

01.01.2018
30.06.2018

General meetings of SPI companies

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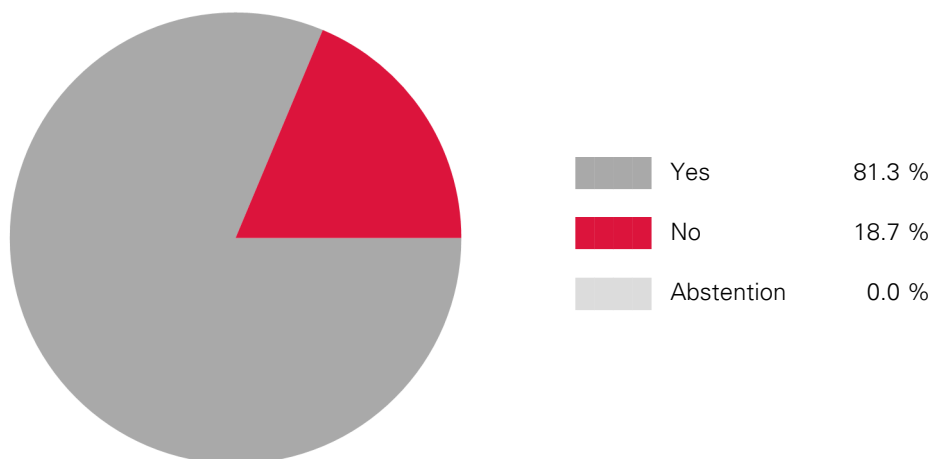
Contact

Ethos - P.O Box - CH - 1211 Geneva 1
T +41 (0)22 716 15 55 - F +41 (0)22 716 15 56 - www.ethosfund.ch

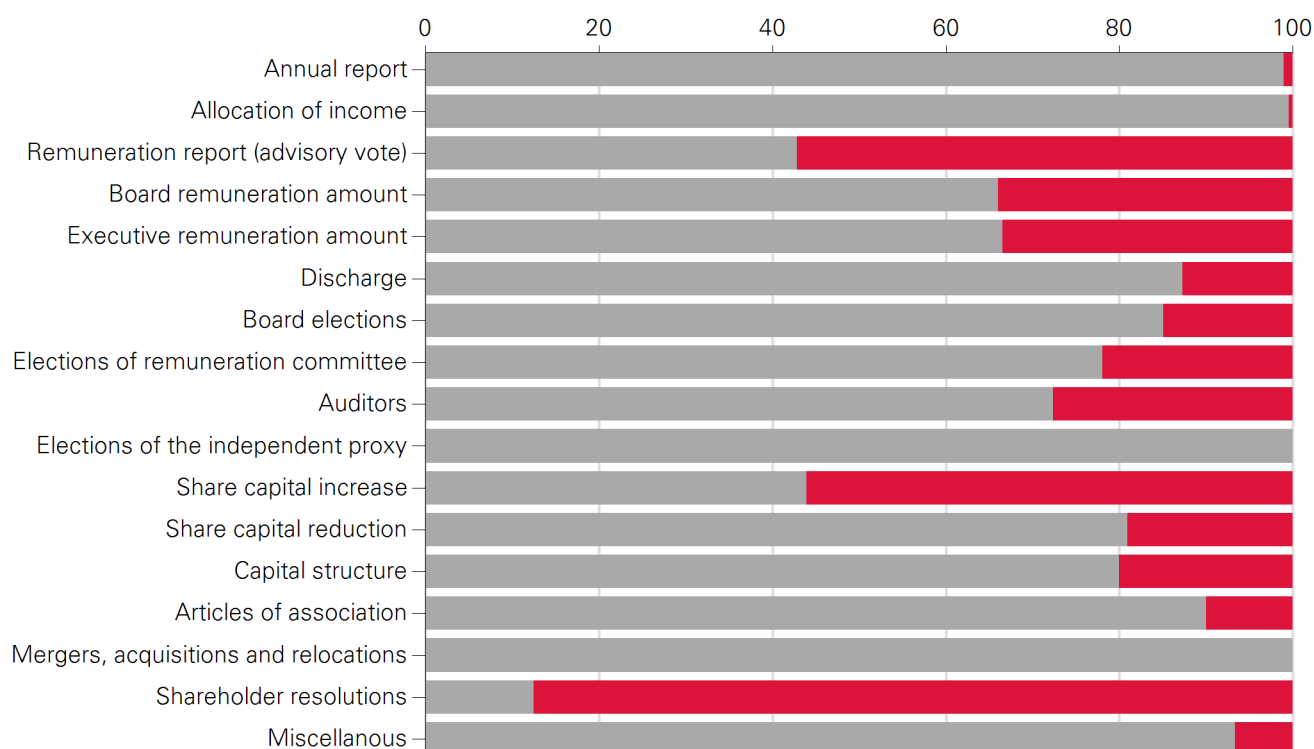
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	187	3527	2865	662	0
Extraordinary general meetings	5	21	20	1	0
Total	192	3548	2885	663	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	196 99.0%	2 1.0%	0 0.0%	198
Allocation of income	220 99.5%	1 0.5%	0 0.0%	221
Remuneration report (advisory vote)	48 42.9%	64 57.1%	0 0.0%	112
Board remuneration amount	134 66.0%	69 34.0%	0 0.0%	203
Executive remuneration amount	175 66.5%	88 33.5%	0 0.0%	263
Discharge	179 87.3%	26 12.7%	0 0.0%	205
Board elections	1108 85.1%	194 14.9%	0 0.0%	1302
Elections of remuneration committee	394 78.0%	111 22.0%	0 0.0%	505
Auditors	136 72.3%	52 27.7%	0 0.0%	188
Elections of the independent proxy	175 100.0%	0 0.0%	0 0.0%	175
Share capital increase	29 43.9%	37 56.1%	0 0.0%	66
Share capital reduction	17 81.0%	4 19.0%	0 0.0%	21
Capital structure	4 80.0%	1 20.0%	0 0.0%	5
Articles of association	54 90.0%	6 10.0%	0 0.0%	60
Mergers, acquisitions and relocations	1 100.0%	0 0.0%	0 0.0%	1
Shareholder resolutions	1 12.5%	7 87.5%	0 0.0%	8
Miscellaneous	14 93.3%	1 6.7%	0 0.0%	15

2 Overview of the voting recommendations

Type of General Meeting (Type)

AGM Annual general meetings
EGM Extraordinary general meetings

Votings

✓ For
◐ Partly for
✗ Oppose
✕ Abstain

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
ABB	29.03.2018	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✓	✓				✓			
Addex Therapeutics	16.03.2018	EGM											✓		✓	✓			
	20.06.2018	AGM	✓	✓	✗	✗	✗	✗	◐	✗	✓	✓	✗						
Adecco	19.04.2018	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓		✓					
Adval Tech	17.05.2018	AGM	✓	✓		✓	✓	✓	◐	✓	✗	✓							
Aevis Victoria	24.05.2018	AGM	✓	✗	✗	◐	✗	✓	◐	✓	✓	✓							
Airesis	12.06.2018	AGM	✓	✓	✓	✓	✗	✗	◐	✓	✓	✓							
Airopack Technology Group	18.04.2018	AGM	✓	✓		✓	✗	✗	◐	✗	✓	✓	✓						
Allreal	20.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓			
Also	27.03.2018	AGM	✓	✓	✗	✓	◐	✓	◐	✗	✓	✓							
AMS	06.06.2018	AGM		✓		✓		✓	◐		✓		✓						
APG SGA	24.05.2018	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓							
Arbonia	20.04.2018	AGM	✓	✓	✓	✓		✓	◐		✓	✓	✗			✓			
Arundel	12.06.2018	AGM	✓	✓	✓	✓	✓	✗	✗	✗	✗	✓	✗						✓
Ascom	11.04.2018	AGM	✓	✓	✓	✓	✓	✓	◐	✓	✗	✓							
Autoneum	28.03.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Bachem	25.04.2018	AGM	✓	✓		✓	✓	✓	◐	✓	✗	✓							
Bâloise	27.04.2018	AGM	✓	✓		✓	◐	✓	✓	✓	✓	✓							
Bank Cler	06.04.2018	AGM	✓	✓		✓	✓	✓	✓	◐	✓	✓				✓			
Bank Linth	27.03.2018	AGM	✓	✓		✓	✓	✓	◐		✗	✓							
Banque Cantonale de Genève	02.05.2018	AGM	✓	✓				✓	✓		✓								
Banque Cantonale du Jura	26.04.2018	AGM	✓	✓				✓	✓		✗								

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
Banque Cantonale du Valais	16.05.2018	AGM	✓	✓				✗	✓		✓								
Banque Cantonale Vaudoise	26.04.2018	AGM	✓	✓		✓	✓	✓	✓		✓	✓							
Banque Profil de Gestion	24.04.2018	AGM	✓	✓		✓	✓	✓	✓	○	✓	✓							✓
Basilea	18.04.2018	AGM	✓	✓	✗	✗	○	✓	✓	✓	✓	✓	✓						
Belimo	09.04.2018	AGM	✓	✓	✓	✓	✓	✓	○	✓	✓	✓							
Bell Food Group	10.04.2018	AGM	✓	✓	✓	✓	✓	✓	○	✓	✗	✓	✓			✓			
Bellevue Group	20.03.2018	AGM	✓	✓		○	○	✓	✓	✓	✓	✓	✗						
Bergbahnen Engelberg-Trübsee-Titlis	23.03.2018	AGM	✓	✓		✓	✓	✓	○	○	✓	✓							
Berner Kantonalbank	22.05.2018	AGM	✓	✓	✓	○	✓	✓	✓	✓	✓	✓				✓			✓
BFW Liegenschaften	03.05.2018	AGM	✓	✓		✗	✓	○	○	○	✓	✓		✓					
	03.05.2018	EGM							✗										
BKW	18.05.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
BNS	27.04.2018	AGM	✓	✓				✓			✓								✗
Bobst	28.03.2018	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓				✓			
Bossard	09.04.2018	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✗	✓							
Bucher Industries	18.04.2018	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓							
Burkhalter Holding	22.05.2018	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓	✓			✓			
BVZ Holding	12.04.2018	AGM	✓	✓		✓	✓	✓	○	○	✓	✓							
Calida	18.05.2018	AGM	✓	✓	✗	✓	✗	✓	✓	○	✓	✓							
Cassiopea	05.04.2018	AGM	✓						✗		✓		✓						
Cembra Money Bank	18.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Cham Group	29.01.2018	EGM														✓			
	02.05.2018	AGM	✓	✓	✓	✗	✗	✓	✓	✓	✓	✓							
CI Com	15.06.2018	AGM	✗	✓		✓		✗	✗	✗	✓	✓							
Cicor Technologies	19.04.2018	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✗			✓			
Clariant	19.03.2018	AGM	✓	✓	✗	✓	✗	✓	○	✓	✗	✓							
Coltene	28.03.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Comet Holding	26.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗						
Compagnie Financière Tradition	24.05.2018	AGM	✓	✓		✓	✗	✓	○	✗	✗	✓							
Conzzeta	24.04.2018	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓							
Cosmo Pharmaceuticals	30.05.2018	AGM	✓					✓	✓				✗	✗					✓

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CPH	14.03.2018	AGM	✓	✓		✗	✓	✓	○	○	✗	✓		✗					
Credit Suisse Group	27.04.2018	AGM	✓	✓	✗	✗	✗	✗	○	✓	✓	✓							
Dätwyler	06.03.2018	AGM	✓	✓	✗	✗	✓	✓	✓	○	✓	✓							
DKSH	22.03.2018	AGM	✓	✓		✓	✗	✓	✓	○	✓	✓							
Dufry	03.05.2018	AGM	✓	✓	✗	✗	✗	✓	○	✓	✓	✓							
Edison Power Europe	18.05.2018	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓	✗						
EFG International	27.04.2018	AGM	✓	✓		✓	✗	✓	○	○	✓	✓	✗			○			
Elma Electronic	26.04.2018	AGM	✓	✓		✓	✓	✓	○	○	✗	✓							
Emmi	12.04.2018	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							✓
Evolva	02.05.2018	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✗						
Feintool International	24.04.2018	AGM	✓	✓		✗	✓	✓	○	○	✓	✓	✓						
Flughafen Zürich	19.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	○	✓	✓							
Forbo	06.04.2018	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓							
Galenica	09.05.2018	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓							
GAM Holding	26.04.2018	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓	✓			✓			
Geberit	04.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
Georg Fischer	18.04.2018	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓	✓						
Givaudan	22.03.2018	AGM	✓	✓	✗	✓	○	✓	✓	✓	✓	✓							
Glarner Kantonalbank (GLKB)	27.04.2018	AGM	✓	✓		✓		✓	✓		✓								✓
Goldbach Group	09.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			
Groupe Minoteries	14.06.2018	AGM	✓	✓	✗	✓	○	✓	○	○	○	✓							✓
Gurit	17.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	○	✗	✓							
Helvetia	20.04.2018	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓							
HIAG Immobilien	19.04.2018	AGM	✓	✓	✗	✗	✗	✓	○	✓	✗	✓	✗			✓			✗
Highlight Event and Entertainment	29.06.2018	AGM	✓		✗	✗	✗	✗	○	✓	✓	✓							
Hochdorf	04.05.2018	AGM	✓	✓	✗	✓	✗	✗	✓	✓	✓	✓							
Huber+Suhner	11.04.2018	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Hügli	16.05.2018	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓							
Hypothekarbank Lenzburg	17.03.2018	AGM	✓	✓		✓	✓	✓	○	✓	✗	✓	✓		✓	✓			
Idorsia	24.04.2018	AGM	✓	✓	✗	✗	✗	✓	○	✓	✓	✓	✗						
Implenia	27.03.2018	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓							
Inficon	12.04.2018	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							

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Interroll	04.05.2018	AGM	✓	✓		✓	✗	✓	⊙	✓	✓	✓				✓			
Intershop	28.03.2018	AGM	✓	✓		✓	✗	✗	✓	✓	✗	✓							
Investis	20.04.2018	AGM	✓	✓	✓	✓	✗	✓	⊙	✓	✓	✓							
IVF Hartmann	17.04.2018	AGM	✓	✓	✓	✗	✓	✓	⊙	⊙	✓	✓							
Julius Bär	11.04.2018	AGM	✓	✓	✗	✓	⊙	✓	⊙	⊙	✓	✓							
JungfrauBahn	14.05.2018	AGM	✓	✓		✓	✓	✓	⊙	⊙	✓	✓							
Kardex	12.04.2018	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓		✓		✓			
Komax	19.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
KTM Industries	26.04.2018	AGM		✓		✓		⊙	✗		✓		✗	✓	✓		✓		
Kudelski	15.03.2018	AGM	✓	✓		✗	✗	✓	⊙	✗	✗	✓	✓						
Kühne + Nagel	08.05.2018	AGM	✓	✓	✗	✗	✗	✓	⊙	⊙	✓	✓	✗						
Kuros Biosciences	14.06.2018	AGM	✓	✓		⊙	⊙	✗	⊙	✗	✓	✓	✗						
LafargeHolcim	08.05.2018	AGM	✓	✓	✗	✓	✗	✓	⊙	⊙	✓	✓							
Landis+Gyr Group	28.06.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
lastminute.com	03.05.2018	AGM	✓			✗		✓	⊙		✓			✗					
Leclanché	06.06.2018	AGM	✓	✓	✗	✓	✗	✗	⊙	✓	✓	✓	⊙						✓
Lem	28.06.2018	AGM	✓	✓	✗	✗	✓	✓	⊙	✓	✓	✓							
Leonteq	28.03.2018	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓				✓			
Liechtensteinische Landesbank	09.05.2018	AGM	✓	✓				✓	✓		✗								
Lindt & Sprüngli	03.05.2018	AGM	✓	✓	✗	✗	✗	✓	⊙	⊙	✓	✓							
Lonza	04.05.2018	AGM	✓	✓	✓	✓	⊙	✓	✓	✓	✓	✓							
LumX Group	31.05.2018	AGM	✗						⊙		✓								✓
Luzerner Kantonalbank	16.04.2018	AGM	✓	✓		✓	✓	✓	✓		✓	✓							
MCH Group AG	04.05.2018	AGM	✓	✓		✓	✓	✓	⊙	⊙	✓	✓							
Meier Tobler	27.03.2018	AGM	✓	✓		✗	✗	✓	⊙	⊙	✗	✓				✓			
Metall Zug	04.05.2018	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓							
Meyer Burger	02.05.2018	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓							
Mikron	12.04.2018	AGM	✓	✓	✓	✓	✓	✓	⊙	✓	✓	✓							
Mobilezone	09.03.2018	EGM											✓						
	05.04.2018	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓				✓			
Mobimo	27.03.2018	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓	✗	✓		✓			
Molecular Partners	18.04.2018	AGM	✓	✓	✗	✗	⊙	✓	⊙	✓	✓	✓	✗						

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Myriad Group	22.06.2018	AGM	✓	✓				✓	✓		✓	✓				✓			
Nestlé	12.04.2018	AGM	✓	✓	✗	✗	✗	✓	⊙	✓	✗	✓		✓					
Newron Pharmaceuticals	27.03.2018	AGM	✓										✗		✗				
Novartis	02.03.2018	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✗	✓		✓					
OC Oerlikon Corporation	10.04.2018	AGM	✓	✓		✓	⊙	✓	⊙	⊙	✓	✓							
Orascom Development	08.05.2018	AGM	✓	✓	✗	⊙	✗	✗	✓	⊙	✓	✓		✓					
Orell Füssli	08.05.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✗	
Orior	12.04.2018	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓						
Panalpina	08.05.2018	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓							
Pargesa	03.05.2018	AGM	✓	✓		✗	✓	✓	⊙	⊙	✗	✓	✗						
Partners Group	09.05.2018	AGM	✓	✓	✗	⊙	⊙	✓	⊙	✓	✓	✓					✗		
Peach Property Group	15.05.2018	AGM	✓	✓	✗	✗	⊙	✓	✓	⊙	✗	✓	✗				✗		
Perfect Holding	25.05.2018	AGM	✓	✓		✓	✓	✗	⊙	⊙	✗	✓	✓						
Phoenix Mecano	18.05.2018	AGM	✓	✓	✗	✗	✓	✓	✗	✗	✗	✓							
Plazza	03.05.2018	AGM	✓	✓		✓	✓	✓	✓	⊙	✓	✓							
Poenina Holding	23.05.2018	AGM	✓	✓	✓	✓	✓	✓	⊙	✓	✓	✓							
PSP Swiss Property	05.04.2018	AGM	✓	✓	✓	✓	✓	✓	⊙	⊙	✓	✓							
Relief Therapeutics	29.06.2018	AGM	✓	✓	✓	✗	✗	✗	⊙	⊙	✓	✓							
Rieter	05.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓						
Roche	13.03.2018	AGM	✓	✓		✗	✗	✓	⊙	✗	✓	✓							
Romande Energie	29.05.2018	AGM	✓	✓	✓	✓	✓	✓	⊙	⊙	✓	✓	✓						
Santhera Pharmaceuticals	12.04.2018	AGM	✓	✓	✗	✗	✗	✓	⊙	✗	✓	✓	✗			✓			
Schaffner	11.01.2018	AGM	✓	✓	✓	✓	✓	✓	✓	⊙	✓	✓							
Schindler	20.03.2018	AGM	✓	✓		✗	⊙	✓	⊙	⊙	✓	✓							
Schlatter	03.05.2018	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓							
Schmolz + Bickenbach	26.04.2018	AGM	✓	✓	✗	✗	✗	✓	⊙	⊙	✓	✓	✗						
Schweiter Technologies	13.04.2018	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✗	✓				✓			
SFS Group	25.04.2018	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓				✓			
SGS	19.03.2018	AGM	✓	✓	✓	✓	✓	✓	⊙	⊙	✓	✓							
Siegfried	20.04.2018	AGM	✓	✓		✗	⊙	✓	✓	✓	✗	✓							
Sika	17.04.2018	AGM	✓	✓	✓	✓	✓	⊙	⊙	⊙	✓	✓						⊙	✓
	11.06.2018	EGM				✓		✓	✓	✓			✓	✓	✓				✓

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
Sonova	12.06.2018	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓							
Spice Private Equity	30.05.2018	AGM	✓	✓		✓		✗	⊕	⊕	✓	✓	✗						
St.Galler Kantonalbank	25.04.2018	AGM	✓	✓		✓	✓	✓	✓		✗	✓							
Starrag Group	28.04.2018	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✗	✓	✗						
Straumann	04.04.2018	AGM	✓	✓	✗	✗	⊕	✓	✓	✓	✓	✓							
Sulzer	04.04.2018	AGM	✓	✓	✗	✓	✗	✓	⊕	✓	✓	✓							
Sunrise	11.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓			
Swatch Group	24.05.2018	AGM	✓	✓		⊕	⊕	✓	⊕	⊕	✗	✓							
Swiss Finance & Property Investment	10.04.2018	AGM	✓	✓		✓	✓	✓	⊕	✓	✓	✓	✓			✓			✓
Swiss Life	24.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Swiss Prime Site	27.03.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Swiss Re	20.04.2018	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✗	✓		✓					
Swisscom	04.04.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Swissquote	04.05.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Tamedia	20.04.2018	AGM	✓	✓		✗	✗	✓	⊕	✗	✓	✓							✓
Tecan	17.04.2018	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓						
Temenos	15.05.2018	AGM	✓	✓		✗	✗	✓	✓	✓	✗	✓	✗			✓			
Tornos	11.04.2018	AGM	✓	✓		✗	✗	✓	⊕	⊕	✓	✓		⊕		⊕			
U-blox	24.04.2018	AGM	✓	✓	✓	✓	✓	✓	⊕	✓	✗	✓	✗			✓			
UBS	03.05.2018	AGM	✓	✓	✗	✗	✗	✗	✓	✓	⊕	✓						✗	
Valartis Group	15.05.2018	AGM	✓	✓	✗	✗	✗	✗	⊕	⊕	✓	✓		✓		✓			
Valiant	23.05.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Valora	13.04.2018	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓	✓						
Varia US Properties	24.05.2018	AGM	✓	✓	✗	✓	✓	✓	⊕	✓	✓	✓	✓						
VAT Group	17.05.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Vaudoise Assurances	07.05.2018	AGM	✓	✓		✓	✓	✓	⊕	✓	✗	✓							
Vetropack	20.04.2018	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✗	✓							
Vifor Pharma	15.05.2018	AGM	✓	✓	✗	✗	✓	✓	⊕	✓	✗	✓	✗						
Villars Holding	17.05.2018	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓				✓			
Von Roll	24.04.2018	AGM	✓			✗	⊕	✗	⊕	⊕	✓	✓	⊕			✓			
Vontobel	18.04.2018	AGM	✓	✓	✗	✗	⊕	✓	✓		✗	✓							
VP Bank	27.04.2018	AGM	✓	✓				✓	✓		✗								

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
VZ Holding	10.04.2018	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Warteck Invest	23.05.2018	AGM	✓	✓		✓	✓	✗	✓	✓	✗	✓	✗						
WISeKey	25.05.2018	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✓	✓	✗						
Ypsomed	27.06.2018	AGM	✓	✓		⊕	✓	✓	✓	✓	✓	✓							
Zehnder Group	12.04.2018	AGM	✓	✓	✗	✗	✓	✓	⊕	⊕	✓	✓				⊕			
Züblin Immobilien	21.06.2018	AGM	✓	✓	✗	✗	✗	✓	⊕	✗	✗	✓							
Zug Estates	10.04.2018	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓			✓	⊕			
Zuger Kantonalbank	05.05.2018	AGM	✓	✓			✓	✓		✓	✗	✓				✓			
Zur Rose Group	24.05.2018	AGM	✓	✓	✗	✓	⊕	✓	⊕	⊕	✗	✓							
Zurich Insurance Group	04.04.2018	AGM	✓	✓	✗	✓	✗	✓	⊕	✓	✓	✓	✗						
Zwahlen & Mayr	26.04.2018	AGM	✓	✓		✓	✓	✓	⊕	⊕	✓	✓				✓			✓

3 Detailed voting recommendations

ABB

29.03.2018

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 62.2 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.7 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.7 %
5.1	Amend articles of association: Purpose	FOR	FOR		✓ 99.7 %
5.2	Amend articles of association: Transitional provisions	FOR	FOR		✓ 99.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.7 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 92.4 %
7	Elections to the board of directors				
7.1	Re-elect Dr. Matti Alahuhta	FOR	FOR		✓ 99.4 %
7.2	Elect Mr. Gunnar Brock	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.3 %
7.3	Re-elect Mr. David E. Constable	FOR	FOR		✓ 98.8 %
7.4	Re-elect Mr. Frederico F. Curado	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 95.6 %
7.5	Re-elect Mr. Lars Förberg	FOR	FOR		✓ 99.5 %
7.6	Elect Ms. Jennifer Li	FOR	FOR		✓ 97.4 %
7.7	Elect Ms. Geraldine Matchett	FOR	FOR		✓ 99.7 %
7.8	Re-elect Mr. David Meline	FOR	FOR		✓ 99.7 %
7.9	Re-elect Mr. Satish Pai	FOR	FOR		✓ 99.6 %

Item	Agenda	Board	Ethos	Result
7.10	Re-elect Mr. Jacob Wallenberg	FOR	FOR	✓ 98.3 %
7.11	Re-elect Mr. Peter R. Voser as board member and chairman of the board	FOR	FOR	✓ 98.8 %
8	Elections to the remuneration committee			
8.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	✓ 97.5 %
8.2	Re-elect Mr. Frederico F. Curado to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee. ✓ 94.5 %
8.3	Elect Ms. Jennifer Li to the remuneration committee	FOR	FOR	✓ 97.9 %
9	Election of the independent proxy	FOR	FOR	✓ 99.9 %
10	Election of the auditors	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos	Result
1	Ordinary capital increase without pre-emptive rights	FOR	FOR	✓
2.1	Amend the allocation of the conditional share capital	FOR	FOR	✓
2.2	Introduction of an opting-out clause	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The non-executive directors receive options.</p>
3	Approve allocation of balance sheet result	FOR	FOR	✓
4	Discharge board members and executive management	FOR	● OPPOSE	<p>✓</p> <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The company is in a situation of capital loss, of over indebtedness, in a definitive moratorium, or there is a material uncertainty on the ability of the company to continue as a going concern.</p>
5	Elections to the board of directors			
5.1	Re-elect Prof. Dr. Vincent Lawton as board member and chairman	FOR	FOR	✓
5.2	Re-elect Prof. Dr. pharm. Raymond Hill	FOR	FOR	✓
5.3	Re-elect Mr. Tim Dyer	FOR	● OPPOSE	<p>✓</p> <p>He is also a permanent member of the executive management (CEO).</p>
5.4	Re-elect Dr. med. Roger G. Mills	FOR	● OPPOSE	<p>✓</p> <p>He is also a permanent member of the executive management (Chief medical officer).</p>
5.5	Elect Mr. Jake Nunn	FOR	FOR	✓
5.6	Elect Mr. Isaac Manke	FOR	FOR	✓
6	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
6.1	Re-elect Prof. Dr. Vincent Lawton 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 deemed very unsatisfactory.</p>	✓
6.2	Re-elect Prof. Dr. pharm. Raymond Hill 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 deemed very unsatisfactory.</p>	✓
7	Election of the auditors	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9	Amend articles of association				
9.1	Approve 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>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>	✓
9.2	Approve increase of conditional capital	FOR	● OPPOSE	<p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> <p>The potential dilution is excessive.</p>	✓
10.1.1	Binding retrospective vote on an additional remuneration for the board of directors	FOR	● OPPOSE	<p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The non-executive directors receive options.</p>	✓

