



EEP Switzerland

Annual report 2021

Summary



The **Ethos Foundation** is composed of more than 220 tax-exempt Swiss pension funds and institutions. Founded in 1997, its aim is to promote socially responsible investment and to foster a stable and prosperous socio-economic environment.



Ethos Services provides advisory services in the field of socially responsible investments. Ethos Services offers socially responsible investment funds, analyses of shareholders' general meetings with voting recommendations, a programme of dialogue with companies as well as environmental, social and corporate governance ratings and analyses. Ethos Services is owned by the Ethos Foundation and several members of the Foundation.

Certified



Corporation

www.ethosfund.ch

Avertissement

This engagement report is based on dialogue with the companies and information gathered from sources available to investors and the general public. Despite multiple verifications, the information cannot be certified as accurate. Ethos Services takes no responsibility for the accuracy of the published data.

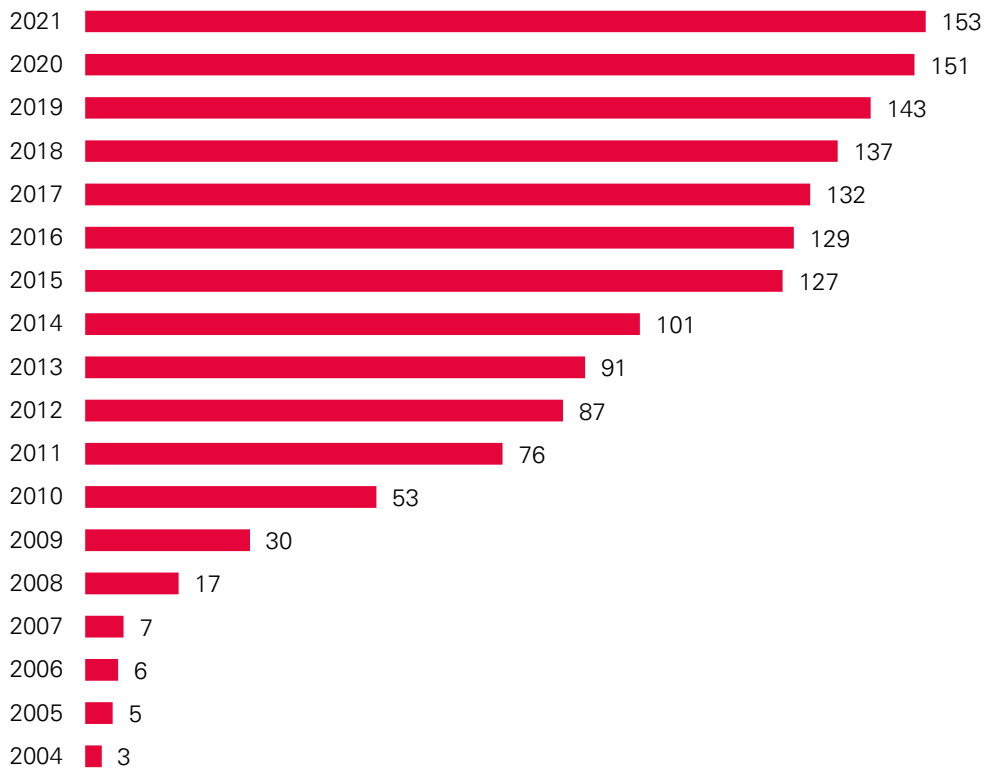
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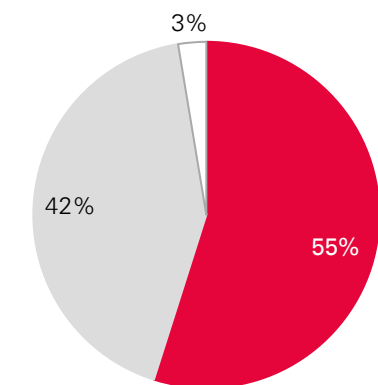
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Members of the EEP Switzerland

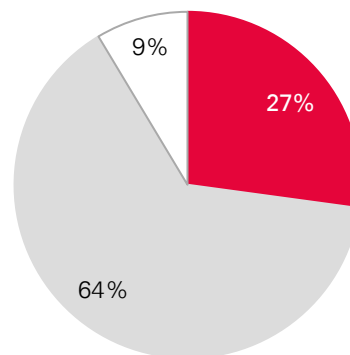
Steady growth in membership



153 members by 31 December 2021



- German-speaking Switzerland
- French-speaking Switzerland
- Tessin



- Public pension funds
- Private pension funds
- Other institutions

French-speaking Switzerland

- Caisse Cantonale d'Assurance Populaire – CCAP
- Caisse de pension de Metalor Technologies SA*
- Caisse de pension des sociétés Hewlett-Packard en Suisse
- Caisse de pension du Comité international de la Croix-Rouge
- Caisse de Pension Merck Serono
- Caisse de pensions de la Collectivité ecclésiastique cantonale du Jura (CECJU)
- Caisse de pensions de l'Etat de Vaud (CPEV)
- Caisse de pensions de l'EVAM
- Caisse de pensions de l'Industrie de Pierres Scientifiques Hrand Djvahirdjian
- Caisse de Pensions des Interprètes et Traducteurs de Conférence (CPIT)
- Caisse de pensions du Groupe Eldora
- Caisse de pensions du personnel de la Ville de Carouge
- Caisse de Pensions du personnel du groupe Naef Immobilier
- Caisse de pensions ECA-RP
- Caisse de Pensions Ilover
- Caisse de Prévoyance de l'Etat de Genève CPEG
- Caisse de Prévoyance des Eglises et Associations Protestantes de Genève
- Caisse de Prévoyance des Interprètes de Conférence (CPIC)
- Caisse de prévoyance du personnel communal de la Ville de Fribourg
- Caisse de prévoyance du personnel de l'Etat de Fribourg (CPPEF)
- Caisse de prévoyance du personnel de l'Etat du Valais (CPVAL)
- Caisse de retraite du personnel du Cercle des Agriculteurs de Genève et environs
- Caisse de retraite Matisa
- Caisse de retraite professionnelle de l'industrie vaudoise de la construction
- Caisse intercommunale de pensions (CIP)
- Caisse paritaire de prévoyance de l'industrie et de la construction (CPPIC)
- CAP Prévoyance
- CAPUVA Caisse de prévoyance des travailleurs et employeurs du commerce de détail
- CIEPP - Caisse Inter-Entreprises de Prévoyance Professionnelle
- CPCN - Caisse de pensions de la fonction publique du canton de Neuchâtel
- Caisse de pensions du personnel communal de Lausanne (CPCL)
- CPCV Caisse de pension de la Construction du Valais
- Elite Fondation de prévoyance
- Etablissement Cantonal d'Assurance (ECA VAUD)
- Etablissement Cantonal d'assurance et de prévention (ECA JURA)*
- Etablissement cantonal d'assurance et de prévention (ECAP- Neuchâtel)
- Fond. de prévoyance en fav. du pers. de la Scté d'Adm. et Gestion Atlantas Saga
- Fondation de la métallurgie vaudoise du bâtiment (FMVB)
- Fondation de prévoyance Artes & Comoedia
- Fondation de prévoyance Coninco
- Fondation de prévoyance des Paroisses et Institutions Catholiques (FPIC)
- Fondation de prévoyance du Groupe BNP PARIBAS en Suisse
- Fondation de prévoyance en faveur du personnel du Collège du Léman
- Fondation de prévoyance en faveur du personnel du Comptoir Immobilier SA
- Fondation de prévoyance NODE LPP
- Fondation de prévoyance professionnelle en faveur de AROMED*
- Fondation de prévoyance PX Group
- Fondation de prévoyance Romande Energie*
- Fondation de prévoyance skycare
- Fondation de Prévoyance Stephan
- Fondation en faveur du personnel de la Loterie Romande
- Fondation Patrimonia
- Fondation rurale de prévoyance
- Fondation suisse de la Chaîne du Bonheur
- Fonds de Prévoyance de CA Indosuez (Suisse) SA
- Fonds de prévoyance de Wenger SA
- Fonds de prévoyance et de retraite des employés de la Ville de Delémont (FRED)
- Fonds interprofessionnel de prévoyance (FIP)
- previva, fonds de prévoyance des professionnels du travail social*
- Prévoyance Santé Valais (PRESV)
- Profelia Fondation de prévoyance
- Rentes Genevoises
- Retraites Populaires
- Spes Caisse de prévoyance du Diocèse de Sion
- Université de Genève (UNIGE)

German-speaking Switzerland and Liechtenstein

- Aargauische Gebäudeversicherung
- Aargauische Pensionskasse (APK)
- ATISA Personalvorsorgestiftung der Tschümperlin-Unternehmungen
- Bernische Lehrerversicherungskasse

