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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  - 3.3 Withdrawn board resolutions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
- 4 **Detailed voting recommendations**

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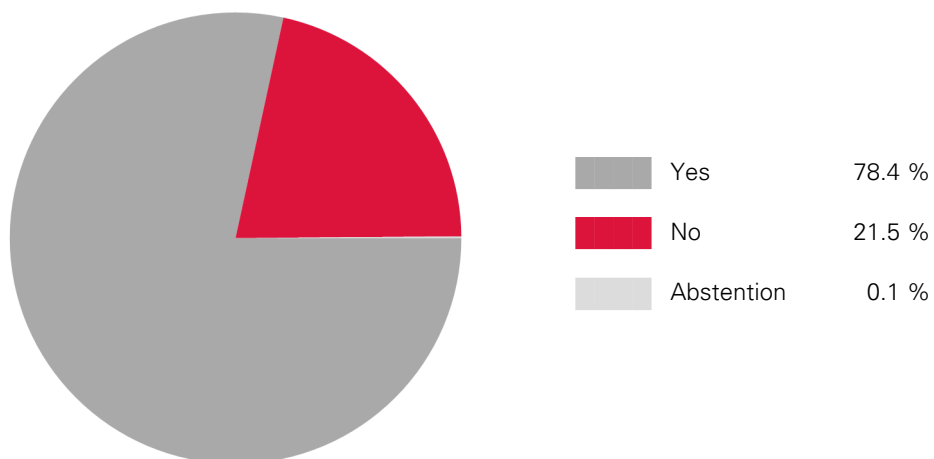
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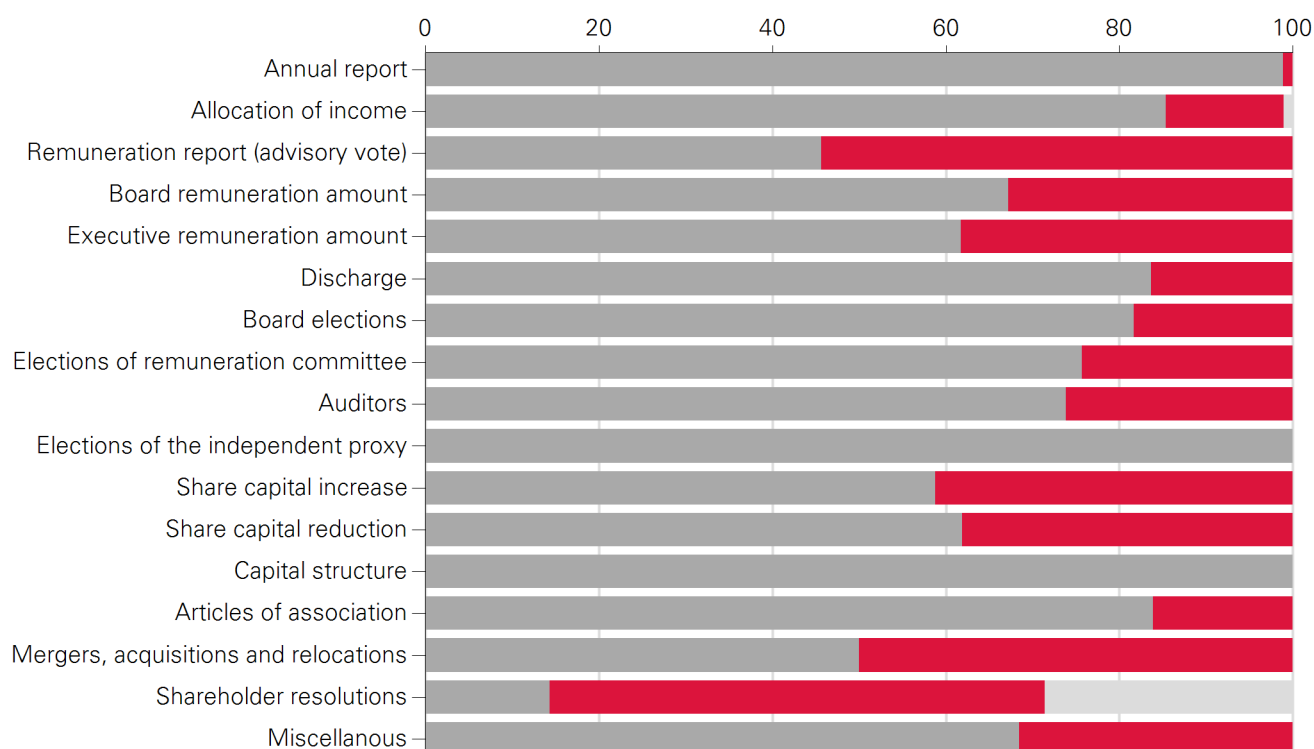
## 1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	173	3243	2543	696	4
Extraordinary general meetings	1	3	2	1	0
<b>Total</b>	<b>174</b>	<b>3246</b>	<b>2545</b>	<b>697</b>	<b>4</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	182	98.9%	2	1.1%	0	0.0%	184
Allocation of income	163	85.3%	26	13.6%	2	1.0%	191
Remuneration report (advisory vote)	47	45.6%	56	54.4%	0	0.0%	103
Board remuneration amount	121	67.2%	59	32.8%	0	0.0%	180
Executive remuneration amount	147	61.8%	91	38.2%	0	0.0%	238
Discharge	159	83.7%	31	16.3%	0	0.0%	190
Board elections	950	81.7%	213	18.3%	0	0.0%	1163
Elections of remuneration committee	349	75.7%	112	24.3%	0	0.0%	461
Auditors	127	73.8%	45	26.2%	0	0.0%	172
Elections of the independent proxy	161	100.0%	0	0.0%	0	0.0%	161
Share capital increase	47	58.8%	33	41.3%	0	0.0%	80
Share capital reduction	13	61.9%	8	38.1%	0	0.0%	21
Capital structure	12	100.0%	0	0.0%	0	0.0%	12
Articles of association	52	83.9%	10	16.1%	0	0.0%	62
Mergers, acquisitions and relocations	1	50.0%	1	50.0%	0	0.0%	2
Shareholder resolutions	1	14.3%	4	57.1%	2	28.6%	7
Miscellaneous	13	68.4%	6	31.6%	0	0.0%	19

## 2 Overview of the voting recommendations

### Type of General Meeting (Type)

AGM Annual general meetings  
EGM Extraordinary general meetings

### Votings

✓ For  
◐ Partly for  
✗ Oppose  
✕ Abstain

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
Addex Therapeutics	09.06.2020	AGM	✓	✓	✗	✗	✗	✗	◐	✓	✓	✓	✗						✗
Adecco	16.04.2020	AGM	✓	✓	✗	✗	✗	✓	◐	◐	✓	✓		✓					
Adval Tech	14.05.2020	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓							
Aevis Victoria	30.04.2020	AGM	✓	✓	✗	✗	✗	✓	◐	◐	✓	✓							
Airesis	25.05.2020	AGM	✓	✓	✓	✓	✗	✗	◐	✓	✓	✓							
Alcon	06.05.2020	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✓	✓							
Allreal	24.04.2020	AGM	✓	◐	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			
Aluflexpack	08.05.2020	AGM	✓	✓		✓	✓	✓	◐	◐	✓	✓				✗			
AMS	03.06.2020	AGM		✓		✓		✓			✓		✓			✓			◐
APG SGA	14.05.2020	AGM	✓	✓		✓	◐	✓	◐	◐	✓	✓						✕	
Arbonia	24.04.2020	AGM	✓	◐	✓	✓	✓	✗	◐		✓	✓	✓			✗			
Arundel	26.05.2020	AGM	✓	✓		✓	✗	✗	✗	✗	✗	✓	✗						
Ascom	15.04.2020	AGM	✓	✓	✗	✓	✓	✓	✓	◐	✗	✓				✗			
ASmallWorld	17.04.2020	AGM	✓	✓		✗	✗	✗	◐	◐	✓	✓							
Bachem	22.04.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Bâloise	24.04.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Bank Linth	15.04.2020	AGM	✓	✓		✓	✓	✓	◐		✗	✓							
Banque Cantonale de Genève	05.05.2020	AGM	✓	✓				✓			✗								
Banque Cantonale du Jura	29.04.2020	AGM	✓	✓				✓			✗								
Banque Cantonale du Valais	09.06.2020	AGM	✓	✓				✗			✓								
Banque Cantonale Vaudoise	30.04.2020	AGM	✓	✓		✓	✓	✓	✓		✓	✓		✓	✓				
Banque Profil de Gestion	21.04.2020	AGM	✓	✓		✓	✗	✓	✓	◐	✓	✓							

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Basilea	08.04.2020	AGM	✓	✓	✗	✗	⊕	✓	✓	✓	✗	✓	✗			⊕			
Bell Food Group	12.05.2020	AGM	✓	⊕	✓	✓	✓	✓	⊕	✓	✓	✓							
Berner Kantonalbank	12.05.2020	AGM	✓	✓		✗	✗	✓	✓	✓	✓	✓							
BFW Liegenschaften	12.05.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓					✓
BKW	15.05.2020	AGM	✓	✓	✗	✓	✗	✓	✓	⊕	✗	✓							
Blackstone Resources	22.05.2020	AGM	✗	✓	✗			✗	✗	✗	✓	✓							
BNS	24.04.2020	AGM	✓	✓				✓	✓		✓							✗	
Bobst	07.04.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Bossard	08.04.2020	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✓	✓				✓			
Bucher Industries	24.04.2020	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✗	✓							
Burkhalter Holding	24.06.2020	AGM	✓	✗		✓	⊕	✓	⊕	⊕	✓	✓	✓						
BVZ Holding	16.04.2020	AGM	✓	✓		✓	✓	✓	⊕	⊕	✓	✓							
Calida	17.04.2020	AGM	✓	✓	✗	✓	⊕	✓	✓	✓	✓	✓				✓			
Cassiopea	30.04.2020	AGM	✓			✗			✗										
	29.05.2020	EGM											⊕						
Cembra Money Bank	16.04.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
CI Com	24.06.2020	AGM	✗	✓		✗		✗	⊕	✗	✓	✓							
Cicor Technologies	16.04.2020	AGM	✓	⊕	✓	✓	✓	✓	✓	⊕	✓	✓	✗			✓			
Clariant	29.06.2020	AGM	✓	⊕	✗	✓	✗	✗	⊕	⊕	✗	✓							
Coltene	02.04.2020	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✓	✓							
Comet Holding	23.04.2020	AGM	✓	✓	✗	✓	✓	✓	⊕	✓	✗	✓	✓			✗			
Compagnie Financière Tradition	19.05.2020	AGM	✓	✓		✗	✗	✓	⊕	✗	✗	✓							
Conzzeta	22.04.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
Cosmo Pharmaceuticals	28.05.2020	AGM	✓					✓	✓		✓		✗	✗					✗
Credit Suisse Group	30.04.2020	AGM	✓	✗	✗	✗	✗	✗	⊕	✓	✓	✓		✗					
DKSH	13.05.2020	AGM	✓	✓		✓	✗	✓	✓	✓	✓	✓							
Dufry	18.05.2020	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✓	✓	✗						✓
Edisun Power Europe	24.04.2020	AGM	✓	⊕		✓	✓	✓	⊕	✓	✓	✓	✗						
EFG International	29.04.2020	AGM	✓	⊕		✗	✗	✓	⊕	⊕	✓	✓	✗						
Elma Electronic	16.04.2020	AGM	✓	✓		✓	✓	✓	⊕	⊕	✗	✓							
Emmi	02.04.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							✓
Evolve	15.04.2020	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✗			

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Feintool International	30.04.2020	AGM	✓	✓		✗	✓	✓	○	○	✓	✓							
Flughafen Zürich	11.06.2020	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							
Forbo	03.04.2020	AGM	✓	✓	✗	✗	✓	✓	✓	○	✓	✓							
Fundamenta Real Estate	08.04.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
Galenica	19.05.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
GAM Holding	30.04.2020	AGM	✓	✓	✓	✗	○	✓	✓	✓	✓	✓	✓						✓
Geberit	01.04.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓			✓				
Georg Fischer	15.04.2020	AGM	✓	✓	✓	✓	✗	✓	○	○	✓	✓	✓			✓			
Glarner Kantonalbank	24.04.2020	AGM	✓	✓		✓		✓	✓		✓								
Groupe Minoteries	19.06.2020	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓							✓
Gurit	15.04.2020	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓					✗		
Helvetia	24.04.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓						
HIAG Immobilien	23.04.2020	AGM	✓	✓	✗	✗	✗	✓	○	✓	✓	✓	✗			✓			
Highlight Event and Entertainment	26.06.2020	AGM	✓		✗	✗	✗	✗	○	○	✓	✓							
Hochdorf	30.06.2020	AGM	✓	✓	✓	○	✗	✗	✓	✓	✓	✓						✓	
Huber+Suhner	01.04.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Hypothekarbank Lenzburg	13.05.2020	AGM	✓	✓		✓	✓	✓	○	✓	✗	✓							
Idorsia	13.05.2020	AGM	✓	✓	✗	✗	✗	✓	○	○	✓	✓	✗						
Inficon	03.04.2020	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							
Interroll	08.05.2020	AGM	✓	✓		✓	✗	✓	○	✓	✓	✓							
Intershop	02.04.2020	AGM	✓	✓		✓	✗	✗	✓	✓	✗	✓							
Investis	28.04.2020	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							
IVF Hartmann	21.04.2020	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							
Julius Bär	18.05.2020	AGM	✓	✓	✗	✓	○	✗	○	✓	✗	✓							
Jungfraubahn	18.05.2020	AGM	✓	✓		✓	✓	✓	○	○	✓	✓							
Kardex	14.04.2020	AGM	✓	✓	✗	✗	✓	✓	○	✓	✓	✓				✓			
Komax	11.05.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
Kudelski	15.04.2020	AGM	✓	✗		✗	✗	✓	○	✗	✗	✓	✗						
Kühne + Nagel	05.05.2020	AGM	✓	✓	✗	✓	✗	✓	○	○	✓	✓	✗						
Kuros Biosciences	21.04.2020	AGM	✓	✓		○	○	✗	○	✓	✓	✓	✓						
LafargeHolcim	12.05.2020	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓							
Lalique Group	08.05.2020	AGM	✓	✓		✓	✓	✓	○	✗	✓	✓							

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Landis+Gyr Group	30.06.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓			
lastminute.com	21.05.2020	AGM	✓			⦿		✗	⦿		✗			✗					✗
Leclanché	30.06.2020	AGM	✓	✓	✗	✗	✗	✗	⦿	⦿	✓	✓	✓		✓				
Lem	09.06.2020	AGM	✓	✗	✗	✗	✓	✓	⦿	✓	✓	✓				✓			
Liechtensteinische Landesbank	08.05.2020	AGM	✓	✓				✓	✓		✓								
Lindt & Sprüngli	24.04.2020	AGM	✓	⦿	✗	✗	✗	✓	⦿	⦿	✓	✓		✓					
Lonza	28.04.2020	AGM	✓	✓	✗	✓	⦿	✓	✓	✓	✗	✓							
LumX Group	30.06.2020	AGM	✓						✓		✓		✓			✓			✓
Luzerner Kantonalbank	08.04.2020	AGM	✓	✓		✓	✓	✓	✓		✓	✓		✓		✓		✗	
MCH Group AG	24.04.2020	AGM	✓	✓		✓	✓	✓	⦿	⦿	✓	✓							
Medacta Group	19.05.2020	AGM	✓	✓	✗	⦿	⦿	✗	⦿	⦿	✓	✓							
Medartis Holding	17.04.2020	AGM	✓	✓	✗	✗	⦿	✓	⦿	⦿	✓	✓	✗						
Metall Zug	24.04.2020	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓					✓		
Meyer Burger	13.05.2020	AGM	✓	✓	✗	✓	✓	✗	⦿	⦿	✓	✓	✓			✓			
Mikron	15.04.2020	AGM	✓	✓	✓	✓	✓	✓	⦿	⦿	✓	✓							
mobilezone	08.04.2020	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓						
Molecular Partners	29.04.2020	AGM	✓	✓	✗	✗	⦿	✓	⦿	✓	✓	✓	✗		✓				
Nestlé	23.04.2020	AGM	✓	✓	✗	✓	✗	✓	⦿	✓	✓	✓		✓					
Novavest Real Estate	25.05.2020	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓					
ObsEva	09.06.2020	AGM	✓	✓		✗	✗	✗	⦿	⦿	✓	✓	✗						✗
OC Oerlikon Corporation	07.04.2020	AGM	✓	✗	✗	✗	⦿	✓	✓	✓	✓	✓							
Orascom Development	20.05.2020	AGM	✓	✓	✗	✓	✗	✗	⦿	✗	✓	✓	✗						
Orell Füssli	20.05.2020	AGM	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓				⦿			
Orior	04.06.2020	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓						
Pargesa	06.05.2020	AGM	✓	✓		✗	✓	✓	⦿	⦿	✗	✓	✗						
Partners Group	13.05.2020	AGM	✓	✗	✗	✗	⦿	✓	⦿	✓	✓	✓				✓			
Peach Property Group	27.05.2020	AGM	✓	✓	✗	✗	⦿	✓	✓	✗	✗	✓	✗						
Perfect Holding	26.06.2020	AGM	✓	✓		✓	✓	✗	⦿	⦿	✓	✓				✗			
Phoenix Mecano	20.05.2020	AGM	✓	✗	✗	✗	✓	✓	✗	✗	✓	✓							
Pierer Mobility	15.05.2020	AGM		✓		✓		⦿	✗		✓					✓			⦿
Plazza	09.04.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Poenina Holding	20.05.2020	AGM	✓	⦿	✗	✓	⦿	✓	⦿	✓	✓	✓	✗			✓	✗		

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Polyphor	04.06.2020	AGM	✓	✓		🟡	🟡	✗	✓	🟡	✓	✓	🟡						
Private Equity Holding	30.06.2020	AGM	✓	✓		✓		✓	🟡	🟡	✓	✓							
PSP Swiss Property	09.04.2020	AGM	✓	✓	✓	✓	✓	✓	🟡	🟡	✓	✓							
Rieter	16.04.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓						
Romande Energie	19.05.2020	AGM	✓	✗	✓	✓	✓	✓	🟡	✓	✓	✓				✓			
Santhera Pharmaceuticals	22.04.2020	AGM	✓	✓	✗	✗	🟡	✗	✓	✓	✓	✓	✓		✓				
Schlatter	04.05.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓							
Schmolz + Bickenbach	28.04.2020	AGM	✓	✓	✗	✗	✗	✗	🟡	🟡	✓	✓	✓			✓			
Schweiter Technologies	08.04.2020	AGM	✓	✓	✓	✓	✓	✓	🟡	🟡	✗	✓							
Sensirion Holding	11.05.2020	AGM	✓	✓	✓	✗	✓	✓	🟡	🟡	✓	✓	✓						
SF Urban Properties	29.06.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓			✓
SFS Group	23.04.2020	AGM	✓	🟡		✓	✓	✓	✓	✓	✗	✓							
Siegfried	17.04.2020	AGM	✓	✓		✗	🟡	✓	✓	✓	✗	✓		✓					
SIG Combibloc Group	07.04.2020	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓						
Sika	21.04.2020	AGM	✓	✗	✓	✓	✓	✓	🟡	🟡	✗	✓							
SoftwareOne Holding	14.05.2020	AGM	✓	✓	✓	✓	✗	✓	🟡	🟡	✓	✓							
Sonova	11.06.2020	AGM	✓	✓	✓	✓	✗	✓	🟡	✓	✓	✓	✓						
Spice Private Equity	27.05.2020	AGM	✓			✓		✗	🟡	✓	✗	✓	✗	✓	✓				✓
St.Galler Kantonalbank	29.04.2020	AGM	✓	✓		✓	✓	✓	✓		✗	✓						✗	
Stadler Rail	30.04.2020	AGM	✓	✗	✓	✓	✓	✓	🟡	✓	✓	✓						✗	
Starrag Group	25.04.2020	AGM	✓	✓	✗	✗	✓	✓	🟡	🟡	✗	✓							
Straumann	07.04.2020	AGM	✓	✓	✗	✗	🟡	✓	✓	✓	✓	✓							
Sulzer	15.04.2020	AGM	✓	✗	✗	✓	✗	✓	🟡	✗	✓	✓							
Sunrise	08.04.2020	AGM	✓	🟡	✗	✓	✗	✓	🟡	🟡	✓	✓	✓						
Swatch Group	14.05.2020	AGM	✓	✓		🟡	🟡	✓	🟡	🟡	✗	✓							
Swiss Life	28.04.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		🟡					
Swiss Re	17.04.2020	AGM	✓	✓	✓	✗	✗	✓	🟡	✓	✓	✓		✗					
Swisscom	06.04.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Swissquote	05.05.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓						
Tecan	07.04.2020	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓						
Temenos	20.05.2020	AGM	✓	✓		✗	✗	✓	✓	✓	✗	✓							
Tornos	15.04.2020	AGM	✓	✓		✗	✗	✓	🟡	🟡	✓	✓							



Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
TX Group	03.04.2020	AGM	✓	✓		✗	✗	✓	⊙	✗	✓	✓							✓
U-blox	23.04.2020	AGM	✓	✓	✓	✓	✓	✓	⊙	✓	✓	✓	✗	✓					
UBS	29.04.2020	AGM	✓	✗	✗	✗	✗	✓	✓	✓	✗	✓							
Valartis Group	19.05.2020	AGM	✓	✓	✗	✗	✓	✗	⊙	⊙	✓	✓		⊙					
Valiant	13.05.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Valora	11.06.2020	AGM	✓	✓	✗	✓	✗	✓	⊙	⊙	✓	✓	✓						
Varia US Properties	26.06.2020	AGM	✓	✓	✓	✓	✓	✓	⊙	✓	✓	✓	✓						
VAT Group	14.05.2020	AGM	✓	⊙	✓	✓	✓	✓	✓	⊙	✗	✓							
Vaudoise Assurances	11.05.2020	AGM	✓	✓		✓	✓	✓	⊙	⊙	✓	✓							
Vetropack	22.04.2020	AGM	✓	✓	✓	✓	✓	✓	⊙	⊙	✗	✓			✓	✓			
Vifor Pharma	14.05.2020	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✗	✓	✗						
Villars Holding	13.05.2020	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Von Roll	30.04.2020	AGM	✓			✗	✗	✗	⊙	⊙	✓	✓							
VP Bank	24.04.2020	AGM	✓	✓				✓	✓					✗					
VZ Holding	08.04.2020	AGM	✓	✓		✓	✓	✓	⊙	✓	✓	✓			✓	✓			
Wartec Invest	27.05.2020	AGM	✓	✓		✓	⊙	✓	✓	⊙	✗	✓							
WiSeKey	15.05.2020	AGM	✓	✓	✗	✗	✗	✓	⊙	⊙	✓	✓	✗						
Zehnder Group	02.04.2020	AGM	✓	✓	✗	✗	✗	✓	✓	⊙	✓	✓							
Züblin Immobilien	17.06.2020	AGM	✓	⊙	✗	✗	✗	✗	✓	✓	✗	✓							
Zug Estates	07.04.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Zuger Kantonalbank	02.05.2020	AGM	✓	✓		✓	⊙	✓	✓	✓		✓							
Zur Rose Group	23.04.2020	AGM	✓	✓	✗	✓	⊙	✓	⊙	⊙	✗	✓	✓						
Zurich Insurance Group	01.04.2020	AGM	✓	✓	✗	✗	✗	✓	⊙	✓	✓	✓	✓				✗		
Zwahlen & Mayr	25.06.2020	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	184	151	99.5 %
Allocation of income	191	157	98.6 %
Remuneration report (advisory vote)	103	90	88.3 %
Board remuneration amount	180	146	94.7 %
Executive remuneration amount	238	198	93.9 %
Discharge	190	155	97.5 %
Board elections	1163	964	95.8 %
Elections of remuneration committee	461	384	93.3 %
Auditors	172	140	97.5 %
Elections of the independent proxy	161	132	99.6 %
Share capital increase	80	60	88.5 %
Share capital reduction	21	16	91.4 %
Capital structure	12	10	89.7 %
Articles of association	62	43	97.2 %
Mergers, acquisitions and relocations	2	2	99.5 %
Shareholder resolutions	7	6	9.8 %
Miscellaneous	19	13	92.6 %
<b>All topics</b>	<b>3246</b>	<b>2667</b>	<b>95.4 %</b>

### 3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Leclanché	30.06.2020	7	Approve renewal of authorised capital	FOR	
Leclanché	30.06.2020	8	Increase of the conditional capital for the conversion of convertible bonds	FOR	
BFW Liegenschaften	12.05.2020	4	Reduce share capital via repayment of nominal value	FOR	0.6 %
Spice Private Equity	27.05.2020	3	Elimination of capital loss situation and appropriation of accumulated loss	FOR	2.9 %
Cassiopea	29.05.2020	1.2	Ordinary capital increase without pre-emptive rights	FOR	4.7 %
Spice Private Equity	27.05.2020	6	Discharge board members	OPPOSE	24.6 %
AMS	03.06.2020	7	Advisory vote on the remuneration policy	OPPOSE	29.7 %
U-blox	23.04.2020	4.2	Increase of conditional capital for employees	OPPOSE	46.5 %
Hochdorf	30.06.2020	4.2	Approval for special expenses of the board of directors	OPPOSE	47.5 %
Hochdorf	30.06.2020	3	Discharge board members and executive management	OPPOSE	48.1 %

### 3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos	Result
Adecco	16.04.2020	5.1.9	Elect Ms. Rachel Duan	OPPOSE	--
Adecco	16.04.2020	5.2.3	Elect Ms. Rachel Duan to the remuneration committee	OPPOSE	--
Arbonia	24.04.2020	3.1	Approve dividend from retained earnings	FOR	--
Arbonia	24.04.2020	3.2	Approve dividend from capital contributions reserves	FOR	--
Dufry	18.05.2020	6.2.5	Re-elect Mr. Luis Andrés Holzer Neumann	WITHDRAWN	--
Mikron	15.04.2020	3.1	Approve allocation of income and dividend	FOR	--
SFS Group	23.04.2020	4	Approve allocation of income and dividend	FOR	--
Zur Rose Group	23.04.2020	5	Create a pool of conditional capital for the conversion of convertible bonds	FOR	--

### 3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Meyer Burger	13.05.2020	1.2	Advisory vote on the remuneration report	OPPOSE	54.1 %
VAT Group	14.05.2020	4.2.3	Re-elect Mr. Heinz Kundert to the nomination and remuneration committee	OPPOSE	55.2 %
Sunrise	08.04.2020	4.1.4	Re-elect Mr. Christoph Vilanek	OPPOSE	59.7 %
Tecan	07.04.2020	4.1.d	Re-elect Mr. Lars Holmqvist	FOR	60.1 %
Sunrise	08.04.2020	4.2.3	Re-elect Mr. Christoph Vilanek to the remuneration committee	OPPOSE	60.6 %
VAT Group	14.05.2020	4.2.2	Re-elect Mr. Karl Schlegel to the nomination and remuneration committee	FOR	61.7 %
Basilea	08.04.2020	6d	Advisory vote on the remuneration report	OPPOSE	62.6 %
Edisun Power Europe	24.04.2020	7.2	Re-elect Mr. Fulvio Micheletti to the remuneration committee	FOR	63.6 %
Swissquote	05.05.2020	1.2	Advisory vote on the remuneration report	FOR	64.1 %
Allreal	24.04.2020	4.2.a	Re-elect Dr. Philipp Gmür to the nomination and remuneration committee	FOR	64.5 %

## 4 Detailed voting recommendations

Addex Therapeutics

09.06.2020

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>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		✓
4	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions.	✓
5	Approval of Addex Therapeutics' Equity Incentive Plan	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
6	Elections to the board of directors				
6.1	Re-elect Prof. Dr. Vincent Lawton as board member and chairman	FOR	FOR		✓
6.2	Re-elect Prof. Dr. pharm. Raymond Hill	FOR	FOR		✓
6.3	Re-elect Mr. Tim Dyer	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.4	Re-elect Dr. med. Roger G. Mills	FOR	● OPPOSE	He is also a permanent member of the executive management (chief medical officer).	✓
6.5	Re-elect Mr. Jake Nunn	FOR	FOR		✓
6.6	Re-elect Mr. Isaac Manke	FOR	FOR		✓
7	Elections to the remuneration committee				
7.1	Re-elect Prof. Dr. Vincent Lawton to the remuneration committee	FOR	FOR		✓
7.2	Re-elect Prof. Dr. pharm. Raymond Hill to the remuneration committee	FOR	FOR		✓
8	Elect BDO as new external auditor	FOR	FOR		✓
9	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result	
10	Approve renewal of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The proposed increase relative to the previous year is excessive.</p> <p>The non-executive directors receive options.</p>	✓
11.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <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		✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 79.7 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 93.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 93.3 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 94.3 %
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.	✓ 93.3 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Jean-Christophe Deslarzes	FOR	FOR		✓ 99.4 %
5.1.2	Re-elect Ms. Ariane Gorin	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 95.9 %
5.1.3	Re-elect Dr. Rainer Alexander Gut	FOR	FOR		✓ 91.4 %
5.1.4	Re-elect Dr. Didier Lamouche	FOR	FOR		✓ 98.5 %
5.1.5	Re-elect Mr. David Prince	FOR	FOR		✓ 85.4 %
5.1.6	Re-elect Ms. Kathleen P. Taylor	FOR	FOR		✓ 89.7 %
5.1.7	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 91.3 %
5.1.8	Elect Mr. Jean-Christophe Deslarzes as board chairman	FOR	FOR		✓ 99.4 %
5.1.9	Elect Ms. Rachel Duan	WITH-DRAWN	● OPPOSE	She holds an excessive number of mandates.	-
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Ms. Kathleen P. Taylor to the remuneration committee	FOR	FOR		✓ 97.2 %
5.2.2	Re-elect Dr. Didier Lamouche to the remuneration committee	FOR	FOR		✓ 98.1 %

Item	Agenda	Board	Ethos		Result
5.2.3	Elect Ms. Rachel Duan to the remuneration committee	WITH-DRAWN	● OPPOSE	As Ethos did not support the election of Ms. Duan to the board of directors, she cannot be elected to the committee.	-
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.9 %
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.4 %
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7 %



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.2 %
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.2 %
5.1	Elections to the board of directors				
5.1.1	Elect Mr. René Rothen	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 86.6 %
5.1.2	Re-elect Mr. Hans Dreier	FOR	● OPPOSE	He has been a member of the board for 32 years, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 32 years, former executive, consultancy fees) and the board independence is insufficient (0.0%).	✓ 98.6 %
5.1.3	Re-elect Mr. Christian Mäder	FOR	FOR		✓ 99.7 %
5.1.4	Elect Mr. Jürg Schori	FOR	FOR		✓ 99.7 %
5.2	Elect Mr. René Rothen as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Rothen to the board of directors, he cannot be elected as chairman.	✓ 86.6 %
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Christian Mäder to the remuneration committee	FOR	FOR		✓ 99.3 %
5.3.2	Elect Mr. Jürg Schori to the remuneration committee	FOR	FOR		✓ 99.3 %
5.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Re-elect Deloitte as external auditor	FOR	FOR		✓ 100.0 %

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	Approve allocation of income	FOR	FOR		✓
4	Discharge board members and executive management	FOR	FOR		✓
5	Elections to the board of directors				
5.1	Re-elect Dr. iur. Christian C. Wenger as board member and chairman	FOR	FOR		✓
5.2	Re-elect Mr. Raymond Loretan	FOR	● OPPOSE	He is also a permanent member of the executive management (executive chairman of Swiss Medical Network SA).	✓
5.3	Re-elect Mr. Antoine Hubert	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.4	Re-elect Mr. Michel Reybier	FOR	FOR		✓
5.5	Re-elect Mr. Antoine Kohler	FOR	FOR		✓
5.6	Re-elect Dr. med. Cédric A. George	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (0.0%).	✓
5.7	Elect Ms. Anne-Flore Reybier	FOR	FOR		✓
6	Elections to the remuneration committee				
6.1	Re-elect Dr. med. Cédric A. George to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. med. George to the board of directors, he cannot be elected to the committee.	✓
6.2	Re-elect Mr. Antoine Kohler to the remuneration committee	FOR	FOR		✓
7	Re-elect Berney Associés Audit SA as external auditor	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos		Result
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 96.2 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 99.0 %
4.3	Advisory vote on the remuneration report	FOR	FOR		✓ 97.1 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Marc-Henri Beausire	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 99.2 %
5.1.2	Re-elect Mr. Pierre Duboux	FOR	FOR		✓ 97.7 %
5.1.3	Re-elect Mr. Laurent Jaquenoud	FOR	FOR		✓ 99.9 %
5.2	Re-elect Mr. Marc-Henri Beausire as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Beausire to the board of directors, he cannot be elected as chairman.	✓ 99.3 %
5.3	Elections to the remuneration committee				
5.3.1	Elect Mr. Pierre Duboux to the remuneration committee	FOR	FOR		✓ 97.7 %
5.3.2	Re-elect Mr. Laurent Jaquenoud to the remuneration committee	FOR	FOR		✓ 99.9 %
6	Re-election of PricewaterhouseCoopers as external auditors	FOR	FOR		✓ 100.0 %
7	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.2 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.7 %
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 91.4 %
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	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 93.6 %
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		✓ 99.6 %
5.3	Re-elect Dr. med. Arthur Cummings	FOR	FOR		✓ 97.1 %
5.4	Re-elect Mr. David J. Endicott	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 96.2 %
5.5	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR		✓ 99.2 %
5.6	Re-elect Dr. Keith Grossman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 85.6 %
5.7	Re-elect Mr. Scott Maw	FOR	FOR		✓ 99.3 %
5.8	Re-elect Ms. Karen May	FOR	FOR		✓ 99.7 %
5.9	Re-elect Ms. Ines Pöschel	FOR	FOR		✓ 99.7 %
5.10	Re-elect Dr. iur. Dieter Spälti	FOR	FOR		✓ 99.2 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR		✓ 99.0 %

