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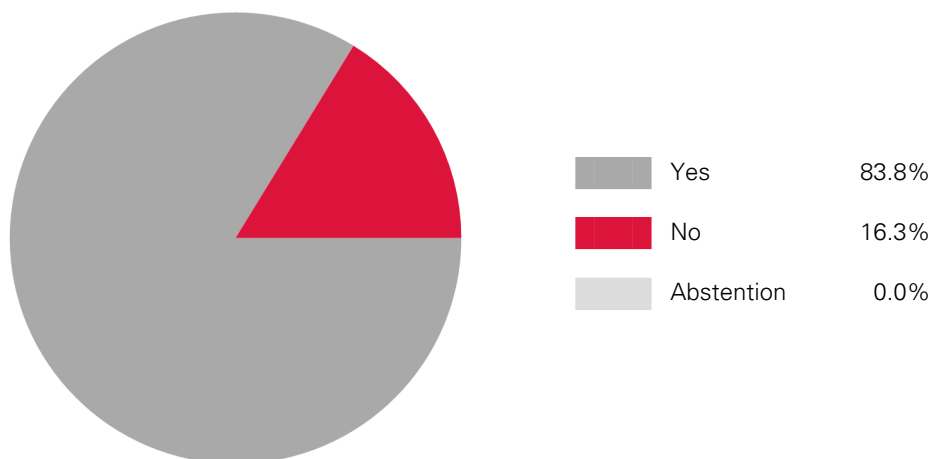
Contact

Vincent Kaufmann, CEO and Head of Proxy Voting, Swiss ESG and Engagement (a.i.)
Fanny Ebener, Senior Proxy Voting Manager
Romain Perruchoud, Senior ESG Analyst
Ethos - P.O. Box 1051 - 1211 Geneva 26
T +41 (0)22 716 15 55 - F +41 (0)22 716 15 56 - www.ethosfund.ch

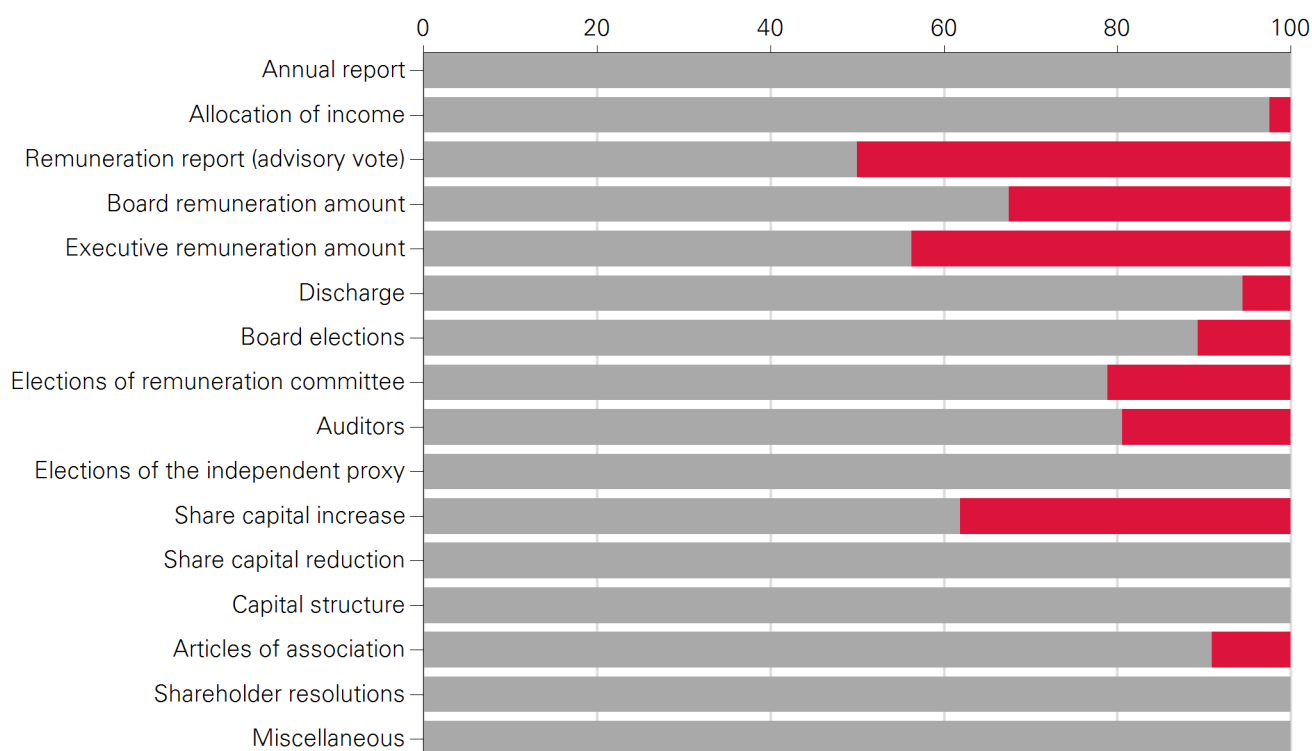
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	36	703	596	107	0
Extraordinary general meetings	5	17	7	10	0
Total	41	720	603	117	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	37	100,0%	0	0,0%	0	0,0%	37
Allocation of income	40	97,6%	1	2,4%	0	0,0%	41
Remuneration report (advisory vote)	12	50,0%	12	50,0%	0	0,0%	24
Board remuneration amount	27	67,5%	13	32,5%	0	0,0%	40
Executive remuneration amount	27	56,3%	21	43,8%	0	0,0%	48
Discharge	34	94,4%	2	5,6%	0	0,0%	36
Board elections	242	89,3%	29	10,7%	0	0,0%	271
Elections of remuneration committee	86	78,9%	23	21,1%	0	0,0%	109
Auditors	29	80,6%	7	19,4%	0	0,0%	36
Elections of the independent proxy	36	100,0%	0	0,0%	0	0,0%	36
Share capital increase	13	61,9%	8	38,1%	0	0,0%	21
Share capital reduction	6	100,0%	0	0,0%	0	0,0%	6
Capital structure	2	100,0%	0	0,0%	0	0,0%	2
Articles of association	10	90,9%	1	9,1%	0	0,0%	11
Shareholder resolutions	1	100,0%	0	0,0%	0	0,0%	1
Miscellaneous	1	100,0%	0	0,0%	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	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
ABB	25.03.2021	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✓	✓	✓	✓				
Achiko	11.02.2021	EGM											✗					
Also	17.03.2021	AGM	✓	✓	✗	✗	◐	✗	◐	✗	✓	✓	✗			✓		
Autoneum	25.03.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
BB Biotech	18.03.2021	AGM	✓	✓		✗		✓	✓	✓	✗	✓						
Belimo	29.03.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓				
Bell Food Group	23.03.2021	AGM	✓	✓	✓	✓	✓	✓	◐	✓	✓	✓						
Bellevue Group	23.03.2021	AGM	✓	✓		✗	◐	✓	✓	✓	✗	✓						
Bergbahnen Engelberg-Trübsee-Titlis	26.02.2021	AGM	✓	✓		✓	✓	✓	◐	◐	✓	✓						
Bobst	30.03.2021	AGM	✓	✓		✓	✗	✓	✓	✓	✓	✓						
Coltene	31.03.2021	AGM	✓	◐	✗	✓	✓	✓	◐	◐	✓	✓				✓		
CPH	18.03.2021	AGM	✓	✓	✗	✗	✓	✓	◐	◐	✗	✓						
Dätwyler	09.03.2021	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓						
DKSH	18.03.2021	AGM	✓	✓		✓	✗	✓	✓	◐	✓	✓						
Givaudan	25.03.2021	AGM	✓	✓	✗	✓	◐	✓	✓	✓	✓	✓						
Glärner Kantonalbank	05.02.2021	EGM															✓	
Huber+Suhner	31.03.2021	AGM	✓	✓	✓	✓	✓	✓	✓	◐	✓	✓						
Hypothekarbank Lenzburg	20.03.2021	AGM	✓	✓		✓	✓	✓	◐	◐	✗	✓						
Implenia	30.03.2021	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓						
Ina Invest Holding	31.03.2021	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓				✓		
Inficon	31.03.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓		
Intershop	31.03.2021	AGM	✓	✓		✓	✗	✗	✓	✓	✗	✓						
Leonteq	31.03.2021	AGM	✓	✓	✗	✗	◐	✓	✓	✓	✓	✓	✓					