Item	Agenda	Board	Ethos	Result	
10.1.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive options.</p>	✓
10.2.1	Binding prospective vote on an additional remuneration for the executive management (2018)	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓
10.2.2	Binding prospective vote on the total remuneration of the executive management (2019)	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>Past awards and the amounts released after the performance/blocking period do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 89.0 % The pay-for-performance connection is questionable. The transparency of the remuneration report is insufficient for an SMI company.
2	Approve allocation of income and dividend	FOR	FOR	✓ 94.2 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 90.4 % The remuneration of the chairman is significantly higher than that of the peer group.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 92.4 % The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Rolf Dörig as board member and chairman	FOR	FOR	✓ 88.0 %
5.1.2	Re-elect Mr. Jean-Christophe Deslarzes	FOR	FOR	✓ 99.6 %
5.1.3	Re-elect Ms. Ariane Gorin	FOR	FOR	✓ 99.9 %
5.1.4	Re-elect Dr. Rainer Alexander Gut	FOR	FOR	✓ 94.8 %
5.1.5	Re-elect Dr. Didier Lamouche	FOR	FOR	✓ 99.6 %
5.1.6	Re-elect Mr. David Prince	FOR	FOR	✓ 89.9 %
5.1.7	Re-elect Ms. Kathleen P. Taylor	FOR	FOR	✓ 98.3 %
5.1.8	Elect Ms. Regula Wallimann	FOR	FOR	✓ 99.9 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Jean-Christophe Deslarzes to the remuneration committee	FOR	FOR	✓ 99.3 %
5.2.2	Re-elect Dr. Rainer Alexander Gut to the remuneration committee	FOR	FOR	✓ 94.5 %
5.2.3	Re-elect Ms. Kathleen P. Taylor to the remuneration committee	FOR	FOR	✓ 99.5 %
5.3	Re-elect Mr. Andreas G. Keller as independent proxy	FOR	FOR	✓ 100.0 %
5.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 97.9 %

Item	Agenda	Board	Ethos	Result
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 94.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Willy Michel	FOR	FOR	✓
5.1.2	Re-elect Mr. Hans Dreier	FOR	● OPPOSE	<p>He has been a member of the board for 30 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 30 years, former executive, consultancy fees) and the board independence is insufficient (0.0%).</p>
5.1.3	Re-elect Dr. Roland Waibel	FOR	FOR	✓
5.1.4	Re-elect Mr. Christian Mäder	FOR	FOR	✓
5.2	Re-elect Dr. Willy Michel as chairman of the board	FOR	FOR	✓
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Dr. Willy Michel to the nomination and remuneration committee	FOR	FOR	✓
5.3.2	Re-elect Mr. Christian Mäder to the nomination and remuneration committee	FOR	FOR	✓
5.3.3	Re-elect Dr. Roland Waibel to the nomination and remuneration committee	FOR	FOR	✓
5.4	Election of the independent proxy	FOR	FOR	✓
5.5	Election of the auditors	FOR	● OPPOSE	<p>The term of office of the audit firm exceeds 20 years.</p>

Item	Agenda	Board	Ethos		Result
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING		
2	Present auditors report	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓
4	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓
6	Discharge board members and executive management	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Dr. iur. Christian C. Wenger	FOR	FOR		✓
7.2	Re-elect Mr. Raymond Loretan	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
7.3	Re-elect Mr. Antoine Hubert	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7.4	Re-elect Mr. Michel Reybier	FOR	FOR		✓
7.5	Re-elect Mr. Antoine Kohler	FOR	FOR		✓
7.6	Re-elect Dr. med. Cédric A. George	FOR	FOR		✓
8	Re-elect Dr. iur. Christian C. Wenger as chairman of the board	FOR	FOR		✓
9	Elections to the nomination and remuneration committee				
9.1	Re-elect Dr. med. Cédric A. George to the nomination and remuneration committee	FOR	FOR		✓
9.2	Re-elect Mr. Antoine Kohler to the nomination and remuneration committee	FOR	FOR		✓
10	Election of the auditors	FOR	FOR		✓
11	Election of the independent proxy	FOR	FOR		✓
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
12.2	Binding retrospective vote on the remuneration of one executive member of the board of director	FOR	● OPPOSE	The information provided is insufficient.	✓
13	Binding retrospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓

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

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of loss	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss, of over indebtedness, in a definitive moratorium, or there is a material uncertainty on the ability of the company to continue as a going concern.	✓ 99.0 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Antoine Kohler	FOR	FOR		✓ 95.7 %
4.1.2	Re-elect Mr. Quint Kelders	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 95.2 %
4.1.3	Re-elect Dr. Attila A. Tamer	FOR	FOR		✓ 99.4 %
4.1.4	Re-elect Mr. Okko Filius	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (14.3%). He has a major conflict of interest that is incompatible with his role as board member.	✓ 95.4 %
4.1.5	Re-elect Mr. Robert Seminara	FOR	FOR		✓ 99.4 %
4.1.6	Re-elect Mr. Christophe Villemin	FOR	FOR		✓ 99.4 %
4.2	Elect Mr. Jeremy Honeth	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (14.3%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 99.7 %
4.3	Re-elect Mr. Antoine Kohler as chairman of the board	FOR	FOR		✓ 95.6 %
4.4	Elections to the nomination and remuneration committee				
4.4.1	Re-elect Mr. Antoine Kohler 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 deemed very insufficient.	✓ 95.4 %

Item	Agenda	Board	Ethos		Result
4.4.2	Re-elect Mr. Okko Filius 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 deemed very insufficient.	✓ 95.4 %
4.4.3	Re-elect Mr. Christophe Villemin 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 deemed very insufficient.	✓ 98.6 %
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.7 %
6	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration committee or the board of directors have excessive discretion with regard to awards.	✓ 98.8 %
7	Election of the auditors	FOR	FOR		✓ 100.0 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %
9	Approve renewal of authorised capital	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	FOR	FOR	✓ 100.0 %
3	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 97.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Bruno Bettoni as member and chairman of the board	FOR	FOR	✓ 99.8 %
5.1.b	Re-elect Dr. Ralph-Thomas Honegger	FOR	FOR	✓ 99.0 %
5.1.c	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 98.4 %
5.1.d	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 97.4 %
5.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 97.3 %
5.1.f	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.5 %
5.2	Elect Mr. Peter Mettler	FOR	FOR	✓ 89.9 %
5.3	Elections to the nomination and remuneration committee			
5.3.a	Re-elect Dr. Ralph-Thomas Honegger to the nomination and remuneration committee	FOR	FOR	✓ 82.5 %
5.3.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 82.5 %
5.3.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 90.2 %
5.4	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Re-election of the auditors	FOR	FOR	✓ 98.8 %
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 75.3 %
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.1 %
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.1 %
7.1	Approve renewal of authorised capital	FOR	FOR	✓ 94.7 %
7.2	Amend articles of association	FOR	FOR	✓ 100.0 %

Also

27.03.2018

AGM

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ The structure and conditions of the plans do not respect Ethos' guidelines. The board of directors have excessive discretion with regard to awards and administration of the plan.
6.1	Elections to the board of directors			
6.1.a	Re-elect Prof. Peter Athanas	FOR	FOR	✓
6.1.b	Re-elect Mr. Walter P.J. Droege	FOR	FOR	✓
6.1.c	Re-elect Prof. Karl Hofstetter	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓
6.1.d	Re-elect Prof. Rudolf Marty	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines. ✓
6.1.e	Re-elect Mr. Frank Tanski	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓
6.1.f	Re-elect Dr. Ernest-W. Droege	FOR	FOR	✓
6.1.g	Re-elect Prof. Gustavo Möller-Hergt	FOR	● OPPOSE	He is also CEO. ✓

Also

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AGM

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Prof. Gustavo Möller-Hergt as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Prof. Möller-Hergt to the board of directors, he cannot be elected as chairman. He is also CEO and the combination of functions is permanent.	✓
6.3	Elections to the nomination and remuneration committee				
6.3.a	Re-elect Prof. 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 deemed very insufficient.	✓
6.3.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 deemed very insufficient.	✓
6.3.c	Re-elect Mr. Frank Tanski to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tanski to the board of directors, he cannot be elected to the committee. He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient.	✓
6.4	Re-election of the auditors	FOR	FOR		✓
6.5	Re-election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge members of the management board	FOR	FOR	✓ 99.8 %
4	Discharge members of the supervisory board	FOR	FOR	✓ 99.8 %
5	Approve remuneration of the members of the supervisory board	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 99.2 %
7	Elections to the board of directors			
7.1	Re-elect Mr. Hans Jörg Kaltenbrunner	FOR	● OPPOSE	He is chairman of the remuneration committee. Ethos has serious concerns over the executive remuneration, which is not subject to shareholder vote. ✓ 98.0 %
7.2	Re-elect Mr. Michael Grimm	FOR	FOR	✓ 99.9 %
7.3	Elect Ms. Yen Yen Tan	FOR	FOR	✓ 93.6 %
7.4	Elect Prof. Dr. Monika Henzinger	FOR	FOR	✓ 99.9 %
8	Creation of authorised capital	FOR	FOR	✓ 99.9 %
9	Report on the share buyback programme	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Auditors report	NON-VOTING	NON-VOTING	
2.1	Approve annual report	FOR	FOR	✓
2.2	Approve financial statements and accounts	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR	✓
5.2	Re-elect Mr. Robert Schmidli	FOR	FOR	✓
5.3	Re-elect Mr. Markus Scheidegger	FOR	FOR	✓
5.4	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓
5.5	Re-elect Mr. Stéphane Prigent	FOR	<p>● OPPOSE</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
6	Re-elect Dr. Daniel Hofer as chairman of the board	FOR	FOR	✓
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Robert Schmidli to the remuneration committee	FOR	FOR	✓
7.2	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	FOR	✓
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓
11	Election of the auditors	FOR	FOR	✓
12	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts				
1.1	Approve annual report	FOR	FOR		✓ 99.9 %
1.2	Approve statutory financial statements	FOR	FOR		✓ 99.9 %
1.3	Approve consolidated financial statements	FOR	FOR		✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 97.4 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Alexander von Witzleben as board member, chairman, and member of the remuneration committee	FOR	● OPPOSE	He is "ad interim" CEO since July 2015 and the company does not communicate on the search for a new CEO. He serves on the audit committee and the nomination and remuneration committee.	✓ 77.7 %
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the remuneration committee	FOR	FOR		✓ 97.8 %
4.1.3	Re-elect Mr. Peter Bodmer as board member	FOR	FOR		✓ 99.5 %
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the remuneration committee	FOR	FOR		✓ 98.6 %
4.1.5	Re-elect Mr. Markus Oppliger as board member	FOR	FOR		✓ 99.3 %
4.1.6	Re-elect Mr. Michael Pieper as board member	FOR	FOR		✓ 99.5 %
4.1.7	Re-elect Mr. Thomas Lozser as board member	FOR	FOR		✓ 99.6 %
4.2	Re-elect Dr. Roland Keller as independent proxy	FOR	FOR		✓ 99.6 %
4.3	Re-elect KPMG as auditors	FOR	FOR		✓ 99.5 %
5.1	Approve increase of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 82.1 %
5.2	Approve increase of conditional capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 82.0 %
5.3	Approve cancellation of authorised capital reserved for the acquisition of Looser Group	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 87.7 %
6.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Reclassification of reserves	FOR	FOR		✓
4	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 company is in a situation of capital loss, of over indebtedness, in a definitive moratorium, or there is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓
5.1	Binding votes on the remuneration of the board of directors and the executive management				
5.1.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
5.1.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
5.2	Advisory vote on the remuneration report	FOR	FOR		✓
6	Approve renewal of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓
7.1	Elections to the board of directors				
7.1.a	Re-elect Dr. Volkert Klaucke	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7.1.b	Re-elect Dr. Doraiswamy Srinivas	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
7.1.c	Re-elect Mr. David Quint	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓

Item	Agenda	Board	Ethos		Result
7.1.d	Re-elect Mr. Markus Müller	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (0.0%).	✓
7.2	Re-elect Dr. Volkert Klaucke as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. Klaucke 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 Dr. Volkert Klaucke to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Klaucke to the board of directors, he cannot be elected to the committee.	✓
7.3.b	Re-elect Mr. David Quint to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Quint to the board of directors, he cannot be elected to the committee.	✓
7.3.c	Re-elect Mr. Markus Müller to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Müller to the board of directors, he cannot be elected to the committee.	✓
8	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
9	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1.	Approve 2017 annual report, statutory financial statements and accounts	FOR	FOR		✓ 100.0 %
2.	Approve 2017 consolidated financial statements	FOR	FOR		✓ 100.0 %
3.	Advisory vote on the remuneration report	FOR	FOR		✓ 97.6 %
4.	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
5.	Discharge board members	FOR	FOR		✓ 99.9 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Dr. rer. nat. Valentin Chapero Rueda	FOR	FOR		✓ 98.3 %
6.1.b	Re-elect Dr. Harald Deutsch	FOR	FOR		✓ 99.9 %
6.1.c	Re-elect Mr. Jürg Fedier	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 96.9 %
6.1.d	Re-elect Ms. Christina Stercken	FOR	FOR		✓ 99.9 %
6.1.e	Re-elect Mr. Andreas Umbach	FOR	FOR		✓ 100.0 %
6.2	Re-elect Mr. Andreas Umbach as chairman of the board	FOR	FOR		✓ 99.3 %
6.3	Elections to the remuneration committee				
6.3.a	Elect Dr. rer. nat. Valentin Chapero Rueda to the remuneration committee	FOR	FOR		✓ 97.1 %
6.3.b	Elect Dr. Harald Deutsch to the remuneration committee	FOR	FOR		✓ 99.8 %
6.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 95.0 %
6.5	Election of the independent proxy	FOR	FOR		✓ 100.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5 %
7.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.4 %
7.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.2 %
7.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 98.2 %

Item	Agenda	Board	Ethos	Result
II	Specific instructions			
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.8 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 95.0 %
4.2	Re-elect Mr. Rainer Schmückle	FOR	FOR	✓ 99.3 %
4.3	Re-elect Mr. Norbert Indlekofer	FOR	FOR	✓ 99.8 %
4.4	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 99.4 %
4.5	Re-elect Mr. This E. Schneider	FOR	FOR	✓ 94.2 %
4.6	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 99.8 %
4.7	Re-elect Mr. Ferdinand Stutz	FOR	FOR	✓ 97.1 %
5	Re-elect Mr. Hans-Peter Schwald as board chairman	FOR	FOR	✓ 98.3 %
6	Elections to the remuneration committee			
6.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	✓ 94.9 %
6.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 93.0 %
6.3	Re-elect Mr. Ferdinand Stutz to the remuneration committee	FOR	FOR	✓ 94.1 %
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.1 %
8	Re-elect Mr. Ulrich B. Meyer as independent proxy	FOR	FOR	✓ 99.7 %
9	Advisory vote on the remuneration report	FOR	FOR	✓ 83.5 %
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.2 %
11	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.6 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3 %
5	Elections to the board of directors			
5.1	Re-elect Dr. Kuno Sommer as chairman	FOR	FOR	✓ 100.0 %
5.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	✓ 100.0 %
5.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	✓ 99.9 %
5.4	Re-elect Dr. iur. Thomas Burckhardt	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓ 98.4 %
5.5	Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger	FOR	FOR	✓ 99.9 %
5.6	Re-elect Dr. phil. Rolf Nyfeler	FOR	FOR	✓ 99.8 %
6	Elections to the remuneration committee			
6.1	Elect Dr. Kuno Sommer to the Remuneration Committee	FOR	FOR	✓ 99.5 %
6.2	Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the Remuneration Committee	FOR	FOR	✓ 99.5 %
6.3	Elect Dr. phil. Rolf Nyfeler to the Remuneration Committee	FOR	FOR	✓ 99.5 %
7	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 98.1 %
8	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Andreas Burckhardt as board member and chairman	FOR	FOR	✓ 93.4 %
4.1.2	Re-elect Dr. iur. Andreas Beerli	FOR	FOR	✓ 95.4 %
4.1.3	Re-elect Dr. med. Georges-Antoine de Boccard	FOR	FOR	✓ 99.4 %
4.1.4	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 98.4 %
4.1.5	Re-elect Ms. Karin Keller-Sutter	FOR	FOR	✓ 99.5 %
4.1.6	Re-elect Mr. Hugo Lasat	FOR	FOR	✓ 99.7 %
4.1.7	Re-elect Dr. iur. Thomas von Planta	FOR	FOR	✓ 99.7 %
4.1.8	Re-elect Mr. Thomas Pleines	FOR	FOR	✓ 99.5 %
4.1.9	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 99.6 %
4.1.10	Elect Prof. Hans-Jörg Schmidt-Trenz	FOR	FOR	✓ 99.5 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. med. Georges-Antoine de Boccard to the remuneration committee	FOR	FOR	✓ 98.9 %
4.2.2	Re-elect Ms. Karin Keller-Sutter to the remuneration committee	FOR	FOR	✓ 98.9 %
4.2.3	Re-elect Mr. Thomas Pleines to the remuneration committee	FOR	FOR	✓ 99.0 %
4.2.4	Elect Prof. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 98.9 %
4.3	Election of the independent proxy	FOR	FOR	✓ 99.9 %
4.4	Election of the auditors	FOR	FOR	✓ 99.4 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.4 %
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.1 %

Item	Agenda	Board	Ethos		Result
5.2.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.	✓ 83.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
3	Discharge board members	FOR	FOR	✓ 93.5 %
4.1.1	Number of board members			
4.1.2.a	Re-elect Dr. iur. Sebastian Frehner	FOR	FOR	✓ 99.6 %
4.1.2.b	Re-elect Ms. Barbara Heller	FOR	FOR	✓ 99.8 %
4.1.2.c	Re-elect Ms. Christine Keller	FOR	FOR	✓ 99.6 %
4.1.2.d	Re-elect Dr. rer. pol. Ralph Lewin	FOR	FOR	✓ 99.6 %
4.1.2.e	Elect Ms. Andreea Prange	FOR	FOR	✓ 99.7 %
4.1.2.f	Re-elect Dr. rer. pol. Andreas Sturm	FOR	FOR	✓ 99.8 %
4.1.2.g	Re-elect Prof. Dr. oec. Christian Wunderlin	FOR	FOR	✓ 99.7 %
4.2	Re-elect Dr. rer. pol. Andreas Sturm as chairman of the board	FOR	FOR	✓ 99.8 %
4.3.1	Number of members of the nomination and remuneration committee			
4.3.2.a	Re-elect Dr. rer. pol. Ralph Lewin the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 99.4 %
4.3.2.b	Elect Ms. Andreea Prange the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
4.3.2.c	Re-elect Dr. rer. pol. Andreas Sturm the nomination and remuneration committee	FOR	FOR	✓ 99.6 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.7 %
4.5	Election of the auditors	FOR	FOR	✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.4 %
6	Amend the articles of association			
6.1	Adjustments concerning the sustainability advisory board	FOR	FOR	✓ 99.2 %
6.2	Additional activities outside the company	FOR	FOR	✓ 99.0 %

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	Discharge board members	FOR	FOR		✓
4	Elections to the board of directors and to the remuneration committee				
4.1	Re-elect Mr. Ralph Peter Siegl as board member, chairman of the board and member of the remuneration committee (single vote)	FOR	FOR		✓
4.2	Re-elect Dr. Gabriel Brenna	FOR	FOR		✓
4.3	Re-elect Ms. Beatrix Frey-Eigenmann	FOR	FOR		✓
4.4	Re-elect Dr. Karin Lenzlinger Diedenhofen as member of the board and of the remuneration committee (single vote)	FOR	FOR		✓
4.5	Re-elect Mr. Kurt Mäder	FOR	FOR		✓
4.6	Re-elect Mr. Urs Müller as member of the board and of the remuneration committee (single vote)	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
4.7	Re-elect Mr. Christoph Reich	FOR	FOR		✓
4.8	Re-election of the independent proxy	FOR	FOR		✓
4.9	Re-election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
5.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
5.2.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
6	Transact any other business	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Announcement of the votes represented, presentation of the secretary for the meeting and the scrutineers	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.5 %
5	Discharge board members	FOR	FOR	✓ 99.5 %
6	Renewal of part of the board of directors			
6.1	Re-elect Mr. Jean-Olivier Kerr	FOR	FOR	✓ 97.6 %
6.2	Re-elect Ms. Michèle Costafrolaz	FOR	FOR	✓ 97.3 %
6.3	Re-elect Mr. John Tracey	FOR	FOR	✓ 97.9 %
7	Election of the auditors	FOR	FOR	✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Present annual report	NON-VOTING	NON-VOTING	
3	Present auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
6	Discharge board members	FOR	FOR	✓ 100.0 %
7	Elections to the board of directors			Elections were held in a grouped manner and approved with 100% of the votes represented.
	Re-elect Mr. Stefan Bichsel	FOR	FOR	✓ 100.0 %
	Re-elect Mr. Patrick Schaad	FOR	FOR	✓ 100.0 %
	Elect Mr. Alexandre Léchenne	FOR	FOR	✓ 100.0 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Chairman's speech	NON-VOTING	NON-VOTING	
3	Appointment of scrutineers	NON-VOTING	NON-VOTING	
4	Management report and audit report	NON-VOTING	NON-VOTING	
5	Approve annual report and annual accounts	FOR	FOR	✓
6	Approve allocation of income and dividend	FOR	FOR	✓
7	Discharge board members and executive management	FOR	● OPPOSE	A factual element reveals serious deficiencies in the board's conduct of the company's affairs. ✓
8	Elect Ms. Sandra Lathion as new board member	FOR	FOR	✓
9.1	Elect Mr. Pierre-Alain Grichting as chairman of the board	FOR	FOR	✓
9.2	Elect Mr. Stephan Imboden as vice-chairman of the board	FOR	FOR	✓
10	Re-election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Management report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
4	Approve allocation of income and dividend			
4.1	Approve allocation of income and ordinary dividend	FOR	FOR	✓ 99.8 %
4.2	Approve dividend from capital contribution reserves	FOR	FOR	✓ 99.8 %
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	✓ 97.3 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.9 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.4 %
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.6 %
6	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
7	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 96.2 %
8	Election of the independent proxy	FOR	FOR	✓ 99.6 %
9	Election of the auditors	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Nicolò Angileri	FOR	FOR	✓
4.1.b	Re-elect Ms. Geneviève Berclaz	FOR	FOR	✓
4.1.c	Re-elect Mr. Fabio Candeli	FOR	FOR	✓
4.1.d	Elect Dr. Fulvio Pelli	FOR	FOR	✓
4.2	Elect Dr. Fulvio Pelli as chairman of the board	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.a	Elect Dr. Fulvio Pelli to the Remuneration Committee	FOR	FOR	✓
4.3.b	Elect Mr. Fabio Candeli to the Remuneration Committee	FOR	● OPPOSE He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓
5	Election of the independent proxy	FOR	FOR	✓
6	Election of the auditors	FOR	FOR	✓
7	Elect Mr. Trentini as member of the executive management	FOR	FOR	✓
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
8.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
8.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1.a	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1 %
1.b	Advisory retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 81.1 %
2	Carry forward the accumulated deficit	FOR	FOR		✓ 98.7 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.3 %
4	Elections to the board of directors				
4.a	Re-elect Mr. Domenico Scala as board member and chairman	FOR	FOR		✓ 96.6 %
4.b	Re-elect Dr. pharm. Martin Nicklasson	FOR	FOR		✓ 97.1 %
4.c	Re-elect Dr. Nicole Onetto	FOR	FOR		✓ 97.7 %
4.d	Re-elect Mr. Steven D. Skolsky	FOR	FOR		✓ 96.5 %
4.e	Re-elect Dr. chem. Thomas Werner	FOR	FOR		✓ 97.2 %
4.f	Elect Mr. Ronald Scott	FOR	FOR		✓ 97.0 %
5	Elections to the remuneration committee				
5.a	Re-elect Dr. pharm. Martin Nicklasson to the remuneration committee	FOR	FOR		✓ 91.6 %
5.b	Re-elect Mr. Steven D. Skolsky to the remuneration committee	FOR	FOR		✓ 91.2 %
5.c	Re-elect Dr. chem. Thomas Werner to the remuneration committee	FOR	FOR		✓ 91.8 %
6.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 83.6 %
6.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 91.6 %
6.c	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. Past awards do not allow confirmation of the link between pay and performance. The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.	✓ 70.8 %
7	Election of the independent proxy	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos	Result
8	Election of the auditors	FOR	FOR	✓ 98.7 %
9	Amendment of Article 3b par. 1 and par. 4 of the articles of association	FOR	FOR	✓ 86.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
3	Advisory vote on the remuneration report	FOR	FOR	✓ 92.7 %
4	Discharge board members	FOR	FOR	✓ 94.6 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Adrian Altenburger	FOR	FOR	✓ 96.2 %
5.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓ 94.0 %
5.1.3	Re-elect Mr. Martin Hess	FOR	FOR	✓ 88.6 %
5.1.4	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines. ✓ 85.3 %
5.1.5	Re-elect Dr. oec. Martin Zwyszig	FOR	FOR	✓ 99.2 %
5.2	Elect Ms. Sandra Emme	FOR	FOR	✓ 96.1 %
5.3.1	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. oec. publ. Wehrli to the board of directors, he cannot be elected as chairman. ✓ 90.4 %
5.3.2	Re-elect Dr. oec. Martin Zwyszig as deputy chairman of the board	FOR	FOR	✓ 99.0 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Adrian Altenburger to the remuneration committee	FOR	FOR	✓ 94.7 %
5.4.2	Elect Ms. Sandra Emme to the remuneration committee	FOR	FOR	✓ 95.6 %
5.4.3	Re-elect Mr. Martin Hess to the remuneration committee	FOR	FOR	✓ 86.7 %
5.5	Election of the independent proxy	FOR	FOR	✓ 99.6 %
5.6	Election of the auditors	FOR	FOR	✓ 92.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.0 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.7 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 99.7 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 99.9 %
4.1	Ordinary share capital increase	FOR	FOR	✓ 99.8 %
4.2	Amend articles of association: Eligibility of the board members	FOR	FOR	✓ 99.4 %
4.3	Amend articles of association: editorial changes	FOR	FOR	✓ 99.9 %
5.1	Approval of an additional amount for the 2018 remuneration of the board of directors	FOR	FOR	✓ 99.3 %
5.2	Binding prospective vote on the total remuneration of the board of directors for 2019	FOR	FOR	✓ 99.4 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.4 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Reto Conrad	FOR	FOR	✓ 96.9 %
6.2	Re-elect Dr. oec. publ. Irene Kaufmann-Brändli	FOR	FOR	✓ 99.9 %
6.3	Re-elect Mr. Andreas Land	FOR	FOR	✓ 99.9 %
6.4	Re-elect Mr. Werner Marti	FOR	FOR	✓ 99.6 %
6.5	Elect Dr. Jean Gérard Villot	FOR	FOR	✓ 99.9 %
6.6	Elect Mr. Philipp Wyss	FOR	● OPPOSE	✓ 96.4 % He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6%). He is a representative of a significant shareholder who is sufficiently represented on the board.
6.7	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 99.9 %
6.8	Re-elect Mr. Hansueli Loosli as chairman of the board	FOR	FOR	✓ 99.9 %
7	Elections to the remuneration committee			
7.1	Re-elect Dr. oec. publ. Irene Kaufmann-Brändli to the remuneration committee	FOR	FOR	✓ 99.8 %
7.2	Re-elect Mr. Andreas Land to the remuneration committee	FOR	FOR	✓ 99.8 %
8	Election of the independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
9	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 99.3 %
10	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of income	FOR	FOR	✓
4	Dividend distribution out of capital contribution reserves	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Thomas von Planta	FOR	FOR	✓
5.1.2	Re-elect Dr. Daniel H. Sigg	FOR	FOR	✓
5.1.3	Re-elect Dr. Mirjam Staub-Bisang	FOR	FOR	✓
5.1.4	Re-elect Dr. Rupert Hengster	FOR	FOR	✓
5.1.5	Elect Mr. Veit de Maddalena	FOR	FOR	✓
5.2	Re-elect Dr. Thomas von Planta as chairman of the board	FOR	FOR	✓
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Dr. Mirjam Staub-Bisang to the remuneration committee	FOR	FOR	✓
5.3.2	Re-elect Dr. Thomas von Planta to the remuneration committee	FOR	FOR	✓
5.4	Re-election of the independent proxy	FOR	FOR	✓
5.5	Re-election of the auditors	FOR	FOR	✓
6	Approve increase and renewal of authorised capital	FOR	● OPPOSE	✓
				The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.
7	Binding votes on the remuneration of the board of directors and the executive management			
7.1	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. The proposed increase relative to the previous year is excessive.
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	✓
				The non-executive directors receive variable remuneration.
7.3	Binding retrospective vote on the 2017 consultancy fees of the board of directors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
7.4	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR		✓
7.5	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓