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Dr. Keith Grossman to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Grossman to the board of directors, he cannot be elected to the committee.	✓ 88.7 %
6.3	Re-elect Ms. Karen May to the remuneration committee	FOR	FOR		✓ 99.6 %
6.4	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR		✓ 99.6 %
7	Re-elect Hartmann Dryer as independent proxy	FOR	FOR		✓ 99.4 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend			
2.1	Dividend out of the retained earnings	FOR	FOR	✓ 100.0 %
2.2	Dividend out of the capital contributions reserves	FOR	● OPPOSE	✓ 91.0 % The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Ralph-Thomas Honegger as member and chairman of the board of directors	FOR	FOR	✓ 94.0 %
4.1.b	Re-elect Dr. Philipp Gmür	FOR	FOR	✓ 95.5 %
4.1.c	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 96.8 %
4.1.d	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 67.7 %
4.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 99.8 %
4.1.f	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.8 %
4.1.g	Re-elect Mr. Jürg Stöckli	FOR	FOR	✓ 96.9 %
4.2	Elections to the nomination and remuneration committee			
4.2.a	Re-elect Dr. Philipp Gmür to the nomination and remuneration committee	FOR	FOR	✓ 64.5 %
4.2.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 66.4 %
4.2.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 70.5 %
4.3	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
4.4	Re-election of the auditors	FOR	FOR	✓ 99.0 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 70.6 %
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 fixed remuneration of the executive management	FOR	FOR	✓ 97.9 %

Item	Agenda	Board	Ethos	Result
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 88.7 %
6.1	Approve renewal of authorised capital	FOR	FOR	✓ 80.9 %
6.2	Approve decrease of the conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 99.9 %
6.3	Amend articles of association	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 balance sheet result	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Amend articles of association: Remuneration	FOR	● OPPOSE	✓ 99.8 % Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.
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	✓ 99.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.5 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Martin Ohneberg as board member and chairman	FOR	● OPPOSE	✓ 84.2 % He is a representative of a significant shareholder who is sufficiently represented on the board.
6.2	Re-elect Mr. Alois Bühler	FOR	FOR	✓ 98.4 %
6.3	Re-elect Mr. Christian Hosp	FOR	FOR	✓ 92.1 %
6.4	Re-elect Dr. Markus Vischer	FOR	FOR	✓ 84.3 %
6.5	Re-elect Mr. Bernd Winter	FOR	FOR	✓ 97.7 %
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Mr. Martin Ohneberg to the nomination and remuneration committee	FOR	● OPPOSE	✓ 86.1 % As Ethos did not support the election of Mr. Ohneberg to the board of directors, he cannot be elected to the committee.
7.2	Re-elect Mr. Christian Hosp to the nomination and remuneration committee	FOR	FOR	✓ 91.0 %
7.3	Re-elect Mr. Bernd Winter to the nomination and remuneration committee	FOR	FOR	✓ 98.4 %
8	Re-elect KPMG as auditors	FOR	FOR	✓ 99.0 %
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
3	Discharge members of the management board	FOR	FOR	✓ 96.7 %
4	Discharge members of the supervisory board	FOR	FOR	✓ 97.6 %
5	Approve remuneration of the members of the supervisory board	FOR	FOR	✓ 100.0 %
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.5 %
7	Advisory vote on the remuneration policy	FOR	● OPPOSE	✗ 29.7 % The structure of the remuneration is not in line with Ethos' guidelines.
8	Authorise the management board to issue convertible bonds	FOR	FOR	✓ 99.0 %
9	Create an additional conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 99.0 %
10	Amend articles of association: Maximum number of management board members	FOR	FOR	✓ 99.9 %
11	Report on the share buyback programme	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Auditors report	NON-VOTING	NON-VOTING	
2.1	Approve annual report	FOR	FOR	✓ 99.7 %
2.2	Approve financial statements and accounts	FOR	FOR	✓ 99.0 %
3	Approve allocation of income	FOR	FOR	✓ 97.7 %
	Counterproposal made by three shareholders: dividend of CHF 5.5 per share	OPPOSE	● ABSTAIN	This proposal was not disclosed in the agenda before the annual general meeting. ✗ 13.8 %
	Counterproposal made by a shareholder: dividend of CHF 8.8 per share	OPPOSE	● ABSTAIN	This proposal was not disclosed in the agenda before the annual general meeting. ✗ 13.8 %
4	Discharge board members and executive management	FOR	FOR	✓ 98.5 %
5	Elections to the board of directors			
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR	✓ 95.7 %
5.2	Re-elect Mr. Robert Schmidli	FOR	FOR	✓ 98.3 %
5.3	Re-elect Mr. Markus Scheidegger	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder and board tenure) and the board independence is insufficient (42.9%). ✓ 93.5 %
5.4	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓ 96.5 %
5.5	Re-elect Mr. Stéphane Prigent	FOR	FOR	✓ 94.8 %
5.6	Elect Dr. Maya Bundt	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 97.1 %
5.7	Elect Ms. Jolanda Grob	FOR	FOR	✓ 98.8 %
6	Re-elect Dr. Daniel Hofer as chairman of the board	FOR	FOR	✓ 94.6 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Robert Schmidli to the remuneration committee	FOR	FOR	✓ 98.7 %
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, he cannot be elected to the committee. ✓ 93.9 %

Item	Agenda	Board	Ethos	Result
7.3	Elect Ms. Jolanda Grob to the remuneration committee	FOR	FOR	✓ 98.7 %
	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	FOR	✓ 97.6 %
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.8 %
10	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 94.7 % The information provided is insufficient.  The structure and conditions of the plans do not respect Ethos' guidelines.
11	Re-election of PwC as external auditors	FOR	FOR	✓ 99.0 %
12	Re-election of the independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts				
1.1	Approve annual report	FOR	FOR		✓ 100.0 %
1.2	Approve statutory financial statements	FOR	FOR		✓ 100.0 %
1.3	Approve consolidated financial statements	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 96.4 %
3	Approve allocation of income and dividend				
3.1	Approve dividend from retained earnings	WITH-DRAWN	● FOR		–
3.2	Approve dividend from capital contributions reserves	WITH-DRAWN	● FOR		–
	Amended proposal made by the board: Allocation of balance sheet result without dividend	FOR	● ABSTAIN	This proposal was not disclosed in the agenda before the annual general meeting.	✓ 81.8 %
4.1	Elections to the board of directors and the remuneration committee				
4.1.1	Re-elect Mr. Alexander von Witzleben as board member, chairman and member of the remuneration committee	FOR	● OPPOSE	He is chairman/CEO since July 2015 and the company does not communicate on the search for a new CEO.  He serves on the audit committee and the nomination and remuneration committee.	✓ 77.2 %
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the remuneration committee	FOR	FOR		✓ 90.8 %
4.1.3	Re-elect Mr. Peter Bodmer as board member	FOR	FOR		✓ 99.8 %
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the remuneration committee	FOR	FOR		✓ 98.3 %
4.1.5	Re-elect Mr. Markus Oppliger as board member	FOR	FOR		✓ 99.7 %
4.1.6	Re-elect Mr. Michael Pieper as board member	FOR	FOR		✓ 99.9 %
4.1.7	Re-elect Mr. Thomas Lozser as board member	FOR	FOR		✓ 99.7 %
4.1.8	Re-elect Dr. Carsten Voigtländer as board member	FOR	FOR		✓ 99.7 %
4.2	Re-elect Dr. Roland Keller as independent proxy	FOR	FOR		✓ 100.0 %
4.3	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
5.1	Amend articles of association: Authorised capital	FOR	FOR		✓ 94.3 %
5.2	Amend articles of association: Conditional capital	FOR	FOR		✓ 94.4 %
5.3	Amend articles of association: Additional variable remuneration in special situations	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 73.7 %
6.1	Advisory vote on the remuneration report	FOR	FOR		✓ 83.1 %
6.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.7 %
6.3	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 94.1 %

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

Item	Agenda	Board	Ethos		Result
5.3.A	Re-elect Mr. David Quint to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Quint to the board of directors, he cannot be elected to the committee.	✓
5.3.B	Re-elect Mr. Markus Müller to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Müller to the board of directors, he cannot be elected to the committee.	✓
5.3.C	Elect Dr. Doraiswamy Srinivas to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Srinivas to the board of directors, he cannot be elected to the committee.	✓
5.3.D	Elect Mr. Ralph Beney to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Beney to the board of directors, he cannot be elected to the committee.	✓
6	Re-elect PwC as external auditor	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓
7	Election of the independent proxy	FOR	FOR		✓
8	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements of the holding and report of the statutory auditors	FOR	FOR		✓ 99.8 %
2	Approve consolidated accounts and report of the statutory auditors	FOR	FOR		✓ 99.8 %
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 88.7 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.5 %
5	Discharge board members	FOR	FOR		✓ 99.3 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Dr. rer. nat. Valentin Chapero Rueda	FOR	FOR		✓ 99.0 %
6.1.b	Re-elect Mr. Jürg Fedier	FOR	FOR		✓ 99.5 %
6.1.c	Elect Ms. Nicole Burth Tschudi	FOR	FOR		✓ 97.8 %
6.1.d	Elect Mr. Laurent Dubois	FOR	FOR		✓ 97.8 %
6.1.e	Elect Mr. Michael Reitermann	FOR	FOR		✓ 97.9 %
6.1.f	Elect Dr. phys. Andreas M. Schönenberger	FOR	FOR		✓ 97.9 %
6.2	Elect Dr. rer. nat. Valentin Chapero Rueda as chairman of the board	FOR	FOR		✓ 98.7 %
6.3	Elections to the remuneration committee				
6.3.a	Elect Ms. Nicole Burth Tschudi to the remuneration committee	FOR	FOR		✓ 94.8 %
6.3.b	Elect Mr. Laurent Dubois to the remuneration committee	FOR	● OPPOSE	He is not independent (business connections) and the committee does not include at least 50% independent members.	✓ 95.4 %
6.4	Re-elect PricewaterhouseCoopers AG as auditors	FOR	● OPPOSE	The audit firm has been in office for 33 years, which exceeds Ethos' guidelines.	✓ 92.7 %
6.5	Re-elect of Franz Müller as independent proxy	FOR	FOR		✓ 100.0 %
7	Amendments of the articles of association	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 92.8 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.5 %
8.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.7 %

Item	Agenda	Board	Ethos	Result
8.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.6 %
8.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
2	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓ 91.1 %
3	Approve allocation of income	FOR	FOR		✓ 99.7 %
4	Elections to the board of directors				
4.1	Elect Mr. Michael Manz as board member and chairman	FOR	FOR		✓ 99.8 %
4.2.1	Re-elect Mr. Jan Luescher	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.6 %
4.2.2	Re-elect Dr. Alexander Koenig	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of First Class & More International)..	✓ 99.6 %
5	Elections to the remuneration committee				
5.1	Elect Dr. Alexander Koenig to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Koenig to the board of directors, he cannot be elected to the committee.	✓ 99.2 %
5.2	Re-elect Mr. Michael Manz to the remuneration committee	FOR	FOR		✓ 99.8 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9 %
7	Re-elect bellpark legal AG as independent proxy	FOR	FOR		✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The non-executive directors receive options.</p>	✓ 98.7 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.0 %

Item	Agenda	Board	Ethos		Result
8.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 98.6 %
8.4	Binding retrospective vote on the discretionary remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.6 %
9	Miscellaneous and questions	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.8 %
5.	Elections to the board of directors			
5.1	Re-elect Dr. Kuno Sommer as chairman of the board	FOR	FOR	✓ 94.2 %
5.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	✓ 94.9 %
5.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	✓ 95.1 %
5.4	Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger	FOR	FOR	✓ 95.0 %
5.5	Elect Dr. Thomas Früh	FOR	FOR	✓ 92.9 %
5.6	Elect Dr. Steffen Lang	FOR	FOR	✓ 94.9 %
6	Elections to the remuneration committee			
6.1	Elect Dr. Kuno Sommer to the Remuneration Committee	FOR	FOR	✓ 94.2 %
6.2	Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the Remuneration Committee	FOR	FOR	✓ 94.7 %
6.3	Elect Dr. Thomas Früh to the Remuneration Committee	FOR	FOR	✓ 92.8 %
7	Election of the auditors	FOR	FOR	✓ 99.6 %
8	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Andreas Burckhardt as board member and chairman	FOR	FOR	✓ 77.3 %
4.1.2	Re-elect Dr. iur. Andreas Beerli	FOR	FOR	✓ 86.0 %
4.1.3	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 99.5 %
4.1.4	Re-elect Mr. Hugo Lasat	FOR	FOR	✓ 99.4 %
4.1.5	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 99.2 %
4.1.6	Re-elect Dr. iur. Markus R. Neuhaus	FOR	FOR	✓ 99.3 %
4.1.7	Re-elect Dr. iur. Thomas von Planta	FOR	FOR	✓ 87.6 %
4.1.8	Re-elect Mr. Thomas Pleines	FOR	FOR	✓ 87.6 %
4.1.9	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz	FOR	FOR	✓ 99.3 %
4.1.10	Re-elect Prof. Dr. iur. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 99.5 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 85.4 %
4.2.2	Re-elect Mr. Thomas Pleines to the remuneration committee	FOR	FOR	✓ 85.2 %
4.2.3	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 85.2 %
4.2.4	Re-elect Prof. Dr. iur. Marie-Noëlle Venturi-Zen-Ruffinen to the remuneration committee	FOR	FOR	✓ 85.5 %
4.3	Re-elect Christophe Sarasin as independent proxy	FOR	FOR	✓ 99.8 %
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.3 %
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.8 %
5.2.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 77.9 %

Item	Agenda	Board	Ethos	Result	
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓	
2.	Approve allocation of income and dividend	FOR	FOR	✓	
3.	Discharge board members and executive management	FOR	FOR	✓	
4.	Elections to the board of directors and to the remuneration committee				
4.1	Elect Mr. Urs Müller as member and chairman of the board, as well as member of the remuneration committee	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
4.2	Re-elect Dr. Gabriel Brenna	FOR	FOR	✓	
4.3	Re-elect Dr. Karin Lenzlinger Diedenhofen as member of the board and of the remuneration committee	FOR	FOR	✓	
4.4	Re-elect Mr. Christoph Reich	FOR	FOR	✓	
4.5	Re-elect Mr. Ralph Peter Siegl as member of the board and of the remuneration committee	FOR	FOR	✓	
4.6	Re-election of the independent proxy	FOR	FOR	✓	
4.7	Re-election of the auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.</p>	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓	
5.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓	
5.2.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓	
6	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Announcement of the votes represented, presentation of the secretary for the meeting and the scrutineers	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
5	Discharge board members	FOR	FOR	✓ 99.2 %
6	Appointment of a new member to the board of directors	NON-VOTING	NON-VOTING	
7	Re-elect Deloitte as auditors	FOR	● OPPOSE	✓ 92.2 % 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	✓ 97.4 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 97.3 %
6	Discharge board members and executive management	FOR	FOR	✓ 97.4 %
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 97.2 % The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Chairman's speech	NON-VOTING	NON-VOTING	
3	Appointment of scrutineers	NON-VOTING	NON-VOTING	
4	Management report and audit report	NON-VOTING	NON-VOTING	
5	Approve annual report and financial statements	FOR	FOR	✓
6	Approve allocation of income and dividend	FOR	FOR	✓
7	Discharge board members and executive management	FOR	● OPPOSE	✓ The Alkopharma affair reveals serious deficiencies in the board's conduct of the company's affairs.
8	Re-election of PricewaterhouseCoopers as external auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2 %
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	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.3 %
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.3 %
4.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.1 %
4.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.4 %
5	Discharge board members and executive management	FOR	FOR	✓ 99.0 %
6	Approve share split	FOR	FOR	✓ 98.5 %
7	Amend articles of association	FOR	FOR	✓ 98.6 %
8	Elections to the board of directors			
8.1	Re-elect Mr. Jack Clemons	FOR	FOR	✓ 94.3 %
8.2	Elect Ms. Eftychia Fischer	FOR	FOR	✓ 93.4 %
9	Election of the independent proxy	FOR	FOR	✓ 99.2 %
10	Re-elect KPMG as external auditor	FOR	FOR	✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members	FOR	FOR	✓
3	Approve allocation of balance sheet result	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Ms. Geneviève Berclaz	FOR	FOR	✓
4.1.b	Re-elect Mr. Mario Aragnetti Bellardi	FOR	FOR	✓
4.1.c	Re-elect Mr. Fabio Candeli	FOR	FOR	✓
4.1.d	Re-elect Dr. iur. Fulvio Pelli	FOR	FOR	✓
4.1.e	Elect Mr. Frédéric Binder	FOR	FOR	✓
4.2	Re-elect Mr. Fulvio Pelli as chairman of the board	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Fabio Candeli to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice. ✓
4.3.b	Re-elect Dr. iur. Fulvio Pelli to the remuneration committee	FOR	FOR	✓
5	Re-elect BFGB SA as independent proxy	FOR	FOR	✓
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.4 %
2	Approve allocation of balance sheet result	FOR	FOR	✓ 98.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 97.1 %
4	Elections to the board of directors			
4a	Re-elect Mr. Domenico Scala as board member and chairman	FOR	FOR	✓ 91.6 %
4b	Re-elect Dr. pharm. Martin Nicklasson	FOR	FOR	✓ 90.9 %
4c	Re-elect Dr. med. Nicole Onetto	FOR	FOR	✓ 97.9 %
4d	Re-elect Mr. Ronald Scott	FOR	FOR	✓ 97.8 %
4e	Re-elect Mr. Steven D. Skolsky	FOR	FOR	✓ 97.6 %
4f	Re-elect Dr. chem. Thomas Werner	FOR	FOR	✓ 97.8 %
5	Elections to the remuneration committee			
5a	Re-elect Dr. pharm. Martin Nicklasson to the remuneration committee	FOR	FOR	✓ 82.8 %
5b	Re-elect Mr. Steven D. Skolsky to the remuneration committee	FOR	FOR	✓ 89.6 %
5c	Re-elect Dr. chem. Thomas Werner to the remuneration committee	FOR	FOR	✓ 89.6 %
6a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. ✓ 87.4 %
6b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 86.9 %
6c	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. ✓ 77.2 %
6d	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓ 62.6 %  The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.
7	Amendments to the articles of association relating to remuneration			

Item	Agenda	Board	Ethos		Result
7a	Long-term incentive plan	FOR	FOR		✓ 95.4 %
7b	Budget period for the remuneration of the executive committee	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 82.5 %
7c	Non-binding advisory vote on the remuneration report	FOR	FOR		✓ 96.4 %
8	Binding prospective vote on the total remuneration of the executive management (according to item 7b)	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 87.3 %
9	Increase the pool of conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 68.4 %
10	Amendment to the articles of association relating to the maximum number of board members	FOR	FOR		✓ 99.1 %
11	Re-elect Dr. Caroline Cron as independent proxy	FOR	FOR		✓ 99.4 %
12	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 94.3 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 99.6 %
2	Approve allocation of income and dividend				
2.1	Approve allocation of income and ordinary dividend	FOR	FOR		✓ 100.0 %
2.2	Distribution of dividend from reserves from capital contributions	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.4 %
5	Elections to the board of directors				
5.1	Elect Mr. Thomas Hinderer	FOR	FOR		✓ 97.6 %
5.2	Re-elect Ms. Doris Leuthard	FOR	FOR		✓ 97.2 %
5.3	Re-elect Mr. Werner Marti	FOR	FOR		✓ 99.8 %
5.4	Elect Mr. Joos Sutter	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 97.3 %
5.5	Re-elect Dr. oec. Jean Gérard Villot	FOR	FOR		✓ 100.0 %
5.6	Re-elect Mr. Philipp Wyss	FOR	FOR		✓ 97.5 %
5.7	Re-elect Mr. Hansueli Loosli	FOR	FOR		✓ 97.6 %
5.8	Re-elect Mr. Hansueli Loosli as chairman of the board	FOR	FOR		✓ 97.6 %
6	Elections to the remuneration committee				
6.1	Elect Mr. Thomas Hinderer to the remuneration committee	FOR	FOR		✓ 97.4 %
6.2	Elect Mr. Philipp Wyss to the remuneration committee	FOR	FOR		✓ 97.4 %

Item	Agenda	Board	Ethos	Result
7	Re-elect Dr. Andreas Flückiger as independent proxy	FOR	FOR	✓ 100.0 %
8	Re-elect KPMG as auditors	FOR	FOR	✓ 99.9 %



Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3	Discharge board members	FOR	FOR	✓ 99.7 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Gilles Frôté	FOR	FOR	✓ 99.5 %
4.1.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter	FOR	FOR	✓ 99.6 %
4.1.3	Re-elect Prof. Christoph Lengwiler	FOR	FOR	✓ 99.6 %
4.1.4	Re-elect Dr. Annelis Lüscher Hämmerli	FOR	FOR	✓ 99.6 %
4.1.5	Re-elect Dr. Pascal Sieber	FOR	FOR	✓ 99.6 %
4.1.6	Re-elect Mr. Peter Wittwer	FOR	FOR	✓ 99.5 %
4.1.7	Elect Mr. Reto Heiz	FOR	FOR	✓ 99.0 %
4.1.8	Elect Dr. Danielle Villiger	FOR	FOR	✓ 99.4 %
4.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter as chairwoman of the board	FOR	FOR	✓ 99.6 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Ms. Antoinette C. Hunziker-Ebnetter to the remuneration committee	FOR	FOR	✓ 98.6 %
4.3.2	Re-elect Mr. Peter Wittwer to the remuneration committee	FOR	FOR	✓ 99.2 %
4.3.3	Elect Mr. Gilles Frôté to the remuneration committee	FOR	FOR	✓ 99.2 %
4.4	Re-election of the independent proxy	FOR	FOR	✓ 99.6 %
4.5	Re-election of PwC as external auditors	FOR	FOR	✓ 99.4 %
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	● OPPOSE	<p>✓ 96.7 %</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 of the chairwoman is significantly higher than that of the peer group.</p>

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 94.6 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management			
3.a	Discharge Prof. Christian Wunderlin	FOR	FOR	✓ 100.0 %
3.b	Discharge Mr. Beat Frischknecht	FOR	FOR	✓ 100.0 %
3.c	Discharge Mr. André Robert Spathelf	FOR	FOR	✓ 100.0 %
3.d	Discharge Mr. Serge Aerne	FOR	FOR	✓ 100.0 %
3.e	Discharge Mr. Philipp Hafen	FOR	FOR	✓ 100.0 %
3.f	Discharge Mr. Andreas Brügger	FOR	FOR	✓ 100.0 %
4	Reduce share capital via repayment of nominal value	FOR	FOR	✗ 0.6 %
SM - 1	Special meeting of holders of shares A	FOR	FOR	✓ 100.0 %
5.1	Elections to the board of directors			
5.1.a	Elect Mr. Daniel Nipkow (representative of shares A)	FOR	FOR	✓ 99.6 %
5.1.b	Re-elect Mr. Beat Frischknecht	FOR	FOR	✓ 100.0 %
5.1.c	Re-elect Mr. André Robert Spathelf	FOR	FOR	✓ 100.0 %
5.2	Re-elect Mr. Beat Frischknecht as chairman of the board	FOR	FOR	✓ 100.0 %
5.3	Elections to the remuneration committee			
5.3.a	Elect Mr. Daniel Nipkow to the remuneration committee	FOR	FOR	✓ 99.6 %
5.3.b	Re-elect Mr. André Robert Spathelf to the remuneration committee	FOR	FOR	✓ 100.0 %
5.4	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Re-election of Deloitte as external auditors	FOR	FOR	✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 100.0 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 83.9 %
3	Discharge board members	FOR	FOR		✓ 99.8 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
5.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.9 %
5.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.9 %
6.a	Elections to the board of directors				
6.a.1	Re-elect Mr. Urs Gasche	FOR	FOR		✓ 96.9 %
6.a.2	Re-elect Mr. Hartmut Geldmacher	FOR	FOR		✓ 99.4 %
6.a.3	Re-elect Mr. Kurt Schär	FOR	FOR		✓ 99.8 %
6.a.4	Re-elect Mr. Roger Baillod	FOR	FOR		✓ 99.6 %
6.a.5	Re-elect Dr. Carole Ackermann	FOR	FOR		✓ 99.9 %
6.a.6	Re-elect Ms. Rebecca Guntern Flückiger	FOR	FOR		✓ 99.9 %
6.b	Re-elect Mr. Urs Gasche as board chairman	FOR	FOR		✓ 96.4 %
6.c	Elections to the nomination and remuneration committee				
6.c.1	Re-elect Mr. Urs Gasche to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 18 years) and the committee does not include at least 50% independent members.	✓ 86.5 %
6.c.2	Re-elect Mr. Hartmut Geldmacher to the nomination and remuneration committee	FOR	FOR		✓ 96.4 %
6.c.3	Re-elect Mr. Andreas Rickenbacher to the nomination and remuneration committee	FOR	FOR		✓ 91.7 %
6.d	Re-elect Mr. Andreas Byland as independent proxy	FOR	FOR		✓ 99.9 %
6.e	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 30 years, which exceeds Ethos' guidelines.	✓ 96.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report and financial statements	FOR	● OPPOSE	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓
2	Approve annual accounts and advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4	Discharge	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
5	Elections to the board of directors				
5.1	Re-elect Mr. Ulrich Ernst	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.2	Elect Dr. M. Weber	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓
5.3	Elect Mr. Mathi Alagan	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓
5.4	Elect Dr. F. Fink	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓
6	Re-elect Mr. Ulrich Ernst as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ernst to the board of directors, he cannot be elected as chairman.	✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Ulrich Ernst to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ernst to the board of directors, he cannot be elected to the committee.	✓

Item	Agenda	Board	Ethos		Result
7.2	Elect Dr. M. Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Weber to the board of directors, he cannot be elected to the committee.	✓
7.3	Elect Mr. Marco Dazzi (CFO) to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company (CFO).	✓
8	Re-elect Moore Stephens as auditors	FOR	FOR		✓
9	Re-elect Mr. Oliver Habke as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Opening of the general meeting	NON-VOTING	NON-VOTING	
2	Auditor's report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Discharge board members	FOR	FOR	✓
6	Elections to the board of directors			
6.1	Re-elect Ms. Vania Alleva	FOR	FOR	✓
6.2	Re-elect Prof. Dr. Monika Bütler	FOR	FOR	✓
6.3	Re-elect Mr. Heinz Karrer	FOR	FOR	✓
6.4	Re-elect Mr. Olivier Steimer	FOR	FOR	✓
6.5	Re-elect Prof. Dr. Cédric Tille	FOR	FOR	✓
7	Re-elect KPMG as auditors	FOR	FOR	✓
8	Proposal by a shareholder group: Registration of foreign shareholders	OPPOSE	OPPOSE	✗

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.4 %
2.	Discharge board members	FOR	FOR	✓ 98.4 %
3.	Approve allocation of income and dividend	FOR	FOR	✓ 98.3 %
4.	Elections to the board of directors			
4.1	Re-elect Mr. Alain Guttmann	FOR	FOR	✓ 98.2 %
4.2	Re-elect Mr. Thierry de Kalbermatten	FOR	FOR	✓ 98.0 %
4.3	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	✓ 95.1 %
4.4	Re-elect Mr. Jürgen Brandt	FOR	FOR	✓ 98.3 %
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓ 98.3 %
4.6	Re-elect Mr. Alain Guttmann as chairman of the board	FOR	FOR	✓ 98.2 %
5.	Elections to the remuneration committee			
5.1	Re-elect Prof. Dr. Gian-Luca Bona to the remuneration committee	FOR	FOR	✓ 89.5 %
5.2	Re-elect Mr. Thierry de Kalbermatten to the remuneration committee	FOR	FOR	✓ 92.4 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.5 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 90.2 %
7.	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.3 %
8.	Re-elect Ofisa SA as independent proxy	FOR	FOR	✓ 98.5 %



Item	Agenda	Board	Ethos		Result
1	Report on the 2019 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		✓ 92.8 %
2.3	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
2.4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Amendment of the articles of association	FOR	FOR		✓ 99.9 %
4.1	Elect Mr. David Dean as representative of the registered A shares	FOR	● OPPOSE	He is not independent (former executive).	✓ 96.6 %
4.2	Elections to the board of directors				
4.2.1	Re-elect Dr. Thomas Schmuckli as board member and chairman	FOR	FOR		✓ 98.2 %
4.2.2	Re-elect Mr. Anton Lauber	FOR	FOR		✓ 98.9 %
4.2.3	Re-elect Prof. Dr. Stefan Michel	FOR	FOR		✓ 99.6 %
4.2.4	Re-elect Ms. Maria Teresa Vacalli	FOR	FOR		✓ 99.6 %
4.2.5	Re-elect Dr. phil. René Cotting	FOR	FOR		✓ 99.6 %
4.2.6	Re-elect Mr. Martin Kühn	FOR	FOR		✓ 99.1 %
4.2.7	Re-elect Ms. Patricia Heidtman	FOR	FOR		✓ 99.6 %
4.2.8	Re-elect Mr. David Dean	FOR	FOR		✓ 99.4 %
4.3	Elections to the remuneration committee				
4.3.1	Elect Mr. David Dean to the remuneration committee	FOR	● OPPOSE	He is not independent (former executive) and the committee does not include at least 50% independent members.	✓ 95.6 %
4.3.2	Re-elect Mr. Anton Lauber to the remuneration committee	FOR	FOR		✓ 94.7 %
4.3.3	Re-elect Ms. Patricia Heidtman to the remuneration committee	FOR	FOR		✓ 97.3 %
4.4	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 99.9 %
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 95.2 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.8 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.4 %

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	FOR		✓ 99.5 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Claude R. Cornaz	FOR	● OPPOSE	He is not independent (board tenure of 18 years) and the board independence is insufficient (28.6%).	✓ 77.2 %
4.1.b	Re-elect Ms. Anita Hauser	FOR	FOR		✓ 84.4 %
4.1.c	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 84.8 %
4.1.d	Re-elect Mr. Martin Hirzel	FOR	FOR		✓ 99.8 %
4.1.e	Re-elect Mr. Philip Mosimann as board member and chairman	FOR	FOR		✓ 82.4 %
4.1.f	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR		✓ 79.7 %
4.1.g	Re-elect Mr. Valentin Vogt	FOR	FOR		✓ 95.3 %
4.2	Elections to the remuneration committee				
4.2.a	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Cornaz to the board of directors, he cannot be elected to the committee.	✓ 77.1 %
4.2.b	Re-elect Ms. Anita Hauser to the remuneration committee	FOR	FOR		✓ 84.1 %
4.2.c	Re-elect Mr. Valentin Vogt to the remuneration committee	FOR	FOR		✓ 97.6 %
4.3	Election of the independent proxy	FOR	FOR		✓ 99.9 %
4.4	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 36 years, which exceeds Ethos' guidelines.	✓ 94.2 %
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.9 %
5.2	Advisory vote on the remuneration report	FOR	FOR		✓ 92.8 %
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.0 %
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, statutory accounts, consolidated accounts and auditor's report				
1.1	Approve annual report	FOR	FOR		✓ 95.1 %
1.2	Approve the statutory accounts	FOR	FOR		✓ 95.2 %
1.3	Approve the consolidated accounts	FOR	FOR		✓ 95.1 %
1.4	Receive the auditor's report	NON-VOTING	NON-VOTING		
2	Discharge board members				
2.1	Discharge Mr. Gaudenz F. Domenig	FOR	FOR		✓ 93.7 %
2.2	Discharge Mr. Marco Syfrig	FOR	FOR		✓ 93.6 %
2.3	Discharge Mr. Willy Hüppi	FOR	FOR		✓ 93.7 %
2.4	Discharge Mr. Peter Weigelt	FOR	FOR		✓ 93.7 %
2.5	Discharge Ms. Michèle Novak-Moser	FOR	FOR		✓ 92.1 %
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 93.2 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Gaudenz F. Domenig 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.	✓ 78.8 %
4.2	Re-elect Mr. Marco Syfrig	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 78.8 %
4.3	Re-elect Mr. Willy Hüppi	FOR	FOR		✓ 90.5 %
4.4	Re-elect Mr. Peter Weigelt	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (20.0%).	✓ 87.3 %
4.5	Re-elect Ms. Michèle Novak-Moser	FOR	FOR		✓ 89.1 %
5	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.1	Re-elect Mr. Gaudenz F. Domenig to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Domenig to the board of directors, he cannot be elected to the committee.	✓ 79.9 %
5.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR		✓ 83.4 %
5.3	Re-elect Mr. Peter Weigelt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weigelt to the board of directors, he cannot be elected to the committee.	✓ 80.2 %
6	Approve renewal of authorised capital	FOR	FOR		✓ 92.9 %
7	Re-elect Mr. Dieter R. Brunner as independent proxy	FOR	FOR		✓ 95.3 %
8	Re-elect KPMG as auditors	FOR	FOR		✓ 95.0 %
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	FOR		✓ 93.6 %
9.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 93.5 %
9.3	Binding retrospective vote on the short-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.	✓ 88.9 %