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Shareholder resolutions	Miscellaneous
Meier Tobler	30.03.2021	AGM	✓	✓		✗	✗	✓	⦿	⦿	✗	✓				✓		
Mobimo	30.03.2021	AGM	✓	✓	✓	✓	✓	✓	✓	⦿	✓	✓	✓	✓				
Novartis	02.03.2021	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓		✓		✓		
Novavest Real Estate	24.03.2021	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓				
Pierer Mobility	26.02.2021	EGM														⦿		
Plazza	31.03.2021	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓				✓		
PSP Swiss Property	31.03.2021	AGM	✓	✓	✓	✓	✓	✓	⦿	⦿	✓	✓						
Roche	16.03.2021	AGM	✓	✓		✗	✗	✓	⦿	✗	✓	✓						
Santhera Pharmaceuticals	18.03.2021	EGM					✗						⦿					
Schaffner	12.01.2021	AGM	✓	✓	✓	✓	✓	✓	✓	⦿	✓	✓						
Schindler	23.03.2021	AGM	✓	✓		⦿	⦿	✓	⦿	⦿	✓	✓						
SF Urban Properties	30.03.2021	AGM	✓	✓		✓	✓	✓	⦿	⦿	✓	✓						✓
SGS	23.03.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Swiss Prime Site	23.03.2021	AGM	✓	✓	✓	✓	✓	✓	⦿	⦿	✗	✓	✓					
Swisscom	31.03.2021	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Valora	31.03.2021	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓		✓				
WISeKey	28.01.2021	EGM							✗				✗					
Zehnder Group	26.03.2021	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓				✓		

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	37	32	99.6%
Allocation of income	41	36	99.3%
Remuneration report (advisory vote)	24	21	87.6%
Board remuneration amount	40	35	95.2%
Executive remuneration amount	48	41	93.7%
Discharge	36	31	98.9%
Board elections	271	233	95.6%
Elections of remuneration committee	109	96	93.6%
Auditors	36	31	97.1%
Elections of the independent proxy	36	31	99.6%
Share capital increase	21	12	88.7%
Share capital reduction	6	5	99.1%
Capital structure	2	1	98.6%
Articles of association	11	10	97.5%
Shareholder resolutions	1	1	99.5%
Miscellaneous	1	1	95.7%
All topics	720	617	95.7%

3.2 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Valora	31.03.2021	2	Advisory vote on the remuneration report	OPPOSE	56.5%
PSP Swiss Property	31.03.2021	5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	OPPOSE	61.9%
PSP Swiss Property	31.03.2021	7.1	Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	OPPOSE	63.2%
SGS	23.03.2021	4.3.1	Re-elect Mr. Ian Gallienne to the remuneration committee	FOR	64.0%
Swiss Prime Site	23.03.2021	7.3.2	Re-elect Dr. Barbara Frei-Spreiter to the remuneration committee	OPPOSE	67.5%
Swiss Prime Site	23.03.2021	7.1.3	Re-elect Dr. Barbara Frei-Spreiter	OPPOSE	67.7%
Schaffner	12.01.2021	5.1	Advisory vote on the remuneration report	FOR	68.8%
ABB	25.03.2021	6	Approve renewal of authorised capital	FOR	71.4%
Givaudan	25.03.2021	5.1.7	Re-elect Ms. Sophie Gasperment	FOR	73.4%
Santhera Pharmaceuticals	18.03.2021	5	Binding prospective vote on additional long-term variable remuneration for the executive management	OPPOSE	73.6%

3.3 Shareholder resolutions

Company	GM date	Item	Item title	Ethos	Result
Glarner Kantonalbank	05.02.2021	2	Resolution of the Canton of Glarus: Elect Mr. Benjamin Mühlemann	FOR	99.5%

4 Detailed voting recommendations




ABB

25.03.2021

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 90.2%
3	Discharge board members and executive management	FOR	FOR		✓ 98.7%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.4%
5	Reduce share capital via cancellation of shares	FOR	FOR		✓ 98.4%
6	Approve renewal of authorised capital	FOR	FOR		✓ 71.4%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.4%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.	✓ 92.7%
8	Elections to the board of directors				
8.1	Re-elect Mr. Gunnar Brock	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.0%
8.2	Re-elect Mr. David E. Constable	FOR	FOR		✓ 98.9%
8.3	Re-elect Mr. Frederico F. Curado	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 81.9%
8.4	Re-elect Mr. Lars Förberg	FOR	FOR		✓ 98.2%
8.5	Re-elect Ms. Jennifer Xin-Zhe Li	FOR	FOR		✓ 99.4%
8.6	Re-elect Ms. Geraldine Matchett	FOR	FOR		✓ 99.4%
8.7	Re-elect Mr. David Meline	FOR	FOR		✓ 99.4%
8.8	Re-elect Mr. Satish Pai	FOR	FOR		✓ 99.4%
8.9	Re-elect Mr. Jacob Wallenberg	FOR	FOR		✓ 90.1%

Item	Agenda	Board	Ethos	Result
8.10	Re-elect Mr. Peter R. Voser as board member and chairman	FOR	FOR	✓ 92.9%
9	Elections to the remuneration committee			
9.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	✓ 98.9%
9.2	Re-elect Mr. Frederico F. Curado to the remuneration committee	FOR	● OPPOSE	✓ 82.8%
			As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee.	
9.3	Re-elect Ms. Jennifer Xin-Zhe Li to the remuneration committee	FOR	FOR	✓ 99.1%
10	Re-elect Dr. Hans Zehnder as independent proxy	FOR	FOR	✓ 98.6%
11	Re-elect KPMG as auditors	FOR	FOR	✓ 99.4%

Item	Agenda	Board	Ethos	Result
1	Appointment of the chairperson and the secretary and scrutineer of the meeting	NON-VOTING	NON-VOTING	
2	Increase authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. 
3.1	Increase conditional capital for the employees	FOR	● OPPOSE	<p>The transparency of the share-based plan for which the requested capital is intended is insufficient. </p> <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> <p>The potential dilution is excessive.</p>
3.2	Increase conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. 

Also

17.03.2021

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The non-executive directors receive excessive consultancy fees.</p>	✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
5.1	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.	✓
5.2	Amend articles of association to enable virtual general meeting	FOR	FOR		✓
6	Binding votes on the remuneration of the board of directors and the executive management				
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive excessive consultancy fees.	✓
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓
7.1	Elections to the board of directors				
7.1.a	Re-elect Prof. Dr. Peter Athanas	FOR	FOR		✓

