	✗	○	✓	○	○	✓	✓				○		
Montana Aerospace	23.05.2023	AGM	✓			✓	✗	✗	✗	✓	○	✗	✓	✓	✗			○		
Nestlé	20.04.2023	AGM	✓			✓	✗	✓	✗	✗	○	✓	✓	✓		✓		✗		
Newron Pharmaceuticals	18.04.2023	AGM	✓					✗			○									
ObsEva	29.06.2023	AGM	✓			✓	✗	✗	✗	✗	○	✗	✗	✓	○					
One Swiss Bank	04.04.2023	AGM	✓			○	✓	✓	✓	✓	✓	✓	✓	✓				✗		
Orascom Development	09.05.2023	AGM	✓			✓	✗	✓	✗	✓	○	✗	✓	✓	✗			○		
Orell Füssli	10.05.2023	AGM	✓			✓	✗	✗	✓	✓	○	○	✗	✓				○	✗	
Orior	19.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		
Partners Group	24.05.2023	AGM	✓			✓	✗	✗	○	✓	○	✓	✓	✓				○		
Peach Property Group	24.05.2023	AGM	✓			✓	✗	✗	○	✓	○	○	✗	✓	○	✓		○		
Phoenix Mecano	17.05.2023	AGM	✓			✓	✗	✗	✓	✗	○	✗	✓	✓		✓		○		
Pierer Mobility	21.04.2023	AGM				✓	✗	✓		✗	✗		✓		○	✗		✓		✗
Plazza	04.04.2023	AGM	✓			✓	✗	✓	✓	✓	○	✗	✓	✓				○		
PolyPeptide Group	12.04.2023	AGM	✓			✓	✗	✗	✗	✓	○	✗	✓	✓				○		
Private Equity Holding	05.06.2023	AGM	✓			✗		✓		✗	○	○	✓	✓						
PSP Swiss Property	05.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				○		

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
Relief Therapeutics	28.04.2023	EGM													○		✓	✓		
	20.06.2023	AGM	✓			✓	✗	✗	✗	✗	○	✗	✓	✓	✗				○	
Rieter	20.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	✓	✓	✓	✓			✓		
Romande Energie	16.05.2023	AGM	✓	✓		✓	✓	✓	✓	✓	○	○	✓	✓			✓	○		
Santhera Pharmaceuticals	27.06.2023	AGM	✓			✓	✗	✗	✗	✗	○	✗	✗	✓	○		✓			
Schlatter	04.05.2023	AGM	✓			✓		✓	✓	✗	○	✗	✗	✓				○		
Schweiter Technologies	04.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✓	✓				○		
Sensirion Holding	15.05.2023	AGM	✓			✓	✓	✗	✓	✓	○	○	✓	✓	✗			○		
SF Urban Properties	05.04.2023	AGM	✓			✓		✓	✓	✓	✓	✓	✓	✓	✓			○		
SFS Group	26.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✗	✓				○		
SHL Telemedicine	22.06.2023	EGM									✗									
Siegfried	20.04.2023	AGM	✓			✓	✗	✗	○	✓	✓	✓	✗	✓	✓	✓		○		
SIG Group	20.04.2023	AGM	✓			○	✓	✓	✗	✓	✓	✓	✓	✓	✗			○		
SKAN Group	03.05.2023	AGM	✓			✓	✓	✗	✗	✓	○	○	✓	✓				○		
SoftwareOne Holding	04.05.2023	AGM	✓			✓	✓	✓	✗	✓	✓	✓	✓	✓				○		
Sonova	12.06.2023	AGM	✓			✓	✗	✓	✗	✓	○	✓	✓	✓	✗	✓		○		
Spexis	26.06.2023	AGM	✓			✓		○	✗	✓	○	✗	✓	✓	✗					
St.Galler Kantonalbank	03.05.2023	AGM	✓			✓		✓	✓	✓	○		✗	✓						
Stadler Rail	12.05.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✓	✓	✓			○		
Starrag Group	21.04.2023	AGM	✓			✓	✗	✗	✓	✗	○	○	✗	✓				○		
Straumann	05.04.2023	AGM	✓			✓	✓	✗	○	✓	○	○	✓	✓				○		
Sulzer	19.04.2023	AGM	✓			✗	✗	✗	✗	✓	○	✓	✓	✓				○		
Swatch Group	10.05.2023	AGM	✓			✓		○	○	✗	○	○	✗	✓						
Swiss Life	28.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✗	✓		✓				
Swiss Re	12.04.2023	AGM	✓			✓	✓	✗	○	✓	✓	✓	✓	✓	✓			○		
Swiss Steel Holding	20.04.2023	AGM	✓			✓	✗	✗	✗	✗	○	✗	✓	✓				○		
Swissquote	10.05.2023	AGM	✓			✓	✓	✓	✓	✓	○	✓	✗	✓	✓			✓		
Tecan	18.04.2023	AGM	✓			✓	✗	✓	✗	✓	✓	✓	✓	✓						
Temenos	03.05.2023	AGM	✓			✓		✗	✗	✓	○	○	✗	✓						
Tornos	05.04.2023	AGM	✓			✓		✗	✗	○	○	○	✓	✓			✓	✓		
TX Group	14.04.2023	AGM	✓			✗	✗	✗	✓	○	○	✗	✗	✓						



Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
U-blox	19.04.2023	AGM	✓			✓	✓	✗	✓	✓	✓	✓	✓	✓	○	✓		✓		
UBS	05.04.2023	AGM	✓	✗		✓	✗	✗	✗	✓	✓	✓	✗	✓		○		○		
Valartis Group	16.05.2023	AGM	✓			✓	✗	✗	○	✗	○	○	✓	✓		✗				
Valiant	17.05.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				○		
Varia US Properties	25.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	✓	✓	✓						
VAT Group	16.05.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			○		
Vaudoise Assurances	08.05.2023	AGM	✓			✓	✓	✓	✓	✓	○	✓	✓	✓				○		
Vetropack	19.04.2023	AGM	✓			✓	✓	✓	✓	✓	○	○	✗	✓				○		
Villars Holding	10.05.2023	AGM	✗			✓		✓	✓	✓	○	○	✗	✓						
Von Roll	19.04.2023	AGM	✓					✗	✗	✗	○	○	✓	✓	○			○		
Vontobel	04.04.2023	AGM	✓			✓	✗	✗	○	✓	○	○	✗	✓				○		
VP Bank	28.04.2023	AGM	✓			✓				✓	✓		✓							
VZ Holding	12.04.2023	AGM	✓			✓		✓	✓	✓	○	○	✓	✓				○		
V-Zug Holding	25.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				○		
Wartec Invest	10.05.2023	AGM	✓			✓		✓	✗	✓	✓	○	✓	✓	✗					
WiSeKey	27.04.2023	EGM				✗												✗	✗	
	22.06.2023	AGM	✓			✓	✗	✗	✗	✗	○	○	✓	✓	○		○	✓		
Xlife Sciences	20.06.2023	AGM	✓			✓	✗	✗	✗	✓	○	○	✓	✓	✗			✓		
Ypsomed	28.06.2023	AGM	✓			✓	✗	○	✓	✓	○	✓	✓	✓				✓		
Züblin Immobilien	22.06.2023	AGM	✓			✓	✓	✗	✓	✓	○	○	✓	✓						
Zug Estates	06.04.2023	AGM	✓			✓	✓	✓	✓	✓	✓	○	✓	✓				○		
Zuger Kantonalbank	13.05.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓		✓				✓		
Zurich Insurance Group	06.04.2023	AGM	✓			✓	✗	✓	✗	✓	○	○	✓	✓	✗			○		
Zwahlen & Mayr	20.04.2023	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	171	161	99.1%
Sustainability report	5	5	94.1%
Climate report and climate strategy	2	2	74.4%
Allocation of income	192	181	98.9%
Remuneration report (advisory vote)	126	119	85.4%
Board remuneration amount	171	158	93.7%
Executive remuneration amount	242	224	93.0%
Discharge	178	164	96.6%
Board elections	1103	1039	95.1%
Elections of remuneration committee	442	413	92.6%
Auditors	162	152	95.7%
Elections of the independent proxy	154	144	98.6%
Share capital increase	112	98	88.9%
Share capital reduction	24	24	98.7%
Capital structure	11	11	95.6%
Articles of association	458	437	95.0%
Non-climate related shareholder resolutions	5	5	16.5%
Miscellaneous	10	9	93.9%
<b>All topics</b>	<b>3568</b>	<b>3346</b>	<b>94.6%</b>

### 3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Relief Therapeutics	20.06.2023	7.3	Advisory vote on the remuneration report	OPPOSE	9.8%
Relief Therapeutics	20.06.2023	7.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	10.9%
Relief Therapeutics	20.06.2023	5.2	Increase conditional capital for the conversion of convertible bonds	OPPOSE	12.3%
Relief Therapeutics	20.06.2023	5.1	Increase conditional capital for the employees	OPPOSE	12.3%
Relief Therapeutics	20.06.2023	4	Amend articles of association: capital band	OPPOSE	12.3%
Relief Therapeutics	20.06.2023	7.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	13.7%
Relief Therapeutics	20.06.2023	3	Discharge board members and executive management	OPPOSE	13.9%
Relief Therapeutics	20.06.2023	8.1.d	Re-elect Mr. Paolo Galfetti	OPPOSE	17.7%
Relief Therapeutics	20.06.2023	6.4	Amend articles of association: remuneration	FOR	18.3%
Allreal	21.04.2023	6.2	Amend articles of association: general meeting	OPPOSE	40.7%
Credit Suisse Group	04.04.2023	8.2.1	Binding prospective vote on the fixed remuneration of the executive management	OPPOSE	48.4%
mobilezone	05.04.2023	5.1	Advisory vote on the remuneration report	OPPOSE	49.3%
Credit Suisse Group	04.04.2023	5.3	Creation of a capital band	FOR	57.5%
Credit Suisse Group	04.04.2023	5.1	Amend articles of association: company purpose	FOR	59.0%

### 3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos
Credit Suisse Group	04.04.2023	2	Discharge board members and executive management	OPPOSE
Credit Suisse Group	04.04.2023	5.2	Amend articles of association: share capital	FOR
Credit Suisse Group	04.04.2023	7.1.7	Re-elect Dr. Shan Li	OPPOSE
Credit Suisse Group	04.04.2023	7.1.8	Re-elect Ms. Seraina Macia	OPPOSE
Credit Suisse Group	04.04.2023	7.1.9	Re-elect Ms. Blythe S.J. Masters	OPPOSE
Credit Suisse Group	04.04.2023	7.1.10	Re-elect Mr. Richard Henry Meddings	OPPOSE
Credit Suisse Group	04.04.2023	7.1.12	Re-elect Ms. Ana Paula Pessoa	OPPOSE
Credit Suisse Group	04.04.2023	7.2.3	Re-elect Dr. Shan Li to the remuneration committee	OPPOSE
Credit Suisse Group	04.04.2023	8.2.2	Binding prospective vote on a special long-term variable remuneration of the executive management	OPPOSE
DocMorris	04.05.2023	4.2	Amend articles of association: General meeting	OPPOSE
DocMorris	04.05.2023	4.3	Amend articles of association: Virtual general meeting	OPPOSE
IVF Hartmann	25.04.2023	3.3	Subsidiary question	OPPOSE

### 3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Credit Suisse Group	04.04.2023	7.1.5	Re-elect Mr. Christian Gellerstad	OPPOSE	50.0%
Credit Suisse Group	04.04.2023	1.2	Advisory vote on the remuneration report	OPPOSE	50.1%
Credit Suisse Group	04.04.2023	8.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	50.4%
Credit Suisse Group	04.04.2023	7.2.1	Re-elect Dr. Iris Bohnet to the remuneration committee	OPPOSE	51.0%
Credit Suisse Group	04.04.2023	7.2.2	Re-elect Mr. Christian Gellerstad to the remuneration committee	OPPOSE	51.2%
Credit Suisse Group	04.04.2023	7.1.3	Re-elect Dr. Iris Bohnet	OPPOSE	51.8%
Credit Suisse Group	04.04.2023	5.4	Amend articles of association: general meeting	OPPOSE	52.0%
Credit Suisse Group	04.04.2023	7.1.6	Re-elect Dr. Keyu Jin	OPPOSE	52.1%
Credit Suisse Group	04.04.2023	7.1.2	Re-elect Mr. Mirko Bianchi	FOR	52.4%
Credit Suisse Group	04.04.2023	5.5	Amend articles of association: board, remuneration and other changes	OPPOSE	52.6%

### 3.5 Shareholder resolutions

Company	GM date	Item	Item title	Ethos	Result
Groupe Minoteries	16.05.2023	8.2	Shareholder resolution: elect Mr. Karl Zeller	OPPOSE	52.9%
IVF Hartmann	25.04.2023	3.2	Shareholder proposal: dividend of CHF 5	FOR	13.2%
IVF Hartmann	25.04.2023	3.4	Shareholder proposal: special dividend	OPPOSE	12.4%
Credit Suisse Group	04.04.2023		Proposal made by a shareholder during the AGM: Conduct of a special investigation	OPPOSE	3.6%
Orell Füssli	10.05.2023	2.a	Counterproposal made by a shareholder: dividend of CHF 4 per share	OPPOSE	0.4%

## 4 Detailed voting recommendations

Accelleron Industries

09.05.2023

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	FOR	✓ 92.2%
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			
5.1.1	Re-elect Mr. Oliver Riemenschneider as board member and chairman	FOR	FOR	✓ 99.9%
5.1.2	Re-elect Dr. Bo Cerup-Simonson	FOR	FOR	✓ 99.9%
5.1.3	Re-elect Dr. Monika Krüsi Schädle	FOR	FOR	✓ 95.3%
5.1.4	Re-elect Mr. Stefano Pampalone	FOR	FOR	✓ 99.9%
5.1.5	Re-elect Ms. Gabriele Sons	FOR	FOR	✓ 99.8%
5.1.6	Re-elect Dr. Detlef Trefzger	FOR	FOR	✓ 99.9%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Dr. Bo Cerup-Simonson to the remuneration committee	FOR	FOR	✓ 99.7%
5.2.2	Re-elect Dr. Monika Krüsi Schädle to the remuneration committee	FOR	FOR	✓ 99.6%
5.2.3	Re-elect Ms. Gabriele Sons to the remuneration committee	FOR	FOR	✓ 99.6%
5.3	Re-elect Zehnder Bolliger & Partner as independent proxy	FOR	FOR	✓ 100.0%
5.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.9%
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	FOR	✓ 94.8%

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 structure 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	FOR	✓
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 14 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. pharm. Raymond Hill	FOR	● OPPOSE	<p>✓</p> <p>First appointment to the board. Prof. Dr. pharm. Hill is 78 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. med. 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			

Item	Agenda	Board	Ethos	Result	
6.1	Re-elect Dr. Vincent Lawton to the remuneration committee	FOR	● OPPOSE	<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> <p>He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.</p>	✓
6.2	Re-elect Prof. Dr. pharm. Raymond Hill to the remuneration committee	FOR	● OPPOSE	<p>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.</p> <p>He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.</p>	✓
7	Re-elect BDO as auditors	FOR	FOR		✓
8	Re-elect Mr. Robert P. Briner as independent proxy	FOR	FOR		✓
9.1	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>The main features of an incentive plan that could be financed by the fluctuation margin are not in line with Ethos' guidelines for such plans.</p> <p>The dilution due to capital increases without pre-emptive rights in the past three years is excessive.</p>	✓

Item	Agenda	Board	Ethos	Result	
9.2	Increase conditional capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% 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> <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p>	✓
9.3	Amend articles of association: Loans to board members and executives	FOR	● OPPOSE	<p>The amendment has a negative impact on the long-term interests of the majority of the company's stakeholders.</p> <p>The information provided is insufficient to assess the variable remuneration plans' features and functioning.</p>	✓
9.4	Amend articles of association: Remove opting-out	FOR	FOR		✓
10.1.1	Increase the total remuneration of the board of directors for 2022/23	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of a peer group.</p> <p>The non-executive directors receive options.</p>	✓
10.1.2	Binding prospective vote on the total remuneration of the board of directors for 2023/24	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 options.</p>	✓
10.2.1	Increase the total remuneration of the executive management for 2022	FOR	● OPPOSE	<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>	✓



Item	Agenda	Board	Ethos	Result	
10.2.2	Binding prospective vote on the total remuneration of the executive management for 2024	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 56.6%
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		✓ 98.8%
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.	✓ 91.3%
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.	✓ 90.4%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Jean-Christophe Deslarzes as board member and chairman	FOR	FOR		✓ 92.6%
5.1.2	Re-elect Ms. Rachel Duan	FOR	FOR		✓ 79.4%
5.1.3	Re-elect Ms. Ariane Gorin	FOR	FOR		✓ 99.1%
5.1.4	Re-elect Dr. Rainer Alexander Gut	FOR	FOR		✓ 71.2%
5.1.5	Re-elect Dr. Didier Lamouche	FOR	FOR		✓ 65.0%
5.1.6	Re-elect Mr. David Prince	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines.	✓ 63.7%
5.1.7	Re-elect Ms. Kathleen P. Taylor	FOR	FOR		✓ 97.6%
5.1.8	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 98.7%
5.1.9	Elect Ms. Sandy Venugopal	FOR	FOR		✓ 99.0%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Ms. Rachel Duan to the remuneration committee	FOR	FOR		✓ 70.7%
5.2.2	Re-elect Dr. Didier Lamouche to the remuneration committee	FOR	FOR		✓ 54.2%
5.2.3	Re-elect Ms. Kathleen P. Taylor to the remuneration committee	FOR	FOR		✓ 69.4%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 98.5%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 92.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
4	Amend articles of association	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 97.0%
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 98.7%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The non-executive directors receive consultancy fees in a regular manner.	✓ 99.1%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.0%
5.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 99.8%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. René Rothen	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 86.4%
6.1.2	Re-elect Mr. Hans Dreier	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 35 years, former executive, consultancy fees) and the board independence is insufficient (0.0%).	✓ 97.1%
6.1.3	Re-elect Mr. Jürg Schori	FOR	● OPPOSE	He is chairman of the nomination committee and the composition of the board is unsatisfactory.  He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 97.1%
6.1.4	Elect Mr. Christoph Hammer	FOR	FOR		✓ 99.2%
6.2	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.	✓ 86.4%
6.3	Elections to the nomination and remuneration committee				
6.3.1	Re-elect Mr. Jürg Schori to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schori to the board of directors, Ethos cannot approve Mr. Schori to the committee.	✓ 97.1%

Item	Agenda	Board	Ethos	Result
6.3.2	Elect Mr. Christoph Hammer to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
6.4	Re-elect Muntwyler von May Notare as independent proxy	FOR	FOR	✓ 100.0%
6.5	Re-elect Deloitte as auditors	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.8%
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.	✓ 96.4%
3	Approve allocation of income and dividend				
3.1	Distribution of ordinary 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.	✓ 97.6%
3.2	Distribution of extraordinary 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.	✓ 97.6%
3.3	Balance carried forward	FOR	FOR		✓ 97.8%
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 68.9%
5	Elections to the board of directors				
5.1	Re-elect Dr. iur. Christian C. Wenger as board member and chairman	FOR	FOR		✓ 99.5%
5.2	Re-elect Mr. Raymond Loretan	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (0.0%).	✓ 99.3%
5.3	Re-elect Mr. Antoine Hubert	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.6%
5.4	Re-elect Mr. Michel Reybier	FOR	FOR		✓ 98.8%
5.5	Re-elect Mr. Antoine Kohler	FOR	● OPPOSE	He is not independent (board tenure of 15 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.	✓ 98.9%

Item	Agenda	Board	Ethos		Result
5.6	Re-elect Dr. med. Cédric A. George	FOR	● OPPOSE	<p>He is not independent (board tenure of 13 years, business connections) and the board independence is insufficient (0.0%).</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 98.5%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Dr. med. 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.	✓ 98.4%
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.	✓ 98.9%
7	Re-elect Berney & Associés as auditors	FOR	FOR		✓ 99.7%
8	Re-elect Mr. Jacques-Daniel Noverraz as independent proxy	FOR	FOR		✓ 99.8%
9	Amendments to the articles of association				
9.1	Amend articles of association: Share capital	FOR	FOR		✓ 99.7%
9.2	Amend articles of association: Share register	FOR	FOR		✓ 99.7%
9.3	Amend articles of association: Obligation to submit a tender	FOR	FOR		✓ 99.7%
9.4	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓ 98.4%
9.5	Increase conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	<p>The requested authority to issue shares, with tradable pre-emptive rights, for general financing purposes, exceeds 33% of the issued capital.</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.</p>	✓ 98.4%
9.6	Amend articles of association: General meeting	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
9.7	Amend articles of association: Mandates	FOR	FOR		✓ 99.7%
9.8	Amend articles of association: Publications	FOR	FOR		✓ 99.7%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.4%
11	Binding retrospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 98.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.  The company is in a situation of over indebtedness.	✓
3	Approve allocation of income	FOR	FOR		✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓
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.	✓
4.3	Advisory vote on the remuneration report	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Marc-Henri Beausire	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.1.2	Re-elect Mr. Pierre Duboux	FOR	FOR		✓
5.1.3	Re-elect Mr. Laurent Jaquenoud	FOR	FOR		✓
5.1.4	Re-elect Mr. Dominique Lustenberger	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (25.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
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.	✓
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Pierre Duboux to the remuneration committee	FOR	FOR		✓
5.3.2	Re-elect Mr. Laurent Jaquenoud to the remuneration committee	FOR	FOR		✓
6	Re-elect Mazars as auditors	FOR	FOR		✓
7	Re-elect Ms. Oriana Antonelli as independent proxy	FOR	FOR		✓



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Discharge board members and executive management	FOR	FOR		✓ 98.3%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 84.1%
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 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.	✓ 90.8%
5	Elections to the board of directors				
5.1	Re-elect Mr. Michael Ball as board member and chairman	FOR	FOR		✓ 95.6%
5.2	Re-elect Ms. Lynn Bleil	FOR	FOR		✓ 99.3%
5.3	Re-elect Dr. Raquel C. Bono	FOR	FOR		✓ 99.8%
5.4	Re-elect Dr. Arthur Cummings	FOR	FOR		✓ 99.3%
5.5	Re-elect Mr. David J. Endicott	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.9%
5.6	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR		✓ 98.4%
5.7	Re-elect Dr. Keith Grossman	FOR	FOR		✓ 80.5%
5.8	Re-elect Mr. Scott Maw	FOR	FOR		✓ 99.1%
5.9	Re-elect Ms. Karen May	FOR	FOR		✓ 99.7%
5.10	Re-elect Ms. Ines Pöschel	FOR	FOR		✓ 98.5%
5.11	Re-election of Dr. Dieter Spälti	FOR	FOR		✓ 99.8%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR		✓ 97.2%
6.2	Re-elect Mr. Scott Maw to the remuneration committee	FOR	FOR		✓ 97.8%
6.3	Re-elect Ms. Karen May to the remuneration committee	FOR	FOR		✓ 96.3%

Item	Agenda	Board	Ethos	Result
6.4	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR	✓ 97.2%
7	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR	✓ 99.1%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%
9.1	Creation of a capital band	FOR	FOR	✓ 97.5%
9.2	Create conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 98.6%
9.3	Amend articles of association: share capital	FOR	FOR	✓ 99.6%
9.4	Amend articles of association: shareholders rights	FOR	FOR	✓ 99.8%
9.5	Amend articles of association: board of directors	FOR	FOR	✓ 99.8%
9.6	Amend articles of association: remuneration and mandates	FOR	FOR	✓ 99.3%

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	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	✓ 99.8%
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Ralph-Thomas Honegger as member and chairman of the board	FOR	FOR	✓ 96.9%
4.1.b	Re-elect Dr. Philipp Gmür	FOR	FOR	✓ 87.2%
4.1.c	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 81.4%
4.1.d	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 91.5%
4.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 99.6%
4.1.f	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.7%
4.1.g	Re-elect Mr. Jürg Stöckli	FOR	FOR	✓ 98.9%
4.1.h	Re-elect Ms. Anja Wyden Guelpa	FOR	FOR	✓ 99.6%
4.2	Elections to the nomination and remuneration committee			
4.2.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. ✓ 68.4%
4.2.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 70.9%
4.2.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 88.6%
4.3	Re-elect Anwaltskanzlei André Weber as independent proxy	FOR	FOR	✓ 98.9%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.2%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 84.9%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 84.9%
5.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 84.8%
5.4	Binding prospective vote on the short-term variable remuneration of the departing members of the executive management	FOR	FOR	✓ 84.7%

Item	Agenda	Board	Ethos		Result
5.5	Advisory vote on the remuneration report	FOR	FOR		✓ 55.3%
6	Amend articles of association				
6.1	Amend articles of association: creation of a capital band	FOR	FOR		✓ 83.7%
6.2	Amend articles of association: general meeting	FOR	● OPPOSE	<p>The amendment has a negative impact on the rights of the shareholders.</p> <p>The amendment has a negative impact on the governance of the company.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✗ 40.7%
6.3	Amend articles of association: other amendments	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 92.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 99.8%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.2%
5.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR		✓ 97.1%
5.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 97.1%
6	Elections to the board of directors				
6.1	Re-elect Mr. Martin Ohneberg as board member and chairman	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 85.9%
6.2	Re-elect Mr. Alois Bühler	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 87.2%
6.3	Re-elect Mr. Christian Hosp	FOR	● OPPOSE	He is chairman of the remuneration committee, is not independent and the committee independence is insufficient.	✓ 88.0%
6.4	Re-elect Dr. iur. Markus Vischer	FOR	FOR		✓ 100.0%
6.5	Re-elect Mr. Bernd Winter	FOR	FOR		✓ 98.6%
7	Elections to the nomination and remuneration committee				
7.1	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.	✓ 86.0%
7.2	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.	✓ 86.8%
7.3	Re-elect Mr. Bernd Winter to the nomination and remuneration committee	FOR	FOR		✓ 97.2%
8	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 98.8%
10	Amendments to the articles of association				
10.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
10.2	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓ 79.5%
10.3	Amend articles of association: Venue of the general meeting	FOR	FOR		✓ 99.6%
10.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 75.3%
10.5	Amend articles of association: Adaptations to the revised law	FOR	FOR		✓ 100.0%
10.6	Amend articles of association: Other amendments	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 98.7%

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	✓ 99.9%
3.a	Discharge Dr. Haase, Dr. Leitner and Mr. Gerstenmayer as members of the supervisory board	FOR	FOR	✓ 90.3%
3.b	Discharge the other members of the supervisory board	FOR	FOR	✓ 90.3%
4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8%
5	Advisory vote on the remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines. ✓ 88.0%
6	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines. ✓ 77.9%
7	Elections to the supervisory board			
7.1	Re-elect Ms. Yen Yen Tan	FOR	FOR	✓ 92.3%
7.2	Elect Mr. Andreas W. Mattes	FOR	FOR	✓ 92.6%
8	Remove authorised capital	FOR	FOR	✓ 100.0%
9	Approve issuance of financial instruments	FOR	FOR	✓ 99.4%
10	Create conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 99.4%
11	Approve share buyback programme	FOR	● OPPOSE	The amount of the repurchase is inappropriate given the financial situation of the company.  The company can proceed to selective share repurchases.  The repurchase price is too high. ✓ 91.5%
12	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 69.6%

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	✓ 99.9%
2.2	Approve financial statements and accounts	FOR	FOR	✓ 98.5%
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the long-term interests of the company and its stakeholders. ✓ 97.1%
4	Discharge board members and executive management	FOR	FOR	✓ 99.9%
5	Elections to the board of directors			
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR	✓ 94.1%
5.2	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓ 96.2%
5.3	Elect Mr. David Bourg	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%). He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 94.6%
5.4	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 96.8%
5.5	Re-elect Ms. Jolanda Grob	FOR	FOR	✓ 96.5%
5.6	Re-elect Mr. Markus Scheidegger	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines. ✓ 92.7%
6	Re-elect Dr. Daniel Hofer as board chairman	FOR	FOR	✓ 94.0%
7	Elections to the remuneration committee			
7.1	Re-elect Ms. Jolanda Grob to the remuneration committee	FOR	FOR	✓ 95.7%
7.2	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Scheidegger to the board of directors, Ethos cannot approve Mr. Scheidegger to the committee. ✓ 92.6%
	Binding votes on the remuneration of the board of directors and the executive management			
8	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group. ✓ 97.0%
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.2%



Item	Agenda	Board	Ethos	Result
10	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 93.0%
11	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%
12	Re-elect Mr. Costin van Berchem as independent proxy	FOR	FOR	✓ 99.9%

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.	✓ 93.6%
3	Approve allocation of income and dividend				
3.1	Approve dividend from retained earnings	FOR	FOR		✓ 99.9%
3.2	Approve dividend from capital contributions reserves	FOR	● 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.	✓ 95.7%
4.1	Elections to the board of directors and the nomination and remuneration committee				
4.1.1	Re-elect Mr. Alexander von Witzleben as board member, chairman and member of the nomination and remuneration committee	FOR	● OPPOSE	He chairs the board permanently and the general meeting cannot vote separately on the election of the chairman of the board.  He serves on the audit committee and remuneration committee.	✓ 66.8%
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the nomination and remuneration committee	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 70.3%
4.1.3	Re-elect Mr. Peter Bodmer	FOR	FOR		✓ 96.6%
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the nomination and remuneration committee	FOR	FOR		✓ 88.8%
4.1.5	Re-elect Mr. Markus Oppliger	FOR	FOR		✓ 96.9%
4.1.6	Re-elect Mr. Michael Pieper	FOR	FOR		✓ 96.2%
4.1.7	Re-elect Mr. Thomas Lozser	FOR	FOR		✓ 99.8%
4.1.8	Re-elect Dr. Carsten Voigtländer	FOR	FOR		✓ 99.7%
4.2	Re-elect Dr. Roland Keller as independent proxy	FOR	FOR		✓ 99.0%
4.3	Re-elect KPMG as auditors	FOR	FOR		✓ 98.8%
5.1.1	Creation of a capital band	FOR	FOR		✓ 98.5%

Item	Agenda	Board	Ethos		Result
5.1.2	Extension of the capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 93.0%
5.2	Increase conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 99.3%
5.3	Create conditional capital for employee participation	FOR	● OPPOSE	The information provided to shareholders so that they can assess the purpose of the capital increase is insufficient.	✓ 91.5%
5.4	Amend articles of association: notices to shareholders	FOR	FOR		✓ 99.3%
5.5	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 84.3%
5.6	Amend articles of association: mandates	FOR	FOR		✓ 97.0%
5.7	Amend articles of association: bundled items	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 95.5%
5.8	Amend articles of association: shareholders rights	FOR	● OPPOSE	The amendment has a negative impact on the rights of the shareholders.	✓ 70.2%
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.	✓ 67.3%
6.2	Binding retrospective vote on the 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.	✓ 87.3%
6.3	Binding retrospective 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.	✓ 70.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 81.6%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 81.6%
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>	✓ 80.0%
4.1.A	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 81.4%
4.1.B	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 80.8%
4.2	Advisory vote on the remuneration report	FOR	FOR		✓ 81.2%
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).	✓ 99.2%
5.1.B	Re-elect Mr. Ralph Beney	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓ 99.2%
5.1.C	Re-elect Mr. Markus Müller	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (0.0%).	✓ 99.4%
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.	✓ 99.0%
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.</p>	✓ 98.6%
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.</p>	✓ 99.0%
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.	✓ 99.2%

Item	Agenda	Board	Ethos		Result
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 31 years, which exceeds Ethos' guidelines.	✓ 99.2%
7	Re-elect Dr. Roger Groner as independent proxy	FOR	FOR		✓ 99.6%

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		✓ 79.3%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
5	Discharge board members and executive management	FOR	FOR		✓ 99.7%
6.1	Elections to the board of directors				
6.1.a	Re-elect Dr. Valentin Chapero Rueda	FOR	FOR		✓ 96.6%
6.1.b	Re-elect Ms. Nicole Burth Tschudi	FOR	FOR		✓ 90.5%
6.1.c	Re-elect Mr. Laurent Dubois	FOR	FOR		✓ 97.0%
6.1.d	Re-elect Mr. Jürg Fedier	FOR	FOR		✓ 97.1%
6.1.e	Re-elect Mr. Michael Reitermann	FOR	FOR		✓ 97.0%
6.1.f	Re-elect Dr. Andreas M. Schönenberger	FOR	FOR		✓ 96.9%
6.2	Re-elect Dr. Valentin Chapero Rueda as board chairman	FOR	FOR		✓ 96.7%
6.3	Elections to the remuneration committee				
6.3.a	Re-elect Ms. Nicole Burth Tschudi to the remuneration committee	FOR	FOR		✓ 84.4%
6.3.b	Re-elect Mr. Laurent Dubois to the remuneration committee	FOR	FOR		✓ 99.3%
6.3.c	Re-elect Dr. Andreas M. Schönenberger to the remuneration committee	FOR	FOR		✓ 99.3%
6.4	Re-elect KPMG as auditors	FOR	FOR		✓ 93.5%
6.5	Re-elect Mr. Franz Müller as independent proxy	FOR	FOR		✓ 100.0%
7	Amend articles of association				
7.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 85.7%
7.2	Amend articles of association: General meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.4%
7.3	Amend articles of association: Board of director and remuneration	FOR	FOR		✓ 99.2%
7.4	Amend articles of association: Further amendments	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.8%
8.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.8%
8.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 95.9%
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>	✓ 87.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.6%
3	Approve allocation of income	FOR	FOR		✓ 99.7%
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.	✓ 98.9%
4.2.1	Re-elect Mr. Jan Luescher	FOR	● OPPOSE	He has permanent operational functions (CEO).  He serves on the audit committee.	✓ 97.9%
4.2.2	Re-elect Dr. Alexander Koenig (Dr. Fabian Höffer von Loewenfeld)	FOR	● OPPOSE	He has permanent operational functions (Head of First Class & More International).	✓ 98.9%
4.2.3	Re-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%).	✓ 98.9%
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.	✓ 98.0%
5.2	Re-elect Dr. Alexander Koenig (Dr. Fabian Höffer von Loewenfeld) 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.	✓ 97.8%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.8%
7	Re-elect Bellpark Legal AG as independent proxy	FOR	FOR		✓ 99.8%
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.	✓ 97.8%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.6%