Item	Agenda	Board	Ethos	Result
1	Present annual report	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Elections to the board of directors			
5.A.1	Re-elect Dr. oec. Carole Ackermann	FOR	FOR	✓
5.A.2	Re-elect Ms. Brigitte Hauser-Süess	FOR	FOR	✓
5.A.3	Re-elect Mr. Balthasar Meier	FOR	FOR	✓
5.A.4	Re-elect Mr. Christoph Ott	FOR	FOR	✓
5.A.5	Re-elect Mr. Jean-Pierre Schmid	FOR	● OPPOSE	He has been a member of the board for 30 years, which exceeds Ethos' guidelines. ✓
5.A.6	Re-elect Mr. Patrick Z'Brun	FOR	FOR	✓
5.B	Re-elect Mr. Jean-Pierre Schmid as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected as chairman. ✓
5.C	Elections to the remuneration committee			
5.C.1	Re-elect Mr. Jean-Pierre Schmid to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected to the committee. ✓
5.C.2	Re-elect Mr. Balthasar Meier to the remuneration committee	FOR	FOR	✓
5.C.3	Elect Mr. Patrick Z'Brun to the remuneration committee	FOR	FOR	✓
5.D	Election of the auditors	FOR	FOR	✓
5.E	Election of the independent proxy	FOR	FOR	✓
6	Binding votes on the remuneration of the board of directors and the executive management			
6.A	Binding prospective vote on the total remuneration of the board of directors (FY 2020)	FOR	FOR	✓
6.B	Binding prospective vote on the total remuneration of the executive management (FY 2020)	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
6.C	Binding prospective vote on the total remuneration of the board of directors (Q1 2021)	FOR	FOR	✓
6.D	Binding prospective vote on the total remuneration of the executive management (Q1 2021)	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
2	Present the reports of the statutory auditor	NON-VOTING	NON-VOTING	
3.1	Approve annual report	FOR	FOR	✓ 99.8 %
3.2	Approve financial statements and consolidated accounts	FOR	FOR	✓ 99.8 %
3.3	Advisory vote on the remuneration report	FOR	<p>● OPPOSE</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>	✓ 74.6 %
3.4	Approve allocation of income	FOR	FOR	✓ 99.2 %
4.1	Amend articles of association: term of office	FOR	FOR	✓ 97.1 %
4.2	Amend articles of association: size of the board of directors	FOR	FOR	✓ 99.5 %
5	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
6	Elections to the board of directors			
6.1	Elect Mr. Hans-Kristian Hoejsgaard as member and chairman of the board	FOR	FOR	✓ 99.4 %
6.2.1	Re-elect Mr. Marco Gadola	FOR	FOR	✓ 98.0 %
6.2.2	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.7 %
6.2.3	Re-elect Ms. Nathalie Gaveau	FOR	FOR	✓ 99.7 %
6.2.4	Re-elect Dr. Lukas Morscher	FOR	FOR	✓ 99.7 %
6.3.1	Elect Mr. Erich Kellenberger	FOR	FOR	✓ 98.8 %
6.3.2	Elect Mr. Gregor Greber	FOR	FOR	✓ 99.2 %
6.4	Elections to the remuneration committee			
6.4.1	Re-elect Mr. Hans-Kristian Hoejsgaard to the remuneration committee	FOR	FOR	✓ 90.7 %
6.4.2	Elect Mr. Marco Gadola to the remuneration committee	FOR	FOR	✓ 97.8 %
7	Re-election of the auditors	FOR	FOR	✓ 99.6 %
8	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0 %

Item	Agenda	Board	Ethos		Result
9.2	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 84.1 %
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 95.7 %



Item	Agenda	Board	Ethos		Result
1	Approve financial statements	FOR	FOR		✓ 100.0 %
2	Elections to the board of directors and related resolutions	NO RECOMMEND.	● OPPOSE	Insufficient information is provided concerning the nominees.	✓ 99.0 %
3	Binding prospective vote on the cash remuneration of the board of directors	FOR	● OPPOSE	This proposal was not disclosed in the agenda.	✓ 99.0 %

Item	Agenda	Board	Ethos		Result
1	Ordinary capital increase				
1.1	Ordinary capital increase with pre-emptive rights	FOR	FOR		✓ 100.0 %
1.2	Ordinary capital increase without pre-emptive rights	FOR	FOR		✗ 4.7 %
2	Increase of authorised capital for employee options	FOR	● OPPOSE	The non-executive directors can receive options.	✓ 98.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 88.5 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
	Elections to the board of directors			
5.1.1	Re-elect Dr. oec. Felix A. Weber	FOR	FOR	✓ 99.6 %
5.1.2	Re-elect Prof. Dr. Peter Athanas	FOR	FOR	✓ 99.3 %
5.1.3	Re-elect Mr. Urs Baumann	FOR	FOR	✓ 99.4 %
5.1.4	Re-elect Mr. Denis Hall	FOR	FOR	✓ 99.5 %
5.1.5	Re-elect Ms. Katrina Machin	FOR	FOR	✓ 99.6 %
5.1.6	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.7 %
5.2	Elect Mr. Thomas Buess	FOR	FOR	✓ 99.6 %
5.3	Re-elect Dr. oec. Felix A. Weber as chairman of the board	FOR	FOR	✓ 99.5 %
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Mr. Urs Baumann to the nomination and remuneration committee	FOR	FOR	✓ 90.8 %
5.4.2	Re-elect Ms. Katrina Machin to the nomination and remuneration committee	FOR	FOR	✓ 91.1 %
5.4.3	Elect Prof. Dr. Peter Athanas to the nomination and remuneration committee	FOR	FOR	✓ 99.1 %
5.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0 %
5.6	Re-elect KPMG as auditors	FOR	FOR	✓ 97.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.2 %

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

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.0 %
2	Approve allocation of income	FOR	FOR		✓ 98.0 %
3	Approve dividend out of the capital contribution reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 90.8 %
4	Discharge board members and executive management	FOR	FOR		✓ 97.9 %
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.6 %
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 93.4 %
6.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 96.1 %
7	Advisory vote on the remuneration report	FOR	FOR		✓ 96.1 %
8	Remove article 5.e from the articles of association	FOR	FOR		✓ 98.0 %
9	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 79.7 %
10	Elections to the board of directors				
10.1	Re-elect Mr. Heinrich J. Essing as board member and chairman	FOR	FOR		✓ 96.5 %
10.2	Re-elect Mr. Robert Demuth	FOR	FOR		✓ 91.6 %
10.3	Re-elect Mr. Andreas Dill	FOR	FOR		✓ 98.0 %
10.4	Re-elect Mr. Erich Haefeli	FOR	FOR		✓ 98.0 %
11	Elections to the remuneration committee				
11.1	Re-elect Mr. Heinrich J. Essing to the remuneration committee	FOR	FOR		✓ 96.3 %

Item	Agenda	Board	Ethos		Result
11.2	Re-elect Mr. Robert Demuth to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the committee does not include at least 50% independent members.	✓ 85.2 %
11.3	Re-elect Mr. Andreas Dill to the remuneration committee	FOR	FOR		✓ 97.9 %
12	Election of the auditors	FOR	FOR		✓ 97.4 %
13	Election of the independent proxy	FOR	FOR		✓ 98.0 %

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	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓
2	Discharge board members and executive management	FOR	● OPPOSE	There is a strong deterioration of the company's financial situation due to significant new provisions for litigation costs.	✓
3	Approve allocation of income	FOR	FOR		✓
4	Approve extraordinary distribution	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.	✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Abdullah bin Mohammed Alissa	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
5.1.2	Re-elect Dr. chem. Günter von Au	FOR	FOR		✓
5.1.3	Re-elect Dr. chem. Hariolf Kottmann	FOR	FOR		✓
5.1.4	Re-elect Mr. Calum MacLean	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
5.1.5	Re-elect Mr. Geoffery Merszei	FOR	FOR		✓
5.1.6	Re-elect Dr. iur. Eveline Saupper	FOR	FOR		✓
5.1.7	Re-elect Mr. Peter Steiner	FOR	FOR		✓
5.1.8	Re-elect Dr. Claudia Süßmuth Dyckerhoff	FOR	FOR		✓
5.1.9	Re-elect Ms. Susanne Wamsler	FOR	FOR		✓
5.1.10	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓
5.1.11	Elect Mr. Nader Ibrahim Alwehibi	FOR	FOR		✓
5.1.12	Elect Mr. Thilo Mannhardt	FOR	FOR		✓
5.2	Re-elect Dr. chem. Hariolf Kottmann as chairman of the board	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Abdullah bin Mohammed Alissa to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. bin Mohammed Alissa to the board of directors, he cannot be elected to the committee.	✓
5.3.2	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓
5.3.3	Re-elect Dr. Claudia Süssmuth Dyckerhoff to the remuneration committee	FOR	FOR		✓
5.3.4	Re-elect Ms. Susanne Wamsler to the remuneration committee	FOR	FOR		✓
5.4	Election of the independent proxy	FOR	FOR		✓
5.5	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
2.2	Approve distribution from capital contribution reserves	FOR	FOR	✓ 89.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Niklaus Huber as board member and chairman	FOR	FOR	✓ 90.5 %
4.1.2	Re-elect Mr. Erwin Locher	FOR	FOR	✓ 96.2 %
4.1.3	Re-elect Mr. Jürgen Rauch	FOR	FOR	✓ 88.1 %
4.1.4	Re-elect Mr. Matthew Robin	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (42.9%). ✓ 86.5 %
4.1.5	Re-elect Dr. iur. Astrid Waser	FOR	FOR	✓ 86.3 %
4.1.6	Re-elect Prof. Dr med. dent. Roland Weiger	FOR	FOR	✓ 99.0 %
4.1.7	Re-elect Prof. Dr. Allison Zwingenberger	FOR	FOR	✓ 94.6 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Niklaus Huber to the remuneration committee	FOR	FOR	✓ 90.7 %
4.2.2	Re-elect Mr. Matthew Robin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Robin to the board of directors, he cannot be elected to the committee. ✓ 87.1 %
4.2.3	Re-elect Prof. Dr med. dent. Roland Weiger to the remuneration committee	FOR	FOR	✓ 99.6 %
5	Election of the independent proxy	FOR	FOR	✓ 99.9 %
6	Election of the auditors	FOR	FOR	✓ 99.8 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 90.9 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Heinz Kundert	FOR	● OPPOSE	He is also member of the executive management (CEO).	✓ 92.3 %
4.2	Re-elect Prof. Gian-Luca Bona	FOR	FOR		✓ 99.9 %
4.3	Re-elect Dr. Mariel Hoch	FOR	FOR		✓ 86.7 %
4.4	Re-elect Mr. Rolf Huber	FOR	FOR		✓ 83.0 %
4.5	Re-elect Mr. Patrick Jany	FOR	FOR		✓ 99.9 %
4.6	Re-elect Mr. Heinz Kundert as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kundert to the board of directors, he cannot be elected as chairman.	✓ 90.6 %
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Rolf Huber to the remuneration committee	FOR	FOR		✓ 92.5 %
5.2	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR		✓ 93.0 %
6	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
7	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 92.4 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.0 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.0 %
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 95.9 %
8.4	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 69.2 %
9.1	Approve reduction and renewal of authorised capital	FOR	FOR		✓ 83.9 %

Item	Agenda	Board	Ethos		Result
9.2	Amend articles of association: Age limit	FOR	● OPPOSE	The amendment has a negative impact on the long-term interests of the majority of the company's stakeholders.	✓ 91.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
5	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Patrick Combes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.2	Re-elect Dr. iur. François Carrard	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.  He is 82 years old, which exceeds Ethos' guidelines.  He is not independent (board tenure of 23 years, business connections) and the board independence is insufficient (11.1%).	✓
6.3	Re-elect Mr. Hervé de Carmoy	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.  He is 82 years old, which exceeds Ethos' guidelines.  He is not independent (board tenure of 23 years) and the board independence is insufficient (11.1%).	✓

Item	Agenda	Board	Ethos		Result
6.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	<p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is 83 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 23 years) and the board independence is insufficient (11.1%).</p>	✓
6.5	Re-elect Mr. Christian Goecking	FOR	● OPPOSE	<p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is 76 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 23 years) and the board independence is insufficient (11.1%).</p>	✓
6.6	Re-elect Mr. Robert Pennone	FOR	● OPPOSE	<p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is 76 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 23 years) and the board independence is insufficient (11.1%).</p>	✓
6.7	Re-elect Mr. Urs Schneider	FOR	● OPPOSE	<p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 23 years) and the board independence is insufficient (11.1%).</p>	✓
6.8	Re-elect Mr. Eric Solvet	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (11.1%).</p>	✓
6.9	Elect Mr. Marco Illy	FOR	FOR		✓
7	Re-elect Mr. Patrick Combes as chairman of the board	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Solvet to the board of directors, he cannot be elected as chairman.</p>	✓

Item	Agenda	Board	Ethos		Result
8	Elections to the remuneration committee				
8.1	Re-elect Dr. iur. François Carrard to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Carrard to the board of directors, he cannot be elected to the committee.	✓
8.2	Re-elect Mr. Christian Goecking to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Goecking to the board of directors, he cannot be elected to the committee.	✓
9	Re-elect Ernst & Young as external auditor	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓
10	Election of the independent proxy	FOR	FOR		✓

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	✓ 95.6 %
3	Discharge board members	FOR	FOR	✓ 92.9 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Ernst Bärtschi	FOR	FOR	✓ 96.8 %
4.2	Re-elect Dr. oec. Roland Abt	FOR	FOR	✓ 95.5 %
4.3	Re-elect Dr. iur. Matthias Auer	FOR	FOR	✓ 95.3 %
4.4	Re-elect Mr. Michael König	FOR	FOR	✓ 94.6 %
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓ 89.7 %
4.6	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 95.4 %
4.7	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 93.1 %
4.8	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 92.2 %
5	Re-elect Mr. Ernst Bärtschi as chairman of the board	FOR	FOR	✓ 95.4 %
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Philip Mosimann to the remuneration committee	FOR	FOR	✓ 88.5 %
6.2	Re-elect Mr. Urs Riedener to the remuneration committee	FOR	FOR	✓ 95.6 %
6.3	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 88.3 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 87.8 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.5 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.3 %
8	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 93.1 % The audit firm has been in office for 81 years, which exceeds Ethos' guidelines.
9	Re-elect Bretschger Leuch Rechtsanwälte as independent proxy	FOR	FOR	✓ 97.0 %

Item	Agenda	Board	Ethos		Result
1	Opening of the AGM	NON-VOTING	NON-VOTING		
2	Presentation of the financial year 2019	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
4	Discharge board members	FOR	FOR		✓ 100.0 %
5-6	Elections to the board of directors				
5	Re-elect Dr. Hans Christoph Tanner	FOR	FOR		✓ 98.1 %
6	Re-elect Ms. Eimear Cowhey	FOR	FOR		✓ 97.2 %
7	Grant options to the board and amend the remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 93.9 %
8.i	Approve renewal of authorisation to issue ordinary shares for financing purposes	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 97.3 %
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.	✓ 93.9 %
8.iii	Approve renewal of authorisation to issue preference shares	FOR	● OPPOSE	This is an anti-takeover measure and the company provides no explanation.	✓ 96.5 %
9	Approve authorisation to buyback shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.5 %
10	Re-elect BDO as auditors	FOR	FOR		✓ 100.0 %



Item	Agenda	Board	Ethos		Result
1.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 79.2 %
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.0 %
2	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the management of the company's affairs and the board's decisions.	✓ 79.6 %
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 96.3 %
4	Reduce share capital via cancellation of shares	FOR	● OPPOSE	The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders.	✓ 95.1 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Urs Rohner as board member and chairman	FOR	● OPPOSE	The corporate governance of the company is unsatisfactory and the dialogue with the shareholders is difficult and does not lead to the desired outcomes.	✓ 77.5 %
5.1.2	Re-elect Dr. oec. Iris Bohnet	FOR	FOR		✓ 98.0 %
5.1.3	Re-elect Mr. Christian Gellerstad	FOR	FOR		✓ 97.9 %
5.1.4	Re-elect Mr. Andreas Gottschling	FOR	FOR		✓ 97.7 %
5.1.5	Re-elect Mr. Michael Klein	FOR	FOR		✓ 97.3 %
5.1.6	Re-elect Mr. Shan Li	FOR	FOR		✓ 98.0 %
5.1.7	Re-elect Ms. Seraina Macia	FOR	FOR		✓ 98.4 %
5.1.8	Re-elect Mr. Kaikhushru S. Nargolwala	FOR	FOR		✓ 96.4 %
5.1.9	Re-elect Ms. Ana Paula Pessoa	FOR	FOR		✓ 92.5 %
5.1.10	Re-elect Mr. Joaquin J. Ribeiro	FOR	FOR		✓ 98.4 %
5.1.11	Re-elect Dr. iur. Severin Schwan	FOR	FOR		✓ 92.0 %
5.1.12	Re-elect Mr. John Tiner	FOR	FOR		✓ 91.1 %
5.1.13	Elect Mr. Richard Henry Meddings	FOR	FOR		✓ 97.9 %
5.2	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.2.1	Re-elect Dr. oec. Iris Bohnet to the remuneration committee	FOR	FOR		✓ 96.4 %
5.2.2	Re-elect Mr. Christian Gellerstad to the remuneration committee	FOR	FOR		✓ 96.4 %
5.2.3	Re-elect Mr. Michael Klein to the remuneration committee	FOR	FOR		✓ 96.4 %
5.2.4	Re-elect Mr. Kaikhushru S. Nargolwala to the remuneration committee	FOR	FOR		✓ 95.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 87.1 %
6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 84.6 %
6.2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 88.4 %
6.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 86.5 %
7.1	Election of the auditors	FOR	FOR		✓ 98.5 %
7.2	Election of the special auditors	FOR	FOR		✓ 98.4 %
7.3	Election of the independent proxy	FOR	FOR		✓ 98.9 %

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	✓ 98.2 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 91.1 %</p>
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Wolfgang Baier	FOR	FOR	✓ 99.8 %
5.1.2	Re-elect Mr. Jack Clemons	FOR	FOR	✓ 99.8 %
5.1.3	Re-elect Mr. Marco Gadola	FOR	FOR	✓ 95.9 %
5.1.4	Re-elect Dr. iur. Frank Ch. Gulich	FOR	FOR	✓ 99.4 %
5.1.5	Re-elect Mr. Adrian T. Keller	FOR	FOR	✓ 99.1 %
5.1.6	Re-elect Mr. Andreas W. Keller	FOR	FOR	✓ 97.2 %
5.1.7	Re-elect Prof. Dr. Annette Köhler	FOR	FOR	✓ 99.8 %
5.1.8	Re-elect Dr. oec. Hans Christoph Tanner	FOR	FOR	✓ 82.6 %
5.1.9	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 99.6 %
5.2	Elect Mr. Marco Gadola as chairman of the board	FOR	FOR	✓ 96.0 %
5.3	Elections to the remuneration committee			
5.3.a.1	Re-elect Dr. iur. Frank Ch. Gulich to the remuneration committee	FOR	FOR	✓ 99.3 %
5.3.a.2	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 99.0 %
5.3.b	Elect Mr. Adrian T. Keller to the remuneration committee	FOR	FOR	✓ 98.7 %
6	Election of the auditors	FOR	FOR	✓ 99.5 %
7	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Elect Mr. Yves Gerster as chairman of the AGM	FOR	FOR		✓ 99.7 %
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 88.5 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.6 %
4	Discharge board members and executive management	FOR	FOR		✓ 97.4 %
5	Approve increase of conditional capital for convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 89.5 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Juan Carlos Torres Carretero as board member and chairman	FOR	FOR		✓ 94.2 %
6.2.1	Re-elect Mr. Jorge Born	FOR	FOR		✓ 98.3 %
6.2.2	Re-elect Ms. See Ngoh (Claire) Chiang	FOR	FOR		✓ 94.1 %
6.2.3	Re-elect Mr. Julián Díaz González	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.	✓ 94.2 %
6.2.4	Re-elect Ms. Heekyung (Jo) Min	FOR	FOR		✓ 98.7 %
6.2.5	Re-elect Mr. Luis Andrés Holzer Neumann	WITH-DRAWN	WITH-DRAWN		–
6.2.6	Re-elect Mr. Luis Maroto Camino	FOR	FOR		✓ 99.0 %
6.2.7	Re-elect Mr. Steven Tadler	FOR	FOR		✓ 98.7 %
6.2.8	Re-elect Ms. Lynda Tyler-Cagni	FOR	FOR		✓ 99.0 %
6.2.9	Elect Ms. Mary J. Steele Guilfoile	FOR	FOR		✓ 95.2 %
7	Elections to the remuneration committee				
7.1	Re-elect Ms. See Ngoh (Claire) Chiang to the remuneration committee	FOR	FOR		✓ 92.0 %
7.2	Elect Ms. Heekyung (Jo) Min to the remuneration committee	FOR	FOR		✓ 98.6 %
7.3	Re-elect Mr. Jorge Born to the remuneration committee	FOR	FOR		✓ 96.1 %

Item	Agenda	Board	Ethos		Result
8	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.2 %
9	Re-elect Altenburger Ltd legal + tax as independent proxy	FOR	FOR		✓ 99.4 %
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 89.4 %
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 91.5 %

Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Reporting on the 2019 financial year	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.6 %
4.1	Approve allocation of income	FOR	FOR	✓ 97.7 %
4.2	Approve dividend distribution out of capital contributions reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.
5	Discharge board members and executive management	FOR	FOR	✓ 98.2 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Rainer Isenrich as member and chairman of the board	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).
6.2.1	Re-elect Mr. José Luis Chorro Lopez	FOR	FOR	✓ 97.3 %
6.2.2	Re-elect Mr. Reto Klotz	FOR	FOR	✓ 90.6 %
6.2.3	Re-elect Mr. Fulvio Micheletti	FOR	FOR	✓ 64.5 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Reto Klotz to the remuneration committee	FOR	FOR	✓ 90.0 %
7.2	Re-elect Mr. Fulvio Micheletti to the remuneration committee	FOR	FOR	✓ 63.6 %
7.3	Elect Mr. José Luis Chorro Lopez to the remuneration committee	FOR	FOR	✓ 96.5 %
8	Re-elect BDO AG as auditors	FOR	FOR	✓ 97.6 %
9	Re-elect Mr. Christoph Lerch as independent proxy	FOR	FOR	✓ 97.4 %
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 71.6 %
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 70.1 %
11	Approve increase and renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve distribution of preferred 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 %
3.1	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0 %
3.2	Dividend by way of distribution out of capital contribution reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 96.5 %
4	Discharge board members and executive management	FOR	FOR		✓ 98.2 %
5	Approve renewal and increase of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.  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.	✓ 94.3 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 97.7 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 98.3 %
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration committee has excessive discretion with regard to awards and administration of the plan.	✓ 93.2 %
7	Elections to the board of directors				
7.1.1	Re-elect Dr. Susanne Brandenberger	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
7.1.2	Re-elect Dr. iur. Niccolò H. Burki	FOR	FOR	✓ 98.8 %
7.1.3	Re-elect Mr. Emmanuel L. Bussetil	FOR	FOR	✓ 97.3 %
7.1.4	Re-elect Mr. Roberto Isolani	FOR	FOR	✓ 97.4 %
7.1.5	Re-elect Mr. Steven M. Jacobs	FOR	FOR	✓ 96.7 %
7.1.6	Re-elect Dr. Spiro J. Latsis	FOR	FOR	✓ 97.4 %
7.1.7	Re-elect Dr. John Spiro Latsis	FOR	FOR	✓ 97.5 %
7.1.8	Re-elect Dr. Périclès-Paul Petalas	FOR	● OPPOSE He is 77 years old, which exceeds Ethos' guidelines.	✓ 95.9 %
7.1.9	Re-elect Mr. Stuart M. Robertson	FOR	FOR	✓ 100.0 %
7.1.10	Re-elect Dr. rer. pol. Bernd-Albrecht von Maltzan	FOR	FOR	✓ 98.9 %
7.2.1	Elect Mr. Peter Fanconi	FOR	FOR	✓ 96.3 %
7.2.2	Elect Ms. Amy Yip Yok Tak	FOR	FOR	✓ 97.5 %
7.2.3	Elect Mr. Carlo M. Lombardini	FOR	FOR	✓ 98.3 %
7.3	Elect Mr. Peter Fanconi as chairman of the board	FOR	FOR	✓ 96.1 %
8	Elections to the nomination and remuneration committee			
8.1.1	Re-elect Dr. iur. Niccolò H. Burki to the nomination and remuneration committee	FOR	FOR	✓ 97.2 %
8.1.2	Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee	FOR	FOR	✓ 95.5 %
8.1.3	Re-elect Mr. Steven M. Jacobs to the nomination and remuneration committee	FOR	FOR	✓ 94.8 %
8.1.4	Re-elect Dr. Périclès-Paul Petalas to the nomination and remuneration committee	FOR	● OPPOSE As Ethos did not support the election of Dr. Petalas to the board of directors, he cannot be elected to the committee.	✓ 94.1 %
8.1.5	Re-elect Dr. rer. pol. Bernd-Albrecht von Maltzan to the nomination and remuneration committee	FOR	FOR	✓ 97.3 %
8.2	Elect Mr. Peter Fanconi to the nomination and remuneration committee	FOR	FOR	✓ 97.2 %
9	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR	✓ 100.0 %
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.4 %



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.4 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6 %
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 Mr. Martin Wipfli	FOR	FOR		✓ 99.3 %
5.2	Re-elect Mr. Walter Häusermann	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (0.0%).	✓ 99.5 %
5.3	Re-elect Mr. Rudolf W. Weber	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (0.0%).	✓ 99.3 %
5.4	Re-elect Mr. Peter Hotz	FOR	FOR		✓ 99.3 %
5.5	Elect Mr. Fred Ruegg	FOR	FOR		✓ 97.4 %
5.6	Re-elect Mr. Martin Wipfli as chairman of the board	FOR	FOR		✓ 99.3 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Rudolf W. Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, he cannot be elected to the committee.	✓ 99.2 %
6.2	Re-elect Mr. Peter Hotz to the remuneration committee	FOR	FOR		✓ 99.2 %
7	Re-election of the independent proxy	FOR	FOR		✓ 99.7 %
8	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.	✓ 99.6 %

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

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	✓ 94.0 % The remuneration report is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	✓ 98.5 %
4	Approve allocation of balance sheet result	FOR	FOR	✓ 99.2 %
5	Approve creation of authorised capital	FOR	FOR	✓ 88.6 %
6	Approve capital reduction through reduction of nominal value	FOR	FOR	✓ 96.3 %
7	Amend articles of association: Minimum board size	FOR	● OPPOSE	✓ 95.5 % The number proposed is not adequate for the size of the company.
8.1	Elections to the board of directors			
8.1.1	Elect Dr. Beat In-Albon	FOR	FOR	✓ 97.0 %
8.1.2	Elect Mr. Stephan Schindler	FOR	FOR	✓ 96.9 %
8.1.3	Elect Mr. Richard Ridinger	FOR	FOR	✓ 96.9 %
8.2	Elect Dr. Beat In-Albon as board chairman	FOR	FOR	✓ 94.6 %
8.3	Elections to the remuneration committee			
8.3.1	Elect Mr. Stephan Schindler to the remuneration committee	FOR	FOR	✓ 96.2 %
8.3.2	Elect Mr. Richard Ridinger to the remuneration committee	FOR	FOR	✓ 96.3 %
8.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.1 %
8.5	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR	✓ 99.8 %
9	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 84.0 %
10	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 87.4 % The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Alexander von Witzleben	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p>	✓
5.a.2	Re-elect Mr. Norbert Indlekofer	FOR	FOR		✓
5.a.3	Re-elect Mr. Heinz Loosli	FOR	FOR		✓
5.a.4	Elect Dr. Marcus Bollig	FOR	FOR		✓
5.a.5	Elect Mr. Christian Mäder	FOR	FOR		✓
5.b	Re-elect Mr. Alexander von Witzleben as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected as chairman.	✓
5.c	Elections to the remuneration committee				
5.c.1	Re-elect Mr. Alexander von Witzleben to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected to the committee.	✓
5.c.2	Elect Mr. Christian Mäder to the remuneration committee	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
5.d	Re-elect COT Treuhand AG as independent proxy	FOR	FOR	✓
5.e	Re-elect KPMG as auditors	FOR	FOR	✓

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	✓ 94.4 %
5	Discharge board members	FOR	FOR	✓ 99.2 %
6	Approve allocation of income	FOR	FOR	✓ 99.7 %
7.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.8 %
7.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.6 %
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	✓ 98.8 %
8.a.3	Re-elect Mr. Stephan Gemkow	FOR	FOR	✓ 99.9 %
8.a.4	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 86.2 %
8.a.5	Re-elect Mr. Andreas G. Schmid	FOR	<p>● OPPOSE</p> <p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (37.5%).</p>	<p>✓ 85.5 %</p>
8.b	Re-elect Mr. Andreas G. Schmid as chairman of the board	FOR	<p>● OPPOSE</p> <p>As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected as chairman.</p>	<p>✓ 84.7 %</p>
8.c	Elections to the nomination and remuneration committee			
8.c.1	Re-elect Mr. Vincent Albers to the nomination and remuneration committee	FOR	FOR	✓ 78.6 %
8.c.2	Re-elect Mr. Guglielmo L. Brentel to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
8.c.3	Re-elect Dr. iur. Eveline Saupper to the nomination and remuneration committee	FOR	FOR	✓ 79.4 %

Item	Agenda	Board	Ethos		Result
8.c.4	Re-elect Mr. Andreas G. Schmid to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected to the committee.	✓ 81.4 %
8.d	Re-elect Ms. Marianne Sieger as independent proxy	FOR	FOR		✓ 100.0 %
8.e	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ The remuneration report is not in line with Ethos' guidelines.
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ The remuneration of the chairman is significantly higher than that of the peer group.  The remuneration of the chairman exceeds the average remuneration of the members of the executive management without adequate justification.
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
4.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Mr. This E. Schneider	FOR	FOR	✓
5.2	Re-elect Dr. iur. Peter Altorfer	FOR	FOR	✓
5.3	Re-elect Mr. Michael Pieper	FOR	FOR	✓
5.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR	✓
5.5	Re-elect Dr. Reto Müller	FOR	FOR	✓
5.6	Re-elect Mr. Vincent Studer	FOR	FOR	✓
6	Elections to the remuneration committee			
6.1	Re-elect Dr. iur. Peter Altorfer to the remuneration committee	FOR	● OPPOSE	✓ He is not independent (board tenure of 15 years) and the committee does not include at least 50% independent members.
6.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR	✓
6.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR	✓



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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.8 %
3	Approve dividend out of capital contributions reserves	FOR	FOR	✓ 99.8 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Andreas Robert Spahni as member and chairman of the board	FOR	FOR	✓ 95.5 %
5.1.2	Re-elect Mr. Frédéric de Boer	FOR	FOR	✓ 99.8 %
5.1.3	Re-elect Mr. Niels Roefs	FOR	FOR	✓ 99.8 %
5.1.4	Re-elect Mr. Hadrian Rosenberg	FOR	FOR	✓ 99.8 %
5.1.5	Re-elect Mr. Herbert Stoop	FOR	FOR	✓ 99.8 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Niels Roefs to the remuneration committee	FOR	FOR	✓ 99.8 %
5.2.2	Re-elect Mr. Hadrian Rosenberg to the remuneration committee	FOR	FOR	✓ 99.8 %
5.3	Re-election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 80.3 %
5.4	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.2 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 92.0 %
6.3	Advisory vote on the remuneration report	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
2	Discharge board members and executive management	FOR	FOR	✓ 98.8 %
3	Approve allocation of income and dividend			
3.1	Approve dividend from retained earnings	FOR	FOR	✓ 99.4 %
3.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.4 %
4	Advisory vote on the remuneration report	FOR	FOR	✓ 96.3 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.8 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.1 %
6.1	Elections to the board of directors			
6.1.a	Re-elect Ms. Daniela Bosshardt-Hengartner as board member and chairman	FOR	FOR	✓ 97.5 %
6.1.b	Re-elect Mr. Bertrand Jungo	FOR	FOR	✓ 99.2 %
6.1.c	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	✓ 99.2 %
6.1.d	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 97.7 %
6.1.e	Re-elect Dr. Philippe Nussbaumer	FOR	FOR	✓ 98.4 %
6.1.f	Re-elect Dr. Andreas Walde	FOR	FOR	✓ 98.6 %
6.1.g	Elect Ms. Pascale Bruderer	FOR	FOR	✓ 98.9 %
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Dr. Andreas Walde to the remuneration committee	FOR	FOR	✓ 98.0 %
6.2.b	Elect Dr. Markus R. Neuhaus to the remuneration committee	FOR	FOR	✓ 97.5 %
6.2.c	Elect Ms. Pascale Bruderer to the remuneration committee	FOR	FOR	✓ 98.3 %
6.3	Re-elect Walder Wyss SA as independent proxy	FOR	FOR	✓ 99.7 %
6.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 96.5 %