Item	Agenda	Board	Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.5 %
2.	Discharge board members and executive management	FOR	FOR		✓ 99.4 %
3.	Approve allocation of income and dividend	FOR	FOR		✓ 96.4 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Ms. Marianne Fassbind	FOR	FOR		✓ 85.5 %
4.1.b	Re-elect Mr. Konrad Niederberger	FOR	FOR		✓ 79.6 %
4.1.c	Re-elect Mr. Martin Odermatt	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 90.9 %
4.1.d	Re-elect Mr. Markus Thumiger	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 94.0 %
4.1.e	Re-elect Mr. Hans Wicki	FOR	FOR		✓ 80.2 %
4.1.f	Re-elect Mr. Guido Zumbühl	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 87.0 %
4.2	Elect Ms. Dominique Gisin	FOR	FOR		✓ 96.5 %
4.3	Re-elect Hans Wicki as chairman of the board	FOR	FOR		✓ 79.0 %
4.4	Elections to the remuneration committee				
4.4.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.	✓ 95.3 %
4.4.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	FOR		✓ 85.9 %
4.4.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.	✓ 81.1 %
4.5	Election of the auditors	FOR	FOR		✓ 92.0 %
4.6	Election of the independent proxy	FOR	FOR		✓ 98.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 86.2 %

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 90.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2.1	Approve the sustainability bonus 2013-2017 and the remaining balance 2008-2012 for the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 94.0 %
2.2	Approve the sustainability bonus 2013-2017 for the executive management	FOR	FOR		✓ 97.8 %
2.3	One-off payment for the pensions benefits of the members of the executive management	FOR	FOR		✓ 96.7 %
2.4	Advisory vote on the remuneration report	FOR	FOR		✓ 96.1 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4	Discharge board members	FOR	FOR		✓ 99.7 %
5	Amend articles of association	FOR	FOR		✓ 96.9 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Daniel Charles Bloch	FOR	FOR		✓ 99.5 %
6.1.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter	FOR	FOR		✓ 99.6 %
6.1.3	Re-elect Dr. Eva Jaisli	FOR	FOR		✓ 99.7 %
6.1.4	Re-elect Prof. Christoph Lengwiler	FOR	FOR		✓ 99.8 %
6.1.5	Re-elect Dr. Jürg Rebsamen	FOR	FOR		✓ 99.7 %
6.1.6	Re-elect Mr. Peter Siegenthaler	FOR	FOR		✓ 99.6 %
6.1.7	Re-elect Dr. Rudolf Stämpfli	FOR	FOR		✓ 99.2 %
6.1.8	Re-elect Mr. Peter Wittwer	FOR	FOR		✓ 99.5 %
6.2	Re-elect Ms. Antoinette C. Hunziker-Enneter as chairwoman of the board	FOR	FOR		✓ 99.6 %
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Daniel Charles Bloch to the remuneration committee	FOR	FOR		✓ 98.1 %
6.3.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter to the remuneration committee	FOR	FOR		✓ 98.2 %
6.3.3	Re-elect Mr. Peter Wittwer to the remuneration committee	FOR	FOR		✓ 98.0 %
6.4	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
6.5	Re-election of the auditors	FOR	FOR		✓ 99.6 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.4 %

Item	Agenda	Board	Ethos	Result
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR		✓ 100.0 %
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 100.0 %
3	Discharge board members				
3.1	Discharge Mr. Hans Jörg Brun	FOR	FOR		✓ 99.9 %
3.2	Discharge Mr. Beat Frischknecht	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 85.8 %
3.3	Discharge Mr. André Robert Spathelf	FOR	FOR		✓ 99.9 %
3.4	Discharge Mr. Serge Aerne	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 92.7 %
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0 %
5.1	Elections to the board of directors				
5.1.a	Elect Prof. Christian Wunderlin	FOR	● OPPOSE	He is not independent (vice-chairman of Admicasa Holding) and the board independence is insufficient (25.0%).	✓ 98.2 %
5.1.b	Re-elect Mr. Beat Frischknecht	FOR	FOR		✓ 98.3 %
5.1.c	Re-elect Mr. André Robert Spathelf	FOR	FOR		✓ 100.0 %
5.1.d	Re-elect Mr. Serge Aerne	FOR	● OPPOSE	He is also a permanent member of the executive management (Chief Marketing Officer).	✓ 97.3 %
5.2	Re-elect Mr. Beat Frischknecht as chairman of the board	FOR	● OPPOSE	The board has not established a nomination committee and the composition of the board is unsatisfactory.	✓ 96.5 %
5.3	Elections to the remuneration committee				
5.3.a	Elect Prof. Christian Wunderlin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Wunderlin to the board of directors, he cannot be elected to the committee.	✓ 98.0 %
5.3.b	Re-elect Mr. André Robert Spathelf to the remuneration committee	FOR	FOR		✓ 99.8 %
5.4	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Re-election of the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient. The proposed increase relative to the previous year is not justified.	✓ 93.8 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.3 %

Item	Agenda	Board	Ethos	Result
1	Elect Prof. Christian Wunderlin	FOR	● OPPOSE	He is not independent (vice-chairman of Admicasa Holding) and the board independence is insufficient (25.0%). 

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	✓ 93.0 %
3	Discharge board members	FOR	FOR	✓ 99.8 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
5.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1 %
5.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 92.9 %
6.a	Elections to the board of directors			
6.a.1	Re-elect Mr. Urs Gasche	FOR	FOR	✓ 99.6 %
6.a.2	Re-elect Mr. Hartmut Geldmacher	FOR	FOR	✓ 99.6 %
6.a.3	Re-elect Mr. Kurt Schär	FOR	FOR	✓ 99.9 %
6.a.4	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 99.9 %
6.a.5	Elect Dr. Carole Ackermann	FOR	FOR	✓ 99.8 %
6.a.6	Elect Ms. Rebecca Guntern	FOR	FOR	✓ 99.8 %
6.b	Re-elect Mr. Urs Gasche as board chairman	FOR	FOR	✓ 99.6 %
6.c	Elections to the nomination and remuneration committee			
6.c.1	Re-elect Mr. Urs Gasche to the nomination and remuneration committee	FOR	FOR	✓ 92.6 %
6.c.2	Elect Mr. Hartmut Geldmacher to the nomination and remuneration committee	FOR	FOR	✓ 98.7 %
6.c.3	Elect Mr. Andreas Rickenbacher to the nomination and remuneration committee	FOR	FOR	✓ 96.7 %
6.d	Re-elect Mr. Andreas Byland as independent proxy	FOR	FOR	✓ 100.0 %
6.e	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	✓ 98.6 % The term of office of the audit firm exceeds 20 years.

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Presentation of Mr. Thomas J. Jordan, CEO	NON-VOTING	NON-VOTING	
3	Auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.1 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 97.9 %
6	Discharge board members	FOR	FOR	✓ 98.1 %
7	Re-elect KPMG as auditors	FOR	FOR	✓ 93.0 %
8.1	Proposal by the shareholder group Collectif AAA+: Allocation of income	OPPOSE	OPPOSE	✗ 4.9 %
8.2	Proposal by the shareholder group Collectif AAA+: Auditors	OPPOSE	OPPOSE	✗ 1.8 %

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. Patrice Bula	FOR	● OPPOSE	He holds an excessive number of mandates. ✓
4.7	Re-elect Alain Guttmann as chairman of the board	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.	Amend articles of association	FOR	FOR	✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
7.2.1	Binding prospective vote: increase of the maximum total remuneration of the executive management for FY 2018	FOR	FOR	✓
7.2.2	Binding prospective vote on the total remuneration of the executive management for FY 2019	FOR	FOR	✓
8.	Election of the auditors	FOR	FOR	✓
9.	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Report on the 2017 fiscal year	NON-VOTING	NON-VOTING		
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 90.6 %
2.3	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
2.4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3.1	Elections to the board of directors				
3.1.1	Re-elect Dr. Thomas Schmuckli as chairman of the board	FOR	FOR		✓ 98.2 %
3.1.2	Re-elect Mr. Anton Lauber	FOR	FOR		✓ 99.2 %
3.1.3	Re-elect Prof. Dr. Stefan Michel	FOR	FOR		✓ 99.4 %
3.1.4	Re-elect Ms. Maria Teresa Vacalli	FOR	FOR		✓ 99.7 %
3.1.5	Re-elect Dr. phil. René Cotting	FOR	FOR		✓ 99.8 %
3.1.6	Re-elect Mr. Daniel Lippuner	FOR	FOR		✓ 99.7 %
3.1.7	Elect Mr. Martin Kühn	FOR	FOR		✓ 99.2 %
3.2	Re-elect Prof. Dr. Stefan Michel as representative of the registered A shares	FOR	FOR		✓ 98.0 %
3.3	Elections to the remuneration committee				
3.3.1	Re-elect Prof. Dr. Stefan Michel to the remuneration committee	FOR	FOR		✓ 96.7 %
3.3.2	Re-elect Ms. Maria Teresa Vacalli to the remuneration committee	FOR	FOR		✓ 96.8 %
3.3.3	Elect Mr. Anton Lauber to the remuneration committee	FOR	FOR		✓ 97.6 %
3.4	Election of the independent proxy	FOR	FOR		✓ 99.9 %
4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 92.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 96.8 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.4 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Claude R. Cornaz	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (28.6%).	✓ 75.8 %
4.1.b	Re-elect Ms. Anita Hauser	FOR	FOR		✓ 84.9 %
4.1.c	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 85.2 %
4.1.d	Re-elect Mr. Philip Mosimann as board member and chairman	FOR	FOR		✓ 82.1 %
4.1.e	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR		✓ 79.8 %
4.1.f	Re-elect Mr. Valentin Vogt	FOR	FOR		✓ 99.1 %
4.2	Elect Mr. Martin Hirzel	FOR	FOR		✓ 99.0 %
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Cornaz to the board of directors, he cannot be elected to the committee.	✓ 76.0 %
4.3.b	Re-elect Ms. Anita Hauser to the remuneration committee	FOR	FOR		✓ 85.1 %
4.3.c	Re-elect Mr. Valentin Vogt to the remuneration committee	FOR	FOR		✓ 99.0 %
4.4	Election of the independent proxy	FOR	FOR		✓ 99.2 %
4.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 93.4 %
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.5 %
5.2	Advisory vote on the remuneration report	FOR	FOR		✓ 97.8 %
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.6 %
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.9 %

Item	Agenda	Board	Ethos		Result
1	Opening of the general meeting	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts				
2.1	Approve annual report	FOR	FOR		✓
2.2	Approve the statutory accounts	FOR	FOR		✓
2.3	Approve the consolidated accounts	FOR	FOR		✓
2.4	Receive the auditor's report	NON-VOTING	NON-VOTING		
3	Discharge board members				
3.1	Discharge Mr. Gaudenz F. Domenig	FOR	FOR		✓
3.2	Discharge Mr. Marco Syfrig	FOR	FOR		✓
3.3	Discharge Mr. Willy Hüppi	FOR	FOR		✓
3.4	Discharge Mr. Peter Weigelt	FOR	FOR		✓
4	Approve allocation of income and dividend	FOR	FOR		✓
5	Elections to the board of directors				
5.1	Re-elect Mr. Gaudenz F. Domenig	FOR	FOR		✓
5.2	Re-elect Mr. Marco Syfrig	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.3	Re-elect Mr. Willy Hüppi	FOR	FOR		✓
5.4	Re-elect Mr. Peter Weigelt	FOR	FOR		✓
5.5	Elect Ms. Michèle Novak-Moser	FOR	FOR		✓
6	Re-elect Mr. Gaudenz F. Domenig as chairman of the board	FOR	FOR		✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Gaudenz F. Domenig to the remuneration committee	FOR	FOR		✓
7.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR		✓
7.3	Re-elect Mr. Peter Weigelt to the remuneration committee	FOR	FOR		✓
8	Approve renewal of authorised capital	FOR	FOR		✓
9	Amend articles of association	FOR	FOR		✓
10	Election of the independent proxy	FOR	FOR		✓
11	Election of the auditors	FOR	FOR		✓
12.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
12.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
12.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Present annual report	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
5.A	Elections to the board of directors			
5.A.1	Re-elect Mr. Balthasar Meier	FOR	FOR	✓ 99.7 %
5.A.2	Re-elect Mr. Hans-Rudolf Mooser	FOR	FOR	✓ 99.8 %
5.A.3	Re-elect Mr. Christoph Ott	FOR	FOR	✓ 99.9 %
5.A.4	Re-elect Mr. Jean-Pierre Schmid	FOR	● OPPOSE	He has been a member of the board for 28 years, which exceeds Ethos' guidelines. ✓ 96.7 %
5.A.5	Re-elect Mr. Patrick Z'Brun	FOR	FOR	✓ 100.0 %
5.A.6	Elect Dr. oec. Carole Ackermann	FOR	FOR	✓ 99.9 %
5.A.7	Elect Ms. Brigitte Hauser-Süess	FOR	FOR	✓ 99.8 %
5.B	Re-elect Mr. Jean-Pierre Schmid as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected as chairman. ✓ 96.8 %
5.C	Elections to the nomination and remuneration committee			
5.C.1	Re-elect Mr. Jean-Pierre Schmid to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected to the committee. He is not independent (board tenure of 28 years) and the committee does not include at least 50% independent members. ✓ 96.6 %
5.C.2	Re-elect Mr. Balthasar Meier to the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
5.C.3	Re-elect Mr. Hans-Rudolf Mooser to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (various reasons) and the committee does not include at least 50% independent members. ✓ 96.6 %
5.D	Election of the auditors	FOR	FOR	✓ 99.9 %
5.F	Election of the independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
6	Binding votes on the remuneration of the board of directors and the executive management			
6.A	Binding prospective vote on the total remuneration of the board of directors (FY 2018)	FOR	FOR	✓ 99.1 %
6.B	Binding prospective vote on the total remuneration of the executive management (FY 2018)	FOR	FOR	✓ 99.1 %
6.C	Binding prospective vote on the total remuneration of the board of directors (Q1 2019)	FOR	FOR	✓ 98.5 %
6.D	Binding prospective vote on the total remuneration of the executive management (Q1 2019)	FOR	FOR	✓ 98.5 %

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
2	Present the reports of the statutory auditor	NON-VOTING	NON-VOTING	
3.1	Approve annual report	FOR	FOR	✓ 100.0 %
3.2	Approve financial statements and consolidated accounts	FOR	FOR	✓ 99.9 %
3.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. ✓ 77.8 %
3.4	Approve allocation of income	FOR	FOR	✓ 99.9 %
3.5	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 99.9 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
5	Elections to the board of directors			
5.1	Re-elect Dr. Thomas Lustenberger as member and chairman of the board	FOR	FOR	✓ 99.7 %
5.2.a	Re-elect Mr. Erich Kellenberger	FOR	FOR	✓ 99.6 %
5.2.b	Re-elect Mr. Beat Grüring	FOR	FOR	✓ 99.6 %
5.2.c	Re-elect Mr. Marco Gadola	FOR	FOR	✓ 99.8 %
5.2.d	Re-elect Mr. Hans-Kristian Hoejsgaard	FOR	FOR	✓ 99.0 %
5.2.e	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.1 %
5.2.f	Re-elect Dr. Valentin Chaperó Rueda	FOR	FOR	✓ 99.7 %
5.3	Elect Ms. Nathalie Gaveau	FOR	FOR	✓ 99.7 %
5.4	Elections to the remuneration committee			
5.4.a	Re-elect Mr. Hans-Kristian Hoejsgaard to the remuneration committee	FOR	FOR	✓ 91.7 %
5.4.b	Re-elect Mr. Beat Grüring to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the committee does not include at least 50% independent members. ✓ 80.1 %
5.4.c	Re-elect Mr. Erich Kellenberger to the remuneration committee	FOR	FOR	✓ 91.8 %
6	Re-election of the auditors	FOR	FOR	✓ 99.7 %
7	Re-election of the independent proxy	FOR	FOR	✓ 99.8 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %

Item	Agenda	Board	Ethos		Result
8.2	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. Past awards do not allow confirmation of the link between pay and performance.	✓ 86.0 %
8.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. The board of directors have excessive discretion with regard to awards and administration of the plan.	✓ 86.2 %

Item	Agenda	Board	Ethos		Result
1	Approve financial statements	FOR	FOR		✓
2	Elections to the board of directors and related resolutions	FOR	● OPPOSE	The identity of the candidates is not disclosed in due time.	✓
3	Election of the auditors	FOR	FOR		✓
4	Creation of authorised capital	FOR	FOR		✓

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	✓ 95.1 %
3.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
3.2	Distribution out of capital contribution reserves	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. oec. Felix A. Weber	FOR	FOR	✓ 99.7 %
5.1.2	Re-elect Prof. Dr. Peter Athanas	FOR	FOR	✓ 99.6 %
5.1.3	Re-elect Mr. Urs Baumann	FOR	FOR	✓ 98.0 %
5.1.4	Re-elect Mr. Denis Hall	FOR	FOR	✓ 99.7 %
5.1.5	Re-elect Ms. Katrina Machin	FOR	FOR	✓ 99.6 %
5.1.6	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.7 %
5.1.7	Re-elect Mr. Ben Tellings	FOR	FOR	✓ 99.7 %
5.2	Re-elect Dr. oec. Felix A. Weber as chairman of the board	FOR	FOR	✓ 99.7 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Urs Baumann to the remuneration committee	FOR	FOR	✓ 97.9 %
5.3.2	Re-elect Ms. Katrina Machin to the remuneration committee	FOR	FOR	✓ 99.4 %
5.3.3	Re-elect Mr. Ben Tellings to the remuneration committee	FOR	FOR	✓ 99.5 %
5.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Election of the auditors	FOR	FOR	✓ 97.4 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.8 %

Item	Agenda	Board	Ethos	Result
1	Amend articles of association			
1.1	Amend articles of association - Name (art. 1)	FOR	FOR	✓ 100.0 %
1.2	Amend articles of association - Purpose (art. 2)	FOR	FOR	✓ 98.2 %
1.3	Amend articles of association - Share register and restrictions on the transfer of shares (art. 6)	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.9 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 98.3 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient. The non-executive directors receive significant consulting fees.	✓ 97.8 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 95.8 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Philipp Buhofer as board member and chairman	FOR	FOR		✓ 99.6 %
5.1.2	Re-elect Dr. oec. Felix A. Thöni	FOR	FOR		✓ 99.6 %
5.1.3	Re-elect Mr. Urs Ziegler	FOR	FOR		✓ 98.0 %
5.1.4	Elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR		✓ 97.8 %
5.1.5	Elect Mr. Claude Ebnöther	FOR	FOR		✓ 100.0 %
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR		✓ 97.6 %
5.2.2	Re-elect Dr. oec. Felix A. Thöni to the remuneration committee	FOR	FOR		✓ 99.7 %
5.2.3	Elect Mr. Claude Ebnöther to the remuneration committee	FOR	FOR		✓ 99.9 %
5.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.4	Election of the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Present annual report	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient.	✓
3	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The company is in a situation of over indebtedness.	✓
4	Approve allocation of income	FOR	FOR		✓
	Elections to the board of directors				
5	Re-elect Mr. Patrick Engler as board member and chairman	FOR	● OPPOSE	He is also CFO and the combination of functions is permanent. The board has not established a nomination committee and the composition of the board is unsatisfactory. The company's financial performance has been unsatisfactory for several years.	✓
6	Re-elect Mr. Michel Réthoret	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7	Re-elect Ms. Valérie Gimond-Duménil	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%). She is a representative of a significant shareholder who is sufficiently represented on the board.	✓
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
	Elections to the remuneration committee				
9	Re-elect Mr. Patrick Engler to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Engler to the board of directors, he cannot be elected to the committee.	✓

Item	Agenda	Board	Ethos		Result
10	Elect Mr. Michel Réthoret to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Réthoret to the board of directors, he cannot be elected to the committee.	✓
11	Election of the auditors	FOR	FOR		✓
12	Election of the independent proxy	FOR	FOR		✓
13	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income	FOR	FOR	✓
3	Approve dividend	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓
7	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓
8	Remove article 5 septies from the articles of association	FOR	FOR	✓
9	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital. ✓
10	Elections to the board of directors			
10.1	Re-elect Mr. Heinrich J. Essing as board member and chairman	FOR	FOR	✓
10.2	Re-elect Mr. Robert Demuth	FOR	FOR	✓
10.3	Re-elect Mr. Andreas Dill	FOR	FOR	✓
10.4	Re-elect Mr. Erich Haefeli	FOR	FOR	✓
11	Elections to the remuneration committee			
11.1	Re-elect Mr. Heinrich J. Essing to the remuneration committee	FOR	FOR	✓
11.2	Re-elect Mr. Robert Demuth to the remuneration committee	FOR	FOR	✓
11.3	Re-elect Mr. Andreas Dill to the remuneration committee	FOR	FOR	✓
12	Election of the auditors	FOR	FOR	✓
13	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 86.1 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.1 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.2	Approve distribution from the capital contribution reserves	FOR	FOR		✓ 100.0 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. chem. Günter von Au	FOR	FOR		✓ 98.8 %
4.1.2	Re-elect Prof. Dr. sc. Peter Chen	FOR	FOR		✓ 98.4 %
4.1.3	Re-elect Dr. chem. Hariolf Kottmann	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 89.6 %
4.1.4	Re-elect Dr. iur. Eveline Saupper	FOR	FOR		✓ 98.6 %
4.1.5	Re-elect Mr. Carlo G. Soave	FOR	FOR		✓ 98.5 %
4.1.6	Re-elect Mr. Peter Steiner	FOR	FOR		✓ 98.2 %
4.1.7	Re-elect Dr. Claudia Süßmuth Dyckerhoff	FOR	FOR		✓ 99.6 %
4.1.8	Re-elect Ms. Susanne Wamsler	FOR	FOR		✓ 99.1 %
4.1.9	Re-elect Dr. phil. Rudolf Wehrli	FOR	FOR		✓ 97.7 %
4.1.10	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 94.8 %
4.2	Re-elect Dr. phil. Rudolf Wehrli as chairman of the board	FOR	FOR		✓ 97.7 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Carlo G. Soave to the remuneration committee	FOR	FOR		✓ 96.0 %
4.3.2	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 96.4 %
4.3.3	Re-elect Dr. phil. Rudolf Wehrli to the remuneration committee	FOR	FOR		✓ 95.7 %
4.4	Election of the independent proxy	FOR	FOR		✓ 94.6 %
4.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 92.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.3 %

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <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>✓ 87.1 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 90.7 %
4.1.b	Re-elect Mr. Erwin Locher	FOR	FOR	✓ 99.2 %
4.1.c	Re-elect Mr. Jürgen Rauch	FOR	FOR	✓ 89.9 %
4.1.d	Re-elect Mr. Matthew Robin	FOR	FOR	✓ 89.4 %
4.1.e	Re-elect Dr. iur. Astrid Waser	FOR	FOR	✓ 88.6 %
4.1.f	Re-elect Prof. Dr med. dent. Roland Weiger	FOR	FOR	✓ 99.6 %
4.2	Re-elect Mr. Niklaus Huber as chairman of the board	FOR	FOR	✓ 90.7 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Niklaus Huber to the remuneration committee	FOR	FOR	✓ 85.5 %
4.3.b	Re-elect Mr. Matthew Robin to the remuneration committee	FOR	FOR	✓ 89.2 %
4.3.c	Re-elect Prof. Dr med. dent. Roland Weiger to the remuneration committee	FOR	FOR	✓ 99.4 %
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 100.0 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 99.0 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
2.2	Approve dividend distribution out of capital contribution reserves	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. Hans Hess	FOR	FOR	✓ 98.3 %
4.2	Re-elect Mr. Hans Hess as chairman of the board	FOR	FOR	✓ 99.8 %
4.3	Re-elect Prof. Gian-Luca Bona	FOR	FOR	✓ 99.8 %
4.4	Re-elect Mr. Lucas A. Grolimund	FOR	FOR	✓ 99.7 %
4.5	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 99.7 %
4.6	Re-elect Mr. Rolf Huber	FOR	FOR	✓ 99.7 %
4.7	Re-elect Dr. Franz Richter	FOR	FOR	✓ 98.4 %
4.8	Elections to the remuneration committee			
4.8.1	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓ 98.0 %
4.8.2	Re-elect Mr. Rolf Huber to the remuneration committee	FOR	FOR	✓ 98.1 %
5	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Re-election of the auditors	FOR	FOR	✓ 98.3 %
7.1	Approve renewal of authorised capital	FOR	● OPPOSE	✓ 83.9 % The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7 %
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 97.1 %
8.4	Advisory vote on the remuneration report	FOR	FOR	✓ 76.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
5	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>	✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Patrick Combes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.2	Re-elect Dr. iur. François Carrard	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years, business connections) and the board independence is insufficient (12.5%).</p>	✓
6.3	Re-elect Mr. Hervé de Carmoy	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (12.5%).</p>	✓

Item	Agenda	Board	Ethos		Result
6.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is 81 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 21 years) and the board independence is insufficient (12.5%).</p>	✓
6.5	Re-elect Mr. Christian Goeking	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (12.5%).</p>	✓
6.6	Re-elect Mr. Robert Pennone	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (12.5%).</p>	✓
6.7	Re-elect Mr. Urs Schneider	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (12.5%).</p>	✓
6.8	Elect Mr. Eric Solvet	FOR	FOR		✓
7	Re-elect Patrick Combes as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Combes to the board of directors, he cannot be elected as chairman.	✓
8	Elections to the remuneration committee				
8.1	Re-elect Dr. iur. François Carrard to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Carrard to the board of directors, he cannot be elected to the committee.	✓

Item	Agenda	Board	Ethos		Result
8.2	Re-elect Mr. Christian Goecking to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Goecking to the board of directors, he cannot be elected to the committee.	✓
9	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
10	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result	
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.7 %	
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.3 %	
3	Discharge board members	FOR	FOR	✓ 98.3 %	
4	Elections to the board of directors				
4.1	Re-elect Mr. Ernst Bärtschi	FOR	FOR	✓ 94.7 %	
4.2	Re-elect Dr. oec. Roland Abt	FOR	FOR	✓ 99.2 %	
4.3	Re-elect Dr. iur. Matthias Auer	FOR	FOR	✓ 94.6 %	
4.4	Re-elect Mr. Werner Dubach	FOR	● OPPOSE	<p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p>	✓ 90.0 %
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓ 98.9 %	
4.6	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 99.3 %	
4.7	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 93.0 %	
4.8	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 94.3 %	
5	Re-elect Mr. Ernst Bärtschi as chairman of the board	FOR	FOR	✓ 96.4 %	
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Werner Dubach to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Dubach to the board of directors, he cannot be elected to the committee.</p>	✓ 85.0 %
6.2	Re-elect Mr. Philip Mosimann to the remuneration committee	FOR	FOR	✓ 97.8 %	
6.3	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 92.0 %	
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 96.5 %	
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %	
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.1 %	
8	Election of the auditors	FOR	● OPPOSE	<p>The term of office of the audit firm exceeds 20 years.</p>	✓ 95.8 %
9	Election of the independent proxy	FOR	FOR	✓ 99.1 %	