Also

17.03.2021

AGM

Item	Agenda	Board	Ethos		Result
7.1.b	Re-elect Mr. Walter P.J. Droege	FOR	FOR		✓
7.1.c	Re-elect Prof. Dr. Rudolf Marty	FOR	● OPPOSE	He has been a member of the board for 28 years, which exceeds Ethos' guidelines.	✓
7.1.d	Re-elect Mr. Frank Tanski	FOR	● OPPOSE	He is not independent (representative of an important shareholder and business connections) and the board independence is insufficient (16.7%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
7.1.e	Re-elect Dr. Ernest-W. Droege	FOR	FOR		✓
7.1.f	Re-elect Prof. Dr. Gustavo Möller-Hergt	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7.2	Re-elect Prof. Dr. Gustavo Möller-Hergt as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Ing. Möller-Hergt to the board of directors, he cannot be elected as chairman.	✓
7.3	Elections to the nomination and remuneration committee				
7.3.a	Re-elect Prof. Dr. Peter Athanas to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓
7.3.b	Re-elect Mr. Walter P.J. Droege to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓
7.3.c	Re-elect Mr. Frank Tanski to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓
7.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓
7.5	Re-elect Dr. Adrian von Segesser as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.3%
3	Discharge board members and executive management	FOR	FOR	✓ 98.7%
4	Elections to the board of directors			
4.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 95.4%
4.2	Re-elect Mr. Rainer Schmückle	FOR	FOR	✓ 99.0%
4.3	Re-elect Mr. Norbert Indlekofer	FOR	FOR	✓ 99.2%
4.4	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 96.0%
4.5	Re-elect Mr. This E. Schneider	FOR	FOR	✓ 91.2%
4.6	Re-elect Mr. Ferdinand Stutz	FOR	FOR	✓ 96.6%
4.7	Elect Ms. Liane Hirner	FOR	FOR	✓ 99.1%
4.8	Elect Mr. Oliver Streuli	FOR	FOR	✓ 94.8%
5	Re-elect Mr. Hans-Peter Schwald as board chairman	FOR	FOR	✓ 98.4%
6	Elections to the remuneration committee			
6.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	✓ 89.1%
6.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 92.1%
6.3	Re-elect Mr. Ferdinand Stutz to the remuneration committee	FOR	FOR	✓ 93.3%
6.4	Elect Mr. Oliver Streuli to the remuneration committee	FOR	FOR	✓ 94.1%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.5%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR	✓ 99.8%
9	Advisory vote on the remuneration report	FOR	FOR	✓ 83.4%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5%
11	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
3	Discharge board members and executive management	FOR	FOR		✓ 99.5%
4	Elections to the board of directors				
4.1	Re-elect Dr. Erich Hunziker	FOR	FOR		✓ 93.2%
4.2	Re-elect Dr. Clive A. Meanwell	FOR	FOR		✓ 89.1%
4.3	Re-elect Dr. Susan Galbraith	FOR	FOR		✓ 99.3%
4.4	Re-elect Prof. Mads Krogsgaard Thomsen	FOR	FOR		✓ 99.3%
4.5	Re-elect Dr. Thomas von Planta	FOR	FOR		✓ 82.1%
5	Elections to the remuneration committee				
5.1	Re-elect Dr. Clive A. Meanwell to the remuneration committee	FOR	FOR		✓ 89.0%
5.2	Elect Dr. Susan Galbraith to the remuneration committee	FOR	FOR		✓ 98.6%
5.3	Elect Prof. Mads Krogsgaard Thomsen to the remuneration committee	FOR	FOR		✓ 98.5%
6	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 85.9%
7	Re-elect Walder Wyss AG as independent proxy	FOR	FOR		✓ 98.7%
8	Re-elect PricewaterhouseCoopers AG as auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.	✓ 82.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Advisory vote on the remuneration report	FOR	FOR	✓
4	Discharge board members	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Adrian Altenburger	FOR	FOR	✓
6.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓
6.1.3	Re-elect Ms. Sandra Emme	FOR	FOR	✓
6.1.4	Re-elect Mr. Urban Linsi	FOR	FOR	✓
6.1.5	Re-elect Mr. Stefan Ranstrand	FOR	FOR	✓
6.1.6	Re-elect Dr. Martin Zwyszig	FOR	FOR	✓
6.2.1	Re-elect Mr. Patrick Burkhalter as board chairman	FOR	FOR	✓
6.2.2	Re-elect Dr. Martin Zwyszig as deputy chairman of the board	FOR	FOR	✓
6.3	Elections to the nomination and remuneration committee			
6.3.1	Re-elect Ms. Sandra Emme to the nomination and remuneration committee	FOR	FOR	✓
6.3.2	Re-elect Prof. Adrian Altenburger to the nomination and remuneration committee	FOR	FOR	✓
6.3.3	Elect Mr. Urban Linsi to the nomination and remuneration committee	FOR	FOR	✓
6.4	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓
6.5	Re-elect KPMG as auditors	FOR	FOR	✓
7	Approve share split	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 99.4%
2	Approve allocation of income and dividend				
2.1	Approve allocation of income and ordinary dividend	FOR	FOR		✓ 99.9%
2.2	Distribution of dividend from capital contributions reserves	FOR	FOR		✓ 99.9%
3	Discharge board members	FOR	FOR		✓ 99.9%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.3%
5	Elections to the board of directors				
5.1	Elect Dr. Philipp Dautzenberg	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (14.3%).	✓ 96.1%
5.2	Re-elect Mr. Thomas Hinderer	FOR	FOR		✓ 99.9%
5.3	Re-elect Ms. Doris Leuthard	FOR	FOR		✓ 99.4%
5.4	Re-elect Mr. Werner Marti	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the board independence is insufficient (14.3%).	✓ 99.3%
5.5	Re-elect Dr. Jean Gérard Villot	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (14.3%).	✓ 99.5%
5.6	Re-elect Mr. Philipp Wyss	FOR	FOR		✓ 96.5%
5.7	Re-elect Mr. Joos Sutter	FOR	FOR		✓ 99.9%
5.8	Elect Mr. Joos Sutter as board chairman	FOR	FOR		✓ 99.9%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Thomas Hinderer to the remuneration committee	FOR	FOR		✓ 99.6%
6.2	Re-elect Mr. Philipp Wyss to the remuneration committee	FOR	FOR		✓ 96.2%
7	Re-elect Dr. Andreas Flückiger as independent proxy	FOR	FOR		✓ 99.9%
8	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Discharge board members and executive management	FOR	FOR	✓ 99.9%
3	Approve allocation of balance sheet result and dividend distribution	FOR	FOR	✓ 100.0%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Veit de Maddalena	FOR	FOR	✓ 98.2%
4.1.2	Re-elect Dr. iur. Daniel H. Sigg	FOR	FOR	✓ 98.2%
4.1.3	Re-elect Ms. Katrin Wehr-Seiter	FOR	FOR	✓ 98.1%
4.1.4	Re-elect Mr. Urs Schenker	FOR	FOR	✓ 99.3%
4.2	Re-elect Mr. Veit de Maddalena as board chairman	FOR	FOR	✓ 98.0%
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Ms. Katrin Wehr-Seiter to the remuneration committee	FOR	FOR	✓ 96.5%
4.3.2	Re-elect Mr. Urs Schenker to the remuneration committee	FOR	FOR	✓ 97.6%
4.3.3	Re-elect Mr. Veit de Maddalena to the remuneration committee	FOR	FOR	✓ 96.3%
4.4	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 99.7%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines. ✓ 96.5%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. ✓ 95.8%
5.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The non-executive directors receive variable remuneration. ✓ 80.9%
5.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 97.9%

Item	Agenda	Board	Ethos	Result
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines. ✓ 84.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 95.4%
2	Discharge board members and executive management	FOR	FOR		✓ 95.0%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 91.3%
4.1	Elections to the board of directors				
4.1.a	Re-elect Dr. Christoph Baumgartner	FOR	FOR		✓ 93.6%
4.1.b	Re-elect Ms. Dominique Gisin	FOR	FOR		✓ 93.4%
4.1.c	Re-elect Mr. Martin Odermatt	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 89.6%
4.1.d	Re-elect Mr. Markus Thumiger	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 91.0%
4.1.e	Re-elect Mr. Hans Wicki	FOR	FOR		✓ 87.9%
4.1.f	Re-elect Mr. Guido Zumbühl	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 88.7%
4.1.g	Re-elect Mr. Patrick Zwysig	FOR	FOR		✓ 92.9%
4.2	Re-elect Mr. Hans Wicki as board chairman	FOR	FOR		✓ 86.8%
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Markus Thumiger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Thumiger to the board of directors, he cannot be elected to the committee.	✓ 89.5%
4.3.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	FOR		✓ 85.7%
4.3.c	Re-elect Mr. Guido Zumbühl to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, he cannot be elected to the committee.	✓ 88.1%
4.4	Re-elect BDO as auditors	FOR	FOR		✓ 97.7%
4.5	Re-elect Ms. Brigitte Scheuber as independent proxy	FOR	FOR		✓ 98.7%
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	FOR	✓ 87.6%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 86.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Elections to the board of directors			
4.1	Re-elect Mr. Alain Guttmann	FOR	FOR	✓
4.2	Re-elect Mr. Thierry de Kalbermatten	FOR	FOR	✓
4.3	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	✓
4.4	Re-elect Mr. Jürgen Brandt	FOR	FOR	✓
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓
4.6	Re-elect Mr. Alain Guttmann as board chairman	FOR	FOR	✓
5	Elections to the remuneration committee			
5.1	Elect Prof. Dr. Gian-Luca Bona to the remuneration committee	FOR	FOR	✓
5.2	Elect Mr. Thierry de Kalbermatten to the remuneration committee	FOR	FOR	✓
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ The information provided is insufficient. Past awards do not allow confirmation of the link between pay and performance.
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓
8	Re-elect Ofisa SA as independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of balance sheet result and dividend				
2.1	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
2.2	Distribution of dividend from capital contributions reserves	FOR	● OPPOSE	The proposed dividend seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 98.3%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Niklaus Huber as board member and chairman	FOR	FOR		✓ 87.7%
4.1.2	Re-elect Mr. Erwin Locher	FOR	FOR		✓ 85.6%
4.1.3	Re-elect Mr. Jürgen Rauch	FOR	FOR		✓ 85.7%
4.1.4	Re-elect Mr. Matthew Robin	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (28.6%).	✓ 84.6%
4.1.5	Re-elect Dr. Astrid Waser	FOR	FOR		✓ 86.5%
4.1.6	Re-elect Prof. Dr. Roland Weiger	FOR	FOR		✓ 98.8%
4.1.7	Re-elect Prof. Dr. Allison Zwingenberger	FOR	FOR		✓ 92.5%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Niklaus Huber to the remuneration committee	FOR	FOR		✓ 88.5%
4.2.2	Re-elect Mr. Matthew Robin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Robin to the board of directors, he cannot be elected to the committee.	✓ 85.5%
4.2.3	Re-elect Prof. Dr. Roland Weiger to the remuneration committee	FOR	FOR		✓ 99.7%
5	Re-elect Dr. Michael Schöbi as independent proxy	FOR	FOR		✓ 100.0%
6	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 96.3%
7	Amend articles of association	FOR	FOR		✓ 97.1%