Item	Agenda	Board	Ethos	Result
1	Election of ad hoc Chairman of the Annual General Meeting	FOR	FOR	✓ 99.6 %
2.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3 %
2.2	Advisory vote on the remuneration report	FOR	FOR	✓ 78.8 %
3	Approve allocation of income	FOR	FOR	✓ 99.5 %
4	Discharge board members and executive management	FOR	FOR	✓ 98.7 %
5	Elections to the board of directors			
5.1	Re-elect Mr. David J. Jacob as board member and chairman	FOR	FOR	✓ 96.5 %
5.2	Re-elect Ms. Katia Coudray	FOR	FOR	✓ 96.2 %
5.3	Re-elect Ms. Jacqui Irvine	FOR	FOR	✓ 96.2 %
5.4	Re-elect Ms. Monika Machon	FOR	FOR	✓ 96.5 %
5.5	Re-elect Mr. Benjamin Meuli	FOR	FOR	✓ 98.1 %
5.6	Re-elect Ms. Nancy Mistretta	FOR	FOR	✓ 97.7 %
5.7	Elect Mr. Thomas Schneider	FOR	FOR	✓ 98.2 %
6	Elections to the remuneration committee			
6.1	Re-elect Ms. Katia Coudray to the remuneration committee	FOR	FOR	✓ 95.9 %
6.2	Re-elect Ms. Nancy Mistretta to the remuneration committee	FOR	FOR	✓ 95.7 %
6.3	Elect Ms. Jacqui Irvine to the remuneration committee	FOR	FOR	✓ 96.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. ✓ 87.6 %
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 92.7 %
7.3	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. ✓ 91.4 %
8	Re-election of KPMG as the external auditor	FOR	FOR	✓ 99.5 %
9	Election of the independent proxy	FOR	FOR	✓ 99.8 %
10	Approve renewal of authorised capital	FOR	FOR	✓ 95.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
2.1	Approve allocation of capital contributions reserves to free reserves	FOR	FOR	✓ 99.3 %
2.2	Approve allocation of income and dividend	FOR	FOR	✓ 99.4 %
3	Discharge board members	FOR	FOR	✓ 98.1 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Albert M. Baehny as board member and chairman	FOR	FOR	✓ 72.6 %
4.1.2	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 97.9 %
4.1.3	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 99.2 %
4.1.4	Re-elect Mr. Hartmut Reuter	FOR	FOR	✓ 86.9 %
4.1.5	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 97.6 %
4.1.6	Elect Dr. Werner Karlen	FOR	FOR	✓ 89.8 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Hartmut Reuter to the remuneration committee	FOR	FOR	✓ 79.0 %
4.2.2	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 98.4 %
4.2.3	Elect Dr. Werner Karlen to the remuneration committee	FOR	FOR	✓ 80.3 %
5	Re-elect hba Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 99.4 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. ✓ 90.6 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 90.2 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.8 %

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	✓ 91.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.8 %
4.1	Approve renewal and reduction of authorised capital	FOR	FOR	✓ 98.1 %
4.2	Approve reduction of the conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 99.1 %
4.3	Repeal of the option of creating bearer shares	FOR	FOR	✓ 99.6 %
5	Elections to the board of directors			
5.1	Re-elect Dr. Hubert Achermann	FOR	FOR	✓ 99.6 %
5.2	Re-elect Mr. Riet Cadonau	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 69.4 %
5.3	Re-elect Mr. Roger Michaelis	FOR	FOR	✓ 99.6 %
5.4	Re-elect Dr. Eveline Saupper	FOR	FOR	✓ 98.7 %
5.5	Re-elect Mr. Yves Serra	FOR	FOR	✓ 93.7 %
5.6	Re-elect Ms. Jasmin Staiblin	FOR	FOR	✓ 98.9 %
5.7	Re-elect Mr. Zhiqiang Zhang	FOR	FOR	✓ 96.2 %
5.8	Elect Dr. Peter Hackel	FOR	FOR	✓ 99.5 %
6.1	Elect Mr. Yves Serra as chairman of the board	FOR	FOR	✓ 90.8 %
6.2	Elections to the remuneration committee			
6.2.1	Elect Mr. Riet Cadonau to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Cadonau to the board of directors, he cannot be elected to the committee. ✓ 78.5 %
6.2.2	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 98.7 %
6.2.3	Elect Mr. Zhiqiang Zhang to the remuneration committee	FOR	FOR	✓ 96.2 %
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 92.3 %

Item	Agenda	Board	Ethos		Result
8	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 could be higher than the amount requested at the general meeting.</p>	✓ 89.4 %
9	Re-election of the auditors	FOR	FOR		✓ 98.4 %
10	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
3.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3.2	Approve donation to the investment fund of the "Stiftung der Glarner Kantonalbank für ein starkes Glarnerland"	FOR	FOR	✓ 99.5 %
4	Discharge board members, executive management and auditors	FOR	FOR	✓ 99.9 %
5	Elections to the board of directors			
5.1	Re-elect Mr. Martin Leutenegger as member and chairman of the board	FOR	FOR	✓ 99.9 %
5.2	Re-elect Dr. Rolf Widmer	FOR	FOR	✓ 99.8 %
5.3	Re-elect Mr. Jürg Zimmermann	FOR	FOR	✓ 99.8 %
5.4	Re-elect Mr. Rudolf Stäger	FOR	FOR	✓ 99.7 %
5.5	Re-elect Dr. Urs P. Gnos	FOR	FOR	✓ 99.6 %
5.6	Re-elect Ms. Sonja Stirnimann	FOR	FOR	✓ 99.7 %
5.7	Elect Dr. Dominic Rau	FOR	FOR	✓ 99.5 %
6	Re-election of the auditors	FOR	FOR	✓ 99.9 %



Item	Agenda	Board	Ethos		Result
1	Attendance announcement of the annual meeting	NON-VOTING	NON-VOTING		
2	Approve minutes of the 2019 annual meeting	FOR	FOR		✓
3	Present the annual report and accounts 2019	NON-VOTING	NON-VOTING		
4	Present auditors report	NON-VOTING	NON-VOTING		
5.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
5.2	Approve allocation of income and dividend	FOR	FOR		✓
5.3.1	Discharge board members	FOR	FOR		✓
5.3.2	Discharge auditors	FOR	FOR		✓
6.1	Advisory vote on the remuneration report	FOR	FOR		✓
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
6.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.3.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Ms. Dominique Amaudruz Guiramand	FOR	FOR		✓
7.2	Re-elect Ms. Céline Amaudruz	FOR	● OPPOSE	<p>She is not independent (representative of an important shareholder) and the board independence is insufficient (14.3%).</p> <p>She is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
7.3	Re-elect Mr. Rémy A. Bersier	FOR	● OPPOSE	<p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p>	✓
7.4	Re-elect Mr. Pierre-Alain Grichting	FOR	FOR		✓
7.5	Re-elect Mr. Emmanuel Séquin	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 15 years) and the board independence is insufficient (14.3%).</p>	✓
7.6	Re-elect Mr. François Sunier	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
8	Re-elect Mr. Pierre-Marcel Revaz as chairman of the board	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓
9	Elections to the remuneration committee				
9.1	Elect Ms. Dominique Amaudruz Guiramand to the remuneration committee	FOR	FOR		✓
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, he cannot be elected to the committee.	✓
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, he cannot be elected to the committee.	✓
10	Election of the independent proxy	FOR	FOR		✓
11	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
	Elections to the board of directors				
4.1	Re-elect Mr. Peter Leupp as member and chairman of the board	FOR	FOR		✓ 95.6 %
4.2.1	Re-elect Mr. Stefan Breitenstein	FOR	FOR		✓ 95.6 %
4.2.2	Re-elect Dr. Bettina Gerharz-Kalte	FOR	FOR		✓ 95.5 %
4.2.3	Re-elect Mr. Niklaus Huber	FOR	FOR		✓ 95.5 %
4.2.4	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 80.9 %
4.2.5	Re-elect Mr. Philippe Royer	FOR	FOR		✓ 95.2 %
4.3	Elections to the remuneration committee				
4.3.1	Elect Dr. Bettina Gerharz-Kalte to the remuneration committee	FOR	FOR		✓ 95.5 %
4.3.2	Re-elect Mr. Niklaus Huber to the remuneration committee	FOR	FOR		✓ 92.1 %
4.3.3	Re-elect Mr. Urs Kaufmann to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kaufmann to the board of directors, he cannot be elected to the committee.	✓ 80.7 %
4.3.4	Re-elect Mr. Peter Leupp to the remuneration committee	FOR	FOR		✓ 89.6 %
4.4	Elect Vischer AG as independent proxy	FOR	FOR		✓ 99.7 %
4.5	Re-elect PricewaterhouseCoopers AG as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 92.8 %
5	Amend articles of association: new remuneration policy	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 96.0 %
6	Advisory vote on the remuneration report	FOR	FOR		✓ 89.4 %
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos	Result
8	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.2 %
9	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 95.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
	Elections to the board of directors			
4.1	Re-elect Ms. Doris Russi Schurter as board member and chairman	FOR	FOR	✓ 97.8 %
4.2.1	Re-elect Mr. Beat Fellmann	FOR	FOR	✓ 99.7 %
4.2.2	Re-elect Mr. Jean-René Fournier	FOR	FOR	✓ 98.1 %
4.2.3	Re-elect Dr. iur. Ivo Furrer	FOR	FOR	✓ 99.7 %
4.2.4	Re-elect Dr. iur. Hans Künzle	FOR	FOR	✓ 98.7 %
4.2.5	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR	✓ 98.8 %
4.2.6	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 99.6 %
4.2.7	Re-elect Dr. iur. Thomas Schmuckli	FOR	FOR	✓ 99.3 %
4.2.8	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	✓ 99.1 %
4.2.9	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 99.7 %
4.3	Elections to the nomination and remuneration committee			
4.3.1	Elect Mr. Jean-René Fournier to the nomination and remuneration committee	FOR	FOR	✓ 97.5 %
4.3.2	Re-elect Dr. Gabriela Payer to the nomination and remuneration committee	FOR	FOR	✓ 95.7 %
4.3.3	Re-elect Dr. iur. Andreas von Planta to the nomination and remuneration committee	FOR	FOR	✓ 95.1 %
4.3.4	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR	✓ 95.8 %
5	Creation of authorised capital	FOR	FOR	✓ 79.4 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.5 %
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 90.9 %
7	Re-elect Schmuki Bachmann Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
8	Re-elect KPMG as auditors	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
2.2	Approve dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members	FOR	FOR	✓ 99.9 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Felix Grisard	FOR	FOR	✓ 98.0 %
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR	✓ 99.2 %
4.3	Re-elect Dr. Walter Jakob	FOR	FOR	✓ 99.3 %
4.4	Re-elect Dr. Jvo Grundler	FOR	● OPPOSE	He is also a permanent member of the executive management (General Counsel). ✓ 96.0 %
4.5	Re-elect Mr. Balz Halter	FOR	FOR	✓ 99.9 %
4.6	Re-elect Dr. Felix Grisard as chairman of the board	FOR	FOR	✓ 98.0 %
5	Elections to the remuneration committee			
5.1	Re-elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR	✓ 97.0 %
5.2	Re-elect Dr. Walter Jakob to the remuneration committee	FOR	FOR	✓ 97.7 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group. ✓ 95.9 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The remuneration structure is not in line with Ethos' guidelines. ✓ 96.0 %
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓ 89.7 %

Item	Agenda	Board	Ethos		Result
7	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 92.8 %
8	Amend articles of association: other mandates	FOR	FOR		✓ 99.7 %
9	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
10	Re-election of the auditors	FOR	FOR		✓ 100.0 %



## Highlight Event and Entertainment

26.06.2020



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 major risk for the company and its shareholders.	✓
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Bernhard Burgener	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.1.2	Re-elect Mr. Peter von Büren	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
4.1.3	Re-elect Mr. Rolf Elgeti	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
4.1.4	Re-elect Mr. Sven Heller	FOR	FOR		✓
4.1.5	Elect Mr. Alexander Studhalter	FOR	FOR		✓
4.1.6	Elect Mr. Clive Ng	FOR	FOR		✓
4.2	Re-elect Mr. Bernhard Burgener as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burgener to the board of directors, he cannot be elected as chairman.	✓
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Rolf Elgeti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Elgeti to the board of directors, he cannot be elected to the committee.	✓
4.3.2	Elect Mr. Sven Heller to the remuneration committee	FOR	FOR		✓
5	Elect PwC as auditors	FOR	FOR		✓
6	Re-elect Ms. Silvia Margraf as independent proxy	FOR	FOR		✓

## Highlight Event and Entertainment

26.06.2020

AGM

Item	Agenda	Board	Ethos	Result
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	<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 board of directors has excessive discretion with regard to awards.</p> 

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.2 %
2	Approve allocation of income	FOR	FOR		✓ 98.7 %
3	Discharge board members and executive management	FOR	● OPPOSE	<p>The acquisition of Pharmalys reveals serious deficiencies in the board's conduct of the company's affairs.</p> <p>The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.</p>	✗ 48.1 %
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 92.5 %
4.2	Approval for special expenses of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✗ 47.5 %
4.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.4 %
4.4	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.0 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Markus Bühlmann	FOR	FOR		✓ 96.9 %
5.2	Elect Mr. Jürg Oleas	FOR	FOR		✓ 96.6 %
5.3	Elect Mr. Andreas R. Herzog	FOR	FOR		✓ 97.2 %
5.4	Elect Mr. Jean-Philippe Rochat	FOR	FOR		✓ 97.0 %
5.5	Elect Mr. Ralph Peter Siegl	FOR	FOR		✓ 97.2 %
5.6	Elect Mr. Jürg Oleas as chairman of the board	FOR	FOR		✓ 96.6 %
	Elections to the remuneration committee				
5.7	Elect Mr. Jürg Oleas to the remuneration committee	FOR	FOR		✓ 96.9 %
5.8	Elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR		✓ 96.9 %
5.9	Elect Mr. Ralph Peter Siegl to the remuneration committee	FOR	FOR		✓ 97.0 %
6	Re-elect Dr. Urban Bieri as independent proxy	FOR	FOR		✓ 99.6 %
7	Elect KPMG as new external auditor	FOR	FOR		✓ 98.4 %

Item	Agenda	Board	Ethos		Result
8	Shareholder resolution: Request for a special audit	OPPOSE	● FOR	The resolution is in line with the long-term interests of the majority of the company's stakeholders.	✘ 24.3 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Urs Kaufmann as board member and chairman	FOR	FOR	✓ 88.7 %
4.2	Re-elect Dr. Beat Kälin	FOR	FOR	✓ 99.8 %
4.3	Re-elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 99.4 %
4.4	Re-elect Mr. Rolf Seiffert	FOR	FOR	✓ 99.7 %
4.5	Re-elect Dr. Franz Studer	FOR	FOR	✓ 99.8 %
4.6	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.7 %
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 86.7 %
5.2	Re-elect Dr. Beat Kälin to the nomination and remuneration committee	FOR	FOR	✓ 95.9 %
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	✓ 97.8 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.4 %
6.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	✓ 94.5 %
6.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 78.0 %
7	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9 %
8	Re-elect Bratschi AG as independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Present financial statements as per the "true and fair view" principles	NON-VOTING	NON-VOTING	
4	Discharge board members and executive management	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Doris Agotai Schmid	FOR	FOR	✓
6.1.2	Re-elect Mr. René Brühlhart	FOR	FOR	✓
6.1.3	Re-elect Mr. Gerhard Hanhart	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines. ✓
6.1.4	Re-elect Mr. Marco Killer	FOR	FOR	✓
6.1.5	Re-elect Mr. Josef Lingg	FOR	FOR	✓
6.1.6	Re-elect Ms. Ursula McCreight-Ernst	FOR	● OPPOSE	She has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓
6.1.7	Re-elect Mr. Christoph Schwarz	FOR	FOR	✓
6.1.8	Re-elect Ms. Therese Suter	FOR	FOR	✓
6.1.9	Re-elect Dr. Thomas Wietlisbach	FOR	FOR	✓
6.2	Elect Dr. Andreas Kunzmann	FOR	FOR	✓
6.3	Re-elect Mr. Gerhard Hanhart as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hanhart to the board of directors, he cannot be elected as chairman. ✓
6.4	Elections to the nomination and remuneration committee			
6.4.1	Re-elect Mr. Josef Lingg to the nomination and remuneration committee	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
6.4.2	Re-elect Ms. Therese Suter to the nomination and remuneration committee	FOR	FOR		✓
6.4.3	Re-elect Dr. Thomas Wietlisbach to the nomination and remuneration committee	FOR	FOR		✓
6.5	Re-election of the independent proxy	FOR	FOR		✓
6.6	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓
7.2	Miscellaneous	NON-VOTING	NON-VOTING		

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 pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 93.1 %
2	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
4.1	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.	✓ 86.1 %
4.2	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 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 82.8 %
5	Renewal and increase of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 82.8 %
6	Elections to the board of directors				
6.1.1	Re-elect Dr. med. Jean-Paul Clozel	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.6 %
6.1.2	Re-elect Ms. Viviane Monges	FOR	FOR		✓ 99.2 %
6.1.3	Re-elect Dr. Mathieu Simon	FOR	FOR		✓ 96.3 %



Item	Agenda	Board	Ethos		Result
6.2.1	Elect Mr. Jörn Aldag	FOR	FOR		✓ 95.7 %
6.2.2	Elect Mr. Michel de Rosen	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.0 %
6.2.3	Elect Dr. iur. Felix R. Ehrat	FOR	FOR		✓ 99.1 %
6.2.4	Elect Mr. Sandy Mahatme	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.6 %
6.3	Elect Dr. Mathieu Simon as chairman of the board	FOR	FOR		✓ 96.3 %
6.4	Elections to the nomination and remuneration committee				
6.4.1	Re-elect Ms. Viviane Monges to the nomination and remuneration committee	FOR	FOR		✓ 97.4 %
6.4.2	Re-elect Dr. Mathieu Simon to the nomination and remuneration committee	FOR	FOR		✓ 95.9 %
6.4.3	Elect Mr. Jörn Aldag to the nomination and remuneration committee	FOR	FOR		✓ 95.6 %
6.4.4	Elect Mr. Michel de Rosen to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. de Rosen to the board of directors, he cannot be elected to the committee.	✓ 91.4 %
6.4.5	Elect Dr. iur. Felix R. Ehrat to the nomination and remuneration committee	FOR	FOR		✓ 99.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 98.0 %
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 structure is not in line with Ethos' guidelines.	✓ 96.2 %
8	Elect BachmannPartner Sachwalter und Treuhand as independent proxy	FOR	FOR		✓ 100.0 %
9	Re-elect Ernst & Young 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	FOR	FOR	✓ 99.5 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Dr. sc. techn. Beat E. Lüthi as board member and chairman	FOR	FOR	✓ 76.8 %
4.2	Re-elect Dr. ing. Richard Fischer	FOR	FOR	✓ 74.3 %
4.3	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 76.3 %
4.4	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 73.5 %
4.5	Re-elect Dr. iur. Thomas Staehelin	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (40.0%). ✓ 70.6 %
	Elections to the remuneration committee			
4.6	Re-elect Dr. ing. Richard Fischer to the remuneration committee	FOR	FOR	✓ 74.1 %
4.7	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	FOR	✓ 71.6 %
4.8	Re-elect Dr. iur. Thomas Staehelin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Staehelin to the board of directors, he cannot be elected to the committee. ✓ 70.3 %
5	Election of the independent proxy	FOR	FOR	✓ 99.1 %
6	Election of the auditors	FOR	FOR	✓ 99.8 %
7	Advisory vote on the remuneration report	FOR	FOR	✓ 80.0 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.7 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.5 %
4.2	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>	✓ 72.2 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Urs Tanner as board member and chairman	FOR	FOR		✓ 80.4 %
5.2	Re-elect Mr. Paolo Bottini	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (33.3%).	✓ 75.0 %
5.3	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 87.2 %
5.4	Re-elect Mr. Ingo Specht	FOR	FOR		✓ 86.9 %
5.5	Re-elect Dr. ing. Elena Cortona	FOR	FOR		✓ 85.0 %
5.6	Elect Mr. Markus Asch	FOR	FOR		✓ 88.1 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Urs Tanner to the remuneration committee	FOR	FOR		✓ 76.2 %
6.2	Re-elect Mr. Stefano Mercorio to the remuneration committee	FOR	FOR		✓ 75.6 %
7	Re-elect PwC as external auditor	FOR	FOR		✓ 99.8 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1.1	Present annual report, consolidated financial statements and annual accounts of Intershop Holding AG	NON-VOTING	NON-VOTING		
1.2	Approve annual report and consolidated financial statements	FOR	FOR		✓ 100.0 %
1.3	Approve annual accounts of Intershop Holding AG	FOR	FOR		✓ 100.0 %
1.4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓ 96.8 %
3.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.0 %
3.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The board of directors has excessive discretion with regard to awards.</p>	✓ 85.4 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Dieter Marmet	FOR	FOR		✓ 96.8 %
4.1.b	Re-elect Mr. Ernst Schaufelberger	FOR	FOR		✓ 99.8 %
4.1.c	Re-elect Mr. Kurt Ritz	FOR	FOR		✓ 94.9 %
4.2	Re-elect Mr. Dieter Marmet as chairman of the board	FOR	FOR		✓ 96.7 %
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Dieter Marmet to the remuneration committee	FOR	FOR		✓ 91.4 %
4.3.b	Re-elect Mr. Ernst Schaufelberger to the remuneration committee	FOR	FOR		✓ 94.4 %
4.3.c	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR		✓ 94.4 %
4.4	Re-elect Grendelmeier Jenny & Partner as independent proxy	FOR	FOR		✓ 99.8 %
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.</p>	✓ 91.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Albert M. Baehny	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.7 %
4.1.2	Re-elect Mr. Stéphane Bonvin	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.3 %
4.1.3	Re-elect Dr. Riccardo Boscardin	FOR	FOR		✓ 100.0 %
4.1.4	Re-elect Dr. Thomas Vettiger	FOR	FOR		✓ 100.0 %
4.2	Re-elect Dr. Riccardo Boscardin as board chairman	FOR	FOR		✓ 100.0 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Albert M. Baehny to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Baehny to the board of directors, he cannot be elected to the committee.	✓ 95.7 %
4.3.2	Re-elect Dr. Riccardo Boscardin 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 PricewaterhouseCoopers as auditors	FOR	FOR		✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 97.5 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.4 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.6 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
5	Elections to the board of directors				
5.1.a	Re-elect Dr. Rinaldo Riguzzi	FOR	● OPPOSE	<p>He has been a member of the board for 29 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 29 years) and the board independence is insufficient (33.3%).</p>	✓ 98.0 %
5.1.b	Re-elect Mr. Michel Kuehn	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (33.3%).</p>	✓ 99.1 %
5.1.c	Re-elect Ms. Andrea Rytz	FOR	FOR		✓ 99.9 %
5.2	Re-elect Dr. Rinaldo Riguzzi as chairman of the board	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Riguzzi to the board of directors, he cannot be elected as chairman.</p>	✓ 97.9 %
5.3	Elections to the remuneration committee				
5.3.a	Elect Dr. Rinaldo Riguzzi to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Riguzzi to the board of directors, he cannot be elected to the committee.</p>	✓ 97.9 %
5.3.b	Elect Mr. Michel Kuehn to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Kuehn to the board of directors, he cannot be elected to the committee.</p>	✓ 99.0 %
5.3.c	Elect Ms. Andrea Rytz to the remuneration committee	FOR	FOR		✓ 99.8 %
5.4	Election of the independent proxy	FOR	FOR		✓ 99.9 %
5.5	Election of the auditors	FOR	FOR		✓ 99.7 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.3 %

Item	Agenda	Board	Ethos	Result
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.3 %
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
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 report is not in line with Ethos' guidelines.</p>	✓ 79.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.6 %
3	Discharge board members and executive management	FOR	● OPPOSE	<p>An investigation of the FINMA reveals serious deficiencies in the board's conduct of the company's affairs.</p> <p>Ethos strongly disagrees with the management of the company's affairs.</p>	✓ 82.5 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.8 %
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 90.1 %
4.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	✓ 91.2 %
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 93.9 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. oec. Romeo Lacher	FOR	FOR		✓ 99.7 %
5.1.2	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 99.1 %
5.1.3	Re-elect Dr. Heinrich Baumann	FOR	● OPPOSE	He is the chairman of the audit committee and the company is facing serious problems related to the internal control system.	✓ 95.7 %
5.1.4	Re-elect Mr. Richard M. Campbell-Breden	FOR	FOR		✓ 97.2 %



Item	Agenda	Board	Ethos	Result
5.1.5	Re-elect Dr. iur. Ivo Furrer	FOR	FOR	✓ 97.6 %
5.1.6	Re-elect Ms. Claire Giraut	FOR	FOR	✓ 99.5 %
5.1.7	Re-elect Mr. Charles G.T. Stonehill	FOR	● OPPOSE	✓ 92.2 %
			He was the chairman of the audit committee (2006-2013) and the company is facing serious problems related to the internal control system during this period.	
5.1.8	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 99.3 %
5.1.9	Re-elect Ms. Olga Zoutendijk	FOR	FOR	✓ 99.7 %
5.2.1	Elect Ms. Kathryn Shih	FOR	FOR	✓ 99.8 %
5.2.2	Elect Mr. Christian Meissner	FOR	FOR	✓ 98.9 %
5.3	Re-elect Dr. oec. Romeo Lacher as chairman of the board	FOR	FOR	✓ 99.7 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Gilbert Achermann to the remuneration committee	FOR	FOR	✓ 92.2 %
5.4.2	Re-elect Mr. Richard M. Campbell-Breeden to the remuneration committee	FOR	FOR	✓ 90.1 %
5.4.3	Elect Ms. Kathryn Shih to the remuneration committee	FOR	FOR	✓ 99.6 %
5.4.4	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 92.3 %
6	Election of the auditors	FOR	● OPPOSE	✓ 94.4 %
			The auditor failed to identify fraud or proven weaknesses in the internal control system that have had a significant negative impact on the company's financial results.	
7	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income (no dividend)	FOR	FOR		✓ 97.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.9 %
4	Elections to the board of directors				
4.a	Re-elect Prof. Thomas Bieger as member and president of the board of directors	FOR	FOR		✓ 93.1 %
4.b	Re-elect Mr. Peter Baumann	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 94.5 %
4.c	Re-elect Mr. Nils Graf	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 86.3 %
4.d	Elect Mr. Heinz Karrer	FOR	FOR		✓ 75.1 %
4.e	Re-elect Dr. Catrina Luchsinger Gähwiler	FOR	FOR		✓ 99.3 %
4.f	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR		✓ 96.5 %
4.g	Re-elect Mr. Ueli Winzenried	FOR	FOR		✓ 88.4 %
5	Elections to the remuneration committee				
5.a	Re-elect Mr. Peter Baumann to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Baumann to the board of directors, he cannot be elected to the committee.	✓ 94.0 %
5.b	Re-elect Prof. Thomas Bieger to the remuneration committee	FOR	FOR		✓ 87.4 %
5.c	Re-elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR		✓ 92.8 %
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	FOR		✓ 85.6 %
6.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 84.1 %
7.a	Re-election of the independent proxy	FOR	FOR		✓ 97.9 %
7.b	Re-election of the substitute of the independent proxy	FOR	FOR		✓ 97.9 %

Item	Agenda	Board	Ethos	Result
8	Re-elect BDO as external auditors	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The non-executive directors receive excessive consultancy fees in a regular manner.	✓ 86.7 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 97.9 %
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		✓ 87.4 %
4.1.2	Re-elect Mr. Jakob Bleiker	FOR	FOR		✓ 99.1 %
4.1.3	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 75.2 %
4.1.4	Re-elect Dr. Felix A. Thöni	FOR	FOR		✓ 83.9 %
4.1.5	Elect Mr. Eugen Elmiger	FOR	FOR		✓ 94.2 %
4.1.6	Elect Dr. Andreas Häberli	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.1 %
4.2	Re-elect Mr. Philipp Buhofer as chairman of the board	FOR	FOR		✓ 85.9 %
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR		✓ 72.5 %
4.3.2	Re-elect Dr. Felix A. Thöni to the nomination and remuneration committee	FOR	FOR		✓ 80.8 %
4.3.3	Elect Mr. Eugen Elmiger to the nomination and remuneration committee	FOR	FOR		✓ 94.2 %
4.4	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Re-election of the auditors	FOR	FOR		✓ 99.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive excessive consultancy fees in a regular manner.	✓ 68.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.9 %
6	Amend articles of association: name of the company	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.1 %
3	Approve allocation of income	FOR	FOR	✓ 98.1 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. sc. techn. Beat Kälin as chairman of the board	FOR	FOR	✓ 92.5 %
4.1.2	Re-elect Mr. David Dean	FOR	FOR	✓ 99.2 %
4.1.3	Re-elect Dr. Andreas Häberli	FOR	FOR	✓ 89.4 %
4.1.4	Re-elect Mr. Kurt Härrli	FOR	FOR	✓ 99.1 %
4.1.5	Re-elect Dr. iur. Mariel Hoch	FOR	FOR	✓ 99.3 %
4.1.6	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR	✓ 99.0 %
4.2	Elections to the remuneration committee			
4.2.1	Elect Dr. Andreas Häberli to the remuneration committee	FOR	FOR	✓ 88.7 %
4.2.2	Elect Dr. sc. techn. Beat Kälin to the remuneration committee	FOR	FOR	✓ 93.3 %
4.2.3	Elect Prof. Dr. Roland Siegwart to the remuneration committee	FOR	FOR	✓ 98.1 %
4.3	Election of the independent proxy	FOR	FOR	✓ 99.6 %
4.4	Election of the auditors	FOR	● OPPOSE	✓ 94.8 % The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 93.0 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.8 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income and dividend	FOR	● 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.	✓ 98.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 98.2 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration committee has excessive discretion with regard to awards.</p>	✓ 95.5 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Laurent Dassault	FOR	● OPPOSE	<p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 25 years) and the board independence is insufficient (25.0%).</p>	✓ 96.7 %

Item	Agenda	Board	Ethos		Result
5.2	Re-elect Dr. iur. Patrick Foetisch	FOR	● OPPOSE	<p>He has been a member of the board for 28 years, which exceeds Ethos' guidelines.</p> <p>He is 87 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 28 years, consultancy fees) and the board independence is insufficient (25.0%).</p>	✓ 95.5 %
5.3	Elect Prof. Dr. Michael Hengartner	FOR	FOR		✓ 99.6 %
5.4	Re-elect Mr. André Kudelski	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.0 %
5.5	Re-elect Dr. sc. tech. Marguerite Kudelski	FOR	FOR		✓ 99.2 %
5.6	Re-elect Mr. Pierre Lescure	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (25.0%).	✓ 97.5 %
5.7	Re-elect Mr. Alec Ross	FOR	FOR		✓ 99.7 %
5.8	Re-elect Mr. Claude Smadja	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (25.0%).</p>	✓ 95.5 %
6	Re-elect Mr. André Kudelski as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kudelski to the board of directors, he cannot be elected as chairman.	✓ 96.8 %
7	Elections to the remuneration committee				
7.1	Re-elect Dr. iur. Patrick Foetisch to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Foetisch to the board of directors, he cannot be elected to the committee.	✓ 95.5 %

Item	Agenda	Board	Ethos		Result
7.2	Re-elect Mr. Pierre Lescure to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Lescure to the board of directors, he cannot be elected to the committee.	✓ 96.4 %
7.3	Re-elect Mr. Claude Smadja to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Smadja to the board of directors, he cannot be elected to the committee.	✓ 95.5 %
7.4	Re-elect Mr. Alec Ross to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 98.8 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %
9	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 35 years, which exceeds Ethos' guidelines.	✓ 93.6 %
10	Approve renewal of authorised capital	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 98.0 %
	Miscellaneous	NON-VOTING	NON-VOTING		