Item	Agenda	Board	Ethos		Result
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.	✓ 97.6%
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.	✓ 97.7%
9	Amend articles of association				
9.1	Amend articles of association: General Meeting of Shareholders	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 97.8%
9.2	Amend articles of association: Board of Directors and Compensation	FOR	FOR		✓ 99.5%
9.3	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 97.3%
10	Miscellaneous & 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	✓ 87.5%
5	Elections to the board of directors			
5.1	Re-elect Dr. Kuno Sommer as board member and chairman	FOR	FOR	✓ 91.6%
5.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	✓ 95.2%
5.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	✓ 95.7%
5.4	Re-elect Dr. Steffen Lang	FOR	FOR	✓ 95.7%
5.5	Re-elect Dr. Alex Fässler	FOR	FOR	✓ 94.1%
6	Elections to the remuneration committee			
6.1	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR	✓ 90.1%
6.2	Re-elect Ms. Nicole Grogg Hötzer to the remuneration committee	FOR	FOR	✓ 89.9%
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. ✓ 87.2%
7	Re-elect Mazars as auditors	FOR	FOR	✓ 100.0%
8	Re-elect Mr. Paul Wiesli as independent proxy	FOR	FOR	✓ 100.0%
9.1	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 96.7%
9.2	Amend articles of association: general meetings	FOR	FOR	✓ 99.9%
9.3	Amend articles of association: board of directors	FOR	● OPPOSE	The amendment has a negative impact on the rights and interests of the shareholders. ✓ 97.5%
9.4	Amend articles of association: other changes	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 85.5%
2	Discharge board members and executive management	FOR	FOR		✓ 99.7%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Amendments to the articles of association				
4.1	Amend articles of association: Company name	FOR	FOR		✓ 99.8%
4.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 84.4%
4.3	Amend articles of association: General meeting	FOR	FOR		✓ 96.1%
4.4	Amend articles of association: Board of directors	FOR	FOR		✓ 99.7%
4.5	Amend articles of association: Remuneration	FOR	FOR		✓ 98.6%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. iur. Thomas von Planta as board member and chairman	FOR	FOR		✓ 91.0%
5.1.2	Re-elect Mr. Christoph Mäder	FOR	FOR		✓ 95.2%
5.1.3	Re-elect Dr. Maya Bundt	FOR	FOR		✓ 99.5%
5.1.4	Re-elect Ms. Claudia Dill	FOR	FOR		✓ 99.6%
5.1.5	Re-elect Mr. Christoph B. Gloor	FOR	FOR		✓ 94.8%
5.1.6	Re-elect Mr. Hugo Lasat	FOR	FOR		✓ 99.3%
5.1.7	Re-elect Dr. oec. Karin Lenzlinger Diedenhofen	FOR	FOR		✓ 99.4%
5.1.8	Re-elect Dr. iur. Markus R. Neuhaus	FOR	FOR		✓ 98.9%
5.1.9	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz	FOR	FOR		✓ 99.1%
5.1.10	Re-elect Prof. Dr. iur. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR		✓ 95.6%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Mr. Christoph B. Gloor to the remuneration committee	FOR	FOR		✓ 94.2%
5.2.2	Re-elect Dr. oec. Karin Lenzlinger Diedenhofen to the remuneration committee	FOR	FOR		✓ 98.9%
5.2.3	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR		✓ 92.5%

Item	Agenda	Board	Ethos	Result
5.2.4	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 98.6%
5.3	Re-elect Dr. iur. Christophe Sarasin as independent proxy	FOR	FOR	✓ 99.9%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.1%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5%
6.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.9%
6.2.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 96.9%

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	✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Discharge board members	FOR	FOR	✓ 99.8%
5	Re-elect Deloitte as auditors	FOR	● OPPOSE	✓ 91.0% The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Present annual report	NON-VOTING	NON-VOTING	
3	Present auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
5	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
6	Discharge board members	FOR	FOR	✓ 100.0%
7	Elections to the board of directors			
	Re-elect Mr. Mike Jaberg	FOR	FOR	✓ 100.0%
	Re-elect Mr. Alexandre Léchenne	FOR	FOR	✓ 100.0%
	Re-elect Mr. Fabrice Welsch	FOR	FOR	✓ 100.0%
8	Elect KPMG as auditors	FOR	FOR	✓ 100.0%

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	✓ 99.1%
6	Approve allocation of income and dividend	FOR	FOR	✓ 99.0%
7	Discharge board members	FOR	FOR	✓ 98.6%
8	Re-elect Deloitte as auditors	FOR	FOR	✓ 98.3%
9	Amend articles of association: revised Code of Obligations	FOR	● OPPOSE	✓ 94.2% Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.
10	Re-elect ECSA Fiduciaire SA as independent proxy	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Management report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.9%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.4%
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 95.6%
6	Discharge board members and executive management	FOR	FOR	✓ 99.7%
7	Re-elect Dr. Christophe Wilhelm as independent proxy	FOR	FOR	✓ 99.8%
8	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.7%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.2%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.2%
3	Discharge board members and executive management	FOR	FOR		✓ 95.5%
4	Elections to the board of directors				
4.a	Re-elect Mr. Domenico Scala as board member and chairman	FOR	FOR		✓ 85.5%
4.b	Re-elect Mr. Leonard Kruimer	FOR	FOR		✓ 88.3%
4.c	Re-elect Dr. Martin Nicklasson	FOR	FOR		✓ 89.2%
4.d	Re-elect Dr. Nicole Onetto	FOR	FOR		✓ 97.8%
4.e	Elect Dr. Carole Sable	FOR	FOR		✓ 97.9%
4.f	Re-elect Dr. Thomas Werner	FOR	FOR		✓ 89.5%
5	Elections to the remuneration committee				
5.a	Re-elect Dr. Martin Nicklasson to the remuneration committee	FOR	FOR		✓ 84.1%
5.b	Re-elect Dr. Nicole Onetto to the remuneration committee	FOR	FOR		✓ 93.0%
5.c	Re-elect Dr. Thomas Werner to the remuneration committee	FOR	FOR		✓ 84.8%
6.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.	✓ 89.8%
6.b	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.	✓ 78.9%
6.c	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 73.7%
7	Amend articles of association				
7.a	Amend articles of association: shares	FOR	FOR		✓ 98.1%
7.b	Amend articles of association: general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.4%
7.c	Amend articles of association: board and executive management	FOR	FOR		✓ 98.1%
7.d	Amend articles of association: registered office	FOR	FOR		✓ 98.3%
7.e	Amend articles of association: company's purpose	FOR	FOR		✓ 98.3%
8	Creation of a capital band	FOR	FOR		✓ 93.2%

Item	Agenda	Board	Ethos		Result
9	Re-elect Dr. Caroline Cron as independent proxy	FOR	FOR		✓ 99.5%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓ 84.7%

Item	Agenda	Board	Ethos	Result	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%	
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 98.7%	
2	Approve allocation of income and dividend				
2.1	Approve allocation of income and dividend and ordinary dividend	FOR	FOR	✓ 100.0%	
2.2	Distribution of dividend from capital contributions reserves	FOR	FOR	✓ 100.0%	
3	Discharge board members	FOR	FOR	✓ 99.9%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4%	
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3%	
5	Elections to the board of directors				
5.1	Re-elect Dr. Philipp Dautzenberg	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (16.7%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 98.2%
5.2	Re-elect Mr. Thomas Hinderer	FOR	FOR	✓ 99.7%	
5.3	Re-elect Ms. Doris Leuthard	FOR	FOR	✓ 99.3%	
5.4	Re-elect Mr. Werner Marti	FOR	● OPPOSE	<p>He is not independent (board tenure of 14 years) and the board independence is insufficient (16.7%).</p>	✓ 97.8%
5.5	Re-elect Mr. Philipp Wyss	FOR	FOR	✓ 99.4%	
5.6	Re-elect Mr. Joos Sutter	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (16.7%).</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 composition of the board is unsatisfactory (in terms of independence and gender diversity).</p>	✓ 98.5%
5.7	Re-elect Mr. Joos Sutter as board chairman	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Sutter to the board of directors, Ethos cannot approve Mr. Sutter as chairman.</p>	✓ 98.3%
6	Elections to the remuneration committee				

Item	Agenda	Board	Ethos	Result
6.1	Re-elect Mr. Thomas Hinderer to the remuneration committee	FOR	FOR	✓ 99.4%
6.2	Re-elect Mr. Philipp Wyss to the remuneration committee	FOR	FOR	✓ 99.2%
7	Re-elect Dr. Andreas Flückiger as independent proxy	FOR	FOR	✓ 99.9%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report and financial statements	FOR	FOR		✓ 99.7%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.6%
3	Discharge board members	FOR	FOR		✓ 99.3%
4	Advisory vote on the sustainability report	FOR	● OPPOSE	The report and relevant indicators are not verified by an independent third party.  The report does not include targets for material topics.	✓ 98.1%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Stefan Bichsel	FOR	FOR		✓ 99.3%
5.1.2	Re-elect Mr. Gilles Frôté	FOR	FOR		✓ 99.3%
5.1.3	Re-elect Mr. Reto Heiz	FOR	FOR		✓ 99.3%
5.1.4	Re-elect Ms. Antoinette C. Hunziker-Ebnetter	FOR	FOR		✓ 98.2%
5.1.5	Re-elect Prof. Dr. Christoph Lengwiler	FOR	FOR		✓ 99.3%
5.1.6	Re-elect Dr. Annelis Lüscher Hämmerli	FOR	FOR		✓ 99.3%
5.1.7	Re-elect Mr. Hugo Schürmann	FOR	FOR		✓ 99.3%
5.1.8	Re-elect Dr. Pascal Sieber	FOR	FOR		✓ 99.3%
5.1.9	Re-elect Dr. Danielle Villiger	FOR	FOR		✓ 99.4%
5.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter as board chairman	FOR	FOR		✓ 98.1%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Gilles Frôté to the remuneration committee	FOR	FOR		✓ 98.9%
5.3.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter to the remuneration committee	FOR	● OPPOSE	She receives a remuneration that is excessive.	✓ 96.8%
5.3.3	Re-elect Dr. Danielle Villiger to the remuneration committee	FOR	FOR		✓ 99.1%
5.4	Re-elect Ms. Franziska Iseli as independent proxy	FOR	FOR		✓ 99.4%
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 97.9%
6	Binding votes on the remuneration of the board of directors and the executive management				
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 96.1%

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 remuneration structure is not in line with Ethos' guidelines.</p> <p>✓ 95.0%</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Discharge board members and executive management	FOR	FOR	✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4.a	Amend articles of association: company purpose	FOR	FOR	✓ 99.8%
4.b	Amend articles of association: shareholders rights	FOR	FOR	✓ 98.9%
4.c	Amend articles of association: general meetings	FOR	● OPPOSE	✓ 96.0% The amendment allows the company to organise a virtual general meeting without any adequate justification.
4.d	Amend articles of association: board	FOR	FOR	✓ 99.0%
4.e	Amend articles of association: other items	FOR	FOR	✓ 87.7%
5.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.3%
5.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 95.9% 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.
5.c	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 84.7% The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.
6.a	Elections to the board of directors			
6.a.1	Re-elect Dr. Carole Ackermann	FOR	FOR	✓ 98.0%
6.a.2	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 94.8%
6.a.3	Re-elect Prof. Dr. Petra Denk	FOR	FOR	✓ 98.8%
6.a.4	Re-elect Ms. Rebecca Guntern Flückiger	FOR	FOR	✓ 98.3%
6.a.5	Re-elect Mr. Martin à Porta	FOR	FOR	✓ 98.9%
6.a.6	Re-elect Mr. Kurt Schär	FOR	FOR	✓ 98.8%
6.b.1	Re-elect Mr. Roger Baillod as board chairman	FOR	FOR	✓ 94.8%
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	✓ 92.9%

Item	Agenda	Board	Ethos	Result
6.c.2	Re-elect Ms. Rebecca Guntern Flückiger to the nomination and remuneration committee	FOR	FOR	✓ 93.4%
6.c.3	Re-elect Mr. Andreas Rickenbacher to the nomination and remuneration committee	FOR	FOR	✓ 93.5%
6.d.1	Re-elect Mr. Andreas Byland as independent proxy	FOR	FOR	✓ 100.0%
6.e.1	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 33 years, which exceeds Ethos' guidelines. ✓ 92.4%



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	✓ 99.0%
5	Discharge board members and executive management	FOR	FOR	✓ 99.1%
6	Elect Dr. Angelo Rinaldo to the board of directors	FOR	FOR	✓ 98.9%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 98.3%

Item	Agenda	Board	Ethos		Result
1	Report on the 2022 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		✓ 87.5%
2.3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
2.4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3.1	Re-elect Mr. David Dean as representative of the registered A shares	FOR	● OPPOSE	He is not independent (former executive).	✓ 90.4%
3.2	Elections to the board of directors				
3.2.1	Re-elect Dr. Thomas Schmuckli as board member and chairman	FOR	FOR		✓ 97.7%
3.2.2	Re-elect Mr. Martin Kühn	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 97.6%
3.2.3	Re-elect Ms. Patricia Heidtman	FOR	FOR		✓ 98.1%
3.2.4	Re-elect Mr. David Dean	FOR	FOR		✓ 98.0%
3.2.5	Re-elect Ms. Petra M. Ehmman	FOR	FOR		✓ 99.6%
3.2.6	Re-elect Mr. Marcel Keller	FOR	FOR		✓ 99.8%
3.2.7	Elect Prof. Dr. Ina Toegel	FOR	FOR		✓ 98.9%
3.3	Elections to the remuneration committee				
3.3.1	Re-elect Mr. David Dean to the remuneration committee	FOR	FOR		✓ 96.7%
3.3.2	Re-elect Mr. Marcel Keller to the remuneration committee	FOR	FOR		✓ 98.5%
3.3.3	Elect Prof. Dr. Ina Toegel to the remuneration committee	FOR	FOR		✓ 97.6%
3.4	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 100.0%
4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 37 years, which exceeds Ethos' guidelines.	✓ 86.4%
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 total remuneration of the executive management	FOR	FOR		✓ 98.2%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Discharge board members and executive management	FOR	FOR	✓ 99.1%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4.1	Elections to the board of directors			
4.1.a	Re-elect Ms. Anita Hauser	FOR	FOR	✓ 89.5%
4.1.b	Re-elect Mr. Michael Hauser	FOR	FOR	✓ 94.3%
4.1.c	Re-elect Mr. Martin Hirzel	FOR	FOR	✓ 95.2%
4.1.d	Re-elect Mr. Philip Mosimann as member and chairman of the board	FOR	FOR	✓ 93.0%
4.1.e	Re-elect Mr. Stefan Scheiber	FOR	FOR	✓ 99.7%
4.2	Elect Mr. Urs Kaufmann	FOR	FOR	✓ 95.6%
	Elections to the nomination and remuneration committee			
4.3	Re-elect Ms. Anita Hauser to the nomination and remuneration committee	FOR	FOR	✓ 81.3%
4.4	Elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 96.9%
4.5	Re-elect Law Office Keller AG as independent proxy	FOR	FOR	✓ 99.9%
4.6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 89.6% The audit firm has been in office for 39 years, which exceeds Ethos' guidelines.
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.4%
5.2	Advisory vote on the remuneration report	FOR	FOR	✓ 71.3%
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.3%
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7%
6	Amend articles of association			
6.1	Amend articles of association: Deletion of art. 3a	FOR	FOR	✓ 99.9%
6.2	Amend articles of association: Amendments to reflect the revised Swiss stock corporation law	FOR	FOR	✓ 99.9%
6.3	Amend articles of association: Editorial amendments	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
6.4	Amend articles of association: Adjustment of the restriction on transferability	FOR	FOR		✓ 99.9%
6.5	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 89.7%
6.6	Amend articles of association: Adjustment of the approval of compensations	FOR	FOR		✓ 99.5%
6.7	Amend articles of association: Introduction of the option to use electronic media	FOR	FOR		✓ 99.4%

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	✓ 99.8%	
2.2	Approve the statutory accounts	FOR	FOR	✓ 99.8%	
2.3	Approve the consolidated accounts	FOR	FOR	✓ 99.8%	
2.4	Receive the auditor's report	NON-VOTING	NON-VOTING		
3	Discharge board members				
3.1	Discharge Mr. Gaudenz F. Domenig	FOR	FOR	✓ 99.6%	
3.2	Discharge Mr. Marco Syfrig	FOR	FOR	✓ 99.5%	
3.3	Discharge Mr. Willy Hüppi	FOR	FOR	✓ 99.5%	
3.4	Discharge Ms. Michèle Novak-Moser	FOR	FOR	✓ 98.0%	
3.5	Discharge Ms. Nina Remmers	FOR	FOR	✓ 99.6%	
3.6	Discharge Mr. Diego Brüesch	FOR	FOR	✓ 99.3%	
4	Approve allocation of income and dividend				
4.1	Distribution of dividend from other capital contribution reserves	FOR	FOR	✓ 98.7%	
4.2	Distribution of dividend from capital contributions reserves	FOR	FOR	✓ 100.0%	
5	Elections to the board of directors				
5.1	Re-elect Mr. Gaudenz F. Domenig as board member and chairman	FOR	FOR	✓ 91.4%	
5.2	Re-elect Mr. Marco Syfrig	FOR	● OPPOSE	<p>He is not independent (board tenure of 15 years, former executive, consultancy fees) and the board independence is insufficient (33.3%).</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 84.3%
5.3	Re-elect Mr. Willy Hüppi	FOR	● OPPOSE	<p>He has been a member of the board for 17 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 17 years) and the board independence is insufficient (33.3%).</p>	✓ 89.5%
5.4	Re-elect Ms. Michèle Novak-Moser	FOR	FOR	✓ 96.0%	
5.5	Re-elect Ms. Nina Remmers	FOR	FOR	✓ 95.4%	
5.6	Re-elect Mr. Diego Brüesch	FOR	FOR	✓ 81.5%	

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		✓ 87.2%
6.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hüppi to the board of directors, Ethos cannot approve Mr. Hüppi to the committee.	✓ 82.3%
6.3	Re-elect Ms. Michèle Novak-Moser to the remuneration committee	FOR	FOR		✓ 92.9%
7	Re-elect Mr. Dieter R. Brunner as independent proxy	FOR	FOR		✓ 99.8%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 92.0%
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	● OPPOSE	The non-executive directors receive excessive consultancy fees.	✓ 84.9%
9.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.8%
9.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 85.5%
10.1	Amend articles of association	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 80.7%
10.2	Creation of a capital band	FOR	FOR		✓ 97.6%

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 100.0%
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
5.A	Elections to the board of directors			
5.A.1	Re-elect Dr. oec. Carole Ackermann	FOR	FOR	✓ 100.0%
5.A.2	Re-elect Mr. Peter Arnold	FOR	FOR	✓ 99.7%
5.A.3	Re-elect Ms. Brigitte Hauser-Süess	FOR	FOR	✓ 99.6%
5.A.4	Re-elect Mr. Paul-Marc Julen	FOR	FOR	✓ 99.7%
5.A.5	Re-elect Mr. Christoph Ott	FOR	FOR	✓ 99.4%
5.A.6	Re-elect Mr. Patrick Z'Brun	FOR	FOR	✓ 99.4%
5.B	Re-elect Mr. Patrick Z'Brun as board chairman	FOR	FOR	✓ 98.0%
5.C	Elections to the nomination and remuneration committee			
5.C.1	Re-elect Mr. Patrick Z'Brun to the nomination and remuneration committee	FOR	FOR	✓ 97.0%
5.C.2	Re-elect Dr. Carole Ackermann to the nomination and remuneration committee	FOR	FOR	✓ 98.3%
5.C.3	Re-elect Mr. Peter Arnold to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
5.D	Elect BDO AG as auditors	FOR	FOR	✓ 94.6%
5.E	Re-elect Ms. Chantal Carlen as independent proxy	FOR	FOR	✓ 99.9%
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 2023	FOR	FOR	✓ 95.0%
6.B	Binding prospective vote on the total remuneration of the executive management for 2023	FOR	FOR	✓ 94.8%
6.C	Binding prospective vote on the total remuneration of the board of directors for Q1 2024	FOR	FOR	✓ 96.2%
6.D	Binding prospective vote on the total remuneration of the executive management for Q1 2024	FOR	FOR	✓ 94.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Allocation of income and dividend			
2.1	Reclassification of reserves	FOR	FOR	✓ 99.8%
2.2	Approve allocation of income and dividend	FOR	FOR	✓ 98.1%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Dr. Heinz O. Baumgartner	FOR	FOR	✓ 100.0%
4.2	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.6%
4.3	Re-elect Dr. Matthias Auer	FOR	FOR	✓ 93.8%
4.4	Re-elect Ms. Inge Delobelle	FOR	FOR	✓ 97.7%
4.5	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 97.4%
4.6	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 95.4%
4.7	Elect Mr. Felix Schmidheiny	FOR	FOR	✓ 96.5%
4.8	Elect Ms. Eva Zauke	FOR	FOR	✓ 98.1%
5	Re-elect Dr. Heinz O. Baumgartner as board chairman	FOR	FOR	✓ 98.9%
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Urs Riedener to the remuneration committee	FOR	FOR	✓ 93.8%
6.2	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 93.6%
6.3	Elect Ms. Inge Delobelle to the remuneration committee	FOR	FOR	✓ 97.7%
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 94.2%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.5%
8	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 96.3%
9	Re-elect SILK Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
10	Amend articles of association			
10.1	Amend articles of association: virtual general meeting	FOR	● OPPOSE	✓ 92.4% The amendment allows the company to organise a virtual general meeting without any adequate justification.
10.2	Amend articles of association: remuneration	FOR	FOR	✓ 96.7%
10.3	Amend articles of association: options	FOR	FOR	✓ 96.8%



Item	Agenda	Board	Ethos		Result
10.4	Amend articles of association: communication to shareholders	FOR	FOR		✓ 96.9%
10.5	Amend articles of association: other amendments	FOR	● OPPOSE	<p>The amendment has a negative impact on the interests of the shareholders.</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p>	✓ 95.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
	Approve allocation of income and dividend				
1.1	Dividend out of retained earnings	FOR	FOR		✓ 99.7%
1.2	Dividend from capital contributions reserves	FOR	FOR		✓ 99.7%
2.1	Elections to the board of directors				
2.1.1	Elect Mr. Felix Sulzberger as member and chairman of the board	FOR	● OPPOSE	First appointment to the board. Mr. Sulzberger is 72 years old, which exceeds Ethos' guidelines.	✓ 86.4%
2.1.2	Re-elect Mr. Stefan Portmann	FOR	FOR		✓ 96.1%
2.1.3	Re-elect Ms. Laurence Bourdon-Tracol	FOR	FOR		✓ 98.5%
2.1.4	Re-elect Ms. Patricia Gandji	FOR	FOR		✓ 99.6%
2.1.5	Re-elect Mr. Gregor Greber	FOR	FOR		✓ 97.2%
2.1.6	Elect Mr. Allan Kellenberger	FOR	FOR		✓ 99.2%
2.1.7	Elect Mr. Eric Sibbern	FOR	FOR		✓ 92.6%
2.1.8	Elect Mr. Thomas Stöcklin	FOR	FOR		✓ 96.5%
2.2	Elections to the remuneration committee				
2.2.1	Elect Mr. Felix Sulzberger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Sulzberger to the board of directors, Ethos cannot approve Mr. Sulzberger to the committee.	✓ 86.0%
2.2.2	Elect Mr. Stefan Portmann to the remuneration committee	FOR	FOR		✓ 95.7%
3	Re-elect KPMG as auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.	✓ 73.8%
4	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR		✓ 98.6%
5	Discharge board members and executive management	FOR	FOR		✓ 99.4%
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration structure is not in line with Ethos' guidelines.	✓ 71.0%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.3%
6.3	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 82.4%

Item	Agenda	Board	Ethos		Result
6.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 85.1%
7	Advisory vote on the sustainability report	FOR	FOR		✓ 97.3%
8	Amend articles of association				
8.1	Amend articles of association: translation of the company name	FOR	FOR		✓ 99.4%
8.2	Amend articles of association: creation of a capital band	FOR	FOR		✓ 97.7%
8.3	Amend articles of association: mandatory amendments	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 86.1%
8.4	Amend articles of association: other amendments	FOR	FOR		✓ 98.9%

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	✓ 85.6%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.6%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Jörg Behrens	FOR	FOR	✓ 99.6%
5.1.2	Re-elect Mr. Marc Berg	FOR	FOR	✓ 97.6%
5.1.3	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 97.6%
5.1.4	Re-elect Mr. Alexander Finn	FOR	FOR	✓ 99.5%
5.1.4	Re-elect Ms. Susanne Klöss-Braekler	FOR	FOR	✓ 92.5%
5.1.6	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.5%
5.2	Elect Dr. Franco Morra	FOR	FOR	✓ 99.3%
5.3	Elect Dr. Franco Morra as board chairman	FOR	FOR	✓ 99.7%
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Ms. Susanne Klöss-Braekler to the nomination and remuneration committee	FOR	FOR	✓ 78.5%
5.4.2	Re-elect Mr. Marc Berg to the nomination and remuneration committee	FOR	FOR	✓ 92.3%
5.4.3	Re-elect Mr. Thomas Buess to the nomination and remuneration committee	FOR	FOR	✓ 92.3%
5.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 97.0%
5.6	Re-elect KPMG as auditors	FOR	FOR	✓ 98.0%
6	Amend to the articles of association			
6.1	Amend articles of association: Purpose	FOR	FOR	✓ 99.3%
6.2	Amend articles of association: Creation of a capital band	FOR	FOR	✓ 97.3%
6.3	Amend articles of association: General meeting	FOR	FOR	✓ 98.4%
6.4	Amend articles of association: Transfer restrictions	FOR	FOR	✓ 99.2%
6.5	Amend articles of association: Maximum tenure and corporate governance	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos	Result
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.0%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.7%

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.	✓ 100.0%
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.	✓ 100.0%
4	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
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.	✓ 100.0%
6	Re-elect Mr. Michel Réthoret	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓ 100.0%
7	Re-elect Ms. Laurence Duménil	FOR	FOR		✓ 100.0%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 100.0%
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.	✓ 100.0%
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.	✓ 100.0%
11	Re-elect PKF Certifica as auditors	FOR	FOR		✓ 100.0%
12	Re-elect Mr. André Magnenat as independent proxy	FOR	FOR		✓ 100.0%
	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 94.1%
2	Approve allocation of income and dividend	FOR	FOR		✓ 93.3%
3	Discharge board members and executive management	FOR	FOR		✓ 93.4%
4	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 90.8%
5	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	✓ 86.0%
6	Advisory vote on the remuneration report	FOR	FOR		✓ 89.5%
7	Amend articles of association: Conditional capital for compensation purposes	FOR	FOR		✓ 90.8%
8	Creation of a capital band	FOR	FOR		✓ 90.8%
9	Increase of the right to exclude preemptive rights to 20% of the capital	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.	✓ 76.5%
10	Amend articles of association: Bundled items	FOR	FOR		✓ 93.2%
11	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 82.9%
12	Elections to the board of directors				
12.1	Re-elect Mr. Daniel Frutig as board member and chairman	FOR	FOR		✓ 92.1%
12.2	Re-elect Mr. Konstantin Ryzhkov	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 86.5%
12.3	Re-elect Ms. Norma Corio	FOR	FOR		✓ 90.0%
12.4	Re-elect Ms. Denise Koopmans	FOR	FOR		✓ 91.2%
13	Elections to the remuneration committee				
13.1	Re-elect Mr. Daniel Frutig to the remuneration committee	FOR	FOR		✓ 91.5%
13.2	Re-elect Mr. Konstantin Ryzhkov to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ryzhkov to the board of directors, Ethos cannot approve Mr. Ryzhkov to the committee.	✓ 86.1%
14	Re-elect KPMG as auditors	FOR	FOR		✓ 94.1%
15	Re-elect Etude Athemis as independent proxy	FOR	FOR		✓ 94.1%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 94.7%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 89.1%
2	Discharge board members and executive management	FOR	● OPPOSE	The external auditors' report reveals serious deficiencies of the internal control system.  Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 90.9%
3.1	Approve allocation of income and dividend	FOR	FOR		✓ 94.8%
3.2	Distribution through capital reduction by way of par value reduction	FOR	FOR		✓ 94.7%
4	Amendments to the articles of association				
4.1	Amend articles of association: Shareholders' rights and general meeting	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 73.5%
4.2	Amend articles of association: Board of directors	FOR	FOR		✓ 94.6%
4.3	Amend articles of association: External mandates	FOR	FOR		✓ 94.6%
4.4	Amend articles of association: Compensation	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.  Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 90.8%
4.5.1	Amend articles of association: Editorial changes	FOR	FOR		✓ 94.6%
4.5.2	Board proposal not on the agenda: additional change to the articles of association	FOR	● OPPOSE	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	✓ 65.8%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Ahmed Mohamed Al Umar	FOR	FOR		✓ 93.3%



Item	Agenda	Board	Ethos		Result
5.1.2	Re-elect Dr. chem. Günter von Au	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (36.4%).  He is chairman of the remuneration committee, is not independent and the committee independence is insufficient.	✓ 90.1%
5.1.3	Re-elect Mr. Roberto Gualdoni	FOR	FOR		✓ 93.8%
5.1.4	Re-elect Mr. Thilo Mannhardt	FOR	FOR		✓ 94.6%
5.1.5	Re-elect Mr. Geoffery Merszei	FOR	● OPPOSE	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.	✓ 91.9%
5.1.6	Re-elect Dr. iur. Eveline Saupper	FOR	FOR		✓ 94.2%
5.1.7	Re-elect Ms. Naveena Shastri	FOR	FOR		✓ 94.2%
5.1.8	Re-elect Mr. Peter Steiner	FOR	● OPPOSE	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, in terms of business ethics or climate change risks.	✓ 83.5%
5.1.9	Re-elect Dr. Claudia Süßmuth Dyckerhoff	FOR	FOR		✓ 94.3%
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%).	✓ 90.3%
5.1.11	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 93.0%
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.	✓ 89.5%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 93.0%
5.3.2	Re-elect Ms. Naveena Shastri to the remuneration committee	FOR	FOR		✓ 92.3%
5.3.3	Re-elect Dr. Claudia Süßmuth Dyckerhoff to the remuneration committee	FOR	FOR		✓ 93.3%
5.3.4	Re-elect Mr. Konstantin Winterstein to the remuneration committee	FOR	FOR		✓ 92.0%

Item	Agenda	Board	Ethos		Result
5.4	Re-elect Dr. Balthasar Settelen as independent proxy	FOR	FOR		✓ 94.8%
5.5	Re-elect KPMG as auditors	FOR	FOR		✓ 94.7%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 92.0%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 89.4%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend			
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 H. Huber as board member and chairman	FOR	FOR	✓ 90.0%
4.1.2	Re-elect Mr. Jürgen Rauch	FOR	FOR	✓ 88.8%
4.1.3	Re-elect Dr. Astrid Waser	FOR	FOR	✓ 90.6%
4.1.4	Re-elect Prof. Dr. Roland Weiger	FOR	FOR	✓ 98.8%
4.1.5	Re-elect Prof. Dr. Allison Zwingenberger	FOR	FOR	✓ 92.8%
4.1.6	Elect Mr. Matthias Altendorf	FOR	FOR	✓ 95.6%
4.1.7	Elect Mr. Daniel Bühler	FOR	FOR	✓ 95.6%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Niklaus H. Huber to the remuneration committee	FOR	FOR	✓ 86.1%
4.2.2	Re-elect Prof. Dr. Roland Weiger to the remuneration committee	FOR	FOR	✓ 93.9%
4.2.3	Elect Prof. Dr. Allison Zwingenberger to the remuneration committee	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 86.5%
4.2.4	Elect Mr. Jürgen Rauch to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 86.5%
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	✓ 95.9%
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%
7.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 95.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.2%
4	Elections to the board of directors			
4.1	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 98.2%
4.2	Re-elect Mr. Patrick Jany	FOR	FOR	✓ 99.6%
4.3	Re-elect Mr. Heinz Kundert	FOR	FOR	✓ 97.2%
4.4	Re-elect Dr. Edeltraud Leibrock	FOR	FOR	✓ 99.4%
4.5	Re-elect Dr. Tosja Zywietz	FOR	FOR	✓ 99.2%
4.6	Elect Ms. Irene Lee	FOR	FOR	✓ 99.4%
4.7	Elect Mr. Paul Boudre	FOR	FOR	✓ 99.4%
4.8	Re-elect Mr. Heinz Kundert as board chairman	FOR	FOR	✓ 96.8%
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓ 96.1%
5.2	Elect Mr. Paul Boudre to the remuneration committee	FOR	FOR	✓ 99.0%
5.3	Elect Dr. Tosja Zywietz to the remuneration committee	FOR	FOR	✓ 98.8%
6	Elect HütteleLAW as independent proxy	FOR	FOR	✓ 99.7%
7	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	<p>✓ 81.4%</p> <p>The audit firm has been in office for 24 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>
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.4%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.3%
8.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 94.5%
8.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓ 82.5%</p> <p>The variable remuneration granted to the CEO does not allow confirmation of the link between pay and performance and is significantly higher than the variable remuneration paid in similar companies.</p>

Item	Agenda	Board	Ethos		Result
8.5	Advisory vote on the remuneration report	FOR	FOR		✓ 84.0%
9	Amend articles of association				
9.1	Introduction to the proposed amendments	NON-VOTING	NON-VOTING		
9.2	Creation of a capital band	FOR	FOR		✓ 98.5%
9.3	Create conditional capital for financing purposes	FOR	FOR		✓ 99.0%
9.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 83.7%
9.5	Amend articles of association: notifications to shareholders	FOR	FOR		✓ 99.4%
9.6	Amend articles of association: remuneration	FOR	● OPPOSE	The amendment has a negative impact on the governance of the company.	✓ 91.2%
9.7	Amend articles of association: editorial changes	FOR	FOR		✓ 98.7%
9.8	Amend articles of association: primacy of the German version	FOR	FOR		✓ 99.9%
9.9	Amend articles of association: deletion of articles 6 and 34	FOR	FOR		✓ 96.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
4	Increase conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓
6	Binding prospective vote on the total remuneration of the board of directors for 2024	FOR	● OPPOSE	The non-executive directors receive options.	✓
7	Increase the total remuneration of the executive management for 2022 and 2023	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓
8	Binding prospective vote on the total remuneration of the executive management for 2024	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 is also a permanent member of the executive management (CEO).	✓
9.2	Elect Mr. Christian Baillet	FOR	● OPPOSE	First appointment to the board. Mr. Baillet is 72 years old, which exceeds Ethos' guidelines.	✓
9.3	Re-elect Mr. Alain Blanc-Brude	FOR	● OPPOSE	He is 77 years old, which exceeds Ethos' guidelines.	✓
9.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	He has been a member of the board for 26 years, which exceeds Ethos' guidelines.  He is 86 years old, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 26 years) and the board independence is insufficient (25.0%).	✓

Item	Agenda	Board	Ethos		Result
9.5	Re-elect Mr. Christian Goecking	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> <p>He is not independent (board tenure of 26 years) and the board independence is insufficient (25.0%).</p>	✓
9.6	Re-elect Mr. Marco Illy	FOR	FOR		✓
9.7	Re-elect Mr. Robert Pennone	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> <p>He is not independent (board tenure of 26 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>	✓
9.8	Re-elect Mr. Eric Solvet	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (25.0%).</p>	✓
10	Re-elect Mr. Patrick Combes as board chairman	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Solvet to the board of directors, Ethos cannot approve Mr. Solvet 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	Re-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	Re-elect Mr. Robert Pennone as chairman of 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>	✓
13	Re-elect KPMG as auditors	FOR	FOR		✓
14	Elect Dr. Christophe Wilhelm 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 2022	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
4	Approve allocation of income	FOR	FOR		✓ 100.0%
5	Approve dividend from retained earnings	FOR	FOR		✓ 100.0%
6	Discharge board members	FOR	FOR		✓ 100.0%
7	Grant options to the board of directors	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 91.0%
8	Renewal of authorisation to issue shares				
8.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.	✓ 95.9%
8.ii	Approve renewal of authorisation to issue ordinary shares for employee participation	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.  The potential dilution is excessive.	✓ 93.0%
8.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.	✓ 92.4%
9	Authorise the board of directors to limit or exclude pre-emptive rights	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.	✓ 83.4%
10	Approve authorisation to buyback shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.5%
11	Re-elect BDO as auditors	FOR	FOR		✓ 100.0%
	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).	✓ 99.3%
13.i	Re-elect Mr. Mauro S. Ajani	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines.	✓ 94.3%
13.ii	Re-elect Mr. Dieter Enkelmann	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines.	✓ 84.2%
13.iii	Re-elect Dr. Maria Grazia Roncarolo	FOR	FOR		✓ 92.6%