Item	Agenda	Board	Ethos		Result
1	Opening of the AGM	NON-VOTING	NON-VOTING		
2	Presentation of the financial year 2017	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
4	Discharge board members	FOR	FOR		✓ 100.0 %
5	Re-elect Ms. Eimear Cowhey	FOR	FOR		✓ 96.3 %
6	Amend the title of Dr. Chris Tanner	FOR	FOR		✓
7	Approve renewal of authorisations to issue shares	FOR	● OPPOSE	The potential dilution is excessive. The company does not provide an explanation that the anti-takeover provision is necessary to preserve the long-term survival of the company	✓ 96.1 %
8	Approve authorisation to buyback shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 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		✓ 100.0 %
3	Reduction of nominal value	FOR	● OPPOSE	The shareholders' right to place an item on the agenda of the general meeting is significantly undermined.	✓ 98.0 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 98.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.3 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. sc.nat. Mauro Gabella	FOR	FOR		✓ 99.9 %
6.1.2	Re-elect Mr. Kaspar Kelterborn	FOR	FOR		✓ 100.0 %
6.1.3	Re-elect Mr. Peter Andreas Schaub	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 99.7 %
6.1.4	Re-elect Mr. Tim Talaat-Schnorf	FOR	FOR		✓ 99.9 %
6.1.5	Re-elect Mr. Manuel Werder	FOR	FOR		✓ 99.9 %
6.1.6	Re-elect Mr. Christian Wipf	FOR	FOR		✓ 99.3 %
6.2	Re-elect Mr. Peter Andreas Schaub as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected as chairman.	✓ 99.7 %
6.3	Elections to the nomination and remuneration committee				
6.3.1	Re-elect Dr. sc.nat. Mauro Gabella to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %
6.3.2	Re-elect Mr. Tim Talaat-Schnorf to the nomination and remuneration committee	FOR	FOR		✓ 99.8 %
6.3.3	Re-elect Mr. Christian Wipf to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
6.3.4	Re-elect Mr. Peter Andreas 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.	✓ 99.7 %
6.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 99.7 %
6.5	Election of the independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result	
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
1.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>	✓ 80.8 %
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.4 %
2	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the management of the company's affairs and the board's decisions.	✓ 93.3 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.7 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.6 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Urs Rohner as chairman and board member	FOR	● OPPOSE	The company's financial performance has been unsatisfactory for several years.	✓ 89.5 %
4.1.2	Re-elect Dr. oec. Iris Bohnet	FOR	FOR		✓ 99.2 %
4.1.3	Re-elect Mr. Andreas Gottschling	FOR	FOR		✓ 99.1 %
4.1.4	Re-elect Dr. oec. publ. Rainer Alexander Gut	FOR	FOR		✓ 99.4 %
4.1.5	Re-elect Mr. Andreas N. Koopmann	FOR	FOR		✓ 94.9 %
4.1.6	Re-elect Ms. Seraina Macia	FOR	FOR		✓ 99.3 %
4.1.7	Re-elect Mr. Kaikhushru S. Nargolwala	FOR	FOR		✓ 94.8 %
4.1.8	Re-elect Mr. Joaquin J. Ribeiro	FOR	FOR		✓ 99.1 %
4.1.9	Re-elect Dr. iur. Severin Schwan	FOR	FOR		✓ 98.9 %
4.1.10	Re-elect Mr. John Tiner	FOR	FOR		✓ 93.9 %
4.1.11	Re-elect Mr. Alexandre Zeller	FOR	FOR		✓ 94.3 %
4.1.12	Elect Mr. Michael Klein	FOR	FOR		✓ 99.4 %
4.1.13	Elect Ms. Ana Paula Pessoa	FOR	FOR		✓ 95.6 %
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. oec. Iris Bohnet to the remuneration committee	FOR	FOR		✓ 97.3 %
4.2.2	Re-elect Mr. Andreas N. Koopmann to the remuneration committee	FOR	FOR		✓ 93.4 %

Item	Agenda	Board	Ethos		Result
4.2.3	Re-elect Mr. Kaikhushru S. Nargolwala to the remuneration committee	FOR	FOR		✓ 92.8 %
4.2.4	Re-elect Mr. Alexandre Zeller to the remuneration committee	FOR	FOR		✓ 92.5 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 82.9 %
5.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 82.8 %
5.2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 88.4 %
5.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 82.4 %
6.1	Election of the auditors	FOR	FOR		✓ 97.1 %
6.2	Election of the special auditors	FOR	FOR		✓ 99.2 %
6.3	Election of the independent proxy	FOR	FOR		✓ 99.4 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 95.6 % The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4.1	Elections to the board of directors			
4.1.1	Special meeting for holders of bearer shares to nominate Mr. Jürg Fedier as representative of bearer shareholders	FOR	FOR	✓ 100.0 %
4.1.2	Re-elect Dr. sc. techn. Paul J. Hälg as member and chairman of the board	FOR	FOR	✓ 97.3 %
4.1.3	Re-elect Dr. sc. techn. Hanspeter Fässler	FOR	FOR	✓ 97.3 %
4.1.4	Re-elect Dr. iur. Gabi Huber	FOR	FOR	✓ 97.3 %
4.1.5	Re-elect Mr. Hanno Ulmer	FOR	FOR	✓ 96.9 %
4.1.6	Re-elect Mr. Zhiqiang Zhang	FOR	FOR	✓ 97.1 %
4.1.7	Elect Mr. Claude R. Cornaz	FOR	FOR	✓ 96.1 %
4.1.8	Re-elect the candidate (Mr. Jürg Fedier) nominated by the special meeting (agenda ITEM 4.1.1)	FOR	FOR	✓ 100.0 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. sc. techn. Hanspeter Fässler to the remuneration committee	FOR	● OPPOSE	✓ 94.7 % He is not independent (representative of an important shareholder, board tenure of 14 years) and the committee does not include at least 50% independent members.
4.2.2	Re-elect Dr. iur. Gabi Huber to the remuneration committee	FOR	FOR	✓ 96.8 %
4.2.3	Elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR	✓ 96.4 %
4.3	Election of the auditors	FOR	FOR	✓ 98.8 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 99.4 % The remuneration is significantly higher than that of the peer group.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
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		✓ 99.6 %
4.2	Binding prospective vote on the total 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>	✓ 95.0 %
5.1	Elections to the board of directors				
5.1.a	Re-elect Dr. sc. tech. Jörg Wolle	FOR	FOR		✓ 99.6 %
5.1.b	Re-elect Dr. iur. Frank Ch. Gulich	FOR	FOR		✓ 99.8 %
5.1.c	Re-elect Mr. David Kamenetzky	FOR	FOR		✓ 99.8 %
5.1.d	Re-elect Mr. Adrian T. Keller	FOR	FOR		✓ 99.5 %
5.1.e	Re-elect Mr. Andreas W. Keller	FOR	FOR		✓ 99.6 %
5.1.f	Re-elect Mr. Robert Peugeot	FOR	FOR		✓ 84.0 %
5.1.g	Re-elect Prof. Dr. oec. publ. Theo Siegert	FOR	FOR		✓ 99.4 %
5.1.h	Re-elect Dr. oec. Hans Christoph Tanner	FOR	FOR		✓ 83.2 %
5.1.i	Elect Prof. Dr. Annette Köhler	FOR	FOR		✓ 99.8 %
5.1.j	Elect Ms. Eunice Zehnder-Lai	FOR	FOR		✓ 99.8 %
5.2	Re-elect Dr. Jörg Wolle as chairman of the board	FOR	FOR		✓ 99.8 %
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Mr. Adrian T. Keller to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. The transparency of the remuneration report is deemed very insufficient.	✓ 97.3 %
5.3.b	Re-elect Dr. iur. Frank Ch. Gulich to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. The transparency of the remuneration report is deemed very insufficient.	✓ 98.0 %

Item	Agenda	Board	Ethos		Result
5.3.c	Re-elect Mr. Robert Peugeot to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. The transparency of the remuneration report is deemed very insufficient.	✓ 83.9 %
5.3.d	Elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR		✓ 99.8 %
5.4	Election of the auditors	FOR	FOR		✓ 99.8 %
5.5	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 91.7 % The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 97.2 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Juan Carlos Torres Carretero as board member and chairman	FOR	FOR	✓ 94.0 %
4.2.1	Re-elect Mr. Luis Andrés Holzer Neumann	FOR	FOR	✓ 97.2 %
4.2.2	Re-elect Mr. Jorge Born	FOR	FOR	✓ 99.0 %
4.2.3	Re-elect Ms. See Ngoh (Claire) Chiang	FOR	FOR	✓ 99.9 %
4.2.4	Re-elect Mr. Julián Díaz González	FOR	● OPPOSE	✓ 94.1 % He is also a permanent member of the executive management (CEO).
4.2.5	Re-elect Mr. George Koutsolioutsos	FOR	FOR	✓ 98.0 %
4.2.6	Re-elect Ms. Heekyung (Jo) Min	FOR	FOR	✓ 99.6 %
4.3.1	Elect Ms. Lynda Tyler-Cagni	FOR	FOR	✓ 99.8 %
4.3.2	Elect Mr. Steven Tadler	FOR	FOR	✓ 99.5 %
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Jorge Born to the remuneration committee	FOR	FOR	✓ 94.8 %
5.2	Elect Ms. See Ngoh (Claire) Chiang to the remuneration committee	FOR	FOR	✓ 97.5 %
5.3	Elect Ms. Lynda Tyler-Cagni to the remuneration committee	FOR	FOR	✓ 97.9 %
6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.8 %
7	Re-elect Altenburger Ltd. legal + tax as independent proxy	FOR	FOR	✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 86.0 % The remuneration of the chairman is significantly higher than that of the peer group.

Item	Agenda	Board	Ethos	Result
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets 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>✓ 80.2 %</p>

Item	Agenda	Board	Ethos		Result
1	Welcome	NON-VOTING	NON-VOTING		
2	Reporting on the 2017 financial year	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓
4.1	Approve allocation of income	FOR	FOR		✓
4.2	Approve dividend distribution out of capital contributions reserves	FOR	FOR		✓
5	Discharge board members and executive management	FOR	FOR		✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Rainer Isenrich as member and chairman of the board	FOR	● OPPOSE	He is also CEO.	✓
6.2.a	Re-elect Mr. Hans Nef	FOR	FOR		✓
6.2.b	Re-elect Mr. Fulvio Micheletti	FOR	FOR		✓
6.2.c	Elect Mr. Reto Klotz	FOR	FOR		✓
7	Elections to the remuneration committee				
7.a	Re-elect Mr. Hans Nef to the remuneration committee	FOR	FOR		✓
7.b	Re-elect Mr. Fulvio Micheletti to the remuneration committee	FOR	FOR		✓
7.c	Elect Mr. Reto Klotz to the remuneration committee	FOR	FOR		✓
8	Re-election of the auditors	FOR	FOR		✓
9	Re-election of the independent proxy	FOR	FOR		✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
11	Approve creation of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve distribution of preferred dividend	FOR	FOR		✓ 99.9 %
3.1	Approve allocation of income	FOR	FOR		✓ 100.0 %
3.2	Dividend by way of distribution out of capital contribution reserves	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
5.1	Increase of conditional capital for the employees	FOR	● OPPOSE	<p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> <p>The potential dilution is excessive.</p>	✓ 94.1 %
5.2	Approve renewal and increase of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 92.8 %
5.3	Amendments to the articles of association: variable compensation mechanism	FOR	● OPPOSE	The structure and conditions of the variable remuneration plans do not respect Ethos' guidelines.	✓ 98.3 %
5.4	Further amendments to the articles of association	FOR	FOR		✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.3 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The fixed remuneration of the CEO is significantly higher than that of the peer group.</p>	✓ 93.1 %

Item	Agenda	Board	Ethos		Result
6.3	Binding retrospective vote on the short-term 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>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 92.9 %
7	Elections to the board of directors				
7.1.1	Re-elect Dr. Susanne Brandenberger	FOR	FOR		✓ 100.0 %
7.1.2	Re-elect Dr. iur. Niccolò H. Burki	FOR	FOR		✓ 99.7 %
7.1.3	Re-elect Mr. Emmanuel L. Bussetil	FOR	FOR		✓ 98.0 %
7.1.4	Re-elect Mr. Michael N. Higgin	FOR	FOR		✓ 99.8 %
7.1.5	Re-elect Mr. Roberto Isolani	FOR	FOR		✓ 98.1 %
7.1.6	Re-elect Mr. Steven M. Jacobs	FOR	FOR		✓ 98.8 %
7.1.7	Re-elect Dr. Spiro J. Latsis	FOR	FOR		✓ 98.2 %
7.1.8	Re-elect Dr. rer. pol. Bernd-Albrecht von Maltzan	FOR	FOR		✓ 99.8 %
7.1.9	Re-elect Dr. Périclès-Paul Petalas	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 98.4 %
7.1.10	Re-elect Mr. John A. Williamson	FOR	FOR		✓ 98.0 %
7.1.11	Re-elect Mr. Daniel K. Zuberbühler	FOR	FOR		✓ 100.0 %
7.2.1	Elect Dr. John Spiro Latsis	FOR	FOR		✓ 99.9 %
7.2.2	Elect Mr. Stuart M. Robertson	FOR	FOR		✓ 100.0 %
7.2.3	Elect Mr. Fong Seng Tee	FOR	FOR		✓ 100.0 %
7.3	Re-elect Mr. John A. Williamson as chairman of the board	FOR	FOR		✓ 98.3 %
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Dr. iur. Niccolò H. Burki to the nomination and remuneration committee	FOR	FOR		✓ 98.6 %
8.2	Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee	FOR	FOR		✓ 94.3 %
8.3	Re-elect Mr. Steven M. Jacobs to the nomination and remuneration committee	FOR	FOR		✓ 93.4 %

Item	Agenda	Board	Ethos		Result
8.4	Re-elect Dr. Périclès-Paul Petalas to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Petalas to the board of directors, he cannot be elected to the committee.	✓ 92.9 %
8.5	Re-elect Dr. rer. pol. Bernd-Albrecht von Maltzan to the nomination and remuneration committee	FOR	FOR		✓ 98.7 %
8.6	Re-elect Mr. John A. Williamson to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former executive) and the committee does not include at least 50% independent members.	✓ 94.0 %
9	Election of the independent proxy	FOR	FOR		✓ 100.0 %
10	Election of the auditors	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.9 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 100.0 %
5.2	Re-elect Mr. Walter Häusermann	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (0%).	✓ 99.8 %
5.3	Re-elect Mr. Rudolf W. Weber	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (0%).	✓ 99.9 %
5.4	Re-elect Mr. Peter Hotz	FOR	FOR		✓ 100.0 %
5.5	Re-elect Mr. Martin Wipfli as chairman of the board	FOR	FOR		✓ 100.0 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Rudolf W. Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, he cannot be elected to the committee.	✓ 99.8 %
6.2	Elect Mr. Peter Hotz to the remuneration committee	FOR	FOR		✓ 99.9 %
7	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
8	Re-election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 99.9 %

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

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	Discharge board members and executive management	FOR	FOR	✓
4	Approve allocation of balance sheet result	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Gerard Hoetmer	FOR	FOR	✓
5.1.2	Re-elect Mr. Martin Gertsch	FOR	FOR	✓
5.1.3	Re-elect Dr. Jutta Heim	FOR	FOR	✓
5.1.4	Re-elect Dr. Ganesh M. Kishore	FOR	FOR	✓
5.1.5	Re-elect Dr. Stuart Strathdee	FOR	FOR	✓
5.1.6	Re-elect Dr. Thomas Videbaek	FOR	FOR	✓
5.2	Re-elect Mr. Gerard Hoetmer as board chairman	FOR	FOR	✓
6	Elections to the remuneration committee			
6.1	Re-elect Dr. Stuart Strathdee to the remuneration committee	FOR	FOR	✓
6.2	Re-elect Dr. Thomas Videbaek to the remuneration committee	FOR	FOR	✓
7	Re-elect Ernst & Young as auditors	FOR	FOR	✓
8	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR	✓
9	Increase conditional capital for the employees	FOR	● OPPOSE	The transparency of the share-based plan for which the requested capital is intended is insufficient. ✓
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
11	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. ✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.a	Approve allocation of income	FOR	FOR		✓
2.b	Approve distribution of reserves from capital contributions	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p>	✓
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Alexander von Witzleben	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p>	✓
5.a.2	Re-elect Dr. sc. pol. Michael Soormann	FOR	FOR		✓
5.a.3	Re-elect Dr. iur. Thomas Erb	FOR	FOR		✓
5.a.4	Re-elect Mr. Heinz Loosli	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (20.0%).	✓
5.a.5	Elect Mr. Norbert Indlekofer	FOR	FOR		✓
5.b	Re-elect Mr. Alexander von Witzleben as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Loosli to the board of directors, he cannot be elected as chairman.	✓
5.c	Elections to the nomination and remuneration committee				
5.c.1	Re-elect Mr. Alexander von Witzleben to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected to the committee.</p> <p>He receives a remuneration that is excessive.</p>	✓

Item	Agenda	Board	Ethos	Result
5.c.2	Re-elect Dr. sc. pol. Michael Soormann to the nomination and remuneration committee	FOR	FOR	✓
5.d	Election of the independent proxy	FOR	FOR	✓
5.e	Election of the auditors	FOR	FOR	✓
6	Approve renewal of authorised capital	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1.	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2.	Presentation of the auditors report on the financial statements	NON-VOTING	NON-VOTING	
3.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
4.	Advisory vote on the remuneration report	FOR	FOR	✓ 92.9 %
5.	Discharge board members	FOR	FOR	✓ 99.9 %
6.a	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
6.b	Approve distribution of reserves from capital contributions	FOR	FOR	✓ 93.0 %
7.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
7.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.5 %
8.a	Elections to the board of directors			
8.a.1	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	✓ 98.7 %
8.a.2	Re-elect Mr. Josef Felder	FOR	FOR	✓ 98.6 %
8.a.3	Re-elect Mr. Stephan Gemkow	FOR	FOR	✓ 99.9 %
8.a.4	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 87.3 %
8.a.5	Re-elect Mr. Andreas G. Schmid	FOR	FOR	✓ 88.8 %
8.b	Re-elect Mr. Andreas G. Schmid as chairman of the board	FOR	FOR	✓ 84.9 %
8.c	Elections to the remuneration committee			
8.c.1	Elect Mr. Vincent Albers to the Remuneration Committee	FOR	FOR	✓ 84.9 %
8.c.2	Elect Mr. Guglielmo L. Brentel to the Remuneration Committee	FOR	FOR	✓ 95.8 %
8.c.3	Elect Dr. iur. Eveline Saupper to the Remuneration Committee	FOR	FOR	✓ 81.7 %
8.c.4	Elect Mr. Andreas G. Schmid to the Remuneration Committee	FOR	● OPPOSE	He is not independent (board tenure of 18 years) and the committee does not include at least 50% independent members. ✓ 82.8 %
8.d	Election of the independent proxy	FOR	FOR	✓ 100.0 %
8.e	Election of the auditors	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓</p> <p>The remuneration of the executive chairman (who is not a member of the executive management) is excessive.</p>
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
4.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Mr. This E. Schneider as board chairman	FOR	FOR	✓
5.2	Re-elect Dr. Peter Altorfer	FOR	FOR	✓
5.3	Re-elect Mr. Michael Pieper	FOR	FOR	✓
5.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR	✓
5.5	Re-elect Dr. Reto Müller	FOR	FOR	✓
5.6	Re-elect Mr. Vincent Studer	FOR	FOR	✓
6	Elections to the remuneration committee			
6.1	Re-elect Dr. Peter Altorfer to the remuneration committee	FOR	FOR	✓
6.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR	✓
6.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR	✓
7	Re-elect KPMG as auditors	FOR	FOR	✓
8	Re-elect Mr. René Peyer as independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.4 %
3.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.6 %
3.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.6 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 77.1 % The transparency of the remuneration report is insufficient.
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.8 %
6.1	Elections to the board of directors			
6.1.a	Re-elect Dr. Jörg Kneubühler as board member and chairman	FOR	FOR	✓ 98.0 %
6.1.b	Re-elect Ms. Daniela Bosshardt-Hengartner	FOR	FOR	✓ 97.8 %
6.1.c	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	✓ 97.6 %
6.1.d	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR	✓ 97.3 %
6.1.e	Re-elect Dr. Philippe Nussbaumer	FOR	FOR	✓ 98.4 %
6.1.f	Re-elect Dr. Andreas Walde	FOR	FOR	✓ 98.0 %
6.1.g	Elect Mr. Bertrand Jungo	FOR	FOR	✓ 98.2 %
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Ms. Daniela Bosshardt-Hengartner to the remuneration committee	FOR	FOR	✓ 97.3 %
6.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR	✓ 97.2 %
6.2.c	Re-elect Mr. Fritz Hirsbrunner to the remuneration committee	FOR	FOR	✓ 97.2 %
6.3	Election of the independent proxy	FOR	FOR	✓ 99.6 %
6.4	Election of the auditors	FOR	FOR	✓ 97.4 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.1 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 57.0 % The pay-for-performance connection is not demonstrated.
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 97.8 %
4	Approve renewal of authorised capital	FOR	FOR	✓ 98.7 %
5	Amend articles of association: voting modalities of the variable remuneration	FOR	FOR	✓ 98.5 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Hugh Scott-Barrett as board member and chairman	FOR	FOR	✓ 98.5 %
6.2	Re-elect Mr. Count Diego du Monceau de Bergendal	FOR	FOR	✓ 97.0 %
6.3	Re-elect Ms. Nancy Mistretta	FOR	FOR	✓ 98.3 %
6.4	Re-elect Mr. Ezra S. Field	FOR	FOR	✓ 98.3 %
6.5	Re-elect Mr. Benjamin Meuli	FOR	FOR	✓ 98.7 %
6.6	Re-elect Mr. David J. Jacob	FOR	FOR	✓ 98.3 %
6.7	Elect Dr. Monica Mächler	FOR	FOR	✓ 98.8 %
7	Elections to the remuneration committee			
7.1	Re-elect Ms. Nancy Mistretta to the remuneration committee	FOR	FOR	✓ 92.4 %
7.2	Re-elect Mr. David J. Jacob to the remuneration committee	FOR	FOR	✓ 92.4 %
7.3	Elect Mr. Ezra Field to the remuneration committee	FOR	FOR	✓ 98.6 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 94.3 % The remuneration is significantly higher than that of the peer group.
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	✓ 93.5 % The fixed remuneration of the CEO is significantly higher than that of the peer group.

Item	Agenda	Board	Ethos		Result
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>Past awards and the amounts released after the performance/blocking period do not allow confirmation of the link between pay and performance.</p>	✓ 75.8 %
9	Election of the auditors	FOR	FOR		✓ 98.0 %
10	Election of the independent proxy	FOR	FOR		✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members	FOR	FOR	✓ 99.3 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Albert M. Baehny as board member and chairman	FOR	FOR	✓ 98.8 %
4.1.2	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 98.1 %
4.1.3	Re-elect Mr. Thomas M. Hübner	FOR	FOR	✓ 99.8 %
4.1.4	Re-elect Mr. Hartmut Reuter	FOR	FOR	✓ 98.7 %
4.1.5	Re-elect Mr. Jørgen Tang-Jensen	FOR	FOR	✓ 99.2 %
4.1.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 99.8 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Hartmut Reuter to the remuneration committee	FOR	FOR	✓ 98.8 %
4.2.2	Re-elect Mr. Jørgen Tang-Jensen to the remuneration committee	FOR	FOR	✓ 98.7 %
4.2.3	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 99.6 %
5	Re-elect hba Rechtsanwälte as independent proxy	FOR	FOR	✓ 99.9 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 91.2 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 95.8 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.4 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.8 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 59.4 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.1 %
4	Approve renewal of authorised capital	FOR	FOR	✓ 95.1 %
5	Elections to the board of directors			
5.1	Re-elect Dr. Hubert Achermann	FOR	FOR	✓ 98.3 %
5.2	Re-elect Prof. Roman Boutellier	FOR	FOR	✓ 95.8 %
5.3	Re-elect Mr. Gerold Bühler	FOR	FOR	✓ 95.5 %
5.4	Re-elect Mr. Riet Cadonau	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 90.1 %
5.5	Re-elect Mr. Andreas N. Koopmann	FOR	FOR	✓ 97.0 %
5.6	Re-elect Mr. Roger Michaelis	FOR	FOR	✓ 99.3 %
5.7	Re-elect Dr. Eveline Saupper	FOR	FOR	✓ 97.7 %
5.8	Re-elect Ms. Jasmin Staiblin	FOR	FOR	✓ 96.2 %
5.9	Re-elect Mr. Zhiqiang Zhang	FOR	FOR	✓ 96.2 %
6.1	Re-elect Mr. Andreas N. Koopmann as chairman of the board	FOR	FOR	✓ 98.9 %
6.2	Elections to the remuneration committee			
6.2.1	Re-elect Mr. Riet Cadonau to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Cadonau to the board of directors, he cannot be elected to the committee. He holds an excessive number of mandates. ✓ 81.7 %
6.2.2	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 88.1 %
6.2.3	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 81.5 %
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8 %
8	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.9 %
9	Re-election of the auditors	FOR	FOR	✓ 99.3 %

Georg Fischer

18.04.2018

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Item	Agenda	Board	Ethos	Result
10	Re-election of the independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.6 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 90.0 %
			The total remuneration of the CEO and the other members of the executive management is too high when compared to peers, due to excessive awards made under the long-term plan.	
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.4 %
4	Discharge board members	FOR	FOR	✓ 97.1 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Victor Balli	FOR	FOR	✓ 99.3 %
5.1.2	Re-elect Prof. Dr.-Ing. Werner J. Bauer	FOR	FOR	✓ 98.1 %
5.1.3	Re-elect Ms. Lilian Fossum Biner	FOR	FOR	✓ 98.9 %
5.1.4	Re-elect Mr. Michael Carlos	FOR	FOR	✓ 97.7 %
5.1.5	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 99.1 %
5.1.6	Re-elect Mr. Calvin Grieder	FOR	FOR	✓ 99.0 %
5.1.7	Re-elect Mr. Thomas Rufer	FOR	FOR	✓ 99.6 %
5.2	Re-elect Mr. Calvin Grieder as chairman of the board	FOR	FOR	✓ 99.5 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Prof. Dr.-Ing. Werner J. Bauer to the remuneration committee	FOR	FOR	✓ 99.0 %
5.3.2	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR	✓ 98.8 %
5.3.3	Re-elect Mr. Victor Balli to the remuneration committee	FOR	FOR	✓ 99.0 %
5.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.5	Election of the auditors	FOR	FOR	✓ 98.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0 %
6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.1 %

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 maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 91.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.9 %
3.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3.2	Approve donation to the investment fund of the "Stiftung der Glarner Kantonalbank für ein starkes Glarnerland"	FOR	FOR	✓ 98.6 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
5	Elections to the board of directors			
5.1	Re-elect Mr. Martin Leutenegger as member and chairman of the board	FOR	FOR	✓ 99.4 %
5.2	Re-elect Dr. Rolf Widmer	FOR	FOR	✓ 99.1 %
5.3	Re-elect Mr. Peter Rufibach	FOR	FOR	✓ 97.8 %
5.4	Re-elect Mr. Jürg Zimmermann	FOR	FOR	✓ 98.7 %
5.5	Re-elect Mr. Rudolf Stäger	FOR	FOR	✓ 98.6 %
5.6	Re-elect Dr. Urs P. Gnos	FOR	FOR	✓ 98.9 %
5.7	Re-elect Prof. Markus Heusler	FOR	FOR	✓ 97.3 %
6	Re-election of the auditors	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 99.2 %
2	Approve allocation of income	FOR	FOR	✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4.1	Approve renewal of authorised capital	FOR	FOR	✓ 99.8 %
4.2	Amend articles of association: remuneration committee	FOR	FOR	✓ 100.0 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Jens Alder as member and chairman of the board	FOR	FOR	✓ 99.3 %
5.1.b	Re-elect Dr. Beat Curti	FOR	FOR	✓ 99.8 %
5.1.c	Re-elect Dr. Valentin Chapero Rueda	FOR	FOR	✓ 97.4 %
5.1.d	Re-elect Dr. Erica Dubach Spiegler	FOR	FOR	✓ 99.7 %
5.1.e	Re-elect Mr. Arndt Groth	FOR	FOR	✓ 99.9 %
5.1.f	Elect Mr. Christoph Tonini	FOR	FOR	✓ 99.8 %
5.1.g	Elect Mr. Sandro Macciachini	FOR	FOR	✓ 99.6 %
5.1.h	Elect Mr. Marcel Kohler	FOR	FOR	✓ 99.9 %
5.2	Elections to the remuneration committee			
5.2.a	Re-elect Mr. Jens Alder to the remuneration committee	FOR	FOR	✓ 99.5 %
5.2.b	Re-elect Dr. Beat Curti to the remuneration committee	FOR	FOR	✓ 99.6 %
5.2.c	Elect Mr. Christoph Tonini to the remuneration committee	FOR	FOR	✓ 99.8 %
5.2.d	Elect Mr. Sandro Macciachini to the remuneration committee	FOR	FOR	✓ 99.1 %
5.3	Re-election of the auditors	FOR	FOR	✓ 99.9 %
5.4	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2 %
7.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.5 %
7.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 99.5 %
8	Miscellaneous	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Attendance announcement of the annual meeting	NON-VOTING	NON-VOTING	
2	Approve minutes of the 2017 annual meeting	FOR	FOR	✓
3	Present the annual report and accounts 2017	NON-VOTING	NON-VOTING	
4	Present auditors report	NON-VOTING	NON-VOTING	
5.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
5.2	Approve allocation of income and dividend	FOR	FOR	✓
5.3.1	Discharge board members	FOR	FOR	✓
5.3.2	Discharge auditors	FOR	FOR	✓
6.1	Ratify adjustment for the remuneration of the executive management for the 2017 financial year	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p> <p>Past awards and the amounts released after the performance do not allow confirmation of the link between pay and performance.</p>
6.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>
6.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.4.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.4.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
7	Elections to the board of directors			