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
2	Approve allocation of income	FOR	FOR		✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.a	Re-elect Dr. Renato Fassbind	FOR	FOR		✓ 99.7 %
4.1.b	Re-elect Mr. Karl Gernandt	FOR	FOR		✓ 92.2 %
4.1.c	Re-elect Mr. David Kamenetzky	FOR	FOR		✓ 99.6 %
4.1.d	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR		✓ 93.2 %
4.1.e	Re-elect Ms. Hauke Stars	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 93.1 %
4.1.f	Re-elect Dr. Martin Wittig	FOR	FOR		✓ 99.8 %
4.1.g	Re-elect Dr. Jörg Wolle	FOR	FOR		✓ 95.3 %
4.2	Elect Mr. Dominik Bürgy	FOR	FOR		✓ 99.5 %
4.3	Re-elect Dr. Jörg Wolle as chairman of the board	FOR	FOR		✓ 94.7 %
4.4	Elections to the remuneration committee				
4.4.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	FOR		✓ 82.5 %
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	● OPPOSE	He is not independent (important shareholder and board tenure of 45 years) and the committee does not include at least 50% independent members.	✓ 82.0 %
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, she cannot be elected to the committee.	✓ 93.0 %
4.5	Re-election of the independent proxy	FOR	FOR		✓ 99.5 %
4.6	Re-election of Ernst & Young as auditors	FOR	FOR		✓ 99.7 %
5	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 82.9 %
6	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 79.0 %

Item	Agenda	Board	Ethos	Result
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 87.1 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 84.8 %

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

Item	Agenda	Board	Ethos	Result
8	Re-elect Anwaltskanzlei Keller KLG as independent proxy	FOR	FOR	✓
9	Adjustment of authorised capital	FOR	FOR	✓
10	Adjustment of the conditional capital for the conversion of convertible bonds	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 92.1 % The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	FOR	✓ 98.5 %
3.1	Approve allocation of income	FOR	FOR	✓ 99.8 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 99.8 %
4	Elections to the board of directors			
4.1.1	Re-elect Dr. Beat W. Hess as member and chairman of the board	FOR	FOR	✓ 98.4 %
4.1.2	Re-elect Mr. Oscar Fanjul Martin	FOR	FOR	✓ 97.3 %
4.1.3	Re-elect Mr. Colin Hall	FOR	FOR	✓ 92.5 %
4.1.4	Re-elect Ms. Naina Lal Kidwai	FOR	FOR	✓ 99.3 %
4.1.5	Re-elect Mr. Patrick Kron	FOR	FOR	✓ 98.0 %
4.1.6	Re-elect Mr. Adrian Loader	FOR	FOR	✓ 97.0 %
4.1.7	Re-elect Mr. Jürg Oleas	FOR	FOR	✓ 98.7 %
4.1.8	Re-elect Ms. Claudia Sender Ramirez	FOR	FOR	✓ 99.1 %
4.1.9	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR	✓ 91.4 %
4.1.10	Re-elect Dr. Dieter Spälti	FOR	FOR	✓ 95.9 %
4.2.1	Elect Prof. Philippe Block	FOR	FOR	✓ 98.6 %
4.2.2	Elect Mr. Kim Fausing	FOR	FOR	✓ 98.5 %
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Oscar Fanjul Martin to the nomination and remuneration committee	FOR	FOR	✓ 97.1 %
4.3.2	Re-elect Mr. Adrian Loader to the nomination and remuneration committee	FOR	FOR	✓ 96.0 %
4.3.3	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the nomination and remuneration committee	FOR	FOR	✓ 93.0 %
4.4.1	Elect Mr. Colin Hall to the nomination and remuneration committee	FOR	FOR	✓ 93.2 %

Item	Agenda	Board	Ethos		Result
4.4.2	Elect Ms. Claudia Sender Ramirez to the nomination and remuneration committee	FOR	FOR		✓ 98.9 %
4.5.1	Re-election of Deloitte AG as external auditors	FOR	FOR		✓ 99.3 %
4.5.2	Election of the independent proxy	FOR	FOR		✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 93.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income	FOR	FOR		✓ 99.6 %
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		✓ 99.8 %
3.b	Binding retrospective vote on the short-term variable remuneration of the board of directors	FOR	FOR		✓ 99.4 %
4.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.8 %
4.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.3 %
5	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
6	Elections to the board of directors				
6.a	Re-elect Mr. Silvio Denz as board member and chairman	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO of the Lalique division).	✓ 99.4 %
6.b	Re-elect Mr. Roland Weber	FOR	● OPPOSE	He is not independent (board tenure of 17 years, 26-year links to the founder, controlling shareholder and executive chairman) and the board independence is insufficient (14.3%).	✓ 99.9 %
6.c	Re-elect Mr. Roger von der Weid	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.9 %
6.d	Re-elect Mr. Claudio Denz	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Digital of the Beauty division).	✓ 99.9 %
6.e	Re-elect Mr. Jan Kollros	FOR	FOR		✓ 99.9 %
6.f	Re-elect Mr. Marcel Roesti	FOR	● OPPOSE	He is not independent (board tenure of 12 years, business connections) and the board independence is insufficient (14.3%).	✓ 99.6 %
6.g	Elect Mr. Sanjeev Malhan	FOR	FOR		✓ 99.9 %
7	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
7.a	Re-elect Mr. Silvio Denz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Denz to the board of directors, he cannot be elected to the committee.	✓ 99.4 %
7.b	Re-elect Mr. Roland Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, he cannot be elected to the committee.	✓ 99.7 %
8	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓ 100.0 %
9	Elect Deloitte as auditors	FOR	FOR		✓ 100.0 %



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 95.1 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.4 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 94.7 %
5.1.2	Re-elect Mr. Eric A. Elzvik	FOR	FOR	✓ 95.6 %
5.1.3	Re-elect Mr. Dave Geary	FOR	FOR	✓ 95.8 %
5.1.4	Re-elect Mr. Pierre-Alain Graf	FOR	FOR	✓ 95.8 %
5.1.5	Re-elect Mr. Peter Mainz	FOR	FOR	✓ 95.9 %
5.1.6	Re-elect Mr. Søren Thorup Sørensen	FOR	FOR	✓ 95.8 %
5.1.7	Re-elect Mr. Andreas Spreiter	FOR	FOR	✓ 95.4 %
5.1.8	Re-elect Ms. Christina Stercken	FOR	FOR	✓ 97.3 %
5.2	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓ 93.9 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Eric A. Elzvik to the remuneration committee	FOR	FOR	✓ 95.0 %
5.3.2	Re-elect Mr. Dave Geary to the remuneration committee	FOR	FOR	✓ 95.0 %
5.3.3	Re-elect Mr. Pierre-Alain Graf to the remuneration committee	FOR	FOR	✓ 95.0 %
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9 %
5.5	Re-elect Mr. Roger Föhn as independent proxy	FOR	FOR	✓ 100.0 %
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.8 %
7	Create conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 96.8 %
8	Create an authorised capital	FOR	FOR	✓ 95.7 %
9	Amend articles of association: Change of registered office	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1	Opening and announcements	NON-VOTING	NON-VOTING		
2	Discussion of board remuneration during the 2019 financial year	NON-VOTING	NON-VOTING		
3	Binding retrospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 100.0 %
4	Binding retrospective vote on the variable remuneration of the executive directors	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 99.5 %
5	Approve annual report, financial statements and allocation of net profit	FOR	FOR		✓ 100.0 %
6	Discharge board members	FOR	● OPPOSE	Legal proceedings have been instituted against the company concerning the conduct of the company's affairs.	✓ 99.5 %
7	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 is not in line with Ethos' guidelines for these plans.	✓ 99.5 %
8	Elections to the board of directors				
8.1	Re-elect Mr. Ottonel Popesco	FOR	FOR		✓ 99.7 %
8.2	Re-elect Mr. Fabio Cannavale	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.5 %
8.3	Re-elect Mr. Marco Corradino	FOR	● OPPOSE	He is also a permanent member of the executive management (COO).	✓ 99.5 %
8.4	Re-elect Mr. Roberto Italia	FOR	FOR		✓ 99.8 %
8.5	Re-elect Mr. Laurent Foata	FOR	FOR		✓ 99.7 %
8.6	Re-elect Mr. Marcello Distaso	FOR	● OPPOSE	He is not independent (links to a significant shareholder) and the board independence is insufficient (42.9%).	✓ 99.5 %
8.7	Re-elect Dr. phil. Anna Gatti	FOR	FOR		✓ 100.0 %
9	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
10	Binding prospective vote on the variable remuneration of the executive directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.0 %
11	Approve remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 98.0 %
12	Election of the auditors	FOR	● OPPOSE	The name of the audit firm is not disclosed before the annual general meeting.	✓ 99.5 %
13	Discussion of dividend policy	NON-VOTING	NON-VOTING		
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>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
2	Discharge board members	FOR	● OPPOSE	<p>✓</p> <p>The company is in a situation of over-indebtedness and there is a material uncertainty on the ability of the company to continue as a going concern.</p>
3	Approve allocation of balance sheet result	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Stefan A. Müller	FOR	FOR	✓
4.1.2	Re-elect Mr. Tianyi Fan	FOR	● OPPOSE	<p>✓</p> <p>Insufficient information is provided concerning the shareholder that the nominee represents.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (43%).</p>
4.1.3	Re-elect Mr. Toi Wai David Suen	FOR	● OPPOSE	<p>✓</p> <p>Insufficient information is provided concerning the nominee.</p>
4.1.4	Re-elect Mr. Axel Joachim Maschka	FOR	FOR	✓
4.1.5	Re-elect Mr. Bénédic Fontanet	FOR	● OPPOSE	<p>✓</p> <p>Insufficient information is provided concerning the shareholder that the nominee represents.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (43%).</p>
4.1.6	Re-elect Dr. Lluís M. Fargas Mas	FOR	FOR	✓
4.2	Elect Mr. Christophe Manset	FOR	● OPPOSE	<p>✓</p> <p>Insufficient information is provided concerning the shareholder that the nominee represents.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (43%).</p>

Item	Agenda	Board	Ethos		Result
4.3	Re-elect Mr. Stefan A. Müller as chairman of the board	FOR	FOR		✓
4.4	Elections to the remuneration committee				
4.4.1	Re-elect Dr. Lluís M. Fargas Mas to the remuneration committee	FOR	FOR		✓
4.4.2	Re-elect Mr. Toi Wai David Suen to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Suen to the board of directors, he cannot be elected to the committee.	✓
4.4.3	Re-elect Mr. Tianyi Fan to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fan to the board of directors, he cannot be elected to the committee.	✓
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓
6	Re-elect Me Manuel Isler as independent proxy	FOR	FOR		✓
7	Approve renewal of authorised capital	FOR	FOR		✗
8	Increase of the conditional capital for the conversion of convertible bonds	FOR	FOR		✗
9	Debt conversion				
9.1	Background	NON-VOTING	NON-VOTING		
9.2	Ordinary capital increase by debt conversion	FOR	FOR		✓
10	Offset accumulated losses with capital contributions reserves	FOR	FOR		✓
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The potential remuneration is significantly higher than that of the peer group.	✓
11.2	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.	✓

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.	✓ 87.6 %
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 98.9 %
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 the peer group.	✓ 97.3 %
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.8 %
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		✓ 96.4 %
6	Elections to the board of directors				
6.1	Re-elect Dr. ing. Ilan Cohen	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (33.3%).	✓ 96.8 %
6.2	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 92.0 %
6.3	Re-elect Mr. Ueli Wampfler	FOR	FOR		✓ 93.5 %
6.4	Re-elect Dr. iur. Werner C. Weber	FOR	FOR		✓ 99.3 %
6.5	Re-elect Mr. François Gabella	FOR	FOR		✓ 97.8 %
6.6	Re-elect Mr. Andreas Hürlimann as board member and chairman	FOR	FOR		✓ 97.0 %
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR		✓ 90.9 %
7.2	Re-elect Mr. Andreas Hürlimann to the nomination and remuneration committee	FOR	FOR		✓ 96.3 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

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Item	Agenda	Board	Ethos	Result
9	Election of the auditors	FOR	FOR	✓ 99.7 %
10	Amend articles of association: change of domicile	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Annual report and financial accounts for the year 2019 as well as the auditors' report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
5	Discharge board members, executive management and the auditors	FOR	FOR	✓ 99.9 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Georg Wohlwend	FOR	FOR	✓ 98.6 %
6.2	Re-elect Prof. Dr. oec. publ. Gabriela Nagel-Jungo	FOR	FOR	✓ 99.8 %
6.3	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 99.7 %
7	Re-elect PwC as the external auditor	FOR	FOR	✓ 96.4 %



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 82.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.7 %
4	Approve allocation of income and dividend				
4.1	Approve dividend from retained earnings (incl. special dividend)	FOR	● OPPOSE	The proposed increase in dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 97.8 %
4.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.1 %
5	Reduction of share capital and participation capital	FOR	FOR		✓ 98.9 %
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 27 years, which exceeds Ethos' guidelines.	✓ 86.0 %
6.1.2	Re-elect Mr. Antonio Bulgheroni	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.  He is 77 years old, which exceeds Ethos' guidelines.	✓ 86.8 %
6.1.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	FOR		✓ 90.7 %
6.1.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 99.2 %
6.1.5	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 99.2 %
6.1.6	Re-elect Mr. Silvio W. Denz	FOR	FOR		✓ 92.7 %
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Dr. Rudolf K. Sprüngli to the remuneration committee	FOR	FOR		✓ 82.8 %
6.2.2	Re-elect Mr. Antonio Bulgheroni to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Bulgheroni to the board of directors, he cannot be elected to the committee.	✓ 79.4 %
6.2.3	Re-elect Mr. Silvio W. Denz to the remuneration committee	FOR	FOR		✓ 91.7 %
6.3	Re-elect Dr. Patrick Schleiffer as independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.7 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 95.0 %
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.	✓ 93.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 89.8 %</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
3	Discharge board members and executive management	FOR	FOR	✓ 98.2 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
	Elections to the board of directors			
5.1.a	Re-elect Prof. Dr. ing. Werner J. Bauer	FOR	FOR	✓ 99.5 %
5.1.b	Re-elect Mr. Albert M. Baehny	FOR	FOR	✓ 93.2 %
5.1.c	Re-elect Dr. Angelica Kohlmann	FOR	FOR	✓ 99.7 %
5.1.d	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 98.8 %
5.1.e	Re-elect Ms. Barbara Richmond	FOR	FOR	✓ 99.8 %
5.1.f	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR	✓ 99.1 %
5.1.g	Re-elect Prof. Dr. Olivier Verscheure	FOR	FOR	✓ 99.5 %
5.2.a	Elect Ms. Dorothee Deuring	FOR	FOR	✓ 99.7 %
5.2.b	Elect Dr. Moncef Slaoui	FOR	FOR	✓ 99.2 %
5.3	Re-elect Mr. Albert M. Baehny as chairman of the board	FOR	FOR	✓ 93.0 %
5.4	Elections to the remuneration committee			
5.4.a	Re-elect Dr. Angelica Kohlmann to the remuneration committee	FOR	FOR	✓ 99.0 %
5.4.b	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 98.2 %
5.4.c	Re-elect Mr. Jürgen B. Steinemann to the remuneration committee	FOR	FOR	✓ 98.9 %
6	Re-elect KPMG as auditors	FOR	● OPPOSE	<p>✓ 88.9 %</p> <p>The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.</p>
7	Elect ThomannFischer as independent proxy	FOR	FOR	✓ 99.9 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos		Result
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.7 %
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.7 %
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 89.3 %

Item	Agenda	Board	Ethos	Result
1	Elect chairman of the AGM	FOR	FOR	✓
2	Approve annual report, financial statements and accounts	FOR	FOR	✓
3	Re-elect BDO as auditors	FOR	FOR	✓
	Elections to the board of directors			
4	Re-elect Mr. Arpad Busson	FOR	FOR	✓
5	Re-elect Mr. Edgar Brandt	FOR	FOR	✓
6	Re-elect Mr. Philippe Jacquemoud	FOR	FOR	✓
7	Re-elect Mr. Patrick Maloney	FOR	FOR	✓
8	Elect Mr. Alexandre Keusseoglou	FOR	FOR	✓
9	Elect Mr. Frank Dominick	FOR	FOR	✓
10	Create a pool of conditional capital for the conversion of convertible bonds	FOR	FOR	✓
	Articles of association			
11	Remove the definition of "dissenting member" from the company's articles of association	FOR	FOR	✓
12	Amend article 5	FOR	FOR	✓
13	Amend article 6b	FOR	FOR	✓
14	Amend article 6e	FOR	FOR	✓
15	Amend article 11a	FOR	FOR	✓
16	Delete article 11f	FOR	FOR	✓
17	Delete article 12	FOR	FOR	✓
18	Delete article 14	FOR	FOR	✓
19	Amend article 17b	FOR	FOR	✓
20	Amend article 20	FOR	FOR	✓
21	Amend article 25f	FOR	FOR	✓
22	Amend article 28	FOR	FOR	✓
23	Amend article 30	FOR	FOR	✓
24	Amend article 32	FOR	FOR	✓
25	Amend article 33	FOR	FOR	✓
26	Amend article 34	FOR	FOR	✓
27	Amend article 82a	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
3.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.3 %
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.5 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
	Counterproposal made by a shareholder: dividend of CHF 12.5 per share	OPPOSE	OPPOSE	✗ 6.7 %
5.1	Approve allocation of income	FOR	FOR	✓ 99.8 %
5.2	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 99.5 %
6	Amend articles of association (nominal value)	FOR	FOR	✓ 99.6 %
7	Elections to the board of directors and to the nomination and remuneration committee			
7.1	Re-elect Ms. Doris Russi Schurter as board member, chairwoman of the board and member of the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
7.2	Re-elect Mr. Josef Felder as member of the board and of the nomination and remuneration committee	FOR	FOR	✓ 99.3 %
7.3	Re-elect Dr. Martha Scheiber as member of the board and of the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
7.4.1	Re-elect Prof. Andreas Dietrich	FOR	FOR	✓ 99.6 %
7.4.2	Re-elect Mr. Andreas Emmenegger	FOR	FOR	✓ 99.9 %
7.4.3	Re-elect Mr. Franz Grüter	FOR	FOR	✓ 99.0 %
7.4.4	Re-elect Mr. Markus Hongler	FOR	FOR	✓ 99.5 %
7.4.5	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.6 %
8	Re-election of the auditors	FOR	FOR	✓ 99.8 %
9	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7 %
2	Approve allocation of income	FOR	FOR		✓ 98.5 %
3	Discharge board members and executive management	FOR	FOR		✓ 94.8 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Markus Breitenmoser	FOR	FOR		✓ 99.7 %
4.1.2	Re-elect Mr. Hans-Kristian Hoejsgaard	FOR	FOR		✓ 86.1 %
4.1.3	Re-elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR		✓ 86.0 %
4.1.4	Re-elect Mr. Andreas Widmer	FOR	FOR		✓ 96.3 %
4.1.5	Re-elect Dr. Ulrich Vischer	FOR	● OPPOSE	He has been a member of the board for 28 years, which exceeds Ethos' guidelines.	✓ 91.7 %
4.2	Re-elect Dr. Ulrich Vischer as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected as chairman.	✓ 91.6 %
4.3	Elections to the governance, nomination and remuneration committee				
4.3.1	Re-elect Dr. Ulrich Vischer to the governance, nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected to the committee.	✓ 90.9 %
4.3.2	Re-elect Mr. Hans-Kristian Hoejsgaard to the governance, nomination and remuneration committee	FOR	FOR		✓ 92.3 %
4.3.3	Re-elect Dr. Balz Hösly to the governance, nomination and remuneration committee	FOR	FOR		✓ 92.8 %
4.3.4	Elect Mr. Christoph Brutschin to the governance, nomination and remuneration committee	FOR	FOR		✓ 92.9 %
4.4	Re-election of the auditors	FOR	FOR		✓ 97.7 %
4.5	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.7 %
6	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.6 %

Item	Agenda	Board	Ethos	Result
7	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 91.5 %



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	The remuneration report is not in line with Ethos' guidelines.	✓ 98.2 %
2	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	● OPPOSE	Legal proceedings have been instituted against the company concerning the conduct of the company's affairs.	✓ 96.9 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Alberto Siccardi as board member and chairman	FOR	FOR		✓ 93.8 %
4.2	Re-elect Ms. Maria Luisa Siccardi Tonolli	FOR	● OPPOSE	She is a member of the family shareholder pool, which controls the board.  She held executive functions in the company during the last three years and she sits on the audit committee.	✓ 95.6 %
4.3	Re-elect Mr. Victor Balli	FOR	FOR		✓ 98.4 %
4.4	Re-elect Dr. Philippe A. Weber	FOR	● OPPOSE	He is not independent (consultancy fees) and the board independence is insufficient (25.0%).	✓ 95.0 %
5	Elections to the remuneration committee				
5.1	Re-elect Dr. Philippe A. Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Weber to the board of directors, he cannot be elected to the committee.	✓ 93.6 %
5.2	Re-elect Mr. Alberto Siccardi to the remuneration committee	FOR	FOR		✓ 93.8 %
5.3	Elect Mr. Victor Balli to the remuneration committee	FOR	FOR		✓ 99.3 %
6	Re-elect Mr. Fulvio Pelli as independent proxy	FOR	FOR		✓ 100.0 %
7	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.1 %
8.1.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6 %

Item	Agenda	Board	Ethos		Result
8.1.b	Binding prospective vote on the consulting fees of the board of directors	FOR	● OPPOSE	The non-executive directors receive excessive consultancy fees.	✓ 92.4 %
8.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.8 %
8.2.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 99.1 %
8.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 99.4 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 94.7 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members	FOR	FOR		✓ 99.6 %
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration is significantly higher than that of the peer group.	✓ 98.8 %
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.0 %
5.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 95.7 %
6	Elections to the board of directors				
6.1	Re-elect Dr. h.c. Thomas Straumann as board member and chairman	FOR	FOR		✓ 98.2 %
6.2	Re-elect Mr. Dominik Ellenrieder	FOR	FOR		✓ 99.9 %
6.3	Re-elect Dr. iur. Jürg Greuter	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 23 years) and the board independence is insufficient (25.0%).	✓ 99.5 %
6.4	Re-elect Dr. Daniel B. Herren	FOR	FOR		✓ 99.9 %
6.5	Re-elect Mr. Roland W. Hess	FOR	FOR		✓ 99.9 %
6.6	Re-elect Mr. Willi Miesch	FOR	FOR		✓ 99.9 %
6.7	Re-elect Mr. Damien Tappy	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (25.0%).	✓ 99.7 %

Item	Agenda	Board	Ethos		Result
6.8	Elect Mr. Marco Gadola	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (25.0%).	✓ 96.8 %
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Dominik Ellenrieder to the remuneration committee	FOR	FOR		✓ 97.4 %
7.2	Re-elect Dr. iur. Jürg Greuter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Greuter to the board of directors, he cannot be elected to the committee.	✓ 96.3 %
7.3	Elect Mr. Willi Miesch 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.	✓ 98.4 %
8	Re-elect NEOVIUS AG as independent proxy	FOR	FOR		✓ 100.0 %
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.9 %
10	Increase authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.  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.	✓ 94.6 %
11	Increase conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.  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.	✓ 94.6 %

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	✓ 98.1 % The transparency of the remuneration report is insufficient.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 98.9 %
4.1.2	Re-elect Mr. Dominik Berchtold	FOR	FOR	✓ 100.0 %
4.1.3	Re-elect Mr. Heinz M. Buhofer	FOR	FOR	✓ 99.8 %
4.1.4	Re-elect Ms. Sandra Emme	FOR	FOR	✓ 100.0 %
4.1.5	Re-elect Ms. Claudia Pletscher	FOR	FOR	✓ 100.0 %
4.1.6	Re-elect Dr. sc. techn. Peter Terwiesch	FOR	FOR	✓ 99.9 %
4.1.6.1	Elect Mr. Peter Terwiesch as representative of registered B shareholders	FOR	FOR	✓ 99.8 %
4.2	Re-elect Mr. Martin Wipfli as chairman of the board	FOR	FOR	✓ 98.9 %
4.3	Elections to the remuneration committee			
4.3.1	Elect Mr. Heinz M. Buhofer to the remuneration committee	FOR	FOR	✓ 98.8 %
4.3.2	Elect Dr. sc. techn. Peter Terwiesch to the remuneration committee	FOR	FOR	✓ 99.6 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
4.5	Election of the auditors	FOR	FOR	✓ 99.8 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 99.0 % The information provided is insufficient.  The remuneration is significantly higher than that of the peer group.
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.9 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.7 %
6	Approve extraordinary dividend in kind via the spin off of V-Zug Holding AG	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 92.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 54.1 %
2	Approve allocation of balance sheet result	FOR	FOR		✓ 96.7 %
3	Discharge board members and executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 80.1 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Franz Richter	FOR	FOR		✓ 93.5 %
4.1.2	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓ 92.9 %
4.1.3	Elect Mr. Mark Kerekes	FOR	● OPPOSE	The information provided on the nominee does not allow to identify his expected contribution to the board.  He represents a shareholder group that will be over-represented on the board.	✓ 90.7 %
4.1.4	Elect Mr. Urs Fähndrich	FOR	● OPPOSE	The information provided on the nominee does not allow to identify his expected contribution to the board.  He represents a shareholder group that will be over-represented on the board.	✓ 83.4 %
4.1.5	Elect Dr. Franz Richter as board chairman	FOR	FOR		✓ 79.3 %
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		✓ 91.7 %
4.2.2	Elect Mr. Urs Fähndrich to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fähndrich to the board of directors, he cannot be elected to the committee.	✓ 90.2 %
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 93.4 %
6	Re-elect Mr. André Weber as independent proxy	FOR	FOR		✓ 94.7 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 85.2 %

Item	Agenda	Board	Ethos	Result
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 86.2 %
8	Approve increase of authorised capital	FOR	FOR	✓ 76.7 %
9.1	Amend articles of association: Closing of the shareholder register	FOR	FOR	✓ 96.3 %
9.2	Amend articles of association: Deadline to submit a shareholder resolution and publication of the annual report	FOR	FOR	✓ 96.8 %

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	FOR	✓ 97.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
3.1	Approve allocation of income and dividend	WITH-DRAWN	● FOR	-
3.2	Carry forward retained earnings to new account	FOR	FOR	✓ 75.3 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR	✓ 93.2 %
4.1.2	Re-elect Dr. sc. tech. Eduard Rikli	FOR	FOR	✓ 94.7 %
4.1.3	Re-elect Mr. Patrick Kilchmann	FOR	FOR	✓ 94.9 %
4.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓ 94.8 %
4.1.5	Re-elect Mr. Hans-Michael Hauser	FOR	FOR	✓ 94.8 %
4.1.6	Re-elect Mr. Paul Zumbühl	FOR	● OPPOSE	He holds an excessive number of mandates.
4.2	Re-elect Mr. Heinrich C. Spoerry as chairman of the board	FOR	FOR	✓ 93.2 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Patrick Kilchmann to the remuneration committee	FOR	FOR	✓ 94.6 %
4.3.2	Re-elect Dr. iur. Andreas Casutt to the remuneration committee	FOR	FOR	✓ 94.7 %
4.3.3	Elect Mr. Paul Zumbühl to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, he cannot be elected to the committee.
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2 %
5.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR	✓ 99.2 %
5.2.2	Binding retrospective vote on the allocation of shares to the executive management	FOR	FOR	✓ 98.4 %
6	Re-elect Urs Lanz as independent proxy	FOR	FOR	✓ 100.0 %
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.9 %



Item	Agenda	Board	Ethos		Result
1.1	Approval of the 2019 annual report and the 2019 consolidated financial statements	FOR	FOR		✓ 99.8 %
1.2	Approval of the 2019 annual financial statements of mobilezone holding ag	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.	✓ 84.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
4.1	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4.2	Approve distribution out of capital contribution reserves	FOR	FOR		✓ 100.0 %
5.1	Approve creation of authorised capital	FOR	FOR		✓ 95.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 87.5 %
7.1	Elections to the board of directors				
7.1.a	Re-elect Mr. Urs Theo Fischer	FOR	FOR		✓ 90.7 %
7.1.b	Re-elect Ms. Gabriela Theus	FOR	FOR		✓ 90.8 %
7.1.c	Re-elect Dr. iur. Peter K. Neuenschwander	FOR	FOR		✓ 88.7 %
7.1.d	Elect Mr. Michael Haubrich	FOR	FOR		✓ 90.3 %
7.2	Re-elect Mr. Urs Theo Fischer as chairman of the board	FOR	FOR		✓ 85.5 %
7.3	Elections to the remuneration committee				
7.3.a	Re-elect Mr. Urs Theo Fischer to the remuneration committee	FOR	FOR		✓ 79.7 %
7.3.b	Re-elect Dr. iur. Peter K. Neuenschwander to the remuneration committee	FOR	FOR		✓ 88.0 %
7.3.c	Elect Mr. Michael Haubrich to the remuneration committee	FOR	FOR		✓ 89.7 %
7.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
7.5	Election of the auditors	FOR	FOR		✓ 99.2 %

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	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 86.1 %
3	Approve appropriation of net loss	FOR	FOR		✓ 99.9 %
4	Appropriation of reserves	FOR	FOR		✓ 99.9 %
5	Discharge board members and executive management	FOR	FOR		✓ 99.4 %
6	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.  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.	✓ 87.8 %
Elections to the board of directors					
7.1.1	Re-elect Mr. William M. Burns	FOR	FOR		✓ 99.9 %
7.1.2	Re-elect Dr. Gwen Fyfe	FOR	FOR		✓ 94.8 %
7.1.3	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓ 90.3 %
7.1.4	Re-elect Dr. Patrick Amstutz	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 89.7 %
7.2.1	Elect Mr. Sandip Kapadia	FOR	FOR		✓ 96.2 %
7.2.2	Elect Dr. Vito J. Palombella	FOR	FOR		✓ 98.6 %
7.2.3	Elect Mr. Michael Vasconcelles	FOR	FOR		✓ 98.6 %
7.3	Re-elect Mr. William M. Burns as chairman of the board	FOR	FOR		✓ 99.8 %
7.4	Elections to the nomination and remuneration committee				
7.4.1	Re-elect Mr. William M. Burns to the nomination and remuneration committee	FOR	FOR		✓ 99.2 %
7.4.2	Re-elect Mr. Steven H. Holtzman to the nomination and remuneration committee	FOR	FOR		✓ 90.2 %
7.4.3	Elect Mr. Michael Vasconcelles to the nomination and remuneration committee	FOR	FOR		✓ 98.6 %

**Molecular Partners**

29.04.2020

AGM

Item	Agenda	Board	Ethos		Result
8	Re-elect KMPG as auditors	FOR	FOR		✓ 99.9 %
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0 %
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 89.2 %
10.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 89.6 %
10.3	Binding prospective 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.	✓ 82.5 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 89.4 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.7 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
4.1	Re-elections to the board of directors				
4.1.1	Re-elect Mr. Paul Bulcke as board member and chairman	FOR	FOR		✓ 95.2 %
4.1.2	Re-elect Dr. oec. Ulf Mark Schneider	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 93.7 %
4.1.3	Re-elect Count Henri de La Croix de Castries	FOR	FOR		✓ 97.6 %
4.1.4	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 97.7 %
4.1.5	Re-elect Ms. Ann Veneman	FOR	FOR		✓ 94.9 %
4.1.6	Re-elect Ms. Eva Cheng	FOR	FOR		✓ 98.2 %
4.1.7	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 97.9 %
4.1.8	Re-elect Ms. Ursula M. Burns	FOR	FOR		✓ 90.7 %
4.1.9	Re-elect Mr. Kasper Rorsted	FOR	FOR		✓ 98.0 %
4.1.10	Re-elect Mr. Pablo Isla	FOR	FOR		✓ 95.3 %
4.1.11	Re-elect Ms. Kimberly Ross	FOR	FOR		✓ 98.3 %
4.1.12	Re-elect Mr. Dick Boer	FOR	FOR		✓ 98.1 %
4.1.13	Re-elect Mr. Dinesh C. Paliwal	FOR	FOR		✓ 97.8 %
4.2	Elect Ms. Hanne de Mora	FOR	FOR		✓ 99.6 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 97.4 %
4.3.2	Re-elect Ms. Ursula M. Burns to the remuneration committee	FOR	FOR		✓ 90.3 %
4.3.3	Re-elect Mr. Pablo Isla to the remuneration committee	FOR	FOR		✓ 94.7 %
4.3.4	Elect Mr. Dick Boer to the remuneration committee	FOR	FOR		✓ 97.6 %
4.4	Elect Ernst & Young as auditors	FOR	FOR		✓ 98.8 %

Item	Agenda	Board	Ethos		Result
4.5	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓ 98.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.5 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● 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 remuneration structure is not in line with Ethos' guidelines.</p>	✓ 91.4 %
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Advisory vote on the remuneration report	FOR	FOR	✓
3	Approve allocation of income	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Gian Reto Lazzarini	FOR	FOR	✓
5.1.b	Re-elect Dr. Markus Neff	FOR	FOR	✓
5.1.c	Re-elect Mr. Stefan Hiestand	FOR	FOR	✓
5.2	Re-elect Mr. Gian Reto Lazzarini as chairman of the board	FOR	FOR	✓
5.3	Elections to the remuneration committee			
5.3.a	Re-elect Dr. Markus Neff to the remuneration committee	FOR	FOR	✓
5.3.b	Re-elect Mr. Stefan Hiestand to the remuneration committee	FOR	FOR	✓
5.4	Re-election of the independent proxy	FOR	FOR	✓
5.5	Re-election of the auditors	FOR	FOR	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2	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.                     ✓
7	Reduce share capital via repayment of nominal value	FOR	FOR	✓
8.1	Create a new authorised capital	FOR	FOR	✓
8.2	Create a new authorised capital (if item 7 is not approved)	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓ 99.4 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9 %
4	Elections to the board of directors				
4.1	Re-elect Dr. Frank Verwiel as board member and chairman	FOR	FOR		✓ 98.4 %
4.2	Re-elect Ms. Annette Clancy	FOR	FOR		✓ 99.9 %
4.3	Re-elect Ms. Barbara Duncan	FOR	FOR		✓ 98.3 %
4.4	Re-elect Dr. James I. Healy	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 96.2 %
4.5	Re-elect Dr. Ernest Loumaye	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.6 %
4.6	Re-elect Mr. Edward Mathers	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 98.0 %
4.7	Re-elect Dr. Rafaèle Tordjman	FOR	FOR		✓ 99.8 %
4.8	Re-elect Dr. Jacky Vonderscher	FOR	FOR		✓ 99.8 %
5	Elections to the remuneration committee				
5.1	Re-elect Ms. Annette Clancy to the remuneration committee	FOR	FOR		✓ 99.4 %
5.2	Re-elect Dr. James I. Healy to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Healy to the board of directors, he cannot be elected to the committee.	✓ 96.3 %
5.3	Re-elect Dr. Rafaèle Tordjman to the remuneration committee	FOR	FOR		✓ 99.6 %
5.4	Re-elect Mr. Edward Mathers to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Mathers to the board of directors, he cannot be elected to the committee.	✓ 98.0 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9 %
7	Re-elect Perréard de Boccard SA as independent proxy	FOR	FOR		✓ 99.9 %
8	Binding votes on the remuneration of the board of directors and the executive management				

Item	Agenda	Board	Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The potential remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors can receive options.</p>	✓ 96.0 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The board of directors has excessive discretion with regard to awards.</p>	✓ 95.7 %
9	Increase of authorised capital	FOR	● OPPOSE	<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>	✓ 95.5 %
10	Increase of conditional capital for employee options	FOR	● OPPOSE	<p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p>	✓ 90.1 %
11	Amendment to the equity incentive plan	FOR	● OPPOSE	<p>The structure of the remuneration is not in line with Ethos' guidelines.</p>	✓ 90.2 %



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Approve allocation of income and dividend	FOR	● OPPOSE	✓ 98.0 % The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.
3	Discharge board members and executive management	FOR	FOR	✓ 98.9 %
4	Elections to the board of directors			
4.1.1	Re-elect Prof. Dr. Michael Süß as board member and chairman	FOR	FOR	✓ 98.9 %
4.1.2	Re-elect Mr. Paul Adams	FOR	FOR	✓ 99.7 %
4.1.3	Re-elect Mr. Geoffery Merszei	FOR	FOR	✓ 99.4 %
4.1.4	Re-elect Mr. Alexey V. Moskov	FOR	FOR	✓ 99.4 %
4.1.5	Re-elect Mr. Gerhard Pegam	FOR	FOR	✓ 99.5 %
4.1.6	Re-elect Dr. sc. tech. Suzanne Thoma	FOR	FOR	✓ 95.2 %
4.2	Elect Ms. Irina Matveeva	FOR	FOR	✓ 99.3 %
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Prof. Dr. Michael Süß to the nomination and remuneration committee	FOR	FOR	✓ 94.6 %
5.2	Re-elect Mr. Geoffery Merszei to the nomination and remuneration committee	FOR	FOR	✓ 99.3 %
5.3	Re-elect Mr. Alexey V. Moskov to the nomination and remuneration committee	FOR	FOR	✓ 99.3 %
5.4	Re-elect Mr. Gerhard Pegam to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
5.5	Re-elect Dr. sc. tech. Suzanne Thoma to the nomination and remuneration committee	FOR	FOR	✓ 95.2 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.4 %
7	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9 %
8	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 88.8 % The remuneration report is not in line with Ethos' guidelines.