Item	Agenda	Board	Ethos		Result
13.iv	Re-elect Mr. Kevin Donovan	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 92.4%
13.v	Re-elect Mr. David Maris	FOR	FOR		✓ 92.6%

Item	Agenda	Board	Ethos		Result
	Proposal made by a shareholder during the AGM: Conduct of a special investigation	OPPOSE	OPPOSE		✗ 3.6%
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 61.4%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 50.1%
2	Discharge board members and executive management	WITH-DRAWN	● OPPOSE	<p>ITEM 2 was not submitted to shareholder following the merger with UBS. Ethos initially recommended to OPPOSE for the following reasons:</p> <p>The external auditors' report reveals serious deficiencies of the internal control system.</p> <p>Legal proceedings have been instituted against the board of directors concerning the conduct of the company's affairs.</p> <p>Ethos strongly disagrees with the management of the company's affairs.</p> <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>There is a strong deterioration of the company's financial situation due to successive poor financial results.</p> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p>	–
3	Approve allocation of balance sheet result 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.	✓ 79.8%
4	Cancellation of conditional and conversion capital	FOR	FOR		✓ 62.4%
5.1	Amend articles of association: company purpose	FOR	FOR		✗ 59.0%
5.2	Amend articles of association: share capital	WITH-DRAWN	● FOR	This ITEM was not submitted to shareholder vote.	–
5.3	Creation of a capital band	FOR	FOR		✗ 57.5%
5.4	Amend articles of association: general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 52.0%

Item	Agenda	Board	Ethos	Result
5.5	Amend articles of association: board, remuneration and other changes	FOR	● OPPOSE	The amendment has a negative impact on the rights of the shareholders. ✓ 52.6%
6	Advisory vote on Credit Suisse's climate strategy	FOR	● OPPOSE	The report does not cover at least 90% of the indirect emissions from scope 3.  The company does not take adequate measures to reduce its CO2e emissions. ✓ 53.1%
7.1	Elections to the board of directors			
7.1.1	Re-elect Dr. Axel P. Lehmann as board member and chairman	FOR	FOR	✓ 55.7%
7.1.2	Re-elect Mr. Mirko Bianchi	FOR	FOR	✓ 52.4%
7.1.3	Re-elect Dr. Iris Bohnet	FOR	● OPPOSE	Ethos considers that given the bank's financial difficulties due to multiple controversies from the past and the planned takeover, the re-election of long serving board members should not be accepted. ✓ 51.8%
7.1.4	Re-elect Ms. Clare Brady	FOR	FOR	✓ 54.6%
7.1.5	Re-elect Mr. Christian Gellerstad	FOR	● OPPOSE	Ethos considers that given the bank's financial difficulties due to multiple controversies from the past and the planned takeover, the re-election of long serving board members should not be accepted. ✓ 50.0%
7.1.6	Re-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. ✓ 52.1%
7.1.7	Re-elect Dr. Shan Li	WITH-DRAWN	● OPPOSE	This ITEM was not submitted to shareholder vote. Ethos initially recommended to OPPOSE for the following reason:  Ethos considers that given the bank's financial difficulties due to multiple controversies from the past and the planned takeover, the re-election of long serving board members should not be accepted. -
7.1.8	Re-elect Ms. Seraina Macia	WITH-DRAWN	● OPPOSE	This ITEM was not submitted to shareholder vote. Ethos initially recommended to OPPOSE for the following reason:  Ethos considers that given the bank's financial difficulties due to multiple controversies from the past and the planned takeover, the re-election of long serving board members should not be accepted. -

Item	Agenda	Board	Ethos		Result
7.1.9	Re-elect Ms. Blythe S.J. Masters	WITH-DRAWN	● OPPOSE	This ITEM was not submitted to shareholder vote. Ethos initially recommended to OPPOSE for the following reason:  She has a major conflict of interest that is incompatible with his role as board member.	–
7.1.10	Re-elect Mr. Richard Henry Meddings	WITH-DRAWN	● OPPOSE	This ITEM was not submitted to shareholder vote. Ethos initially recommended to OPPOSE for the following reason:  Ethos considers that given the bank's financial difficulties due to multiple controversies from the past and the planned takeover, the re-election of long serving board members should not be accepted.	–
7.1.11	Re-elect Ms. Amanda Norton	FOR	FOR		✓ 55.9%
7.1.12	Re-elect Ms. Ana Paula Pessoa	WITH-DRAWN	● OPPOSE	This ITEM was not submitted to shareholder vote. Ethos initially recommended to OPPOSE for the following reason:  Ethos considers that given the bank's financial difficulties due to multiple controversies from the past and the planned takeover, the re-election of long serving board members should not be accepted.	–
7.2	Elections to the remuneration committee				
7.2.1	Re-elect Dr. Iris Bohnet to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. Bohnet to the board of directors, Ethos cannot approve Dr. oec. Bohnet to the committee.	✓ 51.0%
7.2.2	Re-elect Mr. Christian Gellerstad to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gellerstad to the board of directors, Ethos cannot approve Mr. Gellerstad to the committee.	✓ 51.2%
7.2.3	Re-elect Dr. Shan Li to the remuneration committee	WITH-DRAWN	● OPPOSE	This ITEM was not submitted to shareholder vote. Ethos initially recommended to OPPOSE for the following reasons:  As Ethos did not support the election of Dr. Li to the board of directors, Ethos cannot approve her to the committee.	–
7.2.4	Re-elect Ms. Amanda Norton to the remuneration committee	FOR	FOR		✓ 56.0%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 50.4%

Item	Agenda	Board	Ethos		Result
8.2.1	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.	✘ 48.4%
8.2.2	Binding prospective vote on a special long-term variable remuneration of the executive management	WITH-DRAWN	● OPPOSE	<p>ITEM 8.2.2 was not submitted to shareholder following the merger with UBS. Ethos initially recommended to OPPOSE for the following reason:</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	–
9.1	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✔ 64.0%
9.2	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✔ 63.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.5%
2	Approve allocation of income	FOR	FOR		✓ 97.0%
3	Discharge board members and executive management	FOR	FOR		✓ 93.3%
4	Amend articles of association				
4.1	Amend articles of association: Share capital and share register	FOR	FOR		✓ 95.8%
4.2	Amend articles of association: General meeting	WITH-DRAWN	● OPPOSE	<p>Prior to the general meeting, the board of directors decided to withdraw ITEM 4.2 as it would have been rejected by shareholders. Ethos initially recommended to OPPOSE for the following reason:</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p>	–
4.3	Amend articles of association: Virtual general meeting	WITH-DRAWN	● OPPOSE	<p>Prior to the general meeting, the board of directors decided to withdraw ITEM 4.3 as it would have been rejected by shareholders. Ethos initially recommended to OPPOSE for the following reason:</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	–
4.4	Amend articles of association: Board of directors and compensation	FOR	FOR		✓ 89.7%
4.5	Amend articles of association: Annual report and information	FOR	FOR		✓ 96.4%
	Creation of a capital band				
5	Creation of a capital band (main proposal)	FOR	FOR		✓ 90.1%
5.a	Further reduction of the lower capital band limit	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 80.2%
5.b	Extension of the validity period of the capital band	FOR	● OPPOSE	The authorisation under ITEM 5.a allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 80.1%
6	Increase conditional capital for the employees	FOR	FOR		✓ 82.6%
7	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 10% of the issued capital.	✓ 77.7%

Item	Agenda	Board	Ethos		Result
	Amend Articles of association: Limitation of the number of shares that can be issued without pre-emptive rights or subscription rights				
8	Limitation of the number of shares that can be issued without pre-emptive rights or subscription rights (main proposal)	FOR	FOR		✓ 91.1%
8.a	Extension of the validity period	FOR	FOR		✓ 94.2%
9	Amend articles of association: Prospective vote on long-term incentive plan	FOR	● OPPOSE	The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.	✓ 81.9%
10	Amend articles of association: Change of company name and registered office	FOR	FOR		✓ 96.3%
11	Elections to the board of directors				
11.1	Re-elect Mr. Walter Oberhänsli as board member and chairman	FOR	FOR		✓ 83.3%
11.2	Re-elect Prof. Dr. Andréa Belliger	FOR	FOR		✓ 96.1%
11.3	Re-elect Prof. Stefan Feuerstein	FOR	FOR		✓ 91.5%
11.4	Re-elect Ms. Rongrong Hu	FOR	FOR		✓ 95.1%
11.5	Re-elect Dr. Christian Mielsch	FOR	FOR		✓ 95.7%
11.6	Re-elect Mr. Florian Seubert	FOR	FOR		✓ 95.3%
12	Elections to the nomination and remuneration committee				
12.1	Re-elect Ms. Rongrong Hu to the nomination and remuneration committee	FOR	FOR		✓ 93.5%
12.2	Re-elect Mr. Walter Oberhänsli to the nomination and remuneration committee	FOR	FOR		✓ 84.0%
12.3	Re-elect Mr. Florian Seubert to the nomination and remuneration committee	FOR	FOR		✓ 93.7%
13	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓ 98.0%
14	Re-elect Ernst & Young 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.	✓ 81.7%
15.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 70.9%

Item	Agenda	Board	Ethos		Result
15.2	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.	✓ 78.7%
15.3	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> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 74.9%
15.4	Binding prospective vote on the long-term variable remuneration of the executive management for 2023	FOR	● OPPOSE	The information provided is insufficient.	✓ 75.1%
15.5	Binding prospective vote on the long-term variable remuneration of the executive management for 2024	FOR	● OPPOSE	The information provided is insufficient.	✓ 74.9%
15.6	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 90.5%



Item	Agenda	Board	Ethos	Result
1	Amendments to the articles of association	FOR	<p>● OPPOSE</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	<p>✓ 95.7%</p>

Item	Agenda	Board	Ethos		Result
	Background to the EGM				
1	Approve interim financial statements of DSM-Firmenich AG	FOR	FOR		✓ 98.9%
2	Approve dividend	FOR	FOR		✓ 100.0%
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.2%
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 97.0%
4.1	Amend articles of association: approval of important transactions by shareholders	FOR	FOR		✓ 94.2%
4.2	Amend articles of association: information on the identity of shareholders	FOR	FOR		✓ 93.3%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 85.1%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.6%
4	Amendments to the articles of association				
4.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.8%
4.2	Creation of a capital band	FOR	FOR		✓ 98.1%
4.3	Increase capital for the conversion of convertible bonds	FOR	FOR		✓ 97.9%
4.4	Amend articles of association: Shares	FOR	FOR		✓ 99.8%
4.5	Amend articles of association: General meeting	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 87.4%
4.6	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 95.0%
4.7	Amend articles of association: Board of directors, remuneration and mandates	FOR	FOR		✓ 99.6%
4.8	Amend articles of association: Maximum size fo the board	FOR	FOR		✓ 99.5%
5	Elections to the board of directors				
5.1	Re-elect Mr. Juan Carlos Torres Carretero as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 96.8%
5.2.1	Re-elect Dr. oec. Xavier Bouton	FOR	FOR		✓ 98.5%
5.2.2	Re-elect Mr. Alessandro Benetton	FOR	FOR		✓ 99.8%
5.2.3	Re-elect Ms. Heekyung Jo Min	FOR	FOR		✓ 97.2%
5.2.4	Re-elect Mr. Enrico Laghi	FOR	● OPPOSE	He does not offers guarantees of irreproachable activities and attitude.	✓ 98.2%
5.2.5	Re-elect Mr. Luis Maroto Camino	FOR	FOR		✓ 99.7%
5.2.6	Re-elect Mr. Joaquín Moya-Angeler Cabrera	FOR	FOR		✓ 98.2%
5.2.7	Re-elect Mr. Ranjan Sen	FOR	FOR		✓ 99.7%
5.2.8	Re-elect Ms. Mary J. Steele Guilfoile	FOR	FOR		✓ 99.7%
5.2.9	Re-elect Ms. Lynda Tyler-Cagni	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
5.2.10	Re-elect Ms. Eugenia M. Ulasewicz	FOR	FOR		✓ 99.6%
5.3	Elect Mr. Sami Kahale	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 98.1%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Enrico Laghi to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Laghi to the board of directors, Ethos cannot approve Mr. Laghi to the committee.	✓ 98.0%
6.2	Re-elect Mr. Luis Maroto Camino to the remuneration committee	FOR	FOR		✓ 97.2%
6.3	Re-elect Mr. Joaquín Moya-Angeler Cabrera to the remuneration committee	FOR	FOR		✓ 95.9%
6.4	Re-elect Ms. Eugenia M. Ulasewicz to the remuneration committee	FOR	FOR		✓ 97.1%
7	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.9%
8	Re-elect Altenburger Ltd. legal + tax as independent proxy	FOR	FOR		✓ 99.7%
9.1	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.	✓ 97.2%
9.2	Binding prospective vote on the total remuneration of the executive management for 2023	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>	✓ 96.4%
9.3	Binding prospective vote on the total remuneration of the executive management for 2024	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>	✓ 96.4%

Item	Agenda	Board	Ethos		Result
1	Welcome	NON-VOTING	NON-VOTING		
2	Reporting on the 2022 financial year	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7%
4	Approve allocation of income and dividend				
4.1	Approve allocation of income	FOR	FOR		✓ 99.3%
4.2	Approve dividend out of capital contributions reserves	FOR	FOR		✓ 99.2%
5	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 94.8%
6	Elections to the board of directors				
6.1	Re-elect Mr. Horst Mahmoudi as board member and chairman	FOR	● OPPOSE	He has permanent operational functions (CEO).	✓ 94.0%
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.	✓ 94.4%
6.2.2	Re-elect Mr. Reto Klotz	FOR	FOR		✓ 95.7%
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.	✓ 96.3%
6.2.4	Re-elect Mr. Marc Klingelfuss	FOR	FOR		✓ 96.6%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Fulvio Micheletti to the nomination and 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.	✓ 90.5%
7.2	Re-elect Mr. Reto Klotz to the nomination and remuneration committee	FOR	FOR		✓ 96.7%
7.3	Re-elect Mr. José Luis Chorro Lopez to the nomination and 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.	✓ 95.8%
8	Re-elect BDO as auditors	FOR	FOR		✓ 98.0%
9	Re-elect Mr. Christoph Lerch as independent proxy	FOR	FOR		✓ 99.3%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 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.  The remuneration structure is not in line with Ethos' guidelines.	✓ 90.4%
3	Reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
4.1	Approve allocation of income	FOR	FOR		✓ 100.0%
4.2	Dividend by way of distribution out of capital contribution reserves	FOR	FOR		✓ 100.0%
5	Discharge board members and executive management	FOR	FOR		✓ 99.9%
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.	✓ 96.6%
6.2	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.	✓ 91.6%
6.3	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.	✓ 90.6%
6.4	Binding prospective vote on the long-term 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.	✓ 90.0%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Emmanuel L. Bussetil	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.	✓ 96.6%
7.1.2	Re-elect Mr. Alexander Classen	FOR	FOR		✓ 100.0%
7.1.3	Re-elect Mr. Boris F. J. Collardi	FOR	FOR		✓ 98.9%
7.1.4	Re-elect Mr. Roberto Isolani	FOR	FOR		✓ 99.2%
7.1.5	Re-elect Dr. John Spiro Latsis	FOR	FOR		✓ 99.6%
7.1.6	Re-elect Mr. Carlo M. Lombardini	FOR	FOR		✓ 99.7%
7.1.7	Re-elect Dr. Périclès-Paul Petalas	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.  He is 80 years old, which exceeds Ethos' guidelines.	✓ 97.4%
7.1.8	Re-elect Mr. Stuart M. Robertson	FOR	FOR		✓ 100.0%
7.1.9	Re-elect Dr. Bernd-Albrecht von Maltzan	FOR	FOR		✓ 97.0%

Item	Agenda	Board	Ethos		Result
7.1.10	Re-elect Ms. Amy Yok Tak Yip	FOR	FOR		✓ 99.9%
7.1.11	Elect Ms. Maria Leistner	FOR	FOR		✓ 99.7%
7.1.12	Elect Mr. Philip Lofts	FOR	FOR		✓ 99.7%
7.2	Re-elect Mr. Alexander Classen as board chairman	FOR	FOR		✓ 100.0%
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Bussetil to the board of directors, Ethos cannot approve Mr. Bussetil to the committee.	✓ 92.8%
8.2	Re-elect Dr. Bernd-Albrecht von Maltzan to the nomination and remuneration committee	FOR	FOR		✓ 93.2%
8.3	Elect Mr. Alexander Classen to the nomination and remuneration committee	FOR	FOR		✓ 99.9%
8.4	Elect Mr. Boris F. J. Collardi to the nomination and remuneration committee	FOR	FOR		✓ 92.7%
8.5	Elect Mr. Roberto Isolani to the nomination and remuneration committee	FOR	FOR		✓ 94.0%
9	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR		✓ 100.0%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.0%
11	Amend articles of association				
11.1	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓ 83.7%
11.2	Amend articles of association: Conditional capital	FOR	FOR		✓ 99.5%
11.3	Amend articles of association: Share transfer restrictions	FOR	FOR		✓ 99.6%
11.4	Amend articles of association: Shareholder rights and general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.7%
11.5	Amend articles of association: Board of directors	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
11.6	Amend articles of association: Compensation	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 97.7%



Item	Agenda	Board	Ethos		Result
1	Amend articles of association				
1.1	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 99.3%
1.2	Amend articles of association: Communication to shareholders	FOR	FOR		✓ 99.8%
1.3	Amend articles of association: General changes	FOR	FOR		✓ 99.8%
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2.2	Advisory vote on the remuneration report	FOR	FOR		✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Discharge board members and executive management	FOR	FOR		✓ 99.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.8%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.8%
6	Elections to the board of directors				
6.1	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.6%
6.2	Re-elect Mr. Walter Häusermann	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 19 years) and the board independence is insufficient (20.0%).	✓ 99.2%
6.3	Re-elect Mr. Peter Hotz	FOR	FOR		✓ 99.5%
6.4	Re-elect Mr. Fred Ruegg	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (20.0%).  He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 99.3%
6.5	Re-elect Mr. Bruno Cathomen	FOR	FOR		✓ 99.7%
6.6	Re-elect Mr. Martin Wipfli as board chairman	FOR	FOR		✓ 99.6%
7	Elections to the remuneration committee				
7.2	Elect Mr. Bruno Cathomen to the remuneration committee	FOR	FOR		✓ 99.7%
7.1	Re-elect Mr. Fred Ruegg to the 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.	✓ 99.3%

Item	Agenda	Board	Ethos	Result
8	Re-elect MLL Meyerlustenberger Lachenal Froriep as independent proxy	FOR	FOR	✓ 99.8%
9	Elect BDO AG as new auditors	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Discharge board members	FOR	FOR	✓ 99.8%
3	Approve allocation of income and dividend	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	FOR	✓ 97.9%
4.2	Binding prospective vote on the total remuneration of the agricultural committee	FOR	FOR	✓ 99.4%
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.2%
4.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 88.7%
5.1-5.2	Elections to the board of directors			
5.1.1	Re-elect Ms. Monique Bourquin	FOR	FOR	✓ 98.2%
5.1.2	Re-elect Mr. Dominik Bürgy	FOR	FOR	✓ 99.5%
5.1.3	Re-elect Mr. Thomas Grüter	FOR	FOR	✓ 95.5%
5.1.4	Re-elect Ms. Christina Johansson	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 94.9%
5.1.5	Re-elect Mr. Hubert Muff	FOR	FOR	✓ 98.8%
5.1.6	Re-elect Ms. Diana Strebel	FOR	FOR	✓ 99.8%
5.1.7	Re-elect Mr. Werner Weiss	FOR	FOR	✓ 98.4%
5.2.1	Elect Mr. Urs Riedener as board member and chairman	FOR	FOR	✓ 92.9%
5.2.1	Elect Ms. Nadja Lang	FOR	FOR	✓ 99.5%
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Ms. Monique Bourquin to the nomination and remuneration committee	FOR	FOR	✓ 96.1%
5.3.2	Re-elect Mr. Thomas Grüter to the nomination and remuneration committee	FOR	FOR	✓ 90.9%
5.3.3	Elect Mr. Urs Riedener to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former CEO) and the committee does not include at least 50% independent members. ✓ 87.8%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8%
7	Re-elect Mr. Pascal Engelberger as independent proxy	FOR	FOR	✓ 99.9%
8.1	Articles of association (bundled items)	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
8.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.0%
8.3	Articles of association: remuneration and external mandates	FOR	FOR		✓ 99.6%

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>✓ 89.9%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
	Approve allocation of balance sheet result and dividend			
3	Allocation of balance sheet result	FOR	FOR	✓ 100.0%
4	Dividend from capital contributions reserves	FOR	FOR	✓ 100.0%
5	Discharge board members and executive management	FOR	FOR	✓ 100.0%
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Ron Greenbaum	FOR	FOR	✓ 99.6%
6.1.2	Re-elect Dr. Stefan Breitenstein	FOR	FOR	✓ 99.8%
6.1.3	Re-elect Mr. Andreas Schneiter	FOR	FOR	✓ 100.0%
6.1.4	Re-elect Ms. Leta Bolli Kennel	FOR	FOR	✓ 100.0%
6.2	Re-elect Mr. Ron Greenbaum as board chairman	FOR	FOR	✓ 97.2%
6.3	Elections to the nomination and remuneration committee			
6.3.1	Re-elect Dr. Stefan Breitenstein to the nomination and remuneration committee	FOR	FOR	✓ 97.4%
6.3.2	Re-elect Mr. Ron Greenbaum to the nomination and remuneration committee	FOR	FOR	✓ 95.7%
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	● OPPOSE	<p>✓ 92.8%</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>
8	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR	✓ 100.0%
9	Re-elect KPMG as auditors	FOR	FOR	✓ 100.0%
10	Amend articles of association			

Item	Agenda	Board	Ethos		Result
10.1	Amend articles of association: conditional capital	FOR	FOR		✓ 100.0%
10.2	Amend articles of association: creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 92.4%
10.3	Amend articles of association: share register	FOR	FOR		✓ 100.0%
10.4	Amend articles of association: general meeting and board of directors	FOR	FOR		✓ 98.7%
10.5	Amend articles of association: remuneration	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.  Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 92.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.9%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 88.3%
3	Discharge board members and executive management	FOR	FOR		✓ 97.6%
4	Approve allocation of balance sheet result	FOR	FOR		✓ 98.9%
5	Consolidation of shares				
5.1	Approve ordinary capital increase	FOR	FOR		✓ 95.9%
5.2	Approve consolidation of shares	FOR	FOR		✓ 96.1%
5.3	Amendment of the provisions on conditional capital	FOR	FOR		✓ 95.3%
6	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 96.7%
7	Elections to the board of directors				
7.1.1	Re-elect Dr. Beat In-Albon	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 93.9%
7.1.2	Re-elect Mr. Stephan Schindler	FOR	FOR		✓ 89.3%
7.1.3	Re-elect Dr. Christoph Breucker	FOR	FOR		✓ 97.4%
7.1.4	Re-elect Mr. Andreas Pfluger	FOR	FOR		✓ 97.5%
7.1.5	Re-elect Mr. Andreas Weigelt	FOR	FOR		✓ 97.6%
7.2	Elect Mr. Stephan Schindler as board chairman	FOR	FOR		✓ 88.7%
7.3	Elections to the remuneration committee				
7.3.1	Re-elect Dr. Christoph Breucker to the remuneration committee	FOR	FOR		✓ 97.1%
7.3.2	Re-elect Mr. Andreas Pfluger to the remuneration committee	FOR	FOR		✓ 97.1%
7.4	Re-elect Mazars as auditors	FOR	FOR		✓ 98.7%
7.5	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR		✓ 99.4%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 91.1%
9	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 90.9%

Item	Agenda	Board	Ethos		Result
10	Amendments to the articles of association				
10.1	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓ 84.6%
10.2	Amend articles of association: Other amendments	FOR	FOR		✓ 96.3%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
2	Approve allocation of income and dividend				
2.a	Approve dividend from retained earnings	FOR	FOR		✓ 99.6%
2.b	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.6%
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.a	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.  The non-executive directors receive variable remuneration.	✓ 91.1%
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 91.7%
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Alexander von Witzleben	FOR	● OPPOSE	He holds an excessive number of mandates.  He has been a member of the board for 25 years, which exceeds Ethos' guidelines.  He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 93.9%
5.a.2	Re-elect Dr. Marcus Bollig	FOR	FOR		✓ 99.6%
5.a.3	Re-elect Mr. Norbert Indlekofer	FOR	FOR		✓ 98.7%
5.a.4	Re-elect Mr. Heinz Loosli	FOR	FOR		✓ 99.4%
5.b	Re-elect Mr. Alexander von Witzleben as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, Ethos cannot approve Mr. von Witzleben as chairman.	✓ 92.0%
5.c	Elections to the remuneration and nomination committee				
5.c.1	Re-elect Mr. Alexander von Witzleben to the remuneration and nomination 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.	✓ 91.8%
5.c.2	Elect Mr. Norbert Indlekofer to the remuneration and nomination committee	FOR	FOR		✓ 98.7%
5.d	Re-elect COT Treuhand AG as independent proxy	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos		Result
5.e	Re-elect KPMG as auditors	FOR	FOR		✓ 98.0%
6	Amend articles of association				
6.1	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.6%
6.2	Amend articles of association: company purpose	FOR	● OPPOSE	The company fails to provide sufficient information to enable the shareholders to assess the impact of the amendment on their interests.	✓ 98.8%
6.3	Creation of a capital band	FOR	FOR		✓ 99.1%
6.4	Create conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 97.6%
6.5	Amend articles of association: other amendments	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 98.7%

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	✓ 99.9%
4	Advisory vote on the remuneration report	FOR	FOR	✓ 89.7%
5	Discharge board members	FOR	FOR	✓ 95.5%
6	Approve allocation of income and dividend			
6.a	Approve dividend from retained earnings	FOR	FOR	✓ 100.0%
6.b	Approve dividend from capital contributions reserves	FOR	FOR	✓ 92.6%
7.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3%
7.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.1%
8.a	Elections to the board of directors			
8.a.1	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	✓ 99.6%
8.a.2	Re-elect Mr. Josef Felder	FOR	FOR	✓ 95.2%
8.a.3	Re-elect Mr. Stephan Gemkow	FOR	FOR	✓ 99.9%
8.a.4	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 87.7%
8.a.5	Elect Ms. Claudia Pletscher	FOR	FOR	✓ 87.2%
8.b	Elect Mr. Josef Felder as board chairman	FOR	FOR	✓ 94.2%
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	✓ 90.3%
8.c.2	Re-elect Mr. Guglielmo L. Brentel to the nomination and remuneration committee	FOR	FOR	✓ 98.3%
8.c.3	Elect Mr. Josef Felder to the nomination and remuneration committee	FOR	FOR	✓ 96.8%
8.c.4	Elect Ms. Claudia Pletscher to the nomination and remuneration committee	FOR	FOR	✓ 89.1%
8.d	Re-elect Ms. Marianne Sieger as independent proxy	FOR	FOR	✓ 100.0%
8.e	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.8%
9	Amendments to the articles of association			

Item	Agenda	Board	Ethos		Result
9.a	Amend articles of association: Share capital	FOR	FOR		✓ 97.4%
9.b	Amend articles of association: General Meeting	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 70.3%
9.c	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 89.8%
9.d	Amend articles of association: Board of directors and remuneration	FOR	FOR		✓ 94.9%

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	✓ 99.7%
3	Approve dividend out of capital contribution reserves	FOR	FOR	✓ 99.7%
4	Discharge board members and executive management	FOR	FOR	✓ 99.6%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Andreas Spahni as member and chairman of the board	FOR	FOR	✓ 87.0%
5.1.2	Re-elect Mr. Frédéric de Boer	FOR	FOR	✓ 96.6%
5.1.3	Re-elect Mr. Niels Roefs	FOR	FOR	✓ 99.5%
5.1.4	Re-elect Mr. Hadrian Rosenberg	FOR	FOR	✓ 99.5%
5.1.5	Re-elect Mr. Herbert Stoop	FOR	FOR	✓ 99.5%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Niels Roefs to the remuneration committee	FOR	FOR	✓ 99.5%
5.2.2	Re-elect Mr. Hadrian Rosenberg to the remuneration committee	FOR	FOR	✓ 99.5%
5.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.7%
5.4	Re-elect Mr. Stephan Huber as independent proxy	FOR	FOR	✓ 99.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.3%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.3%
6.3	Advisory vote on the remuneration report	FOR	FOR	✓ 96.4%
7	Amend articles of association			
7.1	Amend articles of association: mandatory adaptations	FOR	FOR	✓ 99.6%
7.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	✓ 71.2% The amendment allows the company to organise a virtual general meeting without any adequate justification.
7.3	Amend articles of association: Inclusion of nationality in the share register	FOR	FOR	✓ 99.6%
7.4	Amend articles of association: other articles	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
2	Discharge board members and executive management	FOR	FOR	✓ 99.0%
3	Approve allocation of income and dividend			
3.1	Approve dividend from retained earnings	FOR	FOR	✓ 99.7%
3.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.8%
4	Advisory vote on the remuneration report	FOR	FOR	✓ 90.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.4%
6.1	Amend articles of association: company purpose	FOR	FOR	✓ 99.5%
6.2	Amend articles of association: board	FOR	FOR	✓ 99.5%
6.3	Amend articles of association: bundled items	FOR	FOR	✓ 94.3%
6.4	Amend articles of association: remuneration	FOR	● OPPOSE	✓ 88.8% The amendment has a negative impact on the interests of the shareholders.
7.1	Elections to the board of directors			
7.1.a	Re-elect Dr. Markus R. Neuhaus as board member	FOR	FOR	✓ 98.8%
7.1.b	Elect Dr. Markus R. Neuhaus as board chairman	FOR	FOR	✓ 98.7%
7.1.c	Re-elect Mr. Bertrand Jungo	FOR	FOR	✓ 99.3%
7.1.d	Re-elect Ms. Pascale Bruderer	FOR	FOR	✓ 99.0%
7.1.e	Re-elect Ms. Judith Meier	FOR	FOR	✓ 98.6%
7.1.f	Re-elect Dr. Andreas Walde	FOR	FOR	✓ 98.1%
7.1.g	Elect Prof. Dr. Solange Peters	FOR	FOR	✓ 99.3%
7.1.h	Elect Mr. Jörg Zulauf	FOR	FOR	✓ 99.1%
7.2	Elections to the remuneration committee			
7.2.a	Re-elect Dr. Andreas Walde to the remuneration committee	FOR	FOR	✓ 97.5%
7.2.b	Elect Mr. Bertrand Jungo to the remuneration committee	FOR	FOR	✓ 98.8%
7.2.c	Elect Ms. Pascale Bruderer to the remuneration committee	FOR	FOR	✓ 98.5%
7.2.d	Elect Prof. Dr. Solange Peters to the remuneration committee	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos	Result
7.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR	✓ 99.8%
7.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 84.8%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 92.4%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 82.0%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 92.8%
3	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.  There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 71.4%
4.1	Amend articles of association: shares	FOR	FOR		✓ 81.8%
4.2	Amend articles of association: general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 75.1%
4.3	Amend articles of association: board and remuneration	FOR	FOR		✓ 93.9%
4.4	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 88.1%
5	Elections to the board of directors				
5.1	Re-elect Mr. David J. Jacob as board member and chairman	FOR	FOR		✓ 78.6%
5.2	Re-elect Ms. Katia Coudray	FOR	FOR		✓ 77.8%
5.3	Re-elect Ms. Jacqui Irvine	FOR	FOR		✓ 78.8%
5.4	Re-elect Mr. Frank Kuhnke	FOR	FOR		✓ 78.8%
5.5	Re-elect Ms. Monika Machon	FOR	FOR		✓ 76.0%
5.6	Re-elect Ms. Nancy Mistretta	FOR	FOR		✓ 78.8%
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Katia Coudray to the remuneration committee	FOR	FOR		✓ 77.2%
6.2	Re-elect Ms. Jacqui Irvine to the remuneration committee	FOR	FOR		✓ 78.6%
6.3	Re-elect Ms. Nancy Mistretta to the remuneration committee	FOR	FOR		✓ 78.6%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 70.7%
7.2	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.	✓ 70.3%
8	Re-elect KPMG as auditors	FOR	FOR		✓ 91.8%
9	Re-elect Mr. Tobias Rohner as independent proxy	FOR	FOR		✓ 93.0%



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	✓ 100.0%
3	Discharge board members	FOR	FOR	✓ 98.7%
4	Amend articles of association			
4.1	Amend articles of association: mandatory amendments	FOR	FOR	✓ 99.3%
4.2	Amend articles of association: editorial amendments	FOR	FOR	✓ 99.7%
4.3	Amend articles of association: company purpose	FOR	FOR	✓ 99.4%
4.4	Amend articles of association: nominee registration	FOR	FOR	✓ 99.3%
4.5	Amend articles of association: electronic means of communication	FOR	FOR	✓ 99.1%
4.6	Amend articles of association: mandatory age limit for board members	FOR	FOR	✓ 97.3%
4.7	Amend articles of association: quorum for board meetings	FOR	FOR	✓ 99.4%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Albert M. Bæhny as member and chairman of the board	FOR	FOR	✓ 83.0%
5.1.2	Re-elect Mr. Thomas Bachmann	FOR	FOR	✓ 96.8%
5.1.3	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 95.2%
5.1.4	Re-elect Dr. Werner Karlen	FOR	FOR	✓ 96.4%
5.1.5	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 98.8%
5.1.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 93.1%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 92.5%
5.2.2	Re-elect Mr. Thomas Bachmann to the remuneration committee	FOR	FOR	✓ 96.4%
5.2.3	Re-elect Dr. Werner Karlen to the remuneration committee	FOR	FOR	✓ 96.2%
6	Re-elect hba Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 100.0%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.                     ✓ 82.3%
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.                     ✓ 87.1%