Item	Agenda	Board	Ethos		Result
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.	✓ 93.6%
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.9%
8.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.2%
2	Discharge board members and executive management	FOR	FOR		✓ 97.2%
3	Approve allocation of income and dividend	FOR	FOR		✓ 97.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 96.2%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.9%
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.	✓ 94.1%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Kaspar Kelterborn	FOR	FOR		✓ 96.8%
5.1.2	Re-elect Mr. Peter Schaub	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 94.8%
5.1.3	Re-elect Mr. Tim Talaat-Schnorf	FOR	FOR		✓ 96.2%
5.1.4	Re-elect Mr. Manuel Werder	FOR	FOR		✓ 95.9%
5.1.5	Re-elect Mr. Christian Wipf	FOR	FOR		✓ 96.5%
5.1.6	Elect Dr. Claudine Mollenkopf	FOR	FOR		✓ 94.7%
5.2	Re-elect Mr. Peter Schaub as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected as chairman.	✓ 94.7%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Mr. Tim Talaat-Schnorf to the nomination and remuneration committee	FOR	FOR		✓ 95.5%
5.3.2	Re-elect Mr. Christian Wipf to the nomination and remuneration committee	FOR	FOR		✓ 95.8%
5.3.3	Re-elect Mr. Peter Schaub to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected to the committee.	✓ 94.5%

Item	Agenda	Board	Ethos	Result
5.3.4	Elect Dr. Claudine Mollenkopf to the nomination and remuneration committee	FOR	FOR	✓ 95.9%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE The audit firm has been in office for 50 years, which exceeds Ethos' guidelines.	✓ 96.6%
5.5	Re-elect Burger & Müller as independent proxy	FOR	FOR	✓ 97.2%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 96.4% The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4	Elections to the board of directors			
4.1	Special meeting for holders of bearer shares			
4.1.1	Re-nominate Mr. Jürg Fedier as representative of bearer shareholders	FOR	FOR	✓ 99.8%
4.1.2	Re-nominate Mr. Jens Breu as representative of bearer shareholders	FOR	FOR	✓ 99.3%
4.1.3	Nominate Mr. Martin Hirzel as representative of bearer shareholders	FOR	FOR	✓ 100.0%
4.2	Re-elect Dr. Paul J. Hälg as board member and chairman	FOR	FOR	✓ 99.5%
4.3	Re-elect Dr. Hanspeter Fässler	FOR	FOR	✓ 99.2%
4.4	Re-elect Mr. Claude R. Cornaz	FOR	FOR	✓ 98.0%
4.5	Re-elect Dr. Gabi Huber	FOR	FOR	✓ 95.4%
4.6	Re-elect Mr. Hanno Ulmer	FOR	FOR	✓ 94.1%
4.7	Elect the candidates nominated by the special meeting (ITEMS 4.1.1, 4.1.2 and 4.1.3)			
4.7.1	Re-elect Mr. Jürg Fedier	FOR	FOR	✓ 93.3%
4.7.2	Re-elect Mr. Jens Breu	FOR	FOR	✓ 99.3%
4.7.3	Elect Mr. Martin Hirzel	FOR	FOR	✓ 100.0%
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Dr. Hanspeter Fässler to the nomination and remuneration committee	FOR	FOR	✓ 94.9%
5.2	Re-elect Mr. Claude R. Cornaz to the nomination and remuneration committee	FOR	FOR	✓ 94.1%
5.3	Re-elect Mr. Jens Breu to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 100.0%
7	Re-elect Mr. Remo Baumann as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.0%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 98.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.5%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.4%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 88.3% The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Wolfgang Baier	FOR	FOR	✓ 99.9%
5.1.2	Re-elect Mr. Jack Clemons	FOR	FOR	✓ 99.9%
5.1.3	Re-elect Mr. Marco Gadola	FOR	FOR	✓ 91.5%
5.1.4	Re-elect Dr. iur. Frank Ch. Gulich	FOR	FOR	✓ 99.1%
5.1.5	Re-elect Mr. Adrian T. Keller	FOR	FOR	✓ 99.0%
5.1.6	Re-elect Mr. Andreas W. Keller	FOR	FOR	✓ 96.7%
5.1.7	Re-elect Prof. Dr. Annette G. Köhler	FOR	FOR	✓ 99.5%
5.1.8	Re-elect Dr. oec. Hans Christoph Tanner	FOR	FOR	✓ 98.1%
5.1.9	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 92.8%
5.2	Re-elect Mr. Marco Gadola as board chairman	FOR	FOR	✓ 89.9%
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Dr. iur. Frank Ch. Gulich to the remuneration committee	FOR	● OPPOSE	✓ 84.8% He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members.
5.3.2	Re-elect Mr. Adrian T. Keller to the remuneration committee	FOR	FOR	✓ 86.5%
5.3.3	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 90.8%
6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.5%
7	Re-elect Mr. Ernst A. Widmer as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 92.2% The remuneration report is not in line with Ethos' guidelines.
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4	Discharge board members and executive management	FOR	FOR	✓ 98.8%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Victor Balli	FOR	FOR	✓ 98.8%
5.1.2	Re-elect Prof. Dr. ing. Werner J. Bauer	FOR	FOR	✓ 99.0%
5.1.3	Re-elect Ms. Lilian Fossum Biner	FOR	FOR	✓ 99.6%
5.1.4	Re-elect Mr. Michael Carlos	FOR	FOR	✓ 99.7%
5.1.5	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 99.5%
5.1.6	Re-elect Dr. oec. Olivier A. Filliol	FOR	FOR	✓ 99.8%
5.1.7	Re-elect Ms. Sophie Gasperment	FOR	FOR	✓ 73.4%
5.1.8	Re-elect Mr. Calvin Grieder as board member and chairman	FOR	FOR	✓ 90.3%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Prof. Dr. ing. Werner J. Bauer to the remuneration committee	FOR	FOR	✓ 98.6%
5.2.2	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR	✓ 99.1%
5.2.3	Re-elect Mr. Victor Balli to the remuneration committee	FOR	FOR	✓ 97.3%
5.3	Re-elect Mr. Manuel Isler as independent proxy	FOR	FOR	✓ 98.8%
5.4	Re-elect Deloitte as auditors	FOR	FOR	✓ 98.4%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.3%
6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.9%

Item	Agenda	Board	Ethos	Result	
6.2.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 93.3%</p>