- Bernische Pensionskasse BPK
 - Emmi-Vorsorgestiftung*
 - Evangelisch-reformierte Landeskirche des Kantons Zürich
 - Familienausgleichskasse des Kantons Zürich (FAK)*
 - Fastenaktion
 - Gebäudeversicherung Kanton Zürich
 - Gebäudeversicherung Luzern
 - Gemeinschaftsstiftung der Zellweger Luwa AG
 - GVA Gebäudeversicherung des Kantons St. Gallen
 - HELVETAS Swiss Intercooperation
 - Jet Aviation Vorsorgestiftung
 - Louise Blackborne-Stiftung
 - Loyalis BVG-Sammelstiftung
 - Luzerner Pensionskasse
 - ÖKK Personalvorsorgestiftung
 - Pensionskasse Römisch-katholische Landeskirche des Kantons Luzern
 - Pensionskasse AR
 - Pensionskasse Bank CIC (Schweiz)
 - Pensionskasse Basel-Stadt
 - Pensionskasse Bühler AG Uzwil
 - Pensionskasse Caritas
 - Pensionskasse der Basler Kantonalbank
 - Pensionskasse der Ernst Schweizer AG
 - Pensionskasse der Nussbaum Matzingen AG
 - Pensionskasse der Stadt Aarau
 - Pensionskasse der Stadt Frauenfeld
 - Pensionskasse der Stadt Weinfelden
 - Pensionskasse der Stadt Winterthur
 - Pensionskasse der Y&R Group
 - Pensionskasse des Katholischen Konfessionsteils für die Diözese St.Gallen
 - Pensionskasse des Opernhauses Zürich
 - Pensionskasse Diakonat Bethesda Basel
 - Pensionskasse Graubünden
 - Pensionskasse Kanton Solothurn (PKSO)
 - Pensionskasse Nyffeler, Corti AG
 - Pensionskasse Post
 - Pensionskasse Pro Infirmis
 - Pensionskasse Schaffhausen
 - Pensionskasse SRG SSR
 - Pensionskasse Stadt Luzern
 - Pensionskasse Stadt St. Gallen
 - Pensionskasse Stadt Zürich
 - Pensionskasse Unia
 - Pensionskasse von Krankenversicherungs-Organisationen
 - Personalfürsorgestiftung Gebr. Hallwyler AG
 - Personalvorsorge- und Reserve-Stiftung Kinderhilfe Bethlehem
 - Personalvorsorgekasse der Stadt Bern
 - Personalvorsorgestiftung der Braunvieh Schweiz Genossenschaft
 - Personalvorsorgestiftung der Firma Emch Aufzüge AG
 - Personalvorsorgestiftung der Hans Rychiger AG
 - Personalvorsorgestiftung der Hatebur Umformmaschinen AG
 - Personalvorsorgestiftung der HELVETAS Swiss Intercooperation
 - Personalvorsorgestiftung der Ringier Gruppe
 - Personalvorsorgestiftung der SV Group
 - Personalvorsorgestiftung der Wander AG
 - Personalvorsorgestiftung der Würth-Gruppe Schweiz
 - Personalvorsorgestiftung E. Flückiger AG
 - Personalvorsorgestiftung IVF HARTMANN AG
 - Personalvorsorge-Stiftung Providus*
 - Personalvorsorgestiftung Rapp AG
 - Previs Vorsorge
 - Pro Medico Stiftung
 - Prosperita Stiftung für die berufliche Vorsorge
 - Raiffeisen Pensionskasse Genossenschaft
 - Secunda Sammelstiftung
 - Spida Personalvorsorgestiftung
 - St. Clara-Stiftung
 - St. Galler Pensionskasse
 - Stiftung Abendrot
 - Stiftung Personalvorsorge Liechtenstein*
 - Stiftung Viscosuisse
 - Unfallversicherungskasse des Basler Staatspersonals
 - Verein Barmherzige Brüder von Maria-Hilf (Schweiz)
 - Vorsorge Egro AG
 - Vorsorge SERTO
 - Vorsorgefonds Hanro
 - Vorsorgestiftung der Bourquin SA
 - Vorsorgestiftung Porta + Partner, dipl. Ing. ETH/SIA
 - Wohlfahrtsstiftung von Verkauf Schweiz
 - WWF Schweiz
- Ticino**
- Cassa pensioni di Lugano
 - Fondazione Ticinese per il 2 Pilastro
 - Fondo di Previdenza per il Personale dell'Ente ospedaliero cantonale
 - Istituto di previdenza del Cantone Ticino
- * Members who joined the EEP Switzerland in 2021

Preface

Dialogue activities in 2021 were again very strong, with over 450 engagement actions with the 150 companies included in the engagement universe. This report summarises the main results against the eight dialogue themes. Particular emphasis has been placed over the past year on the themes of climate, diversity and the new topic of digital responsibility.

Ethos continued to play a key role in the Climate Action 100+ initiative by leading the dialogue with the two companies targeted by the initiative (Holcim and Nestlé). Ethos obtained from both companies that they organise a vote on the climate transition aiming at limiting global warming to 1.5°. Nestlé organised the vote at the 2021 general meeting following the submission of a shareholder resolution by Ethos and 7 members of the EEP Switzerland. In the case of Holcim, the Board of Directors spontaneously agreed with Ethos' proposal, but asked for a one-year delay so that it could prepare a detailed report on the measures to be put in place. Holcim's climate transition plan will thus be submitted to the vote of the shareholders at the 2022 general meeting. An intensive dialogue was also conducted with Credit Suisse on the bank's exposure to the risks of financing the fossil fuel sector. Credit Suisse agreed to tighten its restrictions on financing coal companies, but was less receptive to restricting the financing unconventional fossil fuel companies. Ethos joined forces with the British NGO ShareAction and 11 institutional investors to submit a shareholder resolution. The resolution asks the bank to specify its timetable for reducing its exposure to the financing of companies active in fossil fuels. The resolution will be voted on at the 2022 AGM.

In terms of board diversity, Ethos has been working in 2021 to inform boards with insufficient diversity of the new voting policy announced for the 2022 general meeting season. As of the 2022 general meeting season, Ethos will recommend refusing the re-election of the chairman of the nomination committee of companies with less than 20% women on their board without satisfactory explanations.

With regard to digital responsibility, the first step was to send the Ethos Engagement Paper in May 2021 to the chairmen of the 48 companies concerned. At the same time, it was decided to mandate EthicsGrade, a company specialised in this field, to measure the level of compliance of

companies with the various Ethos expectations. Due to the low level of transparency of the companies, a questionnaire was sent to them to allow them to explain their practices and, if necessary, to improve their transparency. The study was published in January 2022 and the results show that companies are still very unprepared for the various challenges of digital responsibility. For example, only 3 companies have put in place ethical principles for the use of artificial intelligence. However, the interest of companies is there, as demonstrated by the numerous interactions between Ethos and companies in the framework of this study. A webinar to present the results of the study to companies was organised in February 2022 in which 22 companies participated.

I would like to thank the 153 members of the EEP Switzerland for their trust and support, without which these results would not be possible. I would also like to thank the Ethos analysts who work tirelessly and with great motivation to convince companies to improve their ESG transparency and practices, as well as all the staff who enable Ethos to achieve such results.



Vincent Kaufmann
Director

Preamble

The 2021 Activity Report of the Ethos Engagement Pool Switzerland (EEP Switzerland) has been drafted in accordance with the provisions of the contract between the member institutions of the EEP Switzerland and Ethos Services SA. It presents the steps taken and the results obtained in the framework of the dialogue conducted by Ethos Services with listed companies in Switzerland on behalf of the members of the EEP Switzerland. This report is sent, in printed form, only to the members of the EEP Switzerland. As the dialogue with companies is based primarily on discretion, this report is not public. However, for the sake of transparency, a summary of the report is published on the Ethos website www.ethosfund.ch. This summary report can also be used by the members of the EEP Switzerland as part of their communication on their responsible investment approach.

Engaged companies

In 2021, the universe of companies analysed has been maintained at the 150 largest listed companies defined at the beginning of the year. However, one company that was part of the analysis universe on 1^{er} January 2021 left the SPI index during the year (Cassiopea) and is therefore not included in the report and the various figures.

The statistics presented in this report therefore cover 149 companies (see list of companies in Annex 1). However, when a long-term trend is presented (over more than three years), the statistics are based on the 100 largest listed companies at the beginning of each year. The results for each year are presented as at 31 December.

Engagement topics

The dialogue topics for 2021 were approved by the members of the EEP Switzerland at the meeting on 19 November 2020. They are as follows:

Climate change

1. Climate change strategy and risk management
2. Taking climate change into account in financing and insurance activities

3. Setting greenhouse gas (GHG) emission reduction targets
4. Transparency on GHG emissions, reduction measures taken, progress made and actions planned for the future
5. Implementation at supply chain level

Corporate governance

1. Board of Directors: composition and functioning of the Board
2. Code of Conduct: coverage of issues and implementation
3. Remuneration of management bodies
4. Corporate fiscal responsibility
5. Corporate Digital Responsibility

Working conditions and human rights

1. Strategy and reporting on respect for human and labour rights
2. Implementation of the strategy at supply chain level

Sustainability reporting

1. Implementation of annual reporting according to an internationally recognised standard
2. External verification of the report

Reactive engagement (bottom up)

1. Dialogue with companies due to controversies

Dialogue types in 20 21

For the second year in a row, the Covid-19 pandemic has shaken up habits and ways of communicating with companies. Some of the traditional approaches to shareholder engagement carried out by Ethos, such as interventions at general meetings or physical meetings, have been severely limited.

On the other hand, videoconferences between Ethos and company representatives, particularly the board of directors, have become a new and very effective means of dialogue.

Ethos distinguishes several types of dialogue:

Direct dialogue with companies

- General dialogue with the companies: These are direct, individual contacts with the companies, during which several engagement topics are discussed simultaneously. Such dialogues often take place once a year, especially at the request of companies. They may take the form of a visit or a telephone conference with several participants on both sides.
- Dialogue with companies in relation to a specific topic: This dialogue focuses on one of the selected topics of the EEP Switzerland and is conducted simultaneously with a large number of companies. This type of dialogue is usually conducted when a new topic is introduced. In 2021, this was particularly the case with the new topic of digital responsibility. It can also take place in reaction to an event that concerns several companies in the same sector or with the same issues. It is therefore aimed at companies that do not necessarily meet certain conditions of good practice in terms of governance or environmental or social responsibility, or that are concerned with a specific issue that is important to investors.

Direct dialogue with companies can take various forms. Depending on the circumstances, Ethos interacts with company representatives through visits, conference calls, letters or e-mails.

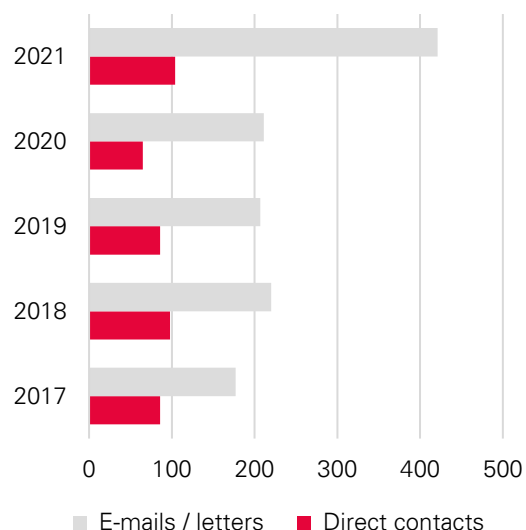
Dialogue with the companies of the EEP Switzerland in 2021

1. Direct contacts (104 in 2021): Direct contacts are meetings between Ethos and companies,

which can take the form of visits, video conferences or conference calls.

2. E-mails/letters (421 in 2021): Written exchanges often take the form of letters or e-mails sent to several people in a company. Letters are also sent when Ethos decides to organise or participate in an awareness-raising campaign on a given topic with a large number of companies (from the same sector or from the entire EEP Switzerland universe). In such cases, the first contact is usually made by sending a letter, possibly accompanied by a document, to all companies concerned.

Chart 1 Number of contacts with companies in the universe



Intervention at the General Assembly

Intervention at the general meeting can be an effective way of intensifying the discrete dialogue with companies. Indeed, at the general meeting, demands are made in public in front of other shareholders but also in front of the board of directors and the executive management. In 2020 and 2021, due to the Covid-19 pandemic, the presence of shareholders at general meetings was prohibited. At these closed meetings, Swiss companies did not allow their shareholders to intervene. In several countries, however, virtual shareholder interventions were possible.

However, Ethos sent a list of questions prior to the Credit Suisse general meeting in relation to the bank's losses in the Archegos and Greensill financial scandals. In accordance with article 697 of the Swiss Code of Obligations, Ethos expected the Board of Directors to provide answers at the virtual general meeting. The Board of Directors did not answer Ethos' questions during the virtual general meeting but included its detailed answers in the minutes of the general meeting. Also in the run-up to the AGM, Ethos joined other investors in asking the bank to publish a clear timetable for permanently ceasing its activities (lending, advisory, investment banking and asset management) with companies active in the coal sector. The bank reinforced its expectations in this area in November 2021 by committing not to finance companies that generate more than 5% of their turnover from coal mining or coal-based power generation by 2022 for new clients and 2030 for existing clients.

