
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 - 3.2 Withdrawn board resolutions
 - 3.3 Most contested board resolutions
- 4 **Detailed voting recommendations**

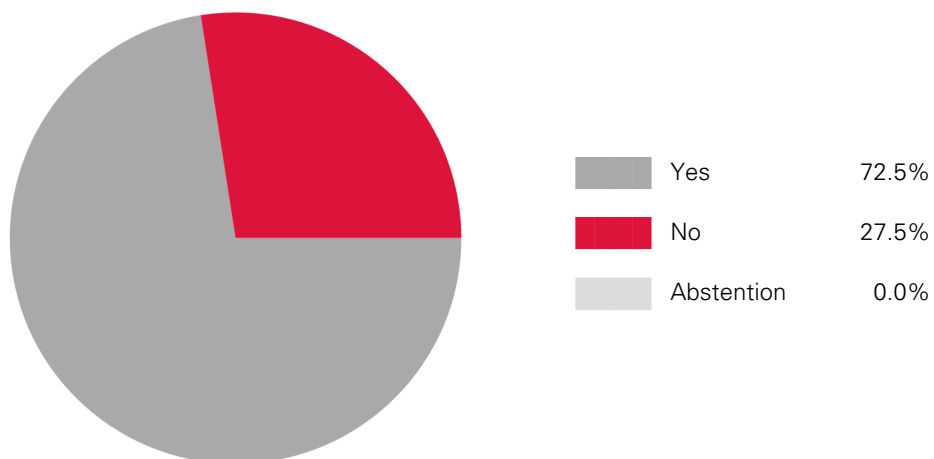
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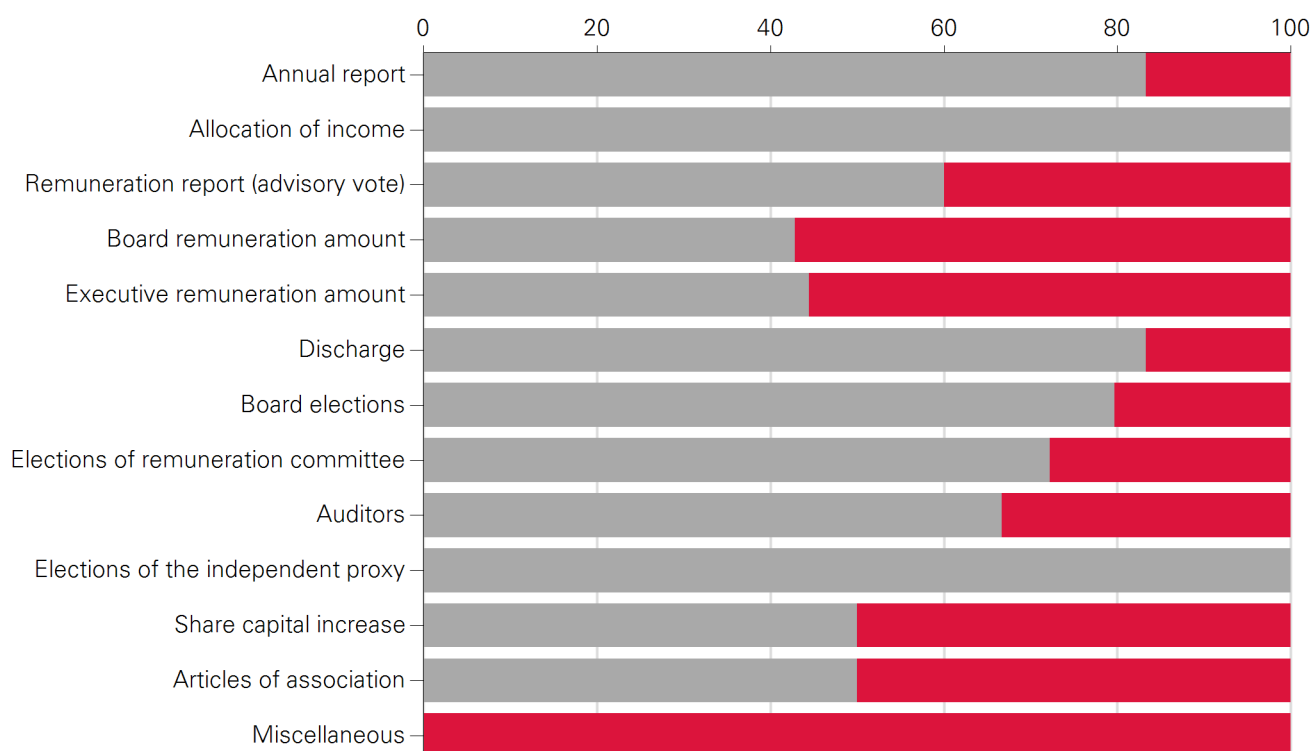
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	6	105	74	31	0
Extraordinary general meetings	8	37	29	8	0
Total	14	142	103	39	0