Item	Agenda	Board	Ethos	Result
1	Acknowledgement of the resignation of Dr. Rolf Widmer from the board of directors	NON-VOTING	NON-VOTING	
2	Resolution of the Canton of Glarus: Elect Mr. Benjamin Mühlemann	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4	Elections to the board of directors			
4.1	Re-elect Mr. Urs Kaufmann as board member and chairman	FOR	FOR	✓ 84.2%
4.2	Re-elect Dr. Beat Kälin	FOR	FOR	✓ 99.0%
4.3	Re-elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 98.1%
4.4	Re-elect Mr. Rolf Seiffert	FOR	FOR	✓ 99.7%
4.5	Re-elect Dr. Franz Studer	FOR	FOR	✓ 99.4%
4.6	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.6%
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Dr. Beat Kälin to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members. ✓ 83.1%
5.2	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 74.0%
6	Advisory vote on the remuneration report	FOR	FOR	✓ 74.3%
7.1	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	✓ 97.4%
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.1%
7.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	✓ 94.8%
7.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 96.1%
8	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9%
9	Re-elect Bratschi AG as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial accounts and auditor's report	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Present financial statements as per the "true and fair view" principles	NON-VOTING	NON-VOTING	
4	Discharge board members and executive management	FOR	FOR	✓
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.	Elections to the board of directors			
6.1.1	Re-elect Prof. Dr. Doris Agotai Schmid	FOR	FOR	✓
6.1.2	Re-elect Mr. René Brülhart	FOR	FOR	✓
6.1.3	Re-elect Mr. Gerhard Hanhart	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines. ✓
6.1.4	Re-elect Mr. Marco Killer	FOR	FOR	✓
6.1.5	Re-elect Dr. Andreas Kunzmann	FOR	● OPPOSE	He is also CEO of a subsidiary. He serves on the audit committee. ✓
6.1.6	Re-elect Mr. Josef Lingg	FOR	FOR	✓
6.1.7	Re-elect Mr. Christoph Schwarz	FOR	FOR	✓
6.1.8	Re-elect Ms. Therese Suter	FOR	FOR	✓
6.1.9	Re-elect Dr. Thomas Wietlisbach	FOR	FOR	✓
6.2	Elect Mr. Christoph Käppeli	FOR	FOR	✓
6.3	Re-elect Mr. Gerhard Hanhart as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hanhart to the board of directors, he cannot be elected as chairman. ✓
6.4	Elections to the nomination and remuneration committee			

Item	Agenda	Board	Ethos	Result
6.4.1	Re-elect Mr. Josef Lingg to the nomination and remuneration committee	FOR	FOR	✓
6.4.2	Re-elect Ms. Therese Suter to the nomination and remuneration committee	FOR	● OPPOSE	<p>She is not independent (board tenure of 14 years) and the committee does not include at least 50% independent members.</p> <p>✓</p>
6.4.3	Re-elect Dr. Thomas Wietlisbach to the nomination and remuneration committee	FOR	FOR	✓
6.5	Re-elect Ms. Yvonne Saxer Bohnenblust as independent proxy	FOR	FOR	✓
6.6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.</p> <p>✓</p>
7	Miscellaneous	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 88.6%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 98.6%
3	Discharge board members and executive management	FOR	FOR		✓ 97.1%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.7%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 88.3%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Hans-Ulrich Meister as board member and chairman	FOR	FOR		✓ 96.6%
5.1.b	Re-elect Mr. Henner Mahlstedt	FOR	FOR		✓ 98.0%
5.1.c	Re-elect Ms. Ines Pöschel	FOR	FOR		✓ 97.2%
5.1.d	Re-elect Mr. Kyrre Olaf Johansen	FOR	FOR		✓ 97.8%
5.1.e	Re-elect Prof. Dr. Laurent Vulliet	FOR	FOR		✓ 97.6%
5.1.f	Re-elect Prof. Dr. Martin A. Fischer	FOR	FOR		✓ 98.7%
5.1.g	Re-elect Ms. Barbara Lambert	FOR	FOR		✓ 98.6%
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR		✓ 96.3%
5.2.b	Re-elect Prof. Dr. Laurent Vulliet to the remuneration committee	FOR	FOR		✓ 96.6%
5.2.c	Re-elect Prof. Dr. Martin A. Fischer to the remuneration committee	FOR	FOR		✓ 97.9%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.6%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 97.3%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 92.9%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.1%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 96.1%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 94.2%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Stefan Mächler as board member and chairman	FOR	FOR		✓ 98.7%
5.1.b	Re-elect Dr. Christoph Caviezel	FOR	FOR		✓ 98.7%
5.1.c	Re-elect Mr. Hans-Ulrich Meister	FOR	FOR		✓ 91.2%
5.1.d	Re-elect Mr. André Wyss	FOR	FOR		✓ 98.4%
5.1.e	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR		✓ 98.9%
5.2	Elections to the nomination and remuneration committee				
5.2.a	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the nomination and remuneration committee	FOR	FOR		✓ 98.7%
5.2.b	Re-elect Dr. Christoph Caviezel to the nomination and remuneration committee	FOR	FOR		✓ 98.3%
5.2.c	Re-elect Mr. André Wyss to the nomination and remuneration committee	FOR	FOR		✓ 98.5%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.6%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.5%
6	Amend articles of association: Change of registered office	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Discharge board members	FOR	FOR	✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Elections to the board of directors			
4.1	Re-elect Dr. Beat E. Lüthi as board member and chairman	FOR	FOR	✓ 99.7%
4.2	Re-elect Dr. Richard Fischer	FOR	FOR	✓ 96.2%
4.3	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 88.3%
4.4	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 93.5%
4.5	Elect Dr. Reto Suter	FOR	FOR	✓ 97.0%
	Elections to the nomination and remuneration committee			
4.6	Re-elect Dr. Richard Fischer to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
4.7	Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee	FOR	FOR	✓ 95.9%
4.8	Elect Dr. Reto Suter to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
5	Re-elect Baur Hürlimann AG as independent proxy	FOR	FOR	✓ 99.9%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 96.7%
7	Advisory vote on the remuneration report	FOR	FOR	✓ 93.5%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5%
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.2%
10	Amend articles of association to enable virtual general meeting	FOR	FOR	✓ 80.2%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report and consolidated financial statements	FOR	FOR		✓ 100.0%
1.2	Approve annual accounts of Intershop Holding AG	FOR	FOR		✓ 100.0%
1.3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓ 96.2%
3.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.5%
3.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration committee or the board of directors have paid out undue remuneration during the previous financial year.</p>	✓ 85.4%
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Dieter Marmet	FOR	FOR		✓ 96.3%
4.1.b	Re-elect Mr. Ernst Schaufelberger	FOR	FOR		✓ 100.0%
4.1.c	Re-elect Mr. Kurt Ritz	FOR	FOR		✓ 96.0%
4.2	Re-elect Mr. Dieter Marmet as board chairman	FOR	FOR		✓ 96.0%
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Dieter Marmet to the remuneration committee	FOR	FOR		✓ 91.7%
4.3.b	Re-elect Mr. Ernst Schaufelberger to the remuneration committee	FOR	FOR		✓ 95.4%
4.3.c	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR		✓ 95.4%
4.4	Elect BFMS Rechtsanwälte as independent proxy	FOR	FOR		✓ 100.0%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.</p>	✓ 88.8%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 93.9% The remuneration report is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	FOR	✓ 99.6%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Approve renewal of authorised capital	FOR	FOR	✓ 98.4%
Elections to the board of directors				
5.1.1	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 99.7%
5.1.2	Re-elect Ms. Susana Gomez Smith	FOR	FOR	✓ 93.5%
5.1.3	Re-elect Mr. Richard A. Laxer	FOR	FOR	✓ 99.8%
5.1.4	Re-elect Dr. Thomas R. Meier	FOR	FOR	✓ 99.9%
5.1.5	Re-elect Mr. Dominik Schärer	FOR	FOR	✓ 99.6%
5.1.6	Re-elect Dr. Philippe A. Weber	FOR	FOR	✓ 98.2%
5.2.1	Elect Ms. Sylvie Davidson	FOR	FOR	✓ 99.8%
5.2.2	Elect Mr. Philippe Le Baquer	FOR	FOR	✓ 99.6%
5.3	Re-elect Mr. Christopher M. Chambers as board chairman	FOR	FOR	✓ 99.7%
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Ms. Susana Gomez Smith to the nomination and remuneration committee	FOR	FOR	✓ 92.9%
5.4.2	Re-elect Mr. Richard A. Laxer to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
5.4.3	Re-elect Dr. Philippe A. Weber to the nomination and remuneration committee	FOR	FOR	✓ 98.8%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.6%
7	Re-elect Proxy Voting Services as independent proxy	FOR	FOR	✓ 99.9%
8	Binding votes on the remuneration of the board of directors and the executive management			
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 90.3% The remuneration is significantly higher than that of the peer group.
8.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos		Result
8.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 95.8%
8.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Approve allocation of income	FOR	FOR		✓ 99.3%
3	Discharge board members and executive management	FOR	FOR		✓ 96.5%
4.1	Amend articles of association (simple majority)	FOR	FOR		✓ 99.6%
4.2	Amend articles of association (qualified majority)	FOR	FOR		✓ 99.6%
5	Elections to the board of directors				
5.1	Re-elect Mr. Silvan Gian-Reto Meier	FOR	FOR		✓ 96.9%
5.2	Re-elect Mr. Heinz Roth	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (25.0%).	✓ 93.8%
5.3	Re-elect Mr. Heinz Wiedmer	FOR	FOR		✓ 96.9%
5.4	Re-elect Mr. Alexander Zschokke	FOR	FOR		✓ 97.0%
6	Re-elect Mr. Silvan Gian-Reto Meier as board chairman	FOR	FOR		✓ 94.6%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Silvan Gian-Reto Meier to the remuneration committee	FOR	● OPPOSE	He is not independent (important shareholder and former CEO) and the committee does not include at least 50% independent members. He receives a remuneration that is excessive.	✓ 95.0%
7.2	Re-elect Mr. Heinz Roth to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Roth to the board of directors, he cannot be elected to the committee.	✓ 92.7%
7.3	Re-elect Mr. Heinz Wiedmer to the remuneration committee	FOR	FOR		✓ 93.4%
7.4	Re-elect Mr. Alexander Zschokke to the remuneration committee	FOR	FOR		✓ 95.8%
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.8%
9	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 42 years, which exceeds Ethos' guidelines.	✓ 97.8%
10	Binding votes on the remuneration of the board of directors and the executive management				