Shareholder resolutions

When direct dialogue does not achieve the desired results, it is sometimes necessary to intensify active shareholder measures and to table shareholder resolutions at the general meetings of certain companies. In the framework of the "Say on Climate" campaign asking Nestlé and Holcim to submit their climate transition reports to a shareholder vote, Ethos prepared two shareholder resolutions with the aim of amending the articles of association of both companies to convince them to prepare climate transition reports before the general meetings and to submit them to a shareholder vote. In the case of Holcim, the Board of Directors voluntarily accepted Ethos' request to prepare such a report and submit it to a vote. In the case of Nestlé, the Board initially did not wish to enter into the matter. Ethos and 7 pension funds members of the EEP Switzerland filed a shareholder resolution 50 days before the general meeting. Following the

filing of the resolution, Nestlé finally agreed to submit its climate strategy, presented in December 2020, to a shareholder vote at the 2021 AGM. Ethos' resolution was therefore withdrawn.

Collaborative dialogue

Collaborative dialogue is conducted in collaboration with other institutional investors on ESG issues of common interest. This type of dialogue usually takes the form of collective international initiatives often involving a large number of investors. These initiatives are either addressed to the various regulatory authorities or directly to the companies concerned. They can be one-off or long-term. Several of these long-term initiatives target listed companies (in Switzerland or abroad).

Climate Action 100+ Initiative

As part of the Climate Action 100+ initiative, a group of investors, coordinated by the Principles for Responsible Investment (PRI) and other investor networks around the world, has continued the dialogue with 167 of the world's largest greenhouse gas emitters, which together account for over 80% of industrial greenhouse gas emissions. These companies are called upon to reduce emissions, strengthen climate-related financial disclosures and improve governance of climate-related risk management. Among the companies targeted by this initiative, two are part of the EEP Switzerland universe (Holcim and Nestlé), companies with which Ethos has been in regular dialogue for years.

The objective of the Climate Action 100+ initiative is to focus investor action on the 167 largest greenhouse gas emitters (taking into account emissions along the value chain), as well as a number of additional companies that investors consider representing the greatest climate risks to their portfolios. Most of these companies are in the oil and gas, power generation, mining, industrial or transportation sectors and pose risks to investors in two ways: First, a failure to adapt their operations and activities to changes in policy, physical or technological changes related to climate change could impact their sales, expenses, assets and liabilities, or their financing capabilities. Second, by creating systemic impacts on the economy, these companies could harm the financial markets as a whole.

Thus, over a five-year period, the aim of the Climate Action 100+ initiative is to obtain commitments from the boards and management of companies identified as being at risk, by asking them to :

1. Implement governance framework conditions that clearly explain the board's responsibility and oversight of climate risk.
2. Act to reduce greenhouse gas emissions throughout their value chain, in line with the Paris Agreement's objective of limiting the average temperature increase to less than 2 degrees above pre-industrial levels.
3. Provide greater transparency on this issue in line with the final recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Global Investor Coalition on Climate Change (GICC) "Investor Expectations on Climate Change", to enable investors to assess the robustness of companies' business plans against a number of climate scenarios, including that of well below 2 degrees warming, and to improve the investment decision-making process.

Investors who participate in this initiative are either "Supporters", who simply support it publicly, or "Participants". Participants must agree to be the lead investor by engaging with at least one company and reporting to the other investors in the group. Given the importance of encouraging the largest greenhouse gas emitters to adopt an ambitious climate change strategy, Ethos joined the initiative at its launch in 2017 as a "Participant".

In 2021, Ethos continued its intensive dialogue as lead investor with the two Swiss companies included in the Climate Action 100+ universe (Nestlé and Holcim). Detailed explanations on the steps taken and the first results achieved can be found in the "Case Study" chapter of this report.

Workforce Disclosure Initiative (WDI)

The initiative was launched in 2017 by 53 institutional investors with USD 7,500 billion in assets under management. The aim of the initiative is to improve transparency on how large listed companies manage their human capital. This would improve the quality of jobs in multinational companies, both at group level and along their supply chain. The data it asks companies to publish includes the composition of their workforce, the personal and professional development of employees and their commitment to the company. This initiative is perfectly aligned with the EEP Switzerland theme of "working conditions and respect for human rights". In 2021, the 24 largest Swiss companies were contacted for this initiative. Given the low participation rate of Swiss companies in previous years, Ethos encouraged the targeted

Swiss companies to participate in the survey. Three new Swiss companies from the EEP Switzerland universe agreed to participate this year (Novartis, Schindler and Swiss Life) following Ethos' request. Several companies have been made aware of the issue and will plan to participate in 2022. Since 2021, an Ethos employee has been a member of the initiative's advisory committee. For 2022, Ethos plans to systematically engage in dialogue with the Swiss companies targeted by the initiative as soon as the questionnaires are sent out in May 2022.

Access to Nutrition

The Access to Nutrition initiative is supported by more than 70 investors, including Ethos, representing over USD 16,100 billion in assets under management. It assesses the world's 25 largest food companies on their nutrition policies, practices and performance, with the goal of improving access to healthy food at affordable prices. In June 2021, Nestlé was ranked first in the Access to Nutrition Index.

Ethos, in its role as lead investor for Nestlé in this initiative, first sent a letter to the CEO in July 2021. This letter summarises the company's performance in the different categories covered, such as governance, strategy (products, labelling), lobbying and transparency. It also asks the company additional questions on each of these categories.

In September 2021, Ethos participated in a dialogue with the company alongside other investors. Among the issues discussed were advertising to children (in schools), nutritional quality of products, as well as transparency on the lobbying practices carried out by the multinational in the 185 countries where it operates. Ethos and other investors expect Nestlé to use independent nutritional quality labels in its reporting. Indeed, Nestlé uses its own standard by publishing the percentage of products that meet the requirements of the Nestlé Foundation. However, the initiative's experts believe that the percentage of products that meet high nutritional standards according to an independent label is much lower.

"Banking on a low carbon future" initiative

For several years, Ethos has participated in the international initiative "Banking on a low carbon future", coordinated by Boston Common Asset Management for North America and ShareAction for Europe. This initiative reviews the 58 largest banks in the world, including Credit Suisse Group and UBS, regarding their policies on climate change.

In April 2020, ShareAction published a ranking of the 20 European banks.

The study finds that banks' actions on climate change are still largely insufficient. Ethos is collaborating with this international initiative and is conducting an ongoing dialogue on this topic with Swiss banks, asking them to increase their commitment to the fight against global warming by financing the transition to a low-carbon economy.

Ethos supports the recommendations of the ShareAction report which calls on banks to :

1. Adopt a clear strategy for 'decarbonising' their balance sheets, including clear timetables for restrictions and phasing out fossil fuel financing and deforestation;
2. Set clear targets for increasing the proportion of sustainable finance in overall financing activities;
3. Publicise their definitions of 'low carbon' and 'green' investment, noting that these are sometimes re-purposings or 'rebranding' of existing products;
4. Define a responsible lobbying policy and promote ambitious climate policies to interest groups, governments and regulators.

While UBS was ranked 4^{ème}, Credit Suisse was ranked only 18^{ème} with a very low score. Since the publication of this study, Ethos and ShareAction have had several exchanges with Credit Suisse and have intensified the dialogue, notably by publishing a position paper before the 2021 General Meeting on the bank's fossil fuel financing policy (see above and in the case studies).

Dialogue with various regulatory and supervisory authorities, umbrella associations or other organisations active in the economic field

This type of dialogue takes place with different bodies or authorities that have an impact on listed companies (regulators, supervisory bodies, parliament, umbrella bodies, etc.): Engagement takes place through meetings or consultations organised by different public or private agencies and sometimes through hearings.

Ethos regularly interacts with various regulatory, political and supervisory authorities. In several cases, Ethos has been invited to participate in

consultations conducted by these bodies. In recent years, Ethos has taken part in consultations organised by the Swiss Stock Exchange, FINMA, Parliament and its committees, the Swiss Federal Audit Oversight Authority, SECO, *economiesuisse*, SwissHoldings and EXPERTsuisse. Various topics were discussed, in particular in anticipation of changes in the legislation on public limited companies or the introduction of new provisions in existing legislation.

In 2021, in particular, Ethos participated in the consultation on the ordinance implementing the indirect counter-proposal to the initiative for responsible multinationals. This indirect counter-proposal adopted by Parliament aims to ensure that Swiss-based companies respect human rights and the environment worldwide.

The new provisions of the Code of Obligations linked to this counter-project are of two kinds. On the one hand, large companies will have to report on the risks generated by their activities and draw up a report on environmental issues, social issues, personnel issues, respect for human rights and the fight against corruption. These reports will have to be prepared as of the 2023 financial year and submitted to the vote of the shareholders as of the 2024 general meetings. On the other hand, companies whose activities present risks on human rights and child labour will have to comply with extended due diligence in the sensitive areas of child labour and minerals and metals from conflict zones.

In a public statement, Ethos regrets the lack of ambition of these new legal provisions and fears that Switzerland will fall behind, even though six European countries have already introduced, adopted or are in the process of developing more ambitious legislation on due diligence.

Ethos regrets in particular that the proposed provisions only address the issue of child labour and the minerals sector from conflict zones. While these issues are eminently important, other serious human rights violations, such as the forms of modern slavery that affect 40 million people worldwide according to estimates by the International Labour Organisation, do not appear in the new Swiss legislation.

Despite much criticism of the flexibility of the counter-proposal's implementing ordinance, the Federal Council has finally retained a ordinance that is not very binding on companies. The ordinance will enter into force on 1^{er} January 2022.

A. Climate change

OBJECTIVES TO BE ACHIEVED

Global warming is a material risk to companies, their strategies and assets. It is therefore essential that all companies address this issue. The objectives of the dialogue are severalfold, including

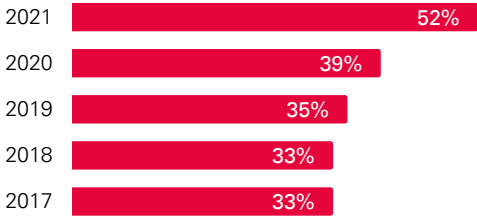
- Improved transparency: companies should measure their emissions according to an internationally recognised standard such as the GHG Protocol. This will allow company boards and management to set targets for reducing greenhouse gas emissions. Ethos believes that companies should also implement a report that meets the TCFD's recommendations.
- Reduction Targets: Companies should adopt ambitious greenhouse gas emission reduction targets to keep warming to 1.5°. These targets are called SBTs (Science Based Targets).
- Consideration of indirect emissions (Area 3): The impact of climate change should also be measured at the level of the company's supply chain, which is often responsible for a large proportion of emissions.