Item	Agenda	Board	Ethos		Result
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
8.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.2%
9	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7%
10	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 91.0%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 84.8%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.6%
4.1	Amend articles of association (bundled items)	FOR	FOR	✓ 92.4%
4.2	Creation of a capital band	FOR	FOR	✓ 95.7%
4.3	Amend articles of association: virtual general meeting	FOR	● OPPOSE	✓ 71.0% The amendment allows the company to organise a virtual general meeting without any adequate justification.
5	Elections to the board of directors			
5.1	Re-elect Dr. Hubert Achermann	FOR	FOR	✓ 99.4%
5.2	Re-elect Dr. Peter Hackel	FOR	FOR	✓ 99.8%
5.3	Re-elect Mr. Roger Michaelis	FOR	FOR	✓ 99.3%
5.4	Re-elect Dr. Eveline Saupper	FOR	FOR	✓ 99.5%
5.5	Re-elect Ms. Ayano Senaha	FOR	FOR	✓ 99.7%
5.6	Re-elect Mr. Yves Serra	FOR	FOR	✓ 97.1%
5.7	Elect Ms. Monica de Virgiliis	FOR	FOR	✓ 81.1%
5.8	Elect Ms. Michelle Wen	FOR	FOR	✓ 99.5%
6.1	Re-elect Mr. Yves Serra as board chairman	FOR	FOR	✓ 97.3%
6.2	Elections to the remuneration committee			
6.2.1	Re-elect Mr. Roger Michaelis to the remuneration committee	FOR	FOR	✓ 98.7%
6.2.2	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 97.7%
6.2.3	Elect Ms. Michelle Wen to the remuneration committee	FOR	FOR	✓ 98.9%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.9%
8	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.1%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.8%
10	Re-elect weber, schaub & partner AG as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report and financial statements	FOR	FOR		✓ 99.6%
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.3%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.5%
4	Discharge board members, the executive management and the auditors	FOR	FOR		✓ 99.5%
5	Amend articles of association				
5.1	Creation of a capital band	FOR	FOR		✓ 96.5%
5.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.9%
5.3	Amend articles of association: independent proxy	FOR	FOR		✓ 99.1%
5.4	Amend articles of association: other amendments	FOR	FOR		✓ 99.0%
6	Elections to the board of directors				
6.1	Re-elect Mr. Martin Leutenegger as member and chairman of the board	FOR	FOR		✓ 99.1%
6.2	Re-elect Mr. Benjamin Mühlemann (representative of the Canton)	FOR	FOR		✓ 98.9%
6.3	Re-elect Dr. Urs P. Gnos	FOR	FOR		✓ 98.8%
6.4	Re-elect Mr. Rudolf Stäger	FOR	● OPPOSE	He is chairman of the nomination committee, is not independent and the committee independence is insufficient.	✓ 97.5%
6.5	Re-elect Ms. Sonja Stirnimann	FOR	FOR		✓ 99.2%
6.6	Re-elect Dr. Dominic Rau	FOR	FOR		✓ 99.2%
6.7	Re-elect Dr. Konrad Heinrich Marti	FOR	FOR		✓ 99.5%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.1%
8	Elect Mr. Giuseppe Mongiovi as independent proxy	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Attendance announcement of the AGM	NON-VOTING	NON-VOTING		
2	Approve minutes of the 2022 AGM	FOR	FOR		✓ 99.8%
3	Present financial statements and accounts 2022	NON-VOTING	NON-VOTING		
4	Present auditors report	NON-VOTING	NON-VOTING		
5.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
5.2	Approve allocation of income and dividend	FOR	FOR		✓ 98.1%
5.3	Discharge board members and executive management	FOR	FOR		✓ 52.8%
6	Amend articles of association				
6.1	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 56.3%
6.2	Amend articles of association: mandatory amendments	FOR	FOR		✓ 61.7%
6.3	Amend articles of association: editorial amendments	FOR	FOR		✓ 61.4%
7.1	Advisory vote on the remuneration report	FOR	FOR		✓ 61.5%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 61.0%
7.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.3%
7.3.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.2%
8.1	Elections to the board of directors				
8.1.1	Re-elect Mr. Pierre-Marcel Revaz as member and chairman of the board	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.  The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.	✓ 53.9%
8.1.2	Re-elect Ms. Céline Amaudruz	FOR	FOR		✓ 99.5%
8.1.3	Re-elect Mr. Olivier Schucht	FOR	FOR		✓ 75.0%
8.1.4	Re-elect Mr. Emmanuel Séquin	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.	✓ 61.0%
8.1.5	Re-elect Mr. François Sunier	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines.	✓ 55.5%

Item	Agenda	Board	Ethos		Result
8.2	Shareholder resolution: elect Mr. Karl Zeller	OPPOSE	OPPOSE		✓ 52.9%
9	Elections to the remuneration committee				
9.1	Re-elect Ms. Céline Amaudruz to the remuneration committee	FOR	FOR		✓ 99.6%
9.2	Re-elect Mr. Pierre-Marcel Revaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Revaz to the board of directors, Ethos cannot approve Mr. Revaz to the committee.	✓ 56.7%
9.3	Re-elect Mr. Emmanuel Séquin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Séquin to the board of directors, Ethos cannot approve Mr. Séquin to the committee.	✓ 97.4%
10	Re-elect Mr. Cyrille Bugnon as independent proxy	FOR	FOR		✓ 64.1%
11	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.	✓ 63.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income	FOR	FOR		✓ 99.4%
3	Discharge board members and executive management	FOR	FOR		✓ 99.8%
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.	✓ 91.4%
4.2.1	Re-elect Dr. iur. Stefan Breitenstein	FOR	FOR		✓ 87.4%
4.2.2	Re-elect Dr. Bettina Gerharz-Kalte	FOR	FOR		✓ 88.3%
4.2.3	Re-elect Mr. Niklaus H. Huber	FOR	FOR		✓ 95.1%
4.2.4	Re-elect Mr. Philippe Royer	FOR	FOR		✓ 94.5%
4.2.5	Re-elect Mr. Andreas Evertz	FOR	FOR		✓ 97.8%
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Dr. Bettina Gerharz-Kalte to the nomination and remuneration committee	FOR	FOR		✓ 87.5%
4.3.2	Re-elect Mr. Niklaus H. Huber to the nomination and remuneration committee	FOR	FOR		✓ 93.5%
4.3.3	Re-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.	✓ 91.0%
4.3.4	Elect Mr. Philippe Royer to the nomination and remuneration committee	FOR	FOR		✓ 94.0%
4.4	Re-elect Brunner Knobel Attorneys-at-law as independent proxy	FOR	FOR		✓ 99.9%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.	✓ 77.4%
5	Amendments to the articles of association				
5.1	Amend articles of association: General meeting	FOR	FOR		✓ 99.7%
5.2	Amend articles of association: Voting procedure	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
5.3	Amend articles of association: Deletion of individual performance criteria for the variable remuneration	FOR	FOR		✓ 99.4%
5.4	Amend articles of association: Electronic notification	FOR	FOR		✓ 99.5%
5.5	Amend articles of association: Formal amendments	FOR	FOR		✓ 99.7%
6	Advisory vote on the remuneration report	FOR	FOR		✓ 89.7%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.8%
8	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 93.8%
9	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.3%



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	✓ 90.9%
2	Discharge board members and executive management	FOR	FOR	✓ 99.6%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4	Elections to the board of directors			
4.1	Re-elect Dr. Thomas Schmuckli as board member and as chairman	FOR	FOR	✓ 98.9%
4.2.1	Re-elect Dr. Hans Künzle	FOR	FOR	✓ 97.2%
4.2.2	Elect Dr. René Cotting	FOR	FOR	✓ 98.5%
4.2.3	Re-elect Mr. Beat Fellmann	FOR	FOR	✓ 99.3%
4.2.4	Re-elect Dr. Ivo Furrer	FOR	FOR	✓ 99.1%
4.2.5	Re-elect Mr. Luigi Lubelli	FOR	FOR	✓ 99.5%
4.2.6	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 97.4%
4.2.7	Re-elect Dr. Andreas von Planta	FOR	FOR	✓ 96.8%
4.2.8	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 97.5%
4.2.9	Elect Dr. Yvonne Wicki Macus	FOR	FOR	✓ 99.6%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Elect Dr. Hans Künzle to the nomination and remuneration committee	FOR	FOR	✓ 96.9%
4.3.2	Re-elect Dr. Gabriela Payer to the nomination and remuneration committee	FOR	FOR	✓ 96.9%
4.3.3	Re-elect Dr. Andreas von Planta to the nomination and remuneration committee	FOR	FOR	✓ 96.2%
4.3.4	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR	✓ 97.2%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.2%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.7%
5.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 94.3%
6	Amend articles of association			
6.1	Amend articles of association: Shares, share capital and share register	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos		Result
6.2	Amend articles of association: Powers, convening, representation and resolutions of the general meeting	FOR	FOR		✓ 99.4%
6.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 90.5%
6.4	Amend articles of association: Mandates, compensation and contracts with members of the board of directors and the executive management	FOR	FOR		✓ 98.2%
7	Re-elect Advokatur & Notariat Bachmann as independent proxy	FOR	FOR		✓ 98.7%
8	Re-elect KPMG as auditors	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			
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	✓ 97.4%
4	Elections to the board of directors			
4.1	Re-elect Dr. Felix Grisard	FOR	FOR	✓ 92.0%
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR	✓ 96.4%
4.3	Re-elect Dr. Jvo Grundler	FOR	● OPPOSE	He is also a permanent member of the executive management (General Counsel). ✓ 87.1%
4.4	Re-elect Mr. Balz Halter	FOR	FOR	✓ 98.2%
4.5	Re-elect Ms. Anja Meyer	FOR	FOR	✓ 98.4%
4.6	Elect Mr. Micha Blattmann	FOR	FOR	✓ 98.2%
4.7	Re-elect Dr. Felix Grisard as board chairman	FOR	FOR	✓ 90.3%
4.8	Re-elect Mr. Balz Halter as board vice-chairman	FOR	FOR	✓ 98.3%
5	Elections to the remuneration committee			
5.1	Re-elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR	✓ 85.5%
5.2	Re-elect Mr. Balz Halter to the remuneration committee	FOR	FOR	✓ 87.5%
5.3	Elect Ms. Anja Meyer to the remuneration committee	FOR	FOR	✓ 98.3%
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. ✓ 84.4%
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. ✓ 83.3%

Item	Agenda	Board	Ethos		Result
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 74.9%
7	Advisory vote of the remuneration system	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 74.9%
8	Re-elect Mr. Oscar Battegay as independent proxy	FOR	FOR		✓ 99.9%
9	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 91.1%

## Highlight Event and Entertainment

23.06.2023

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	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Bernhard Burgener	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.1.b	Re-elect Mr. Peter von Büren	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
4.1.c	Re-elect Mr. Clive Ng	FOR	● OPPOSE	He has permanent operational functions.	✓
4.1.d	Elect Ms. Edda Kraft	FOR	FOR		✓
4.1.e	Elect Mr. Stefan Wehrenberg	FOR	FOR		✓
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.	✓
4.3	Elections to the remuneration committee				
4.3.a	Elect Ms. Edda Kraft to the remuneration committee	FOR	FOR		✓
4.3.b	Elect Mr. Stefan Wehrenberg to the remuneration committee	FOR	FOR		✓
5	Re-elect Mazars as auditors	FOR	FOR		✓
6	Re-elect Ms. Silvia Margraf as independent proxy	FOR	FOR		✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The remuneration committee has excessive discretion with regard to awards.	✓
8	Amend articles of association				

## Highlight Event and Entertainment

23.06.2023

AGM

Item	Agenda	Board	Ethos		Result
8.1	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓
8.2	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 10% of the issued capital.	✓
8.3	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓
8.4	Amend articles of association: remuneration	FOR	FOR		✓
8.5	Amend articles of association: other amendments	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.2%
3	Discharge board members and executive management	FOR	FOR		✓ 98.2%
4.1	Amend articles of association: bundled articles	FOR	FOR		✓ 99.4%
4.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.9%
4.3	Amend articles of association: remuneration	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 96.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.4%
5.2	Additional amount requested for the executive management for 2022	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 95.4%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 74.3%
5.4	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.	✓ 92.6%
6	Elections to the board of directors				
6.1	Re-elect Mr. Jürg Oleas as board member and chairman	FOR	FOR		✓ 99.2%
6.2	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓ 99.3%
6.3	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓ 98.0%
6.4	Re-elect Mr. Ralph Peter Siegl	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.3%
6.5	Elect Mr. Thierry Philardeau	FOR	FOR		✓ 98.9%
6.6	Elect Ms. Marjan Skotnicki-Hoogland	FOR	FOR		✓ 99.0%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR		✓ 97.6%

Item	Agenda	Board	Ethos	Result
7.2	Re-elect Mr. Jürg Oleas to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
7.3	Elect Ms. Marjan Skotnicki-Hoogland to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
8	Re-elect Dr. Urban Bieri as independent proxy	FOR	FOR	✓ 99.9%
9	Re-elect KPMG as auditors	FOR	FOR	✓ 99.6%



Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.  The remuneration report is not in line with Ethos' guidelines.	✓ 87.6%
2	Discharge board members and executive management	FOR	FOR		✓ 95.2%
3	Approve allocation of income and dividend				
3.1	Approve allocation of income	FOR	FOR		✓ 99.8%
3.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.8%
4	Amend articles of association				
4.1	Amend articles of association: company purpose	FOR	FOR		✓ 99.3%
4.2	Amend articles of association: shares and capital structure	FOR	FOR		✓ 99.1%
4.3	Amend articles of association: general meeting and auditors	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 82.9%
4.4	Amend articles of association: share register	FOR	FOR		✓ 97.2%
4.5	Amend articles of association: board of directors and remuneration	FOR	FOR		✓ 98.5%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Jan Jenisch as board member and new chairman of the board	FOR	FOR		✓ 96.7%
5.1.2	Re-elect Prof. Dr. Philippe Block	FOR	FOR		✓ 98.9%
5.1.3	Re-elect Mr. Kim Fausing	FOR	FOR		✓ 98.2%
5.1.4	Re-elect Ms. Leanne Geale	FOR	FOR		✓ 99.1%
5.1.5	Re-elect Ms. Naina Lal Kidwai	FOR	FOR		✓ 96.2%
5.1.6	Re-elect Dr. Ilias Läber	FOR	FOR		✓ 98.2%
5.1.7	Re-elect Mr. Jürg Oleas	FOR	FOR		✓ 99.1%
5.1.8	Re-elect Ms. Claudia Sender Ramirez	FOR	FOR		✓ 97.0%
5.1.9	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 94.4%
5.2	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos	Result
5.2.1	Re-elect Dr. Ilias Läber to the nomination and remuneration committee	FOR	FOR	✓ 95.2%
5.2.2	Re-elect Mr. Jürg Oleas to the nomination and remuneration committee	FOR	FOR	✓ 96.1%
5.2.3	Re-elect Ms. Claudia Sender Ramirez to the nomination and remuneration committee	FOR	FOR	✓ 94.2%
5.2.4	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the nomination and remuneration committee	FOR	FOR	✓ 91.3%
5.3.1	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.7%
5.3.2	Re-elect Dr. Sabine Burkhalter Kaimakliotis as independent proxy	FOR	FOR	✓ 99.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The 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>✓ 91.9%</p>
7	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.7%
8	Advisory vote on the climate report	FOR	FOR	✓ 95.8%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 78.8%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.6%
3	Discharge board members and executive management	FOR	FOR		✓ 98.4%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Mathieu Simon	FOR	FOR		✓ 98.7%
4.1.2	Re-elect Mr. Jörn Aldag	FOR	FOR		✓ 99.3%
4.1.3	Re-elect Dr. Jean-Paul Clozel	FOR	● OPPOSE	He has permanent operational functions (CEO).	✓ 92.5%
4.1.4	Re-elect Dr. Felix R. Ehrat	FOR	FOR		✓ 95.1%
4.1.5	Re-elect Ms. Srishti Gupta	FOR	FOR		✓ 98.5%
4.1.6	Re-elect Mr. Peter Kellogg	FOR	FOR		✓ 99.2%
4.1.7	Re-elect Mr. Sandy Mahatme	FOR	FOR		✓ 99.4%
4.1.8	Elect Dr. Sophie Kornowski-Bonnet	FOR	FOR		✓ 99.1%
4.2	Re-elect Dr. Mathieu Simon as board chairman	FOR	FOR		✓ 98.7%
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Dr. Felix R. Ehrat to the nomination and remuneration committee	FOR	FOR		✓ 93.3%
4.3.2	Re-elect Ms. Srishti Gupta to the nomination and remuneration committee	FOR	FOR		✓ 97.2%
4.3.3	Re-elect Dr. Mathieu Simon to the nomination and remuneration committee	FOR	FOR		✓ 97.2%
4.3.4	Elect Dr. Sophie Kornowski-Bonnet to the nomination and remuneration committee	FOR	FOR		✓ 98.9%
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.	✓ 88.1%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The remuneration structure is not in line with Ethos' guidelines.	✓ 87.1%

Item	Agenda	Board	Ethos		Result
6	Re-elect BachmannPartner Sachwalter und Treuhand as independent proxy	FOR	FOR		✓ 100.0%
7	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.7%
8.1	Amend articles of association: company purpose	FOR	FOR		✓ 98.6%
8.2	Increase of the 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.	✓ 78.1%
8.3	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% 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 authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 82.6%
8.4	Amend articles of association: shares	FOR	FOR		✓ 91.7%
8.5	Amend articles of association: shareholders rights	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 89.1%
8.6	Amend articles of association: governance	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 91.5%

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		✓ 86.5%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration of the chairman is significantly higher than that of a peer group.	✓ 68.7%
4	Advisory vote on the sustainability report	FOR	● OPPOSE	The report and relevant indicators are not verified by an independent third party.  The report does not cover all material topics with quantitative indicators.  The report does not include targets for material topics.	✓ 93.6%
5	Discharge board members and executive management	FOR	FOR		✓ 99.9%
6	Amend articles of association				
6.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.9%
6.2	Amend articles of association: Form of the shares	FOR	FOR		✓ 99.9%
6.3	Amend articles of association: Share transfers/transfer restrictions	FOR	FOR		✓ 91.9%
6.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.0%
6.5	Amend articles of association: Special provisions for anchor shareholders	FOR	FOR		✓ 83.9%
6.6	Amend articles of association: Compensation of the board of directors and group management	FOR	FOR		✓ 97.9%
6.7	Amend articles of association: Further amendments	FOR	FOR		✓ 99.8%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.7%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 88.7%
8	Elections to the board of directors				
8.1	Re-elect Mr. Paul Zumbühl as board member and chairman	FOR	FOR		✓ 81.1%
8.2	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 86.2%
8.3	Re-elect Mr. Ingo Specht	FOR	● OPPOSE	He has permanent operational functions.	✓ 91.4%

Item	Agenda	Board	Ethos	Result
8.4	Re-elect Dr. Elena Cortona	FOR	FOR	✓ 99.2%
8.5	Re-elect Mr. Markus Asch	FOR	FOR	✓ 99.2%
8.6	Re-elect Ms. Susanne Schreiber	FOR	FOR	✓ 99.2%
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Markus Asch to the remuneration committee	FOR	FOR	✓ 95.6%
9.2	Re-elect Mr. Stefano Mercurio to the remuneration committee	FOR	FOR	✓ 85.6%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 94.3%
11	Re-elect Mr. Francesco Adami as independent proxy	FOR	FOR	✓ 98.8%

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		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Albert M. Baehny	FOR	FOR		✓ 99.0%
4.1.2	Re-elect Mr. Stéphane Bonvin	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.9%
4.1.3	Re-elect Mr. Christian Gellerstad	FOR	FOR		✓ 99.8%
4.1.4	Re-elect Dr. oec. Thomas Vettiger	FOR	FOR		✓ 99.1%
4.1.5	Elect Ms. Corine Blesi	FOR	FOR		✓ 100.0%
4.2	Re-elect Dr. oec. Thomas Vettiger as board chairman	FOR	FOR		✓ 99.1%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Albert M. Baehny to the remuneration committee	FOR	FOR		✓ 99.1%
4.3.2	Elect Ms. Corie Blesi to the remuneration committee	FOR	FOR		✓ 100.0%
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.	✓ 97.7%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 97.7%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.6%
6	Amend articles of association	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.1%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 94.8%
3.1	Approve allocation of income and dividend	FOR	FOR		✓ 91.4%
3.2	Shareholder proposal: dividend of CHF 5	OPPOSE	● FOR	The resolution is in line with the long-term interests of the majority of the company's stakeholders.	✗ 13.2%
3.3	Subsidiary question	WITH-DRAWN	● OPPOSE	As ITEM 3.2 was rejected by shareholders, ITEM 3.3 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason: The shareholder resolution is in line with the long-term interests of the majority of the company's stakeholders.	–
3.4	Shareholder proposal: special dividend	OPPOSE	OPPOSE		✗ 12.4%
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 95.1%
5.1	Elections to the board of directors				
5.1.a	Re-elect Ms. Cornelia Ritz Bossicard	FOR	FOR		✓ 94.9%
5.1.b	Re-elect Mr. Stefan Müller	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 92.4%
5.1.c	Re-elect Mr. Stefan Grote	FOR	FOR		✓ 93.4%
5.2.a	Elect Dr. Aldo C. Schellenberg	FOR	FOR		✓ 97.7%
5.2.b	Elect Mr. Martin Walther	FOR	FOR		✓ 94.2%
5.3	Re-elect Ms. Cornelia Ritz Bossicard as board chairman	FOR	FOR		✓ 95.1%
5.4	Elections to the nomination and remuneration committee				
5.4.a	Re-elect Ms. Cornelia Ritz Bossicard to the remuneration committee	FOR	FOR		✓ 94.8%
5.4.b	Re-elect Mr. Stefan Müller to the nomination 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.	✓ 92.6%
5.4.c	Re-elect Mr. Stefan Grote to the nomination committee	FOR	FOR		✓ 93.6%



Item	Agenda	Board	Ethos	Result
5.5	Re-elect Dr. Jürg Martin as independent proxy	FOR	FOR	✓ 98.8%
5.6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 96.2%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.5%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 94.8%
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 94.4%

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	✓ 88.4% The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 98.5%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1%
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.5%
4.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 91.3% The information provided is insufficient.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.2%
5	Elections to the board of directors			
5.1	Re-elect Dr. Romeo Lacher	FOR	FOR	✓ 98.5%
5.1.1	Re-elect Mr. Gilbert Achermann	FOR	FOR	✓ 93.0%
5.1.2	Re-elect Mr. Richard M. Campbell-Breden	FOR	FOR	✓ 93.0%
5.1.3	Re-elect Mr. David Nicol	FOR	FOR	✓ 99.7%
5.1.4	Re-elect Ms. Kathryn Shih	FOR	FOR	✓ 98.6%
5.1.5	Re-elect Mr. Tomas Varela Muiña	FOR	FOR	✓ 99.6%
5.1.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 98.6%
5.1.7	Re-elect Ms. Olga Zoutendijk	FOR	FOR	✓ 99.5%
5.2.1	Elect Mr. Jürg Hunziker	FOR	FOR	✓ 99.8%
5.3	Re-elect Dr. Romeo Lacher as board chairman	FOR	FOR	✓ 98.5%
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	✓ 91.6%
5.4.2	Re-elect Mr. Richard M. Campbell-Breden to the nomination and remuneration committee	FOR	FOR	✓ 90.1%
5.4.3	Re-elect Ms. Kathryn Shih to the nomination and remuneration committee	FOR	FOR	✓ 97.4%

Item	Agenda	Board	Ethos		Result
5.4.4	Re-elect Ms. Eunice Zehnder-Lai to the nomination and remuneration committee	FOR	FOR		✓ 97.4%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	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.	✓ 93.5%
7	Re-elect Mr. Marc Nater as independent proxy	FOR	FOR		✓ 99.9%
8	Reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
9.1	Amend articles of association: shares and capital structure	FOR	FOR		✓ 99.9%
9.2	Amend articles of association: share transfer restrictions	FOR	FOR		✓ 99.8%
9.3	Amend articles of association: general meeting, auditors and notices	FOR	FOR		✓ 99.9%
9.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 83.2%
9.5	Amend articles of association: board, remuneration and mandates	FOR	FOR		✓ 99.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 83.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
4	Discharge board members and executive management	FOR	FOR		✓ 99.1%
5	Elections to the board of directors				
5.1	Re-elect Mr. Heinz Karrer as member and chairman of the board	FOR	FOR		✓ 99.2%
5.2	Re-elect Mr. Nils Graf	FOR	FOR		✓ 89.9%
5.3	Re-elect Dr. Catrina Luchsinger Gähwiler	FOR	FOR		✓ 93.6%
5.4	Re-elect Ms. Catherine Mühlemann	FOR	FOR		✓ 99.3%
5.5	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR		✓ 91.5%
5.6	Re-elect Mr. Thomas Ruoff	FOR	FOR		✓ 93.1%
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Catherine Mühlemann to the remuneration committee	FOR	FOR		✓ 98.9%
6.2	Re-elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR		✓ 90.4%
6.3	Re-elect Mr. Thomas Ruoff to the remuneration committee	FOR	FOR		✓ 91.6%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 89.9%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 91.4%
8.1	Re-elect Dr. Melchior Glatthard as independent proxy	FOR	FOR		✓ 99.1%
8.2	Re-elect the substitute of the independent proxy	FOR	FOR		✓ 99.0%
9	Re-elect BDO as auditors	FOR	FOR		✓ 94.1%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 87.1%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 99.6%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Philipp Buhofer	FOR	FOR	✓ 97.3%
4.1.2	Re-elect Mr. Eugen Elmiger	FOR	FOR	✓ 99.2%
4.1.3	Re-elect Dr. Andreas Häberli	FOR	FOR	✓ 86.6%
4.1.4	Re-elect Mr. Ulrich Looser	FOR	FOR	✓ 94.0%
4.1.5	Re-elect Ms. Jennifer Maag	FOR	FOR	✓ 99.6%
4.1.6	Elect Ms. Mariateresa Vacalli	FOR	FOR	✓ 99.9%
4.1.7	Re-elect Dr. Felix A. Thöni	FOR	FOR	✓ 99.9%
4.2	Re-elect Dr. Felix A. Thöni as board chairman	FOR	FOR	✓ 98.2%
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	✓ 94.0%
4.3.2	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR	✓ 84.5%
4.3.3	Elect Ms. Mariateresa Vacalli to the nomination and remuneration committee	FOR	FOR	✓ 99.8%
4.4	Re-elect Wenger & Vieli AG as independent proxy	FOR	FOR	✓ 100.0%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.6%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 90.5%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.8%
6	Amend articles of association			
6.1	Amend articles of association: Company purpose	FOR	FOR	✓ 96.2%
6.2	Amend articles of association: Deletion of the opting-up clause	FOR	FOR	✓ 99.9%
6.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	✓ 85.8% The amendment allows the company to organise a virtual general meeting without any adequate justification.

**Kardex**

20.04.2023

AGM

Item	Agenda	Board	Ethos	Result
6.4	Amend articles of association: Bundled items	FOR	FOR	✓ 63.7%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	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.	✓
4	Elections to the board of directors				
4.1	Re-elect Dr. Hari Kumar as member and chairman of the board	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓
4.2	Re-elect Mr. Eugene Tierney	FOR	FOR		✓
4.3	Re-elect Dr. Silvio Inderbitzin	FOR	FOR		✓
4.4	Re-elect Dr. Alexander Bausch	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5	Elections to the remuneration committee				
5.1	Re-elect Dr. Hari Kumar to the 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.	✓
5.2	Re-elect Mr. Eugene Tierney to the remuneration committee	FOR	FOR		✓
5.3	Re-elect Dr. Silvio Inderbitzin to the remuneration committee	FOR	FOR		✓
6	Re-elect Ernst & Young as auditors	FOR	FOR		✓
7	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
10	Increase conditional capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% 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.	✓

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	✓ 99.5%
3	Approve allocation of balance sheet result and dividend	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Beat Kälin as board chairman	FOR	FOR	✓ 94.5%
4.1.2	Re-elect Mr. David Dean	FOR	FOR	✓ 99.2%
4.1.3	Re-elect Dr. Andreas Häberli	FOR	FOR	✓ 92.3%
4.1.4	Re-elect Mr. Kurt Härrli	FOR	FOR	✓ 99.7%
4.1.5	Re-elect Dr. iur. Mariel Hoch	FOR	FOR	✓ 99.3%
4.1.6	Re-elect Prof. Dr. Roland Siegwart	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification. ✓ 85.2%
4.1.7	Re-elect Dr. Jürg Werner	FOR	FOR	✓ 98.3%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. Andreas Häberli to the remuneration committee	FOR	FOR	✓ 91.8%
4.2.2	Re-elect Dr. Beat Kälin to the remuneration committee	FOR	FOR	✓ 91.9%
4.2.3	Re-elect Prof. Dr. Roland Siegwart to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Siegwart to the board of directors, Ethos cannot approve Prof. Dr. Siegwart to the committee. ✓ 86.8%
4.3	Re-elect Tschümperlin Löttscher as independent proxy	FOR	FOR	✓ 99.7%
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines. ✓ 80.7%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 90.2%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.1%
6	Amend articles of association			
6.1	Amend articles of association: Capital band	FOR	FOR	✓ 97.5%
6.2	Amend articles of association: Board of Directors, Executive Committee	FOR	● OPPOSE	The employment contracts may include non-compete clauses not in line with Ethos' guidelines. ✓ 88.8%
6.3	Amend articles of association: Sustainability	FOR	FOR	✓ 97.3%



Item	Agenda	Board	Ethos	Result
6.4	Amend articles of association: Place of jurisdiction	FOR	FOR	✓ 99.8%
6.5	Amend articles of association: Amendments in line with the revised legislation	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 97.3%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 96.7%
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.	✓ 98.6%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher 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>	✓ 98.7%
6	Elections to the board of directors				
6.1	Re-elect Mr. Laurent Dassault	FOR	● OPPOSE	<p>He has been a member of the board for 28 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 28 years) and the board independence is insufficient (25.0%).</p>	✓ 98.1%

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Dr. iur. Patrick Foetisch	FOR	● OPPOSE	<p>He has been a member of the board for 31 years, which exceeds Ethos' guidelines.</p> <p>He is 90 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 31 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>	✓ 97.4%
6.3	Re-elect Prof. Dr. Michael Hengartner	FOR	FOR		✓ 100.0%
6.4	Re-elect Mr. André Kudelski	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.7%
6.5	Re-elect Dr. sc. tech. Marguerite Kudelski	FOR	FOR		✓ 99.3%
6.6	Re-elect Mr. Pierre Lescure	FOR	● OPPOSE	<p>He has been a member of the board for 19 years, which exceeds Ethos' guidelines.</p> <p>First appointment to the board. Mr. Lescure is 78 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 19 years) and the board independence is insufficient (25.0%).</p>	✓ 97.5%
6.7	Re-elect Mr. Alec Ross	FOR	FOR		✓ 100.0%
6.8	Re-elect Mr. Claude Smadja	FOR	● OPPOSE	<p>He has been a member of the board for 24 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 24 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>	✓ 97.5%
7	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.	✓ 98.6%
8	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos		Result
8.1	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%
8.2	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.	✓ 97.5%
8.3	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.	✓ 99.4%
8.4	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.	✓ 97.5%
9	Re-elect Mr. Olivier Colomb as independent proxy	FOR	FOR		✓ 100.0%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 38 years, which exceeds Ethos' guidelines.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 96.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 96.5%
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Dominik Bürgy	FOR	FOR		✓ 99.7%
4.1.b	Re-elect Mr. Karl Gernandt	FOR	● OPPOSE	He is chairman of the nomination committee, is not independent and the committee independence is insufficient.	✓ 82.6%
4.1.c	Re-elect Mr. David Kamenetzky	FOR	FOR		✓ 99.6%
4.1.d	Re-elect Mr. Klaus-Michael Kühne	FOR	● OPPOSE	He has been a member of the board for 48 years, which exceeds Ethos' guidelines.  He is 86 years old, which exceeds Ethos' guidelines.	✓ 87.8%
4.1.e	Re-elect Mr. Tobias B. Staehelin	FOR	FOR		✓ 99.6%
4.1.f	Re-elect Ms. Hauke Stars	FOR	● OPPOSE	She holds an excessive number of mandates.  She has attended too few board meetings without satisfactory explanation.	✓ 88.8%
4.1.g	Re-elect Dr. Martin Wittig	FOR	FOR		✓ 94.5%
4.1.h	Re-elect Dr. Jörg Wolle	FOR	FOR		✓ 94.2%
4.2	Elect Dr. Vesna Nevistic	FOR	FOR		✓ 99.7%
4.3	Re-elect Dr. Jörg Wolle as board chairman	FOR	FOR		✓ 93.9%
4.4	Elections to the remuneration committee				
4.4.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.	✓ 77.9%
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kühne to the board of directors, Ethos cannot approve Mr. Kühne to the committee.	✓ 79.4%
4.4.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.	✓ 86.5%
4.5	Re-elect Mr. Stefan Mangold as independent proxy	FOR	FOR		✓ 99.1%
4.6	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos		Result
5	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.9%
6	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 76.1%
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.	✓ 95.1%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 78.6%
7.3	Binding retrospective vote on an additional amount for the 2022 total remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 77.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of 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 Dr. Joost de Bruijn	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.c	Re-elect Dr. Scott P. Bruder	FOR	FOR		✓
4.d	Re-elect Mr. Oliver Walker	FOR	FOR		✓
5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 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 Mr. Oliver Walker to the remuneration committee	FOR	FOR		✓
7.b	Elect Prof. Dr. Clemens van Blitterswijk to the remuneration committee	FOR	FOR		✓
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓
9	Amendments to the articles of association				

Item	Agenda	Board	Ethos		Result
9.a	Increase conditional capital for the conversion of convertible bonds	FOR	FOR		✓
9.b	Increase conditional capital for the employees	FOR	● OPPOSE	The transparency of the share-based plan for which the requested capital is intended is insufficient.	✓
9.c	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓
9.d	Amend articles of association: General meeting	FOR	FOR		✓
9.e	Amend articles of association: Board of directors	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓
9.f	Amend articles of association: Other amendments	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 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	FOR		✓
6	Elections to the board of directors				
6.a	Re-elect Mr. Silvio W. Denz as board member and chairman	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO of the Lalique division).	✓
6.b	Re-elect Mr. Roland Weber	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 20 years, 29-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. Yugnesh Kumar Agrawal	FOR	FOR		✓
6.g	Re-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, Ethos cannot approve Mr. Denz to the committee.	✓
7.b	Re-elect Mr. Roland Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, Ethos cannot approve Mr. Weber to the committee.	✓

Item	Agenda	Board	Ethos		Result
7.c	Re-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		✓
10	Amend articles of association				
10.a	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓
10.b	Amend articles of association: General Meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓
10.c	Amend articles of association: General corporate governance	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	✓ 99.8%
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 87.6% The pay-for-performance connection is not demonstrated.
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.0%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.7%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 90.4%
5.1.2	Re-elect Mr. Eric A. Elzvik	FOR	FOR	✓ 93.3%
5.1.3	Re-elect Mr. Peter Mainz	FOR	FOR	✓ 95.3%
5.1.4	Re-elect Mr. Andreas Spreiter	FOR	FOR	✓ 97.8%
5.1.5	Re-elect Ms. Christina Stercken	FOR	FOR	✓ 98.3%
5.1.6	Re-elect Ms. Laureen Tolson	FOR	FOR	✓ 96.8%
5.2.1	Elect Mr. Peter Bason	FOR	FOR	✓ 99.8%
5.2.2	Elect Ms. Audrey Zibelman	FOR	FOR	✓ 99.8%
5.3	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓ 90.2%
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Eric A. Elzvik to the remuneration committee	FOR	FOR	✓ 95.7%
5.4.2	Re-elect Mr. Peter Mainz to the remuneration committee	FOR	FOR	✓ 96.6%
5.4.3	Re-elect Ms. Laureen Tolson to the remuneration committee	FOR	FOR	✓ 98.1%
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.9%
5.6	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR	✓ 100.0%
6	Amend articles of association			
6.1	Amend articles of association: Company purpose	FOR	FOR	✓ 99.2%
6.2	Capital band			
6.2.1	Abolishment of authorised capital	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
6.2.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 94.9%
6.3	Amend articles of association: General meeting				
6.3.1	Amend articles of association: Items requiring a simple voting majority	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.1%
6.3.2	Amend articles of association: Items requiring a qualified voting majority	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 95.5%
6.4	Amend articles of association: Board of directors and executive management	FOR	FOR		✓ 98.0%
6.5	Amend articles of association: Other amendments	FOR	FOR		✓ 99.2%