Item	Agenda	Board	Ethos		Result
7.1.1	Re-elect Dr. iur. Michel Amaudruz	FOR	● OPPOSE	<p>He has been a member of the board for 48 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 48 years, business connections) and the board independence is insufficient (12.5%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
7.1.2	Re-elect Mr. Pierre-Marcel Revaz	FOR	● OPPOSE	<p>He is not independent (board tenure of 18 years) and the board independence is insufficient (12.5%).</p>	✓
7.1.3	Re-elect Ms. Dominique Amaudruz Guiramand	FOR	FOR		✓
7.1.4	Re-elect Mr. Rémy A. Bersier	FOR	● OPPOSE	<p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 23 years) and the board independence is insufficient (12.5%).</p>	✓
7.1.5	Re-elect Mr. Emmanuel Séquin	FOR	FOR		✓
7.1.6	Re-elect Mr. François Sunier	FOR	FOR		✓
7.1.7	Re-elect Mr. Pierre-François Veillon	FOR	FOR		✓
7.2	Elect Mr. Pierre-Alain Grichting	FOR	FOR		✓
8.1	Re-elect Mr. Pierre-Marcel Revaz as chairman of the board	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Revaz to the board of directors, he cannot be elected as chairman.</p>	✓
8.2	Nomination of Ms. Dominique Amaudruz Guiramand as vice-chairman of the board	NON-VOTING	NON-VOTING		
9	Elections to the remuneration committee				
9.1.1	Re-elect Dr. iur. Michel Amaudruz to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. iur. Amaudruz to the board of directors, he cannot be elected to the committee.</p>	✓

Item	Agenda	Board	Ethos		Result
9.1.2	Re-elect Mr. Pierre-Marcel Revaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Revaz to the board of directors, he cannot be elected to the committee.	✓
9.2	Elect Mr. Emmanuel Séquin to the remuneration committee	FOR	FOR		✓
10	Election of the independent proxy	FOR	FOR		✓
11	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓

Item	Agenda	Board	Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3 %
2.	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3.	Approve distribution of dividend from capital contribution reserves	FOR	FOR		✓ 99.9 %
4.	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
	Elections to the board of directors				
5.1	Re-elect Mr. Peter Leupp as chairman of the board	FOR	FOR		✓ 99.5 %
5.2.1	Re-elect Dr. iur. Stefan Breitenstein	FOR	FOR		✓ 99.8 %
5.2.2	Re-elect Mr. Niklaus Huber	FOR	FOR		✓ 98.8 %
5.2.3	Re-elect Mr. Urs Kaufmann	FOR	FOR		✓ 88.8 %
5.2.4	Re-elect Mr. Peter Pauli	FOR	FOR		✓ 99.8 %
5.3	Elections to the remuneration committee				
5.3.1	Elect Mr. Urs Kaufmann to the Remuneration Committee	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members.</p>	✓ 85.9 %
5.3.2	Elect Mr. Niklaus Huber to the Remuneration Committee	FOR	FOR		✓ 90.3 %
5.3.3	Elect Mr. Peter Leupp to the Remuneration Committee	FOR	FOR		✓ 95.2 %
5.4	Election of the independent proxy	FOR	FOR		✓ 99.9 %
5.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 90.6 %
6.	Advisory vote on the remuneration report	FOR	FOR		✓ 87.7 %
7.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.4 %
8.	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.4 %
9.	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 99.4 %

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	✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
	Elections to the board of directors			
4.1	Re-elect Ms. Doris Russi Schurter as board member and chairman	FOR	FOR	✓ 86.0 %
4.2.1	Re-elect Dr. oec. Hans-Jürg Bernet	FOR	FOR	✓ 80.5 %
4.2.2	Elect Mr. Beat Fellmann	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (18.2%). ✓ 97.5 %
4.2.3	Re-elect Mr. Jean-René Fournier	FOR	FOR	✓ 85.9 %
4.2.4	Re-elect Dr. iur. Ivo Furrer	FOR	FOR	✓ 99.3 %
4.2.5	Re-elect Dr. Hans Künzle	FOR	FOR	✓ 84.8 %
4.2.6	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR	✓ 86.7 %
4.2.7	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 98.5 %
4.2.8	Elect Dr. Thomas Schmuckli	FOR	FOR	✓ 86.8 %
4.2.9	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	✓ 98.0 %
4.2.10	Elect Ms. Regula Wallimann	FOR	FOR	✓ 98.9 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. oec. Hans-Jürg Bernet to the remuneration committee	FOR	FOR	✓ 80.9 %
4.3.2	Elect Prof. Dr. oec. Christoph Lechner to the remuneration committee	FOR	FOR	✓ 81.9 %
4.3.3	Re-elect Dr. Gabriela Payer to the remuneration committee	FOR	FOR	✓ 95.8 %
4.3.4	Re-elect Dr. iur. Andreas von Planta to the remuneration committee	FOR	FOR	✓ 95.4 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.3 %
5.3	Binding retrospective vote of retroactive fixed remuneration of the board of directors	FOR	FOR	✓ 95.1 %

Item	Agenda	Board	Ethos	Result
5.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 91.1 %
6	Election of the independent proxy	FOR	FOR	✓ 99.9 %
7	Election of the auditors	FOR	FOR	✓ 98.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR		✓ 100.0 %
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 100.0 %
3	Discharge board members	FOR	FOR		✓ 100.0 %
4	Elections to the board of directors				
4.1	Re-elect Dr. Felix Grisard	FOR	FOR		✓ 99.8 %
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR		✓ 99.9 %
4.3	Re-elect Mr. John Martin Manser	FOR	FOR		✓ 99.4 %
4.4	Re-elect Dr. Walter Jakob	FOR	FOR		✓ 99.9 %
4.5	Re-elect Dr. Jvo Grundler	FOR	● OPPOSE	He is also a permanent member of the executive management (General Counsel).	✓ 95.7 %
4.6	Re-elect Dr. Felix Grisard as chairman of the board	FOR	FOR		✓ 99.8 %
5	Elections to the remuneration committee				
5.1	Re-elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR		✓ 99.5 %
5.2	Re-elect Dr. Walter Jakob to the remuneration committee	FOR	FOR		✓ 99.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 91.6 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.	✓ 95.7 %
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines and its transparency is insufficient.	✓ 91.8 %
7	Advisory vote on the compensation system	FOR	● OPPOSE	The information provided is insufficient.	✓ 91.8 %
8	Amend articles of association: change of purpose	FOR	FOR		✓ 100.0 %
9	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 95.1 %

Item	Agenda	Board	Ethos		Result
10	Overall revision of the articles of association	FOR	FOR		✓ 100.0 %
11	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
12	Re-election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 96.3 %

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Item	Agenda	Board	Ethos		Result
1	General information	NON-VOTING	NON-VOTING		
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Bernhard Burgener	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.1.2	Re-elect Mr. Peter von Büren	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
4.1.3	Elect Mr. Rolf Elgeti	FOR	FOR		✓
4.1.4	Elect Mr. Sven Heller	FOR	FOR		✓
4.1.5	Elect Ms. Aline Studhalter	FOR	FOR		✓
4.2	Re-elect Mr. Bernhard Burgener as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burgener to the board of directors, he cannot be elected as chairman. He is also CEO and the combination of functions is permanent.	✓
4.3	Elections to the remuneration committee				
4.3.1	Elect Mr. Rolf Elgeti to the remuneration committee	FOR	FOR		✓
4.3.2	Elect Ms. Aline Studhalter to the remuneration committee	FOR	FOR		✓
5	Election of the auditors	FOR	FOR		✓
6	Election of the independent proxy	FOR	FOR		✓
7.1	Prospective votes on the remuneration for the 2019 financial year				

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Item	Agenda	Board	Ethos		Result
7.1.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The proposed increase relative to the previous year is not justified.</p>	✓
7.1.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓
7.2	Prospective and retrospective votes on the remuneration for the 2017 and 2018 financial years				
7.2.1	Binding retrospective vote on the total remuneration of the board of directors for the 2017 financial year	FOR	● OPPOSE	The information provided is insufficient.	✓
7.2.2	Binding prospective vote on the total remuneration of the board of directors for the 2018 financial year	FOR	● OPPOSE	The information provided is insufficient.	✓
7.2.3	Binding retrospective vote on the total remuneration of the executive management for the 2017 financial year	FOR	● OPPOSE	The information provided is insufficient.	✓
7.2.4	Binding prospective vote on the total remuneration of the executive management for the 2018 financial year	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
2.1	Approve allocation of income	FOR	FOR		✓ 99.6 %
2.2	Approve dividend out of the capital contribution reserves	FOR	FOR		✓ 99.7 %
3	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the management of the company's affairs and the board's decisions.	✓ 94.2 %
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 89.1 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.6 %
4.3	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.	✓ 89.0 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Michiel de Ruiter	FOR	FOR		✓
5.2	Re-elect Dr. iur. Walter Locher	FOR	FOR		✓
5.3	Re-elect Ms. Ulrike Sailer	FOR	FOR		✓
5.4	Re-elect Mr. Niklaus Sauter	FOR	FOR		✓
5.5	Re-elect Dr. oec. Daniel Suter	FOR	FOR		✓
5.6	Re-elect Prof. Dr. Holger Karl-Herbert Till	FOR	FOR		✓
5.7	Re-elect Dr. sc. techn. Anton von Weissenfluh	FOR	FOR		✓
5.8	Re-elect Dr. oec. Daniel Suter as chairman of the board	FOR	FOR		✓
	Elections to the remuneration committee				
5.9	Re-elect Dr. sc. techn. Anton von Weissenfluh to the remuneration committee	FOR	FOR		✓
5.10	Re-elect Mr. Niklaus Sauter to the remuneration committee	FOR	FOR		✓
5.11	Re-elect Dr. iur. Walter Locher to the remuneration committee	FOR	FOR		✓
6	Election of the independent proxy	FOR	FOR		✓ 97.8 %
7	Election of the auditors	FOR	FOR		✓ 98.1 %

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	✓ 93.5 %
4.2	Re-elect Dr. Beat Kälin	FOR	FOR	✓ 99.6 %
4.3	Re-elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 99.7 %
4.4	Re-elect Dr. Christoph Fässler	FOR	FOR	✓ 99.9 %
4.5	Re-elect Mr. George H. Müller	FOR	FOR	✓ 98.5 %
4.6	Re-elect Mr. Rolf Seiffert	FOR	FOR	✓ 99.9 %
4.7	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.9 %
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 93.3 %
5.2	Re-elect Dr. Beat Kälin to the nomination and remuneration committee	FOR	FOR	✓ 95.9 %
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	✓ 93.1 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.0 %
6.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	✓ 97.5 %
6.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 92.1 %
7	Elect Ernst & Young as auditors	FOR	FOR	✓ 99.7 %
8	Elect Bratschi AG as independent proxy	FOR	FOR	✓ 98.5 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 99.8 %
			The transparency of the remuneration report is insufficient.	
2	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Elect Prof. Christoph Lechner as representative of the bearer shareholders	FOR	FOR	✓ 99.9 %
4.2.1	Re-elect Dr. Andreas Binder	FOR	FOR	✓ 100.0 %
4.2.2	Re-elect Dr. Ida Hardegger	FOR	FOR	✓ 100.0 %
4.2.3	Re-elect Prof. Christoph Lechner	FOR	FOR	✓ 100.0 %
4.2.4	Re-elect Dr. Ernst Lienhard	FOR	FOR	✓ 100.0 %
4.2.5	Re-elect Dr. Jean Gérard Villot	FOR	FOR	✓ 100.0 %
4.2.6	Elect Mr. Marco Tschanz	FOR	FOR	✓ 100.0 %
4.2.7	Elect Mr. Hansueli Loosli	FOR	FOR	✓ 100.0 %
4.2.8	Elect Mr. Lorenz Wyss	FOR	FOR	✓ 100.0 %
4.3.1	Re-elect Dr. Jean Gérard Villot as chairman of the board	FOR	FOR	✓ 100.0 %
4.3.2	Elect Mr. Marco Tschanz as chairman of the board	FOR	FOR	✓ 100.0 %
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Andreas Binder to the remuneration committee	FOR	FOR	✓ 100.0 %
5.2	Re-elect Dr. Ida Hardegger to the remuneration committee	FOR	FOR	✓ 100.0 %
5.3	Re-elect Prof. Christoph Lechner to the remuneration committee	FOR	FOR	✓ 100.0 %
5.4	Re-elect Dr. Ernst Lienhard to the remuneration committee	FOR	FOR	✓ 100.0 %
5.5	Re-elect Dr. Jean Gérard Villot to the remuneration committee	FOR	FOR	✓ 100.0 %
5.6	Elect Mr. Marco Tschanz to the remuneration committee	FOR	FOR	✓ 100.0 %
5.7	Elect Mr. Lorenz Wyss to the remuneration committee	FOR	FOR	✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.9 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.9 %
7	Re-election of the auditors	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
8	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Dividend and share capital reduction			
2.1	Approve allocation of income and dividend	FOR	FOR	✓
2.2	Reduce share capital via repayment of nominal value	FOR	FOR	✓
2.3	Reading to the general meeting of the auditors' report regarding the share capital reduction	FOR	FOR	✓
2.4	Completion of the share capital reduction	FOR	FOR	✓
3	Present financial statements and accounts	NON-VOTING	NON-VOTING	
4	Discharge board members and executive management	FOR	FOR	✓
5	Amend articles of association	FOR	FOR	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
7.1	Elections to the board of directors			
7.1.1	Re-elect Mr. René Brülhart	FOR	FOR	✓
7.1.2	Re-elect Mr. Gerhard Hanhart	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓
7.1.3	Re-elect Mr. Kaspar Hemmeler	FOR	FOR	✓
7.1.4	Re-elect Mr. Marco Killer	FOR	FOR	✓
7.1.5	Re-elect Mr. Josef Lingg	FOR	FOR	✓
7.1.6	Re-elect Ms. Ursula McCreight-Ernst	FOR	● OPPOSE	She has been a member of the board for 20 years, which exceeds Ethos' guidelines. ✓
7.1.7	Re-elect Mr. Christoph Schwarz	FOR	FOR	✓
7.1.8	Re-elect Ms. Therese Suter	FOR	FOR	✓
7.1.9	Re-elect Dr. Thomas Wietlisbach	FOR	FOR	✓
7.2	Elect Prof. Doris Agotai	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
7.3	Re-elect Mr. Gerhard Hanhart as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hanhart to the board of directors, he cannot be elected as chairman.	✓
7.4	Elections to the nomination and remuneration committee				
7.4.1	Elect Mr. Josef Lingg to the nomination and remuneration committee	FOR	FOR		✓
7.4.2	Re-elect Ms. Therese Suter to the nomination and remuneration committee	FOR	FOR		✓
7.4.3	Re-elect Dr. Thomas Wietlisbach to the nomination and remuneration committee	FOR	FOR		✓
7.5	Re-election of the independent proxy	FOR	FOR		✓
7.6	Re-election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
8	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors received options.</p>	✓ 94.6 %
2	Approve allocation of income	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
4	Changes to the authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 87.8 %
5	Elections to the board of directors				
5.1.1	Re-elect Dr. pharm. Jean-Pierre Garnier	FOR	FOR		✓ 99.7 %
5.1.2	Re-elect Dr. med. Jean-Paul Clozel	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.0 %
5.1.3	Re-elect Mr. Robert Bertolini	FOR	FOR		✓ 99.9 %
5.1.4	Re-elect Mr. John J. Greisch	FOR	FOR		✓ 99.7 %
5.1.5	Re-elect Mr. David Stout	FOR	FOR		✓ 99.7 %
5.2	Elect Ms. Viviane Monges	FOR	FOR		✓ 99.7 %
5.3	Re-elect Dr. pharm. Jean-Pierre Garnier as chairman of the board	FOR	FOR		✓ 99.8 %
5.4	Elections to the nomination and remuneration committee				
5.4.1	Re-elect Dr. pharm. Jean-Pierre Garnier to the nomination and remuneration committee	FOR	FOR		✓ 97.7 %
5.4.2	Re-elect Mr. John J. Greisch to the nomination and remuneration committee	FOR	FOR		✓ 97.9 %
5.4.3	Re-elect Mr. David Stout to the nomination and remuneration committee	FOR	FOR		✓ 97.9 %

Item	Agenda	Board	Ethos		Result
5.4.4	Elect Ms. Viviane Monges to the nomination and remuneration committee	FOR	FOR		✓ 99.7 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 97.7 %
6.2	Binding prospective vote on the 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>	✓ 96.7 %
7	Election of the independent proxy	FOR	FOR		✓ 99.9 %
8	Election of the auditors	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✓ 66.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 96.8 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.0 %
4.2	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.	✓ 67.4 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Hans-Ulrich Meister as board member and chairman	FOR	FOR		✓ 99.8 %
5.1.2	Re-elect Mr. Henner Mahlstedt	FOR	FOR		✓ 97.1 %
5.1.3	Re-elect Ms. Ines Pöschel	FOR	FOR		✓ 95.3 %
5.1.4	Re-elect Mr. Kyrre Olaf Johansen	FOR	FOR		✓ 99.3 %
5.1.5	Re-elect Mr. Laurent Vulliet	FOR	FOR		✓ 98.4 %
5.1.6	Elect Prof. Dr. Martin A. Fischer	FOR	FOR		✓ 99.8 %
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR		✓ 86.5 %
5.2.2	Re-elect Mr. Laurent Vulliet to the remuneration committee	FOR	FOR		✓ 91.5 %
5.2.3	Elect Prof. Dr. Martin A. Fischer to the remuneration committee	FOR	FOR		✓ 99.0 %
5.3	Re-elect Mr. Andreas G. Keller as independent proxy	FOR	FOR		✓ 99.8 %
5.4	Re-elect PwC as auditors	FOR	FOR		✓ 94.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members	FOR	FOR	✓ 99.7 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors and the nomination and remuneration committee			
4.1	Re-elect Dr. Beat E. Lüthi as board member and chairman	FOR	FOR	✓ 99.6 %
4.2	Re-elect Dr. Richard Fischer as board member	FOR	FOR	✓ 92.4 %
4.3	Re-elect Dr. Richard Fischer to the nomination and remuneration committee	FOR	FOR	✓ 92.0 %
4.4	Re-elect Ms. Vanessa Frey as board member	FOR	FOR	✓ 94.6 %
4.5	Re-elect Mr. Beat M. Siegrist as board member	FOR	FOR	✓ 99.7 %
4.6	Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee	FOR	FOR	✓ 97.0 %
4.7	Re-elect Dr. Thomas Staehelin as board member	FOR	● OPPOSE	✓ 89.9 % He is not independent (board tenure of 17 years) and the board independence is insufficient (40.0%).
4.8	Re-elect Dr. Thomas Staehelin to the nomination and remuneration committee	FOR	● OPPOSE	✓ 89.3 % As Ethos did not support the election of Dr. Staehelin to the board of directors, he cannot be elected to the committee.
5	Re-elect Baur Hülmann AG as independent proxy	FOR	FOR	✓ 100.0 %
6	Re-elect KPMG as auditors	FOR	FOR	✓ 100.0 %
7	Advisory vote on the remuneration report	FOR	FOR	✓ 92.3 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.4 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓ 84.9 %
5	Amend articles of association: number of members of the board of directors	FOR	FOR		✓ 99.9 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Urs Tanner as board member and chairman	FOR	FOR		✓ 87.2 %
6.2	Re-elect Mr. Paolo Bottini	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (20.0%).	✓ 81.5 %
6.3	Re-elect Mr. Philippe Dubois	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (20.0%).	✓ 81.5 %
6.4	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 89.1 %
6.5	Re-elect Mr. Ingo Specht	FOR	FOR		✓ 89.0 %
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Urs Tanner to the remuneration committee	FOR	FOR		✓ 87.5 %
7.2	Elect Mr. Stefano Mercorio to the remuneration committee	FOR	FOR		✓ 87.1 %
8	Election of the auditors	FOR	FOR		✓ 99.8 %
9	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1.1	Present annual report, consolidated financial statements and annual accounts of Intershop Holding AG	NON-VOTING	NON-VOTING		
1.2	Approve annual report and consolidated financial statements	FOR	FOR		✓ 100.0 %
1.3	Approve annual accounts of Intershop Holding AG	FOR	FOR		✓ 100.0 %
1.4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓ 94.2 %
3.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.7 %
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 excessive discretion with regard to awards.</p>	✓ 85.5 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Dieter Marmet	FOR	FOR		✓ 99.8 %
4.1.b	Re-elect Mr. Charles Stettler	FOR	FOR		✓ 99.8 %
4.1.c	Elect Mr. Ernst Schaufelberger	FOR	FOR		✓ 100.0 %
4.2	Re-elect Mr. Dieter Marmet as chairman of the board	FOR	FOR		✓ 99.7 %
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Dieter Marmet to the remuneration committee	FOR	FOR		✓ 98.9 %
4.3.b	Re-elect Mr. Charles Stettler to the remuneration committee	FOR	FOR		✓ 94.5 %
4.3.c	Elect Mr. Ernst Schaufelberger to the remuneration committee	FOR	FOR		✓ 95.4 %
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 94.2 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 99.9 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Create conditional capital for convertible bonds	FOR	FOR	✓ 98.7 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Albert M. Baehny	FOR	FOR	✓ 100.0 %
5.1.2	Re-elect Mr. Stéphane Bonvin	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). ✓ 98.1 %
5.1.3	Re-elect Dr. Riccardo Boscardin	FOR	FOR	✓ 100.0 %
5.1.4	Re-elect Dr. Thomas Vettiger	FOR	FOR	✓ 100.0 %
5.2	Re-elect Dr. Riccardo Boscardin as board chairman	FOR	FOR	✓ 99.9 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Albert M. Baehny to the remuneration committee	FOR	FOR	✓ 99.9 %
5.3.2	Re-elect Dr. Riccardo Boscardin to the remuneration committee	FOR	FOR	✓ 99.9 %
5.4	Re-elect the law firm Keller as independent proxy	FOR	FOR	✓ 100.0 %
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ 97.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.9 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.3 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.3 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
5.1	Elections to the board of directors				
5.1.a	Re-elect Dr. Rinaldo Riguzzi	FOR	FOR		✓ 99.3 %
5.1.b	Re-elect Dr. med. Walter Schweizer	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (14.3%).</p>	✓ 98.9 %
5.1.c	Re-elect Mr. Andreas Joehle	FOR	FOR		✓ 98.7 %
5.1.d	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR		✓ 98.4 %
5.1.e	Re-elect Mr. Michel Kuehn	FOR	FOR		✓ 99.3 %
5.1.f	Re-elect Ms. Andrea Rytz	FOR	FOR		✓ 99.2 %
5.1.g	Re-elect Ms. Rita Ziegler	FOR	FOR		✓ 98.0 %
5.2	Re-elect Dr. Rinaldo Riguzzi as chairman of the board	FOR	FOR		✓ 99.1 %
5.3	Elections to the nomination and remuneration committee				
5.3.a	Re-elect Dr. Rinaldo Riguzzi to the nomination and remuneration committee	FOR	FOR		✓ 99.3 %
5.3.b	Re-elect Dr. med. Walter Schweizer to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. med. Schweizer to the board of directors, he cannot be elected to the committee.	✓ 98.1 %
5.3.c	Re-elect Mr. Fritz Hirsbrunner to the nomination and remuneration committee	FOR	FOR		✓ 98.8 %
5.4	Election of the independent proxy	FOR	FOR		✓ 96.6 %
5.5	Election of the auditors	FOR	FOR		✓ 98.7 %

Item	Agenda	Board	Ethos	Result	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration of an executive member of the board (who is not member of the executive management) is excessive.</p>	✓ 94.7 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.8 %
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✓ 87.2 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 94.3 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.7 %
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.8 %
4.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.	✓ 92.7 %
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.8 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Daniel J. Sauter	FOR	FOR		✓ 98.6 %
5.1.2	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 98.7 %
5.1.3	Re-elect Mr. Andreas Amschwand	FOR	FOR		✓ 98.7 %
5.1.4	Re-elect Dr. Heinrich Baumann	FOR	FOR		✓ 98.7 %
5.1.5	Re-elect Mr. Paul Man-Yiu Chow	FOR	FOR		✓ 99.3 %
5.1.6	Re-elect Dr. iur. Ivo Furrer	FOR	FOR		✓ 99.2 %
5.1.7	Re-elect Ms. Claire Giraut	FOR	FOR		✓ 99.4 %
5.1.8	Re-elect Mr. Gareth Penny	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 92.8 %
5.1.9	Re-elect Mr. Charles Stonehill	FOR	FOR		✓ 96.9 %
5.2	Elect Mr. Richard M. Campbell-Breeden	FOR	FOR		✓ 99.3 %
5.3	Re-elect Mr. Daniel J. Sauter as chairman of the board	FOR	FOR		✓ 98.9 %

Item	Agenda	Board	Ethos	Result
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Gilbert Achermann to the remuneration committee	FOR	FOR	✓ 98.6 %
5.4.2	Re-elect Dr. Heinrich Baumann to the remuneration committee	FOR	FOR	✓ 99.0 %
5.4.3	Elect Mr. Richard M. Campbell-Breeden to the remuneration committee	FOR	FOR	✓ 99.5 %
5.4.4	Re-elect Mr. Gareth Penny to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Penny to the board of directors, he cannot be elected to the committee. ✓ 94.7 %
6	Election of the auditors	FOR	FOR	✓ 98.6 %
7	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4	Elections to the board of directors			
4.1	Re-elect Prof. Thomas Bieger as member and chairman of the board	FOR	FOR	✓ 97.7 %
4.2	Re-elect Mr. Peter Baumann	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7%). ✓ 96.4 %
4.3	Re-elect Mr. Nils Graf	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7%). ✓ 96.2 %
4.4	Elect Ms. Catrina Luchsinger Gähwiler	FOR	FOR	✓ 98.7 %
4.5	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR	✓ 99.6 %
4.6	Re-elect Mr. Ueli Winzenried	FOR	FOR	✓ 97.6 %
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Peter Baumann to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Baumann to the board of directors, he cannot be elected to the committee. ✓ 95.9 %
5.2	Re-elect Prof. Thomas Bieger to the remuneration committee	FOR	FOR	✓ 97.4 %
5.3	Re-elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR	✓ 99.3 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.3 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.1 %
7.1	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
7.2	Re-election of the substitute of the independent proxy	FOR	FOR	✓ 99.9 %
8	Re-election of the auditors	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. The non-executive directors receive significant consulting fees.	✓ 87.5 %
2	Approve allocation of income	FOR	FOR		✓ 100.0 %
3	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Philipp Buhofer	FOR	FOR		✓ 77.0 %
5.1.b	Re-elect Mr. Jakob Bleiker	FOR	FOR		✓ 99.8 %
5.1.c	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 97.6 %
5.1.d	Re-elect Dr. Felix A. Thöni	FOR	FOR		✓ 72.8 %
5.1.e	Re-elect Mr. Walter T. Vogel	FOR	FOR		✓ 75.9 %
5.2	Re-elect Mr. Philipp Buhofer as chairman of the board	FOR	FOR		✓ 75.6 %
5.3	Elections to the nomination and remuneration committee				
5.3.a	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR		✓ 96.2 %
5.3.b	Re-elect Dr. Felix A. Thöni to the nomination and remuneration committee	FOR	FOR		✓ 69.2 %
5.3.c	Re-elect Mr. Walter T. Vogel to the nomination and remuneration committee	FOR	FOR		✓ 72.3 %
5.4	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Re-election of the auditors	FOR	FOR		✓ 98.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive significant consulting fees.	✓ 67.2 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines. Past awards do not allow confirmation of the link between pay and performance.	✓ 69.3 %
7	Amend articles of association	FOR	FOR		✓ 97.6 %