OVERVIEW OF RESULTS

Emission reduction targets

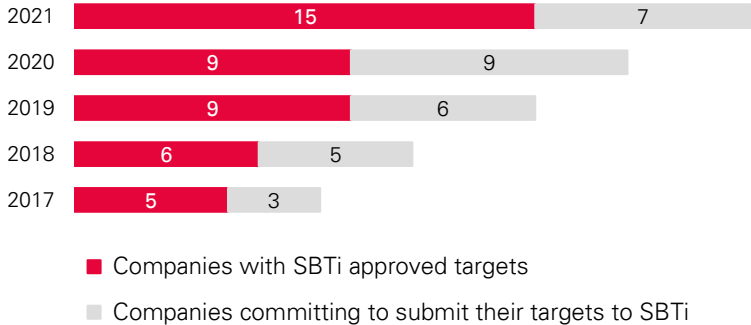
To limit global warming to 1.5°, our planet must become carbon neutral by 2050 and reduce by almost 45% the CO₂ emissions emitted in 2010 by 2030. The effort to achieve such a reduction requires the mobilisation of the private and public sectors¹. Listed companies should not only publish their emissions, but also set ambitious reduction targets and publish their action plans to achieve these targets. The number of companies that have set reduction targets is increasing slightly each year. In 2021, there is an increase in the number of companies with reduction targets. By the end of 2021, 19 more companies in the universe had set reduction targets (77 companies in total compared to 58 companies a year earlier).

Chart 2 Percentage of companies with reduction targets



It is encouraging to see that more and more companies are submitting their reduction targets to the Science Based Target initiative (SBTi), an independent body that aims to validate the alignment of targets with different warming scenarios (1.5°, below 2° and 2°). At the end of 2021, there were 15 countries, compared to 9 a year earlier.

Figure 3: Number of companies participating in the Science Based Targets initiative (SBTi)

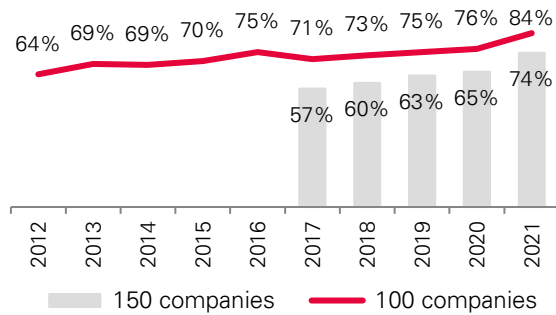


¹ <https://www.ipcc.ch/sr15/chapter/spm/>

Publication of greenhouse gas emissions

Since 2012, the percentage of the 100 largest listed companies that publish their greenhouse gas emissions has gradually increased, reaching 84% in 2021 compared to 64% in 2012. In recent years, there has been an acceleration in the number of companies publishing part of their CO₂e emissions. Among the 150 largest companies, 74% of companies have now started to publish their emissions. Despite the climate emergency and the systematic dialogue between shareholders and companies, it is regrettable that listed companies are not more transparent in this area.

Chart 4: Companies that publish all or part of their emissions

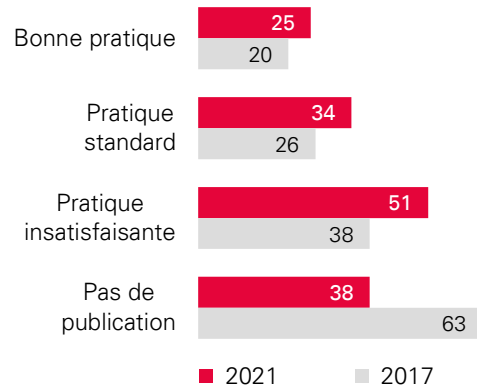


Quality of climate reporting

For Ethos, the reporting of greenhouse gas emissions complies with good practice when it includes CO₂e emissions from Scope 1 and Scope 2, as well as at least two material sources from Scope 3. In addition, the data must be verified by a competent external body. Only 25 companies included in the EEP Switzerland universe (17%) fulfil this requirement in 2021 (compared to 20 companies in 2017), which is largely insufficient. Many of the new companies that have started to publish part of their emissions in the last 5 years still need to make significant progress to ensure that their reporting reflects their full impact. In particular, they are still rare in publishing exhaustively their indirect emissions from domain 3, which often represent the majority of the company's emissions (purchase of goods and services for example).

Ethos has been in dialogue in recent years with most of the companies that have started to publish CO₂e emissions (Arbonia, Cembra, DKSH, Dufry, Galencia, Gurit, GAM Holding, Idorsia, OC Oerlikon, Romande Energie, SF Urban Properties, SFS Group Swissquote and Wardeck Invest).

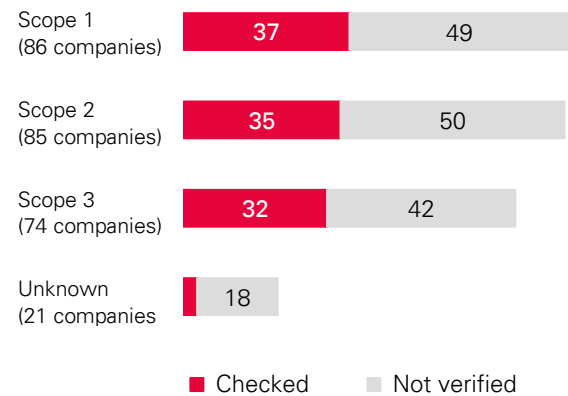
Chart 5 Quality of emissions reporting



Emissions verification

As with financial data, environmental data should also be subject to external verification, which would attest to its validity and enhance its credibility. In the case of greenhouse gas emissions, by 2021, less than half of the companies that publish their emissions have them verified by a competent external body.

Chart 6 Verification of greenhouse gas emissions data



However, there is a positive trend with a significant increase in the number of companies having their climate reporting verified, particularly in Area 3, where six more companies are now having their emissions verified, bringing the total to 32 (ams-Osram, DKSH, Logitech, Partners Group, Pierer Mobility and Swiss Prime Site).

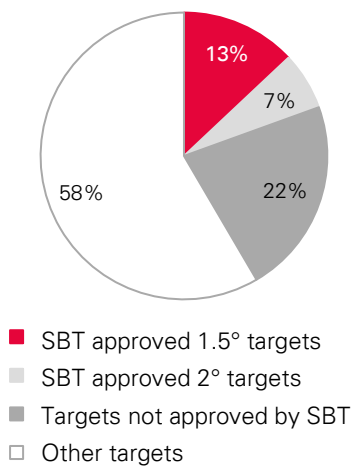
Types of reduction targets

Ethos is in dialogue with most companies that have not yet set reduction targets. However, setting ambitious targets requires first measuring emissions (including indirect emissions in Scope 3)

and then identifying concrete ways to reduce them. As most companies without reduction targets have not yet taken these preliminary steps, the effort required remains significant.

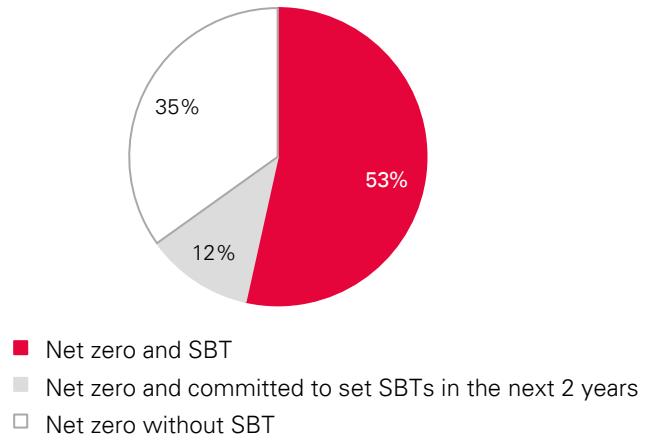
Ethos has discussed extensively with other companies to ensure that their CO₂ e emission reduction targets are compatible with a 1.5° warming and validated by an independent body. The Science Based Targets initiative (SBTi) is now recognised as one of the key players in this type of certification. Of the 77 companies that have set reduction targets, only 13% have targets that are compatible with 1.5° of warming and have been validated by SBTi. 21% of companies say they have a target that is compatible with 1.5° but have not had it verified.

Figure 7: Science Based Targets, SBT (77 companies with reduction targets)



It is also worth noting that 43 companies in the universe have the ambition to become carbon neutral by 2050. However, some have not yet accompanied this ambition with intermediate targets, which is unsatisfactory.

Figure 8: Companies with net zero ambitions (43 companies)



Greenhouse gas emissions from the supply chain

Swiss companies generate mainly Scope 3 emissions, particularly from the supply chain. For example, of the 113 million tonnes of CO₂ e generated by Nestlé, 107.3 million tonnes (95%) are from the value chain (Scope 3).

Companies should therefore publish the greenhouse gas emissions generated in their supply chains. In addition, companies should formulate specific expectations regarding climate change from their suppliers.

To date, only 28% of non-financial companies are disclosing information on CO₂ emissions from their supply chain, and only half of these are doing so fully. This is also a significant improvement on last year, with 8 more companies having started to publish information on their supply chain emissions.

Chart 9 Supply chain emissions disclosure (114 non-financial companies)

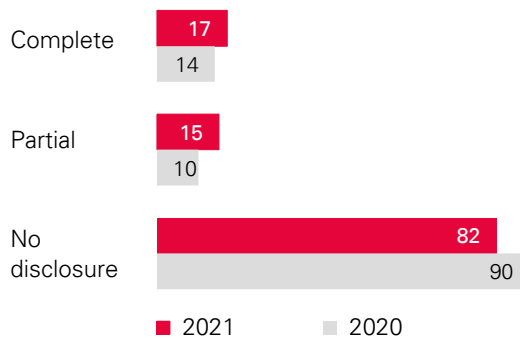
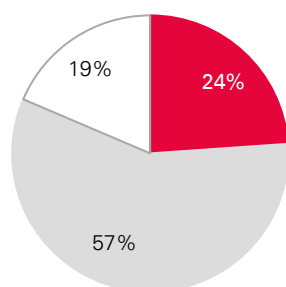


Chart 10 Sustainability requirements for suppliers (114 non-financial companies)



- Requirements covering climate
- Requirements not covering climate
- No sustainability requirements

81% of non-financial companies have sustainability requirements for their suppliers (see p. 21). However, very few (24% compared to 23% a year ago) specifically include climate in these requirements.

Decarbonisation measures

Ethos believes that it is essential for companies to present detailed plans on how they will reduce their CO₂ e emissions. Concrete measures and their impact on the CO₂ e balance sheet must be presented. It is indeed essential for shareholders to know the decarbonisation strategies of companies. It is a priority for companies to reduce emissions rather than offset them. In 2021, Ethos has drawn up a first assessment of the concrete measures taken by companies to reduce CO₂ e emissions.