Item	Agenda	Board	Ethos		Result
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 96.3 %
10	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.4 %
11	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  Past awards do not allow confirmation of the link between pay and performance.	✓ 93.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income	FOR	FOR	✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
4	Discharge board members and executive management	FOR	● OPPOSE	<p>✓</p> <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.</p>
5	Approve creation of authorised capital	FOR	● OPPOSE	<p>✓</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p>
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>
7.1	Elections to the board of directors			
7.1.1	Re-elect Mr. Samih Sawiris as chairman of the board	FOR	FOR	✓
7.1.2	Re-elect Mr. Adil Douiri	FOR	● OPPOSE	<p>✓</p> <p>He holds an excessive number of mandates.</p>
7.1.3	Re-elect Dr. Franz Egle	FOR	FOR	✓
7.1.4	Re-elect Mr. Jürgen Fischer	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
7.1.5	Re-elect Ms. Carolina Müller-Möhl	FOR	FOR	✓
7.1.6	Re-elect Mr. Naguib S. Sawiris	FOR	FOR	✓
7.1.7	Re-elect Mr. Marco Sieber	FOR	FOR	✓
7.1.8	Re-elect Mr. Jürg Weber	FOR	FOR	✓
7.2	Elections to the remuneration committee			
7.2.1	Re-elect Mr. Marco Sieber 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>✓</p>
7.2.2	Re-elect Dr. Franz Egle to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>✓</p>
7.2.3	Re-elect Mr. Naguib S. Sawiris 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> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>✓</p>
7.3	Election of the independent proxy	FOR	FOR	✓
7.4	Re-elect Deloitte as external auditor	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	● OPPOSE	✓ 95.2 % The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.
3	Discharge board members	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1.a	Re-elect Dr. Anton Bleikolm	FOR	FOR	✓ 99.8 %
4.1.1.b	Re-elect Mr. Dieter Widmer	FOR	FOR	✓ 99.8 %
4.1.1.c	Re-elect Dr. Thomas Moser	FOR	FOR	✓ 99.7 %
4.1.2.a	Elect Ms. Mirjana Blume	FOR	FOR	✓ 99.6 %
4.1.2.b	Elect Dr. Martin Folini	FOR	FOR	✓ 99.6 %
4.1.2.c	Elect Dr. Luka Müller	FOR	FOR	✓ 99.5 %
4.2	Re-elect Dr. Anton Bleikolm as chairman of the board	FOR	FOR	✓ 99.7 %
4.3	Elections to the remuneration committee			
4.3.a	Elect Dr. Martin Folini to the remuneration committee	FOR	FOR	✓ 98.9 %
4.3.b	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR	✓ 98.7 %
4.4	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
4.5	Re-election of PricewaterhouseCoopers as external auditors	FOR	FOR	✓ 99.7 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 93.3 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
5.3.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 93.1 %
5.3.b	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 92.9 %
6	Amend articles of association			
6.1	Change the name and the purpose of Orell Füssli Holding AG	FOR	FOR	✓ 95.2 %
6.2	Registration of nominees	FOR	FOR	✓ 95.6 %

Item	Agenda	Board	Ethos		Result
6.3	Reduce the thresholds to call an EGM and to add an item to the agenda	FOR	FOR		✓ 99.9 %
6.4	Limit size of the board of directors	FOR	FOR		✓ 99.8 %
6.5	Minimum size of the executive management	FOR	● OPPOSE	The number proposed is not adequate for the size of the company.	✓ 95.1 %
6.6	Number of additional mandates	FOR	FOR		✓ 96.0 %
6.7	Deletion of transitional and final provisions	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	● OPPOSE	✓ 92.4 % The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Rolf U. Sutter as member and chairman of the board	FOR	FOR	✓ 98.3 %
4.1.b	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 99.6 %
4.1.c	Re-elect Mr. Walter Lüthi	FOR	FOR	✓ 99.7 %
4.1.d	Re-elect Ms. Monika Schüpbach	FOR	FOR	✓ 99.7 %
4.1.e	Re-elect Mr. Markus Vögeli	FOR	FOR	✓ 99.7 %
4.1.f	Re-elect Ms. Monika Walser	FOR	FOR	✓ 98.8 %
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Ms. Monika Walser to the remuneration committee	FOR	FOR	✓ 97.7 %
4.2.b	Re-elect Mr. Rolf U. Sutter to the remuneration committee	FOR	FOR	✓ 97.3 %
4.2.c	Re-elect Mr. Walter Lüthi to the remuneration committee	FOR	FOR	✓ 98.6 %
4.3	Re-election of Ernst & Young as external auditors	FOR	FOR	✓ 98.3 %
4.4	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
5	Renewal and decrease of the authorised capital	FOR	FOR	✓ 99.6 %
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 90.7 %
6.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 90.9 %
6.3	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		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Bernard Daniel	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines.	✓ 99.4 %
4.1.2	Re-elect Mr. Victor Delloye	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (21.4%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.6 %
4.1.3	Re-elect Mr. André Desmarais	FOR	FOR		✓ 96.8 %
4.1.4	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR		✓ 96.4 %
4.1.5	Re-elect Mr. Paul Desmarais III	FOR	FOR		✓ 96.9 %
4.1.6	Re-elect Mr. Cedric Frère	FOR	FOR		✓ 97.2 %
4.1.7	Re-elect Mr. Gérald A. Frère	FOR	FOR		✓ 97.2 %
4.1.8	Re-elect Ms. Ségolène Gallienne	FOR	FOR		✓ 96.8 %
4.1.9	Re-elect Mr. Jean-Luc Herbez	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 99.4 %
4.1.10	Re-elect Ms. Barbara Kux	FOR	FOR		✓ 100.0 %
4.1.11	Re-elect Mr. Xavier Le Clef	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (21.4%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.7 %
4.1.12	Re-elect Mr. Jocelyn Lefebvre	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (21.4%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.3 %



Item	Agenda	Board	Ethos		Result
4.1.13	Re-elect Mr. Michel Pébereau	FOR	● OPPOSE	<p>He is 78 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 15 years) and the board independence is insufficient (21.4%).</p>	✓ 96.3 %
4.1.14	Re-elect Mr. Daniel Amaury de Sèze	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 19 years) and the board independence is insufficient (21.4%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 97.1 %
4.2	Re-elect Paul Desmarais Jr. as chairman of the board	FOR	FOR		✓ 96.2 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Bernard Daniel to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Daniel to the board of directors, he cannot be elected to the committee.	✓ 99.3 %
4.3.2	Re-elect Mr. Jean-Luc Herbez to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Herbez to the board of directors, he cannot be elected to the committee.	✓ 99.7 %
4.3.3	Re-elect Ms. Barbara Kux to the remuneration committee	FOR	FOR		✓ 99.9 %
4.3.4	Re-elect Mr. Xavier Le Clef to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Le Clef to the board of directors, he cannot be elected to the committee.	✓ 96.7 %
4.3.5	Re-elect Mr. Daniel Amaury de Sèze to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Amaury de Sèze to the board of directors, he cannot be elected to the committee.	✓ 97.1 %
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Re-elect Deloitte as external auditor	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓ 99.4 %

Item	Agenda	Board	Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 98.8 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.8 %
6	Approve renewal of authorised capital	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 91.3 %

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	● OPPOSE	The proposed increase in dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 97.4 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
4	Amend articles of association: Remuneration	FOR	FOR		✓ 99.9 %
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 65.7 %
6.1	Binding vote on the short-term remuneration of the board of directors for the term of office 2020/2021	FOR	● OPPOSE	The non-executive directors receive options.	✓ 90.4 %
6.2	Binding vote on the long-term remuneration granted to the board of directors in the term of office 2019/2020	FOR	● OPPOSE	The maximum amount that can potentially be paid out is significantly higher than the amount requested.  The requested amount does not allow to respect Ethos' guidelines.	✓ 91.6 %
6.3	Binding vote on other remuneration for the board of directors for the term of office 2019/2020	FOR	● OPPOSE	The remuneration of the executive members of the board is excessive.	✓ 92.4 %
6.4	Binding vote on the short-term remuneration of the executive management for 2021	FOR	● OPPOSE	The short-term remuneration is significantly higher than that of the peer group.	✓ 96.8 %
6.5	Binding vote on the long-term remuneration granted to the executive management in 2019	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested.  The requested amount does not allow to respect Ethos' guidelines.	✓ 91.8 %
6.6	Binding vote on other remuneration for the executive management for 2019	FOR	FOR		✓ 98.7 %
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.	✓ 93.0 %

Item	Agenda	Board	Ethos	Result
7.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR	✓ 98.6 %
7.1.3	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR	✓ 98.6 %
7.1.4	Elect Ms. Lisa A. Hook	FOR	FOR	✓ 88.4 %
7.1.5	Re-elect Ms. Grace del Rosario-Castaño	FOR	FOR	✓ 99.2 %
7.1.6	Re-elect Dr. Martin Strobel	FOR	FOR	✓ 99.1 %
7.1.7	Re-elect Dr. Eric Strutz	FOR	FOR	✓ 98.8 %
7.1.8	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR	✓ 98.6 %
7.2	Elections to the nomination and remuneration committee			
7.2.1	Elect Ms. Lisa A. Hook to the nomination and remuneration committee	FOR	FOR	✓ 88.7 %
7.2.2	Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR	✓ 88.3 %
7.2.3	Re-elect Dr. Martin Strobel to the nomination and remuneration committee	FOR	FOR	✓ 89.3 %
7.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR	✓ 100.0 %
7.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.3 %

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>✓ 82.6 %</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 variable remuneration.</p>
3	Approve allocation of income	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management			
4.1	Discharge Mr. Reto Garzetti	FOR	FOR	✓ 99.0 %
4.2	Discharge Mr. Peter Bodmer	FOR	FOR	✓ 99.0 %
4.3	Discharge Dr. Christian de Prati	FOR	FOR	✓ 98.9 %
4.4	Discharge Mr. Kurt Hardt	FOR	FOR	✓ 99.0 %
4.5	Discharge Dr. Thomas Wolfensberger	FOR	FOR	✓ 98.9 %
4.6	Discharge Dr. Marcel Kucher	FOR	FOR	✓ 98.9 %
4.7	Discharge Dr. Andreas Steinbauer	FOR	FOR	✓ 98.9 %
5	Increase the pool of conditional capital	FOR	● OPPOSE	<p>✓ 76.1 %</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p>
6.1	Elections to the board of directors			
6.1.a	Re-elect Mr. Reto A. Garzetti	FOR	FOR	✓ 93.0 %
6.1.b	Re-elect Mr. Peter Bodmer	FOR	FOR	✓ 95.4 %
6.1.c	Re-elect Dr. Christian De Prati	FOR	FOR	✓ 98.7 %
6.1.d	Re-elect Mr. Kurt Hardt	FOR	FOR	✓ 93.3 %
6.2	Re-elect Mr. Reto A. Garzetti as chairman of the board	FOR	FOR	✓ 92.8 %
7	Elections to the remuneration committee			
7.a	Re-elect Dr. Christian De Prati to the remuneration committee	FOR	● OPPOSE	<p>✓ 85.8 %</p> <p>He is not independent (consultancy fees) and the committee does not include at least 50% independent members.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p>

Item	Agenda	Board	Ethos		Result
7.b	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> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p>	✓ 83.5 %
8	Re-elect PwC as external auditor	FOR	● OPPOSE	<p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 96.1 %
9	Election of the independent proxy	FOR	FOR		✓ 97.9 %
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 91.7 %
10.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.3 %
10.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 97.9 %

Item	Agenda	Board	Ethos		Result
1	Welcome speech	NON-VOTING	NON-VOTING		
2	Update on the latest developments and the Group's financial situation	NON-VOTING	NON-VOTING		
3	Present financial statements and accounts	NON-VOTING	NON-VOTING		
4	Auditors' reports	NON-VOTING	NON-VOTING		
5.1	Approve annual report	FOR	FOR		✓
5.2	Approve statutory and consolidated financial statements	FOR	FOR		✓
5.3	Approve allocation of balance sheet result	FOR	FOR		✓
5.4	Discharge board members	FOR	● OPPOSE	<p>The size of the board of directors has persistently remained below 4 members.</p> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓
6.1	Amend articles of association: Reduce minimum board size	FOR	● OPPOSE	The proposed number of members is not adequate for a listed company.	✓
6.2	Elections to the board of directors				
6.2.a	Re-elect Mr. Stephen Grey	FOR	● OPPOSE	He is 82 years old, which exceeds Ethos' guidelines.	✓
6.2.b	Re-elect Ms. Anouck Ansermoz	FOR	FOR		✓
6.3	Elect Ms. Anouck Ansermoz as board chairman	FOR	FOR		✓
6.4	Elections to the remuneration committee				
6.4.a	Re-elect Mr. Stephen Grey to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Grey to the board of directors, he cannot be elected to the committee.	✓
6.4.b	Re-elect Ms. Anouck Ansermoz to the remuneration committee	FOR	FOR		✓
6.5	Re-elect Mr. Albert-Edouard Fahrni as independent proxy	FOR	FOR		✓
6.6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓
7	Binding votes on the remuneration of the board of directors and the executive management				

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



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 98.7 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Benedikt A. Goldkamp as board member and chairman	FOR	● OPPOSE	He serves on the audit committee.  The board independence is not sufficient (0.0%).  The corporate governance of the company is unsatisfactory and the dialogue with the shareholders is difficult or does not lead to the desired outcomes.	✓ 95.0 %
4.1.2	Re-elect Dr. oec. Florian Ernst	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (0.0%).	✓ 92.1 %
4.1.3	Re-elect Dr. iur. Martin Furrer	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (0.0%).	✓ 93.3 %
4.1.4	Re-elect Mr. Ulrich Hocker	FOR	● OPPOSE	He has been a member of the board for 32 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 32 years) and the board independence is insufficient (0.0%).  He is the lead director, but has a conflict of interest (board tenure of 32 years).	✓ 96.2 %
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (0.0%).	✓ 97.2 %
4.2	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
4.2.1	Re-elect Dr. iur. Martin Furrer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Furrer to the board of directors, he cannot be elected to the committee.	✓ 91.1 %
4.2.2	Re-elect Mr. Ulrich Hocker to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hocker to the board of directors, he cannot be elected to the committee.	✓ 94.1 %
4.2.3	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siegrist to the board of directors, he cannot be elected to the committee.	✓ 94.0 %
4.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.4	Re-election of BDO as external auditor	FOR	FOR		✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 92.0 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.  The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 92.3 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.7 %

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Discharge executive management	FOR	FOR	✓ 100.0 %
4	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. ✓ 99.6 %
5	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8 %
6	Approve the principles of remuneration of the executive board	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines. ✓ 94.5 %
7	Approve the principles of remuneration of the board of directors	FOR	FOR	✓ 99.8 %
8	Re-elect KPMG as auditors	FOR	FOR	✓ 100.0 %
Elections to the board of directors				
9	Re-elect Mr. Klaus Rinnerberger	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. ✓ 94.5 %
10	Approve application to delist from the Vienna Stock Exchange	FOR	FOR	✓ 100.0 %
11	Report of the executive board on the acquisition and use of treasury shares pursuant to Section 65 (3) of the Austrian Stock Corporation Act.	NON-VOTING	NON-VOTING	
12	Amend articles of association regarding recording and broadcast of the annual general meeting	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Markus Kellenberger as member and chairman of the board	FOR	FOR	✓ 98.3 %
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR	✓ 100.0 %
4.3	Re-elect Mr. Martin Byland	FOR	FOR	✓ 99.8 %
4.4	Re-elect Mr. Felix Schmidheiny	FOR	FOR	✓ 97.7 %
4.5	Re-elect Mr. Dominik Weber	FOR	FOR	✓ 99.8 %
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Martin Byland to the remuneration committee	FOR	FOR	✓ 99.8 %
5.2	Re-elect Mr. Dominik Weber to the remuneration committee	FOR	FOR	✓ 99.8 %
6	Re-election of the auditors	FOR	FOR	✓ 100.0 %
7	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Approve allocation of income and dividend			
2.1	Dividend out of retained earnings	FOR	FOR	✓ 99.8 %
2.2	Dividend out of capital contributions reserves	FOR	● OPPOSE	✓ 99.1 % The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.
3	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Marco Syfrig as member and chairman of the board	FOR	FOR	✓ 94.9 %
4.1.2	Re-elect Mr. Jean Claude Bregy	FOR	● OPPOSE	✓ 95.4 % He is also a permanent member of the executive management (CEO).
4.1.3	Re-elect Mr. Willy Hüppi	FOR	FOR	✓ 95.6 %
4.1.4	Re-elect Mr. Thomas Kellenberger	FOR	FOR	✓ 94.0 %
4.1.5	Re-elect Mr. Urs Ledermann	FOR	FOR	✓ 94.6 %
4.1.6	Re-elect Ms. Sarah Meier-Bieri	FOR	FOR	✓ 95.6 %
4.2.1	Elect Mr. Christoph Arnold	FOR	FOR	✓ 95.6 %
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Urs Ledermann to the remuneration committee	FOR	FOR	✓ 94.5 %
5.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR	✓ 95.4 %
5.3	Re-elect Ms. Sarah Meier-Bieri to the remuneration committee	FOR	FOR	✓ 95.4 %
6	Re-election of the independent proxy	FOR	FOR	✓ 99.0 %
7	Re-election of BDO as external auditors	FOR	FOR	✓ 99.9 %
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 97.5 % The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.

Item	Agenda	Board	Ethos		Result
8.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.2 %
8.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 99.0 %
8.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.0 %
9	Merger between Poenina Holding and Caleira AG	FOR	● OPPOSE	The information available regarding the transaction is not sufficient to make an informed decision.	✓ 99.1 %
10	Ordinary capital increase (without pre-emptive rights)	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms and the purpose of the capital increase is insufficient.	✓ 98.5 %
11	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 94.5 %
12	Amend articles of association				
12.1	Decision on the delisting of the shares	FOR	FOR		✓ 99.9 %
12.2	Board size	FOR	FOR		✓ 99.8 %
12.3	Limitation on the non-competition clause	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓
4	Creation of authorised capital	FOR	FOR		✓
5	Creation of conditional capital for the conversion of convertible bonds	FOR	FOR		✓
6	Increase of conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓
7	Elections to the board of directors				
7.a	Re-elect Dr. Kuno Sommer as board member and chairman	FOR	FOR		✓
7.b	Re-elect Mr. Bernard Bollag	FOR	FOR		✓
7.c	Re-elect Dr. Silvio Inderbitzin	FOR	FOR		✓
7.d	Re-elect Dr. Andreas Wallnöfer	FOR	FOR		✓
8	Re-elect Ernst & Young as auditors	FOR	FOR		✓
9	Re-elect Mr. Marius Meier as independent proxy	FOR	FOR		✓
10	Elections to the remuneration committee				
10.a	Re-elect Dr. Silvio Inderbitzin to the remuneration committee	FOR	FOR		✓
10.b	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR		✓
10.c	Re-elect Dr. Andreas Wallnöfer to the remuneration committee	FOR	● OPPOSE	He is not independent (consultancy fees) and the committee does not include at least 50% independent members.	✓
11	Binding votes on the remuneration of the board of directors and the executive management				
11.a	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR		✓
11.b	Binding prospective vote on the options for the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓

Item	Agenda	Board	Ethos		Result
11.c	Binding prospective vote on the cash remuneration of the executive management	FOR	FOR		✓
11.d	Binding prospective vote on the options for the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓



Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓
3	Discharge board members	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Hans Baumgartner as board member and chairman	FOR	FOR	✓
4.1.2	Re-elect Mr. Martin Eberhard	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (25.0%). ✓
4.1.3	Re-elect Dr. iur. Petra Salesny	FOR	FOR	✓
4.1.4	Re-elect Mr. Fidelis Götz	FOR	FOR	✓
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Martin Eberhard to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Eberhard to the board of directors, he cannot be elected to the committee. ✓
4.2.2	Re-elect Dr. iur. Petra Salesny to the remuneration committee	FOR	FOR	✓
4.2.3	Re-elect Mr. Fidelis Götz to the remuneration committee	FOR	FOR	✓
4.3	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR	✓
4.4	Re-elect KPMG as auditors	FOR	FOR	✓
5	Approve allocation of income and dividend	FOR	FOR	✓
	Remuneration of the board of directors			
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
7	Binding prospective vote on the additional remuneration of the delegate of the board of directors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 76.9 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
5	Elections to the board of directors			
5.1	Re-elect Dr. rer. pol. Luciano Gabriel	FOR	FOR	✓ 98.6 %
5.2	Re-elect Ms. Corinne Denzler	FOR	FOR	✓ 99.7 %
5.3	Re-elect Mr. Adrian Dudle	FOR	FOR	✓ 91.4 %
5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	FOR	● OPPOSE	He is 77 years old, which exceeds Ethos' guidelines. ✓ 80.5 %
5.5	Re-elect Mr. Nathan Hetz	FOR	FOR	✓ 75.6 %
5.6	Re-elect Mr. Josef Stadler	FOR	FOR	✓ 88.4 %
5.7	Re-elect Mr. Aviram Wertheim	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 82.6 %
5.8	Elect Mr. Henrik Saxborn	FOR	FOR	✓ 99.3 %
6	Re-elect Dr. rer. pol. Luciano Gabriel as chairman of the board	FOR	FOR	✓ 97.0 %
7	Elections to the remuneration committee			
7.1	Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. iur. Forstmoser to the board of directors, he cannot be elected to the committee. ✓ 80.7 %
7.2	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR	✓ 96.4 %
7.3	Re-elect Mr. Nathan Hetz to the remuneration committee	FOR	FOR	✓ 81.8 %
7.4	Re-elect Mr. Josef Stadler to the remuneration committee	FOR	FOR	✓ 94.9 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.1 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 88.7 %
10	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
11	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
2	Discharge board members and executive management	FOR	FOR	✓ 98.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 94.1 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.8 %
5	Elections to the board of directors			
5.1	Re-elect Mr. This E. Schneider	FOR	FOR	✓ 81.8 %
5.2	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 95.6 %
5.3	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 96.3 %
5.4	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 79.2 %
5.5	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 99.4 %
5.6	Re-elect Mr. Bernhard Jucker	FOR	FOR	✓ 96.6 %
5.7	Re-elect Mr. Carl Illi	FOR	FOR	✓ 99.4 %
5.8	Re-elect Mr. Luc Tack	FOR	FOR	✓ 80.6 %
6	Re-elect Mr. Bernhard Jucker as chairman of the board	FOR	FOR	✓ 99.3 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	✓ 80.8 %
7.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 98.4 %
7.3	Re-elect Mr. Bernhard Jucker to the remuneration committee	FOR	FOR	✓ 98.7 %
8	Re-election of the independent proxy	FOR	FOR	✓ 99.8 %
9	Re-election of the auditors	FOR	● OPPOSE	✓ 95.2 % The audit firm has been in office for 36 years, which exceeds Ethos' guidelines.
10	Approve renewal of authorised capital	FOR	FOR	✓ 87.9 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 96.8 %
2	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
3	Approve allocation of income and dividend	FOR	● OPPOSE	✓ 99.6 % The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.
4	Amend articles of association	FOR	FOR	✓ 100.0 %
5	Elections to the board of directors			
5.1	Elect Mr. Stéphane Gard	FOR	FOR	✓ 99.1 %
5.2.1	Re-elect Ms. Anne Bobillier	FOR	FOR	✓ 99.8 %
5.2.2	Re-elect Mr. Jean-Jacques Miauton	FOR	● OPPOSE	✓ 95.2 % He has been a member of the board for 23 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 23 years) and the board independence is insufficient (22.2%).
5.2.3	Re-elect Mr. Alphonse-Marie Veuthey	FOR	FOR	✓ 96.6 %
5.3	Re-elect Mr. Guy Mustaki as chairman of the board	FOR	FOR	✓ 97.7 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Ms. Elina Leimgruber to the remuneration committee	FOR	FOR	✓ 96.9 %
5.4.2	Re-elect Prof. Dr. Jean-Yves Pidoux to the remuneration committee	FOR	FOR	✓ 96.9 %
5.5	Elect Ms. Anne Bobillier to the remuneration committee	FOR	FOR	✓ 99.0 %
5.6	Re-elect Deloitte as external auditor	FOR	FOR	✓ 98.6 %
5.7	Election of the independent proxy	FOR	FOR	✓ 99.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.4 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.a	Approve allocation of balance sheet result	FOR	FOR	✓
2.b	Allocation of capital contributions reserves to free reserves	FOR	FOR	✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive options.</p>
4.a	Discharge board members	FOR	● OPPOSE	<p>✓</p> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p>
4.b	Discharge executive management	FOR	● OPPOSE	<p>✓</p> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p>
5	Increase the conditional capital for the conversion of convertible bonds	FOR	FOR	✓
6	Approve renewal and increase of authorised capital	FOR	FOR	✓
7	Elections to the board of directors			
7.a	Re-elect Mr. Elmar Schnee	FOR	FOR	✓
7.b	Re-elect Mr. Martin Gertsch	FOR	FOR	✓
7.c	Re-elect Mr. Philipp Gutzwiller	FOR	FOR	✓
7.d	Re-elect Dr. Thomas Meier	FOR	FOR	✓
7.e	Re-elect Dr. Patrick Vink	FOR	FOR	✓
7.f	Re-elect Mr. Elmar Schnee as chairman of the board	FOR	FOR	✓
8	Elections to the remuneration committee			
8.a	Re-elect Mr. Elmar Schnee to the remuneration committee	FOR	FOR	✓
8.b	Re-elect Dr. Patrick Vink to the remuneration committee	FOR	FOR	✓

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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Michael Hauser	FOR	FOR	✓ 99.4 %
4.1.2	Re-elect Mr. Ruedi Huber	FOR	FOR	✓ 99.6 %
4.1.3	Re-elect Mr. Paul Zumbühl	FOR	FOR	✓ 99.5 %
4.2	Re-elect Mr. Paul Zumbühl as chairman of the board	FOR	FOR	✓ 99.5 %
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Michael Hauser to the nomination and remuneration committee	FOR	FOR	✓ 90.9 %
4.3.2	Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee	FOR	FOR	✓ 91.0 %
4.4	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 57 years, which exceeds Ethos' guidelines. ✓ 98.2 %
4.5	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR	✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 89.5 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.9 %
	Short-term variable remuneration of the executive management	NON-VOTING	NON-VOTING	



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 pay-for-performance connection is not demonstrated.  The remuneration report is not in line with Ethos' guidelines.	✓ 98.0 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9 %
4	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.	✓ 90.6 %
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Jens Alder as board member and chairman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 98.5 %
5.1.b	Re-elect Mr. Adrian Widmer	FOR	FOR		✓ 99.8 %
5.1.c	Elect Dr. Svein Richard Brandtzæg	FOR	FOR		✓ 99.8 %
5.1.d	Elect Mr. Heinrich Christen	FOR	FOR		✓ 99.7 %
5.1.e	Elect Mr. David Metzger	FOR	FOR		✓ 99.9 %
5.1.f	Elect Dr. Michael Schwarzkopf	FOR	FOR		✓ 99.9 %
5.1.g	Elect Ms. Karin Sonnenmoser	FOR	FOR		✓ 99.9 %
5.1.h	Elect Mr. Jörg Walther	FOR	FOR		✓ 99.9 %
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Mr. Jens Alder to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Alder to the board of directors, he cannot be elected to the committee.	✓ 98.4 %
5.2.b	Elect Dr. Svein Richard Brandtzæg to the remuneration committee	FOR	FOR		✓ 99.7 %
5.2.c	Elect Mr. Heinrich Christen to the remuneration committee	FOR	FOR		✓ 99.6 %
5.3	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.9 %
5.4	Re-elect Burger & Müller as independent proxy	FOR	FOR		✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 98.3 %

Item	Agenda	Board	Ethos	Result	
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 97.9 %
7	Authorised capital	FOR	FOR		✓ 68.3 %
8	Conditional capital	FOR	FOR		✓ 67.9 %
9	Amend articles of association: Board composition	FOR	FOR		✓ 99.8 %
10	Amend articles of association: Contributions in kind	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Introduction by the chairman	NON-VOTING	NON-VOTING	
2	Review of the 2019 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	✓ 82.6 %
5	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
6	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
Elections to the board of directors				
7.1.1	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 90.3 %
7.1.2	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 89.4 %
7.1.3	Re-elect Dr. oec. Jacques Sanche	FOR	FOR	✓ 96.4 %
7.1.4	Re-elect Mr. Beat M. Siegrist as board member and chairman	FOR	FOR	✓ 85.1 %
7.2.1	Elect Mr. Lars van der Haegen	FOR	FOR	✓ 92.5 %
7.2.2	Elect Dr. Heinz O. Baumgartner	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). ✓ 92.8 %
Elections to the remuneration committee				
7.3	Elections to the remuneration committee			
7.3.1	Re-elect Dr. oec. Jacques Sanche to the remuneration committee	FOR	FOR	✓ 94.6 %
7.3.2	Re-elect Ms. Vanessa Frey to the remuneration committee	FOR	FOR	✓ 87.4 %
7.3.3	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 12 years) and the committee does not include at least 50% independent members. ✓ 83.5 %
7.4	Re-elect Proxy Voting GmbH as independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
7.5	Re-elect Deloitte as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.</p> <p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 80.7 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.8 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 86.7 %
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.1 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.4 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Moritz Lechner as board member and co-chairman	FOR	FOR	✓ 97.9 %
4.1.2	Re-elect Dr. Felix Mayer as board member and co-chairman	FOR	FOR	✓ 97.9 %
4.1.3	Re-elect Ms. Ricarda Demarmels	FOR	FOR	✓ 99.7 %
4.1.4	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 99.0 %
4.1.5	Re-elect Mr. François Gabella	FOR	FOR	✓ 99.1 %
4.1.6	Re-elect Dr. iur. Franz Studer	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 97.8 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Heinrich Fischer to the nomination and remuneration committee	FOR	FOR	✓ 97.5 %
4.2.2	Re-elect Dr. Moritz Lechner to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 22 years, former executive, various reasons) and the committee does not include at least 50% independent members. ✓ 88.9 %
4.2.3	Re-elect Dr. Felix Mayer to the nomination and remuneration committee	FOR	FOR	✓ 88.8 %
4.3	Re-elect KMPG as auditors	FOR	FOR	✓ 99.2 %
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.8 %
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 the peer group. ✓ 94.5 %
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	✓ 90.1 %