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
2.	Discharge board members and executive management	FOR	FOR	✓ 99.2 %
3.	Approve allocation of income and dividend	FOR	FOR	✓ 99.4 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. sc. techn. Beat Kälin as chairman	FOR	FOR	✓ 95.4 %
4.1.2	Re-elect Mr. David Dean	FOR	FOR	✓ 96.4 %
4.1.3	Re-elect Dr. Andreas Häberli	FOR	FOR	✓ 98.7 %
4.1.4	Re-elect Mr. Kurt Härrli	FOR	FOR	✓ 99.1 %
4.1.5	Re-elect Mr. Daniel Hirschi	FOR	FOR	✓ 93.7 %
4.1.6	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR	✓ 95.7 %
4.2	Elections to the remuneration committee			
4.2.1	Elect Dr. Andreas Häberli to the Remuneration Committee	FOR	FOR	✓ 98.5 %
4.2.2	Elect Dr. sc. techn. Beat Kälin to the Remuneration Committee	FOR	FOR	✓ 98.2 %
4.2.3	Elect Prof. Dr. Roland Siegwart to the Remuneration Committee	FOR	FOR	✓ 98.1 %
4.3	Election of the independent proxy	FOR	FOR	✓ 99.3 %
4.4	Election of the auditors	FOR	● OPPOSE	✓ 85.0 % The term of office of the audit firm exceeds 20 years.
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 92.4 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.1 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.0 %

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge executive management	FOR	FOR		✓ 100.0 %
4	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 100.0 %
5	Retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 100.0 %
6	Election of the auditors	FOR	FOR		✓ 100.0 %
	Elections to the board of directors				
7	Elect Mr. Alfred Hörtenhuber	FOR	● OPPOSE	He is not independent (representative of an important shareholder, former executive) and the board independence is insufficient (0.0%).	✓ 98.3 %
8	Merger of K KraftFahrZeug Holding into KTM Industries AG	FOR	FOR		✓ 100.0 %
9	Reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0 %
10	Approve share reverse split 1:10	FOR	FOR		✓ 100.0 %
11	Approve creation of an authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 98.1 %





Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 95.2 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 98.6 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓ 94.5 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Laurent Dassault	FOR	● OPPOSE	<p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 23 years) and the board independence is insufficient (25.0%).</p>	✓ 96.1 %
5.2	Re-elect Dr. iur. Patrick Foetisch	FOR	● OPPOSE	<p>He has been a member of the board for 26 years, which exceeds Ethos' guidelines.</p> <p>He is 85 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 26 years, consultancy fees) and the board independence is insufficient (25.0%).</p>	✓ 96.0 %

Item	Agenda	Board	Ethos		Result
5.3	Re-elect Mr. André Kudelski	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.8 %
5.4	Re-elect Dr. sc. tech. Marguerite Kudelski	FOR	FOR		✓ 97.3 %
5.5	Re-elect Mr. Pierre Lescure	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (25.0%).	✓ 96.1 %
5.6	Re-elect Mr. Alec Ross	FOR	FOR		✓ 99.8 %
5.7	Re-elect Mr. Claude Smadja	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (25.0%).	✓ 95.0 %
5.8	Re-elect Mr. Alexandre Zeller	FOR	FOR		✓ 99.8 %
6	Re-elect Mr. André Kudelski as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kudelski to the board of directors, he cannot be elected as chairman.	✓ 96.3 %
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Dr. iur. Patrick Foetisch to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Foetisch to the board of directors, he cannot be elected to the committee.	✓ 95.9 %
7.2	Re-elect Mr. Pierre Lescure to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Lescure to the board of directors, he cannot be elected to the committee.	✓ 96.1 %
7.3	Re-elect Mr. Claude Smadja to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Smadja to the board of directors, he cannot be elected to the committee.	✓ 95.0 %
7.4	Re-elect Mr. Alexandre Zeller to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓ 97.7 %
8	Election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
9	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 93.8 %
10	Approve renewal of authorised capital	FOR	FOR		✓ 98.2 %
11	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.a	Re-elect Dr. Renato Fassbind	FOR	FOR		✓
4.1.b	Re-elect Mr. Jürgen Fitschen	FOR	FOR		✓
4.1.c	Re-elect Mr. Karl Gernandt	FOR	FOR		✓
4.1.d	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR		✓
4.1.e	Re-elect Mr. Hans U. Lerch	FOR	FOR		✓
4.1.f	Re-elect Dr. Thomas Staehelin	FOR	● OPPOSE	He has been a member of the board for 40 years, which exceeds Ethos' guidelines.	✓
4.1.g	Re-elect Ms. Hauke Stars	FOR	FOR		✓
4.1.h	Re-elect Dr. Martin Wittig	FOR	FOR		✓
4.1.i	Re-elect Dr. Jörg Wolle	FOR	FOR		✓
4.2	Re-elect Dr. Jörg Wolle as chairman of the board	FOR	FOR		✓
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓
4.3.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	FOR		✓
4.3.c	Re-elect Mr. Hans U. Lerch to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the committee does not include at least 50% independent members.	✓
4.4	Re-election of the independent proxy	FOR	FOR		✓
4.5	Re-election of the auditors	FOR	FOR		✓
5	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	● OPPOSE	The company is in a situation of capital loss.	✓
3	Appropriation of annual results	FOR	FOR		✓
4	Elections to the board of directors				
4.a	Re-elect Prof. Dr. Clemens van Blitterswijk as board member and chairman	FOR	FOR		✓
4.b	Re-elect Dr. Christian Itin	FOR	FOR		✓
4.c	Re-elect Ms. Leanna Caron	FOR	FOR		✓
4.d	Re-elect Mr. Giacomo Di Nepi	FOR	FOR		✓
4.e	Re-elect Dr. Gerhard Ries	FOR	FOR		✓
4.f	Elect Dr. Joost de Bruijn	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.g	Elect Mr. Jason Hannon	FOR	FOR		✓
4.h	Elect Dr. Scott P. Bruder	FOR	FOR		✓
4.i	Elect Mr. Oliver Walker	FOR	FOR		✓
5	Election of the auditors	FOR	FOR		✓
6.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓
6.b	Binding prospective vote on the options of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
6.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.d	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
6.e	Binding prospective vote on the options of the executive management	FOR	FOR		✓
7	Elections to the remuneration committee				
7.a	Re-elect Dr. Gerhard Ries to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓

Item	Agenda	Board	Ethos	Result
7.b	Re-elect Ms. Leanna Caron to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. 
8	Election of the independent proxy	FOR	FOR	
9	Increase and adjustment of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.
10	Increase and adjustment of conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.  The potential dilution is excessive.

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient and the pay-for-performance connection is not demonstrated.	✓ 69.4 %
2	Discharge board members and executive management	FOR	FOR		✓ 76.6 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.8 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Beat W. Hess as member and chairman of the board (single vote)	FOR	FOR		✓ 98.4 %
4.1.2	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR		✓ 90.0 %
4.1.3	Re-elect Dr. Oscar Fanjul Martin	FOR	FOR		✓ 99.0 %
4.1.4	Re-elect Mr. Patrick Kron	FOR	FOR		✓ 99.5 %
4.1.5	Re-elect Mr. Gérard Lamarche	FOR	● OPPOSE	He is a representative of a shareholder who is sufficiently represented on the board.	✓ 91.0 %
4.1.6	Re-elect Mr. Adrian Loader	FOR	FOR		✓ 99.4 %
4.1.7	Re-elect Mr. Jürg Oleas	FOR	FOR		✓ 99.6 %
4.1.8	Re-elect Mr. Nassef Sawiris	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 94.4 %
4.1.9	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 99.5 %
4.1.10	Re-elect Dr. Dieter Spälti	FOR	FOR		✓ 98.4 %
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Mr. Paul Desmarais Jr. to the nomination and remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 84.2 %
4.2.2	Re-elect Dr. Oscar Fanjul Martin to the nomination and remuneration committee	FOR	FOR		✓ 93.9 %
4.2.3	Re-elect Mr. Adrian Loader to the nomination and remuneration committee	FOR	FOR		✓ 93.7 %
4.2.4	Re-elect Mr. Nassef Sawiris to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Sawiris to the board of directors, he cannot be elected to the committee. He holds an excessive number of mandates.	✓ 88.5 %
4.2.5	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the nomination and remuneration committee	FOR	FOR		✓ 94.2 %
4.3.1	Re-election of the auditors	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos		Result
4.3.2	Re-election of the independent proxy	FOR	FOR		✓ 99.8 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 91.5 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.9 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 65.8 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.2 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.1 %
5.1 - 5.2	Elections to the board of directors			
5.1.a	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 95.0 %
5.1.b	Re-elect Mr. Eric A. Elzvik	FOR	FOR	✓ 95.4 %
5.1.c	Re-elect Mr. Dave Geary	FOR	FOR	✓ 95.3 %
5.1.d	Re-elect Mr. Pierre-Alain Graf	FOR	FOR	✓ 95.4 %
5.1.e	Re-elect Mr. Andreas Spreiter	FOR	FOR	✓ 93.4 %
5.1.f	Re-elect Ms. Christina Stercken	FOR	FOR	✓ 95.3 %
5.2.a	Elect Ms. Mary E. Kipp	FOR	FOR	✓ 99.6 %
5.2.b	Elect Mr. Peter Mainz	FOR	FOR	✓ 98.6 %
5.3	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓ 93.9 %
5.4	Elections to the remuneration committee			
5.4.a	Re-elect Mr. Eric A. Elzvik to the remuneration committee	FOR	FOR	✓ 93.5 %
5.4.b	Re-elect Mr. Dave Geary to the remuneration committee	FOR	FOR	✓ 93.4 %
5.4.c	Re-elect Mr. Pierre-Alain Graf to the remuneration committee	FOR	FOR	✓ 93.5 %
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.2 %
5.6	Re-elect Mr. Roger Föhn as independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1.	Opening and announcements	NON-VOTING	NON-VOTING		
2.	Discussion of board compensation during the 2017 financial year	NON-VOTING	NON-VOTING		
3.	Approve annual accounts and allocation of net loss	FOR	FOR		✓ 100.0 %
4.	Discharge board members	FOR	FOR		✓ 100.0 %
5.	Approve share buyback programme	FOR	● OPPOSE	The company can proceed to selective share repurchases. The purpose of the repurchase is incompatible with the long-term interests of minority shareholders or with those of the majority of the company's stakeholders.	✓ 99.8 %
6.	Elections to the board of directors				
6.1	Re-elect Mr. Ottonel Popesco as member and chairman of the board	FOR	FOR		✓ 99.9 %
6.2	Re-elect Mr. Fabio Cannavale	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.8 %
6.3	Re-elect Mr. Marco Corradino	FOR	● OPPOSE	He is also a permanent member of the executive management (COO).	✓ 99.8 %
6.4	Re-elect Mr. Roberto Italia	FOR	FOR		✓ 99.9 %
6.5	Elect Mr. Laurent Foata	FOR	FOR		✓ 87.5 %
6.6	Elect Mr. Marcello Distaso	FOR	FOR		✓ 99.9 %
6.7	Re-elect Ms. Anna Gatti	FOR	FOR		✓ 99.9 %
7	Prospective vote on the remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.4 %
8	Re-election of the auditors	FOR	FOR		✓ 100.0 %
9	Discussion of dividend policy	NON-VOTING	NON-VOTING		
10	Discussion of Dutch Corporate Governance Code	NON-VOTING	NON-VOTING		
11	Any other business	NON-VOTING	NON-VOTING		
12	Closing	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated. The remuneration report is not in line with Ethos' guidelines.	✓
2	Discharge board members	FOR	● OPPOSE	The company is in a situation of over-indebtedness and there is a material uncertainty on the ability of the company to continue as a going concern.	✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Jim Atack	FOR	FOR		✓
4.1.2	Re-elect Mr. Stefan A. Müller	FOR	FOR		✓
4.1.3	Re-elect Mr. Adam Said	WITH-DRAWN	● FOR	This item was withdrawn from the agenda.	–
4.1.4	Re-elect Mr. David Anthony Ishag	FOR	● OPPOSE	Insufficient information is provided concerning the nominee. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
4.1.5	Re-elect Mr. Tianyi Fan	FOR	● OPPOSE	Insufficient information is provided concerning the nominee. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
4.1.6	Re-elect Ms. Fei Cathy Wang	WITH-DRAWN	● OPPOSE	Insufficient information is provided concerning the nominee. She is a representative of a significant shareholder who is sufficiently represented on the board.	–
4.1.7	Re-elect Mr. Pierre-Alain Graf	WITH-DRAWN	● FOR	This item was withdrawn from the agenda.	–
4.2	Re-elect Mr. Jim Atack as chairman of the board	FOR	FOR		✓
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Jim Atack to the remuneration committee	FOR	FOR		✓
4.3.2	Re-elect Mr. Stefan A. Müller to the remuneration committee	FOR	FOR		✓
4.3.3	Re-elect Mr. Adam Said to the remuneration committee	WITH-DRAWN	● FOR	This item was withdrawn from the agenda.	–
4.3.4	Elect Mr. Pierre-Alain Graf to the remuneration committee	WITH-DRAWN	● FOR	This item was withdrawn from the agenda.	–
5	Re-election of the auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
6	Re-election of the independent proxy	FOR	FOR	✓
7	Offset capital contribution reserves with accumulated losses	FOR	FOR	✓
8	Approve renewal and increase of authorised capital	FOR	FOR	✓
9	Approve increase of the conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital. ✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. ✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group. ✓
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.1	Re-elect Dr. ing. Ilan Cohen	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (33.3%). ✓
6.1.2	Re-elect Mr. Ulrich Looser	FOR	FOR	✓
6.1.3	Re-elect Mr. Ueli Wampfler	FOR	FOR	✓
6.1.4	Re-elect Dr. iur. Werner C. Weber	FOR	FOR	✓
6.1.5	Re-elect Mr. Andreas Hürlimann as board member and chairman	FOR	FOR	✓
6.2	Elect Mr. François Gabella	FOR	FOR	✓
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR	✓
7.2	Re-elect Mr. Andreas Hürlimann to the nomination and remuneration committee	FOR	FOR	✓
8	Election of the independent proxy	FOR	FOR	✓
9	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE The remuneration report is not in line with Ethos' guidelines.	✓ 77.3 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.0 %
3.1	Approve allocation of income	FOR	FOR	✓ 98.5 %
3.2	Approve allocation of capital contributions reserves	FOR	FOR	✓ 98.5 %
4	Amend articles of association	FOR	FOR	✓ 99.3 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Jörg Behrens	FOR	FOR	✓ 98.9 %
5.1.2	Re-elect Mr. Paulo Brügger	FOR	FOR	✓ 99.0 %
5.1.3	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 99.6 %
5.1.4	Re-elect Mr. Vince Chandler	FOR	FOR	✓ 89.2 %
5.1.5	Re-elect Mr. Patrick de Figueiredo	FOR	FOR	✓ 98.1 %
5.1.6	Re-elect Mr. Hans Isler	FOR	FOR	✓ 98.3 %
5.1.7	Re-elect Mr. Thomas R. Meier	FOR	FOR	✓ 98.8 %
5.2	Elect Mr. Richard A. Laxer	FOR	FOR	✓ 98.7 %
5.3	Re-elect Mr. Christopher M. Chambers as board chairman	FOR	FOR	✓ 98.7 %
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Mr. Vince Chandler to the nomination and remuneration committee	FOR	FOR	✓ 84.7 %
5.4.2	Re-elect Mr. Hans Isler to the nomination and remuneration committee	FOR	FOR	✓ 93.9 %
5.5	Elect Mr. Richard A. Laxer to the nomination and remuneration committee	FOR	FOR	✓ 98.5 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.2 %
7	Re-elect Proxy Voting GmbH as independent proxy	FOR	FOR	✓ 99.5 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE The remuneration is significantly higher than that of the peer group.	✓ 95.9 %

Item	Agenda	Board	Ethos		Result
8.2	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.	✓ 89.1 %

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Report on the 2017 financial year, accounts and auditors' report	NON-VOTING	NON-VOTING	
3	Approval of the 2017 Annual Report and Consolidated Annual Report	FOR	FOR	✓ 99.9 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
5	Discharge board members, the executive management and the auditors	FOR	FOR	✓ 99.6 %
6	Elections to the board of directors			
6.1	Elect Mr. Thomas Russenberger	FOR	FOR	✓ 99.0 %
6.2	Elect Dr. oec. Richard Senti	FOR	FOR	✓ 99.7 %
7	Election of the auditors	FOR	● OPPOSE	✓ 98.9 % During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 87.2 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.7 %
4	Approve allocation of income and dividend				
4.1	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9 %
4.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.6 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Ernst Tanner as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.	✓ 90.9 %
5.2	Re-elect Mr. Antonio Bulgheroni	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines.	✓ 95.3 %
5.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	FOR		✓ 97.6 %
5.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 97.9 %
5.5	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 99.6 %
5.6	Elect Mr. Silvio W. Denz	FOR	FOR		✓ 98.0 %
6	Elections to the remuneration committee				
6.1	Re-elect Dr. Rudolf K. Sprüngli to the remuneration committee	FOR	FOR		✓ 84.6 %
6.2	Re-elect Mr. Antonio Bulgheroni to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Bulgheroni to the board of directors, he cannot be elected to the committee.	✓ 83.2 %
6.3	Re-elect Ms. Elisabeth Gürtler to the remuneration committee	FOR	FOR		✓ 93.4 %
7	Re-elect Dr. Patrick Schleiffer as independent proxy	FOR	FOR		✓ 99.9 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.9 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 92.8 %

Item	Agenda	Board	Ethos	Result
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 93.9 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 93.2 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.0 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
5.1	Re-elections to the board of directors			
5.1.a	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR	✓ 97.7 %
5.1.b	Re-elect Prof. Dr.-Ing. Werner J. Bauer	FOR	FOR	✓ 97.8 %
5.1.c	Re-elect Mr. Albert M. Baehny	FOR	FOR	✓ 97.7 %
5.1.d	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 97.8 %
5.1.e	Re-elect Ms. Barbara Richmond	FOR	FOR	✓ 98.5 %
5.1.f	Re-elect Dr. iur. Margot Scheltema	FOR	FOR	✓ 97.9 %
5.1.g	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR	✓ 97.4 %
5.1.h	Re-elect Dr. chem. Antonio Trius	FOR	FOR	✓ 97.6 %
5.2	Elections to the board of directors			
5.2.a	Elect Dr. Angelica Kohlmann	FOR	FOR	✓ 99.3 %
5.2.b	Elect Prof. Dr. Olivier Verscheure	FOR	FOR	✓ 98.9 %
5.3	Elect Mr. Albert M. Baehny as chairman of the board	FOR	FOR	✓ 96.5 %
5.4	Elections to the nomination and remuneration committee			
5.4.a	Re-elect Mr. Christoph Mäder to the nomination and remuneration committee	FOR	FOR	✓ 95.4 %
5.4.b	Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee	FOR	FOR	✓ 94.9 %
5.5	Elect Dr. Angelica Kohlmann to the nomination and remuneration committee	FOR	FOR	✓ 97.8 %
6	Election of the auditors	FOR	FOR	✓ 97.2 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.9 %
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.7 %

Item	Agenda	Board	Ethos		Result
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 95.5 %
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 63.6 %

Item	Agenda	Board	Ethos		Result
1	Elect chairman of the AGM	FOR	FOR		✓
2	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient.	✓
3	Election of the auditors	FOR	FOR		✓
	Elections to the board of directors				
4	Re-elect Mr. Arpad Busson	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5	Re-elect Mr. Edgar Brandt	FOR	FOR		✓
6	Re-elect Mr. Tiberto Ruy Brandolini d'Adda	FOR	FOR		✓
7	Re-elect Mr. Christopher Preston	FOR	FOR		✓
8	Re-elect Mr. Philippe Jacquemoud	FOR	FOR		✓
9	Elect Mr. Patrick Maloney	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
3.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5	Approve allocation of income and dividend	FOR	FOR	✓
6	Elections to the board of directors and to the nomination and remuneration committee			
6.1	Re-elect Ms. Doris Russi Schurter as board member, chairwoman of the board and member of the nomination and remuneration committee (single vote)	FOR	FOR	✓
6.2.1	Re-elect Mr. Josef Felder as member of the board and of the nomination and remuneration committee (single vote)	FOR	FOR	✓
6.2.2	Re-elect Mr. Max Pfister as member of the board and of the nomination and remuneration committee (single vote)	FOR	FOR	✓
6.3.1	Re-elect Prof. Andreas Dietrich	FOR	FOR	✓
6.3.2	Re-elect Mr. Andreas Emmenegger	FOR	FOR	✓
6.3.3	Re-elect Mr. Stefan Portmann	FOR	FOR	✓
6.3.4	Re-elect Dr. Martha Scheiber	FOR	FOR	✓
6.4.1	Elect Mr. Franz Grüter	FOR	FOR	✓
6.4.2	Elect Mr. Markus Hongler	FOR	FOR	✓
7	Re-election of the auditors	FOR	FOR	✓
8	Re-election of the independent proxy	FOR	FOR	✓
9	Information regarding financial year 2018	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income	FOR	FOR		✓ 99.5 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 96.5 %
4.1.2	Re-elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR		✓ 98.8 %
4.1.3	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓ 99.7 %
4.1.4	Re-elect Mr. Andreas Widmer	FOR	FOR		✓ 99.9 %
4.1.5	Re-elect Dr. Ulrich Vischer	FOR	● OPPOSE	He has been a member of the board for 26 years, which exceeds Ethos' guidelines.	✓ 94.7 %
4.2	Re-elect Dr. Ulrich Vischer as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected as chairman.	✓ 94.6 %
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Dr. Ulrich Vischer to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected to the committee.	✓ 94.3 %
4.3.2	Re-elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR		✓ 98.9 %
4.3.3	Re-elect Mr. Thomas Weber to the nomination and remuneration committee	FOR	FOR		✓ 98.1 %
4.3.4	Elect Dr. Balz Hösly to the nomination and remuneration committee	FOR	FOR		✓ 99.2 %
4.4	Re-election of the auditors	FOR	FOR		✓ 99.9 %
4.5	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.7 %
6	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.6 %
7	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.4 %

Item	Agenda	Board	Ethos	Result	
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓	
2.1	Approve allocation of income	FOR	FOR	✓	
2.2	Approve dividend from the capital contribution reserves	FOR	FOR	✓	
3.	Discharge board members and executive management	FOR	FOR	✓	
4.	Amend articles of association: Corporate name	FOR	FOR	✓	
5.	Amend articles of association: Registered office	FOR	FOR	✓	
6.	Amend articles of association: art. 5	FOR	FOR	✓	
7.	Elections to the board of directors				
7.1	Re-elect Mr. Alfred Gaffal	FOR	FOR	✓	
7.2	Re-elect Mr. Silvan G.-R. Meier	FOR	FOR	✓	
7.3	Re-elect Mr. Simon Oakland	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
7.4	Re-elect Mr. Heinz Roth	FOR	FOR	✓	
7.5	Re-elect Mr. Heinz Wiedmer	FOR	FOR	✓	
8.	Re-elect Silvan G.-R. Meier as chairman of the board	FOR	FOR	✓	
9.	Elections to the remuneration committee				
9.1	Re-elect Mr. Alfred Gaffal to the remuneration committee	FOR	FOR	✓	
9.2	Re-elect Mr. Silvan G.-R. Meier to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, former executive) and the committee does not include at least 50% independent members.</p> <p>He is not independent and the committee includes all board members.</p>	✓
9.3	Elect Mr. Simon Oakland to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Oakland to the board of directors, he cannot be elected to the committee.</p>	✓

Item	Agenda	Board	Ethos		Result
9.4	Re-elect Mr. Heinz Roth to the remuneration committee	FOR	FOR		✓
9.5	Elect Mr. Heinz Wiedmer to the remuneration committee	FOR	FOR		✓
10.	Election of the independent proxy	FOR	FOR		✓
11.	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓
12.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 98.7 % The transparency of the remuneration report is insufficient.
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
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. Heinz M. Buhofer	FOR	FOR	✓ 99.8 %
4.1.2	Re-elect Ms. Marga Gyger	FOR	FOR	✓ 99.9 %
4.1.3	Re-elect Dr. sc. techn. Peter Terwiesch	FOR	FOR	✓ 99.9 %
4.1.4	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 99.2 %
4.2	Re-elect Mr. Heinz M. Buhofer as chairman of the board	FOR	FOR	✓ 99.8 %
4.3	Elections to the remuneration committee			
4.3.1	Elect Mr. Heinz M. Buhofer to the Remuneration Committee	FOR	FOR	✓ 99.6 %
4.3.2	Elect Dr. sc. techn. Peter Terwiesch to the Remuneration Committee	FOR	FOR	✓ 99.7 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.2 %
4.5	Election of the auditors	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 99.4 % The remuneration of the chairman is significantly higher than that of the peer group.
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.2 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✗ 49.7 % The pay-for-performance connection is not demonstrated.
2	Approve allocation of balance sheet result	FOR	FOR	✓ 98.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 72.8 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Alexander Vogel as board member and chairman	FOR	FOR	✓ 96.0 %
4.1.2	Re-elect Ms. Wanda Eriksen-Grundbacher	FOR	FOR	✓ 96.4 %
4.1.3	Re-elect Dr. Franz Richter	FOR	FOR	✓ 74.6 %
4.1.4	Re-elect Mr. Michael Splinter	FOR	FOR	✓ 83.9 %
4.1.5	Re-elect Mr. Hans-Michael Hauser	FOR	FOR	✓ 98.1 %
4.1.6	Elect Mr. Eric Meurice	FOR	FOR	✓ 97.3 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Dr. Franz Richter to the nomination and remuneration committee	FOR	FOR	✓ 72.7 %
4.2.2	Re-elect Ms. Wanda Eriksen-Grundbacher to the nomination and remuneration committee	FOR	FOR	✓ 95.3 %
4.2.3	Elect Mr. Eric Meurice to the nomination and remuneration committee	FOR	FOR	✓ 96.8 %
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.5 %
6	Re-elect Mr. André Weber as independent proxy	FOR	FOR	✓ 99.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 69.0 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 92.2 %
8	Approve renewal of authorised capital	FOR	FOR	✓ 71.4 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3.1	Approve allocation of income	FOR	FOR	✓
3.2	Distribution of dividend from reserves from capital contributions	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR	✓
4.1.2	Re-elect Dr. sc. tech. Eduard Rikli	FOR	FOR	✓
4.1.3	Re-elect Mr. Patrick Kilchmann	FOR	FOR	✓
4.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓
4.1.5	Re-elect Mr. Hans-Michael Hauser	FOR	FOR	✓
4.1.6	Elect Mr. Paul Zumbühl	FOR	● OPPOSE	He holds an excessive number of mandates. ✓
4.2	Re-elect Mr. Heinrich C. Spoerry as chairman of the board	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Patrick Kilchmann to the remuneration committee	FOR	FOR	✓
4.3.2	Re-elect Dr. iur. Andreas Casutt to the remuneration committee	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR	✓
5.2.2	Binding retrospective vote on the allocation of shares to the executive management	FOR	FOR	✓
6	Election of the independent proxy	FOR	FOR	✓
7	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Ordinary capital increase with guaranteed pre-emptive rights	FOR	FOR	✓ 83.0 %

Item	Agenda	Board	Ethos	Result
1.1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
1.2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
1.3	Approve financial statements and accounts of mobilezone AG	FOR	FOR	✓ 99.8 %
1.4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
3	Binding votes on the remuneration of the board of directors and the executive management			
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.4 %
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 75.8 %
3.3	Binding retrospective vote on variable remuneration and other benefits of the executive management	FOR	FOR	✓ 75.6 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Urs Theo Fischer	FOR	FOR	✓ 99.2 %
4.1.b	Re-elect Mr. Andreas M. Blaser	FOR	FOR	✓ 99.2 %
4.1.c	Elect Mr. Christian Petit	FOR	FOR	✓ 98.9 %
4.1.d	Elect Ms. Gabriela Theus	FOR	FOR	✓ 99.1 %
4.2	Re-elect Mr. Urs Theo Fischer as chairman of the board	FOR	FOR	✓ 99.3 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Urs Theo Fischer to the remuneration committee	FOR	FOR	✓ 96.5 %
4.3.b	Re-elect Mr. Andreas M. Blaser to the remuneration committee	FOR	FOR	✓ 96.7 %
4.3.c	Elect Mr. Christian Petit to the remuneration committee	FOR	FOR	✓ 97.0 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
4.5	Election of the auditors	FOR	FOR	✓ 99.6 %
5	Amend articles of association: change headquarters	FOR	FOR	✓ 99.0 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 80.9 %
2.1	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 100.0 %
4.1	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.	✓ 83.2 %
4.2	Amend articles of association: Agenda items	FOR	FOR		✓ 99.9 %
5	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Peter Barandun	FOR	FOR		✓ 98.2 %
6.1.b	Re-elect Mr. Daniel Crausaz	FOR	FOR		✓ 99.7 %
6.1.c	Re-elect Mr. Brian Fischer	FOR	FOR		✓ 99.6 %
6.1.d	Re-elect Mr. Bernard Michel Guillelmon	FOR	FOR		✓ 91.9 %
6.1.e	Re-elect Mr. Wilhelm L. Hansen	FOR	FOR		✓ 90.5 %
6.1.f	Re-elect Mr. Peter Andreas Schaub	FOR	FOR		✓ 89.1 %
6.1.g	Re-elect Mr. Georges Theiler as member and chairman of the board	FOR	FOR		✓ 88.6 %
6.2	Elections to the remuneration committee				
6.2.a	Re-elect Mr. Bernard Michel Guillelmon to the remuneration committee	FOR	FOR		✓ 99.2 %
6.2.b	Re-elect Mr. Wilhelm L. Hansen to the remuneration committee	FOR	FOR		✓ 97.9 %
6.2.c	Re-elect Mr. Peter Andreas Schaub to the remuneration committee	FOR	FOR		✓ 92.1 %
6.3	Election of the auditors	FOR	FOR		✓ 98.3 %
6.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 83.7 %