By the end of 2021, Ethos estimates that only 36 companies have presented measures to reduce their CO₂ emissions in areas 1 and 2, and only 22 in area 3.

As far as financial companies are concerned, Ethos expects them to present very clear plans for aligning their investment and financing portfolios with a 1.5° warming. This implies a significant reduction in exposure to fossil fuels. 17 out of 34 financial companies apply certain exclusionary criteria on fossil fuel investment or financing (usually coal), which is highly unsatisfactory.

B. Corporate governance

B.1 Composition and functioning of the Management Board

OBJECTIVES TO BE ACHIEVED	OVERVIEW OF RESULTS																																																																														
<p>Ethos systematically engages in a dialogue on the composition and functioning of the Board of Directors and its key committees, which are important elements of good governance.</p> <p>In terms of the composition of the board, the following elements should be taken into account</p> <ul style="list-style-type: none"> - Balanced skills (members with varied and complementary skills) ; - Sufficient independence ; - Diversity (including female representation and representation of regions in which the company operates) ; - Availability of administrators ; - Regular renewal of the board. 	<p>Progress in the independence of boards of directors (BoDs)</p> <p>Ethos considers that the boards of listed companies should include at least 50% of independent members according to Ethos' independence criteria. In 12 years of continuous dialogue with companies on these issues, more than 70% of boards have more than 50% independent members according to Ethos' criteria.</p> <p>Graph 11 Share of Boards with at least 50% independent members</p> <table border="1"> <caption>Data for Graph 11</caption> <thead> <tr> <th>Year</th> <th>100 companies (%)</th> <th>150 companies (%)</th> </tr> </thead> <tbody> <tr><td>2010</td><td>53%</td><td>-</td></tr> <tr><td>2011</td><td>59%</td><td>-</td></tr> <tr><td>2012</td><td>60%</td><td>-</td></tr> <tr><td>2013</td><td>61%</td><td>-</td></tr> <tr><td>2014</td><td>63%</td><td>-</td></tr> <tr><td>2015</td><td>68%</td><td>-</td></tr> <tr><td>2016</td><td>67%</td><td>-</td></tr> <tr><td>2017</td><td>68%</td><td>62%</td></tr> <tr><td>2018</td><td>73%</td><td>64%</td></tr> <tr><td>2019</td><td>72%</td><td>66%</td></tr> <tr><td>2020</td><td>77%</td><td>72%</td></tr> <tr><td>2021</td><td>75%</td><td>71%</td></tr> </tbody> </table> <p>Steady increase in female representation</p> <p>Since 2010, the issue of female representation on boards has been systematically addressed by Ethos with companies that have no or few women on their boards. The revised code of obligations' provision on gender quotas, which came into force on 1^{er} January 2021, requires a 30% quota for women on boards of directors by 2026 and a 20% quota for women in management by 2031. At the end of 2021, only 28% of companies met this quota. The subject will nevertheless remain a subject of dialogue, as companies will be able to fail to comply with these quotas by explaining the reasons ("comply or explain").</p> <p>Graph 12 Companies with at least 30% women on the board</p> <table border="1"> <caption>Data for Graph 12</caption> <thead> <tr> <th>Year</th> <th>100 companies (%)</th> <th>150 companies (%)</th> </tr> </thead> <tbody> <tr><td>2010</td><td>1%</td><td>-</td></tr> <tr><td>2011</td><td>2%</td><td>-</td></tr> <tr><td>2012</td><td>1%</td><td>-</td></tr> <tr><td>2013</td><td>3%</td><td>-</td></tr> <tr><td>2014</td><td>6%</td><td>-</td></tr> <tr><td>2015</td><td>6%</td><td>-</td></tr> <tr><td>2016</td><td>11%</td><td>8%</td></tr> <tr><td>2017</td><td>14%</td><td>13%</td></tr> <tr><td>2018</td><td>15%</td><td>14%</td></tr> <tr><td>2019</td><td>19%</td><td>17%</td></tr> <tr><td>2020</td><td>27%</td><td>23%</td></tr> <tr><td>2021</td><td>31%</td><td>28%</td></tr> </tbody> </table>	Year	100 companies (%)	150 companies (%)	2010	53%	-	2011	59%	-	2012	60%	-	2013	61%	-	2014	63%	-	2015	68%	-	2016	67%	-	2017	68%	62%	2018	73%	64%	2019	72%	66%	2020	77%	72%	2021	75%	71%	Year	100 companies (%)	150 companies (%)	2010	1%	-	2011	2%	-	2012	1%	-	2013	3%	-	2014	6%	-	2015	6%	-	2016	11%	8%	2017	14%	13%	2018	15%	14%	2019	19%	17%	2020	27%	23%	2021	31%	28%
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B.2 Codes of conduct

OBJECTIVES TO BE ACHIEVED

A code of conduct is the cornerstone of a sustainability strategy, as it identifies a company's key sustainability issues and formalises its commitments to its stakeholders. Through its code of conduct, the company indicates that it intends to comply with the law and apply a culture of integrity within the company. The code of conduct is a central instrument for managing the ethical, environmental and social risks faced by a company.

In its dialogue with companies, Ethos expects the following from companies:

- The adoption and publication of a code of conduct ;
- Coverage of the issues facing companies and their stakeholders;
- Transparency on the implementation of the code of conduct (distribution, training, whistleblowing system on code violations).

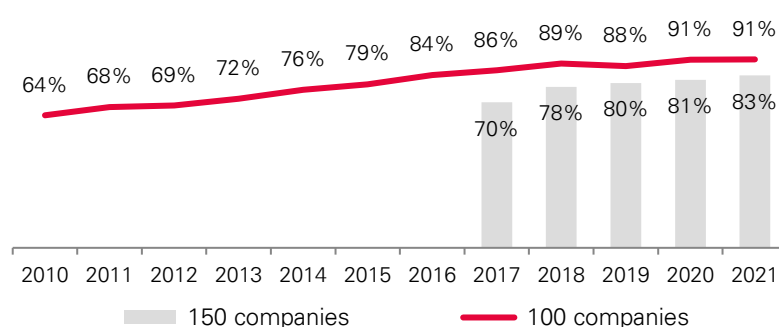
Ethos notes that the practices of Swiss listed companies with regard to codes of conduct have undergone a very positive evolution, since by the end of 2020, 82% of the 150 companies in the EEP Switzerland universe had one. However, much remains to be done in terms of the coverage of the various issues facing the company in the code, as well as in terms of the information published by companies on the implementation of the code.

OVERVIEW OF RESULTS

Codes of conduct: Steady progress

A very large majority of companies now publish their code of conduct on their website. There has been a good development among smaller companies since 2017 when Ethos expanded the dialogue universe to 150 companies.

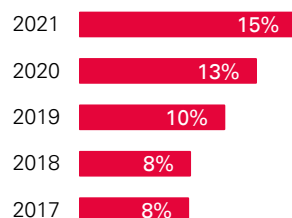
Chart 13 Percentage of companies publishing a code of conduct



Insufficient information on the implementation of the code of conduct

The implementation of the code of conduct is an essential element. To judge the quality of implementation of the code of conduct, companies should publish specific information on responsibility for implementation, translation of the code, percentage of employees trained, number of reported violations, and audit and code compliance systems. At the end of 2021, of the 124 companies that have a public code of conduct, only 15% (19 companies) are following good practice in implementing their code of conduct, which is far from sufficient.

Figure 14: Percentage of companies complying with good practice in the implementation of the code of conduct



B.3 Remuneration policy for management bodies

OBJECTIVES TO BE ACHIEVED	OVERVIEW OF RESULTS																																																			
<p>The pay dialogue aims at improvements on three levels:</p> <ul style="list-style-type: none"> – Transparency of the remuneration system for the Board of Directors and the Executive Board ; – Introduction of environmental and social performance criteria provided they are quantitative, transparent, ambitious and audited; – Structure and amounts of remuneration paid to the Board of Directors and the Executive Board ; – Publication in the agenda of the general meeting of the maximum amounts to be paid, with the breakdown (CEO, other executives, base salary, annual bonus, long-term variable, other remuneration). 	<p>Improving long-term plans</p> <p>Where variable compensation is significant, part of it should be future-oriented in order to motivate senior management to create long-term value. Thus, the final allocation of a part of this remuneration should depend on performance criteria measured over several years. Long-term plans without performance criteria should be avoided. Among the 100 largest companies, between 2010 and 2020, the share of companies with long-term plans that are entirely performance-based has almost tripled.</p> <p>Chart 15 Companies with long-term fully performance-related plans</p> <table border="1"> <caption>Data for Chart 15</caption> <thead> <tr> <th>Year</th> <th>100 companies (%)</th> <th>150 companies (%)</th> </tr> </thead> <tbody> <tr><td>2009</td><td>16%</td><td></td></tr> <tr><td>2010</td><td>19%</td><td></td></tr> <tr><td>2011</td><td>19%</td><td></td></tr> <tr><td>2012</td><td>21%</td><td></td></tr> <tr><td>2013</td><td>28%</td><td></td></tr> <tr><td>2014</td><td>32%</td><td></td></tr> <tr><td>2015</td><td>41%</td><td></td></tr> <tr><td>2016</td><td>42%</td><td>31%</td></tr> <tr><td>2017</td><td>49%</td><td>37%</td></tr> <tr><td>2018</td><td>51%</td><td>37%</td></tr> <tr><td>2019</td><td>52%</td><td>41%</td></tr> <tr><td>2020</td><td>51%</td><td>43%</td></tr> </tbody> </table> <p>Increase in the number of companies using relative performance criteria to determine variable pay</p> <p>Ethos is of the opinion that the variable remuneration of members of the executive management should be based on a balanced combination of absolute (company-specific) and relative (compared to a reference group) performance criteria. This allows for a better alignment of remuneration with the performance of the company, by "neutralising" the part of performance that is due to the evolution of the market as a whole and not to the company itself. The proportion of companies that use relative performance criteria to determine variable pay has risen sharply in the last five years, but remains insufficient overall. Such criteria are mainly used for long-term plans.</p> <p>Graph 16 Companies using relative performance criteria to determine variable pay</p> <table border="1"> <caption>Data for Graph 16</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr><td>2020</td><td>37%</td></tr> <tr><td>2019</td><td>34%</td></tr> <tr><td>2018</td><td>26%</td></tr> <tr><td>2017</td><td>28%</td></tr> <tr><td>2016</td><td>24%</td></tr> </tbody> </table>	Year	100 companies (%)	150 companies (%)	2009	16%		2010	19%		2011	19%		2012	21%		2013	28%		2014	32%		2015	41%		2016	42%	31%	2017	49%	37%	2018	51%	37%	2019	52%	41%	2020	51%	43%	Year	Percentage	2020	37%	2019	34%	2018	26%	2017	28%	2016	24%
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B.4 Fiscal responsibility

OBJECTIVES TO BE ACHIEVED

Ethos considers that it is the responsibility of the board of directors of listed companies to establish a responsible tax strategy by committing to pay taxes in the countries where they operate and make profits. Ethos also considers that companies whose business model is based on aggressive tax optimisation are more vulnerable to changes in tax regimes than those that follow best practice.