Item	Agenda	Board	Ethos	Result
6	Approve renewal of authorised capital	FOR	FOR	✓ 99.1 %

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	Reduce share capital via repayment of nominal value	FOR	FOR	✓
4	Approve renewal of authorised capital	FOR	FOR	✓
5	Amend articles of association	FOR	FOR	✓
6	Discharge board members and executive management	FOR	FOR	✓
7.1	Elections to the board of directors			
7.1.1	Re-elect Dr. Hans-Peter Bauer	FOR	FOR	✓
7.1.2	Re-elect Mr. Andreas Hämmerli	FOR	FOR	✓
7.1.3	Re-elect Ms. Carolin Schmäuser	FOR	FOR	✓
7.1.4	Re-elect Mr. Christian Perschak	FOR	FOR	✓
7.1.5	Re-elect Mr. Alexander Vögele as board member and chairman	FOR	FOR	✓
7.2	Elections to the remuneration committee			
7.2.1	Re-elect Mr. Andreas Hämmerli to the remuneration committee	FOR	FOR	✓
7.2.2	Re-elect Mr. Christian Perschak to the remuneration committee	FOR	FOR	✓
7.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓
7.4	Re-elect Pablo Bünger as independent proxy	FOR	FOR	✓
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
8.3	Binding prospective vote on the total remuneration of Swiss Finance & Property AG as asset manager	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Binding votes on the remuneration of the board of directors and the executive management			
2.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.4 %
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 89.3 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Approve allocation of income and dividend	WITH-DRAWN	● FOR	–
	Amended proposal made by the board: dividend of CHF 1.8 instead of CHF 2.1 per share	FOR	● ABSTAIN	This proposal was not disclosed in the agenda. ✓ 94.2 %
5	Elections to the board of directors			
5.a	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 99.4 %
5.b	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 90.3 %
5.c	Re-elect Mr. Thomas Oetterli	FOR	FOR	✓ 99.9 %
5.d	Re-elect Mr. Heinrich C. Spoerry as board member and chairman	FOR	FOR	✓ 96.3 %
5.e	Re-elect Ms. Bettina Stadler	FOR	FOR	✓ 86.7 %
5.f	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.8 %
6	Elections to the nomination and remuneration committee			
6.a	Re-elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR	✓ 88.5 %
6.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 87.0 %
6.c	Re-elect Mr. Heinrich C. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 88.2 %
7	Re-elect Bürki Bolt Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines. ✓ 98.3 %



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
2.2	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 99.6 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓ 95.3 %</p> <p>The remuneration is significantly higher than that of the peer group.</p>
4.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 94.1 %
4.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.0 %
4.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓ 88.7 %</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 structure and conditions of the plans do not respect Ethos' guidelines.</p>
Elections to the board of directors				
5.1.1	Re-elect Ms. Ulla Schmidt	FOR	FOR	✓ 96.7 %
5.1.2	Re-elect Mr. Colin Bond	FOR	FOR	✓ 83.5 %
5.1.3	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR	✓ 96.5 %
5.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓ 93.5 %
5.1.5	Re-elect Mr. Reto A. Garzetti	FOR	FOR	✓ 96.1 %
5.1.6	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓ 96.5 %
5.2	Elect Ms. Isabelle Welton	FOR	FOR	✓ 98.5 %
5.3	Re-elect Dr. iur. Andreas Casutt as chairman of the board	FOR	FOR	✓ 93.3 %
5.4	Elections to the remuneration committee			
5.4.1	Elect Ms. Isabelle Welton to the remuneration committee	FOR	FOR	✓ 98.4 %
5.4.2	Re-elect Mr. Reto A. Garzetti to the remuneration committee	FOR	FOR	✓ 96.6 %
5.4.3	Re-elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR	✓ 96.5 %
6	Elect Rolf Freiermuth as independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 100 years, which exceeds Ethos' guidelines.	✓ 82.5 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.2 %
3	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
4	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 81.1 % The remuneration report is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 91.6 % The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The remuneration structure is not in line with Ethos' guidelines.
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Dr. Werner J. Bauer	FOR	FOR	✓ 98.8 %
6.1.2	Re-elect Mr. Wah-Hui Chu	FOR	FOR	✓ 98.5 %
6.1.3	Re-elect Ms. Colleen A. Goggins	FOR	FOR	✓ 98.3 %
6.1.4	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 98.6 %
6.1.5	Re-elect Mr. Matthias Währen	FOR	FOR	✓ 98.9 %
6.1.6	Re-elect Mr. Nigel Wright	FOR	FOR	✓ 97.4 %
6.1.7	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 98.9 %
6.2	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓ 96.0 %
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Wah-Hui Chu to the remuneration committee	FOR	FOR	✓ 98.1 %
6.3.2	Re-elect Ms. Colleen A. Goggins to the remuneration committee	FOR	FOR	✓ 98.0 %
6.3.3	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓ 98.2 %

Item	Agenda	Board	Ethos	Result
7	Approve renewal of authorised capital and limitation on capital issuances without pre-emptive rights	FOR	FOR	✓ 97.8 %
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0 %
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed increase in dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 97.5 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Paul J. Hälg	FOR	FOR		✓ 99.9 %
4.1.2	Re-elect Mr. Frits van Dijk	FOR	FOR		✓ 99.7 %
4.1.3	Re-elect Ms. Monika Ribar	FOR	FOR		✓ 99.8 %
4.1.4	Re-elect Mr. Daniel J. Sauter	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 95.9 %
4.1.5	Re-elect Mr. Christoph Tobler	FOR	FOR		✓ 92.8 %
4.1.6	Re-elect Mr. Justin Howell	FOR	FOR		✓ 99.7 %
4.1.7	Re-elect Mr. Thierry F. J. Vanlancker	FOR	FOR		✓ 99.7 %
4.1.8	Re-elect Mr. Victor Balli	FOR	FOR		✓ 93.4 %
4.2	Re-elect Dr. Paul J. Hälg as board chairman	FOR	FOR		✓ 99.1 %
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Sauter to the board of directors, he cannot be elected to the committee.	✓ 94.8 %
4.3.2	Re-elect Mr. Justin Howell to the nomination and remuneration committee	FOR	FOR		✓ 99.4 %
4.3.3	Elect Mr. Thierry F. J. Vanlancker to the nomination and remuneration committee	FOR	FOR		✓ 99.5 %
4.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓ 94.8 %
4.5	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR		✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 94.0 %

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.2 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.7 %

Item	Agenda	Board	Ethos	Result
1	Welcome	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	✓ 99.5 %
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 Dr. Daniel von Stockar	FOR	FOR	✓ 99.3 %
5.1.2	Re-elect Dr. Beat Curti	FOR	● OPPOSE	He is 83 years old, which exceeds Ethos' guidelines. ✓ 96.1 %
5.1.3	Re-elect Mr. José Alberto Duarte	FOR	FOR	✓ 99.9 %
5.1.4	Re-elect Mr. Andreas Fleischmann	FOR	FOR	✓ 98.1 %
5.1.5	Re-elect Mr. René Gilli	FOR	FOR	✓ 99.4 %
5.1.6	Re-elect Mr. Johannes Huth	FOR	● OPPOSE	He is not independent and the board independence is insufficient (40.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.  He has attended too few board meetings. ✓ 95.0 %
5.1.7	Re-elect Mr. Timo Ihamuotila	FOR	FOR	✓ 96.6 %
5.1.8	Re-elect Dr. Peter Kurer	FOR	FOR	✓ 99.0 %
5.1.9	Re-elect Ms. Marie-Pierre Rogers	FOR	FOR	✓ 99.3 %
5.1.10	Re-elect Mr. Jean-Pierre Saad	FOR	FOR	✓ 98.7 %
5.2	Re-elect Daniel von Stockar as board chairman	FOR	FOR	✓ 99.3 %
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Johannes Huth to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Huth to the board of directors, he cannot be elected to the committee. ✓ 94.9 %
5.3.2	Re-elect Dr. Peter Kurer to the nomination and remuneration committee	FOR	FOR	✓ 98.9 %
5.3.3	Re-elect Ms. Marie-Pierre Rogers to the nomination and remuneration committee	FOR	FOR	✓ 99.2 %

Item	Agenda	Board	Ethos		Result
5.3.4	Re-elect Dr. Daniel von Stockar to the nomination and remuneration committee	FOR	FOR		✓ 99.2 %
5.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0 %
5.5	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		✓ 98.5 %
6.2	Binding prospective vote on the total remuneration of the executive management for 2021	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 94.4 %
6.3	Binding prospective vote on the revised total remuneration of the executive management for 2020	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 94.3 %



Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 87.6 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Robert F. Spoerry as member and chairman of the board	FOR	FOR	✓ 83.8 %
4.1.2	Re-elect Dr. Beat W. Hess	FOR	FOR	✓ 99.2 %
4.1.3	Re-elect Ms. Lynn Bleil	FOR	FOR	✓ 90.3 %
4.1.4	Re-elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 76.9 %
4.1.5	Re-elect Dr. Michael Jacobi	FOR	FOR	✓ 94.7 %
4.1.6	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 99.1 %
4.1.7	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 98.9 %
4.1.8	Re-elect Dr. Jinlong Wang	FOR	FOR	✓ 90.6 %
4.2	Elect Mr. Adrian Widmer	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 85.3 %
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 91.3 %
4.3.2	Re-elect Dr. Beat W. Hess to the nomination and remuneration committee	FOR	FOR	✓ 99.0 %
4.3.3	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 98.9 %
4.4	Election of Ernst & Young as external auditors	FOR	FOR	✓ 98.8 %
4.5	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 88.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines. ✓ 85.7 %
6	Creation of authorised capital	FOR	FOR	✓ 96.4 %

Item	Agenda	Board	Ethos		Result
1	Election of the annual general meeting's chair	FOR	FOR		✓ 100.0 %
2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
3	Elimination of capital loss situation and appropriation of accumulated loss	FOR	FOR		✗ 2.9 %
4	Reduce share capital via cancellation of shares	FOR	FOR		✓
5	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
6	Discharge board members	FOR	● OPPOSE	The company is in a situation of capital loss.	✗ 24.6 %
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 91.8 %
8.1	Elections to the board of directors				
8.1.1	Re-elect Mr. Christopher Brotchie	FOR	FOR		✓ 90.8 %
8.1.2	Re-elect Mr. Fersen Lamas Lambranh	FOR	FOR		✓ 92.3 %
8.1.3	Re-elect Mr. David Emery	FOR	FOR		✓ 92.3 %
8.1.4	Re-elect Mr. Christopher Wright	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient.  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 92.0 %
8.1.5	Re-elect Mr. Alvaro Lopes da Silva Neto	FOR	FOR		✓ 92.3 %
8.2	Re-elect Mr. Christopher Brotchie as chairman of the board	FOR	FOR		✓ 90.8 %
8.3	Elections to the remuneration committee				
8.3.1	Re-elect Mr. Christopher Brotchie to the remuneration committee	FOR	FOR		✓ 91.7 %
8.3.2	Re-elect Mr. David Emery to the remuneration committee	FOR	FOR		✓ 92.3 %
8.3.3	Re-elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee	FOR	FOR		✓ 92.3 %
8.4	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
8.5	Re-election of PricewaterhouseCoopers as external auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Explanations on annual report, consolidated accounts and financial statements	NON-VOTING	NON-VOTING	
2	Report of the auditors on the financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
3	Approve annual report and consolidated accounts	FOR	FOR	✓ 100.0 %
4	Approve financial statements of St. Galler Kantonalbank AG	FOR	FOR	✓ 100.0 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
	Shareholder proposal made during the AGM: individual vote on the discharge	OPPOSE	OPPOSE	✗ 0.0 %
6	Discharge board members	FOR	FOR	✓ 99.9 %
7	Elections to the board of directors and to the remuneration committee			
7.1	Re-elect Prof. Thomas A. Gutzwiller as member and chairman of the board and as member of the remuneration committee	FOR	FOR	✓ 99.2 %
7.2	Re-elect Prof. Manuel Ammann	FOR	FOR	✓ 99.8 %
7.3	Re-elect Prof. Andrea Cornelius	FOR	FOR	✓ 99.8 %
7.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board and of the remuneration committee	FOR	FOR	✓ 99.8 %
7.5	Re-elect Mr. Kurt Rüegg	FOR	FOR	✓ 99.4 %
7.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR	✓ 99.2 %
7.7	Re-elect Mr. Hans Wey	FOR	FOR	✓ 99.7 %
7.8	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
7.9	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines. ✓ 98.2 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.9 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.0 %
8.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 95.5 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
	Amended proposal made by a shareholder: Forgo the dividend payment in favour of a donation to the Swiss nursing staff	OPPOSE	OPPOSE	This proposal was not disclosed in the agenda before the annual general meeting.	✗ 0.0 %
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 98.3 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Peter Spuhler	FOR	FOR		✓ 96.4 %
4.2	Re-elect Mr. Hans-Peter Schwald	FOR	● OPPOSE	He has been a member of the board for 31 years, which exceeds Ethos' guidelines.	✓ 94.4 %
4.3	Re-elect Ms. Barbara Egger-Jenzer	FOR	FOR		✓ 99.5 %
4.4	Re-elect Dr. Christoph Franz	FOR	FOR		✓ 98.2 %
4.5	Re-elect Mr. Fred Kindle	FOR	FOR		✓ 98.0 %
4.6	Re-elect Mr. Wojciech Kostrzewa	FOR	FOR		✓ 99.3 %
4.7	Re-elect Mr. Kurt Rüegg	FOR	FOR		✓ 94.9 %
5	Elect Ms. Doris Leuthard	FOR	FOR		✓ 96.8 %
6	Re-elect Mr. Peter Spuhler as board chairman	FOR	FOR		✓ 94.6 %
7	Elections to the remuneration committee				
7.1	Re-elect Ms. Barbara Egger-Jenzer to the remuneration committee	FOR	FOR		✓ 99.6 %
7.2	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	FOR		✓ 98.3 %
7.3	Re-elect Mr. Peter Spuhler to the remuneration committee	FOR	FOR		✓ 94.8 %
8	Re-elect KPMG as auditors	FOR	FOR		✓ 99.5 %
9	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR		✓ 99.9 %
10	Advisory vote on the remuneration report	FOR	FOR		✓ 97.2 %
11.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.3 %
11.2	Binding prospective vote on the total 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		✓ 99.7 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 94.5 %
2	Approve allocation of income	FOR	FOR		✓ 97.9 %
3	Discharge board members	FOR	FOR		✓ 93.9 %
4.1	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> <p>The non-executive directors receive variable remuneration.</p>	✓ 92.4 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.0 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter Fust	FOR	FOR		✓ 98.8 %
5.1.2	Re-elect Prof. Christian Belz	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the board independence is insufficient (0.0%).	✓ 97.2 %
5.1.3	Re-elect Mr. Adrian Stürm	FOR	FOR		✓ 99.2 %
5.1.4	Re-elect Dr. Erich J. Bohli	FOR	FOR		✓ 97.1 %
5.1.5	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 96.9 %
5.2	Elect Mr. Michael Hauser as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hauser to the board of directors, he cannot be elected as chairman.	✓ 96.8 %
5.3	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.3.1	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR		✓ 98.1 %
5.3.2	Re-elect Dr. Erich J. Bohli to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 94.5 %
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 39 years, which exceeds Ethos' guidelines.	✓ 97.7 %
5.5	Re-elect Mr. Jürg Jakob as independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 91.2 %
2	Approve allocation of income and dividend	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 the peer group.	✓ 97.1 %
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.0 %
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 96.4 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.2 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR		✓ 99.3 %
6.2	Re-elect Ms. Monique Bourquin	FOR	FOR		✓ 99.6 %
6.3	Re-elect Dr. iur. Sebastian Burckhardt	FOR	FOR		✓ 95.0 %
6.4	Re-elect Mr. Juan-José Gonzalez	FOR	FOR		✓ 99.1 %
6.5	Re-elect Dr. sc. techn. Beat E. Lüthi	FOR	FOR		✓ 98.8 %
6.6	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR		✓ 97.8 %
6.7	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 98.7 %
6.8	Elect Mr. Marco Gadola	FOR	FOR		✓ 77.1 %
7	Elections to the remuneration committee				



Item	Agenda	Board	Ethos	Result
7.1	Re-elect Ms. Monique Bourquin to the remuneration committee	FOR	FOR	✓ 99.6 %
7.2	Elect Dr. sc. techn. Beat E. Lüthi to the remuneration committee	FOR	FOR	✓ 98.6 %
7.3	Elect Ms. Regula Wallimann to the remuneration committee	FOR	FOR	✓ 98.8 %
8	Re-elect NEOVIUS as independent proxy	FOR	FOR	✓ 99.8 %
9	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 96.9 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.5 %
2	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed increase in dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 98.1 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.2 %
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.	✓ 93.6 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Peter Löscher as board member and chairman	FOR	FOR		✓ 99.0 %
5.2.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 93.8 %
5.2.2	Re-elect Dr. Matthias Bichsel	FOR	FOR		✓ 99.3 %
5.2.3	Re-elect Dr. Lukas Braunschweiler	FOR	FOR		✓ 94.8 %
5.2.4	Re-elect Mr. Mikhail Lifshitz	FOR	FOR		✓ 98.1 %
5.2.5	Re-elect Mr. Marco Musetti	FOR	● OPPOSE	He has long-lasting links to a significant shareholder who is sufficiently represented on the board.	✓ 95.9 %
5.2.6	Re-elect Dr. Gerhard Roiss	FOR	FOR		✓ 97.4 %
5.3	Elect Mr. Alexey V. Moskov	FOR	FOR		✓ 99.2 %
6.1	Elections to the remuneration committee				
6.1.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 90.1 %

Item	Agenda	Board	Ethos		Result
6.1.2	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Musetti to the board of directors, he cannot be elected to the committee.	✓ 95.0 %
6.1.3	Re-elect Dr. Gerhard Roiss to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 94.6 %
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.4 %
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2.1	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8 %
2.2	Approve dividend from capital contributions reserves	FOR	● OPPOSE	The proposed increase in dividend seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 93.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.3 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Ingo Arnold	FOR	● OPPOSE	Ethos has serious doubts that his attitude and actions at the time of the transaction with Liberty Global were in line with his duty of loyalty to Sunrise and its shareholders.	✓ 81.6 %
4.1.2	Re-elect Ms. Ingrid Deltenre	FOR	FOR		✓ 98.0 %
4.1.3	Re-elect Mr. Michael Krammer	FOR	FOR		✓ 99.1 %
4.1.4	Re-elect Mr. Christoph Vilanek	FOR	● OPPOSE	Ethos has serious doubts that his attitude and actions at the time of the transaction with Liberty Global were in line with his duty of loyalty to Sunrise and its shareholders.  He holds an excessive number of mandates.	✓ 59.7 %
4.1.5	Elect Mr. Thomas D. Meyer	FOR	FOR		✓ 97.9 %
4.1.6	Elect Mr. Thomas Karlovits	FOR	FOR		✓ 99.6 %
4.1.7	Elect Ms. Sonja Stirnimann	FOR	FOR		✓ 98.0 %
4.1.8	Elect Ms. Henriette Wendt	FOR	FOR		✓ 99.6 %
4.1.9	Elect Mr. Thomas D. Meyer as board chairman	FOR	FOR		✓ 98.0 %
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR		✓ 95.0 %
4.2.2	Re-elect Mr. Michael Krammer to the remuneration committee	FOR	FOR		✓ 95.9 %
4.2.3	Re-elect Mr. Christoph Vilanek to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Vilanek to the board of directors, he cannot be elected to the committee.	✓ 60.6 %

Item	Agenda	Board	Ethos		Result
4.2.4	Elect Mr. Thomas D. Meyer to the remuneration committee	FOR	FOR		✓ 97.8 %
4.2.5	Elect Ms. Ingrid Deltenre as chairman of the remuneration committee	FOR	FOR		✓ 98.0 %
5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0 %
6	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.6 %
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 82.7 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 92.2 %
7.3	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.	✓ 86.0 %
8	Approve creation of authorised capital	FOR	FOR		✓ 98.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.5 %
2	Discharge board members and executive management	FOR	FOR		✓ 95.8 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.3 %
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1.1	Prospective vote on the fixed remuneration of the board of directors (for board functions)	FOR	FOR		✓ 95.1 %
4.1.2	Prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	FOR		✓ 96.8 %
4.2	Prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.3 %
4.3	Retrospective vote on the total variable remuneration of the executive members of the board of directors	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  The requested amount does not allow to respect Ethos' guidelines.	✓ 71.0 %
4.4	Retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  The requested amount does not allow to respect Ethos' guidelines.	✓ 71.0 %
5	Elections to the board of directors				
5.1	Re-elect Ms. Nayla Hayek	FOR	FOR		✓ 85.7 %
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.	✓ 84.5 %
5.3	Re-elect Ms. Daniela Aeschlimann	FOR	FOR		✓ 81.7 %
5.4	Re-elect Mr. Georges N. Hayek Jr. (Nick)	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 81.3 %

Item	Agenda	Board	Ethos		Result
5.5	Re-elect Prof. Dr. h.c. Claude Nicollier	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 86.4 %
5.6	Re-elect Dr. Jean-Pierre Roth	FOR	FOR		✓ 89.9 %
5.7	Re-elect Ms. Nayla Hayek as board chairman	FOR	FOR		✓ 82.8 %
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Nayla Hayek to the remuneration committee	FOR	● OPPOSE	She holds an executive function in the company.	✓ 78.2 %
6.2	Re-elect Mr. Ernst Tanner to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tanner to the board of directors, he cannot be elected to the committee.	✓ 79.8 %
6.3	Re-elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓ 74.9 %
6.4	Re-elect Mr. Georges N. Hayek Jr. (Nick) to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hayek Jr. to the board of directors, he cannot be elected to the committee.	✓ 71.5 %
6.5	Re-elect Prof. Dr. h.c. Claude Nicollier to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. h.c. Nicollier to the board of directors, he cannot be elected to the committee.	✓ 75.3 %
6.6	Re-elect Dr. Jean-Pierre Roth to the remuneration committee	FOR	FOR		✓ 84.9 %
7	Re-elect Mr. Bernhard Lehmann as independent proxy	FOR	FOR		✓ 98.0 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 92.1 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 85.3 %
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
2.2	Reduce share capital via repayment of nominal value	FOR	● OPPOSE	✓ 92.6 % The amount of the reimbursement is excessive given the financial situation and perspectives of the company.
3	Discharge board members	FOR	FOR	✓ 98.6 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0 %
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.6 %
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 96.3 %
Elections to the board of directors				
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	✓ 93.7 %
5.2	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 98.2 %
5.3	Re-elect Dr. oec. Adrienne Corboud Fumagalli	FOR	FOR	✓ 99.0 %
5.4	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 97.5 %
5.5	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	✓ 98.8 %
5.6	Re-elect Dr. oec. Frank Keuper	FOR	FOR	✓ 98.2 %
5.7	Re-elect Mr. Stefan Loacker	FOR	FOR	✓ 98.8 %
5.8	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	FOR	✓ 90.2 %
5.9	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓ 98.1 %
5.10	Re-elect Dr. oec. Frank Schnewlin	FOR	FOR	✓ 88.3 %
5.11	Re-elect Ms. Franziska Tschudi Sauber	FOR	FOR	✓ 94.6 %
5.12	Re-elect Dr. iur. Klaus Tschütscher	FOR	FOR	✓ 96.9 %
Elections to the remuneration committee				
5.13	Re-elect Dr. oec. Frank Schnewlin to the remuneration committee	FOR	FOR	✓ 86.3 %
5.14	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	FOR	✓ 82.8 %



Item	Agenda	Board	Ethos	Result
5.15	Re-elect Dr. iur. Klaus Tschütscher to the remuneration committee	FOR	FOR	✓ 87.7 %
6	Re-elect Andreas Zürcher as independent proxy	FOR	FOR	✓ 99.9 %
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 95.2 %
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.3 %

Item	Agenda	Board	Ethos	Result
1.1	Advisory vote on the remuneration report	FOR	FOR	✓ 87.7 %
1.2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.4 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 97.3 %
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 86.4 % The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.
4	Discharge board members	FOR	FOR	✓ 96.7 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Walter B. Kielholz as chairman and board member	FOR	FOR	✓ 91.5 %
5.1.2	Re-elect Dr. oec. Raymond K. F. Ch'ien	FOR	FOR	✓ 94.9 %
5.1.3	Re-elect Dr. oec. Renato Fassbind	FOR	FOR	✓ 94.6 %
5.1.4	Re-elect Ms. Karen Gavan	FOR	FOR	✓ 96.8 %
5.1.5	Re-elect Mr. Jay Ralph	FOR	FOR	✓ 94.8 %
5.1.6	Re-elect Dr. Jörg Reinhardt	FOR	FOR	✓ 95.6 %
5.1.7	Re-elect Mr. Philip K. Ryan	FOR	FOR	✓ 95.8 %
5.1.8	Re-elect Mr. Sir Paul Tucker	FOR	FOR	✓ 96.2 %
5.1.9	Re-elect Mr. Jacques de Vaucleroy	FOR	FOR	✓ 95.5 %
5.1.10	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	✓ 90.2 % She has a major conflict of interest that is incompatible with his role as board member.
5.1.11	Re-elect Mr. Larry Zimpleman	FOR	FOR	✓ 94.0 %
5.1.12	Elect Mr. Sergio Ermotti	FOR	FOR	✓ 95.1 %
5.1.13	Elect Mr. Joachim Oechslin	FOR	FOR	✓ 95.9 %
5.1.14	Elect Ms. Deanna Ong	FOR	FOR	✓ 96.8 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Dr. oec. Raymond K. F. Ch'ien to the remuneration committee	FOR	FOR	✓ 91.6 %
5.2.2	Re-elect Dr. oec. Renato Fassbind to the remuneration committee	FOR	FOR	✓ 92.5 %
5.2.3	Re-elect Dr. Jörg Reinhardt to the remuneration committee	FOR	FOR	✓ 93.3 %
5.2.4	Re-elect Mr. Jacques de Vaucleroy to the remuneration committee	FOR	FOR	✓ 92.6 %

Item	Agenda	Board	Ethos	Result
5.2.5	Elect Ms. Karen Gavan to the remuneration committee	FOR	FOR	✓ 95.4 %
5.3	Election of the independent proxy	FOR	FOR	✓ 97.7 %
5.4.1	Re-election of PwC as the auditor for the financial year 2020	FOR	FOR	✓ 94.9 %
5.4.2	Election of KPMG as the new auditor for the financial year 2021	FOR	FOR	✓ 97.3 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓ 84.7 %</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The remuneration of the chairman exceeds the average remuneration of the members of the executive management without adequate justification.</p>
6.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓ 85.5 %</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 information provided is insufficient.</p>
7	Reduce share capital via cancellation of shares	FOR	● OPPOSE	<p>✓ 91.2 %</p> <p>The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders.</p>
8	Approve share buyback programme	FOR	● OPPOSE	<p>✓ 90.4 %</p> <p>The amount of the repurchase is excessive given the financial situation and perspectives of the company.</p>

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.3 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.4 %
4.2	Re-elect Mr. Alain Carrupt	FOR	FOR	✓ 99.8 %
4.3	Re-elect Dr. Frank Esser	FOR	FOR	✓ 99.3 %
4.4	Re-elect Dr. Barbara Frei-Spreiter	FOR	FOR	✓ 94.3 %
4.5	Re-elect Ms. Sandra Lathion-Zweifel	FOR	FOR	✓ 97.3 %
4.6	Re-elect Ms. Anna Mossberg	FOR	FOR	✓ 99.9 %
4.7	Re-elect Mr. Michael Rechsteiner	FOR	FOR	✓ 99.6 %
4.8	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 99.0 %
4.9	Re-elect Mr. Hansueli Loosli as board chairman	FOR	FOR	✓ 99.4 %
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Roland Abt to the remuneration committee	FOR	FOR	✓ 99.7 %
5.2	Re-elect Dr. Frank Esser to the remuneration committee	FOR	FOR	✓ 99.6 %
5.3	Re-elect Dr. Barbara Frei-Spreiter to the remuneration committee	FOR	FOR	✓ 94.7 %
5.4	Re-elect Mr. Hansueli Loosli to the remuneration committee	FOR	FOR	✓ 99.3 %
5.5	Re-elect Dr. Renzo Simoni to the remuneration committee	FOR	FOR	✓ 98.3 %
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	FOR	✓ 98.9 %
7	Re-elect Reber Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0 %
8	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	✓ 99.3 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 64.1 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 97.7 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Markus Dennler as board member and chairman	FOR	FOR	✓ 98.8 %
4.1.2	Re-elect Dr. Monica Dell'Anna	FOR	FOR	✓ 99.0 %
4.1.3	Re-elect Mr. Martin M. Naville	FOR	FOR	✓ 98.6 %
4.1.4	Re-elect Dr. iur. Beat Oberlin	FOR	FOR	✓ 98.8 %
4.1.5	Re-elect Mr. Jean-Christophe Pernollet	FOR	FOR	✓ 98.7 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. iur. Beat Oberlin to the remuneration committee	FOR	FOR	✓ 95.4 %
4.2.2	Re-elect Dr. Monica Dell'Anna to the remuneration committee	FOR	FOR	✓ 95.7 %
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines. ✓ 95.6 %
4.4	Re-elect Mr. Juan Carlos Gil as independent proxy	FOR	FOR	✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.6 %
6	Approve renewal of authorised capital	FOR	FOR	✓ 71.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Approve allocation of income and dividend from capital contributions reserves			
2.a	Approve allocation of income	FOR	FOR	✓ 100.0 %
2.b	Distribution of dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
4	Elections to the board of directors			
4.1.a	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 86.9 %
4.1.b	Re-elect Dr. pharm. Oliver Fetzer	FOR	FOR	✓ 99.1 %
4.1.c	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 92.2 %
4.1.d	Re-elect Mr. Lars Holmqvist	FOR	FOR	✓ 60.1 %
4.1.e	Re-elect Dr. Karen Hübscher	FOR	FOR	✓ 98.6 %
4.1.f	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 99.1 %
4.1.g	Re-elect Dr. Daniel R. Marshak	FOR	FOR	✓ 92.0 %
4.2	Re-elect Dr. sc. nat. Lukas Braunschweiler as chairman of the board	FOR	FOR	✓ 87.1 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. pharm. Oliver Fetzer to the remuneration committee	FOR	FOR	✓ 98.5 %
4.3.b	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	✓ 97.4 %
4.3.c	Re-elect Dr. Daniel R. Marshak to the remuneration committee	FOR	FOR	✓ 98.6 %
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9 %
4.5	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	<p>● OPPOSE</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	<p>✓ 81.3 %</p>
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.6 %

Item	Agenda	Board	Ethos	Result	
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 94.3 %
6	Approve renewal of authorised capital	FOR	FOR	✓ 99.6 %	

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.1 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 86.2 % The remuneration of the executive chairman (who is not a member of the executive management) is excessive.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 79.9 % 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.
5	Elections to the board of directors			
5.1.1	Elect Dr. Homaira Akbari	FOR	FOR	✓ 95.1 %
5.1.2	Elect Mr. Maurizio Carli	FOR	FOR	✓ 95.4 %
5.2.1	Re-elect Mr. Andreas Andreades as board member and chairman	FOR	FOR	✓ 94.8 %
5.2.2	Re-elect Mr. Thibault de Tersant	FOR	FOR	✓ 99.8 %
5.2.3	Re-elect Mr. Ian Robert Cookson	FOR	FOR	✓ 92.5 %
5.2.4	Re-elect Mr. Erik Hansen	FOR	FOR	✓ 84.2 %
5.2.5	Re-elect Dr. Peter Spenser	FOR	FOR	✓ 94.9 %
6	Elections to the remuneration committee			
6.1	Elect Dr. Homaira Akbari to the remuneration committee	FOR	FOR	✓ 95.4 %
6.2	Re-elect Mr. Ian Robert Cookson to the remuneration committee	FOR	FOR	✓ 93.0 %
6.3	Elect Dr. Peter Spenser to the remuneration committee	FOR	FOR	✓ 95.1 %
6.4	Elect Mr. Maurizio Carli to the remuneration committee	FOR	FOR	✓ 95.3 %
7	Re-elect Perréard de Boccard SA as independent proxy	FOR	FOR	✓ 98.8 %