Item	Agenda	Board	Ethos	Result
8.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.9 %
8.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.	✓ 93.9 %
3	Approve appropriation of results	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
5	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 91.5 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. med. Göran A. Ando	FOR	FOR		✓ 100.0 %
6.1.2	Re-elect Mr. William M. Burns	FOR	FOR		✓ 99.9 %
6.1.3	Re-elect Dr. Gwen Fyfe	FOR	FOR		✓ 97.3 %
6.1.4	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓ 97.3 %
6.1.5	Re-elect Dr. William A. Lee	FOR	FOR		✓ 100.0 %
6.1.6	Re-elect Dr. Petri Vainio	FOR	FOR		✓ 100.0 %
6.1.7	Re-elect Dr. Patrick Amstutz	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 94.0 %
6.2	Re-elect Mr. William M. Burns as chairman of the board	FOR	FOR		✓ 99.9 %
6.3	Elections to the nomination and remuneration committee				
6.3.1	Re-elect Dr. William A. Lee to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %
6.3.2	Elect Mr. William M. Burns to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %
6.3.3	Elect Dr. med. Göran A. Ando to the nomination and remuneration committee	FOR	FOR		✓ 97.2 %
7	Election of the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive.</p>	✓ 93.7 %
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.7 %
9.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 93.8 %

Item	Agenda	Board	Ethos	Result
1	Full amendment of the articles of association	FOR	FOR	✓
2	Approve annual report, group and parent company accounts	FOR	FOR	✓
3	Approve allocation of balance sheet results	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5	Elections			
5.1	Re-elect Mr. Leonardo De Luca to the board of directors	FOR	FOR	✓
5.2	Election of the auditors	FOR	FOR	✓
5.3	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 83.6 % The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	FOR	✓ 98.5 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
4.1	Re-elections to the board of directors			
4.1.1	Re-elect Mr. Paul Bulcke as board member and chairman	FOR	FOR	✓ 95.5 %
4.1.2	Re-elect Dr. oec. Ulf Mark Schneider	FOR	● OPPOSE	✓ 91.0 % He is also a permanent member of the executive management (CEO).
4.1.3	Re-elect Mr. Count Henri de La Croix de Castries	FOR	FOR	✓ 99.4 %
4.1.4	Re-elect Dr. iur. Beat W. Hess	FOR	FOR	✓ 99.2 %
4.1.5	Re-elect Dr. oec. Renato Fassbind	FOR	FOR	✓ 98.3 %
4.1.6	Re-elect Dr. oec. Jean-Pierre Roth	FOR	FOR	✓ 98.3 %
4.1.7	Re-elect Ms. Ann Veneman	FOR	FOR	✓ 99.3 %
4.1.8	Re-elect Ms. Eva Cheng	FOR	FOR	✓ 99.0 %
4.1.9	Re-elect Dr. Ruth K. Oniang'o	FOR	FOR	✓ 99.3 %
4.1.10	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR	✓ 99.5 %
4.1.11	Re-elect Ms. Ursula M. Burns	FOR	FOR	✓ 99.1 %
4.2	Elections to the board of directors			
4.2.1	Elect Mr. Kasper Rorsted	FOR	FOR	✓ 97.7 %
4.2.2	Elect Mr. Pablo Isla	FOR	FOR	✓ 98.5 %
4.2.3	Elect Ms. Kimberly Ross	FOR	FOR	✓ 99.3 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. iur. Beat W. Hess to the remuneration committee	FOR	FOR	✓ 96.9 %
4.3.2	Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee	FOR	FOR	✓ 96.2 %
4.3.3	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR	✓ 97.5 %
4.3.4	Elect Ms. Ursula M. Burns to the remuneration committee	FOR	FOR	✓ 98.9 %

Item	Agenda	Board	Ethos		Result
4.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 93.8 %
4.5	Election of the independent proxy	FOR	FOR		✓ 99.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient. The remuneration is significantly higher than that of the peer group.	✓ 87.2 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.	✓ 87.5 %
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Increase of 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.	✓
3	Creation of American Depositary Shares	FOR	● OPPOSE	The board of directors has excessive discretion.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Discharge board members and executive management	FOR	FOR	✓ 98.5 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 93.3 % The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
5.3	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 91.9 % The remuneration report is not in line with Ethos' guidelines.
6	Elections to the board of directors			
6.1	Re-elect Dr. Jörg Reinhardt as board member and chairman of the board	FOR	FOR	✓ 98.8 %
6.2	Re-elect Dr. Nancy C. Andrews	FOR	FOR	✓ 99.5 %
6.3	Re-elect Dr. Dimitri Azar	FOR	FOR	✓ 99.0 %
6.4	Re-elect Mr. Ton Büchner	FOR	FOR	✓ 99.2 %
6.5	Re-elect Prof. Dr. oec. Srikant Datar	FOR	FOR	✓ 93.5 %
6.6	Re-elect Ms. Elizabeth Doherty	FOR	FOR	✓ 99.3 %
6.7	Re-elect Ms. Ann M. Fudge	FOR	FOR	✓ 98.4 %
6.8	Re-elect Mr. Frans van Houten	FOR	FOR	✓ 97.3 %
6.9	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	✓ 96.0 %
6.10	Re-elect Prof. Dr. Charles L. Sawyers	FOR	FOR	✓ 99.1 %
6.11	Re-elect Dr. Enrico Vanni	FOR	FOR	✓ 98.1 %
6.12	Re-elect Mr. William T. Winters	FOR	FOR	✓ 99.0 %
7	Elections to the remuneration committee			
7.1	Re-elect Prof. Dr. oec. Srikant Datar to the remuneration committee	FOR	FOR	✓ 92.6 %
7.2	Re-elect Ms. Ann M. Fudge to the remuneration committee	FOR	FOR	✓ 97.9 %

Item	Agenda	Board	Ethos		Result
7.3	Re-elect Dr. Enrico Vanni to the remuneration committee	FOR	FOR		✓ 97.8 %
7.4	Re-elect Mr. William T. Winters to the remuneration committee	FOR	FOR		✓ 98.5 %
8	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 94.8 %
9	Election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2.1	Approve allocation of income	FOR	FOR	✓ 99.9 %
2.2	Distribution of dividend from reserves from capital contributions	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.3 %
4	Elections to the board of directors			
4.1	Re-elect Prof. Dr. Michael Süss as board member and chairman	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 87.5 %
4.2	Re-elect Dr. Jean Botti	FOR	FOR	✓ 99.5 %
4.3	Re-elect Mr. Geoffery Merszei	FOR	FOR	✓ 99.2 %
4.4	Re-elect Mr. David Metzger	FOR	FOR	✓ 97.1 %
4.5	Re-elect Mr. Alexey V. Moskov	FOR	FOR	✓ 90.2 %
4.6	Re-elect Mr. Gerhard Pegam	FOR	FOR	✓ 93.6 %
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Prof. Dr. Michael Süss to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Süss to the board of directors, he cannot be elected to the committee. ✓ 71.9 %
5.2	Re-elect Mr. Alexey V. Moskov to the nomination and remuneration committee	FOR	FOR	✓ 82.2 %
5.3	Re-elect Mr. Gerhard Pegam to the nomination and remuneration committee	FOR	FOR	✓ 96.3 %
6	Election of the auditors	FOR	FOR	✓ 99.2 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.4 %
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.9 %

Item	Agenda	Board	Ethos	Result	
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	<p>✓ 70.4 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Appropriation of results	FOR	FOR	✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
4	Discharge board members and executive management	FOR	● OPPOSE	<p>✓</p> <p>The company is in a situation of capital loss.</p>
5.1	Approval of the increase of remuneration of the board of directors for the period from the 2017 AGM to the 2018 AGM	FOR	FOR	✓
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p>
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>
6	Reduce share capital via decrease of the par value	FOR	FOR	✓
7.1	Elections to the board of directors			
7.1.1	Re-elect Mr. Samih Sawiris	FOR	FOR	✓
7.1.2	Re-elect Mr. Adil Douiri	FOR	FOR	✓
7.1.3	Re-elect Dr. Franz Egle	FOR	FOR	✓
7.1.4	Re-elect Mr. Jürgen Fischer	FOR	FOR	✓
7.1.5	Re-elect Ms. Carolina Müller-Möhl	FOR	FOR	✓
7.1.6	Re-elect Mr. Naguib S. Sawiris	FOR	FOR	✓
7.1.7	Re-elect Mr. Marco Sieber	FOR	FOR	✓
7.1.8	Re-elect Mr. Jürg Weber	FOR	FOR	✓
7.2	Re-elect Mr. Samih Sawiris as chairman of the board	FOR	FOR	✓
7.3	Elections to the nomination and remuneration committee			

Item	Agenda	Board	Ethos		Result
7.3.1	Re-elect Mr. Marco Sieber to the nomination and remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.</p>	✓
7.3.2	Re-elect Dr. Franz Egle to the nomination and remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.</p>	✓
7.3.3	Elect Mr. Naguib S. Sawiris to the nomination and remuneration committee	FOR	FOR		✓
7.4	Election of the independent proxy	FOR	FOR		✓
7.5	Election of the auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 96.4 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 96.5 %
3	Discharge board members	FOR	FOR	✓ 96.2 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Anton Bleikolm	FOR	FOR	✓ 96.9 %
4.1.b	Re-elect Dr. Caren Genthner-Kappesz	FOR	FOR	✓ 97.2 %
4.1.c	Re-elect Mr. Dieter Widmer	FOR	FOR	✓ 97.0 %
4.1.d	Re-elect Dr. Thomas Moser	FOR	FOR	✓ 97.1 %
4.1.e	Re-elect Mr. Peter Stiefenhofer	FOR	FOR	✓ 97.1 %
4.1.f	Re-elect Dr. Beat E. Lüthi	FOR	FOR	✓ 97.1 %
4.2	Re-elect Dr. Anton Bleikolm as chairman of the board	FOR	FOR	✓ 96.8 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. Beat E. Lüthi to the remuneration committee	FOR	FOR	✓ 97.1 %
4.3.b	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR	✓ 95.4 %
4.4	Re-election of the independent proxy	FOR	FOR	✓ 97.3 %
4.5	Re-election of the auditors	FOR	FOR	✓ 97.1 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 96.1 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.1 %
5.3.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.6 %
5.3.b	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 95.3 %
6	Shareholder proposal: introduction of an opting-up clause	OPPOSE	OPPOSE	✗ 13.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Rolf U. Sutter as member and chairman of the board	FOR	FOR	✓
4.1.b	Re-elect Prof. Edgar Fluri	FOR	FOR	✓
4.1.c	Re-elect Mr. Walter Lüthi	FOR	FOR	✓
4.1.d	Re-elect Mr. Dominik Sauter	FOR	FOR	✓
4.1.e	Re-elect Ms. Monika Walser	FOR	FOR	✓
4.1.f	Elect Mr. Josef Ming	FOR	FOR	✓
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Mr. Rolf U. Sutter to the remuneration committee	FOR	FOR	✓
4.2.b	Re-elect Ms. Monika Walser to the remuneration committee	FOR	FOR	✓
4.2.c	Elect Mr. Josef Ming to the remuneration committee	FOR	FOR	✓
4.3	Re-election of the auditors	FOR	FOR	✓
4.4	Re-election of the independent proxy	FOR	FOR	✓
5	Approve renewal of authorised capital	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 retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓

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		✓ 99.4 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 84.2 %
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 76.3 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Peter Ulber as board member and chairman	FOR	FOR		✓ 91.1 %
5.2	Re-elect Dr. Beat Walti	FOR	FOR		✓ 99.3 %
5.3	Re-elect Mr. Thomas E. Kern	FOR	FOR		✓ 99.8 %
5.4	Re-elect Ms. Pamela Knapp	FOR	FOR		✓ 99.4 %
5.5	Re-elect Dr. Ilias Läber	FOR	FOR		✓ 100.0 %
5.6	Re-elect Mr. Dirk Reich	FOR	FOR		✓ 99.9 %
5.7	Re-elect Mr. Knud Elmholdt Stubkjaer	FOR	FOR		✓ 99.6 %
5.8	Elect Ms. Sandra Emme	FOR	FOR		✓ 100.0 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Peter Ulber to the remuneration committee	FOR	FOR		✓ 86.2 %
6.2	Re-elect Mr. Thomas E. Kern to the remuneration committee	FOR	FOR		✓ 98.6 %
6.3	Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee	FOR	FOR		✓ 98.3 %
7	Election of the independent proxy	FOR	FOR		✓ 100.0 %
8	Election of the auditors	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Bernard Daniel	FOR	FOR	✓ 99.7 %
4.1.2	Re-elect Mr. Victor Delloye	FOR	● OPPOSE	<p>✓ 97.8 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.3	Re-elect Mr. André Desmarais	FOR	FOR	✓ 97.8 %
4.1.4	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	✓ 97.9 %
4.1.5	Re-elect Mr. Paul Desmarais III	FOR	FOR	✓ 97.7 %
4.1.6	Re-elect Mr. Cedric Frère	FOR	FOR	✓ 98.0 %
4.1.7	Re-elect Mr. Gérald A. Frère	FOR	FOR	✓ 98.1 %
4.1.8	Re-elect Ms. Ségolène Gallienne	FOR	FOR	✓ 98.0 %
4.1.9	Re-elect Mr. Jean-Luc Herbez	FOR	FOR	✓ 99.9 %
4.1.10	Re-elect Ms. Barbara Kux	FOR	FOR	✓ 99.9 %
4.1.11	Re-elect Mr. Jocelyn Lefebvre	FOR	● OPPOSE	<p>✓ 97.8 %</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.12	Re-elect Mr. Michel Pébureau	FOR	● OPPOSE	<p>✓ 97.8 %</p> <p>He is not independent (board tenure of 13 years) and the board independence is insufficient (20.0%).</p>
4.1.13	Re-elect Mr. Gilles Samyn	FOR	● OPPOSE	<p>✓ 97.6 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 26 years) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>

Item	Agenda	Board	Ethos		Result
4.1.14	Re-elect Mr. Amaury-Daniel de Sèze	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (20.0%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 97.5 %
4.1.15	Re-elect Mr. Arnaud Vial	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.1 %
4.2	Re-elect Mr. Paul Desmarais Jr. as chairman of the board	FOR	FOR		✓ 97.8 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Bernard Daniel to the remuneration committee	FOR	FOR		✓ 99.6 %
4.3.2	Re-elect Mr. Jean-Luc Herbez to the remuneration committee	FOR	FOR		✓ 99.6 %
4.3.3	Re-elect Ms. Barbara Kux to the remuneration committee	FOR	FOR		✓ 99.6 %
4.3.4	Re-elect Mr. Gilles Samyn to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Samyn to the board of directors, he cannot be elected to the committee.	✓ 97.7 %
4.3.5	Re-elect Mr. Amaury-Daniel de Sèze to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. de Sèze to the board of directors, he cannot be elected to the committee.	✓ 97.5 %
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 99.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 90.5 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.0 %

Item	Agenda	Board	Ethos		Result
6	Approve renewal of authorised capital	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 98.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 68.6 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.7 %
5	Amend articles of association: Organisation of the board	FOR	● OPPOSE	The amendments have a negative impact on the governance rules.	✓ 97.3 %
6.1	Binding retrospective vote on the revised remuneration of the board of directors for the 2017/2018 term of office	FOR	FOR		✓ 96.8 %
6.2	Binding prospective vote on the total remuneration of the board of directors for the 2018/2019 term of office	FOR	● OPPOSE	The non-executive directors can receive options. The remuneration of the executive members of the board (who are not members of the executive management) is not in line with Ethos' guidelines.	✓ 92.5 %
6.3	Binding vote on the revised remuneration of the executive management for the 2017 and 2018 financial years	FOR	FOR		✓ 98.8 %
6.4	Binding prospective vote on the total remuneration of the executive management for the 2019 financial year	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.	✓ 96.6 %
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Steffen Meister (executive) as board member and elect him as board chairman	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (30.0%).	✓ 93.7 %

Item	Agenda	Board	Ethos		Result
7.1.2	Re-elect Dr. Charles Dallara (executive)	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (30.0%).	✓ 94.1 %
7.1.3	Re-elect Ms. Grace del Rosario-Castaño	FOR	FOR		✓ 99.3 %
7.1.4	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 96.6 %
7.1.5	Re-elect Ms. Michelle Felman	FOR	FOR		✓ 99.9 %
7.1.6	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 90.1 %
7.1.7	Re-elect Dr. Eric Strutz	FOR	FOR		✓ 99.9 %
7.1.8	Re-elect Mr. Patrick Ward	FOR	FOR		✓ 97.5 %
7.1.9	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 96.6 %
7.1.10	Re-elect Dr. Peter A. Wuffli	FOR	FOR		✓ 97.9 %
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR		✓ 91.2 %
7.2.3	Re-elect Dr. Peter A. Wuffli to the nomination and remuneration committee	FOR	FOR		✓ 91.0 %
7.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
7.4	Election of the auditors	FOR	FOR		✓ 99.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The non-executive directors receive variable remuneration.	✓
3	Approve allocation of income	FOR	FOR		✓
4	Discharge board members and executive management	FOR	FOR		✓
5.1	Increase the pool of conditional 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: Remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.	✓
6	Elections to the board of directors				
6.a	Re-elect Mr. Reto A. Garzetti	FOR	FOR		✓
6.b	Re-elect Mr. Peter Bodmer	FOR	FOR		✓
6.c	Re-elect Dr. Christian De Prati	FOR	FOR		✓
6.d	Elect Mr. Kurt Hardt	FOR	FOR		✓
6.e	Re-elect Mr. Reto A. Garzetti as chairman of the board	FOR	FOR		✓
7	Elections to the remuneration committee				
7.a	Re-elect Dr. Christian De Prati to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓
7.b	Elect Mr. Kurt Hardt to the remuneration committee	FOR	FOR		✓
8	Election of the auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓
9	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p>	✓
10.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
10.3	Binding prospective vote on the 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>	✓

Item	Agenda	Board	Ethos	Result
1	Welcome speech	NON-VOTING	NON-VOTING	
2	Present financial statements and accounts	NON-VOTING	NON-VOTING	
3	Auditors' reports	NON-VOTING	NON-VOTING	
4.1	Approval of the annual report	FOR	FOR	✓
4.2	Approval of the statutory and consolidated financial statements	FOR	FOR	✓
4.3	Approve allocation of balance sheet results	FOR	FOR	✓
4.4	Discharge board members	FOR	● OPPOSE	<p>✓</p> <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> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p>
5	Approve renewal of authorised capital	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Stephen Grey	FOR	● OPPOSE	<p>✓</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p>
6.1.2	Re-elect Ms. Anouck Ansermoz	FOR	FOR	✓
6.1.3	Re-elect Mr. Jean-Claude Roch	FOR	FOR	✓
6.2	Re-elect Mr. Jean-Claude Roch as board chairman	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Stephen Grey to the remuneration committee	FOR	● OPPOSE	<p>✓</p> <p>As Ethos did not support the election of Mr. Grey to the board of directors, he cannot be elected to the committee.</p>
6.3.2	Re-elect Ms. Anouck Ansermoz to the remuneration committee	FOR	FOR	✓
6.3.3	Re-elect Mr. Jean-Claude Roch to the remuneration committee	FOR	FOR	✓
6.4	Re-elect Mr. Albert-Edouard Fahrni as independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result	
6.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	<p>The term of office of the audit firm exceeds 20 years.</p> <p>The auditor failed to identify a significant error in the accounts.</p>	✓
7	Binding votes on the remuneration of the board of directors and the executive management				
7.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR		✓
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
7.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Benedikt A. Goldkamp as board member and chairman	FOR	● OPPOSE	<p>The board independence is not sufficient (0.0%).</p> <p>The corporate governance of the company is unsatisfactory and the dialogue with the shareholders is difficult or does not lead to the desired outcomes.</p>	✓ 82.8 %
4.1.2	Re-elect Dr. oec. Florian Ernst	FOR	● OPPOSE	<p>He is not independent (board tenure of 15 years) and the board independence is insufficient (0.0%).</p>	✓ 86.3 %
4.1.3	Re-elect Dr. iur. Martin Furrer	FOR	● OPPOSE	<p>He is not independent (board tenure of 15 years) and the board independence is insufficient (0.0%).</p>	✓ 86.3 %
4.1.4	Re-elect Mr. Ulrich Hocker	FOR	● OPPOSE	<p>He has been a member of the board for 30 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 30 years) and the board independence is insufficient (0.0%).</p>	✓ 98.8 %
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	<p>He is not independent (board tenure of 15 years) and the board independence is insufficient (0.0%).</p>	✓ 86.2 %
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. iur. Martin Furrer to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. iur. Furrer to the board of directors, he cannot be elected to the committee.</p>	✓ 98.8 %
4.2.2	Re-elect Mr. Ulrich Hocker to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Hocker to the board of directors, he cannot be elected to the committee.</p>	✓ 96.9 %

Item	Agenda	Board	Ethos		Result
4.2.3	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siegrist to the board of directors, he cannot be elected to the committee.	✓ 98.8 %
4.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.4	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 95.1 %
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 95.6 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient. The remuneration of the chairman is significantly higher than that of the peer group.	✓ 97.1 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Markus Kellenberger as member and chairman of the board	FOR	FOR	✓ 99.4 %
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR	✓ 100.0 %
4.3	Re-elect Mr. Martin Byland	FOR	FOR	✓ 99.5 %
4.4	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 96.8 %
4.5	Re-elect Mr. Dominik Weber	FOR	FOR	✓ 100.0 %
5	Elections to the remuneration committee			
5.1	Re-elect Mr. Martin Byland to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 97.3 %
5.2	Re-elect Mr. Jacob Schmidheiny to the remuneration committee	FOR	FOR	✓ 96.9 %
6	Re-election of the auditors	FOR	FOR	✓ 99.4 %
7	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 100.0 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0 %
2	Approve allocation of income	FOR	FOR		✓ 99.0 %
3	Approve dividend distribution out of capital contributions reserves	FOR	FOR		✓ 99.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 95.6 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Marco Syfrig as member and chairman of the board	FOR	FOR		✓ 99.0 %
5.2	Re-elect Mr. Jean Claude Bregy	FOR	● OPPOSE	He is also CEO.	✓ 95.7 %
5.3	Re-elect Mr. Willy Hüppi	FOR	FOR		✓ 99.0 %
5.4	Re-elect Mr. Urs Ledermann	FOR	FOR		✓ 98.9 %
5.5	Re-elect Ms. Sarah Meier-Bieri	FOR	FOR		✓ 99.0 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Urs Ledermann to the remuneration committee	FOR	FOR		✓ 98.8 %
6.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR		✓ 98.9 %
6.3	Re-elect Ms. Sarah Meier-Bieri to the remuneration committee	FOR	FOR		✓ 98.9 %
7	Re-election of the independent proxy	FOR	FOR		✓ 99.0 %
8	Re-election of the auditors	FOR	FOR		✓ 99.0 %
9.1	Advisory vote on the remuneration report	FOR	FOR		✓ 98.8 %
9.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.8 %
9.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.8 %
9.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 93.3 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
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	✓ 95.3 %
5.2	Re-elect Ms. Corinne Denzler	FOR	FOR	✓ 99.4 %
5.3	Re-elect Mr. Adrian Dudle	FOR	FOR	✓ 99.5 %
5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines. ✓ 85.0 %
5.5	Re-elect Mr. Nathan Hetz	FOR	FOR	✓ 89.6 %
5.6	Re-elect Mr. Josef Stadler	FOR	FOR	✓ 99.5 %
5.7	Re-elect Mr. Aviram Wertheim	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 80.8 %
6	Re-elect Dr. rer. pol. Luciano Gabriel as chairman of the board	FOR	FOR	✓ 95.4 %
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. ✓ 84.8 %
7.2	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR	✓ 99.2 %
7.3	Re-elect Mr. Nathan Hetz to the remuneration committee	FOR	FOR	✓ 89.6 %
7.4	Re-elect Mr. Josef Stadler to the remuneration committee	FOR	FOR	✓ 99.1 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.0 %
10	Election of the auditors	FOR	FOR	✓ 99.5 %
11	Election of the independent proxy	FOR	FOR	✓ 99.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	● OPPOSE	<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> <p>The company is in a situation of capital loss, and there is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration and options.	✓
4.2	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 excessive discretion with regard to awards.</p>	✓
4.3	Advisory vote on the remuneration report	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.a	Re-elect Dr. Raghuram Selvaraju	FOR	FOR		✓
5.1.b	Re-elect Dr. Michel Dreano	FOR	● OPPOSE	He is also a permanent member of the executive management (Chief Business Officer & CFO).	✓
5.1.c	Re-elect Mr. Peter de Svastich	FOR	FOR		✓
5.2	Re-elect Dr. Raghuram Selvaraju as chairman of the board	FOR	FOR		✓
5.3	Elections to the nomination and remuneration committee				
5.3.a	Re-elect Mr. Peter de Svastich to the nomination and remuneration committee	FOR	FOR		✓
5.3.b	Re-elect Dr. Michel Dreano to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Dreano to the board of directors, he cannot be elected to the committee.	✓