The topic of fiscal responsibility has been on the agenda of the EEP Switzerland since 2018. The Ethos Engagement Paper on the topic was sent to the chairmen of the companies included in the EEP Switzerland universe at the end of 2017.

Ethos' five principles of responsible tax policy are

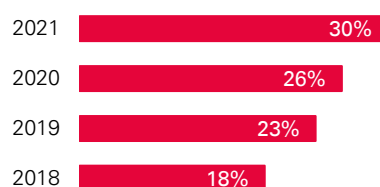
1. The responsibility for tax strategy lies with the Board of Directors;
2. The principles of fiscal responsibility are incorporated into the company's code of conduct (or at least into a specific publicly available document);
3. The company pays its taxes where the economic value is generated;
4. Intra-group transactions are carried out at market conditions;
5. The company publishes the amount of taxes paid, country by country.

OVERVIEW OF RESULTS

Good progress since 2018

Since the introduction of this topic in 2018, the share of companies publishing information about their fiscal responsibility has been steadily increasing. In 2021, 45 companies (compared to 40 in 2020) included in the Ethos dialogue universe published information on their tax policy. While there is still significant room for improvement, the increase in transparency shows the positive impact of Ethos' dialogue on this new topic.

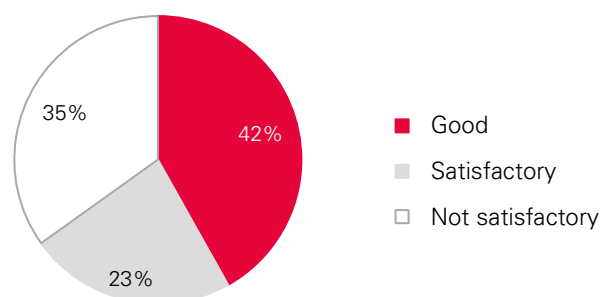
Figure 17: Companies reporting on fiscal responsibility



Transparency in tax policy

Among the companies that publish information on their tax policy, the quality of this information is judged to be good or satisfactory in 65% of cases (compared to 54% a year earlier). Ethos maintains a regular dialogue with all companies whose transparency has improved in recent years (ABB, Bell Food Group, Credit Suisse Group, Dätwyler, dormakaba, Georg Fischer, Julius Bär, Partners Group, Sika, Swiss Re and Zurich Insurance).

Figure 18: Quality of published information on fiscal responsibility



B.5 Digital Responsibility

OBJECTIVES TO BE ACHIEVED

Digital responsibility is the dialogue topic introduced for 2021. As this is a new topic, the dialogue will initially focus on the 48 companies of the SMI Expanded. In the context of this theme, Ethos has published and sent an Engagement Paper to the chairmen of the companies identifying the various challenges of digitalisation for companies and drawing up a list of 7 expectations regarding digital responsibility.

In parallel, a study was carried out on the basis of a questionnaire sent to companies in order to measure the level of compliance of companies with Ethos' 7 expectations in terms of digital responsibility.

1. Implementing a digital responsibility code ;
2. Ensure transparency to stakeholders on digital practices and footprint;
3. To comply with the highest standards of data processing and protection;
4. Establish ethical principles for the use of artificial intelligence (AI);
5. Exclude sensitive activities related to digitisation ;
6. Ensuring a fair and responsible social transition;
7. Contribute to reducing the environmental footprint of digital technology.

OVERVIEW OF RESULTS

A very low level of transparency

Given the novelty of the subject of digital responsibility for companies and their low level of transparency, Ethos decided to conduct an initial public study based on a questionnaire sent to the 48 companies covered by the commitment. To conduct this first survey of Swiss companies' practices and build a first basis for dialogue, Ethos commissioned the British company EthicsGrade, specialised in digital responsibility issues. At the same time as the questionnaire was sent out, EthicsGrade's analysts completed the questionnaire for each company concerned on the basis of publicly available information. The aim of this process is to measure the gap between the public information and the actual practices of the companies. All the results of this first study were published in January 2022 on the Ethos website.

Of the 48 companies targeted, only 12 responded to the questionnaire. These companies generally have higher scores than the companies that were evaluated only on the basis of public data. The results of this first study show that, overall, the SMI Expanded companies score very low, ranging from 40 out of 100 for the best company (Bâloise) to 1.3 out of 100 for the worst company (EMS-Chemie). Ethos has planned a webinar at the end of February 2022 with the companies involved in the study to present the results and plans to repeat the study in 2022 .

Chart 19 Digital responsibility score of the top 20 companies analysed



The detailed study is available under the following link:



C. Working conditions and respect for human rights

OBJECTIVES TO BE ACHIEVED

The management of human resources and working conditions is a key element of companies' ESG strategy. Companies are expected to put in place a transparent policy that confirms that these issues are identified and managed in an exemplary manner.

In particular, it is important to ensure that these policies are also applied to the employees of companies in the supply chain, often located in emerging countries. This requires companies to establish a clear strategy for dealing with these issues, including the establishment of a specific code of conduct for their suppliers. To ensure that these measures are implemented, companies should conduct regular audits of their suppliers. Ethos' expectations of companies are as follows:

- Transparent policy on workers' rights ;
- Publication of human resources indicators (accidents, fatalities, turnover, diversity, satisfaction, etc.);
- Publication of a code of conduct for suppliers ;
- Establishment of a duty of care, particularly on the issue of respect for human rights.

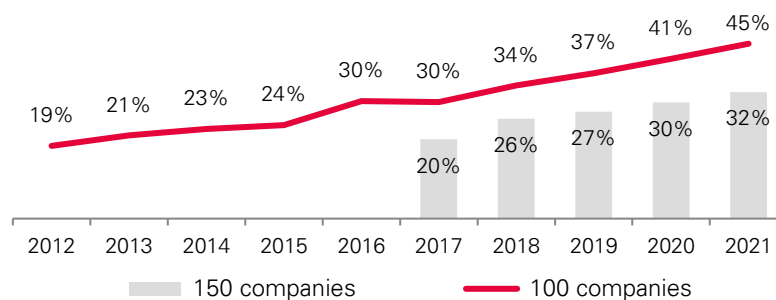
OVERVIEW OF RESULTS

Policy on workers' rights

Respect for human and labour rights is a fundamental principle to which all companies should adhere, or they may incur material financial and reputational risks. This is particularly important when they have long and complex operations and supplier chains in emerging countries.

Implementing due diligence on an ongoing basis ensures that the conditions necessary to prevent or mitigate these risks and avoid the associated costs are in place. Progress can be seen in recent years. However, only one third of the non-financial companies in the universe currently have a satisfactory policy in place.

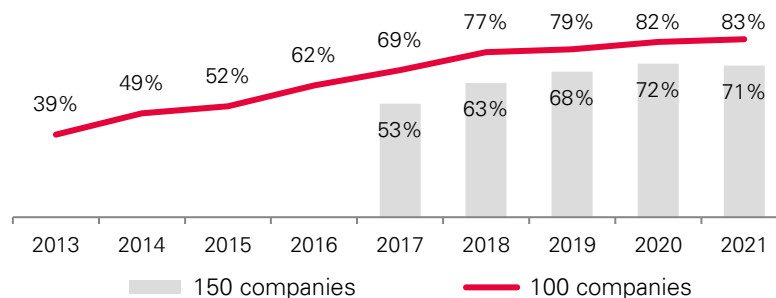
Chart 20 Non-financial companies with a satisfactory labour rights policy (child labour, forced labour, etc.)



Requirements for suppliers

Working conditions in supply chains can constitute human rights violations. It is therefore important that companies have systems in place to measure the sustainability performance of their suppliers, including human rights and occupational health and safety.

Chart 21 Non-financial companies with supplier requirements covering employees



D. Environmental and social reporting

OBJECTIVES TO BE ACHIEVED	OVERVIEW OF RESULTS																																																															
<p>Since 2006, Ethos has been encouraging companies to publish environmental and social data as part of their annual reporting. Ethos attaches great importance to this topic, as this information allows to understand the company's non-financial strategy and to assess its performance. It also helps to understand how companies manage non-financial risks.</p> <p>The counter-proposal to the Responsible Multinationals initiative provides for mandatory environmental and social reporting for listed companies. This is good news, as too many listed companies still do not have an adequate level of transparency. However, even with the entry into force of the legal obligation, it will be necessary to maintain the dialogue with companies to ask them that :</p> <ul style="list-style-type: none"> – The report follows a recognised reporting standard such as the Global Reporting Initiative (GRI) standards; – The report covers the main issues of the company; – Stakeholders participate in the materiality analysis; – The report be audited. 	<h3>Reporting according to GRI</h3> <p>Environmental and social reporting is very important for investors who want to integrate sustainability into their investment process. The counter-project to the Responsible Multinationals initiative will make disclosure of relevant environmental and social information mandatory. At this stage, the law does not foresee imposing a reporting standard or a verification of the published information. For Ethos, these two points are essential and will require continued dialogue with companies on the subject. In 2021, the number of companies publishing a sustainability report in compliance with the GRI will increase again, especially among the smaller companies with which Ethos has discussed this issue in the past .</p> <h4>Chart 22 Companies following the GRI standards</h4> <table border="1"> <caption>Data for Chart 22: Companies following the GRI standards</caption> <thead> <tr> <th>Year</th> <th>100 companies (%)</th> <th>150 companies (%)</th> </tr> </thead> <tbody> <tr><td>2010</td><td>24%</td><td></td></tr> <tr><td>2011</td><td>29%</td><td></td></tr> <tr><td>2012</td><td>33%</td><td></td></tr> <tr><td>2013</td><td>38%</td><td></td></tr> <tr><td>2014</td><td>40%</td><td></td></tr> <tr><td>2015</td><td>39%</td><td></td></tr> <tr><td>2016</td><td>38%</td><td></td></tr> <tr><td>2017</td><td>36%</td><td>28%</td></tr> <tr><td>2018</td><td>38%</td><td>29%</td></tr> <tr><td>2019</td><td>40%</td><td>31%</td></tr> <tr><td>2020</td><td>49%</td><td>39%</td></tr> <tr><td>2021</td><td>53%</td><td>45%</td></tr> </tbody> </table> <h3>External audit</h3> <p>Ethos encourages companies to use an external and independent auditor to verify their non-financial reporting. This process reinforces the credibility of the information. The audit may be complete ("full verification") or limited to the verification of certain indicators such as CO₂ e emissions ("partial verification"). Only 42 companies in the EEP Switzerland universe verify at least part of their reporting.</p> <h4>Chart 23 External and independent verification of non-financial reporting</h4> <table border="1"> <caption>Data for Chart 23: External and independent verification of non-financial reporting</caption> <thead> <tr> <th>Year</th> <th>Full audit</th> <th>Partial verification</th> <th>Total</th> </tr> </thead> <tbody> <tr><td>2021</td><td>13</td><td>29</td><td>42</td></tr> <tr><td>2020</td><td>11</td><td>25</td><td>36</td></tr> <tr><td>2019</td><td>11</td><td>25</td><td>36</td></tr> <tr><td>2018</td><td>12</td><td>20</td><td>32</td></tr> <tr><td>2017</td><td>11</td><td>23</td><td>34</td></tr> </tbody> </table>	Year	100 companies (%)	150 companies (%)	2010	24%		2011	29%		2012	33%		2013	38%		2014	40%		2015	39%		2016	38%		2017	36%	28%	2018	38%	29%	2019	40%	31%	2020	49%	39%	2021	53%	45%	Year	Full audit	Partial verification	Total	2021	13	29	42	2020	11	25	36	2019	11	25	36	2018	12	20	32	2017	11	23	34
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E. Case studies

Credit Suisse Group

In the run-up to the general meeting, Ethos quickly made known its opposition to the discharge and remuneration for the year 2020 in view of the huge losses incurred by the bank in the Archegos and Greensill cases. A few days after Ethos' communication, Credit Suisse announced that it would not submit either the discharge or the variable remuneration of the executive management to a shareholder vote. In parallel, Ethos sent a list of questions to the Board of Directors in order to understand the origins of the dysfunctions that led the bank into these matters and to assess the responsibility of the Board of Directors and the outgoing Chairman. The bank responded in detail to these questions in the minutes of the general meeting.