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



	■ Proposals approved		■ Proposals refused		■ Abstain		Number of proposals
Annual report	5	83.3%	1	16.7%	0	0.0%	6
Allocation of income	5	100.0%	0	0.0%	0	0.0%	5
Remuneration report (advisory vote)	3	60.0%	2	40.0%	0	0.0%	5
Board remuneration amount	3	42.9%	4	57.1%	0	0.0%	7
Executive remuneration amount	4	44.4%	5	55.6%	0	0.0%	9
Discharge	5	83.3%	1	16.7%	0	0.0%	6
Board elections	51	79.7%	13	20.3%	0	0.0%	64
Elections of remuneration committee	13	72.2%	5	27.8%	0	0.0%	18
Auditors	4	66.7%	2	33.3%	0	0.0%	6
Elections of the independent proxy	5	100.0%	0	0.0%	0	0.0%	5
Share capital increase	4	50.0%	4	50.0%	0	0.0%	8
Articles of association	1	50.0%	1	50.0%	0	0.0%	2
Miscellaneous	0	0.0%	1	100.0%	0	0.0%	1

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	Articles of association	Miscellaneous
Achiko	20.12.2022	AGM	✗	✓	✗	✗	✗	✗	✗	✗	✓	✓	✗	✓	✗
Aryzta	30.11.2022	AGM	✓	✓	✓	✓	✗	✓	◐	✓	✓	✓			
Barry Callebaut	14.12.2022	AGM	✓	✓	✗	✗	◐	✓	◐	◐	✓	✓			
Crealogix	26.10.2022	AGM	✓	✓	✓	✗	✓	✓	◐	✗	✓	✓			
Credit Suisse Group	23.11.2022	EGM											◐		
dormakaba	11.10.2022	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓		✗	
EFG International	06.10.2022	EGM				✗			✓						
lastminute.com	21.12.2022	EGM				✓	✗		◐						
Meyer Burger	28.10.2022	EGM										✓			
Santhera Pharmaceuticals	29.11.2022	EGM					✗						◐		
SHL Telemedicine	22.12.2022	AGM							◐		✗				
U-blox	21.11.2022	EGM							✓						
Valora	14.10.2022	EGM					✓	✓	✓						
Zwahlen & Mayr	17.11.2022	EGM							◐	✗					

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	6	5	99.1%
Allocation of income	5	4	98.8%
Remuneration report (advisory vote)	5	4	84.9%
Board remuneration amount	7	6	94.3%
Executive remuneration amount	9	8	89.4%
Discharge	6	5	98.0%
Board elections	64	53	95.3%
Elections of remuneration committee	18	16	93.9%
Auditors	6	4	97.5%
Elections of the independent proxy	5	4	99.8%
Share capital increase	8	6	90.9%
Articles of association	2	1	95.1%
Miscellaneous	1	0	
All topics	142	116	94.7%

3.2 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos	Result
lastminute.com	21.12.2022	2.6	Elect Mr. Paolo M. Quaini	FOR	--

3.3 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Santhera Pharmaceuticals	29.11.2022	4	Binding prospective vote on the long-term variable remuneration of the executive management	OPPOSE	64.9%
Crealogix	26.10.2022	5.4	Advisory retrospective vote on the variable remuneration of the executive management	FOR	70.2%
Aryzta	30.11.2022	4.1.1	Re-elect Mr. Urs Jordi as board member and chairman	OPPOSE	73.6%
Aryzta	30.11.2022	4.1.2	Re-elect Mr. Gordon Hardie	FOR	77.7%
Aryzta	30.11.2022	4.2.1	Re-elect Mr. Gordon Hardie to the remuneration committee	FOR	78.1%
Crealogix	26.10.2022	4.3.A	Re-elect Mr. Bruno Richle to the nomination and remuneration committee	OPPOSE	81.2%
Barry Callebaut	14.12.2022	4.1.2	Re-elect Dr. Markus R. Neuhaus	FOR	82.0%
Crealogix	26.10.2022	4.2	Re-elect Mr. Bruno Richle as board chairman	OPPOSE	82.0%
Aryzta	30.11.2022	5.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	82.4%
Crealogix	26.10.2022	4.1.A.a	Re-elect Mr. Bruno Richle	OPPOSE	82.7%