Item	Agenda	Board	Ethos		Result
1	Opening and announcements	NON-VOTING	NON-VOTING		
2	Present financial statements and accounts	NON-VOTING	NON-VOTING		
3	Binding retrospective vote on the other remuneration of Mr. Luca Concone	FOR	FOR		✓ 100.0%
4	Approve annual report, financial statements and allocation of balance sheet result	FOR	FOR		✓ 100.0%
5	Approve share buyback programme	FOR	● OPPOSE	The company can proceed to selective share repurchases.  The main features of a participation plan financed by the share repurchase are not in line with Ethos' guidelines for these plans.	✓ 99.8%
6	Elections to the board of directors				
6.1	Re-elect Mr. Luca Concone	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.4%
6.2	Re-elect Ms. Maria Teresa Rangheri	FOR	● OPPOSE	She is also a permanent member of the executive management (Executive Corporate Officer).	✓ 98.8%
6.3	Re-elect Mr. Yann Rousset	FOR	FOR		✓ 100.0%
6.4	Elect Mr. Marco Forasassi Torresani	FOR	FOR		✓ 99.7%
6.5	Re-elect Mr. Massimo Pedrazzini	FOR	● OPPOSE	The election of Mr. Pedrazzini could negatively impact the company's reputation.	✓ 99.4%
6.6	Re-elect Mr. Cyril Ranque	FOR	FOR		✓ 100.0%
7	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓ 99.1%
8	Binding prospective vote on the variable remuneration of the executive directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.8%
9	Binding prospective vote on the other remuneration of the executive directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.1%
10	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
11	Approve the remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 99.1%
12	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 structure is not in line with Ethos' guidelines.	✓ 99.1%
13	Discussion of dividend policy	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
14	Discussion of the company's observance of the Dutch Corporate Governance Code	NON-VOTING	NON-VOTING	
15	Any other business	NON-VOTING	NON-VOTING	
16	Closing	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓
			<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	
2	Approve allocation of balance sheet result	FOR	FOR	✓
3	Discharge board members and executive management	FOR	● OPPOSE	✓
			<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>	
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Alexander Rhea	FOR	● OPPOSE	✓
			<p>Insufficient information is provided concerning the nominee.</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>	
4.1.2	Re-elect Mr. Marc Lepière	FOR	● OPPOSE	✓
			<p>Insufficient information is provided concerning the nominee.</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>	
4.1.3	Re-elect Mr. Christophe Manset	FOR	● OPPOSE	✓
			<p>Insufficient information is provided concerning the nominee.</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>	

Item	Agenda	Board	Ethos		Result
4.1.4	Re-elect Mr. Bernard Pons	FOR	● OPPOSE	<p>Insufficient information is provided concerning the nominee.</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>	✓
4.1.5	Re-elect Mr. Shanu Sherwani	FOR	● OPPOSE	<p>Insufficient information is provided concerning the nominee.</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>	✓
4.2	Re-elect Mr. Alexander Rhea as board chairman	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Rhea to the board of directors, Ethos cannot approve Mr. Rhea as chairman.</p>	✓
4.3	Elections to the nomination and remuneration committee				
4.3.1	Elect Mr. Alexander Rhea to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Rhea to the board of directors, Ethos cannot approve Mr. Rhea to the committee.</p>	✓
4.3.2	Re-elect Mr. Christophe Manset to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Manset to the board of directors, Ethos cannot approve Mr. Manset to the committee.</p>	✓
4.3.3	Re-elect Mr. Marc Lepièce to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Lepièce to the board of directors, Ethos cannot approve Mr. Lepièce to the committee.</p>	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p>	✓



Item	Agenda	Board	Ethos		Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓
6	Re-elect Mr. Manuel Isler as independent proxy	FOR	FOR		✓
7	Re-elect Mazars as auditors	FOR	FOR		✓
8.1	Background to the financial restructuring measures	NON-VOTING	NON-VOTING		
8.2.1	Capital increase for conversion of construction loan	FOR	FOR		✓
8.2.2	Capital increase for conversion of other loans	FOR	● OPPOSE	The potential dilution is excessive.	✓
9	Amendments to the articles of association				
9.1	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓
9.2	Amend articles of association: Conversion modalities	FOR	FOR		✓
9.3	Amend articles of association: Transferability of shares	FOR	FOR		✓
9.4	Amend articles of association: General meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓
9.5	Amend articles of association: General meetings abroad	FOR	● OPPOSE	The amendment has a negative impact on the interests of some of the shareholders.	✓
9.6	Amend articles of association: Qualified majority	FOR	FOR		✓
9.7	Amend articles of association: Mandatory amendments	FOR	FOR		✓
9.8	Amend articles of association: Voluntary amendments	FOR	FOR		✓
10	Offset accumulated losses with capital contributions reserves	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 81.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.4%
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.	✓ 96.2%
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.7%
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 96.4%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.7%
6	Elections to the board of directors				
6.1	Re-elect Dr. Ilan Cohen	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the board independence is insufficient (16.7%).	✓ 87.1%
6.2	Re-elect Mr. François Gabella	FOR	FOR		✓ 89.2%
6.3	Re-elect Mr. Andreas Hürlimann as board member and chairman	FOR	FOR		✓ 85.8%
6.4	Re-elect Mr. Ulrich Looser	FOR	● OPPOSE	He is chairman of the nomination committee and the composition of the board is unsatisfactory.  He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 90.8%
6.5	Re-elect Mr. Ueli Wampfler	FOR	FOR		✓ 85.4%
6.6	Re-elect Dr. Werner C. Weber	FOR	FOR		✓ 88.7%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Mr. Andreas Hürlimann to the nomination and remuneration committee	FOR	FOR		✓ 78.9%
7.2	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.	✓ 73.4%
7.3	Elect Dr. Werner C. Weber to the nomination and remuneration committee	FOR	FOR		✓ 82.8%
8	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.4%
10	Amend articles of association				
10.1	Amend articles of association: Shareholders rights and general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.2%
10.2	Amend articles of association: Board of directors, compensation of executive management, external mandates	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 97.3%
10.3	Amend articles of association: Technical amendments	FOR	FOR		✓ 97.2%

Item	Agenda	Board	Ethos	Result
2	Annual report and financial accounts for the year 2022 as well as the auditors' report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
5	Discharge board members and executive management	FOR	FOR	✓ 99.7%
6	Elections to the board of directors			
6.1	Elect Dr. Nicole Brunhart	FOR	FOR	✓ 99.1%
6.2	Elect Dr. Christian Wiesendanger	FOR	FOR	✓ 97.3%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 68.6%
3	Discharge board members and executive management	FOR	FOR		✓ 99.4%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
5	Reduction of share capital and participation capital	FOR	FOR		✓ 99.5%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Ernst Tanner as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 30 years, which exceeds Ethos' guidelines.  He is 77 years old, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 30 years) and the board independence is insufficient (42.9%).	✓ 78.8%
6.1.2	Re-elect Dr. Dieter Weisskopf	FOR	● OPPOSE	He is not independent (representative of an important shareholder, former executive) and the board independence is insufficient (42.9%).	✓ 86.8%
6.1.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	FOR		✓ 83.1%
6.1.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 88.6%
6.1.5	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 97.1%
6.1.6	Re-elect Mr. Silvio W. Denz	FOR	FOR		✓ 94.6%
6.1.7	Elect Ms. Monique Bourquin	FOR	FOR		✓ 98.7%
6.2	Elections to the nomination and remuneration committee				
6.2.1	Elect Ms. Monique Bourquin to the nomination and remuneration committee	FOR	FOR		✓ 98.1%
6.2.2	Re-elect Dr. Rudolf K. Sprüngli to the nomination and remuneration committee	FOR	FOR		✓ 76.6%
6.2.3	Re-elect Mr. Silvio W. Denz to the nomination and remuneration committee	FOR	FOR		✓ 87.1%
6.3	Re-elect Dr. Patrick Schleiffer as independent proxy	FOR	FOR		✓ 99.8%
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 93.0%

Item	Agenda	Board	Ethos		Result
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>	✓ 94.2%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 92.3%
8.1	Amend articles of association (bundled items)	FOR	● OPPOSE	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p>	✓ 78.0%
8.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	<p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✓ 92.4%

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	The remuneration report is not in line with Ethos' guidelines.	✓ 88.6%
3	Discharge board members and executive management	FOR	FOR		✓ 98.4%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Albert M. Baehny	FOR	FOR		✓ 88.3%
5.1.b	Re-elect Dr. Marion Helmes	FOR	FOR		✓ 97.8%
5.1.c	Re-elect Dr. Angelica Kohlmann	FOR	FOR		✓ 98.9%
5.1.d	Re-elect Mr. Christoph Mäder	FOR	FOR		✓ 92.7%
5.1.e	Re-elect Prof. Dr. Roger M. Nitsch	FOR	FOR		✓ 99.4%
5.1.f	Re-elect Ms. Barbara Richmond	FOR	FOR		✓ 99.3%
5.1.g	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR		✓ 98.6%
5.1.h	Re-elect Prof. Dr. Olivier Verscheure	FOR	FOR		✓ 99.6%
5.2	Re-elect Mr. Albert M. Baehny as board chairman	FOR	FOR		✓ 85.8%
5.3	Elections to the nomination and remuneration committee				
5.3.a	Re-elect Dr. Angelica Kohlmann to the nomination and remuneration committee	FOR	FOR		✓ 98.7%
5.3.b	Re-elect Mr. Christoph Mäder to the nomination and remuneration committee	FOR	FOR		✓ 90.4%
5.3.c	Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee	FOR	FOR		✓ 98.4%
6	Re-elect KPMG as auditors for the financial year 2023	FOR	FOR		✓ 91.4%
7	Elect Deloitte as auditors for the financial year 2024	FOR	FOR		✓ 99.4%
8	Re-elect ThomannFischer as independent proxy	FOR	FOR		✓ 98.1%
9.1	Amend articles of association: company purpose	FOR	FOR		✓ 99.9%
9.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 90.3%
9.3	Amend articles of association: remuneration of the executive management	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 85.5%
9.4	Amend articles of association: bundled items	FOR	FOR		✓ 89.9%

Item	Agenda	Board	Ethos		Result
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2%
11.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.4%
11.2	Binding prospective vote on the long-term variable remuneration of the executive management for the financial year 2023	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>	✓ 92.1%
11.3	Binding prospective vote on the fixed remuneration of the executive management for the period between July 2023 to December 2023	FOR	FOR		✓ 98.6%
11.4	Binding prospective vote on the fixed and long-term variable remuneration of the executive management for the financial year 2024	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 92.1%



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.9%
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	✓ 96.1%
2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 92.9% The amount 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.
2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.4%
3	Discharge board members and executive management	FOR	FOR	✓ 97.6%
4	Approve allocation of income and dividend	FOR	FOR	✓ 98.0%
5	Amend articles of association			
5.1	Amend articles of association: shares and share register	FOR	FOR	✓ 97.7%
5.2	Amend articles of association: shareholders' rights and general meetings	FOR	FOR	✓ 97.0%
5.3	Amend articles of association: other amendments	FOR	FOR	✓ 96.9%
6.1	Approve share split	FOR	FOR	✓ 96.8%
6.2	Ordinary capital increase of the share capital	FOR	FOR	✓ 97.3%
7	Elections to the board of directors			
7.1.1	Re-elect Mr. Markus Hongler	FOR	FOR	✓ 97.5%
7.1.2	Re-elect Mr. Markus Hongler as board chairman	FOR	FOR	✓ 97.3%
7.1.3	Re-elect Mr. Markus Hongler to the nomination and remuneration committee	FOR	FOR	✓ 96.9%
7.2.1	Re-elect Dr. Martha Scheiber	FOR	FOR	✓ 97.2%
7.2.2	Re-elect Dr. Martha Scheiber to the nomination and remuneration committee	FOR	FOR	✓ 96.1%
7.3.1	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 96.5%
7.3.2	Re-elect Mr. Stefan Portmann to the nomination and remuneration committee	FOR	FOR	✓ 96.5%
7.4	Re-elect Prof. Dr. Andreas Dietrich	FOR	FOR	✓ 97.4%

Item	Agenda	Board	Ethos	Result
7.5	Re-elect Mr. Andreas Emmenegger	FOR	FOR	✓ 97.8%
7.6	Re-elect Mr. Roger Studer	FOR	FOR	✓ 96.9%
7.7	Re-elect Ms. Nicole Willimann Vyskocil	FOR	FOR	✓ 97.6%
7.8	Elect Dr. Erica Dubach Spiegler	FOR	FOR	✓ 97.2%
7.9	Elect Mr. Marc Gläser	FOR	FOR	✓ 96.5%
7.10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.3%
7.11	Re-elect Kaufmann Rüedi Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 98.0%

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.	✓ 98.5%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Markus Breitenmoser	FOR	● OPPOSE	He is not independent (representative of a shareholder) and the board independence is insufficient (28.6%).	✓ 99.4%
4.1.2	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 98.7%
4.1.3	Re-elect Mr. James R. Murdoch	FOR	FOR		✓ 99.5%
4.1.4	Re-elect Mr. Jeffrey Palker	FOR	FOR		✓ 99.1%
4.1.5	Re-elect Mr. Andrea Zappia	FOR	FOR		✓ 99.4%
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-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.	✓ 98.6%
4.2.2	Re-elect Mr. Jeffrey Palker to the nomination and remuneration committee	FOR	FOR		✓ 98.8%
4.2.3	Elect Mr. Raphael Wyniger to the nomination and remuneration committee	FOR	FOR		✓ 99.5%
4.2.4	Re-elect Mr. Andrea Zappia to the nomination and remuneration committee	FOR	FOR		✓ 99.1%
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.	✓ 99.4%
4.4	Re-elect NEOVIUS as independent proxy	FOR	FOR		✓ 100.0%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.4%
5.2	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.	✓ 96.6%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.5%

Item	Agenda	Board	Ethos		Result
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.2%
6	Amend articles of association				
6.1	Create conditional capital for the employees and board members	FOR	● OPPOSE	Board members could receive option rights.	✓ 98.6%
6.2	Amend articles of association: share register	FOR	FOR		✓ 99.7%
6.3	Amend articles of association: general meeting	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 99.1%
6.4	Amend articles of association: board of directors and executive management	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.  Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 99.6%
6.5	Amend articles of association: other amendments	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 84.0%
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 and executive management	FOR	FOR		✓ 99.2%
4	Elections to the board of directors				
4.1	Re-elect Mr. Alberto Siccardi	FOR	FOR		✓ 95.1%
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.	✓ 92.3%
4.3	Re-elect Mr. Victor Waldemar Balli	FOR	FOR		✓ 98.8%
4.4	Re-elect Mr. Riccardo Braglia	FOR	FOR		✓ 99.5%
4.5	Re-elect Dr. Philippe A. Weber	FOR	FOR		✓ 97.3%
5	Re-elect Mr. Alberto Siccardi as board chairman	FOR	FOR		✓ 93.4%
6	Elections to the remuneration committee				
6.1	Re-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.	✓ 93.4%
6.2	Re-elect Mr. Riccardo Braglia to the remuneration committee	FOR	FOR		✓ 98.4%
7	Re-elect Dr. Fulvio Pelli as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect Deloitte as auditors	FOR	FOR		✓ 98.8%
9.1.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.7%
9.1.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.	✓ 80.6%
9.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.9%
9.2.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.	✓ 96.8%
9.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
10.1	Amend articles of association: shares	FOR	FOR		✓ 100.0%
10.2	Amend articles of association: shareholders rights and general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 84.7%
10.3	Amend articles of association: board of directors	FOR	FOR		✓ 100.0%
10.4	Amend articles of association: mandates and remuneration	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 98.1%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 93.6%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
3	Discharge board members	FOR	FOR		✓ 99.8%
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.	✓ 99.8%
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.7%
5.2	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The 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.	✓ 98.8%
6	Amend articles of association				
6.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital increase exceeding 20% of the issued capital.	✓ 89.7%
6.2	Amend articles of association: Shares and share register	FOR	FOR		✓ 99.9%
6.3	Amend articles of association: General meeting	FOR	FOR		✓ 100.0%
6.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.4%
6.5	Amend articles of association: Board of directors	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 99.2%
6.6	Amend articles of association: Other amendments	FOR	FOR		✓ 100.0%
7	Elections to the board of directors				
7.1	Re-elect Mr. Marco Gadola as board member and chairman	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (42.9%).	✓ 95.0%
7.2	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR		✓ 100.0%
7.3	Re-elect Dr. Daniel B. Herren	FOR	FOR		✓ 97.8%
7.4	Re-elect Mr. Willi Miesch	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
7.5	Re-elect Mr. Damien Tappy	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (42.9%).	✓ 97.3%
7.6	Re-elect Ms. Nadia Tarolli Schmidt	FOR	FOR		✓ 99.3%
7.7	Re-elect Mr. Ciro Roemer	FOR	FOR		✓ 99.6%
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Mr. Damien Tappy to the nomination and 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.	✓ 95.1%
8.2	Re-elect Dr. Daniel B. Herren to the nomination and remuneration committee	FOR	FOR		✓ 95.7%
8.3	Elect Mr. Ciro Roemer to the nomination and remuneration committee	FOR	FOR		✓
9	Re-elect NEOVIUS as independent proxy	FOR	FOR		✓ 100.0%
10	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.6%



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	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 87.4%
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.	✓ 96.7%
3	Discharge board members and executive management	FOR	FOR		✓ 98.9%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.2%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 95.4%
5	Elections to the board of directors				
5.1	Re-elect Mr. Rob ten Hoedt as board member and elect him as chairman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 80.7%
5.2.1	Re-elect Mr. Marco Musetti	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 89.3%
5.2.2	Re-elect Mr. Grégoire (Greg) Poux-Guillaume	FOR	FOR		✓ 95.0%
5.2.3	Re-elect Ms. Barbara Angehrn Pavik	FOR	FOR		✓ 99.4%
5.2.4	Re-elect Dr. René Willi	FOR	FOR		✓ 99.6%
5.2.5	Re-elect Mr. Daniel Flammer	FOR	FOR		✓ 85.8%
5.2.6	Re-elect Mr. David Metzger	FOR	FOR		✓ 91.4%
6	Elections to the nomination and remuneration committee				
6.1.1	Re-elect Ms. Barbara Angehrn Pavik to the nomination and remuneration committee	FOR	FOR		✓ 99.1%
6.1.2	Re-elect Mr. Rob ten Hoedt to the nomination and 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.	✓ 75.7%

Item	Agenda	Board	Ethos	Result
6.2	Elect Mr. David Metzger to the nomination and remuneration committee	FOR	FOR	✓ 85.9%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.5%
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.8%
9	Amendments to the articles of association			
9.1	Amend articles of association: Company purpose	FOR	FOR	✓ 99.6%
9.2	Amend articles of association: Shares and share register	FOR	FOR	✓ 99.5%
9.3	Amend articles of association: General meeting	FOR	● OPPOSE	✓ 91.6% The amendment allows the company to organise a virtual general meeting without any adequate justification.
9.4	Amend articles of association: Board of directors, mandates and remuneration	FOR	FOR	✓ 99.5%

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	✓ 97.5% The transparency of the remuneration report is insufficient.  The transparency of the remuneration report is insufficient.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Advisory vote on a payment of CHF 675'000 for CO2-compensating measures	FOR	FOR	✓ 96.2%
4	Discharge board members and executive management	FOR	FOR	✓ 100.0%
5.1-5.2	Elections to the board of directors			
5.1.1	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 98.5%
5.1.2	Re-elect Mr. Dominik Berchtold	FOR	FOR	✓ 99.7%
5.1.3	Re-elect Ms. Claudia Pletscher	FOR	FOR	✓ 99.9%
5.1.3.1	Re-elect Ms. Claudia Pletscher as representative of registered B shareholders	FOR	FOR	✓ 99.9%
5.1.4	Re-elect Dr. Bernhard Eschermann	FOR	FOR	✓ 100.0%
5.2.1	Elect Mr. David Dean	FOR	FOR	✓ 100.0%
5.3.1	Re-elect Mr. Martin Wipfli as board chairman	FOR	FOR	✓ 98.5%
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Mr. Dominik Berchtold to the nomination and remuneration committee	FOR	FOR	✓ 98.9%
5.4.2	Re-elect Dr. Bernhard Eschermann to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
5.5.1	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 100.0%
5.6.1	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.9%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.9%
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.8%
7	Amend articles of association			
7.1	Amend articles of association: company purpose	FOR	FOR	✓ 96.5%

Item	Agenda	Board	Ethos	Result
7.2	Amend articles of association: shares	FOR	FOR	✓ 96.5%
7.3	Amend articles of association: general meetings	FOR	FOR	✓ 96.3%
7.4	Amend articles of association: board of directors	FOR	FOR	✓ 96.5%
7.5	Amend articles of association: auditors	FOR	FOR	✓ 96.5%
7.6	Amend articles of association: mandates and remuneration	FOR	FOR	✓ 96.5%

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	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 82.8%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.4%
3	Discharge board members and executive management	FOR	FOR		✓ 98.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Franz Richter as board member and chairman	FOR	FOR		✓ 97.8%
4.1.2	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓ 97.5%
4.1.3	Re-elect Mr. Mark Kerekes	FOR	FOR		✓ 95.5%
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.	✓ 85.0%
4.1.5	Re-elect Ms. Katrin Wehr-Seiter	FOR	FOR		✓ 89.3%
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		✓ 92.0%
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.	✓ 71.3%
5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 81.5%
6	Re-elect Mr. André Weber as independent proxy	FOR	FOR		✓ 99.1%
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.	✓ 92.6%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 86.9%
8	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 10% of the issued capital.	✓ 84.4%
9	Amend articles of association: Company purpose	FOR	FOR		✓ 98.5%
10.1	Amend articles of association related to certain articles (bundled items)	FOR	FOR		✓ 98.7%
10.2	Amend articles of association related to other remaining articles (bundled items)	FOR	FOR		✓ 98.6%

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.	✓ 96.0%
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	Amend articles of association				
4.1	Amend articles of association: Restriction on transferability	FOR	FOR		✓ 99.8%
4.2	Amend articles of association: General meeting and shareholders' rights	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.0%
4.3	Amend articles of association: Board of directors and remuneration	FOR	FOR		✓ 99.5%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Paul Zumbühl	FOR	FOR		✓ 97.8%
5.1.2	Re-elect Dr. Andreas Casutt	FOR	FOR		✓ 99.1%
5.1.3	Re-elect Mr. Hans-Michael Hauser	FOR	FOR		✓ 99.9%
5.1.4	Re-elect Dr. Alexandra Bendler	FOR	FOR		✓ 99.9%
5.1.5	Re-elect Mr. Hans-Christian Schneider	FOR	FOR		✓ 99.2%
5.2	Re-elect Mr. Paul Zumbühl as board chairman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 96.5%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Dr. Andreas Casutt to the remuneration committee	FOR	FOR		✓ 98.9%
5.3.2	Re-elect Mr. Hans-Christian Schneider to the remuneration committee	FOR	FOR		✓ 99.1%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
6.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR		✓ 99.3%
6.2.2	Binding retrospective vote on the allocation of shares to the executive management	FOR	FOR		✓ 98.5%

Item	Agenda	Board	Ethos	Result
7	Re-elect Mr. Urs Lanz as independent proxy	FOR	FOR	✓ 100.0%
8	Re-elect BDO as auditors	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.1	Approval of the 2022 annual report and the 2022 consolidated financial statements	FOR	FOR		✓ 99.9%
1.2	Approval of the 2022 annual financial statements of mobilezone holding ag	FOR	FOR		✓ 99.9%
2	Discharge board members and executive management	FOR	FOR		✓ 99.6%
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	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.9%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✗ 49.3%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 90.8%
6.1	Elections to the board of directors				
6.1a	Re-elect Mr. Olaf Swantee	FOR	FOR		✓ 99.8%
6.1b	Re-elect Ms. Gabriela Theus	FOR	FOR		✓ 99.9%
6.1c	Re-elect Mr. Michael Haubrich	FOR	FOR		✓ 99.8%
6.1d	Re-elect Ms. Lea Sonderegger	FOR	FOR		✓ 99.9%
6.1e	Elect Mr. Markus Bernhard	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 88.5%
6.2	Re-elect Mr. Olaf Swantee as board chairman	FOR	FOR		✓ 99.8%
6.3	Elections to the remuneration committee				
6.3a	Re-elect Mr. Olaf Swantee to the remuneration committee	FOR	FOR		✓ 94.2%
6.3b	Re-elect Mr. Michael Haubrich to the remuneration committee	FOR	FOR		✓ 94.4%
6.3c	Elect Ms. Lea Sonderegger to the remuneration committee	FOR	FOR		✓ 94.5%
6.4	Re-elect Hodgskin Rechtsanwälte as independent proxy	FOR	FOR		✓ 97.9%
6.5	Re-elect BDO as auditors	FOR	FOR		✓ 99.8%



Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 62.4%
2	Appropriation of profit and distribution from the capital contribution reserves			
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.2%
2.2	Approve distribution from capital contribution reserves	FOR	FOR	✓ 98.5%
3	Discharge board members and executive management	FOR	FOR	✓ 99.6%
4.1	Elections to the board of directors			
4.1.a	Re-elect Ms. Sabrina Contratto	FOR	FOR	✓ 99.6%
4.1.b	Re-elect Mr. Daniel Crausaz	FOR	FOR	✓ 97.7%
4.1.c	Re-elect Mr. Brian Fischer	FOR	● OPPOSE	✓ 80.0% He is not independent (board tenure of 15 years) and the board independence is insufficient (42.9%).
4.1.d	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 96.7%
4.1.e	Re-elect Mr. Stéphane Maye	FOR	FOR	✓ 99.5%
4.1.f	Re-elect Mr. Peter Schaub as board member and chairman	FOR	FOR	✓ 87.6%
4.1.g	Re-elect Dr. oec. Martha Scheiber	FOR	FOR	✓ 98.7%
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Ms. Bernadette Koch to the nomination and remuneration committee	FOR	FOR	✓ 94.2%
4.2.b	Re-elect Mr. Brian Fischer to the nomination and remuneration committee	FOR	● OPPOSE	✓ 75.3% As Ethos did not support the election of Mr. Fischer to the board of directors, Ethos cannot approve Mr. Fischer to the committee.
4.2.c	Re-elect Mr. Stéphane Maye to the nomination and remuneration committee	FOR	FOR	✓ 95.7%
4.3	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.2%
4.4	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 88.1%
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.0%
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.5%
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 95.8%

Item	Agenda	Board	Ethos		Result
7	Amend articles of association				
7.1	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 72.4%
7.2	Amend articles of association: Communication with the shareholders	FOR	FOR		✓ 99.5%
7.3	Amend articles of association: Bundled items relating to the revision of Swiss company law	FOR	FOR		✓ 99.9%
7.4	Amend articles of association: Bundled items not connected of the revision of Swiss company law	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 80.5%
				Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 95.9%
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.	✓ 75.4%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 96.0%
4	Discharge board members and executive management	FOR	FOR		✓ 95.0%
5	Amend articles of association				
5.1	Amend articles of association: Company purpose	FOR	FOR		✓ 93.4%
5.2	Amend articles of association: Capital structure	FOR	FOR		✓ 93.2%
5.3	Amend articles of association: Shareholders rights, General Meeting of shareholders, Notices	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 89.9%
5.4	Amend articles of association: Board of Directors, Auditors, Remuneration and External Mandates	FOR	FOR		✓ 93.1%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. William M. Burns	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines.  He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 87.2%
6.1.2	Re-elect Dr. Agnete B. Fredriksen	FOR	FOR		✓ 95.9%
6.1.3	Re-elect Dr. Dominik Höchli	FOR	FOR		✓ 95.9%
6.1.4	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓ 93.5%
6.1.5	Re-elect Mr. Sandip Kapadia	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 86.6%
6.1.6	Re-elect Dr. Vito J. Palombella	FOR	FOR		✓ 95.8%
6.1.7	Re-elect Mr. Michael Vasconcelles	FOR	FOR		✓ 93.3%
6.1.8	Re-elect Dr. Patrick Amstutz	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 89.7%
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.	✓ 87.2%
6.3	Elections to the nomination and remuneration committee				
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.	✓ 86.2%

Item	Agenda	Board	Ethos		Result
6.3.2	Re-elect Mr. Steven H. Holtzman to the nomination and remuneration committee	FOR	FOR		✓ 93.1%
6.3.3	Re-elect Mr. Michael Vasconcelles to the nomination and remuneration committee	FOR	FOR		✓ 93.1%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 96.1%
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 96.2%
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.	✓ 89.4%
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 92.7%
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.	✓ 87.8%

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>✓ 81.5%</p> <p>The transparency of the remuneration report is insufficient.</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 income and dividend	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management	FOR	FOR	✓ 99.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓ 72.5%</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The non-executive directors receive options.</p>
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓ 77.3%</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> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Dr. Michael Tojner as board member and co-chairman	FOR	● OPPOSE	<p>✓ 82.5%</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (16.7%).</p> <p>He is chairman of the nomination committee, is not independent 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>
6.1.2	Re-elect Dr. Thomas Williams as board member and co-chairman	FOR	FOR	✓ 82.9%
6.1.3	Re-elect Mr. Christian Hosp	FOR	● OPPOSE	<p>✓ 86.3%</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>

Item	Agenda	Board	Ethos		Result
6.1.4	Re-elect Dr. Markus Vischer	FOR	FOR		✓ 87.2%
6.1.5	Elect Ms. Sylvia Buchinger	FOR	● OPPOSE	She is also a permanent member of the executive management (CHRO).	✓ 89.9%
6.1.6	Elect Mr. Helmut Wieser	FOR	● OPPOSE	First appointment to the board. Mr. Wieser is 70 years old, which exceeds Ethos' guidelines.	✓ 88.2%
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.	✓ 78.4%
6.2.2	Re-elect Dr. Thomas Williams to the nomination and remuneration committee	FOR	● OPPOSE	He receives a remuneration that is not in line with generally accepted best practice standards.	✓ 82.2%
6.2.3	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.	✓ 85.7%
6.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
6.4	Re-elect KPMG as auditors	FOR	FOR		✓ 97.7%
7.1	Amend articles of association: company purpose	FOR	FOR		✓ 100.0%
7.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 77.8%
7.3	Amend articles of association: general meeting	FOR	FOR		✓ 99.9%
7.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 84.7%
7.5	Amend articles of association: bundled items	FOR	FOR		✓ 98.5%
7.6	Amend articles of association: wording changes	FOR	FOR		✓ 100.0%
7.7	Amend articles of association: remuneration	FOR	● OPPOSE	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.	✓ 76.6%

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 structure is not in line with Ethos' guidelines.	✓ 82.2%
2	Discharge board members and executive management	FOR	● OPPOSE	Legal proceedings have been instituted against the company concerning the conduct of the company's affairs.	✓ 94.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Bulcke as member and chairman of the board	FOR	FOR		✓ 90.7%
4.1.2	Re-elect Dr. Ulf Mark Schneider	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 88.8%
4.1.3	Re-elect Count Henri de La Croix de Castries	FOR	FOR		✓ 91.0%
4.1.4	Re-elect Dr. Renato Fassbind	FOR	FOR		✓ 98.9%
4.1.5	Re-elect Mr. Pablo Isla Álvarez de Tejera	FOR	FOR		✓ 98.8%
4.1.6	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 98.9%
4.1.7	Re-elect Ms. Kimberly Ross	FOR	FOR		✓ 99.2%
4.1.8	Re-elect Mr. Dick Boer	FOR	FOR		✓ 98.9%
4.1.9	Re-elect Mr. Dinesh Paliwal	FOR	FOR		✓ 93.0%
4.1.10	Re-elect Ms. Hanne de Mora	FOR	FOR		✓ 98.6%
4.1.11	Re-elect Ms. Lindiwe Majele Sibanda	FOR	FOR		✓ 99.1%
4.1.12	Re-elect Ms. Chris Leong	FOR	FOR		✓ 99.0%
4.1.13	Re-elect Mr. Luca Maestri	FOR	FOR		✓ 99.0%
4.2.1	Elect Mr. Rainer Blair	FOR	FOR		✓ 99.4%
4.2.2	Elect Ms. Marie-Gabrielle Ineichen-Fleisch	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		✓ 94.0%
4.3.2	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 97.4%
4.3.3	Re-elect Mr. Dick Boer to the remuneration committee	FOR	FOR		✓ 97.4%

Item	Agenda	Board	Ethos		Result
4.3.4	Re-elect Mr. Dinesh Paliwal to the remuneration committee	FOR	FOR		✓ 83.7%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.1%
4.5	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓ 99.6%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.5%
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.	✓ 90.7%
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.6%
7	Amend articles of association				
7.1	Amend articles of association: general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.5%
7.2	Amend articles of association: other amendments	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.  Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 95.6%



Item	Agenda	Board	Ethos		Result
1	Approve balance sheet as at 31 December 2022	FOR	FOR		✓ 99.8%
2	Elections to the board of directors				
2.1	Determination of the number of members of the board of directors	FOR	FOR		✓ 99.8%
2.2.1	Re-elect Dr. Ulrich Köstlin as member and chairman of the board	FOR	● OPPOSE	He is chairman of the nomination committee, is not independent and the committee independence is insufficient.	✓ 68.0%
2.2.2	Re-elect Mr. Stefan Weber	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 91.1%
2.2.3	Re-elect Dr. Patrick Langlois	FOR	● OPPOSE	He is 77 years old, which exceeds Ethos' guidelines.  He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 68.0%
2.2.4	Re-elect Dr. Luca Benatti	FOR	FOR		✓ 78.4%
2.2.5	Elect Ms. Gillian Dines	FOR	FOR		✓ 78.4%
2.3	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓ 91.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3%
2	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓ 91.9%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.3%
4	Elections to the board of directors				
4.1	Re-elect Dr. Ernest Loumaye as board member and elect him as chairman	FOR	FOR		✓ 91.8%
4.2	Re-elect Dr. Catarina Edfjäll	FOR	FOR		✓ 99.3%
4.3	Elect Mr. Marro Luigi	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (0.0%).	✓ 88.3%
4.4	Elect Mr. Fabien de Ladonchamps	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 91.4%
5	Elections to the remuneration committee				
5.1	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.	✓ 94.4%
5.2	Elect Dr. Ernest Loumaye to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, former executive, various reasons) and the committee does not include at least 50% independent members.	✓ 89.8%
6	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.	✓ 97.7%
7	Re-elect Perréard de Boccard SA as independent proxy	FOR	FOR		✓ 99.6%
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive options.</p>	✓ 85.0%
8.2	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>	✓ 89.4%
8.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 95.5%

Item	Agenda	Board	Ethos		Result
9	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% 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>	✓ 89.4%
10	Increase conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 91.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 89.7%
2	Approve allocation of income	FOR	FOR		✓ 89.7%
3	Approve allocation of 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.	✓ 89.7%
4	Discharge board members	FOR	FOR		✓ 89.7%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Alessandro Bizzozero	FOR	FOR		✓ 89.7%
5.1.2	Re-elect Mr. Frédéric Binder	FOR	FOR		✓ 89.4%
5.1.3	Re-elect Mr. Jean-Claude Favre	FOR	FOR		✓ 89.7%
5.1.4	Re-elect Mr. Roland Müller-Ineichen	FOR	FOR		✓ 89.7%
5.1.5	Elect Ms. Hélène Weidmann	FOR	FOR		✓ 89.7%
5.2	Elect Mr. Frédéric Binder as board chairman	FOR	FOR		✓ 89.4%
5.3	Elections to the remuneration committee				
5.3.1	Elect Mr. Frédéric Binder to the remuneration committee	FOR	FOR		✓ 89.4%
5.3.2	Elect Ms. Hélène Weidmann to the remuneration committee	FOR	FOR		✓ 89.7%
6	Re-elect BFGB SA as independent proxy	FOR	FOR		✓ 89.7%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 89.7%
8.1	Advisory vote on the remuneration report	FOR	FOR		✓ 89.4%
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 89.4%
8.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 89.4%
8.3.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 89.4%
9	Amend articles of association (bundled items)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 89.4%