Finally, together with the British NGO ShareAction and other Credit Suisse shareholders, Ethos asked the bank at the Annual General Meeting to strengthen its policy on fossil fuel financing.

Ethos was able to meet with the new Chairman of the Board, Mr. Antonio Horta, in September 2021 to reiterate its demands for strengthening risk management, reducing the investment bank, improving the remuneration system and planning an exit from fossil fuel financing.

In November 2021, Credit Suisse published a new policy on financing the coal industry. The bank has committed to progressively tightening the exclusion criteria for its clients operating in this sector (with a final target of 2030). Under the new policy, the bank will now have to ensure that the turnover from coal mining and coal-fired power generation activities of new and existing clients does not exceed a certain threshold (which will be progressively lowered to 5% by 2030). In addition, the bank will require its customers to have an energy transition strategy before it will provide financing services for their activities.

In December 2021, Ethos is keen to meet with the company again to clarify which client measures will be accepted as advancing the energy transition. Ethos also expects the bank to strengthen its requirements for the financing of its clients active in all fossil fuels.

Holcim

In recent years, particular emphasis has been placed on the company's climate change strategy. As the world's leading cement producer, Holcim is also one of the world's largest emitters of greenhouse gases. The company is one of the companies targeted by the initiative "Climate Action 100+". Ethos has been appointed together with Hermes EOS to lead the dialogue with Holcim.

In this context, in parallel to its discreet dialogue with the Holcim presidency, Ethos intervened at the 2018 and 2019 general meetings to ask the company to accelerate its efforts on climate issues, by presenting the demands of investors gathered within the "Climate Action 100+" initiative:

- Strengthen the Board's competence and responsibility for sustainability;
- Set emission reduction targets consistent with the Paris Agreement (Science Based Targets) across the value chain;
- Increase spending on research and development to reduce CO₂ emissions in cement production;
- Implement reporting according to the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD);
- Linking part of the long-term variable remuneration to emission reduction targets.

After several meetings and intensive dialogue, Holcim has made several announcements over the past two years, partly in response to requests made by Ethos over the past few years:

- September 2019: Appointment of the first Chief Sustainability Officer in the Executive Board.
- December 2019: Holcim announces CO₂ reduction targets that are validated by the "Science Based Targets initiative" as being compatible with the Paris Agreement.

During a meeting in December 2019 with the Chairman of the Board of Directors and the Chief Sustainability Officer, Ethos encouraged Holcim to continue its efforts, to consider the adoption of a "net zero emissions by 2050" target and to link part

of the variable remuneration of the executive management to CO₂ reduction targets².

In 2020, Holcim delivered on its commitments and indeed announced the introduction of new sustainability criteria as part of the long-term remuneration plan that come into effect from 2021. In September 2020, Holcim announced its goal of "net zero emissions by 2050" and, as part of this, strengthened its 2030 emissions reduction target from 520 kg CO₂ e / tonne of cement to 475 kg CO₂ e / tonne of cement (emissions in 2019 were 560 kg CO₂ e / tonne of cement). This target has been validated as "well below 2nd" by the SBTi.

To ensure that Holcim meets its ambitious targets, Ethos asked the Board of Directors in December 2021 to submit its climate progress plan to a vote at the Annual General Meeting ("Say on Climate"). In parallel, Ethos prepared a shareholder resolution to request a change in the articles of association in the event that the Board of Directors did not wish to voluntarily organise such a vote. In the end, it was not necessary to file the resolution, as the Board of Directors unanimously approved the organisation of such a vote. However, the Board asked Ethos for one year to prepare a strategy and a detailed roadmap to reach its emission reduction target. Shareholders will be able to vote on the company's climate transition report at the 2022 general meeting.

In April 2021, Holcim responded positively to another request from Ethos, namely to publish a report on its website reviewing the compatibility of its memberships in professional organisations with its climate ambitions.

In October 2021, Holcim announced its new emissions reduction target compatible with a 1.5° warming by 2050 by setting new reduction targets including domain 3.

In November 2021, at the Investor Day, Holcim announced an investment plan of CHF 500 million (CAPEX) for various projects related to the Group's sustainability objectives. At the same Investor Day, Holcim announced a new target for its low-carbon cement, which is expected to reach 25% of sales in the ready-mix concrete division from less than 5% in 2021.

While Ethos welcomes Holcim's progress and strategy, significant doubts remain about the company's ability to reduce its emissions beyond 2030. Indeed, a large part of the emission reduction depends on the company's ability to deploy solutions to capture and store the CO₂ emitted

during the manufacturing process. Ethos has asked the company to better quantify the impact of the different measures on the achievement of the reduction targets.

Nestlé

For the past four years, Ethos has focused its dialogue with Nestlé on the issue of climate change. As part of the international Climate Action 100+ initiative, which aims at a constructive dialogue with the largest emitters of greenhouse gases, Ethos was chosen to lead the dialogue with Nestlé.

In this context, in addition to its discreet dialogue with Nestlé's chairmanship and management on governance issues, Ethos intervened during the 2018 and 2019 general meetings to ask the company to implement the demands of investors gathered within the "Climate Action 100+" initiative, which includes the following:

- Strengthen the Board's competence and responsibility for sustainability;
- Set emissions reduction targets consistent with the Paris Agreement across the entire value chain (including the supply chain, which accounts for over 70% of Nestlé's CO₂ emissions);
- Implement reporting according to the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD);
- Linking part of the long-term variable remuneration to emission reduction targets.

Ethos and Nestlé have had numerous exchanges in recent years on climate issues. Nestlé has confirmed that the 2021 Compensation Plan will be adapted to take into account environmental and social objectives. In addition, in early December 2020, Nestlé published its roadmap for achieving its carbon neutrality goal. The roadmap details the actions Nestlé will take to drastically reduce its CO₂ emissions.

To ensure that Nestlé meets its ambitious targets, Ethos asked the Chairman of the Board of Directors in December 2020 to submit the company's climate strategy to a shareholder vote ("Say on Climate"). In parallel, Ethos prepared a shareholder resolution to request a change in the articles of association in case the Board of Directors did not wish to voluntarily organise such a vote. In February 2021,

Nestlé's Board of Directors confirmed to Ethos that it did not wish to proceed. Ethos and seven Swiss pension funds therefore tabled a shareholder resolution at Nestlé's 2021 General Meeting requesting that such a vote be organised. Following the tabling of this resolution, the company revised its position and agreed to submit its climate strategy to an advisory vote at its general meeting on 15 April 2021. Ethos accepted the compromise and withdrew its shareholder resolution. Nestlé's shareholders accepted the company's climate strategy by almost 95%. Ethos also recommended approval of the strategy while raising several points requiring clarification, notably on the concrete contribution of reforestation to the company's CO₂ emissions reduction.

Several discussions have taken place in 2021 with the company and improvements to the climate strategy and climate transition report are expected in 2022.

Stadler Rail

Ethos began its engagement with the Stadler Rail Group at the first general meeting following the group's IPO (in April 2019). Several steps forward have been made since then, including the publication of a first sustainability report as well as the improved transparency of the remuneration report in 2020.

In view of the recent events at Stadler Rail, governance issues have come up repeatedly in discussions with the group this year. Indeed, since the departure of the CEO in May 2020 due to differences of opinion on strategy, the Chairman of the Board of Directors has taken on the role of CEO "ad interim". Consequently, Ethos held a conference call with the group to discuss the progress of the succession plan as no information on this subject had been published before the 2021 general meeting.

During this exchange, the Chairman of the Board confirmed that the search for a new CEO was underway. Ethos was then able to support the re-election of the Chairman of the Board subject to the publication of the succession plan. Stadler Rail took this request into account and information was published in the minutes of the 2021 General Meeting. In 2022, Ethos intends to meet with Stadler Rail again to obtain information on the progress of the recruitment process before issuing its voting positions for the 2022 general meeting.

Regarding sustainability issues, the group has committed to conducting a materiality analysis, setting climate targets covering all production sites and publishing a sustainability strategy in its next sustainability report.

In July 2021, Ethos visited the group's headquarters to discuss potential improvements in this area. Ethos suggested the integration of CO₂ emissions in absolute terms in the annual report to improve comparability with other companies in the sector. In addition, Ethos raised the use of renewable energies and suggested that the group set CO₂ emission reduction targets compatible with the 1.5° global warming scenario approved by the SBTi.