4 Detailed voting recommendations

Achiko

20.12.2022

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	● OPPOSE	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	The external auditors' report reveals serious deficiencies of the internal control system. The size of the board of directors has persistently remained below 4 members.	✓
5	Amend articles of association: Purpose of the company	FOR	FOR		✓
6	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
7	Create conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
8.1	Elections to the board of directors				
8.1.a	Re-elect Mr. Allen Wu	FOR	● OPPOSE	He is not independent and the board independence is insufficient (0.0%). He is chairman of the nomination committee and the renewal and composition of the board are unsatisfactory.	✓
8.1.b	Re-elect Mr. Steven Goh	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
8.2	Re-elect Mr. Allen Wu as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Wu to the board of directors, Ethos cannot approve Mr. Wu as chairman.	✓
8.3	Re-elect Mr. Steven Goh as sole member of the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Goh to the board of directors, Ethos cannot approve Mr. Goh to the committee.	✓
8.4	Re-elect Grant Thornton as auditors	FOR	FOR		✓
8.5	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient. The non-executive directors can receive options.	✓
9.2	Binding vote on the total remuneration of the advisory board	FOR	● OPPOSE	The information provided is insufficient. The remuneration is significantly higher than that of a peer group.	✓
9.3	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.	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 83.4%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.2%
3	Discharge board members	FOR	FOR		✓ 98.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Urs Jordi as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions cannot be considered temporary.	✓ 73.6%
4.1.2	Re-elect Mr. Gordon Hardie	FOR	FOR		✓ 77.7%
4.1.3	Re-elect Mr. Heiner Kamps	FOR	FOR		✓ 99.3%
4.1.4	Re-elect Mr. Jörg Riboni	FOR	FOR		✓ 99.1%
4.1.5	Re-elect Ms. Hélène Weber-Dubi	FOR	FOR		✓ 98.3%
4.1.6	Re-elect Dr. Alejandro Legarda Zaragüeta	FOR	FOR		✓ 92.5%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Gordon Hardie to the remuneration committee	FOR	FOR		✓ 78.1%
4.2.2	Re-elect Mr. Heiner Kamps to the remuneration committee	FOR	FOR		✓ 97.0%
4.2.3	Re-elect Ms. Hélène Weber-Dubi to the remuneration committee	FOR	FOR		✓ 94.8%
4.3	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.3%
4.4	Re-elect Mr. Patrick O'Neill as independent proxy	FOR	FOR		✓ 99.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.6%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 82.4%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.9%
1.3	Approve financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.6%
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Patrick De Maeseneire	FOR	FOR		✓ 98.9%
4.1.2	Re-elect Dr. Markus R. Neuhaus	FOR	FOR		✓ 82.0%
4.1.3	Re-elect Mr. Fernando Aguirre	FOR	FOR		✓ 99.5%
4.1.4	Re-elect Ms. Angela Wei Dong	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 96.0%
4.1.5	Re-elect Mr. Nicolas Jacobs	FOR	FOR		✓ 89.2%
4.1.6	Re-elect Mr. Elio Leoni Sceti	FOR	FOR		✓ 99.5%
4.1.7	Re-elect Mr. Timothy Minges	FOR	FOR		✓ 92.4%
4.1.8	Re-elect Mr. Antoine de Saint-Affrique	FOR	FOR		✓ 84.1%
4.1.9	Re-elect Ms. Yen Yen Tan	FOR	FOR		✓ 99.3%
4.2	Elect Mr. Thomas Intrator	FOR	FOR		✓ 98.9%
4.3	Re-elect Mr. Patrick De Maeseneire as board chairman	FOR	FOR		✓ 98.4%
4.4	Elections to the nomination and remuneration committee				
4.4.1	Re-elect Mr. Fernando Aguirre to the nomination and remuneration committee	FOR	FOR		✓ 99.2%
4.4.2	Re-elect Mr. Elio Leoni Sceti to the nomination and remuneration committee	FOR	FOR		✓ 99.3%
4.4.3	Re-elect Mr. Timothy Minges to the nomination and remuneration committee	FOR	FOR		✓ 84.8%
4.4.4	Elect Mr. Antoine de Saint-Affrique to the nomination and remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 87.1%
4.4.5	Re-elect Ms. Yen Yen Tan to the nomination and remuneration committee	FOR	FOR		✓ 99.2%
4.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
4.6	Re-elect KPMG as auditors	FOR	FOR		✓ 98.9%
5	Binding votes on the remuneration of the board of directors and the executive management				