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		✓ 99.8%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 97.7%
4	Discharge board members and executive management	FOR	FOR		✓ 94.3%
5	Amend articles of association				
5.1	Amend articles of association: creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 97.9%
5.2	Amend articles of association: obsolete provisions	FOR	FOR		✓ 99.8%
5.3	Amend articles of association: general meeting	FOR	FOR		✓ 98.2%
5.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 97.8%
5.5	Amend articles of association: number of mandates and remuneration	FOR	FOR		✓ 99.7%
5.6	Amend articles of association: share register	FOR	FOR		✓ 99.8%
5.7	Amend articles of association: other amendments	FOR	FOR		✓ 99.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.1%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 98.8%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Naguib S. Sawiris as member and chairman of the board	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 99.4%
7.1.2	Re-elect Dr. Franz Egle	FOR	FOR		✓ 99.8%
7.1.3	Re-elect Mr. Jürgen Fischer	FOR	FOR		✓ 99.8%
7.1.4	Re-elect Dr. Eskandar Tooma	FOR	FOR		✓ 99.8%
7.1.5	Re-elect Mr. Amine Omar Tazi-Riffi	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
7.1.6	Re-elect Ms. Maria Davidson	FOR	FOR		✓ 99.8%
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Mr. Naguib S. Sawiris 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.	✓ 98.6%
7.2.2	Re-elect Mr. Jürgen Fischer 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.	✓ 99.2%
7.2.3	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.	✓ 99.1%
7.3	Re-elect Ms. Barbara Merz Wipfli as independent proxy	FOR	FOR		✓ 99.9%
7.4	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2.a	Counterproposal made by a shareholder: dividend of CHF 4 per share	OPPOSE	OPPOSE		✗ 0.4%
2.b	Approve allocation of income and dividend (CHF 3.4 per share)	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.8%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Martin Folini as board member and chairman	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 91.5%
4.1.2	Re-elect Ms. Mirjana Blume	FOR	FOR		✓ 99.1%
4.1.3	Re-elect Mr. Dieter Widmer	FOR	FOR		✓ 98.1%
4.1.4	Re-elect Dr. Thomas Moser	FOR	FOR		✓ 99.1%
4.1.5	Re-elect Dr. Luka Müller	FOR	FOR		✓ 98.9%
4.1.6	Re-elect Mr. Johannes Schaede	FOR	FOR		✓ 99.0%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. Martin Folini to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Folini to the board of directors, Ethos cannot approve Dr. Folini to the committee.	✓ 91.1%
4.2.2	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR		✓ 97.8%
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 87.3%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.9%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 88.8%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 91.4%
5.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.3%
5.3.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 95.9%
6	Amend articles of association				
6.1	Amend articles of association: Company purpose	FOR	FOR		✓ 96.2%
6.2	Amend articles of association: Bundled items	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Advisory vote on the remuneration report	FOR	FOR	✓ 89.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.8%
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Remo Brunschwiler as board member and chairman	FOR	FOR	✓ 99.2%
5.1.b	Re-elect Ms. Monika Friedli-Walser	FOR	FOR	✓ 99.1%
5.1.c	Re-elect Mr. Walter Lüthi	FOR	FOR	✓ 99.0%
5.1.d	Re-elect Ms. Monika Schüpbach	FOR	FOR	✓ 99.8%
5.1.e	Re-elect Mr. Markus Vögeli	FOR	FOR	✓ 99.2%
5.2	Elections to the remuneration committee			
5.2.a	Re-elect Ms. Monika Friedli-Walser to the remuneration committee	FOR	FOR	✓ 98.5%
5.2.b	Elect Mr. Remo Brunschwiler to the remuneration committee	FOR	FOR	✓ 98.7%
5.2.c	Re-elect Mr. Walter Lüthi to the nomination and remuneration committee	FOR	FOR	✓ 98.4%
5.3	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 97.5%
5.4	Re-elect Dr. René Schwarzenbach as independent proxy	FOR	FOR	✓ 99.9%
6	Amend articles of association			
6.1	Amend articles of association: Company purpose	FOR	FOR	✓ 99.9%
6.2	Create conditional capital for financing purposes	FOR	FOR	✓ 99.0%
6.3	Creation of a capital band	FOR	FOR	✓ 96.7%
6.4	Amend articles of association: Share transfer restrictions	FOR	FOR	✓ 99.3%
6.5	Amend articles of association: Adaptation to new law	FOR	FOR	✓ 80.2%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1%
7.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 95.7%
7.3	Binding prospective vote on the fixed 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	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.3%
4	Amend articles of association				
4.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.7%
4.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.8%
4.3	Amend articles of association: General meeting and board of directors	FOR	FOR		✓ 99.9%
4.4	Amend articles of association: Share register	FOR	FOR		✓ 99.7%
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.  The remuneration report is not in line with Ethos' guidelines.	✓ 89.0%
6.1	Binding vote on the fixed remuneration of the board of directors for the term of office 2023/2024	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 94.9%
6.2	Binding vote on the long-term remuneration granted to the board of directors for the term of office 2022/2023	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.	✓ 94.2%
6.3	Binding vote on other remuneration for the board of directors for the term of office 2022/2023	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is excessive.	✓ 93.2%
6.4	Binding vote on the base remuneration of the executive management for 2024	FOR	● OPPOSE	The short-term remuneration of the CEO is significantly higher than that of a peer group.	✓ 94.9%
6.5	Binding vote on the long-term remuneration granted to the executive management in 2022	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.	✓ 92.3%

Item	Agenda	Board	Ethos		Result
6.6	Binding vote on other remuneration for the executive management for 2022	FOR	FOR		✓ 97.9%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Steffen Meister (executive) as board member and chairman	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓ 89.7%
7.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 97.0%
7.1.3	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 97.6%
7.1.4	Re-elect Ms. Anne Lester	FOR	FOR		✓ 94.0%
7.1.5	Elect Ms. Gaëlle Olivier	FOR	FOR		✓ 99.8%
7.1.6	Re-elect Dr. Martin Strobel	FOR	FOR		✓ 91.9%
7.1.7	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 97.6%
7.1.8	Re-elect Ms. Flora Zhao	FOR	FOR		✓ 89.8%
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Ms. Flora Zhao to the nomination and remuneration committee	FOR	FOR		✓ 87.6%
7.2.2	Re-elect Ms. Anne Lester to the nomination and remuneration committee	FOR	FOR		✓ 92.5%
7.2.3	Re-elect Dr. Martin Strobel to the nomination and remuneration committee	FOR	FOR		✓ 91.9%
7.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR		✓ 100.0%
7.4	Re-elect KPMG as auditors	FOR	FOR		✓ 94.2%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 87.9%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
3	Approve allocation of balance sheet result	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management			
4.1	Discharge Mr. Reto Garzetti	FOR	FOR	✓ 97.9%
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	✓ 99.9%
4.5	Discharge Mr. Klaus Schmitz	FOR	FOR	✓ 99.9%
4.6	Discharge Dr. Thomas Wolfensberger (CEO)	FOR	FOR	✓ 99.7%
4.7	Discharge Mr. Thorsten Arsan (CFO)	FOR	FOR	✓ 99.9%
4.8	Discharge Dr. Andreas Steinbauer (Head of Letting and Sales)	FOR	FOR	✓ 99.9%
5.1	Amend articles of association: conditional capital	FOR	FOR	✓ 99.1%
5.2	Creation of a capital band	FOR	● OPPOSE	<p>✓ 89.5%</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p>
5.3	Amend articles of association: shareholder rights and general meeting	FOR	● OPPOSE	<p>✓ 90.2%</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>
5.4	Amend articles of association: board of directors	FOR	FOR	✓ 99.9%
5.5	Amend articles of association: remuneration	FOR	● OPPOSE	<p>✓ 98.6%</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p>
6	Reduce share capital via reduction of nominal value	FOR	FOR	✓ 99.7%
7.1	Elections to the board of directors			

Item	Agenda	Board	Ethos		Result
7.1.1	Re-elect Mr. Reto A. Garzetti	FOR	● OPPOSE	<p>He has permanent operational functions (CEO).</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p> <p>The board has not established a nomination committee and has less than 20% women without adequate justification.</p>	✓ 88.7%
7.1.2	Re-elect Mr. Peter Bodmer	FOR	● OPPOSE	<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>	✓ 95.3%
7.1.3	Re-elect Dr. Christian De Prati	FOR	● OPPOSE	<p>He is not independent (board tenure of 12 years, consultancy fees) and the board independence is insufficient (0.0%).</p>	✓ 97.3%
7.1.4	Re-elect Mr. Kurt Hardt	FOR	FOR		✓ 98.3%
7.1.5	Re-elect Mr. Klaus Schmitz	FOR	FOR		✓ 94.8%
7.2	Re-elect Mr. Reto A. Garzetti as board chairman	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Garzetti to the board of directors, Ethos cannot approve Mr. Garzetti as chairman.</p> <p>He is also CEO and the combination of functions is not strictly limited in time.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p> <p>The board has not established a nomination committee and has less than 20% women without adequate justification.</p>	✓ 87.9%
8	Elections to the remuneration committee				
8.1	Re-elect Dr. Christian De Prati to the remuneration committee	FOR	● OPPOSE	<p>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.</p>	✓ 90.8%
8.2	Re-elect Mr. Kurt Hardt to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.</p>	✓ 91.3%

Item	Agenda	Board	Ethos		Result
8.3	Re-elect Mr. Klaus Schmitz to the remuneration committee	FOR	FOR		✓ 90.2%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 97.6%
10	Re-elect Dr. Daniel Ronzani as independent proxy	FOR	FOR		✓ 99.2%
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration is significantly higher than that of a peer group.  The non-executive directors receive variable remuneration.	✓ 96.3%
11.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.7%
11.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  Past awards do not allow confirmation of the link between pay and performance.	✓ 98.3%

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	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 94.2%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Benedikt A. Goldkamp as board member and chairman	FOR	● OPPOSE	He serves on the audit committee.  The board independence is not sufficient (28.6%).  The corporate governance of the company is unsatisfactory.	✓ 93.9%
4.1.2	Re-elect Dr. oec. Florian Ernst	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 20 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.	✓ 93.0%
4.1.3	Re-elect Dr. iur. Martin Furrer	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 20 years, business connections) and the board independence is insufficient (28.6%).	✓ 88.8%
4.1.4	Re-elect Mr. Ulrich Hocker	FOR	● OPPOSE	He has been a member of the board for 35 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 35 years) and the board independence is insufficient (28.6%).  He is the lead director, but has a conflict of interest (board tenure of 35 years).	✓ 89.7%
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 20 years) and the board independence is insufficient (28.6%).	✓ 93.9%
4.1.6	Elect Dr. Anna Hocker	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos		Result
4.1.7	Elect Ms. Claudine Hatebur de Calderón	FOR	FOR		✓ 99.6%
4.2	Elections to the remuneration committee				
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.	✓ 88.8%
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.	✓ 89.7%
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.	✓ 92.1%
4.3	Re-elect Mr. Hans Rudi Alder as independent proxy	FOR	FOR		✓ 100.0%
4.4	Re-elect BDO 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.	✓ 93.3%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 93.4%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 100.0%
6	Amendments to the articles of association				
6.1	Amend articles of association: Company purpose	FOR	FOR		✓ 100.0%
6.2	Conversion of bearer shares into registered shares	FOR	FOR		✓ 100.0%
6.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.1%
6.4	Amend articles of association: General meeting	FOR	FOR		✓ 98.7%
6.5	Amend articles of association: Remuneration and mandates	FOR	FOR		✓ 99.7%
6.6	Amend articles of association: Other amendments	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 91.4%
4	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.2%
5	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9%
6	Approval of the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 96.6%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
8	Amend articles of association: Publications	FOR	FOR		✓ 100.0%
9	Amend articles of association: Increase of the maximal size of the executive management to 8 members	FOR	FOR		✓ 99.9%
Elections to the board of directors					
10	Elect Mr. Friedrich Roithner	FOR	● OPPOSE	He is not independent (representative of an important shareholder, former executive) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 98.0%
11	Authorization to issue financial instruments	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.	✓ 97.0%
12	Cancellation of current conditional capital and creation of a new conditional capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.	✓ 96.0%
13.a	Approve share buyback programme	FOR	● OPPOSE	The repurchase price is too high.  The company can proceed to selective share repurchases.  The length of the authorisation exceeds 24 months.	✓ 98.3%
13.b	Authorisation to sell treasury shares	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	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1	Re-elect Mr. Peter Lehmann as member and chairman of the board	FOR	FOR		✓ 98.9%
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR		✓ 100.0%
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.	✓ 95.7%
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.	✓ 96.8%
4.5	Re-elect Mr. Felix Schmidheiny	FOR	FOR		✓ 97.3%
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Martin Byland to the 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.	✓ 95.0%
5.2	Re-elect Mr. Dominik Weber to the 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.	✓ 96.1%
6	Re-elect KPMG as auditors	FOR	FOR		✓ 97.8%
7	Re-elect SILK Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.9%
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 95.9%
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.8%
8.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.8%
9	Amend articles of association				
9.1	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.4%
9.2	Amend articles of association: delivery of notices by e-mail	FOR	FOR		✓ 99.8%
9.3	Amend articles of association: other amendments	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 95.8%
2	Discharge board members and executive management	FOR	FOR		✓ 99.7%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
4	Amend articles of association				
4.1	Amend articles of association: company purpose	FOR	FOR		✓ 99.9%
4.2	Amend articles of association: conditional capital, authorised capital and share register	FOR	FOR		✓ 99.9%
4.3.1	Amend articles of association: general meeting abroad	FOR	FOR		✓ 99.6%
4.3.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.7%
4.3.3	Amend articles of association: other amendments regarding general meetings	FOR	FOR		✓ 99.7%
4.4	Amend articles of association: other mandatory amendments	FOR	● OPPOSE	The amendment allows for the payment of higher compensation for non-compete clauses, which is not in the interests of the shareholders.	✓ 98.3%
4.5.1	Amend articles of association : formal amendments	FOR	FOR		✓ 99.7%
4.5.2	Amend articles of association : formal amendment of the opting-out clause	FOR	FOR		✓ 99.8%
5	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 (28.6%).  He has a major conflict of interest that is incompatible with his role as board member.	✓ 94.3%
5.1.2	Re-elect Prof. Patrick Aebischer	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (28.6%).  He is the lead director, but has a conflict of interest (various reasons).	✓ 98.2%
5.1.3	Re-elect Dr. Beat In-Albon	FOR	FOR		✓ 99.7%
5.1.4	Re-elect Ms. Jane Salik	FOR	● OPPOSE	She has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 97.1%

Item	Agenda	Board	Ethos		Result
5.1.5	Re-elect Mr. Erik Schropp	FOR	FOR		✓ 98.4%
5.1.6	Re-elect Dr. Philippe Weber	FOR	● OPPOSE	<p>He is not independent (consultancy fees) and the board independence is insufficient (28.6%).</p> <p>He is chairman of the nomination committee, is not independent and the committee independence is insufficient.</p>	✓ 91.4%
5.2	Elect Ms. Dorothee Deuring	FOR	FOR		✓ 99.8%
5.3	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. Wilden as chairman.	✓ 94.3%
5.4	Elections to the nomination and remuneration committee				
5.4.1	Re-elect Dr. Philippe 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.	✓ 79.4%
5.4.2	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.	✓ 80.9%
5.5	Re-elect BDO as auditors	FOR	FOR		✓ 99.8%
5.6	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR		✓ 99.9%
6.1	Binding prospective vote on the remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 95.9%
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.	✓ 76.9%
6.3	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>	✓ 95.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 98.5%
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 (delegate of the board).  The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.	✓ 93.6%
3.1.2	Re-elect Mr. Martin Eberhard	FOR	FOR		✓ 97.3%
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.	✓ 95.4%
3.1.4	Re-elect Mr. Fidelis Götz	FOR	FOR		✓ 99.7%
3.2	Elections to the remuneration committee				
3.2.1	Re-elect Mr. Martin Eberhard to the remuneration committee	FOR	FOR		✓ 97.3%
3.2.2	Re-elect Dr. Petra Salesny to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Salesny to the board of directors, Ethos cannot approve Dr. iur. Salesny to the committee.	✓ 95.4%
3.2.3	Re-elect Mr. Fidelis Götz to the remuneration committee	FOR	FOR		✓ 99.7%
3.3	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 99.7%
3.4	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
4	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.	✓ 99.6%
	Binding votes on the remuneration of the board of directors and the executive management				
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.0%
6	Binding prospective vote on the total remuneration of the delegate of the board of directors	FOR	FOR		✓ 98.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6%
2	Advisory vote on the remuneration report	FOR	FOR	✓ 66.3%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management	FOR	FOR	✓ 98.9%
5	Elections to the board of directors			
5.1	Re-elect Dr. Luciano Gabriel	FOR	FOR	✓ 96.1%
5.2	Re-elect Mr. Henrik Saxborn	FOR	FOR	✓ 64.9%
5.3	Re-elect Mr. Mark Abramson	FOR	FOR	✓ 98.4%
5.4	Re-elect Ms. Corinne Denzler	FOR	FOR	✓ 93.2%
5.5	Re-elect Mr. Adrian Dudle	FOR	FOR	✓ 92.4%
6	Re-elect Dr. Luciano Gabriel as board chairman	FOR	FOR	✓ 94.4%
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Henrik Saxborn to the remuneration committee	FOR	FOR	✓ 63.8%
7.2	Re-elect Ms. Corinne Denzler to the remuneration committee	FOR	FOR	✓ 93.7%
7.3	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR	✓ 91.7%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 88.7%
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 86.0%
10	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.0%
11	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9%
12	Amend articles of association			
12.1	Amend articles of association: Share capital and Shares	FOR	FOR	✓ 99.8%
12.2	Amend articles of association: Shareholders and General Meeting	FOR	● OPPOSE	✓ 77.2% The amendment allows the company to organise a virtual general meeting without any adequate justification.
12.3	Amend articles of association: Management Organisation	FOR	FOR	✓ 88.4%

## Relief Therapeutics

28.04.2023

EGM

Item	Agenda	Board	Ethos		Result
1.1	Amend articles of association: deletion of the quorum for public deeds	FOR	FOR		✓ 95.8%
1.2	Consolidation of shares	FOR	FOR		✓ 95.9%
1.3	Capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.	✓ 90.3%
1.4	Conditional capital for the employees	FOR	FOR		✓ 90.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.1%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 95.6%
3	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.	✗ 13.9%
4	Amend articles of association: capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.	✗ 12.3%
5.1	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.	✗ 12.3%
5.2	Increase conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% 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>	✗ 12.3%
6.1	Amend articles of association: shares	FOR	FOR		✓ 97.5%
6.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 91.7%
6.3	Amend articles of association: general meeting	FOR	FOR		✓ 98.0%
6.4	Amend articles of association: remuneration	FOR	FOR		✗ 18.3%
7.1	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>	✗ 13.7%
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>	✗ 10.9%

Item	Agenda	Board	Ethos		Result
7.3	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>	✗ 9.8%
8.1	Elections to the board of directors				
8.1.a	Re-elect Dr. Raghuram Selvaraju	FOR	● OPPOSE	He is not independent (business connections, various reasons) and the board independence is insufficient (40.0%).	✓ 94.0%
8.1.b	Re-elect Dr. Thomas Plitz	FOR	FOR		✓ 95.9%
8.1.c	Re-elect Dr. Patrice P. Jean	FOR	FOR		✓ 93.4%
8.1.d	Re-elect Mr. Paolo Galfetti	FOR	● OPPOSE	He is also a permanent member of the executive management (COO).	✗ 17.7%
8.1.e	Re-elect Ms. Michelle Lock	FOR	FOR		✓ 98.0%
8.2	Re-elect Dr. Raghuram Selvaraju as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Selvaraju to the board of directors, Ethos cannot approve Dr. Selvaraju as chairman.	✓ 94.3%
8.3	Elections to the nomination and remuneration committee				
8.3.a	Re-elect Dr. Raghuram Selvaraju to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Selvaraju to the board of directors, Ethos cannot approve Dr. Selvaraju to the committee.	✓ 92.8%
8.3.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 and the remuneration system is very unsatisfactory.	✓ 93.9%
8.4	Re-elect Mr. Thomas Hua as independent proxy	FOR	FOR		✓ 98.7%
8.5	Re-elect Mazars as auditors	FOR	FOR		✓ 98.8%



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		✓ 99.3%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 84.0%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.6%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.7%
5	Elections to the board of directors				
5.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR		✓ 92.8%
5.2	Re-elect Mr. Peter Spuhler	FOR	FOR		✓ 99.2%
5.3	Re-elect Mr. Roger Baillod	FOR	FOR		✓ 99.6%
5.4	Re-elect Mr. Bernhard Jucker	FOR	FOR		✓ 93.2%
5.5	Re-elect Mr. Carl Illi	FOR	FOR		✓ 99.5%
5.6	Re-elect Ms. Sarah Kreienbühl	FOR	FOR		✓ 90.5%
5.7	Re-elect Mr. Daniel Grieder	FOR	FOR		✓ 99.6%
5.8	Elect Mr. Thomas Oetterli	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 94.6%
6	Re-elect Mr. Bernhard Jucker as board chairman	FOR	FOR		✓ 94.8%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR		✓ 91.8%
7.2	Re-elect Mr. Bernhard Jucker to the remuneration committee	FOR	FOR		✓ 92.2%
7.3	Re-elect Ms. Sarah Kreienbühl to the remuneration committee	FOR	FOR		✓ 89.6%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR		✓ 99.9%
9	Elect KPMG as auditors	FOR	FOR		✓ 99.8%
10	Amend articles of association				
10.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.7%
10.2	Amend articles of association: Share capital	FOR	FOR		✓ 99.4%
10.3	Amend articles of association: Annual general meeting	FOR	FOR		✓ 99.0%
10.4	Amend articles of association: Contracts and Mandates	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the sustainability report	FOR	FOR		✓ 99.9%
1.3	Advisory vote on the remuneration report	FOR	FOR		✓ 95.0%
2	Discharge board members and executive management	FOR	FOR		✓ 99.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.6%
4	Approve share split	FOR	FOR		✓ 98.7%
5	Amend articles of association				
5.1	Amend articles of association: Bundled items	FOR	FOR		✓ 99.9%
5.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 95.1%
5.3	Amend articles of association: Mandates	FOR	FOR		✓ 98.9%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Nicolas Fulpius	FOR	FOR		✓ 99.4%
6.1.2	Re-elect Mr. Stéphane Gard	FOR	FOR		✓ 98.3%
6.1.3	Re-elect Prof. Dr. Guy Mustaki	FOR	FOR		✓ 96.7%
6.1.4	Re-elect Mr. Alphonse-Marie Veuthey	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the board independence is insufficient (22.2%).	✓ 93.4%
6.2	Re-elect Prof. Dr. Guy Mustaki as board chairman	FOR	FOR		✓ 96.2%
6.3	Elections to the nomination and remuneration committee				
6.3.1	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.	✓ 93.1%
6.3.2	Re-elect Mr. Olivier Gfeller to the nomination and remuneration committee	FOR	FOR		✓ 97.5%
6.3.3	Re-elect Mr. Alphonse-Marie Veuthey to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Veuthey to the board of directors, Ethos cannot approve Mr. Veuthey to the committee.	✓ 93.4%
6.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.0%
6.5	Re-elect Mr. Gabriel Cottier as independent proxy	FOR	FOR		✓ 99.7%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.8%

Item	Agenda	Board	Ethos	Result
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.9%
7.3	Amend articles of association: Principles of remuneration for the executive management	FOR	FOR	✓ 96.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.4%
2	Approve allocation of balance sheet result and offset of losses carried forward	FOR	FOR		✓ 97.9%
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 structure is not in line with Ethos' guidelines.</p>	✓ 79.3%
4.a	Discharge board members	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 88.2%
4.b	Discharge executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 79.7%
5	Approve reverse share split				
5.a	Ordinary capital increase	FOR	FOR		✓ 84.5%
5.b	Reverse share split and amendments to the articles of association	FOR	FOR		✓ 84.6%
6	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓ 77.2%
7	Create conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	<p>The amount requested is too high in light of the stated purpose.</p> <p>The potential dilution is excessive.</p>	✓ 77.9%
8	Create 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.	✓ 74.2%
9	Elections to the board of directors				
9.a	Re-elect Dr. Thomas Meier as member and chairman of the board	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 87.0%
9.b	Re-elect Mr. Philipp Gutzwiller	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 87.0%
9.c	Elect Mr. Bradley Meyer	FOR	● OPPOSE	He is not independent (representative of Highbridge) and the board independence is insufficient (0.0%).	✓ 81.4%
9.d	Elect Mr. Otto Schwarz	FOR	FOR		✓ 91.2%

Item	Agenda	Board	Ethos		Result
10	Elections to the remuneration committee				
10.a	Re-elect Dr. Thomas Meier to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Meier to the board of directors, Ethos cannot approve Dr. bio. Meier to the committee.	✓ 86.4%
10.b	Elect Mr. Bradley Meyer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Meyer to the board of directors, Ethos cannot approve Mr. Meyer to the committee.	✓ 83.1%
11	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 and not justified.	✓ 79.9%
12.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.	✓ 82.2%
12.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.	✓ 79.5%
12.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.	✓ 77.5%
13	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 93.4%
14	Re-elect Dr. Balthasar Settelen as independent proxy	FOR	FOR		✓ 98.8%

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		✓ 100.0%
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	Elections to the board of directors				
4.1.a	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is chairman of the nomination committee, is not independent 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>	✓ 98.5%
4.1.b	Re-elect Mr. Ruedi Huber	FOR	FOR		✓ 98.9%
4.1.c	Re-elect Mr. Paul Zumbühl	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is not independent (board tenure of 16 years) and the board independence is insufficient (33.3%).</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 98.2%
4.2	Re-elect Mr. Paul Zumbühl as board chairman	FOR	● OPPOSE	As Ethos did not support the election of to the board of directors, Ethos cannot approve as chairman.	✓ 98.4%
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.	✓ 98.5%
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.	✓ 98.2%
4.4	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 60 years, which exceeds Ethos' guidelines.	✓ 95.2%

Item	Agenda	Board	Ethos	Result
4.5	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR	✓ 99.9%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.5%
5.2.a	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 95.8%
5.2.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.4%
6.1	Amend articles of association: company purpose	FOR	FOR	✓ 99.9%
6.2	Amend articles of association: bundled items	FOR	● OPPOSE	✓ 98.3% The amendment allows the company to organise a virtual general meeting without any adequate justification.

Item	Agenda	Board	Ethos	Result	
1	Chairman's speech	NON-VOTING	NON-VOTING		
2	Review of the 2022 financial year	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%	
4	Advisory vote on the remuneration report	FOR	FOR	✓ 86.7%	
5	Discharge board members and executive management	FOR	FOR	✓ 99.9%	
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. Daniel Bossard	FOR	FOR	✓ 99.3%	
7.1.2	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 96.6%	
7.1.3	Re-elect Dr. Jacques Sanche	FOR	● OPPOSE	<p>He is not independent (board tenure of 12 years) and the board independence is insufficient (42.9%).</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 93.2%
7.1.4	Re-elect Mr. Lars van der Haegen	FOR	FOR	✓ 99.9%	
7.1.5	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 96.5%	
7.1.6	Re-elect Mr. Stephan Widrig	FOR	FOR	✓ 99.9%	
7.1.7	Re-elect Dr. Heinz O. Baumgartner as board member and elect him as chairman	FOR	FOR	✓ 91.1%	
7.2	Elections to the remuneration committee				
7.2.1	Re-elect Dr. Jacques Sanche to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. oec. Sanche to the board of directors, Ethos cannot approve Dr. Sanche to the committee.</p>	✓ 84.7%
7.2.2	Re-elect Ms. Vanessa Frey to the remuneration committee	FOR	FOR	✓ 91.6%	
7.2.3	Re-elect Dr. Daniel Bossard to the remuneration committee	FOR	FOR	✓ 96.8%	
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	✓ 99.9%	
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.5%	



Item	Agenda	Board	Ethos		Result
9.1	Amend articles of association: conversion of bearer shares to registered shares	FOR	FOR		✓ 100.0%
9.2	Amend articles of association: bundled items	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.9%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 80.0%
2	Approve allocation of income	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 99.1%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Moritz Lechner as board member and co-chairman	FOR	FOR	✓ 89.7%
4.1.2	Re-elect Dr. Felix Mayer as board member and co-chairman	FOR	FOR	✓ 89.0%
4.1.3	Re-elect Ms. Ricarda Demarmels	FOR	FOR	✓ 99.9%
4.1.4	Re-elect Mr. François Gabella	FOR	FOR	✓ 92.8%
4.1.5	Re-elect Dr. Anja König	FOR	FOR	✓ 99.6%
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. ✓ 90.6%
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	✓ 81.4%
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 25 years, various reasons) and the committee does not include at least 50% independent members. ✓ 76.7%
4.2.3	Re-elect Mr. François Gabella to the nomination and remuneration committee	FOR	FOR	✓ 89.8%
4.3	Re-elect KPMG as auditors	FOR	FOR	✓ 98.7%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.1%
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. ✓ 96.3%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.4%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 95.3%
6.1	Amend articles of association: shares	FOR	FOR	✓ 99.9%
6.2	Amend articles of association: general meetings	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 84.3%
6.3	Amend articles of association: board and remuneration	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
7	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 79.4%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
	Approve allocation of balance sheet result and dividend			
2	Allocation of balance sheet result	FOR	FOR	✓ 100.0%
3	Dividend out of capital contributions reserves	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management	FOR	FOR	✓ 100.0%
5	Elections to the board of directors			
5.1	Re-elect Dr. Hans-Peter Bauer	FOR	FOR	✓ 99.1%
5.2	Re-elect Mr. Andreas Hämmerli	FOR	FOR	✓ 99.1%
5.3	Re-elect Ms. Carolin Schmüser	FOR	FOR	✓ 96.6%
5.4	Re-elect Mr. Alexander Vögele as member and chairman of the board	FOR	FOR	✓ 91.9%
5.5	Elect Dr. Anja Römer	FOR	FOR	✓ 99.1%
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Andreas Hämmerli to the remuneration committee	FOR	FOR	✓ 98.8%
6.2	Elect Dr. Anja Römer to the remuneration committee	FOR	FOR	✓ 99.1%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%
8	Re-elect Mr. Pablo Bünger as independent proxy	FOR	FOR	✓ 100.0%
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	✓ 98.2%
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.6%
10	Amend articles of association			
10.1	Amend articles of association: authorised capital	FOR	FOR	✓ 99.9%
10.2	Amend articles of association: general meeting	FOR	● OPPOSE	✓ 90.2% The amendment allows the company to organise a virtual general meeting without any adequate justification.
10.3	Amend articles of association: board of directors	FOR	● OPPOSE	✓ 91.1% The amendment has a negative impact on the rights of the shareholders.
10.4	Amend articles of association: remuneration	FOR	FOR	✓ 96.6%
10.5	Amend articles of association: editorial amendments	FOR	FOR	✓ 99.8%

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	✓ 99.1%
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.8%
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 96.6%
2.4	Advisory vote on the remuneration report	FOR	FOR	✓ 87.3%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
5	Amend articles of association			
5.1	Amend articles of association: Bundled items	FOR	FOR	✓ 99.8%
5.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	✓ 96.2% The amendment allows the company to organise a virtual general meeting without any adequate justification.
5.3	Amend articles of association: Introduction of new electronic means	FOR	FOR	✓ 99.4%
5.4	Amend articles of association: Editorial adjustments	FOR	FOR	✓ 99.9%
6	Elections to the board of directors			
6.a	Re-elect Dr. Peter Bauschatz	FOR	FOR	✓ 99.9%
6.b	Re-elect Mr. Niklaus H. Huber	FOR	FOR	✓ 97.1%
6.c	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	✓ 90.4% He is chairman of the nomination committee and the board has less than 20% women without adequate justification.
6.d	Re-elect Mr. Thomas Oetterli as board member and chairman	FOR	● OPPOSE	✓ 88.4% He holds an excessive number of mandates.
6.e	Re-elect Ms. Manuela Suter	FOR	FOR	✓ 99.6%
6.f	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.6%
6.g	Elect Mr. Fabian Tschan	FOR	FOR	✓ 99.3%
7	Elections to the nomination and remuneration committee			
7.a	Re-elect Mr. Niklaus H. Huber to the nomination and remuneration committee	FOR	FOR	✓ 90.3%
7.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	● OPPOSE	✓ 86.5% As Ethos did not support the election of Mr. Kaufmann to the board of directors, Ethos cannot approve Mr. Kaufmann to the committee.