Annex 1: Engaged companies

Company	Headquarters	Index 1.1.2021	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
ABB	Zürich (ZH)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Alcon	Fribourg (FR)	SMI	✓	✓	-	-	-	-	-	-	-	-
Credit Suisse Group	Zürich (ZH)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Geberit	Rapperswil-Jona (SG)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Givaudan	Vernier (GE)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Holcim	Zug (ZG)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lonza	Basel (BS)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Nestlé	Vevey/Cham (VD/ZG)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Novartis	Basel (BS)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Partners Group	Baar (ZG)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Richemont	Bellevue (GE)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Roche	Basel (BS)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
SGS	Geneva (GE)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sika	Baar (ZG)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Swatch Group	Neuchâtel (NE)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Swiss Life	Zürich (ZH)	SMI	✓	✓	✓	✓	✓	✓	SMI	✓	✓	✓
Swiss Re	Zürich (ZH)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Swisscom	Ittigen (BE)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
UBS	Zürich/Basel (ZH/BS)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Zurich Insurance	Zürich (ZH)	SMI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Adecco	Zürich (ZH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ams-Osram	Unterpremstätten (Austria)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	-	-
Bäloise	Basel (BS)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Barry Callebaut	Zürich (ZH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BB Biotech	Schaffhausen (SH)	SMIM	✓	✓	✓	-	-	-	-	-	-	-
Cembra Money Bank	Zürich (ZH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	-	-
Clariant	Muttenz (BL)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Dufry	Basel (BS)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ems-Chemie	Domat / Ems (GR)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Flughafen Zürich	Kloten (ZH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Galenica	Bern (BE)	SMIM	✓	✓	✓	-	-	-	-	-	-	-
Georg Fischer	Schaffhausen (SH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Helvetia	St. Gallen (SG)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Julius Bär	Zürich (ZH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kühne + Nagel	Schindellegi (SZ)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lindt & Sprüngli	Kilchberg (ZH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Logitech	Apples (VD)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
OC Oerlikon	Pfäffikon (SZ)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
PSP Swiss Property	Zug (ZG)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Schindler	Hergiswil (NW)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
SIG Combibloc	Neuhausen am Rheinfall (SH)	SMIM	✓	✓	✓	-	-	-	-	-	-	-
Sonova	Stäfa (ZH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Straumann	Basel (BS)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Swiss Prime Site	Olten (SO)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Tecan	Männedorf (ZH)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Temenos	Geneva (GE)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
VAT Group	Sennwald (SG)	SMIM	✓	✓	✓	✓	✓	-	-	-	-	-
Vifor Pharma	St. Gallen (SG)	SMIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Aevis Victoria	Fribourg (FR)	Other	✓	✓	✓	✓	✓	-	-	-	-	-
Allreal	Baar (ZG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Also	Emmen (LU)	Other	✓	✓	✓	✓	✓	-	-	-	-	-
APG SGA	Geneva (GE)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Arbonia	Arbon (TG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Aryzta	Schlieren (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ascom	Baar (ZG)	Other	✓	✓	✓	✓	✓	✓	Other	✓	-	✓
Autoneum	Winterthur (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Bachem	Bubendorf (BL)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Banque Cant. de Genève	Geneva (GE)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Banque Cant. du Valais	Sion (VS)	Other	✓	✓	✓	✓	✓	✓	-	-	✓	✓
Banque Cant. Vaudoise	Lausanne (VD)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Basellandschaftliche KB	Liestal (BL)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Basilea	Basel (BS)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Basler KB	Basel (BS)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Belimo	Hinwil (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Company	Headquarters	Index 1.1.2021	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
Bell Food Group	Basel (BS)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Bellevue Group	Küsnacht (ZH)	Other	✓	-	-	✓	-	-	-	-	-	-
Berner KB	Bern (BE)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BKW	Bern (BE)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
SNB	Zürich/Bern (ZH/BE)	Other	✓	✓	-	-	-	-	-	-	-	-
Bobst	Mex (VD)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Bossard	Zug (ZG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	-	-
Bucher Industries	Niederweningen (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Burkhardt Compression	Winterthur (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Burkhalter Holding	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Bystronic	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Calida	Oberkirch (LU)	Other	✓	✓	✓	✓	✓	-	-	-	-	-
Cassiopea	Lainate (Italy)	Other	✓	-	-	-	-	-	-	-	-	-
Coltene	Altstätten (SG)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Comet Holding	Flamatt (FR)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Cosmo Pharma.	Amsterdam (Netherlands)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Dätwyler	Altdorf (UR)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
DKSH	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	-
dormakaba	Rümlang (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
EFG International	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Emmi	Luzern (LU)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Evolva	Reinach (BL)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Forbo	Baar (ZG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fundamenta Real Estate	Zug (ZG)	Other	✓	✓	✓	-	-	-	-	-	-	-
GAM Holding	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Graubündner KB	Chur (GR)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Gurit	Wattwil (SG)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
HIAG Immobilien	Basel (BS)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Huber+Suhner	Herisau (AR)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Hypothekarbank Lenzburg	Lenzburg (AG)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Idorsia	Allschwil (BL)	Other	✓	✓	✓	✓	-	-	-	-	-	-
Implenia	Dietlikon (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Inficon	Bad Ragaz (SG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Interroll	Sant' Antonino (TI)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Intershop	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Invested	Zürich (ZH)	Other	✓	✓	-	-	✓	-	-	-	-	-
JungfrauBahn	Interlaken (BE)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Kardex	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Komax	Dierikon (LU)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	✓
Landis+Gyr Group	Cham (ZG)	Other	✓	✓	✓	✓	-	-	-	-	-	-
Lem	Fribourg (FR)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Leonteq	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Liechtensteinische LB	Vaduz (Liechtenstein)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Luzerner KB	Luzern (LU)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Medacta Group	Castel San Pietro (TI)	Other	✓	✓	-	-	-	-	-	-	-	-
Metall Zug	Zug (ZG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Meyer Burger	Thun (BE)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
mobilezone	Rotkreuz (ZG)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Mobimo	Luzern (LU)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Molecular Partners	Schlieren (ZH)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Novavest Real Estate	Zürich (ZH)	Other	✓	✓	-	-	-	-	-	-	-	-
Orior	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Peach Property Group	Zürich (ZH)	Other	✓	-	-	-	-	-	-	-	-	-
Phoenix Mecano	Stein am Rhein (SH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pierer Mobility	Wels (Austria)	Other	✓	✓	✓	✓	-	-	-	-	-	-
Plazza	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Relief Therapeutics	Geneva (GE)	Other	✓	-	-	-	-	-	-	-	-	-
Rieter	Winterthur (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Romande Energie	Morges (VD)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Schweiter Technologies	Steinhausen (ZG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sensirion Holding	Stäfa (ZH)	Other	✓	✓	✓	-	-	-	-	-	-	-
SF Urban Properties	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
SFS Group	Heerbrugg (SG)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Siegfried	Zofingen (AG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	-
SoftwareOne Holding	Stans (NW)	Other	✓	✓	-	-	-	-	-	-	-	-
St.Galler KB	St. Gallen (SG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Stadler Rail	Bussnang (TG)	Other	✓	✓	-	-	-	-	-	-	-	-
Sulzer	Winterthur (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Swissquote	Gland (VD)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Company	Headquarters	Index 1.1.2021	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
Thurgauer KB	Weinfelden (TG)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
TX Group	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
U-blox	Thalwil (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Valiant	Luzern (LU)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Valora	Muttenz (BL)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Vaudoise Insurance	Lausanne (VD)	Other	✓	✓	✓	✓	✓	✓	✓	-	-	-
Vetropack	St-Prex (VD)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Vontobel	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
VP Bank	Vaduz (Liechtenstein)	Other	✓	✓	✓	✓	✓	-	-	-	-	✓
VZ Holding	Zürich (ZH)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
V-Zug Holding	Zug (ZG)	Other	✓	-	-	-	-	-	-	-	-	-
Warteck Invest	Basel (BS)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Ypsomed	Burgdorf (BE)	Other	✓	✓	✓	✓	✓	✓	-	-	-	-
Zehnder Group	Gränichen (AG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Zug Estates	Zug (ZG)	Other	✓	✓	✓	✓	✓	✓	-	-	✓	-
Zuger KB	Zug (ZG)	Other	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Zur Rose Group	Steckborn (TG)	Other	✓	✓	✓	✓	-	-	-	-	-	-
Acino	-	-	-	-	-	-	-	-	-	-	✓	✓
Actelion	Allschwil (BL)	-	-	-	-	-	✓	✓	✓	✓	✓	✓
Bank Cler	Basel (BS)	-	-	-	-	✓	✓	✓	-	-	✓	✓
Bank J. Safra Sarasin	Basel (BS)	-	-	-	-	-	-	-	-	-	-	✓
Bergbahnen Engelberg-Trübsee-T.	Engelberg (OW)	-	-	-	✓	✓	✓	-	-	-	-	-
BFW Liegenschaften	Frauenfeld (TG)	-	-	-	-	-	✓	-	-	-	-	-
CEVA Logistics	Baar (ZG)	-	-	-	✓	-	-	-	-	-	-	-
Cham Group	Cham (ZG)	-	-	-	✓	✓	✓	-	-	-	-	-
CPH	Perlen (LU)	-	-	-	✓	-	-	-	-	-	-	-
Feintool International	Lyss (BE)	-	-	-	-	✓	-	-	-	-	-	-
Gategroup	Kloten (ZH)	-	-	-	-	-	-	✓	✓	✓	✓	✓
Hochdorf	Hochdorf (LU)	-	-	-	-	✓	✓	-	-	-	-	-
Hügli	-	-	-	-	-	✓	✓	-	-	-	-	-
IVF Hartmann	Neuhausen am Rheinflall (SH)	-	-	-	-	✓	✓	-	-	-	-	-
Kudelski	Cheseaux-sur-Lausanne (VD)	-	-	✓	✓	✓	✓	✓	✓	✓	✓	✓
Kuoni	Zürich (ZH)	-	-	-	-	-	-	✓	✓	✓	✓	✓
MCH Group	Basel (BS)	-	-	-	-	✓	✓	✓	-	-	-	-
Medartis Holding	Basel (BS)	-	-	-	✓	-	-	-	-	-	-	-
Myriad Group	Zürich (ZH)	-	-	-	-	-	✓	✓	✓	-	-	-
Swiss National	-	-	-	-	-	-	-	-	-	✓	✓	✓
Newron Pharma.	Bresso (MI)	-	-	-	-	-	✓	✓	-	-	-	-
Nobel Biocare	-	-	-	-	-	-	-	-	-	✓	✓	✓
ObsEva	Plan-les-Quates (GE)	-	-	-	✓	-	-	-	-	-	-	-
Panalpina	Basel (BS)	-	-	-	✓	✓	✓	✓	✓	✓	✓	✓
Pargesa	Geneva (GE)	-	-	✓	✓	✓	✓	✓	✓	✓	✓	✓
Private Equity Holding	Zug (ZG)	-	-	-	-	✓	✓	-	-	-	-	-
Santhera Pharma.	Liestal (BL)	-	-	-	-	✓	✓	✓	✓	-	-	-
Schaffner	Luterbach (SO)	-	-	✓	✓	✓	✓	✓	-	-	-	-
Sunrise	Opfikon (ZH)	-	-	✓	✓	✓	✓	✓	-	-	-	-
Swiss Steel Holding	Luzern (LU)	-	-	✓	✓	✓	✓	✓	✓	-	-	✓
Syngenta	Basel (BS)	-	-	-	-	-	✓	✓	✓	✓	✓	✓
Transocean	Zug (ZG)	-	-	-	-	-	-	✓	✓	✓	✓	✓
Weatherford	Zug (ZG)	-	-	-	-	-	-	-	-	✓	✓	✓
Total			150	150	150	150	140	120	100	100	100	100

* Company included in the EEP Switzerland universe as of 1^{er} January 2021, but exited the SPI index during the year. This company is not included in this report.



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