Item	Agenda	Board	Ethos		Result
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 91.1%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 91.3%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 84.7%
2	Approve allocation of income	FOR	FOR	✓ 99.9%
3	Approve creation of authorised capital	FOR	FOR	✓ 97.6%
4	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 99.8%
5	Discharge board members and executive management	FOR	FOR	✓ 99.9%
6.1	Elections to the board of directors			
6.1.a	Elect Ms. Sabrina Contratto	FOR	FOR	✓ 99.6%
6.1.b	Re-elect Mr. Daniel Crausaz	FOR	FOR	✓ 99.3%
6.1.c	Re-elect Mr. Brian Fischer	FOR	FOR	✓ 98.7%
6.1.d	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 97.9%
6.1.e	Re-elect Mr. Peter Schaub as board member and chairman	FOR	FOR	✓ 98.4%
6.1.f	Re-elect Dr. oec. Martha Scheiber	FOR	FOR	✓ 99.7%
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Ms. Bernadette Koch to the remuneration committee	FOR	FOR	✓ 98.1%
6.2.b	Elect Mr. Daniel Crausaz to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members. ✓ 91.4%
6.2.c	Re-elect Mr. Brian Fischer to the remuneration committee	FOR	FOR	✓ 97.9%
6.3	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9%
6.4	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 99.9%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 88.6%
8.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 87.1%
8.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 87.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
2	Discharge board members and executive management	FOR	FOR		✓ 97.6%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.6%
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7%
5	Approve share buyback programme	FOR	FOR		✓ 97.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.8%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 92.1%
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.0%
7	Elections to the board of directors				
7.1	Re-elect Dr. Jörg Reinhardt as board member and chairman	FOR	FOR		✓ 90.4%
7.2	Re-elect Dr. Nancy C. Andrews	FOR	FOR		✓ 99.5%
7.3	Re-elect Mr. Ton Büchner	FOR	FOR		✓ 89.0%
7.4	Re-elect Mr. Patrice Bula	FOR	FOR		✓ 98.6%
7.5	Re-elect Ms. Elizabeth (Liz) Doherty	FOR	FOR		✓ 99.5%
7.6	Re-elect Ms. Ann Marie Fudge	FOR	FOR		✓ 96.5%
7.7	Re-elect Ms. Bridgette Heller	FOR	FOR		✓ 99.4%
7.8	Re-elect Mr. Frans van Houten	FOR	FOR		✓ 99.2%
7.9	Re-elect Dr. Simon Moroney	FOR	FOR		✓ 99.6%
7.10	Re-elect Dr. Andreas von Planta	FOR	FOR		✓ 94.2%
7.11	Re-elect Prof. Dr. Charles L. Sawyers	FOR	FOR		✓ 99.2%
7.12	Re-elect Dr. Enrico Vanni	FOR	FOR		✓ 98.3%
7.13	Re-elect Mr. William T. Winters	FOR	FOR		✓ 98.9%
8	Elections to the remuneration committee				
8.1	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR		✓ 97.8%
8.2	Re-elect Ms. Bridgette Heller to the remuneration committee	FOR	FOR		✓ 97.9%

Item	Agenda	Board	Ethos	Result
8.3	Re-elect Dr. Enrico Vanni to the remuneration committee	FOR	FOR	✓ 96.1%
8.4	Re-elect Mr. William T. Winters to the remuneration committee	FOR	FOR	✓ 97.4%
8.5	Elect Dr. Simon Moroney to the remuneration committee	FOR	FOR	✓ 98.6%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 92.6%
10	Re-elect Mr. Peter Andreas Zahn as independent proxy	FOR	FOR	✓ 99.8%
11	Amend articles of association	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result	
1	Approve annual report, financial statements and accounts	FOR	FOR	✓	
2	Advisory vote on the remuneration report	FOR	FOR	✓	
3	Approve allocation of income and dividend	FOR	FOR	✓	
4	Discharge board members and executive management	FOR	FOR	✓	
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Gian Reto Lazzarini	FOR	FOR	✓	
5.1.b	Re-elect Dr. iur. Markus Neff	FOR	FOR	✓	
5.1.c	Re-elect Mr. Stefan Hiestand	FOR	FOR	✓	
5.1.d	Elect Mr. Daniel Ménard	FOR	FOR	✓	
5.2	Re-elect Mr. Gian Reto Lazzarini as board chairman	FOR	FOR	✓	
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Dr. iur. Markus Neff to the remuneration committee	FOR	FOR	✓	
5.3.b	Re-elect Mr. Stefan Hiestand to the remuneration committee	FOR	FOR	✓	
5.4	Re-elect Jermann Künzli Rechtsanwälte as independent proxy	FOR	FOR	✓	
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓	
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓
7	Reduce share capital via repayment of nominal value	FOR	FOR	✓	
8.1	Create a new authorised capital	FOR	FOR	✓	
8.2	Create a new authorised capital (if item 7 is not approved)	FOR	FOR	<p>As ITEM 7 was approved by shareholders, ITEM 8.2 was not submitted to vote.</p>	-