Item	Agenda	Board	Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 94.1%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.5%
5.3	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. The requested amount does not allow to respect Ethos' guidelines.	✓ 94.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.1%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 96.2%
3	Discharge board members and executive management	FOR	FOR		✓ 95.9%
4.1	Elections to the board of directors				
4.1.A.a	Re-elect Mr. Bruno Richle	FOR	● OPPOSE	He is chairman of the nomination committee and the composition of the board is unsatisfactory.	✓ 82.7%
4.1.A.b	Re-elect Dr. Richard Dratva	FOR	● OPPOSE	He is also a permanent member of the executive management (CSO).	✓ 84.3%
4.1.A.c	Re-elect Mr. Ralph Mogicato	FOR	FOR		✓ 94.7%
4.1.A.d	Re-elect Mr. Rudolf Noser	FOR	FOR		✓ 84.8%
4.1.B	Elect Mr. Jörg Zulauf	FOR	● OPPOSE	He is not independent (consultancy fees) and the board independence is insufficient (20.0%).	✓ 98.1%
4.2	Re-elect Mr. Bruno Richle as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Richle to the board of directors, Ethos cannot approve Mr. Richle as chairman.	✓ 82.0%
4.3	Elections to the nomination and remuneration committee				
4.3.A	Re-elect Mr. Bruno Richle to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Richle to the board of directors, Ethos cannot approve Mr. Richle to the committee.	✓ 81.2%
4.3.B	Elect Mr. Jörg Zulauf to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zulauf to the board of directors, Ethos cannot approve Mr. Zulauf to the committee.	✓ 98.7%
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.4%
4.5	Re-elect Dr. Marc Russenberger as independent proxy	FOR	FOR		✓ 100.0%
5	Binding votes on the remuneration of the board of directors and the executive management				
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 95.1%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.0%
5.3	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 93.9%
5.4	Advisory retrospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 70.2%

Item	Agenda	Board	Ethos		Result
1	Ordinary increase of the share capital without pre-emptive rights	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 92.0%
2	Ordinary increase of the share capital with pre-emptive rights	FOR	FOR		✓ 98.3%

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	FOR	✓ 94.1%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 95.7%
4	Elections to the board of directors			
4.1	Re-elect Mr. Riet Cadonau as board member and chairman	FOR	FOR	✓ 88.8%
4.2	Re-elect Mr. Thomas Aebischer	FOR	FOR	✓ 99.8%
4.3	Re-elect Mr. Jens Birgersson	FOR	FOR	✓ 98.7%
4.4	Re-elect Dr. Stephanie Brecht-Bergen	FOR	FOR	✓ 95.9%
4.5	Re-elect Dr. Daniel Daeniker	FOR	FOR	✓ 96.9%
4.6	Re-elect Dr. Hans Gummert	FOR	FOR	✓ 96.3%
4.7	Re-elect Dr. John Liu	FOR	FOR	✓ 99.4%
4.8	Elect Dr. Svein Richard Brandtzæg	FOR	FOR	✓ 98.7%
4.9	Elect Mr. Kenneth Lochiatto	FOR	FOR	✓ 99.5%
4.10	Elect Mr. Michael Regelski	FOR	FOR	✓ 98.9%
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Dr. Stephanie Brecht-Bergen to the nomination and remuneration committee	FOR	FOR	✓ 86.0%
5.2	Elect Dr. Svein Richard Brandtzæg to the nomination and remuneration committee	FOR	FOR	✓ 98.4%
5.3	Elect Mr. Kenneth Lochiatto to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 92.3% The audit firm has been in office for 115 years, which exceeds Ethos' guidelines.
7	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.8%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.2%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.5%
9	Amend articles of association: principles of remuneration of the board of directors and the executive management	FOR	● OPPOSE	✓ 95.1% Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.

Item	Agenda	Board	Ethos		Result
1	Elections to the board of directors				
1.1	Elect Mr. Alexander Classen	FOR	FOR		✓ 97.5%
1.2	Elect Mr. Boris F. J. Collardi	FOR	FOR		✓ 97.3%
2	Elect Mr. Alexander Classen as board chairman	FOR	FOR		✓ 97.5%
3	Increase of the total remuneration of the board of directors for the period from the 2022 AGM until the 2023 AGM	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 94.4%