Item	Agenda	Board	Ethos		Result
7.c	Re-elect Mr. Thomas Oetterli to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Oetterli to the board of directors, Ethos cannot approve Mr. Oetterli to the committee.	✓ 85.5%
8	Re-elect Bürki Bolt Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.9%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 30 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.	✓ 94.6%

Item	Agenda	Board	Ethos		Result
	Elections to the board of directors				
1	Re-elect Mr. Yehoshua Abramovich	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
	Transact any other business	NON-VOTING	NON-VOTING		

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	✓ 99.8%
3	Creation of a capital band	FOR	FOR	✓ 95.8%
4	Discharge board members	FOR	FOR	✓ 98.5%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 81.8% The remuneration structure is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 96.0% The remuneration is significantly higher than that of a peer group.
5.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.3%
5.3.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 94.5%
5.3.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 90.6% The information provided is insufficient.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The structure and conditions of the plans do not respect Ethos' guidelines.
6.1	Elections to the board of directors			
6.1.1	Re-elect Dr. Alexandra Brand	FOR	FOR	✓ 98.1%
6.1.2	Re-elect Ms. Isabelle Welton	FOR	FOR	✓ 95.8%
6.1.3	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR	✓ 98.2%
6.1.4	Re-elect Dr. Andreas Casutt	FOR	FOR	✓ 98.0%
6.1.5	Re-elect Dr. Martin Schmid	FOR	FOR	✓ 97.8%
6.1.6	Re-elect Dr. Beat R. Walti	FOR	FOR	✓ 97.9%
6.1.7	Elect Ms. Elodie Cingari	FOR	FOR	✓ 99.4%
6.3	Re-elect Dr. Andreas Casutt as board chairman	FOR	FOR	✓ 97.7%
6.4	Elections to the remuneration committee			
6.4.2	Re-elect Dr. Martin Schmid to the remuneration committee	FOR	FOR	✓ 95.3%
6.4.3	Re-elect Dr. Beat R. Walti to the remuneration committee	FOR	FOR	✓ 95.3%
6.4.1	Re-elect Ms. Isabelle Welton to the remuneration committee	FOR	FOR	✓ 95.5%



Item	Agenda	Board	Ethos		Result
7	Amend articles of association				
7.1	Amend articles of association: Share capital and shares	FOR	FOR		✓ 99.6%
7.2	Amend articles of association: Organisation of the company	FOR	FOR		✓ 96.2%
7.3	Amend articles of association: Remuneration	FOR	● OPPOSE	The employment contracts may include non-compete clauses not in line with Ethos' guidelines.	✓ 93.1%
7.4	Amend articles of association: Miscellaneous	FOR	FOR		✓ 99.9%
8	Re-elect Mr. Rolf Freiermuth as independent proxy	FOR	FOR		✓ 99.9%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 103 years, which exceeds Ethos' guidelines.	✓ 80.3%

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		✓ 98.6%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.7%
4	Approve dividend from capital contributions reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 94.7%
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 79.2%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
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.	✓ 91.0%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR		✓ 94.8%
6.1.2	Re-elect Prof. Dr. Werner J. Bauer	FOR	FOR		✓ 97.5%
6.1.3	Re-elect Mr. Wah-Hui Chu	FOR	FOR		✓ 96.9%
6.1.4	Re-elect Dr. Mariel Hoch	FOR	FOR		✓ 95.8%
6.1.5	Re-elect Mr. Laurens Last	FOR	FOR		✓ 99.6%
6.1.6	Re-elect Mr. Abdallah Al Obeikan	FOR	FOR		✓ 98.4%
6.1.7	Re-elect Ms. Martine Snels	FOR	FOR		✓ 98.9%
6.1.8	Re-elect Mr. Matthias Währen	FOR	FOR		✓ 98.7%
6.2	Elect Ms. Florence Jeantet	FOR	FOR		✓ 99.0%
6.3	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR		✓ 93.1%
6.4	Elections to the remuneration committee				
6.4.1	Re-elect Mr. Wah-Hui Chu to the remuneration committee	FOR	FOR		✓ 93.5%
6.4.2	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR		✓ 91.5%
6.4.3	Elect Mr. Matthias Währen to the remuneration committee	FOR	FOR		✓ 97.1%
7	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 89.6%

Item	Agenda	Board	Ethos		Result
8	Amend articles of association				
8.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.8%
8.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 86.1%
8.3	Amend articles of association: Shareholders and General Meeting	FOR	FOR		✓ 100.0%
8.4	Amend articles of association: Board of Directors and Remuneration	FOR	FOR		✓ 99.3%
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1.1	Re-elect Dr. Gert Thoenen as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 16 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 16 years, consultancy fees) and the board independence is insufficient (28.6%).	✓ 92.6%
4.1.2	Re-elect Mr. Oliver Baumann	FOR	FOR		✓ 93.1%
4.1.3	Re-elect Ms. Cornelia Gehrig	FOR	FOR		✓ 98.5%
4.1.4	Re-elect Mr. Thomas Huber	FOR	● OPPOSE	He has permanent operational functions (CEO).	✓ 94.9%
4.1.5	Re-elect Dr. Beat E. Lüthi	FOR	FOR		✓ 96.2%
4.1.6	Re-elect Mr. Gregor Plattner	FOR	FOR		✓ 88.5%
4.1.7	Re-elect Mr. Patrick Schär	FOR	FOR		✓ 84.9%
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		✓ 89.1%
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. iur. Thoenen to the board of directors, Ethos cannot approve Dr. iur. Thoenen to the committee.	✓ 93.7%
5.1.3	Re-elect Mr. Oliver Baumann to the nomination and remuneration committee	FOR	FOR		✓ 91.1%
6	Advisory vote on the remuneration report	FOR	FOR		✓ 96.0%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The non-executive directors receive consultancy fees in a regular manner.	✓ 94.7%
8	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.6%
9	Re-elect BDO as auditors	FOR	FOR		✓ 98.5%
10	Re-elect v.FISCHER Recht AG as independent proxy	FOR	FOR		✓ 100.0%
11	Amend articles of association				

Item	Agenda	Board	Ethos		Result
11.1	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.8%
11.2	Amend articles of association: Powers of the general meeting	FOR	FOR		✓ 94.6%
11.3	Amend articles of association: Resolutions and elections	FOR	FOR		✓ 94.6%
11.4	Amend articles of association: Duties of the board	FOR	FOR		✓ 94.7%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.1%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 93.4%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.2%
3	Discharge board members and executive management	FOR	FOR	✓ 98.2%
4	Elections to the board of directors			
4.1	Re-elect Dr. Daniel von Stockar	FOR	FOR	✓ 99.1%
4.2	Re-elect Mr. José Alberto Duarte	FOR	FOR	✓ 98.1%
4.3	Re-elect Mr. Timo Ihamuotila	FOR	FOR	✓ 99.0%
4.4	Re-elect Ms. Marie-Pierre Rogers	FOR	FOR	✓ 96.0%
4.5	Re-elect Prof. Dr. Isabelle Romy	FOR	FOR	✓ 97.8%
4.6	Re-elect Mr. Adam Warby	FOR	FOR	✓ 98.9%
4.7	Re-elect Mr. Jim Freeman	FOR	FOR	✓ 97.2%
4.8	Elect Ms. Elizabeth Theophille	FOR	FOR	✓ 98.9%
5	Elect Mr. Adam Warby as board chairman	FOR	FOR	✓ 96.5%
6	Elections to the nomination and remuneration committee			
6.1	Re-elect Ms. Marie-Pierre Rogers to the nomination and remuneration committee	FOR	FOR	✓ 95.7%
6.2	Re-elect Dr. Daniel von Stockar to the nomination and remuneration committee	FOR	FOR	✓ 97.5%
6.3	Re-elect Mr. Adam Warby to the nomination and remuneration committee	FOR	FOR	✓ 97.8%
6.4	Elect Mr. José Alberto Duarte to the nomination and remuneration committee	FOR	FOR	✓ 97.8%
7	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.5%
8	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.8%
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9%
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 92.5% 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.
10	Amend articles of association			

Item	Agenda	Board	Ethos		Result
10.1	Amend articles of association: Shares, Share Register and Registration Restrictions	FOR	FOR		✓ 99.6%
10.2	Amend articles of association: General Meeting of Shareholders, Resolutions and Editorial Changes	FOR	FOR		✓ 99.6%
10.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 91.9%
10.4	Amend articles of association: Change of Company Name, Board of Directors, Compensation and Editorial Changes	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 95.3%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 80.6%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 94.4%
4	Amend articles of association: Composition remuneration committee	FOR	FOR		✓ 99.7%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Robert F. Spoerry as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 85.0%
5.1.2	Re-elect Ms. Stacy Enxing Seng	FOR	FOR		✓ 94.2%
5.1.3	Re-elect Mr. Gregory Behar	FOR	FOR		✓ 96.5%
5.1.4	Re-elect Ms. Lynn Bleil	FOR	FOR		✓ 94.5%
5.1.5	Re-elect Dr. Lukas Braunschweiler	FOR	FOR		✓ 86.1%
5.1.6	Re-elect Mr. Roland Diggelmann	FOR	FOR		✓ 89.3%
5.1.7	Re-elect Ms. Julie Tay	FOR	FOR		✓ 94.2%
5.1.8	Re-elect Mr. Ronald van der Vis	FOR	FOR		✓ 83.7%
5.1.9	Re-elect Mr. Adrian Widmer	FOR	FOR		✓ 99.5%
5.2	Elections to the nomination and remuneration committee				
5.2.1	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR		✓ 93.4%
5.2.2	Re-elect Dr. Lukas Braunschweiler to the nomination and remuneration committee	FOR	FOR		✓ 84.3%
5.2.3	Re-elect Mr. Roland Diggelmann to the nomination and remuneration committee	FOR	FOR		✓ 87.0%
5.3	Elect Ms. Julie Tay to the nomination and remuneration committee	FOR	FOR		✓ 94.0%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.0%
5.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.0%
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.	✓ 87.5%
7	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.8%



Item	Agenda	Board	Ethos		Result
8	Amend articles of association				
8.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.7%
8.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 92.7%
8.3	Amend articles of association: Board of directors and executive management	FOR	FOR		✓ 99.7%
8.4	Amend articles of association: Certificates, general meeting, shareholder's rights and communication with the shareholders	FOR	FOR		✓ 99.9%
8.5	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 81.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase exceeding 20% of the issued capital.	✓
5	Create 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 10% 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.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.	✓
6.b	Re-elect Dr. Dennis A. Ausiello	FOR	● OPPOSE	He is 78 years old, which exceeds Ethos' guidelines.	✓
6.c	Re-elect Mr. Bernard Bollag	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓
6.d	Re-elect Dr. Robert W. Clarke	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓
6.e	Re-elect Dr. Dan Hartman	FOR	FOR		✓
6.f	Re-elect Dr. Kuno Sommer	FOR	FOR		✓
7	Elect Deloitte as auditors	FOR	FOR		✓
8	Re-elect Mr. Marius Meier as independent proxy	FOR	FOR		✓
9	Elections to the remuneration committee				
9.a	Re-elect Dr. 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.	✓

Item	Agenda	Board	Ethos		Result
9.b	Re-elect Dr. Robert W. Clarke to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Clarke to the board of directors, Ethos cannot approve Dr. Clarke to the committee.  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.	✓
9.c	Re-elect Dr. Kuno Sommer 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.	✓
10	Binding votes on the remuneration of the board of directors and the executive management				
10.a	Binding prospective vote on the fixed cash remuneration of the board of directors	FOR	FOR		✓
10.b	Binding prospective vote on the options for the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
10.c	Binding prospective vote on the cash remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration of the CEO is significantly higher than that of a peer group.	✓
10.d	Binding prospective vote on the options for potential new members of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
10.e	Binding prospective vote on additional options for the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members	FOR	FOR		✓ 99.8%
4	Elections to the board of directors				
4.1	Re-elect Mr. Roland Ledergerber as member and chairman of the board	FOR	FOR		✓ 92.9%
4.2	Re-elect Prof. Dr. Manuel Ammann as board member	FOR	FOR		✓ 92.8%
4.3	Re-elect Prof. Dr. Andrea Cornelius as board member	FOR	FOR		✓ 99.8%
4.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board and of the remuneration committee	FOR	FOR		✓ 92.5%
4.5	Re-elect Mr. Kurt Rüegg as member of the board and of the remuneration committee	FOR	FOR		✓ 91.3%
4.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR		✓ 90.0%
4.7	Elect Mr. Rolf Birrer as board member	FOR	● OPPOSE	He is not independent and the board independence is insufficient (33.3%).	✓ 94.1%
4.8	Elect Mr. Daniel Ott as board member	FOR	FOR		✓ 94.4%
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		✓ 98.4%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.4%
5.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 85.5%
6	Re-elect rtwp Rechtsanwälte & Notare as independent proxy	FOR	FOR		✓ 99.2%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 95.4%

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		✓ 94.1%
4.2	Re-elect Mr. Hans-Peter Schwald	FOR	● OPPOSE	He has been a member of the board for 34 years, which exceeds Ethos' guidelines.	✓ 88.5%
4.3	Re-elect Ms. Barbara Egger-Jenzer	FOR	FOR		✓ 98.2%
4.4	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR		✓ 93.8%
4.5	Re-elect Mr. Wojciech Kostrzewa	FOR	FOR		✓ 99.2%
4.6	Re-elect Ms. Doris Leuthard	FOR	FOR		✓ 98.9%
4.7	Re-elect Mr. Kurt Rüegg	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓ 88.6%
4.8	Re-elect Prof. Dr. rer. pol. Stefan Asenkerschbaumer	FOR	FOR		✓ 99.7%
5	Re-elect Mr. Peter Spuhler as board chairman	FOR	FOR		✓ 93.3%
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Barbara Egger-Jenzer to the remuneration committee	FOR	FOR		✓ 96.5%
6.2	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR		✓ 91.6%
6.3	Re-elect Mr. Peter Spuhler to the remuneration committee	FOR	FOR		✓ 92.0%
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.	✓ 86.6%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 97.8%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR		✓ 99.9%
9	Advisory vote on the remuneration report	FOR	FOR		✓ 90.7%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.2%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.1%

Item	Agenda	Board	Ethos		Result
11	Amendments to the articles of association				
11.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.2%
11.2	Creation of a capital band	FOR	FOR		✓ 97.6%
11.3	Amend articles of association: Share register	FOR	FOR		✓ 99.3%
11.4	Amend articles of association: General meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.6%
11.5	Amend articles of association: Board of directors	FOR	FOR		✓ 99.8%
11.6	Amend articles of association: Remuneration and mandates	FOR	FOR		✓ 99.3%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 90.3%
2	Approve allocation of income and dividend				
2.1	Dividend from retained earnings	FOR	FOR		✓ 100.0%
2.2	Dividend from capital contributions reserves	FOR	FOR		✓ 100.0%
3	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 76.5%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 91.5%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.9%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter Fust	FOR	● OPPOSE	<p>He has been a member of the board for 35 years, which exceeds Ethos' guidelines.</p> <p>He is 82 years old, which exceeds Ethos' guidelines.</p>	✓ 95.8%
5.1.2	Re-elect Mr. Adrian Stürm	FOR	FOR		✓ 99.9%
5.1.3	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>The board has not established a nomination committee and has less than 20% women without adequate justification.</p>	✓ 98.4%
5.1.4	Re-elect Mr. Christian Androschin	FOR	FOR		✓ 99.8%
5.1.5	Re-elect Mr. Bernhard Iseli	FOR	FOR		✓ 99.7%
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.	✓ 91.4%
5.3	Elections to the remuneration committee				
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.	✓ 91.5%

Item	Agenda	Board	Ethos		Result
5.3.2	Re-elect Mr. Bernhard Iseli to the remuneration committee	FOR	FOR		✓ 98.7%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 42 years, which exceeds Ethos' guidelines.	✓ 95.5%
5.5	Re-elect Mr. Jürg Jakob as independent proxy	FOR	FOR		✓ 100.0%
6	Amend articles of association				
6.1	Amend articles of association: company purpose	FOR	FOR		✓ 99.8%
6.2	Amend articles of association: share register	FOR	FOR		✓ 99.6%
6.3	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 94.4%
6.4	Amend articles of association: other amendments	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	FOR		✓ 95.6%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.3%
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.	✓ 93.8%
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.2%
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The requested amount does not allow to respect Ethos' guidelines.	✓ 95.2%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.8%
6	Elections to the board of directors				
6.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR		✓ 86.4%
6.2	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 65.1%
6.3	Re-elect Mr. Juan-José Gonzalez	FOR	FOR		✓ 95.9%
6.4	Re-elect Ms. Petra Rumpf	FOR	FOR		✓ 98.9%
6.5	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR		✓ 98.2%
6.6	Re-elect Ms. Nadia Tarolli Schmidt	FOR	FOR		✓ 95.7%
6.7	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 95.9%
6.8	Elect Dr. oec. Olivier A. Filliol	FOR	FOR		✓ 99.8%
7	Elections to the nomination and remuneration committee				
7.1	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.	✓ 64.5%
7.2	Re-elect Ms. Nadia Tarolli Schmidt to the nomination and remuneration committee	FOR	FOR		✓ 95.7%
7.3	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR		✓ 94.9%
8	Re-elect NEOVIUS as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.5%
10	Amendments to the articles of association				
10.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.7%
10.2	Amend articles of association: Shares, share capital and share register	FOR	FOR		✓ 98.3%
10.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.2%
10.4	Amend articles of association: Powers of the general meeting and the board of directors	FOR	FOR		✓ 99.9%
10.5	Amend articles of association: Remuneration, mandates and contracts	FOR	FOR		✓ 99.4%
10.6	Amend articles of association: Other amendments	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 89.0%
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.	✓ 95.7%
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.	✓ 91.2%
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.	✓ 93.3%
5	Elections to the board of directors				
5.1	Re-elect Dr. Suzanne Thoma as member and chairwoman of the board	FOR	● OPPOSE	She is also a permanent member of the executive management (CEO).	✓ 85.1%
5.2.1	Re-elect Mr. David Metzger	FOR	FOR		✓ 95.6%
5.2.2	Re-elect Mr. Alexey V. Moskov	FOR	FOR		✓ 94.1%
5.2.3	Re-elect Mr. Markus Kammüller	FOR	FOR		✓ 99.2%
5.3.1	Elect Dr. Prisca Havranek-Kosicek	FOR	FOR		✓ 99.3%
5.3.2	Elect Dr. Hariolf Kottmann	FOR	FOR		✓ 99.4%
5.3.3	Elect Mr. Per Utnegaard	FOR	FOR		✓ 99.3%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Alexey V. Moskov to the remuneration committee	FOR	FOR		✓ 91.3%
6.2.1	Elect Mr. Markus Kammüller to the remuneration committee	FOR	FOR		✓ 99.1%
6.2.2	Elect Dr. Hariolf Kottmann to the remuneration committee	FOR	FOR		✓ 99.3%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.3%
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.7%
9.1	Amend articles of association: company purpose	FOR	FOR		✓ 99.6%
9.2	Amend articles of association: shares and shares register	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
9.3	Amend articles of association: shareholder rights, general meeting and notices	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 95.0%
9.4	Amend articles of association: board, remuneration and mandates	FOR	FOR		✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 87.2%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.2%
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		✓ 94.9%
4.1.2	Binding prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 88.1%
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.1%
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.	✓ 66.5%
4.4	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.  Past awards do not allow confirmation of the link between pay and performance.	✓ 71.9%
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 is also a permanent member of the executive management (executive chairman).	✓ 81.1%
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	He has been a member of the board for 28 years, which exceeds Ethos' guidelines.  He is 77 years old, which exceeds Ethos' guidelines.	✓ 76.6%
5.3	Re-elect Ms. Daniela Aeschlimann	FOR	FOR		✓ 78.0%

Item	Agenda	Board	Ethos		Result
5.4	Re-elect Mr. Nick Hayek Jr.	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.	✓ 78.2%
5.5	Re-elect Prof. Dr. Claude Nicollier	FOR	● OPPOSE	He is 79 years old, which exceeds Ethos' guidelines.	✓ 81.8%
5.6	Re-elect Dr. Jean-Pierre Roth	FOR	● OPPOSE	He is 77 years old, which exceeds Ethos' guidelines.	✓ 82.4%
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.	✓ 77.0%
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.	✓ 67.4%
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.	✓ 71.4%
6.3	Re-elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓ 75.6%
6.4	Re-elect Mr. Nick Hayek Jr. 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.	✓ 67.3%
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.	✓ 79.4%
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.	✓ 77.6%
7	Re-elect Mr. Bernhard Lehmann as independent proxy	FOR	FOR		✓ 98.2%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 31 years, which exceeds Ethos' guidelines.	✓ 80.2%

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	✓ 92.8%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
3	Discharge board members	FOR	FOR	✓ 99.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.1%
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.6%
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 96.6%
5	Elections to the board of directors			
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	✓ 95.2%
5.2	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 98.7%
5.3	Re-elect Prof. Dr. oec. Monika Bütler	FOR	FOR	✓ 97.4%
5.4	Re-elect Dr. oec. Adrienne Corboud Fumagalli	FOR	FOR	✓ 99.2%
5.5	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 98.8%
5.6	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	✓ 94.6%
5.7	Re-elect Mr. Stefan Erich Loacker	FOR	FOR	✓ 98.6%
5.8	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines. ✓ 81.4%
5.9	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓ 97.5%
5.10	Re-elect Ms. Franziska Tschudi Sauber	FOR	● OPPOSE	She has been a member of the board for 20 years, which exceeds Ethos' guidelines. ✓ 87.0%
5.11	Re-elect Dr. iur. Klaus Tschütscher	FOR	FOR	✓ 94.4%
5.12	Elect Ms. Philomena Colatrella	FOR	FOR	✓ 98.7%
5.13	Elect Mr. Severin Moser	FOR	FOR	✓ 99.0%
	Elections to the remuneration committee			
5.14	Re-elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR	✓ 94.9%
5.15	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Tschudi Sauber to the board of directors, Ethos cannot approve Ms. Tschudi Sauber to the committee. ✓ 83.0%

Item	Agenda	Board	Ethos		Result
5.16	Re-elect Dr. iur. Klaus Tschütscher to the remuneration committee	FOR	FOR		✓ 91.3%
6	Re-elect Mr. Andreas Zürcher as independent proxy	FOR	FOR		✓ 99.6%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 78.2%
8	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.2%



Item	Agenda	Board	Ethos	Result
1.1	Advisory vote on the remuneration report	FOR	FOR	✓ 89.3%
1.2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.8%
2	Approve allocation of income and dividend	FOR	FOR	✓ 98.1%
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 94.5%
4	Discharge board members and executive management	FOR	FOR	✓ 97.6%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Sergio Ermotti as board member and chairman	FOR	FOR	✓ 87.0%
5.1.2	Re-elect Ms. Karen Gavan	FOR	FOR	✓ 98.7%
5.1.3	Re-elect Mr. Joachim Oechslin	FOR	FOR	✓ 98.1%
5.1.4	Re-elect Ms. Deanna Ong	FOR	FOR	✓ 98.6%
5.1.5	Re-elect Mr. Jay Ralph	FOR	FOR	✓ 98.5%
5.1.6	Re-elect Dr. Jörg Reinhardt	FOR	FOR	✓ 97.1%
5.1.7	Re-elect Mr. Philip K. Ryan	FOR	FOR	✓ 98.2%
5.1.8	Re-elect Mr. Sir Paul Tucker	FOR	FOR	✓ 98.5%
5.1.9	Re-elect Mr. Jacques de Vaucleroy	FOR	FOR	✓ 96.7%
5.1.10	Re-elect Mr. Larry Zimpleman	FOR	FOR	✓ 98.2%
5.1.11	Elect Ms. Vanessa Lau	FOR	FOR	✓ 98.6%
5.1.12	Elect Ms. Pia Tischhauser	FOR	FOR	✓ 98.8%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Ms. Karen Gavan to the remuneration committee	FOR	FOR	✓ 95.8%
5.2.2	Re-elect Ms. Deanna Ong to the remuneration committee	FOR	FOR	✓ 95.7%
5.2.3	Re-elect Dr. Jörg Reinhardt to the remuneration committee	FOR	FOR	✓ 94.5%
5.2.4	Re-elect Mr. Jacques de Vaucleroy to the remuneration committee	FOR	FOR	✓ 92.6%
5.2.5	Elect Mr. Jay Ralph to the remuneration committee	FOR	FOR	✓ 97.6%
5.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.4%
5.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.1%

Item	Agenda	Board	Ethos		Result
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of a peer group.</p> <p>The remuneration of the chairman exceeds the average remuneration of the members of the executive management without adequate justification.</p>	✓ 86.7%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓ 88.3%
7	Amendments to the articles of association				
7.1	Amend articles of association: Capital provisions	FOR	FOR		✓ 96.5%
7.2	Amend articles of association: General meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 82.6%
7.3	Amend articles of association: Further amendments	FOR	FOR		✓ 98.6%

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.	✓ 97.8%
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.	✓ 99.4%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Jens Alder	FOR	FOR		✓ 99.3%
5.1.b	Re-elect Dr. Svein Richard Brandtzæg	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 99.1%
5.1.c	Re-elect Mr. Barend Fruithof	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 99.1%
5.1.d	Re-elect Mr. David Metzger	FOR	FOR		✓ 99.1%
5.1.e	Re-elect Mr. Mario Rossi	FOR	FOR		✓ 99.4%
5.1.f	Re-elect Dr. Michael Schwarzkopf	FOR	FOR		✓ 99.4%
5.1.g	Re-elect Mr. Oliver Streuli	FOR	FOR		✓ 99.4%
5.1.h	Re-elect Ms. Emese Weissenbacher	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 98.9%
5.2	Re-elect Mr. Jens Alder as board chairman	FOR	FOR		✓ 99.3%
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Mr. Jens Alder 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.  He was member of the remuneration committee during the past financial year and unscheduled discretionary payments were made during the year under review.	✓ 98.5%

Item	Agenda	Board	Ethos		Result
5.3.b	Re-elect Dr. Svein Richard Brandtzæg to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Brandtzæg to the board of directors, Ethos cannot approve Dr. Brandtzæg to the committee.</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> <p>He was member of the remuneration committee during the past financial year and unscheduled discretionary payments were made during the year under review.</p>	✓ 98.5%
5.3.c	Re-elect Mr. Oliver Streuli to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.</p> <p>He was member of the remuneration committee during the past financial year and unscheduled discretionary payments were made during the year under review.</p>	✓ 98.5%
5.3.d	Re-elect Dr. Michael Schwarzkopf to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.</p> <p>He was member of the remuneration committee during the past financial year and unscheduled discretionary payments were made during the year under review.</p>	✓ 98.5%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.9%
5.5	Re-elect Adlegem Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 98.9%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The fixed remuneration of the CEO is significantly higher than that of a peer group.</p> <p>The information provided is insufficient.</p>	✓ 98.6%
7	Amend articles of association				

Item	Agenda	Board	Ethos		Result
7.1	Amend articles of association: Shareholders' rights and general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 98.6%
7.2	Amend articles of association: Board of Directors and organization	FOR	FOR		✓ 99.9%
7.3	Amend articles of association: Compensation policy and new Swiss corporate law	FOR	FOR		✓ 99.8%

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		FOR	✓ 91.0%
3	Approve allocation of income and dividend	FOR		FOR	✓ 99.9%
4	Discharge board members and executive management	FOR		FOR	✓ 99.3%
5.1	Elections to the board of directors				
5.1.a	Re-elect Dr. iur. Markus Dennler as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.	✓ 93.9%
5.1.b	Re-elect Mr. Jean-Christophe Pernollet	FOR		FOR	✓ 99.5%
5.1.c	Re-elect Dr. iur. Beat Oberlin	FOR		FOR	✓ 93.7%
5.1.d	Re-elect Dr. Monica Dell'Anna	FOR		FOR	✓ 99.0%
5.1.e	Re-elect Mr. Michael Ploog	FOR		FOR	✓ 95.1%
5.1.f	Re-elect Mr. Paolo Buzzi	FOR		FOR	✓ 96.6%
5.1.g	Re-elect Ms. Demetra Kalogerou	FOR		FOR	✓ 99.8%
5.1.h	Elect Ms. Esther Finidori	FOR		FOR	✓ 99.8%
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Dr. iur. Beat Oberlin to the remuneration committee	FOR		FOR	✓ 92.0%
5.2.b	Re-elect Dr. Monica Dell'Anna to the remuneration committee	FOR		FOR	✓ 98.6%
5.2.c	Elect Mr. Paolo Buzzi to the remuneration committee	FOR		FOR	✓ 96.1%
5.3	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 81.3%
5.4	Re-elect Mr. Juan Carlos Gil as independent proxy	FOR		FOR	✓ 100.0%
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		FOR	✓ 94.2%
7	Amendments to the articles of association				
7.1	Creation of a capital band	FOR		FOR	✓ 99.5%
7.2	Amend articles of association: General meeting	FOR		FOR	✓ 99.8%
7.3	Amend articles of association: Board of directors	FOR		FOR	✓ 99.8%
7.4	Amend articles of association: Remuneration and mandates	FOR		FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result
7.5	Amend articles of association: Place of jurisdiction	FOR	FOR	✓ 97.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0%
2	Approve allocation of income and dividend			
2.a	Approve dividend from retained earnings	FOR	FOR	✓ 100.0%
2.b	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 94.9%
	Elections to the board of directors			
4	Elect Mr. Matthias Gillner	FOR	FOR	✓ 99.8%
5.a	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 99.3%
5.b	Re-elect Ms. Myra Eskes	FOR	FOR	✓ 99.8%
5.c	Re-elect Dr. pharm. Oliver Fetzer	FOR	FOR	✓ 92.0%
5.d	Re-elect Dr. Karen Hübscher	FOR	FOR	✓ 98.1%
5.e	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 95.9%
5.f	Re-elect Dr. Daniel R. Marshak	FOR	FOR	✓ 99.9%
6	Re-elect Dr. sc. nat. Lukas Braunschweiler as board chairman	FOR	FOR	✓ 99.5%
	Elections to the remuneration committee			
7.a	Re-elect Ms. Myra Eskes to the remuneration committee	FOR	FOR	✓ 97.9%
7.b	Re-elect Dr. pharm. Oliver Fetzer to the remuneration committee	FOR	FOR	✓ 93.0%
7.c	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	✓ 89.7%
7.d	Re-elect Dr. Daniel R. Marshak to the remuneration committee	FOR	FOR	✓ 97.8%
8	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.0%
9	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.8%
10.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 74.2% The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.
10.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 92.9%



Item	Agenda	Board	Ethos	Result
10.3	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	<p>✓ 84.7%</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 96.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 98.1%
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. ✓ 92.6%
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. ✓ 74.5%
5	Elections to the board of directors			
5.1.1	Elect Mr. Xavier Cauchois	FOR	FOR	✓ 99.7%
5.1.2	Elect Ms. Dorothee Deuring	FOR	FOR	✓ 99.9%
5.2.1	Re-elect Mr. Thibault de Tersant as board member and elect him as chairman	FOR	FOR	✓ 85.3%
5.2.2	Re-elect Mr. Ian Cookson	FOR	● OPPOSE	First appointment to the board. Mr. Cookson is 76 years old, which exceeds Ethos' guidelines. ✓ 85.4%
5.2.3	Re-elect Dr. Peter Spenser	FOR	FOR	✓ 97.7%
5.2.4	Re-elect Mr. Maurizio Carli	FOR	FOR	✓ 98.1%
5.2.5	Re-elect Ms. Deborah Forster	FOR	FOR	✓ 98.5%
5.2.6	Re-elect Ms. Cecilia Hultén	FOR	FOR	✓ 98.5%
6	Elections to the remuneration committee			
6.1	Re-elect Dr. Peter Spenser to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. 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. ✓ 82.7%

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Mr. Maurizio Carli to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.</p>	✓ 82.4%
6.3	Re-elect Ms. Deborah Forster to the remuneration committee	FOR	FOR		✓ 88.4%
6.4	Elect Ms. Cecilia Hultén to the remuneration committee	FOR	FOR		✓ 97.4%
6.5	Elect Ms. Dorothee Deuring to the remuneration committee	FOR	FOR		✓ 99.5%
7	Re-elect Perréard de Boccard SA as independent proxy	FOR	FOR		✓ 98.1%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 88.8%

Item	Agenda	Board	Ethos		Result
1	Chairman's speech	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.5%
3	Approve allocation of balance sheet result and dividend				
3.1	Approve offsetting of statutory retained earnings with the carry forward losses	FOR	FOR		✓ 98.5%
3.2	Approve allocation of balance sheet result	FOR	FOR		✓ 98.4%
3.3	Approve dividend out of capital contributions reserves	FOR	FOR		✓ 98.5%
4	Amend articles of association				
4.1	Amend articles of association: Gender neutrality clause (introduction)	FOR	FOR		✓ 98.3%
4.2	Amend articles of association: Holding of the General Meeting (art.7)	FOR	FOR		✓ 98.3%
4.3	Amend articles of association: Notice of meeting (art.8)	FOR	FOR		✓ 98.3%
4.4	Amend articles of association: Decisions and elections (art.11)	FOR	FOR		✓ 98.3%
4.5	Amend articles of association: Office of Chairman, and Minutes (art.13)	FOR	FOR		✓ 98.3%
4.6	Amend articles of association: Bundled items	FOR	FOR		✓ 98.3%
5.1	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 74.5%
5.2	Discharge executive management	FOR	FOR		✓ 85.8%
6	Elections to the board of directors				
6.1	Re-elect Mr. François Frôté	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 21 years) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 94.6%
6.2	Re-elect Mr. Michel Rollier	FOR	FOR		✓ 98.4%
6.3	Re-elect Mr. Walter Fust	FOR	● OPPOSE	He is 82 years old, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).	✓ 93.0%

Item	Agenda	Board	Ethos		Result
6.4	Re-elect Mr. Till Fust	FOR	FOR		✓ 96.9%
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> <p>The board has not established a nomination committee and has less than 20% women without adequate justification.</p>	✓ 94.2%
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.	✓ 94.0%
8.2	Re-elect Mr. Michel Rollier to the remuneration committee	FOR	FOR		✓ 97.7%
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.	✓ 92.5%
8.4	Re-elect Mr. Till Fust to the remuneration committee	FOR	FOR		✓ 96.3%
9	Re-elect Me Roland Schweizer as independent proxy	FOR	FOR		✓ 97.1%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.5%
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.	✓ 93.5%
11.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓ 91.9%

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	● 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.	✓ 99.3%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Pietro P. Supino-Coninx as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓ 91.0%
4.1.2	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (42.9%). He is chairman of the nomination committee, is not independent, the committee independence is insufficient and the composition of the board are unsatisfactory. He is the lead director, but has a conflict of interest (former executive).	✓ 89.5%
4.1.3	Re-elect Ms. Pascale Bruderer	FOR	FOR		✓ 90.7%
4.1.4	Re-elect Dr. Sverre Munck	FOR	FOR		✓ 90.7%
4.1.5	Re-elect Mr. Konstantin Richter	FOR	FOR		✓ 89.8%
4.1.6	Elect Dr. Stephanie Caspar	FOR	FOR		✓ 91.2%
4.1.7	Elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓ 90.3%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Martin Kall to the 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.	✓ 88.5%
4.2.2	Re-elect Ms. Pascale Bruderer 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.	✓ 88.8%
4.2.3	Elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 88.7%
4.3	Re-elect Dr. Gabriela Wyss as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	<p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 98.7%
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.	✓ 98.0%
5.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 98.6%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 89.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.0%
4	Amend articles of association				
4.1	Amend articles of association: Reduce share capital via repayment of nominal value	FOR	FOR		✓ 99.8%
4.2	Amend articles of association: Increase conditional capital for the employees	FOR	● OPPOSE	The potential dilution is excessive.	✓ 88.8%
4.3	Amend articles of association: Creation of a capital band	FOR	FOR		✓ 95.9%
4.4	Amend articles of association: Other amendments	FOR	FOR		✓ 99.5%
5	Elections to the board of directors				
5.1	Re-elect Mr. André Müller as board member and chairman	FOR	FOR		✓ 96.7%
5.2	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 95.4%
5.3	Re-elect Mr. Markus Borchert	FOR	FOR		✓ 99.1%
5.4	Re-elect Mr. Thomas Seiler	FOR	FOR		✓ 97.9%
5.5	Re-elect Ms. Karin Sonnenmoser	FOR	FOR		✓ 99.7%
5.6	Re-elect Ms. Elke Eckstein	FOR	FOR		✓ 99.1%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR		✓ 93.2%
6.2	Re-elect Mr. Markus Borchert to the nomination and remuneration committee	FOR	FOR		✓ 98.7%
7.1	Advisory vote on the remuneration report	FOR	FOR		✓ 91.7%
7.2	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.	✓ 90.1%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.4%
8	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 98.4%
9	Re-elect KPMG as auditors	FOR	FOR		✓ 93.3%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 85.6%
3	Advisory vote on the sustainability report	FOR	● OPPOSE	The report does not cover all material topics with quantitative indicators.  The report does not include targets for material topics.	✓ 81.3%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
5.1	Amend articles of association: general meetings	FOR	FOR		✓ 97.5%
5.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 77.7%
5.3	Amend articles of association: board, executive management and remuneration	FOR	FOR		✓ 96.6%
5.4	Amend articles of association: other general changes	FOR	FOR		✓ 97.6%
6	Discharge board members and executive management	FOR	FOR		✓ 93.8%
7	Elections to the board of directors				
7.1	Re-elect Mr. Colm Kelleher as board member and chairman	FOR	FOR		✓ 89.9%
7.2	Re-elect Mr. Lukas Gähwiler	FOR	FOR		✓ 97.2%
7.3	Re-elect Mr. Jeremy Anderson	FOR	FOR		✓ 94.4%
7.4	Re-elect Ms. Claudia Böckstiegel	FOR	FOR		✓ 97.1%
7.5	Re-elect Mr. William Dudley	FOR	FOR		✓ 97.1%
7.6	Re-elect Mr. Patrick Firmenich	FOR	FOR		✓ 96.7%
7.7	Re-elect Prof. Dr. Fred Hu	FOR	FOR		✓ 95.0%
7.8	Re-elect Mr. Mark Hughes	FOR	FOR		✓ 97.1%
7.9	Re-elect Ms. Nathalie Rachou	FOR	FOR		✓ 96.0%
7.10	Re-elect Ms. Julie G. Richardson	FOR	FOR		✓ 99.5%
7.11	Re-elect Dr. Dieter Wemmer	FOR	FOR		✓ 96.6%
7.12	Re-elect Ms. Jeanette Wong	FOR	FOR		✓ 96.3%
8	Elections to the remuneration committee				
8.1	Re-elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR		✓ 91.2%
8.2	Re-elect Dr. Dieter Wemmer to the remuneration committee	FOR	FOR		✓ 95.2%