Pierer Mobility

26.02.2021

EGM

Item	Agenda	Board	Ethos		Result
1	Amend articles of association on board's adoption of resolutions	FOR	FOR		✓ 100.0%
2	Introduction of an opting-out clause	FOR	● OPPOSE	The introduction of an opting out clause is not in the interest of the minority shareholders.	✓ 99.4%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.5%
4	Elections to the board of directors			
4.1	Re-elect Mr. Markus Kellenberger as member and chairman of the board	FOR	FOR	✓ 100.0%
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR	✓ 100.0%
4.3	Re-elect Mr. Martin Byland	FOR	FOR	✓ 99.7%
4.4	Re-elect Mr. Felix Schmidheiny	FOR	FOR	✓ 98.4%
4.5	Re-elect Mr. Dominik Weber	FOR	FOR	✓ 99.7%
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Martin Byland to the remuneration committee	FOR	FOR	✓ 99.6%
5.2	Re-elect Mr. Dominik Weber to the remuneration committee	FOR	FOR	✓ 99.6%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 97.8%
7	Re-elect Bretschger Leuch Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
8	Binding votes on the remuneration of the board of directors and the executive management			
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 100.0%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.9%
9	Amend articles of association: company purpose	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 75.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.3%
4	Discharge board members and executive management	FOR	FOR		✓ 99.3%
5	Elections to the board of directors				
5.1	Re-elect Dr. rer. pol. Luciano Gabriel	FOR	FOR		✓ 86.4%
5.2	Re-elect Ms. Corinne Denzler	FOR	FOR		✓ 87.3%
5.3	Re-elect Mr. Adrian Dudle	FOR	FOR		✓ 85.5%
5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	FOR	● OPPOSE	He is 78 years old, which exceeds Ethos' guidelines.	✓ 61.9%
5.5	Re-elect Mr. Henrik Saxborn	FOR	FOR		✓ 98.4%
5.6	Re-elect Mr. Josef Stadler	FOR	FOR		✓ 77.7%
5.7	Re-elect Mr. Aviram Wertheim	FOR	FOR		✓ 79.6%
6	Re-elect Dr. rer. pol. Luciano Gabriel as board chairman	FOR	FOR		✓ 86.3%
7	Elections to the remuneration committee				
7.1	Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. iur. Forstmoser to the board of directors, he cannot be elected to the committee.	✓ 63.2%
7.2	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR		✓ 90.0%
7.3	Re-elect Mr. Josef Stadler to the remuneration committee	FOR	FOR		✓ 82.9%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 89.4%
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 83.6%
10	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.3%
11	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
	Binding votes on the remuneration of the board of directors and the executive management				
2.1	Binding retrospective vote on the annual bonus of the executive management	FOR	● OPPOSE	<p>The amount that will effectively be paid out in March 2021 is significantly higher than the amount requested at the general meeting.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 99.7%
2.2	Binding retrospective vote on the annual bonus of the board chairman	FOR	● OPPOSE	<p>The amount that will effectively be paid out in March 2021 is significantly higher than the amount requested at the general meeting.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 99.5%
3	Discharge board members	FOR	FOR		✓ 100.0%
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
5	Elections to the board of directors and the remuneration committee				
5.1	Re-elect Dr. Christoph Franz as board member and chairman	FOR	FOR		✓ 99.7%
5.2	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	● OPPOSE	<p>He receives a remuneration that is excessive and not in line with generally accepted best practice standards.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p>	✓ 99.5%
5.3	Re-elect Mr. André Hoffmann as board member	FOR	FOR		✓ 99.9%
5.4	Re-elect Ms. Julie Brown as board member	FOR	FOR		✓ 100.0%
5.5	Re-elect Mr. Paul Bulcke as board member	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
5.6	Re-elect Prof. Dr. Hans Clevers as board member	FOR	FOR		✓ 100.0%
5.7	Re-elect Dr. Jörg Duschmalé as board member	FOR	FOR		✓ 99.9%
5.8	Re-elect Dr. Patrick Frost as board member	FOR	FOR		✓ 100.0%
5.9	Re-elect Ms. Anita Hauser as board member	FOR	FOR		✓ 100.0%
5.10	Re-elect Prof. Dr. Richard P. Lifton as board member	FOR	FOR		✓ 99.9%
5.11	Re-elect Mr. Bernard Poussot as board member	FOR	FOR		✓ 100.0%
5.12	Re-elect Dr. Severin Schwan as board member	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.9%
5.13	Re-elect Dr. Claudia Süßmuth Dyckerhoff as board member	FOR	FOR		✓ 100.0%
5.14	Re-elect Mr. André Hoffmann to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 99.6%
5.15	Re-elect Prof. Dr. Richard P. Lifton to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 99.6%
5.16	Re-elect Mr. Bernard Poussot to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 99.8%

Item	Agenda	Board	Ethos	Result
6	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>✓ 99.5%</p>
7	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The fixed remuneration is significantly higher than that of the peer group.</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>✓ 99.4%</p>
8	Re-elect Testaris as independent proxy	FOR	FOR	<p>✓ 100.0%</p>
9	Re-elect KPMG as auditors	FOR	FOR	<p>✓ 99.9%</p>

Item	Agenda	Board	Ethos		Result
1	Approve ordinary capital increase	FOR	FOR		✓ 85.4%
2.1	Increase and renewal of authorised capital	FOR	FOR		✓ 85.4%
2.2	Additional increase of authorised capital	FOR	FOR		✓ 85.0%
3.1	Increase conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 85.5%
3.2	Additional increase of conditional capital	FOR	FOR		✓ 85.0%
4	Increase conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 75.4%
5	Binding prospective vote on additional long-term variable remuneration for the executive management	FOR	● OPPOSE	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 73.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Urs Kaufmann as member and chairman of the board	FOR	FOR	✓ 83.9%
4.1.b	Re-elect Mr. Philipp Buhofer	FOR	FOR	✓ 93.6%
4.1.c	Re-elect Mr. Gerhard Pegam	FOR	FOR	✓ 99.5%
4.2	Elect Ms. Andrea Tranel	FOR	FOR	✓ 99.3%
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR	✓ 90.9%
4.3.b	Re-elect Mr. Urs Kaufmann to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 79.7%
4.4	Elect Mr. Jean-Claude Cattin as independent proxy	FOR	FOR	✓ 100.0%
4.5	Re-elect BDO as auditors	FOR	FOR	✓ 99.9%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 68.8%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.2%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.5%
3	Discharge board members and executive management	FOR	FOR		✓ 98.2%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 86.7%
4.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 95.0%
4.3	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 98.3%
4.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.8%
	Elections to the board of directors				
5.1	Re-elect Mr. Silvio Napoli as board member and chairman	FOR	FOR		✓ 89.7%
5.2	Elect Mr. Adam Keswick	FOR	● OPPOSE	He holds an excessive number of mandates. He is not independent (business connections) and the board independence is insufficient (16.7%).	✓ 87.4%
5.3	Elect Mr. Günter Schäuble	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (16.7%).	✓ 93.1%
5.4.1	Re-elect Mr. Alfred N. Schindler	FOR	FOR		✓ 90.2%
5.4.2	Re-elect Prof. Dr. Pius Baschera	FOR	FOR		✓ 93.8%
5.4.3	Re-elect Mr. Erich Ammann	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (16.7%).	✓ 88.0%
5.4.4	Re-elect Mr. Luc Bonnard	FOR	FOR		✓ 89.6%
5.4.5	Re-elect Mr. Patrice Bula	FOR	FOR		✓ 95.6%
5.4.6	Re-elect Prof. Dr. Monika Büttler	FOR	FOR		✓ 99.2%

Item	Agenda	Board	Ethos		Result
5.4.7	Re-elect Ms. Orit Gadiesh	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (16.7%).	✓ 94.4%
5.4.8	Re-elect Mr. Tobias B. Staehelin	FOR	● OPPOSE	He is also a permanent member of the executive management (Head Human Resources).	✓ 94.7%
5.4.9	Re-elect Ms. Carole Vischer	FOR	FOR		✓ 91.5%
	Elections to the remuneration committee				
5.5	Elect Mr. Adam Keswick to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Keswick to the board of directors, he cannot be elected to the committee.	✓ 87.6%
5.6.1	Re-elect Prof. Dr. Pius Baschera to the remuneration committee	FOR	FOR		✓ 90.0%
5.6.2	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR		✓ 95.2%
5.7	Re-elect Dr. Adrian von Segesser as independent proxy	FOR	FOR		✓ 99.4%
5.8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
	Approve allocation of balance sheet result and dividend			
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.9%
3	Approve dividend out of retained earnings	FOR	FOR	✓ 99.9%
4	Approve dividend out of capital contributions reserves	FOR	FOR	✓ 99.9%
5	Discharge board members and executive management	FOR	FOR	✓ 99.8%
6.1	Elections to the board of directors			
6.1.a	Re-elect Dr. Hans-Peter Bauer	FOR	FOR	✓ 99.2%
6.1.b	Re-elect Mr. Andreas Hämmerli	FOR	FOR	✓ 99.2%
6.1.c	Re-elect Ms. Carolin Schmüser	FOR	FOR	✓ 98.1%
6.1.d	Re-elect Mr. Christian Perschak	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (40.0%). ✓ 94.6%
6.1.e	Re-elect Mr. Alexander Vögele as member and chairman of the board	FOR	FOR	✓ 98.0%
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Mr. Andreas Hämmerli to the remuneration committee	FOR	FOR	✓ 97.8%
6.2.b	Re-elect Mr. Christian Perschak to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Perschak to the board of directors, he cannot be elected to the committee. ✓ 93.5%
6.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.2%
6.4	Re-elect Mr. Pablo Bünger as independent proxy	FOR	FOR	✓ 99.9%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.1%
7.3	Binding prospective vote on the total remuneration of Swiss Finance & Property Funds AG as asset manager	FOR	FOR	✓ 95.7%





Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.7%
2	Discharge board members and executive management	FOR	FOR	✓ 98.3%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.0%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Calvin Grieder	FOR	FOR	✓ 98.1%
4.1.2	Re-elect Dr. Sami Atiya	FOR	FOR	✓ 99.5%
4.1.3	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	✓ 91.4%
4.1.4	Re-elect Mr. Ian Gallienne	FOR	FOR	✓ 75.8%
4.1.5	Re-elect Mr. Shelby R. du Pasquier	FOR	FOR	✓ 92.2%
4.1.6	Re-elect Ms. Kory Sorenson	FOR	FOR	✓ 99.1%
4.1.7	Re-elect Mr. Tobias Hartmann	FOR	FOR	✓ 86.1%
4.1.8	Elect Ms. Janet S. Vergis	FOR	FOR	✓ 99.6%
4.2	Re-elect Mr. Calvin Grieder as board chairman	FOR	FOR	✓ 92.6%
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Ian Gallienne to the remuneration committee	FOR	FOR	✓ 64.0%
4.3.2	Re-elect Mr. Shelby R. du Pasquier to the remuneration committee	FOR	FOR	✓ 74.5%
4.3.3	Re-elect Ms. Kory Sorenson to the remuneration committee	FOR	FOR	✓ 99.2%
4.4	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.2%
4.5	Re-elect Jeandin & Defacqz as independent proxy	FOR	FOR	✓ 100.0%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.5%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 94.4%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.0%
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.4%
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.6%
7	Approve renewal of authorised capital	FOR	FOR	✓ 96.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 85.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.9%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.6%
6	Approve extension of authorised capital	FOR	FOR		✓ 99.4%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Ton Büchner	FOR	FOR		✓ 85.4%
7.1.2	Re-elect Mr. Christopher M. Chambers	FOR	FOR		✓ 98.9%
7.1.3	Re-elect Dr. Barbara Frei-Spreiter	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 67.7%
7.1.4	Re-elect Dr. Gabrielle Nater-Bass	FOR	FOR		✓ 98.5%
7.1.5	Re-elect Mr. Mario F. Seris	FOR	FOR		✓ 99.1%
7.1.6	Re-elect Mr. Thomas Studhalter	FOR	FOR		✓ 99.2%
7.1.7	Elect Ms. Barbara A. Knoflach	FOR	FOR		✓ 99.8%
7.2	Re-elect Mr. Ton Büchner as chairman of the board	FOR	FOR		✓ 76.7%
7.3	Elections to the remuneration committee				
7.3.1	Re-elect Mr. Christopher M. Chambers to the remuneration committee	FOR	FOR		✓ 98.9%
7.3.2	Re-elect Dr. Barbara Frei-Spreiter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Frei-Spreiter to the board of directors, she cannot be elected to the committee.	✓ 67.5%
7.3.3	Re-elect Dr. Gabrielle Nater-Bass to the remuneration committee	FOR	FOR		✓ 99.0%
7.4	Re-elect Mr. Paul Wiesli as independent proxy	FOR	FOR		✓ 100.0%
7.5	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 83.4%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 95.1%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.3%
3	Discharge board members and executive management	FOR	FOR	✓ 99.8%
4	Elections to the board of directors			
4.1	Re-elect Dr. Roland Abt	FOR	FOR	✓ 98.4%
4.2	Re-elect Mr. Alain Carrupt	FOR	FOR	✓ 99.9%
4.3	Elect Mr. Guus Dekkers	FOR	FOR	✓ 99.8%
4.4	Re-elect Dr. Frank Esser	FOR	FOR	✓ 99.2%
4.5	Re-elect Dr. Barbara Frei-Spreiter	FOR	FOR	✓ 92.6%
4.6	Re-elect Ms. Sandra Lathion-Zweifel	FOR	FOR	✓ 95.8%
4.7	Re-elect Ms. Anna Mossberg	FOR	FOR	✓ 99.7%
4.8	Re-elect Mr. Michael Rechsteiner	FOR	FOR	✓ 99.3%
4.9	Elect Mr. Michael Rechsteiner as board chairman	FOR	FOR	✓ 99.8%
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Roland Abt to the remuneration committee	FOR	FOR	✓ 98.7%
5.2	Re-elect Dr. Frank Esser to the remuneration committee	FOR	FOR	✓ 99.6%
5.3	Re-elect Dr. Barbara Frei-Spreiter to the remuneration committee	FOR	FOR	✓ 93.2%
5.4	Elect Mr. Michael Rechsteiner to the remuneration committee	FOR	FOR	✓ 99.6%
5.5	Re-elect Dr. Renzo Simoni to the remuneration committee	FOR	FOR	✓ 97.6%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.1%
7	Re-elect Reber Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 56.5%
3	Approve allocation of income	FOR	FOR		✓ 98.8%
4	Discharge board members and executive management	FOR	FOR		✓ 99.0%
5.1	Approve creation of authorised capital	FOR	FOR		✓ 98.5%
5.2	Approve amendment of the conditional capital	FOR	FOR		✓ 98.6%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 91.7%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 91.0%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Franz Julen as board member and chairman	FOR	FOR		✓ 98.9%
7.1.2	Re-elect Mr. Markus Bernhard	FOR	FOR		✓ 99.7%
7.1.3	Re-elect Ms. Insa Klasing	FOR	FOR		✓ 98.8%
7.1.4	Re-elect Mr. Michael Kliger	FOR	FOR		✓ 99.0%
7.1.5	Re-elect Dr. Karin Schwab	FOR	FOR		✓ 99.4%
7.1.6	Re-elect Mr. Sascha Zahnd	FOR	FOR		✓ 98.9%
7.2	Elect Mr. Felix Stinson	FOR	FOR		✓ 99.1%
7.3	Elections to the remuneration committee				
7.3.1	Re-elect Ms. Insa Klasing to the remuneration committee	FOR	FOR		✓ 94.4%
7.3.2	Re-elect Mr. Michael Kliger to the remuneration committee	FOR	FOR		✓ 94.6%
7.3.3	Elect Mr. Sascha Zahnd to the remuneration committee	FOR	FOR		✓ 98.1%
7.4	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
7.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.1%

Item	Agenda	Board	Ethos	Result
1	Approve increase of authorised capital	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient. 
2	Elect Mr. Hans-Christian Boos as member of the board	FOR	● OPPOSE	Insufficient information is provided concerning the nominee. 
3	Create conditional capital (registered shares A)	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. 
4	Create conditional capital (registered shares B)	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> 

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Discharge board members and executive management	FOR	FOR		✓ 99.3%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 97.5%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.2%
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 97.0%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. oec. Hans-Peter Zehnder as board member and chairman	FOR	FOR		✓ 95.4%
5.1.2	Re-elect Dr. iur. Urs Buchmann	FOR	FOR		✓ 99.6%
5.1.3	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 92.7%
5.1.4	Re-elect Mr. Jörg Walther	FOR	FOR		✓ 83.5%
5.1.5	Re-elect Mr. Ivo Wechsler	FOR	FOR		✓ 99.8%
5.1.6	Re-elect Ms. Milva Zehnder	FOR	FOR		✓ 99.4%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. iur. Urs Buchmann to the remuneration committee	FOR	FOR		✓ 99.8%
5.2.2	Re-elect Mr. Riet Cadonau to the remuneration committee	FOR	FOR		✓ 93.4%
5.2.3	Re-elect Ms. Milva Zehnder to the remuneration committee	FOR	FOR		✓ 99.4%
5.3	Re-elect Mr. Werner Schib as independent proxy	FOR	FOR		✓ 100.0%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.6%
6	Amend articles of association	FOR	FOR		✓ 99.9%

Disclaimer

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