Item	Agenda	Board	Ethos		Result
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 91.8 %

Item	Agenda	Board	Ethos	Result	
1	Chairman's speech	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	FOR	✓	
3	Approve allocation of income	FOR	FOR	✓	
4.1	Discharge board members	FOR	FOR	✓	
4.2	Discharge members of the executive management	FOR	FOR	✓	
5	Elections to the board of directors				
5.1	Re-elect Mr. François Frôté	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 18 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.2	Re-elect Mr. Michel Rollier	FOR	FOR	✓	
5.3	Re-elect Mr. Walter Fust	FOR	FOR	✓	
5.4	Re-elect Mr. Till Fust	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p>	✓
6	Re-elect Mr. François Frôté as chairman of the board	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected as chairman.</p>	✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. François Frôté to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected to the committee.</p>	✓
7.2	Re-elect Mr. Michel Rollier to the remuneration committee	FOR	FOR	✓	
7.3	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR	✓	
7.4	Re-elect Mr. Till Fust to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Fust to the board of directors, he cannot be elected to the committee.</p>	✓
8	Election of the independent proxy	FOR	FOR	✓	

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

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 Dr. Pietro P. Supino-Coninx as board member and chairman	FOR	● OPPOSE	He will become de facto chairman/CEO and the combination of functions will be permanent.	✓ 97.1 %
4.1.2	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (former CEO, business connections), the board independence is insufficient (12.5%) and he will become the lead director.	✓ 96.9 %
4.1.3	Re-elect Mr. Pierre Lamunière	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (12.5%).	✓ 96.2 %
4.1.4	Re-elect Dr. Sverre Munck	FOR	FOR		✓ 97.8 %
4.1.5	Re-elect Mr. Konstantin Richter	FOR	FOR		✓ 97.6 %
4.1.6	Re-elect Mr. Andreas Schulthess	FOR	FOR		✓ 97.2 %
4.1.7	Elect Ms. Pascale Bruderer	FOR	FOR		✓ 98.0 %
4.1.8	Elect Mr. Christoph Tonini as of 1 July 2020	FOR	● OPPOSE	He is not independent (CEO until 30 June 2020) and the board independence is insufficient (12.5%).	✓ 95.9 %
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Mr. Martin Kall to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.  He was member of the committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 96.0 %
4.2.2	Re-elect Mr. Andreas Schulthess to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.  He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 95.7 %

Item	Agenda	Board	Ethos		Result
4.2.3	Elect Mr. Pierre Lamunière to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.	✓ 96.2 %
4.3	Re-elect Ms. Gabriela Wyss as independent proxy	FOR	FOR		✓ 100.0 %
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9 %
5	Binding votes on the remuneration of the board of directors and the executive management				
5.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 99.2 %
5.2	Binding retrospective vote on the total remuneration of the advisory board	FOR	FOR		✓ 99.8 %
5.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 99.2 %
5.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The plans do not respect Ethos' guidelines.  The total remuneration of is excessive in view of the size and performance of the company.	✓ 95.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5 %
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.7 %
4.1	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 98.1 %
4.2	Increase of conditional capital for employees	FOR	● OPPOSE	The potential dilution is excessive.	✗ 46.5 %
5	Elections to the board of directors				
5.1	Re-elect Mr. André Müller as board member and chairman	FOR	FOR		✓ 99.7 %
5.2	Re-elect Ms. Gina Domanig	FOR	FOR		✓ 99.5 %
5.3	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 99.4 %
5.4	Re-elect Dr. Annette Rinck	FOR	FOR		✓ 99.7 %
5.5	Re-elect Mr. Markus Borchert	FOR	FOR		✓ 99.6 %
5.6	Re-elect Mr. Thomas Seiler	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 89.2 %
5.7	Re-elect Mr. Jean-Pierre Wyss	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Production and Quality).	✓ 89.2 %
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Ms. Gina Domanig to the nomination and remuneration committee	FOR	FOR		✓ 99.0 %
6.2	Re-elect Mr. Markus Borchert to the nomination and remuneration committee	FOR	FOR		✓ 99.2 %
7.1	Advisory retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.1 %
7.2	Advisory retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 73.7 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 73.5 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 92.6 %
9	Re-elect KBT Treuhand as independent proxy	FOR	FOR		✓ 98.7 %
10	Re-elect KPMG as auditors	FOR	FOR		✓ 99.5 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 84.6 %
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 95.8 %
4	Discharge board members and executive management	FOR	FOR		✓ 93.6 %
5	Elections to the board of directors				
5.1	Re-elect Dr. oec. Axel Weber as board member and chairman	FOR	FOR		✓ 92.4 %
5.2	Re-elect Mr. Jeremy Anderson	FOR	FOR		✓ 98.5 %
5.3	Re-elect Mr. William Dudley	FOR	FOR		✓ 98.8 %
5.4	Re-elect Prof. Dr. iur. Reto Francioni	FOR	FOR		✓ 98.4 %
5.5	Re-elect Prof. Dr. oec. Fred Hu	FOR	FOR		✓ 89.2 %
5.6	Re-elect Ms. Julie G. Richardson	FOR	FOR		✓ 97.7 %
5.7	Re-elect Prof. Dr. oec. Beatrice Weder di Mauro	FOR	FOR		✓ 99.0 %
5.8	Re-elect Dr. math. Dieter Wemmer	FOR	FOR		✓ 98.9 %
5.9	Re-elect Ms. Jeanette Wong	FOR	FOR		✓ 98.8 %
6.1	Elect Mr. Mark Hughes	FOR	FOR		✓ 98.7 %
6.2	Elect Ms. Nathalie Rachou	FOR	FOR		✓ 95.1 %
7	Elections to the remuneration committee				
7.1	Re-elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR		✓ 92.8 %
7.2	Re-elect Prof. Dr. iur. Reto Francioni to the remuneration committee	FOR	FOR		✓ 93.8 %
7.3	Re-elect Dr. math. Dieter Wemmer to the remuneration committee	FOR	FOR		✓ 94.0 %
7.4	Elect Ms. Jeanette Wong to the remuneration committee	FOR	FOR		✓ 97.7 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 87.9 %

Item	Agenda	Board	Ethos		Result
8.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 83.7 %
8.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	<p>The fixed remuneration is significantly higher than that of the peer group.</p>	✓ 91.3 %
9	Election of the independent proxy	FOR	FOR		✓ 98.8 %
10	Re-election of Ernst & Young as the external auditor	FOR	● OPPOSE	<p>The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.</p>	✓ 94.5 %



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.  The size of the board of directors has persistently remained below 4 members.	✓
4	Reduce share capital via cancellation of shares	FOR	FOR		✓
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓
6.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Mr. Gustav Stenbolt as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓
7.2	Re-elect Mr. Philipp LeibundGut	FOR	● OPPOSE	He is not independent (representative of an important shareholder, former executive) and the board independence is insufficient (33.3%).	✓
7.3	Re-elect Mr. Olivier Brunisholz	FOR	FOR		✓
8	Elections to the remuneration committee				
8.1	Re-elect Mr. Philipp LeibundGut to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. LeibundGut to the board of directors, he cannot be elected to the committee.	✓
8.2	Re-elect Mr. Gustav Stenbolt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Stenbolt to the board of directors, he cannot be elected to the committee.	✓
8.3	Re-elect Mr. Olivier Brunisholz to the remuneration committee	FOR	FOR		✓
9	Re-elect BDO as auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
10	Re-elect Martin Rechtsanwälte as independent proxy	FOR	FOR		✓
11	Approve share buyback programme	FOR	● OPPOSE	<p>The company may undertake selective share repurchases.</p> <p>The share repurchase replaces the cash dividend.</p>	✓

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	FOR	✓ 90.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.7 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 98.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 92.4 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 94.8 %
5.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 89.2 %
6	Elections to the board of directors			
6.1.1	Re-elect Mr. Markus Gygax as board member and elect him as chairman	FOR	FOR	✓ 85.1 %
6.1.2	Re-elect Prof. Dr. Christoph B. Bühler	FOR	FOR	✓ 99.3 %
6.1.3	Re-elect Ms. Barbara Artmann	FOR	FOR	✓ 98.9 %
6.1.4	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR	✓ 98.2 %
6.1.5	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 98.2 %
6.1.6	Re-elect Ms. Nicole Pauli	FOR	FOR	✓ 99.1 %
6.1.7	Re-elect Ms. Franziska von Weissenfluh	FOR	FOR	✓ 98.2 %
6.2	Elect Mr. Ronald Trächsel	FOR	FOR	✓ 98.8 %
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee	FOR	FOR	✓ 97.5 %
7.2	Elect Dr. Maya Bundt to the nomination and remuneration committee	FOR	FOR	✓ 98.3 %
7.3	Elect Mr. Markus Gygax to the nomination and remuneration committee	FOR	FOR	✓ 85.1 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.0 %
9	Re-elect Tschümperlin Lötscher Schwarz AG as independent proxy	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 90.1 % The remuneration report is not in line with Ethos' guidelines.
3	Approve allocation of income	FOR	FOR	✓ 95.6 %
4	Discharge board members and executive management	FOR	FOR	✓ 96.8 %
5.1	Approve renewal of authorised capital	FOR	FOR	✓ 97.3 %
5.2	Create a pool of conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 96.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 88.6 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 85.8 % 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.
7.1	Elections to the board of directors			
7.1.1	Re-elect Mr. Franz Julen as board member and chairman	FOR	FOR	✓ 97.7 %
7.1.2	Re-elect Ms. Insa Klasing	FOR	FOR	✓ 98.3 %
7.1.3	Re-elect Mr. Michael Kliger	FOR	FOR	✓ 98.4 %
7.1.4	Re-elect Mr. Sascha Zahnd	FOR	FOR	✓ 99.1 %
7.2	Elect Mr. Markus Bernhard	FOR	FOR	✓ 91.2 %
7.3	Elect Dr. iur. Karin Schwab	FOR	FOR	✓ 98.7 %
7.4	Elect Dr. sc. tech. Suzanne Thoma	FOR	● OPPOSE	✓ 86.0 % She holds an excessive number of mandates.
7.5	Elections to the remuneration committee			
7.5.1	Re-elect Ms. Insa Klasing to the remuneration committee	FOR	FOR	✓ 96.8 %
7.5.2	Re-elect Mr. Michael Kliger to the remuneration committee	FOR	FOR	✓ 96.8 %

Item	Agenda	Board	Ethos		Result
7.5.3	Elect Dr. sc. tech. Suzanne Thoma to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. sc. tech. Thoma to the board of directors, she cannot be elected to the committee.	✓ 86.5 %
7.6	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR		✓ 99.8 %
7.7	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.4 %

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

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR		✓ 100.0 %
2.2	Approve dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 95.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.2 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Martin Komischke as member and chairman of the board	FOR	FOR		✓ 98.8 %
4.1.2	Re-elect Mr. Urs Leinhäuser	FOR	FOR		✓ 99.4 %
4.1.3	Re-elect Mr. Karl Schlegel	FOR	FOR		✓ 98.6 %
4.1.4	Re-elect Dr. Hermann Gerlinger	FOR	FOR		✓ 99.7 %
4.1.5	Re-elect Mr. Heinz Kundert	FOR	FOR		✓ 95.9 %
4.1.6	Re-elect Dr. Libo Zhang	FOR	FOR		✓ 99.8 %
4.1.7	Elect Mr. Daniel Lippuner	FOR	FOR		✓ 99.6 %
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Dr. Martin Komischke to the nomination and remuneration committee	FOR	FOR		✓ 90.0 %
4.2.2	Re-elect Mr. Karl Schlegel to the nomination and remuneration committee	FOR	FOR		✓ 61.7 %
4.2.3	Re-elect Mr. Heinz Kundert to the nomination and remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.  He is not independent (former executive) and the committee does not include at least 50% independent members.	✓ 55.2 %
5	Re-election of the independent proxy	FOR	FOR		✓ 99.1 %
6	Re-election of KPMG as external auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 93.1 %
7	Binding votes on the remuneration of the board of directors and the executive management				

Item	Agenda	Board	Ethos	Result
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 92.6 %
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.2 %
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.6 %
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.2 %
7.5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %



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		✓ 99.7 %
6	Discharge board members	FOR	FOR		✓ 99.7 %
7	Elections to the board of directors				
7.1	Re-elect Dr. oec. Paul-André Sanglard	FOR	● OPPOSE	He has been a member of the board for 26 years, which exceeds Ethos' guidelines.	✓ 99.3 %
7.2	Re-elect Ms. Chantal Balet Emery	FOR	● OPPOSE	She has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 99.4 %
7.3	Re-elect Mr. Martin Albers	FOR	FOR		✓ 99.7 %
7.4	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR		✓ 99.7 %
7.5	Re-elect Ms. Eftychia Fischer	FOR	FOR		✓ 99.7 %
7.6	Re-elect Mr. Peter Kofmel	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓ 99.1 %
7.7	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓ 99.6 %
7.8	Elect Mr. Philippe Hebeisen	FOR	FOR		✓ 99.6 %
7.9	Elect Mr. Cédric Moret	FOR	FOR		✓ 99.7 %
8	Re-elect Dr. oec. Paul-André Sanglard as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. Sanglard to the board of directors, he cannot be elected as chairman.	✓ 99.3 %
9	Elections to the remuneration committee				
9.1	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR		✓ 99.3 %
9.2	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Balet Emery to the board of directors, she cannot be elected to the committee.	✓ 99.0 %

Item	Agenda	Board	Ethos	Result
9.3	Re-elect Ms. Eftychia Fischer to the remuneration committee	FOR	FOR	✓ 99.3 %
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3 %
11	Election of the independent proxy	FOR	FOR	✓ 99.6 %
12	Election of the auditors	FOR	FOR	✓ 98.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Amendment of the capital structure			
4.1	Approve share split	FOR	FOR	✓ 100.0 %
4.2	Convert bearer shares into registered shares A	FOR	FOR	✓ 100.0 %
4.3	Convert existing registered shares into registered shares B	FOR	FOR	✓ 100.0 %
4.4	Convert part of registered shares B into registered shares A	FOR	FOR	✓ 100.0 %
4.5	Amend articles of association	FOR	FOR	✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 97.9 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.8 %
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR	✓ 98.4 %
6.1.2	Re-elect Mr. Claude R. Cornaz as board member and chairman	FOR	FOR	✓ 97.7 %
6.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR	✓ 98.8 %
6.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	● OPPOSE	✓ 97.2 % 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%).
6.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR	✓ 98.0 %
6.1.6	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	✓ 95.4 % He holds an excessive number of mandates.
6.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	● OPPOSE	✓ 97.3 % He is not independent (board tenure of 14 years) and the board independence is insufficient (28.6%).
6.2	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
6.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR		✓ 97.7 %
6.2.2	Re-elect Dr. oec. publ. Rudolf W. Fischer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. publ. Fischer to the board of directors, he cannot be elected to the committee.	✓ 97.2 %
6.2.3	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	FOR		✓ 97.5 %
6.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
6.4	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓ 98.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 95.2 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 94.7 %
6	Approve renewal of authorised capital	FOR	● OPPOSE	The purpose of the proposed increase includes the possibility of placing the shares with a strategic partner to counter a hostile takeover bid.	✓ 95.6 %
7.1	Elections to the board of directors				
7.1.a	Re-elect Mr. Jacques Theurillat as board member and elect him as chairman	FOR	FOR		✓ 99.2 %
7.1.b	Re-elect Dr. Romeo Cerutti	FOR	FOR		✓ 99.4 %
7.1.c	Re-elect Prof. Dr. Michel Burnier	FOR	FOR		✓ 99.4 %
7.1.d	Re-elect Dr. Sue Mahony	FOR	FOR		✓ 99.3 %
7.1.e	Re-elect Ms. Kim Stratton	FOR	FOR		✓ 97.2 %
7.1.f	Re-elect Dr. Gianni Zampieri	FOR	FOR		✓ 98.7 %
7.1.g	Elect Mr. Gilbert Achermann	FOR	FOR		✓ 99.5 %
7.2	Elections to the remuneration committee				
7.2.a	Re-elect Dr. Sue Mahony to the remuneration committee	FOR	FOR		✓ 97.9 %
7.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR		✓ 98.1 %
7.2.c	Re-elect Dr. Romeo Cerutti to the remuneration committee	FOR	FOR		✓ 98.1 %
7.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
7.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	<p>✓ 93.7 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %
3	Discharge board members	FOR	FOR	✓ 100.0 %
4	Approve allocation of income	FOR	FOR	✓ 99.1 %
5	Elections to the board of directors			
5.1.a	Re-elect Dr. Andreas Giesbrecht as board member and chairman	FOR	FOR	✓ 99.2 %
5.1.b	Re-elect Mr. Nicolas Rouge	FOR	FOR	✓ 99.8 %
5.1.c	Re-elect Mr. Jacques Stephan	FOR	FOR	✓ 99.8 %
5.1.d	Re-elect Mr. Pascal Blanquet	FOR	FOR	✓ 99.8 %
5.2.a	Elect Mr. Bertrand Raemy	FOR	FOR	✓ 99.9 %
6	Elections to the remuneration committee			
6.a	Re-elect Mr. Nicolas Rouge to the remuneration committee	FOR	FOR	✓ 99.8 %
6.b	Re-elect Mr. Pascal Blanquet to the remuneration committee	FOR	FOR	✓ 99.8 %
7	Re-elect Mr. Nicolas Passaplan as independent proxy	FOR	FOR	✓ 100.0 %
8	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
3	Elections to the board of directors				
3.1	Re-elect Dr. Peter Kalantzis as chairman of the board	FOR	● OPPOSE	<p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 13 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
3.2	Re-elect Mr. Gerd Amtstätter	FOR	● OPPOSE	<p>He is 77 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 13 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
3.3	Re-elect Mr. Guido Egli	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 13 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
3.4	Re-elect Mr. August François von Finck Jr.	FOR	FOR		✓
3.5	Re-elect Dr. Christian Hennerkes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓



Item	Agenda	Board	Ethos		Result
3.6	Re-elect Mr. Gerd Peskes	FOR	● OPPOSE	<p>He is 76 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 20 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
4	Elections to the remuneration committee				
4.1	Re-elect Mr. Gerd Amtstätter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Amtstätter to the board of directors, he cannot be elected to the committee.	✓
4.2	Re-elect Mr. Guido Egli to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Egli to the board of directors, he cannot be elected to the committee.	✓
4.3	Re-elect Mr. August François von Finck Jr. to the remuneration committee	FOR	FOR		✓
5	Re-elect of Deloitte as auditors	FOR	FOR		✓
6	Re-elect Dr. Walter M. Müller as independent proxy	FOR	FOR		✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The fixed remuneration is significantly higher than that of the peer group.</p>	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members, the executive management and the statutory auditor	FOR	FOR	✓ 99.8 %
4	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Beat Graf	FOR	FOR	✓ 94.5 %
4.1.2	Re-elect Mr. Michael Riesen	FOR	FOR	✓ 95.2 %
4.2.1	Elect Ms. Katja Rosenplänter-Marxer	FOR	FOR	✓ 96.3 %
5	Approve share buyback programme	FOR	<p>● OPPOSE</p> <p>The purpose of the repurchase is incompatible with the long-term interests of minority shareholders or with those of the majority of the company's stakeholders.</p>	✓ 98.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.2 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4.1	Approve share split	FOR	FOR	✓ 99.8 %
4.2	Change of domicile	FOR	FOR	✓ 99.6 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Fred Kindle as board member and chairman	FOR	FOR	✓ 93.5 %
5.1.2	Re-elect Mr. Roland Iff	FOR	FOR	✓ 95.6 %
5.1.3	Re-elect Dr. iur. Albrecht Langhart	FOR	● OPPOSE	<p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years, business connections) and the board independence is insufficient (40.0%).</p>
5.1.4	Re-elect Mr. Roland Ledergerber	FOR	FOR	✓ 99.2 %
5.1.5	Re-elect Mr. Olivier de Perregaux	FOR	FOR	✓ 99.2 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Fred Kindle to the remuneration committee	FOR	FOR	✓ 93.0 %
5.2.2	Re-elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR	✓ 99.2 %
6	Election of the independent proxy	FOR	FOR	✓ 100.0 %
7	Election of the auditors	FOR	FOR	✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.4 %
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 97.2 %

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	✓ 99.7 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Marcel Rohner as member and chairman of the board	FOR	FOR	✓ 95.4 %
4.2	Re-elect Dr. Ulrich Vischer	FOR	FOR	✓ 97.9 %
4.3	Re-elect Mr. Stephan A. Müller	FOR	FOR	✓ 99.4 %
4.4	Re-elect Mr. Kurt Ritz	FOR	FOR	✓ 99.4 %
	Elections to the remuneration committee			
4.5	Re-elect Dr. Marcel Rohner to the remuneration committee	FOR	FOR	✓ 94.2 %
4.6	Re-elect Dr. Ulrich Vischer to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the committee includes all board members. ✓ 94.9 %
4.7	Re-elect Mr. Stephan A. Müller to the remuneration committee	FOR	FOR	✓ 97.7 %
4.8	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR	✓ 97.7 %
	Binding votes on the remuneration of the board of directors and the executive management			
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.6 %
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 91.4 %
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient as the company does not respect the accrual principle. ✓ 94.0 %
7	Re-election of the independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
8	Re-election of KPMG as external auditors	FOR	● OPPOSE	<p>The audit firm has been in office for more than 20 years, which exceeds Ethos' guidelines.</p> <p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 96.1 %

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		✓ 92.4 %
3	Approve allocation of the loss	FOR	FOR		✓ 99.5 %
4	Approve renewal and increase of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 97.2 %
5	Approve increase of the conditional capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The transparency of the share-based plan for which the requested capital is intended is insufficient.</p>	✓ 97.2 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Carlos Creus Moreira	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.8 %
6.2	Re-elect Mr. Philippe Doubre	FOR	● OPPOSE	<p>He is 85 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (various reasons) and the board independence is insufficient (42.9%).</p>	✓ 98.3 %
6.3	Re-elect Mr. Dourgam Kummer	FOR	● OPPOSE	The board independence is not sufficient (42.9%).	✓ 98.6 %
6.4	Re-elect Mr. Peter Ward	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓ 98.6 %
6.5	Re-elect Mr. David Fergusson	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos		Result
6.6	Elect Mr. Eric Pellaton	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓ 98.5 %
6.7	Elect Mr. Jean-Philippe Ladisa	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓ 99.0 %
7	Re-elect Mr. Carlos Creus Moreira as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Moreira to the board of directors, he cannot be elected as chairman.	✓ 97.8 %
8	Elections to the remuneration committee				
8.1	Re-elect Mr. David Fergusson to the remuneration committee	FOR	FOR		✓ 98.8 %
8.2	Re-elect Mr. Philippe Doubre to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Doubre to the board of directors, he cannot be elected to the committee.	✓ 97.5 %
8.3	Elect Mr. Eric Pellaton to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Pellaton to the board of directors, he cannot be elected to the committee.	✓ 98.5 %
9	Re-elect BDO as auditors	FOR	FOR		✓ 99.6 %
10	Re-elect Anwaltskanzlei Keller independent proxy	FOR	FOR		✓ 99.7 %
11	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The non-executive directors receive options.</p>	✓ 97.2 %
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive options.</p>	✓ 98.0 %

Item	Agenda	Board	Ethos		Result
12.2	Binding prospective vote on the total 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> <p>The board of directors has excessive discretion with regard to awards.</p>	✓ 97.3 %



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		✓ 99.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 90.8 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 82.8 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 82.2 %
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 92.9 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. oec. Hans-Peter Zehnder as board member and chairman	FOR	FOR		✓ 99.8 %
5.1.2	Re-elect Dr. iur. Urs Buchmann	FOR	FOR		✓ 99.5 %
5.1.3	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 89.7 %
5.1.4	Re-elect Mr. Jörg Walther	FOR	FOR		✓ 83.5 %
5.1.5	Re-elect Mr. Ivo Wechsler	FOR	FOR		✓ 98.7 %
5.1.6	Re-elect Ms. Milva Zehnder	FOR	FOR		✓ 99.2 %
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. iur. Urs Buchmann to the remuneration committee	FOR	FOR		✓ 95.8 %
5.2.2	Re-elect Mr. Riet Cadonau to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 88.1 %
5.2.3	Elect Ms. Milva Zehnder to the remuneration committee	FOR	FOR		✓ 99.2 %
5.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.4	Election of the auditors	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.2 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 96.0 %
2	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0 %
3	Approve dividend from capital contributions reserves	FOR	● OPPOSE	The proposed dividend seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 98.8 %
4	Discharge board members and executive management	FOR	● OPPOSE	The size of the board of directors has persistently remained below 4 members.	✓ 99.3 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Wolfgang Zürcher	FOR	FOR		✓ 97.4 %
5.1.2	Re-elect Mr. Vladislav Osipov	FOR	FOR		✓ 98.1 %
5.1.3	Re-elect Dr. Markus Wesnitzer	FOR	FOR		✓ 99.8 %
5.2	Re-elect Dr. Wolfgang Zürcher as board chairman	FOR	FOR		✓ 97.6 %
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Dr. Wolfgang Zürcher to the nomination and remuneration committee	FOR	FOR		✓ 95.7 %
5.3.2	Re-elect Mr. Vladislav Osipov to the nomination and remuneration committee	FOR	FOR		✓ 97.9 %
5.3.3	Re-elect Dr. Markus Wesnitzer to the nomination and remuneration committee	FOR	FOR		✓ 97.9 %
5.4	Re-elect Adtrexa AG as independent proxy	FOR	FOR		✓ 94.9 %
5.5.	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 92.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The potential remuneration is significantly higher than that of the peer group.	✓ 97.0 %

Item	Agenda	Board	Ethos		Result
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 97.0 %

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	FOR	✓ 94.0 %
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	✓ 95.6 %
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.9 %
4	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Beat Schwab	FOR	FOR	✓ 98.2 %
5.1.2	Re-elect Prof. Annelies Häcki Buhofer	FOR	FOR	✓ 97.8 %
5.1.3	Re-elect Mr. Armin Meier	FOR	FOR	✓ 97.8 %
5.1.4	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 94.1 %
5.1.5	Re-elect Mr. Johannes Stöckli	FOR	FOR	✓ 97.4 %
5.2	Re-elect Dr. Beat Schwab as chairman of the board	FOR	FOR	✓ 98.2 %
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Armin Meier to the nomination and remuneration committee	FOR	FOR	✓ 96.1 %
5.3.2	Re-elect Mr. Martin Wipfli to the nomination and remuneration committee	FOR	FOR	✓ 94.1 %
5.4	Re-election of the independent proxy	FOR	FOR	✓ 98.7 %
5.5	Re-election of the auditors	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report and financial statements	FOR	FOR		✓ 99.7 %
2	Discharge board members	FOR	FOR		✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.6 %
4	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.8 %
	Votes on the variable remuneration of the executive management				
5	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 95.8 %
6	Binding prospective vote on the variable remuneration of the executive management 2020	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>	✓ 93.9 %
7	Binding prospective vote on the variable remuneration of the executive management 2021	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>	✓ 93.6 %
8	Binding prospective vote on the fixed remuneration of the executive management for 2021	FOR	FOR		✓ 96.0 %
	Elections to the board of directors				
9	Elect Dr. Urs Rügsegger	FOR	FOR		✓ 90.9 %
10	Elect Dr. Urs Rügsegger as chairman of the board	FOR	FOR		✓ 96.1 %
11	Elections to the remuneration committee				
11.1	Elect Dr. Urs Rügsegger to the remuneration committee	FOR	FOR		✓ 96.8 %
11.2	Re-elect Dr. Jacques Bossart to the remuneration committee	FOR	FOR		✓ 98.9 %
12	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5 %
2	Approve allocation of income	FOR	FOR		✓ 98.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.0 %
4	Creation of authorised capital	FOR	FOR		✓ 75.2 %
5	Create a pool of conditional capital for the conversion of convertible bonds	WITH-DRAWN	● FOR		–
6	Elections to the board of directors				
6.1	Re-elect Prof. Stefan Feuerstein as board member and chairman	FOR	FOR		✓ 75.5 %
6.2	Re-elect Prof. Dr. Volker Amelung	FOR	FOR		✓ 98.1 %
6.3	Re-elect Mr. Tobias Hartmann	FOR	FOR		✓ 84.2 %
6.4	Re-elect Dr. Christian Mielsch	FOR	FOR		✓ 98.1 %
6.5	Re-elect Mr. Walter Oberhänsli	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 91.3 %
6.6	Re-elect Dr. Thomas Schneider	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.	✓ 94.7 %
6.7	Re-elect Mr. Florian Seubert	FOR	FOR		✓ 98.2 %
7	Elections to the remuneration committee				
7.1	Re-elect Prof. Stefan Feuerstein to the remuneration committee	FOR	FOR		✓ 77.5 %
7.2	Re-elect Dr. Thomas Schneider to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Schneider to the board of directors, he cannot be elected to the committee.	✓ 93.9 %
7.3	Re-elect Mr. Florian Seubert to the remuneration committee	FOR	FOR		✓ 97.6 %
8	Election of the independent proxy	FOR	FOR		✓ 99.4 %
9	Election of the auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 90.8 %

Item	Agenda	Board	Ethos		Result
10.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 88.1 %
10.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.9 %
10.3	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.	✓ 89.3 %
10.4	Approval of the increase in the fixed remuneration of the executive management (FY 2020)	FOR	FOR		✓ 81.7 %
10.5	Binding prospective vote on the fixed remuneration of the executive management (FY 2021)	FOR	FOR		✓ 94.4 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 86.4 % The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.3 %
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Michel M. Liès as board member and chairman	FOR	FOR	✓ 99.0 %
4.1.2	Re-elect Ms. Joan Amble	FOR	FOR	✓ 99.0 %
4.1.3	Re-elect Ms. Catherine P. Bessant	FOR	FOR	✓ 99.0 %
4.1.4	Re-elect Ms. Dame Alison J. Carnwath	FOR	● OPPOSE	✓ 93.0 % She holds an excessive number of mandates.
4.1.5	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR	✓ 94.9 %
4.1.6	Re-elect Mr. Michael Halbherr	FOR	FOR	✓ 99.0 %
4.1.7	Re-elect Mr. Jeffrey L. Hayman	FOR	FOR	✓ 99.0 %
4.1.8	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 98.9 %
4.1.9	Re-elect Mr. Kishore Mahbubani	FOR	FOR	✓ 98.6 %
4.1.10	Re-elect Ms. Jasmin Staiblin	FOR	FOR	✓ 97.6 %
4.1.11	Re-elect Mr. Barry Stowe	FOR	FOR	✓ 98.3 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Michel M. Liès to the remuneration committee	FOR	FOR	✓ 96.8 %
4.2.2	Re-elect Ms. Catherine P. Bessant to the remuneration committee	FOR	FOR	✓ 96.7 %
4.2.3	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR	✓ 92.8 %
4.2.4	Re-elect Mr. Kishore Mahbubani to the remuneration committee	FOR	FOR	✓ 96.5 %
4.2.5	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR	✓ 96.3 %
4.3	Election of the independent proxy	FOR	FOR	✓ 99.9 %
4.4	Election of the auditors	FOR	FOR	✓ 92.8 %



Item	Agenda	Board	Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 87.2 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 88.0 %
6	Approve renewal of authorised capital	FOR	FOR		✓ 85.4 %
7	Amend articles of association	FOR	● OPPOSE	The amendment has a negative impact on the rights and interests of all or some of the shareholders.	✓ 93.2 %

Item	Agenda	Board	Ethos	Result	
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Present auditors' reports	NON-VOTING	NON-VOTING		
3.a	Approve annual report	FOR	FOR	✓ 100.0 %	
3.b	Approve statutory and consolidated financial statements	FOR	FOR	✓ 100.0 %	
3.c	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %	
3.d	Discharge board members	FOR	FOR	✓ 100.0 %	
4.a	Elections to the board of directors				
4.a.1	Re-elect Mr. Luigi Mion as board member and chairman	FOR	● OPPOSE	<p>He is a representative of the controlling shareholder who is sufficiently represented on the board.</p> <p>He is 75 years old.</p>	✓
4.a.2	Re-elect Mr. Roberto Raggiotto	FOR	FOR	✓	
4.a.3	Re-elect Mr. Francesco Punzo	FOR	FOR	✓	
4.a.4	Re-elect Mr. Yves Bosson	FOR	● OPPOSE	<p>He is not independent (former executive) and the board independence is insufficient (0.0%).</p>	✓
4.b	Elections to the remuneration committee				
4.b.1	Re-elect Mr. Luigi Mion to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Mion to the board of directors, he cannot be elected to the committee.</p>	✓
4.b.2	Re-elect Mr. Roberto Raggiotto to the remuneration committee	FOR	FOR	✓	
4.c	Re-elect Fiduciaire Fidag 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				
5.a.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓	
5.a.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓	

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