Item	Agenda	Board	Ethos		Result
1	Opening and announcements	NON-VOTING	NON-VOTING		
2	Elections to the board of directors				
2.1	Elect Mr. Luca Concone	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 88.6%
2.2	Elect Mr. Yann Rousset as board member and chairman	FOR	FOR		✓ 98.1%
2.3	Elect Ms. Maria Teresa Rangheri	FOR	FOR		✓ 97.5%
2.4	Elect Mr. Valentin Pitarque	FOR	FOR		✓ 98.1%
2.5	Elect Mr. Cyril Ranque	FOR	FOR		✓ 98.1%
2.6	Elect Mr. Paolo M. Quaini	WITH-DRAWN	● FOR	ITEM 2.6 was not submitted to shareholder vote since Mr. Quaini has withdrawn his election proposal shortly before the EGM.	–
3	Dismissals from the board of directors				
3.1	Dismiss Mr. Laurent Foata	FOR	FOR		✓ 100.0%
3.2	Dismiss Ms. Paola Garzoni	FOR	FOR		✓ 100.0%
3.3	Dismiss Mr. Javier Pérez-Tenessa	FOR	FOR		✓ 100.0%
3.4	Dismiss Mr. Roberto Italia	FOR	FOR		✓ 100.0%
4	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 97.6%
5	Binding prospective vote on the variable remuneration of the executive director	FOR	● OPPOSE	The information provided is insufficient.	✓ 88.6%
7	Closing	NON-VOTING	NON-VOTING		

Meyer Burger

28.10.2022

EGM

Item	Agenda	Board	Ethos	Result
1	Ordinary increase of the share capital	FOR	FOR	✓ 98.6%

Item	Agenda	Board	Ethos		Result
1	Approve ordinary capital increase	FOR	FOR		✓ 86.1%
2	Increase and 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>The dilution due to the capital increases without pre-emptive rights in the past three years has been excessive.</p> <p>The purpose of the proposed increase includes the possibility of placing the shares with a strategic partner to counter a hostile takeover bid.</p>	✓ 84.0%
3	Increase conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 86.2%
4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 64.9%

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Re-elect Kost, Forer, Gabbay & Kasierer (members of Ernst & Young Global) as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 25 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>
3	Elections to the board of directors			
3.1	Re-elect Mr. Yariv Alroy	FOR	FOR	✓
3.2	Elect Mr. Ehud Barak	FOR	● OPPOSE	<p>First appointment to the board. Mr. Barak is 80 years old, which exceeds Ethos' guidelines.</p> <p>He has permanent operational functions.</p>
3.3	Re-elect Mr. David Salton	FOR	FOR	✓
3.4	Re-elect Dr. Amir Lerman	FOR	FOR	✓
3.5	Re-elect Mr. Erez Nachtomy	FOR	● OPPOSE	<p>He is also a permanent member of the executive management (CEO).</p>
3.6	Re-elect Mr. Erez Alroy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Elections to the board of directors			
1.1	Elect Ms. Karin Sonnenmoser	FOR	FOR	✓ 99.2%
1.2	Elect Ms. Elke Eckstein	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result
	Organisational notes			
1.1	Elections to the board of directors			
1.1.1	Elect Mr. Daniel Alberto Rodríguez Cofré	FOR	FOR	✓ 99.9%
1.1.2	Elect Mr. Carlos Arenas Cadena	FOR	FOR	✓ 99.9%
1.1.3	Elect Mr. Francisco Josue Camacho Beltrán	FOR	FOR	✓ 99.9%
1.1.4	Elect Mr. Salvador Alfaro Hernández	FOR	FOR	✓ 99.9%
1.2	Elect Mr. Daniel Alberto Rodríguez Cofré as board chairman	FOR	FOR	✓ 99.9%
1.3	Elections to the nomination and remuneration committee			
1.3.1	Elect Mr. Carlos Arenas Cadena to the nomination and remuneration committee	FOR	FOR	✓ 99.9%
1.3.2	Elect Mr. Francisco Josue Camacho Beltrán to the nomination and remuneration committee	FOR	FOR	✓ 99.9%
1.3.3	Elect Mr. Salvador Alfaro Hernández to the nomination and remuneration committee	FOR	FOR	✓ 99.9%
2	Discharge board members and executive management	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.1	Dismiss Mr. Roberto Raggiotto from the board of directors	FOR	FOR		✓ 100.0%
1.2	Elect Mr. Christian Charpin as board member	FOR	● OPPOSE	He has permanent operational functions.	✓
2	Elect Mr. Christian Charpin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Charpin to the board of directors, Ethos cannot approve Mr. Charpin to the committee.	✓

Disclaimer

Ethos issues voting recommendation in accordance with its own voting guidelines (www.ethosfund.ch). Ethos' voting guidelines are based on the most relevant codes of best practice in corporate governance and on Ethos' Charter. Despite multiple verification the information provided cannot be guaranteed accurate. The analyses are intended to help investors (members or clients of Ethos or any other potential users) make informed decisions at companies' general meetings but cannot, in any way, be considered as a portfolio investment tool or advice for investing in securities.