Item	Agenda	Board	Ethos		Result
8.3	Re-elect Ms. Jeanette Wong to the remuneration committee	FOR	FOR		✓ 94.8%
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.	✓ 88.0%
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>	✓ 87.1%
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.	✓ 89.3%
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 25 years, which exceeds Ethos' guidelines.	✓ 94.7%
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 inappropriate 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%
13	Conversion of currency of the share capital				
13.1	Reduce share capital via reduction of nominal value	FOR	FOR		✓ 99.0%
13.2	Change of currency of the share capital	FOR	FOR		✓ 98.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income	FOR	FOR		✓ 99.7%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.5%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 99.3%
5.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration is significantly higher than that of a peer group.	✓ 99.4%
5.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration of the executive members of the board (who are not members of the executive management) is not in line with Ethos' guidelines.	✓ 99.4%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.6%
5.4	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.	✓ 99.6%
Elections to the board of directors					
6.1	Re-elect Mr. Gustav Stenbolt as board member and chairman	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  He chairs the board permanently and the general meeting cannot vote separately on the election of the chairman of the board.  The board independence is not sufficient (25.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.  The board has not established a nomination committee and the composition of the board is unsatisfactory.	✓ 99.8%

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Mr. Philipp LeibundGut	FOR	● OPPOSE	<p>He has permanent operational functions.</p> <p>The board independence is not sufficient (25.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 99.8%
6.3	Re-elect Mr. Olivier Brunisholz	FOR	FOR		✓ 99.9%
7	Elect Ms. Diana Stenbolt	FOR	FOR		✓ 99.5%
8	Elections to the remuneration committee				
8.1	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>	✓ 99.5%
8.2	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>	✓ 99.7%
8.3	Re-elect Mr. Olivier Brunisholz to the remuneration committee	FOR	FOR		✓ 99.5%
8.4	Elect Ms. Diana Stenbolt to the remuneration committee	FOR	FOR		✓ 99.5%
9	Re-elect BDO as auditors	FOR	FOR		✓ 100.0%
10	Re-elect Martin Rechtsanwälte GmbH as independent proxy	FOR	FOR		✓ 100.0%
11.1	Approve share buyback of 1'173'000 shares	FOR	● OPPOSE	The company may undertake selective share repurchases.	✓ 99.7%
11.2	Reduce share capital via cancellation of shares	FOR	● OPPOSE	The company may undertake selective share repurchases.	✓ 99.7%
12	Approve share buyback programme	FOR	● OPPOSE	<p>The company may undertake selective share repurchases.</p> <p>The share repurchase replaces the cash dividend.</p>	✓ 99.7%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.7%
2	Advisory vote on the remuneration report	FOR	FOR	✓ 85.7%
3	Discharge board members and executive management	FOR	FOR	✓ 96.5%
4	Approve allocation of income and dividend	FOR	FOR	✓ 97.7%
5.1	Amend articles of association: shares	FOR	FOR	✓ 96.6%
5.2	Amend articles of association: shareholders rights	FOR	● OPPOSE	✓ 81.0% The amendment allows the company to organise a virtual general meeting without any adequate justification.
5.3	Amend articles of association: board, remuneration, mandates and auditors	FOR	FOR	✓ 95.7%
5.4	Amend articles of association: wording changes	FOR	FOR	✓ 92.2%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 92.2%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 92.6%
6.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 83.9%
7	Elections to the board of directors			
7.1	Re-elect Mr. Markus Gygax as board member and chairman	FOR	FOR	✓ 94.0%
7.2	Re-elect Prof. Dr. Christoph B. Bühler	FOR	FOR	✓ 96.4%
7.3	Re-elect Ms. Barbara Artmann	FOR	FOR	✓ 96.7%
7.4	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 93.8%
7.5	Re-elect Mr. Roger Harlacher	FOR	FOR	✓ 95.6%
7.6	Re-elect Dr. Roland Herrmann	FOR	FOR	✓ 96.8%
7.7	Re-elect Ms. Marion Khüny	FOR	FOR	✓ 96.7%
7.8	Re-elect Mr. Ronald Trächsel	FOR	FOR	✓ 95.4%
8	Elections to the nomination and remuneration committee			
8.1	Re-elect Dr. Maya Bundt to the nomination and remuneration committee	FOR	FOR	✓ 93.3%
8.2	Re-elect Mr. Markus Gygax to the nomination and remuneration committee	FOR	FOR	✓ 92.5%
8.3	Re-elect Mr. Roger Harlacher to the nomination and remuneration committee	FOR	FOR	✓ 95.1%

Item	Agenda	Board	Ethos	Result
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 94.8%
10	Elect burckhardt AG as independent proxy	FOR	FOR	✓ 97.0%

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	Advisory vote on the remuneration report	FOR	FOR		✓ 95.2%
4	Discharge board members and executive management	FOR	FOR		✓ 100.0%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Manuel Leuthold	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 85.8%
5.1.b	Re-elect Mr. Jaume Martos Sabater	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO of Stoneweg SA).	✓ 90.8%
5.1.c	Re-elect Mr. Patrick Richard	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 90.8%
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 will sit on the audit committee.	✓ 91.5%
5.1.e	Re-elect Mr. Stefan Buser	FOR	FOR		✓ 99.9%
5.1.f	Re-elect Mr. Dany Roizman	FOR	FOR		✓ 99.9%
5.1.g	Re-elect Dr. Beat Schwab	FOR	FOR		✓ 99.9%
5.1.h	Re-elect Mr. Grégoire Baudin	FOR	FOR		✓ 99.9%
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.	✓ 85.1%
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Mr. Stefan Buser to the remuneration committee	FOR	FOR		✓ 99.8%
5.3.b	Re-elect Dr. Beat Schwab to the remuneration committee	FOR	FOR		✓ 99.8%
5.4	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
5.5	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓ 100.0%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.7%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.7%

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 board member and chairman	FOR	FOR	✓ 96.9%
4.1.2	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 99.1%
4.1.3	Re-elect Mr. Karl Schlegel	FOR	FOR	✓ 99.8%
4.1.4	Re-elect Dr. Hermann Gerlinger	FOR	FOR	✓ 99.3%
4.1.5	Re-elect Dr. Libo Zhang	FOR	FOR	✓ 96.5%
4.1.6	Re-elect Mr. Daniel Lippuner	FOR	FOR	✓ 99.7%
4.1.7	Re-elect Ms. Maria Heriz	FOR	FOR	✓ 99.8%
4.1.8	Elect Prof. Dr. Petra Denk	FOR	FOR	✓ 99.9%
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Urs Leinhäuser to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
4.2.2	Re-elect Dr. Hermann Gerlinger to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
4.2.3	Re-elect Dr. Libo Zhang to the nomination and remuneration committee	FOR	FOR	✓ 94.7%
5	Re-elect Mr. Roger Föhn as independent proxy	FOR	FOR	✓ 98.9%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8%
7.1	Amend articles of association: company purpose	FOR	FOR	✓ 98.8%
7.2	Amend articles of association: shares and opting out	FOR	FOR	✓ 99.9%
7.3	Amend articles of association: general meeting and auditors	FOR	FOR	✓ 99.9%
7.4	Amend articles of association: share register	FOR	FOR	✓ 98.7%
7.5	Amend articles of association: virtual general meeting	FOR	● OPPOSE	✓ 85.2% The amendment allows the company to organise a virtual general meeting without any adequate justification.
7.6	Amend articles of association: board and remuneration	FOR	FOR	✓ 99.8%
8.1	Creation of a capital band	FOR	FOR	✓ 94.7%



Item	Agenda	Board	Ethos	Result
9.1	Amend articles of association: term of office	FOR	FOR	✓ 99.7%
10.1	Advisory vote on the remuneration report	FOR	FOR	✓ 90.9%
10.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.3%
10.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.9%
10.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.3%
10.5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1%

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	✓ 99.7%
4	Approve consolidated financial statements	FOR	FOR	✓ 99.7%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
6	Advisory vote on the remuneration report	FOR	FOR	✓ 98.8%
7	Discharge board members	FOR	FOR	✓ 99.7%
8.1	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	✓ 98.6% The amendment allows the company to organise a virtual general meeting without any adequate justification.
8.2	Amend articles of association: Other amendments	FOR	FOR	✓ 99.7%
9	Elections to the board of directors			
9.1	Re-elect Mr. Philippe Hebeisen	FOR	FOR	✓ 99.7%
9.2	Re-elect Mr. Martin Albers	FOR	FOR	✓ 99.7%
9.3	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR	✓ 99.7%
9.4	Re-elect Ms. Eftychia Fischer	FOR	FOR	✓ 99.7%
9.5	Re-elect Mr. Peter Kofmel	FOR	● OPPOSE	✓ 99.0% He has been a member of the board for 24 years, which exceeds Ethos' guidelines.
9.6	Re-elect Mr. Cédric Moret	FOR	FOR	✓ 99.7%
9.7	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 99.6%
9.8	Elect Ms. Nathalie Bourquenoud	FOR	FOR	✓ 99.7%
10	Re-elect Mr. Philippe Hebeisen as board chairman	FOR	FOR	✓ 99.3%
11	Elections to the remuneration committee			
11.1	Re-elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
11.2	Re-elect Mr. Cédric Moret to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
11.3	Elect Ms. Nathalie Bourquenoud to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
12.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos	Result
13	Re-elect ACTA Notaires et Associés as independent proxy	FOR	FOR	✓ 99.6%
14	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		✓ 100.0%
2	Discharge board members and executive management	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 92.3%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.9%
5	Amend articles of association				
5.1	Amend articles of association: Adaptations to the new law	FOR	FOR		✓ 99.7%
5.2	Amend articles of association: Maximum number of mandates	FOR	FOR		✓ 99.7%
5.3	Amend articles of association: Communication and decision-making	FOR	FOR		✓ 99.7%
5.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.1%
5.5	Amend articles of association: Quorum of the general meeting	FOR	FOR		✓ 99.7%
5.6	Amend articles of association: Court clause	FOR	FOR		✓ 96.0%
5.7	Amend articles of association: Formal amendments and board of directors competencies	FOR	FOR		✓ 99.7%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR		✓ 97.7%
6.1.2	Re-elect Mr. Claude R. Cornaz as board member and chairman	FOR	FOR		✓ 93.7%
6.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR		✓ 97.6%
6.1.4	Re-elect Mr. Richard Fritschi	FOR	FOR		✓ 96.0%
6.1.5	Re-elect Mr. Urs Kaufmann	FOR	FOR		✓ 95.5%
6.1.6	Re-elect Dr. Diane Nicklas	FOR	FOR		✓ 97.7%
6.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines.	✓ 95.6%
6.1.8	Elect Ms. Raffaella Marzi	FOR	FOR		✓ 97.7%
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	He is executive chairman and the committee does not include at least 50% independent members.	✓ 89.7%

Item	Agenda	Board	Ethos	Result
6.2.2	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	FOR	✓ 92.9%
6.2.3	Elect Ms. Raffaella Marzi to the remuneration committee	FOR	FOR	✓ 97.8%
6.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9%
6.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 88.9%

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.	✓ 99.9%
2	Binding votes on the remuneration of the board of directors and the executive management				
2.a	Binding retrospective vote on the remuneration of the board of directors	FOR	FOR		✓ 99.7%
2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.0%
3	Discharge board members	FOR	FOR		✓ 99.9%
4	Approve allocation of income	FOR	FOR		✓ 95.3%
5	Elections to the board of directors				
5.a	Elect Dr. iur. Patrick L. Krauskopf as board member and chairman	FOR	FOR		✓ 99.0%
5.b	Elect Ms. Valérie Stephan	FOR	FOR		✓ 100.0%
5.c	Re-elect Mr. Jacques Stephan	FOR	FOR		✓ 99.8%
5.d	Re-elect Mr. Pascal Blanquet	FOR	FOR		✓ 99.1%
5.e	Re-elect Mr. Bertrand Raemy	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (20.0%).	✓ 99.8%
6	Elections to the remuneration committee				
6.a	Re-elect Mr. Pascal Blanquet to the remuneration committee	FOR	FOR		✓ 99.8%
6.b	Elect Mr. Bertrand Raemy to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Raemy to the board of directors, Ethos cannot approve Mr. Raemy to the committee.	✓ 99.9%
7	Re-elect Mr. Nicolas Passaplan as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit report does not include material key audit matters.	✓ 99.2%

Item	Agenda	Board	Ethos		Result
1	Amend articles of association				
1.1	Amend articles of association: Company purpose	FOR	FOR		✓ 100.0%
1.2	Amend articles of association: Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 98.9%
1.3	Amend articles of association: Removal of the authorised capital	FOR	FOR		✓ 100.0%
1.4	Amend articles of association: General meeting and dividend	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 98.8%
1.5	Amend articles of association: Board of directors and remuneration	FOR	● OPPOSE	The amendment has a negative impact on the governance of the company.	✓ 99.6%
2	Approve annual report, financial statements and accounts	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.	✓ 99.1%
4	Elections to the board of directors				
4.1	Re-elect Dr. Peter Kalantzis as board chairman	FOR	● OPPOSE	He is 78 years old, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 99.3%
4.2	Re-elect Mr. Gerhard Bruckmeier	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.  He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 99.5%
4.3	Re-elect Mr. August François von Finck Jr.	FOR	FOR		✓ 99.6%
4.4	Re-elect Dr. Christian Hennerkes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.3%

Item	Agenda	Board	Ethos		Result
5	Elections to the remuneration committee				
5.1	Re-elect Mr. August François von Finck Jr. to the remuneration committee	FOR	FOR		✓ 99.1%
5.2	Elect Dr. Peter Kalantzis to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Kalantzis to the board of directors, Ethos cannot approve Dr. Kalantzis to the committee.	✓ 99.3%
6	Re-elect Deloitte as auditors	FOR	FOR		✓ 100.0%
7	Re-elect Dr. Walter M. Müller as independent proxy	FOR	FOR		✓ 100.0%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration is significantly higher than that of a peer group.  The proposed increase relative to the previous year is excessive and not justified.	✓ 98.9%
8.2	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.  The proposed increase relative to the previous year is excessive and not justified.	✓ 98.8%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Elections to the board of directors				
4.1	Re-elect Mr. Andreas Utermann	FOR	FOR		✓ 95.5%
4.2	Re-elect Mr. Bruno Basler	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.	✓ 94.5%
4.3	Re-elect Dr. Maja Baumann	FOR	FOR		✓ 99.5%
4.4	Re-elect Dr. Elisabeth Bourqui	FOR	FOR		✓ 99.7%
4.5	Re-elect Mr. David Cole	FOR	FOR		✓ 99.9%
4.6	Re-elect Dr. Michael Halbherr	FOR	FOR		✓ 97.4%
4.7	Re-elect Mr. Stefan Loacker	FOR	FOR		✓ 99.9%
4.8	Re-elect Ms. Clara Streit	FOR	FOR		✓ 97.2%
4.9	Re-elect Mr. Björn Wettergren	FOR	FOR		✓ 94.5%
5	Re-elect Mr. Andreas Utermann as board chairman	FOR	FOR		✓ 96.3%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Mr. Bruno Basler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Basler to the board of directors, Ethos cannot approve Mr. Basler to the committee.	✓ 86.6%
6.2	Re-elect Dr. Michael Halbherr to the nomination and remuneration committee	FOR	FOR		✓ 94.2%
6.3	Re-elect Ms. Clara Streit to the nomination and remuneration committee	FOR	FOR		✓ 93.9%
6.4	Elect Mr. Andreas Utermann to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (high remuneration) and the committee does not include at least 50% independent members.  He receives a remuneration that is excessive.	✓ 89.8%
6.5	Re-elect Mr. Björn Wettergren to the nomination and remuneration committee	FOR	FOR		✓ 86.0%
7	Re-elect Vischer AG as independent proxy	FOR	FOR		✓ 99.9%
8	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 40 years, which exceeds Ethos' guidelines.	✓ 93.5%

Item	Agenda	Board	Ethos	Result
9.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>✓ 82.9%</p>
9.2	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 in similar companies.</p> <p>✓ 94.8%</p>
9.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	<p>✓ 96.2%</p>
9.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of higher remuneration than that in similar companies.</p> <p>The maximum amount that can be potentially paid out is higher than the amount requested at the general meeting.</p> <p>✓ 94.8%</p>
9.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	<p>✓ 98.2%</p>
10	Amend articles of association			
10.1	Amend articles of association: share capital	FOR	FOR	<p>✓ 100.0%</p>
10.2	Amend articles of association: organization of general meetings	FOR	FOR	<p>✓ 99.9%</p>
10.3	Amend articles of association: board of directors	FOR	FOR	<p>✓ 99.9%</p>
10.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	<p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p> <p>✓ 96.9%</p>

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	✓ 99.7%
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 Dr. Beat Graf	FOR	FOR	✓ 98.7%
4.1.2	Re-elect Ms. Katja Rosenplänter-Marxer	FOR	FOR	✓ 97.2%
4.2.1	Elect Mr. Stefan Amstad	FOR	FOR	✓ 99.1%
4.2.2	Elect Mr. Stephan Zimmermann	FOR	FOR	✓ 98.8%
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		✓ 98.5%
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. Roland Iff	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 17 years) and the board independence is insufficient (40.0%).	✓ 88.6%
4.1.2	Re-elect Dr. iur. Albrecht Langhart	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 23 years, business connections) and the board independence is insufficient (40.0%).	✓ 86.6%
4.1.3	Re-elect Mr. Roland Ledergerber	FOR	FOR		✓ 98.8%
4.1.4	Re-elect Mr. Olivier de Perregaux	FOR	FOR		✓ 98.8%
4.2	Elect Mr. Matthias Daniel Reinhart as member and chairman of the board	FOR	FOR		✓ 95.4%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR		✓ 98.1%
4.3.2	Elect Mr. Matthias Daniel Reinhart to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, former executive) and the committee does not include at least 50% independent members.	✓ 89.4%
4.3.3	Elect Mr. Roland Iff to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Iff to the board of directors, Ethos cannot approve Mr. Iff to the committee.	✓ 88.6%
5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.4%
7	Amendments to the articles of association				
7.1	Amend articles of association: Formal amendments	FOR	FOR		✓ 100.0%
7.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.1%

Item	Agenda	Board	Ethos	Result
7.3	Amend articles of association: Adaptations to law	FOR	FOR	✓ 100.0%
7.4	Amend articles of association: Share register	FOR	FOR	✓ 100.0%
7.5	Amend articles of association: Universal meetings	FOR	FOR	✓ 99.9%
8	Binding votes on the remuneration of the board of directors and the executive management			
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.4%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.6%
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 87.8%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.7%
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.4%
3	Discharge board members and executive management	FOR	FOR	✓ 99.2%
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	✓ 99.8%
4.1.3	Re-elect Ms. Prisca Hafner	FOR	FOR	✓ 99.3%
4.1.4	Re-elect Mr. Tobias Knechtle	FOR	FOR	✓ 99.6%
4.1.5	Re-elect Ms. Petra Rumpf	FOR	FOR	✓ 99.8%
4.1.6	Re-elect Dr. Jürg Werner	FOR	FOR	✓ 97.6%
4.2	Re-elect Mr. Oliver Riemenschneider as board chairman	FOR	FOR	✓ 87.6%
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	✓ 85.2%
4.3.2	Re-elect Dr. Jürg Werner to the nomination and remuneration committee	FOR	FOR	✓ 84.2%
4.4	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 87.6%
4.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.2%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.0%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 92.2%
6	Amend articles of association			
6.1	Amend articles of association: Company purpose	FOR	FOR	✓ 99.6%
6.2	Amend articles of association: Bundled items	FOR	FOR	✓ 99.6%
6.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	✓ 90.9% The amendment allows the company to organise a virtual general meeting without any adequate justification.

Item	Agenda	Board	Ethos	Result
6.4	Amend articles of association: External mandates of the board of directors and the executive management	FOR	FOR	✓ 99.4%

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	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.	✓ 87.5%
5	Elections to the board of directors				
5.1	Re-elect Dr. Marcel Rohner as member and chairman of the board	FOR	FOR		✓ 93.9%
5.2	Re-elect Mr. Stephan A. Müller	FOR	FOR		✓ 99.9%
5.3	Re-elect Mr. Kurt Ritz	FOR	FOR		✓ 99.8%
5.4	Re-elect Ms. Tanja Temel	FOR	FOR		✓ 99.8%
5.5	Re-elect Dr. Roland Müller	FOR	FOR		✓ 99.8%
	Elections to the remuneration committee				
5.6	Re-elect Dr. Marcel Rohner to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the committee includes all board members.	✓ 92.7%
5.7	Re-elect Mr. Stephan A. Müller to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee includes all board members.	✓ 98.0%
5.8	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR		✓ 99.2%
5.9	Re-elect Ms. Tanja Temel to the remuneration committee	FOR	FOR		✓ 99.2%
5.10	Re-elect Dr. Roland Müller to the remuneration committee	FOR	FOR		✓ 99.2%
	Binding votes on the remuneration of the board of directors and the executive management				
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.4%
7.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.8%
7.2	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.	✓ 94.5%
8	Re-elect SwissLegal Dürr + Partner as independent proxy	FOR	FOR		✓ 100.0%
9	Elect Ernst & Young as auditors	FOR	FOR		✓ 96.9%



Item	Agenda	Board	Ethos	Result	
1	Special distribution by way of a dividend in kind	FOR	● OPPOSE	<p>The spin-off is not consistent with the long-term interests of the majority of the company's stakeholders.</p> <p>The information available regarding the transaction is not sufficient to make an informed decision.</p> <p>The legislation and the corporate governance standards of the new place of incorporation significantly deteriorate the rights of the shareholders and other stakeholders.</p>	✓ 97.5%
2	Release of capital contribution reserves	FOR	● OPPOSE	<p>The spin-off is not consistent with the long-term interests of the majority of the company's stakeholders.</p> <p>The information available regarding the transaction is not sufficient to make an informed decision.</p> <p>The legislation and the corporate governance standards of the new place of incorporation significantly deteriorate the rights of the shareholders and other stakeholders.</p>	✓ 96.5%
3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	<p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✓ 92.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.6%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 93.3%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 96.4%
4	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase exceeding 20% 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 capital increases without pre-emptive rights in the past three years is excessive.	✓ 90.7%
5	Increase conditional capital (class B shares)	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% 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.  The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 91.5%
6.1	Amend articles of association: shareholders rights	FOR	FOR		✓ 95.9%
6.2	Amend articles of association: board of directors and remuneration	FOR	FOR		✓ 95.5%
7	Reverse stock split				
7.1	Approve ordinary capital increase	FOR	FOR		✓ 96.2%
7.2	Approve consolidation of shares	FOR	FOR		✓ 95.3%
8	Increase of the voting rights of class A shares	FOR	● OPPOSE	The amendment contravenes the "one share = one vote" principle.	✓ 90.0%
9	Elections to the board of directors				

Item	Agenda	Board	Ethos		Result
9.1	Re-elect Mr. Carlos Creus Moreira	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 94.7%
9.2	Re-elect Mr. Peter Ward	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓ 93.9%
9.3	Re-elect Mr. David Fergusson	FOR	● OPPOSE	He is chairman of the nomination committee and the composition of the board is unsatisfactory.	✓ 96.4%
9.4	Re-elect Mr. Jean-Philippe Ladisa	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 94.9%
9.5	Re-elect Mr. Eric Pellaton	FOR	FOR		✓ 94.8%
9.6	Re-elect Ms. Maria Pia Aqueveque Jabbaz	FOR	FOR		✓ 96.3%
9.7	Re-elect Ms. Cristina Dolan	FOR	FOR		✓ 94.7%
10	Re-elect Mr. Carlos Creus Moreira as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Moreira to the board of directors, Ethos cannot approve Mr. Moreira as chairman.	✓ 95.0%
11	Elections to the nomination and remuneration committee				
11.1	Re-elect Mr. David Fergusson to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (various reasons) and the committee does not include at least 50% independent members.  He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 95.0%
11.2	Re-elect Ms. Cristina Dolan to the nomination and remuneration committee	FOR	FOR		✓ 95.2%
11.3	Re-elect Mr. Eric Pellaton 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.	✓ 95.2%
12	Re-elect BDO as auditors	FOR	FOR		✓ 95.6%
13	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 98.7%
14	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.	✓ 91.7%
15.1	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.	✓ 90.1%

Item	Agenda	Board	Ethos		Result
15.2	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>	<p>✓ 92.6%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 94.6%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 95.2%
5	Elections to the board of directors				
5.1.1	Re-elect Mr. Mark S. Müller	FOR	FOR		✓ 99.5%
5.1.2	Re-elect Mr. Simon Schöni	FOR	FOR		✓ 100.0%
5.1.3	Re-elect Mr. Oliver R. Baumann	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.7%
5.1.4	Re-elect Ms. Désirée Dosch	FOR	FOR		✓ 100.0%
5.1.5	Re-elect Dr. Norbert Windhab	FOR	FOR		✓ 100.0%
5.1.6	Re-elect Mr. David L. Deck	FOR	● OPPOSE	He has permanent operational functions.	✓ 98.4%
6	Re-elect Mr. David L. Deck as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Deck to the board of directors, Ethos cannot approve Mr. Deck as chairman.	✓ 98.3%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Mark S. Müller to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 98.9%
7.2	Elect Dr. Norbert Windhab to the remuneration committee	FOR	FOR		✓ 99.4%
7.3	Re-elect Mr. Simon Schöni to the remuneration committee	FOR	FOR		✓ 99.3%
8	Re-elect BDO as auditors	FOR	FOR		✓ 99.6%
9	Re-elect Mr. Urs Hänggli as independent proxy	FOR	FOR		✓ 100.0%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 92.9%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.7%
10.3	Binding retrospective vote on the remuneration of Mr. Deck for his operational activities	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.5%
11	Amend articles of association				
11.1	Amend articles of association: Company purpose	FOR	FOR		✓ 97.6%

Item	Agenda	Board	Ethos		Result
11.2	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p>	✓ 93.2%
11.3	Amend articles of association: Share register	FOR	FOR		✓ 97.1%
11.4	Amend articles of association: General meeting	FOR	FOR		✓ 96.9%
11.5	Amend articles of association: Mandatory amendments	FOR	FOR		✓ 96.3%
11.6	Amend articles of association: Other amendments	FOR	FOR		✓ 96.3%

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		✓ 99.7%
4	Amendments to the articles of association				
4.a	Amend articles of association: Mandatory and editorial changes	FOR	FOR		✓ 99.9%
4.b	Amend articles of association: Remuneration and external mandates	FOR	FOR		✓ 90.3%
5.a	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 89.0%
5.b	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 99.8%
5.c	Binding retrospective vote on the short-term variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 88.9%
5.d	Binding prospective vote on the long-term variable 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 variable remuneration.	✓ 88.9%
5.e	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.7%
5.f	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.6%
5.g	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 98.6%
6.a	Elections to the board of directors				
6.a.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR		✓ 97.7%
6.a.2	Re-elect Mr. Paul R. Fonteyne	FOR	FOR		✓ 98.1%
6.a.3	Re-elect Dr. Martin Münchbach	FOR	FOR		✓ 100.0%
6.a.4	Re-elect Ms. Betül Susamis Unaran	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 98.8%
6.a.5	Re-elect Mr. Simon Michel	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.9%
6.b	Elections to the nomination and remuneration committee				
6.b.1	Re-elect Mr. Gilbert Achermann to the nomination and remuneration committee	FOR	FOR		✓ 95.8%

Item	Agenda	Board	Ethos	Result
6.b.2	Re-elect Mr. Paul R. Fonteyne to the nomination and remuneration committee	FOR	FOR	✓ 92.3%
6.c	Re-elect Dr. Peter Stähli as independent proxy	FOR	FOR	✓ 100.0%
6.d	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 100.0%



Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	FOR		✓
2.	Approve allocation of balance sheet result	FOR	FOR		✓
3.	Approve dividend from capital contribution reserves	FOR	FOR		✓
4.	Discharge board members and executive management	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Markus Wesnitzer	FOR	● OPPOSE	<p>He has been a member of the board for 17 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 17 years) and the board independence is insufficient (25.0%).</p>	✓
5.1.2	Re-elect Mr. David C. Schärli	FOR	● OPPOSE	He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓
5.1.3	Elect Mr. Nicolas Gross	FOR	FOR		✓
5.1.4	Elect Mr. Yves Rossier	FOR	FOR		✓
5.2	Elect Dr. Markus Wesnitzer as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Wesnitzer to the board of directors, Ethos cannot approve Dr. Wesnitzer as chairman.	✓
5.3	Elections to the nomination and remuneration committee				
5.3.1	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.	✓
5.3.2	Re-elect Mr. David C. Schärli to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schärli to the board of directors, Ethos cannot approve Mr. Schärli to the committee.	✓
5.3.3	Elect Mr. Nicolas Gross to the nomination and remuneration committee	FOR	FOR		✓
5.3.4	Elect Mr. Yves Rossier to the nomination and remuneration committee	FOR	FOR		✓
5.4	Re-elect Adtrexa AG as independent proxy	FOR	FOR		✓
5.5	Re-elect SWA Swiss Auditors as auditors	FOR	FOR		✓
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.	✓

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

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 90.0%
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		✓ 94.9%
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.3%
4	Discharge board members and executive management	FOR	FOR		✓ 99.8%
5	Amendments to the articles of association				
5.1	Amend articles of association: Sustainability	FOR	FOR		✓ 100.0%
5.2	Amend articles of association: Electronic Communications	FOR	FOR		✓ 100.0%
5.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 95.7%
5.4	Amend articles of association: Additional amounts for new members	FOR	FOR		✓ 99.9%
5.5	Amend articles of association: Maximum number of mandates	FOR	● OPPOSE	The proposed maximum number of mandates is considered excessive.	✓ 97.3%
5.6	Amend articles of association: Editorial adjustments	FOR	FOR		✓ 100.0%
6.1	Appoint Mr. Martin Wipfli as representative of the holders of registered shares B	FOR	FOR		✓ 85.4%
6.2	Elections to the board of directors				
6.2.1	Re-elect Dr. Beat Schwab	FOR	FOR		✓ 100.0%
6.2.2	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR		✓ 98.1%
6.2.3	Re-elect Mr. Johannes Stöckli	FOR	FOR		✓ 99.7%
6.2.4	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 93.7%
6.2.5	Elect Dr. Joëlle Zimmerli	FOR	FOR		✓ 99.5%
6.3	Re-elect Dr. Beat Schwab as board chairman	FOR	FOR		✓ 99.8%
6.4	Elections to the nomination and remuneration committee				
6.4.1	Elect Prof. Dr. Annelies Häcki Buhofer 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.	✓ 94.2%

## Zug Estates

06.04.2023

AGM

Item	Agenda	Board	Ethos	Result
6.4.2	Re-elect Mr. Johannes Stöckli to the nomination and remuneration committee	FOR	FOR	✓ 97.7%
6.5	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 95.0%
6.6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.1%

Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓ 99.5%
2	Discharge board members and executive management	FOR	FOR	✓ 99.1%
3	Approve allocation of income and dividend	FOR	FOR	✓ 98.9%
4	Advisory vote on the remuneration report	FOR	FOR	✓ 90.6%
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.9%
6	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 93.3%
7	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 91.4%
8	Amend articles of association: sustainability committee	FOR	FOR	✓ 97.5%
9	Elections to the board of directors			
9.1	Re-elect Dr. Jacques Bossart	FOR	FOR	✓ 95.9%
9.2	Re-elect Dr. Silvan Schriber	FOR	FOR	✓ 91.9%
9.3	Re-elect Dr. Urs Rügsegger	FOR	FOR	✓ 90.8%
10	Re-elect Dr. Urs Rügsegger as board chairman	FOR	FOR	✓ 96.0%
11	Elections to the remuneration committee			
11.1	Re-elect Dr. Urs Rügsegger to the remuneration committee	FOR	FOR	✓ 94.0%
11.2	Re-elect Dr. Jacques Bossart to the remuneration committee	FOR	FOR	✓ 96.5%
11.3	Elect Dr. Annette Luther to the remuneration committee	FOR	FOR	✓ 95.6%
12	Re-elect Mr. René Peyer as independent proxy	FOR	FOR	✓ 98.0%

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 structure is not in line with Ethos' guidelines.	✓ 82.1%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 98.5%
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		✓ 98.8%
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		✓ 98.2%
4.1.5	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR		✓ 99.2%
4.1.6	Re-elect Dr. Michael Halbherr	FOR	FOR		✓ 99.4%
4.1.7	Re-elect Dr. oec. Sabine Keller-Busse	FOR	FOR		✓ 99.2%
4.1.8	Re-elect Dr. iur. Monica Mächler	FOR	FOR		✓ 99.0%
4.1.9	Re-elect Mr. Kishore Mahbubani	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 90.8%
4.1.10	Re-elect Dr. Peter Maurer	FOR	FOR		✓ 99.6%
4.1.11	Re-elect Ms. Jasmin Staiblin	FOR	FOR		✓ 99.0%
4.1.12	Re-elect Mr. Barry Stowe	FOR	FOR		✓ 99.5%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Michel M. Liès to the remuneration committee	FOR	FOR		✓ 97.4%
4.2.2	Re-elect Ms. Catherine P. Bessant to the remuneration committee	FOR	FOR		✓ 97.4%
4.2.3	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR		✓ 94.8%
4.2.4	Re-elect Dr. oec. Sabine Keller-Busse to the remuneration committee	FOR	FOR		✓ 97.2%
4.2.5	Re-elect Mr. Kishore Mahbubani to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Mahbubani to the board of directors, Ethos cannot approve Mr. Mahbubani to the committee.	✓ 88.8%
4.2.6	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR		✓ 97.2%
4.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 98.7%

Item	Agenda	Board	Ethos		Result
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.8%
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.	✓ 89.4%
6	Amendments to the articles of association				
6.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase exceeding 20% of the issued capital.  The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 87.9%
6.2	Amend articles of association: Share register	FOR	FOR		✓ 99.5%
6.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 84.0%
6.4	Amend articles of association: Other amendments	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 93.4%

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>	✓ 100.0%
4.a	Elections to the board of directors				
4.a.1	Re-elect Mr. Yves Bosson	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>	✓ 100.0%
4.a.2	Re-elect Mr. Francesco Punzo	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 100.0%
4.a.3	Re-elect Mr. Christian Charpin	FOR	● OPPOSE	He is also a permanent member of the executive management (Deputy CEO).	✓ 100.0%
4.b	Elections to the nomination and remuneration committee				
4.b.1	Re-elect Mr. Francesco Punzo to the nomination and 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>	✓ 100.0%
4.b.2	Re-elect Mr. Christian Charpin to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Charpin to the board of directors, Ethos cannot approve Mr. Charpin to the committee.</p> <p>He holds an executive function in the company.</p>	✓ 100.0%
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%
5	Binding votes on the remuneration of the board of directors and the executive management				



Item	Agenda	Board	Ethos		Result
5.a.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 100.0%
5.a.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 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.