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Item	Agenda	Board	Ethos	Result
5.4	Election of the independent proxy	FOR	FOR	✓
5.5	Re-elect Mazars SA as the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2 %
2	Discharge board members and executive management	FOR	FOR	✓ 97.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 96.3 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.3 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.3 %
5	Elections to the board of directors			
5.1	Re-elect Mr. This E. Schneider	FOR	FOR	✓ 94.3 %
5.2	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 98.2 %
5.3	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 95.8 %
5.4	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 99.0 %
5.5	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 99.0 %
5.6	Re-elect Mr. Bernhard Jucker	FOR	FOR	✓ 96.9 %
5.7	Re-elect Mr. Carl Illi	FOR	FOR	✓ 99.3 %
5.8	Re-elect Mr. Luc Tack	FOR	FOR	✓ 88.8 %
6	Re-elect Mr. Bernhard Jucker as chairman of the board	FOR	FOR	✓ 96.9 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	✓ 94.1 %
7.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 95.0 %
7.3	Re-elect Mr. Bernhard Jucker to the remuneration committee	FOR	FOR	✓ 95.2 %
8	Re-election of the independent proxy	FOR	FOR	✓ 99.7 %
9	Re-election of the auditors	FOR	● OPPOSE	✓ 91.8 % The term of office of the audit firm exceeds 20 years.
10	Approve renewal of authorised capital	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
	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 April 2018 is significantly higher than the amount requested at the general meeting.</p> <p>The proposed awards do not confirm the link between pay and performance.</p>	✓ 99.6 %
2.2	Binding retrospective vote on the annual bonus of the board chairman	FOR	● OPPOSE	The non-executive chairman receives variable remuneration.	✓ 99.5 %
3	Discharge board members	FOR	FOR		✓ 99.8 %
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		✓ 99.9 %
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>The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.</p>	✓ 99.7 %
5.3	Re-elect Mr. André Hoffmann as board member	FOR	FOR		✓ 99.9 %
5.4	Re-elect Sir John Irving Bell as board member	FOR	FOR		✓ 99.9 %
5.5	Re-elect Ms. Julie Brown as board member	FOR	FOR		✓ 100.0 %
5.6	Re-elect Mr. Paul Bulcke as board member	FOR	FOR		✓ 100.0 %
5.7	Re-elect Ms. Anita Hauser as board member	FOR	FOR		✓ 100.0 %
5.8	Re-elect Dr. Richard P. Lifton as board member	FOR	FOR		✓ 100.0 %
5.9	Re-elect Dr. Andreas Oeri as board member	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
5.10	Re-elect Mr. Bernard Poussot as board member	FOR	FOR		✓ 100.0 %
5.11	Re-elect Dr. Severin Schwan as board member	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.8 %
5.12	Re-elect Dr. Claudia Süssmuth Dyckerhoff as board member	FOR	FOR		✓ 100.0 %
5.13	Re-elect Mr. Peter R. Voser as board member	FOR	FOR		✓ 99.8 %
5.14	Re-elect Mr. André Hoffmann to the remuneration committee	FOR	● OPPOSE	The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.	✓ 99.6 %
5.15	Re-elect Dr. Richard P. Lifton to the remuneration committee	FOR	● OPPOSE	The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.	✓ 99.8 %
5.16	Re-elect Mr. Bernard Poussot to the remuneration committee	FOR	● OPPOSE	The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.	✓ 99.7 %
5.17	Re-elect Mr. Peter R. Voser to the remuneration committee	FOR	● OPPOSE	The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.	✓ 99.7 %
6	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 99.6 %
7	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The fixed remuneration is significantly higher than that of the peer group. The remuneration structure is not in line with Ethos' guidelines.	✓ 99.6 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
9	Election of the auditors	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 98.1 %
2	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Authorised share capital	FOR	FOR	✓ 99.9 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Ms. Anne Bobillier	FOR	FOR	✓ 99.8 %
5.1.2	Re-elect Mr. Wolfgang Martz	FOR	FOR	✓ 98.2 %
5.1.3	Re-elect Mr. Christian Budry	FOR	FOR	✓ 99.8 %
5.1.4	Re-elect Mr. Bernard Grobéty	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (9.1%). ✓ 98.4 %
5.1.5	Re-elect Mr. Jean-Jacques Miauton	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 21 years) and the board independence is insufficient (9.1%). ✓ 96.7 %
5.2	Re-elect Mr. Guy Mustaki as chairman of the board	FOR	FOR	✓ 98.1 %
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Wolfgang Martz to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the committee does not include at least 50% independent members. ✓ 97.5 %
5.3.2	Re-elect Ms. Elina Leimgruber to the nomination and remuneration committee	FOR	FOR	✓ 99.3 %
5.3.3	Re-elect Mr. Laurent Balsiger to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
5.3.4	Re-elect Prof. Dr. Jean-Yves Pidoux to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 96.3 %
5.4	Election of the auditors	FOR	FOR	✓ 100.0 %
5.5	Election of the independent proxy	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos	Result
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.a	Loss carried forward	FOR	FOR		✓
2.b	Approve allocation from the capital contribution reserves to the free reserves	FOR	FOR		✓
3.	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines. The non-executive directors receive options.	✓
4.a	Discharge board members	FOR	FOR		✓
4.b	Discharge executive management	FOR	FOR		✓
5.	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓
6.	Articles of association: relocation of corporate seat	FOR	FOR		✓
7.	Elections to the board of directors				
7.a	Re-elect Mr. Elmar Schnee	FOR	FOR		✓
7.b	Re-elect Mr. Martin Gertsch	FOR	FOR		✓
7.c	Re-elect Mr. Philipp Gutzwiller	FOR	FOR		✓
7.d	Re-elect Dr. bio. Thomas Meier	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7.e	Re-elect Dr. Patrick Vink	FOR	FOR		✓
7.f	Re-elect Mr. Elmar Schnee as chairman of the board	FOR	FOR		✓
8.	Elections to the remuneration committee				
8.a	Re-elect Mr. Elmar Schnee to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓

Item	Agenda	Board	Ethos		Result
8.b	Re-elect Dr. Patrick Vink to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓
9.	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The non-executive directors receive options.	✓
10.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓
10.b	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.	✓
10.c	Binding prospective vote on an additional grant of long-term variable remuneration for the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓
11.	Election of the auditors	FOR	FOR		✓
12.	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2.a	Approve allocation of income	FOR	FOR		✓ 100.0 %
2.b	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
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		✓ 98.6 %
4.1.b	Re-elect Mr. Philipp Buhofer	FOR	FOR		✓ 99.7 %
4.1.c	Re-elect Mr. Gerhard Pegam	FOR	FOR		✓ 98.9 %
4.1.d	Re-elect Dr. Suzanne Thoma	FOR	FOR		✓ 98.4 %
4.1.e	Re-elect Mr. Georg Wechsler	FOR	FOR		✓ 99.1 %
4.2	Elections to the remuneration committee				
4.2.a	Re-elect Mr. Urs Kaufmann to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 96.2 %
4.2.b	Re-elect Dr. Suzanne Thoma to the remuneration committee	FOR	FOR		✓ 97.9 %
4.2.c	Elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR		✓ 99.1 %
4.3	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
4.4	Re-election of the auditors	FOR	FOR		✓ 99.8 %
5.a	Advisory vote on the remuneration report	FOR	FOR		✓ 83.5 %
5.b	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.8 %
5.c	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.6 %
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The potential remuneration of the executive members of the board (who are not members of the executive management) is excessive.</p>	✓ 96.9 %
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.6 %
4.3	Binding vote on the variable remuneration of the board of directors	FOR	● OPPOSE	<p>The non-executive directors receive significant consulting fees.</p> <p>The remuneration of the executive members of the board (who are not members of the executive management) is excessive.</p>	✓ 90.2 %
4.4	Binding vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The effective annual bonus does not allow confirmation of the link between pay and performance.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 90.9 %
Elections to the board of directors					
5.1	Re-elect Mr. Silvio Napoli as board member and chairman	FOR	FOR		✓ 93.3 %

Item	Agenda	Board	Ethos		Result
5.2	Elect Mr. Michael Nilles as new board member	FOR	● OPPOSE	<p>He is considered executive by the company.</p> <p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (25.0%).</p>	✓ 93.9 %
5.3	Elect Mr. Erich Ammann as new board member	FOR	● OPPOSE	<p>He is considered executive by the company.</p> <p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (25%).</p>	✓ 93.8 %
5.4.1	Re-elect Mr. Alfred N. Schindler (chairman emeritus) as board member	FOR	FOR		✓ 93.2 %
5.4.2	Re-elect Prof. Dr. Pius Baschera as board member	FOR	FOR		✓ 96.1 %
5.4.3	Re-elect Mr. Luc Bonnard as board member	FOR	FOR		✓ 93.0 %
5.4.4	Re-elect Prof. Dr. Monika Bütler as board member	FOR	FOR		✓ 99.2 %
5.4.5	Re-elect Mr. Patrice Bula as board member	FOR	FOR		✓ 99.2 %
5.4.6	Re-elect Dr. Rudolf W. Fischer as board member	FOR	● OPPOSE	<p>He is not independent (former executive) and the board independence is insufficient (25%).</p> <p>He has held an executive function in the company during the last three years and the board includes too many executive directors (4).</p>	✓ 93.5 %
5.4.7	Re-elect Mr. Anthony Nightingale as board member	FOR	FOR		✓ 95.9 %
5.4.8	Re-elect Mr. Tobias Staehelin as board member	FOR	FOR		✓ 95.5 %
5.4.9	Re-elect Ms. Carole Vischer as board member	FOR	FOR		✓ 94.8 %
5.5	Elections to the remuneration committee				
5.5.1	Re-elect Prof. Dr. Pius Baschera to the remuneration committee	FOR	FOR		✓ 93.7 %

Item	Agenda	Board	Ethos	Result
5.5.2	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR	✓ 96.3 %
5.5.3	Re-elect Dr. Rudolf W. Fischer to the remuneration committee	FOR	● OPPOSE As Ethos did not support the election of Dr. oec. publ. Fischer to the board of directors, he cannot be elected to the committee.	✓ 91.7 %
5.6	Re-elect Dr. Adrian von Segesser as independent proxy	FOR	FOR	✓ 99.0 %
5.7	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 100.0 %
4.1.b	Re-elect Mr. Ruedi Huber	FOR	FOR		✓ 100.0 %
4.1.c	Re-elect Mr. Nicolas Mathys	FOR	FOR		✓ 100.0 %
4.1.d	Re-elect Mr. Paul Zumbühl	FOR	FOR		✓ 100.0 %
4.2	Re-elect Mr. Paul Zumbühl as chairman of the board	FOR	FOR		✓ 100.0 %
4.3	Elections to the nomination and remuneration committee				
4.3.a	Re-elect Mr. Michael Hauser to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %
4.3.b	Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %
4.4	Re-election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 99.8 %
4.5	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9 %
5.2.a	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.9 %
5.2.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.9 %

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 transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✓ 86.4 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.4 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.2 %
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Edwin Eichler as board member and chairman	FOR	FOR		✓ 91.2 %
5.1.b	Re-elect Mr. Michael Büchter	FOR	FOR		✓ 99.7 %
5.1.c	Re-elect Mr. Martin Haefner	FOR	FOR		✓ 92.7 %
5.1.d	Re-elect Mr. Marco Musetti	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%).	✓ 90.3 %
5.1.e	Re-elect Dr. Oliver Thum	FOR	FOR		✓ 92.1 %
5.1.f	Elect Ms. Isabel Corinna Knauf	FOR	FOR		✓ 99.7 %
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Mr. Edwin Eichler to the remuneration committee	FOR	FOR		✓ 85.8 %
5.2.b	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Musetti to the board of directors, he cannot be elected to the committee.	✓ 89.6 %
5.2.c	Elect Ms. Isabel Corinna Knauf to the remuneration committee	FOR	FOR		✓ 99.5 %
5.3	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.6 %
5.4	Re-elect Burger & Müller AG as independent proxy	FOR	FOR		✓ 99.9 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 93.4 %

Item	Agenda	Board	Ethos		Result
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 97.7 %
7	Approve renewal of authorised capital	FOR	● OPPOSE	The potential dilution is excessive (50%).	✓ 83.0 %

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Review of the 2017 financial year	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 87.2 % The transparency of the remuneration report is insufficient.
5	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
6	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
7.1	Elections to the board of directors			
7.1.a	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 100.0 %
7.1.b	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 99.5 %
7.1.c	Re-elect Mr. Jan Jenisch	FOR	FOR	✓ 99.5 %
7.1.d	Re-elect Dr. oec. Jacques Sanche	FOR	FOR	✓ 99.5 %
7.1.e	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 100.0 %
7.2	Re-elect Mr. Beat M. Siegrist as chairman of the board	FOR	FOR	✓ 100.0 %
7.3	Elections to the remuneration committee			
7.3.a	Elect Dr. oec. Jacques Sanche to the Remuneration Committee	FOR	FOR	✓ 98.0 %
7.3.b	Elect Ms. Vanessa Frey to the Remuneration Committee	FOR	FOR	✓ 98.0 %
7.3.c	Elect Mr. Jan Jenisch to the Remuneration Committee	FOR	FOR	✓ 98.0 %
7.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
7.5	Election of the auditors	FOR	● OPPOSE	✓ 90.1 % The term of office of the audit firm exceeds 20 years. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
8.1	Articles of association: relocation of the Seat to Steinhausen	FOR	FOR	✓ 100.0 %
8.2	Articles of association: change of company's purpose	FOR	FOR	✓ 100.0 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.5 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Amend articles of association	FOR	FOR	✓
5	Binding votes on the remuneration of the board of directors and the executive			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓
6	Elections to the board of directors			
6.a	Re-elect Mr. Niklaus Huber	FOR	FOR	✓
6.b	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓
6.c	Re-elect Mr. Thomas Oetterli	FOR	FOR	✓
6.d	Re-elect Mr. Heinrich C. Spoerry as board member and chairman	FOR	FOR	✓
6.e	Re-elect Ms. Bettina Stadler	FOR	FOR	✓
6.f	Re-elect Mr. Jörg Walther	FOR	FOR	✓
7	Elections to the nomination and remuneration committee			
7.a	Re-elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR	✓
7.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓
7.c	Re-elect Mr. Heinrich C. Spoerry to the nomination and remuneration committee	FOR	FOR	✓
8	Re-elect büki bolt németh Rechtsanwälte as independent proxy	FOR	FOR	✓
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓

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		✓ 89.8 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.3 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR		✓ 67.7 %
4.1.2	Re-elect Mr. August von Finck Sr.	FOR	● OPPOSE	He is 88 years old, which exceeds Ethos' guidelines. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 65.7 %
4.1.3	Re-elect Mr. August François von Finck Jr.	FOR	FOR		✓ 71.1 %
4.1.4	Re-elect Mr. Ian Gallienne	FOR	FOR		✓ 67.0 %
4.1.5	Re-elect Dr. Cornelius Grupp	FOR	FOR		✓ 99.6 %
4.1.6	Re-elect Dr. rer. pol. Peter Kalantzis	FOR	FOR		✓ 96.1 %
4.1.7	Re-elect Mr. Christopher Kirk	FOR	FOR		✓ 73.6 %
4.1.8	Re-elect Mr. Gérard Lamarche	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 67.0 %
4.1.9	Re-elect Mr. Sergio Marchionne	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 68.0 %
4.1.10	Re-elect Mr. Shelby R. du Pasquier	FOR	FOR		✓ 81.0 %
4.2.1	Re-elect Mr. Sergio Marchionne as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Marchionne to the board of directors, he cannot be elected as chairman.	✓ 68.4 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. August von Finck Sr. to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Finck Sr. to the board of directors, he cannot be elected to the committee.	✓ 63.8 %

Item	Agenda	Board	Ethos		Result
4.3.2	Re-elect Mr. Ian Gallienne to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 64.9 %
4.3.3	Re-elect Mr. Shelby R. du Pasquier to the remuneration committee	FOR	FOR		✓ 80.6 %
4.4	Election of the auditors	FOR	FOR		✓ 99.2 %
4.5	Election of the independent proxy	FOR	FOR		✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.7 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 75.6 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.0 %
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 96.6 %

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		✓ 99.0 %
3	Discharge board members	FOR	FOR		✓ 99.7 %
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.	✓ 95.2 %
4.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.1 %
4.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.9 %
4.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 88.2 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Ms. Ulla Schmidt	FOR	FOR		✓ 99.8 %
5.1.2	Re-elect Mr. Colin Bond	FOR	FOR		✓ 99.2 %
5.1.3	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR		✓ 99.8 %
5.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR		✓ 99.8 %
5.1.5	Re-elect Mr. Reto A. Garzetti	FOR	FOR		✓ 99.7 %
5.1.6	Re-elect Dr. iur. Martin Schmid	FOR	FOR		✓ 99.8 %
5.2	Re-elect Dr. iur. Andreas Casutt as chairman of the board	FOR	FOR		✓ 99.9 %
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Ms. Ulla Schmidt to the remuneration committee	FOR	FOR		✓ 99.6 %
5.3.2	Re-elect Mr. Reto A. Garzetti to the remuneration committee	FOR	FOR		✓ 98.8 %
5.3.3	Re-elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR		✓ 99.5 %
6	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
7	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 86.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management				
3.1.1	Discharge Mr. Urs F. Burkard	FOR	● OPPOSE	Ethos has serious doubts that his attitude and actions at the time of the transaction with Saint-Gobain were in line with his duty of loyalty to Sika and its shareholders.	✓ 76.1 %
3.1.2	Discharge Mr. Frits van Dijk	FOR	FOR		✗ 30.5 %
3.1.3	Discharge Dr. Paul J. Hälg	FOR	FOR		✗ 30.5 %
3.1.4	Discharge Dr. Willi K. Leimer	FOR	● OPPOSE	Ethos has serious doubts that his attitude and actions at the time of the transaction with Saint-Gobain were in line with his duty of loyalty to Sika and its shareholders.	✓ 76.2 %
3.1.5	Discharge Ms. Monika Ribar	FOR	FOR		✗ 30.5 %
3.1.6	Discharge Mr. Daniel J. Sauter	FOR	FOR		✗ 29.6 %
3.1.7	Discharge Prof. Dr. Ulrich W. Suter	FOR	FOR		✗ 30.1 %
3.1.8	Discharge Mr. Jürgen Tinggren	FOR	● OPPOSE	Ethos has serious doubts that his attitude and actions at the time of the transaction with Saint-Gobain were in line with his duty of loyalty to Sika and its shareholders.	✓ 76.5 %
3.1.9	Discharge Mr. Christoph Tobler	FOR	FOR		✗ 30.1 %
3.2	Discharge executive management	FOR	FOR		✓ 99.8 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Paul J. Hälg as board member	FOR	FOR		✓ 83.6 %
4.1.2	Re-elect Mr. Urs F. Burkard as board member	FOR	● OPPOSE	Ethos considers that he did not act in the interests of the company and its non-family shareholders.	✓ 81.8 %
4.1.3	Re-elect Mr. Frits van Dijk as board member	FOR	FOR		✓ 99.6 %
4.1.4	Re-elect Dr. Willi K. Leimer as board member	FOR	● OPPOSE	Ethos considers that he did not act in the interests of the company and its non-family shareholders.	✓ 83.5 %
4.1.5	Re-elect Ms. Monika Ribar as board member	FOR	FOR		✓ 85.5 %
4.1.6	Re-elect Mr. Daniel J. Sauter as board member	FOR	FOR		✓ 81.8 %
4.1.7	Re-elect Prof. Dr. Ulrich W. Suter as board member	FOR	FOR		✓ 83.1 %
4.1.8	Re-elect Mr. Jürgen Tinggren as board member	FOR	● OPPOSE	Ethos considers that he did not act in the interests of the company and its non-family shareholders.	✓ 84.3 %

Item	Agenda	Board	Ethos		Result
4.1.9	Re-elect Mr. Christoph Tobler as board member	FOR	FOR		✓ 84.8 %
4.2	Proposal by Schenker-Winkler Holding: Elect Prof. Dr. Jacques Bischoff as board member	OPPOSE	OPPOSE		✗ 14.6 %
4.3	Election of the chairman of the board				
4.3.1	Proposal by the board of directors: Re-elect Dr. Paul J. Hälg as board chairman	FOR	FOR		✓ 86.5 %
4.3.2	Proposal by Schenker-Winkler Holding: Elect Prof. Dr. Jacques Bischoff as board chairman	OPPOSE	OPPOSE	Prof. Dr. Bischoff was not elected to the board of directors under ITEM 4.2. Since only a member of the board can be elected as chairman, ITEM 4.3.2 was not submitted to shareholder vote.	–
4.4	Elections to the nomination and remuneration committee				
4.4.1	Re-elect Mr. Frits van Dijk to the nomination and remuneration committee	FOR	FOR		✓ 85.8 %
4.4.2	Re-elect Mr. Urs F. Burkard to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burkard to the board of directors, he cannot be elected to the committee.	✓ 77.7 %
4.4.3	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	FOR		✓ 74.0 %
4.5	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.2 %
4.6	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR		✓ 99.9 %
5	Remuneration				
5.1	Approval of the total remuneration of the board of directors for the term of office 2015/16	FOR	FOR		✗ 30.3 %
5.2	Approval of the total remuneration of the board of directors for the term of office 2016/17	FOR	FOR		✗ 30.3 %
5.3	Approval of the total remuneration of the board of directors for the term of office 2017/18	FOR	FOR		✗ 30.2 %
5.4	Advisory vote on the remuneration report	FOR	FOR		✗ 28.4 %
5.5	Approval of the total remuneration of the board of directors for the term of office 2018/19	FOR	FOR		✗ 30.3 %
5.6	Approval of the total remuneration of the executive management for the financial year 2019	FOR	FOR		✓ 99.6 %

Item	Agenda	Board	Ethos	Result
6.1	Confirmation of the appointment of Mr. Jörg Riboni as member of the special expert committee	FOR	FOR	✓ 99.0 %
6.2	Proposal by the shareholder group formed by Cascade, Bill & Melinda Gates Foundation Trust, Fidelity, and Threadneedle: Extend the term of office of the special expert committee to the 2022 AGM	FOR	FOR	✓ 69.0 %
7	Proposal by Schenker-Winkler Holding: Special audit	OPPOSE	OPPOSE	✗ 33.2 %

Item	Agenda	Board	Ethos	Result
1.1	Removal of the opting out clause	FOR	FOR	✓ 100.0 %
1.2	Introduction of a single class of registered shares	FOR	FOR	✓ 100.0 %
1.3	Removal of the transfer restriction	FOR	FOR	✓ 99.9 %
1.4	Reduction of the share capital via cancellation of shares	FOR	FOR	✓ 100.0 %
2.1	Elect Mr. Justin Howell as board member	FOR	FOR	✓ 99.6 %
2.2	Elect Mr. Justin Howell to the remuneration committee	FOR	FOR	✓ 99.6 %
3.1	Approval of the total remuneration of the board of directors for the term of office 2015/16	FOR	FOR	✓ 99.7 %
3.2	Approval of the total remuneration of the board of directors for the term of office 2016/17	FOR	FOR	✓ 99.7 %
3.3	Approval of the total remuneration of the board of directors for the term of office 2017/18	FOR	FOR	✓ 99.7 %
3.4	Approval of the total remuneration of the board of directors for the term of office 2018/19	FOR	FOR	✓ 99.7 %
4.1	Discharge board members	FOR	FOR	✓ 99.3 %
4.2	Discharge executive management	FOR	FOR	✓ 99.8 %
5	Termination of the mandate of the special expert committee	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 82.6 % The total remuneration of Mr. Kaldowski is excessive.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Robert F. Spoerry as member and chairman of the board	FOR	FOR	✓ 96.5 %
4.1.2	Re-elect Dr. Beat W. Hess	FOR	FOR	✓ 99.6 %
4.1.3	Re-elect Ms. Lynn D. Bleil	FOR	FOR	✓ 90.2 %
4.1.4	Re-elect Dr. Michael Jacobi	FOR	FOR	✓ 97.6 %
4.1.5	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 99.5 %
4.1.6	Re-elect Prof. Anssi Vanjoki	FOR	FOR	✓ 99.4 %
4.1.7	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 99.8 %
4.1.8	Re-elect Dr. Jinlong Wang	FOR	FOR	✓ 90.2 %
4.2	Elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 90.1 %
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 85.3 %
4.3.2	Re-elect Dr. Beat W. Hess to the nomination and remuneration committee	FOR	FOR	✓ 90.3 %
4.3.3	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 90.3 %
4.4	Re-election of the auditors	FOR	FOR	✓ 98.8 %
4.5	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 89.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 85.3 % The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Elimination of loss of capital situation and appropriation of accumulated loss	FOR	FOR		✓
3	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.	✓
4	Discharge board members	FOR	● OPPOSE	The company is in a situation of capital loss.	✓
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Christopher Bedford Brotchie	FOR	FOR		✓
6.1.2	Re-elect Mr. Fersen Lamas Lambranh	FOR	FOR		✓
6.1.3	Re-elect Mr. David Emery	FOR	FOR		✓
6.1.4	Re-elect Mr. Christopher Wright	FOR	FOR		✓
6.1.5	Re-elect Mr. Alvaro Lopes da Silva Neto	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
6.2	Re-elect Mr. Christopher Bedford Brotchie as chairman of the board	FOR	FOR		✓
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Christopher Bedford Brotchie to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee includes all board members.	✓
6.3.2	Re-elect Mr. Fersen Lamas Lambranh to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee includes all board members.	✓
6.3.3	Re-elect Mr. David Emery to the remuneration committee	FOR	FOR		✓
6.3.4	Re-elect Mr. Christopher Wright to the remuneration committee	FOR	FOR		✓
6.3.5	Re-elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, business connections) and the committee includes all board members.	✓
6.4	Re-election of the independent proxy	FOR	FOR		✓
6.5	Re-election of the auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Explanations on annual report, consolidated accounts and financial statements	NON-VOTING	NON-VOTING	
2	Report of the auditors on the financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
3	Approve annual report and consolidated accounts	FOR	FOR	✓ 99.9 %
4	Approve financial statements of St. Galler Kantonalbank AG	FOR	FOR	✓ 99.9 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
6	Discharge board members	FOR	FOR	✓ 99.8 %
7	Elections to the board of directors and to the remuneration committee			
7.1	Re-elect Prof. Thomas A. Gutzwiller as board member, chairman of the board and member of the remuneration committee	FOR	FOR	✓ 98.2 %
7.2	Re-elect Prof. Manuel Ammann	FOR	FOR	✓ 99.7 %
7.3	Re-elect Dr. Hans-Jürg Bernet as member of the board and of the remuneration committee	FOR	FOR	✓ 98.0 %
7.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board	FOR	FOR	✓ 98.5 %
7.5	Re-elect Mr. Kurt Rüegg	FOR	FOR	✓ 99.7 %
7.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR	✓ 97.9 %
7.7	Re-elect Mr. Hans Wey	FOR	FOR	✓ 99.3 %
7.8	Elect Ms. Maria Teresa Vacalli	WITH-DRAWN	● FOR	This itm was withdrawn from the agenda.
7.9	Re-election of the independent proxy	FOR	FOR	✓ 99.5 %
7.10	Re-election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.3 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.1 %
8.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 96.6 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The non-executive directors receive variable remuneration.	✓
2.1	Approve allocation of income	FOR	FOR		✓
2.2	Distribution out of capital contribution reserves	FOR	FOR		✓
3	Discharge board members	FOR	FOR		✓
4	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.	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified. The non-executive directors receive variable remuneration.	✓
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.	✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Walter Fust	FOR	FOR		✓
6.1.2	Re-elect Prof. Christian Belz	FOR	FOR		✓
6.1.3	Re-elect Mr. Adrian Stürm	FOR	FOR		✓
6.1.4	Re-elect Dr. Erich J. Bohli	FOR	FOR		✓
6.1.5	Elect Mr. Michael Hauser	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
6.1.6	Re-elect Mr. Daniel Frutig	FOR	FOR		✓
6.2	Re-elect Mr. Daniel Frutig as chairman of the board	FOR	FOR		✓
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR		✓
6.3.2	Re-elect Dr. Erich J. Bohli to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓
6.4	Re-election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
6.5	Re-election of the independent proxy	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	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 76.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members	FOR	FOR		✓ 99.4 %
	Binding votes on the remuneration of the board of directors and the executive management				
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 95.9 %
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.4 %
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 96.0 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.8 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR		✓ 98.9 %
6.2	Re-elect Ms. Monique Bourquin	FOR	FOR		✓ 99.1 %
6.3	Re-elect Dr. iur. Sebastian Burckhardt	FOR	FOR		✓ 97.8 %
6.4	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 98.6 %
6.5	Re-elect Dr. sc. techn. Beat E. Lüthi	FOR	FOR		✓ 98.8 %
6.6	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR		✓ 98.1 %
6.7	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 98.8 %
7	Elections to the remuneration committee				

Item	Agenda	Board	Ethos	Result
7.1	Re-elect Ms. Monique Bourquin to the remuneration committee	FOR	FOR	✓ 96.2 %
7.2	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	✓ 95.9 %
7.3	Re-elect Dr. h.c. Thomas Straumann to the remuneration committee	FOR	FOR	✓ 95.4 %
8	Election of the independent proxy	FOR	FOR	✓ 100.0 %
9	Election of the auditors	FOR	FOR	✓ 97.7 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. The remuneration report is not in line with Ethos' guidelines.	✓ 94.8 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.3 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.0 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group. The remuneration structure is not in line with Ethos' guidelines.	✓ 96.3 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Peter Löscher as board member and chairman	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 98.0 %
5.2.1	Re-elect Dr. Matthias Bichsel	FOR	FOR		✓ 100.0 %
5.2.2	Re-elect Dr. Axel Heitmann	FOR	FOR		✓ 91.9 %
5.2.3	Re-elect Mr. Mikhail Lifshitz	FOR	FOR		✓ 99.8 %
5.2.4	Re-elect Mr. Marco Musetti	FOR	FOR		✓ 98.6 %
5.2.5	Re-elect Dr. Gerhard Roiss	FOR	FOR		✓ 99.9 %
5.3.1	Elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 99.7 %
5.3.2	Elect Dr. Lukas Braunschweiler	FOR	FOR		✓ 99.9 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	FOR		✓ 98.0 %
6.2.1	Elect Ms. Hanne Birgitte Breinbjerg Sørensen to the remuneration committee	FOR	FOR		✓ 99.7 %
6.2.2	Elect Dr. Gerhard Roiss to the remuneration committee	FOR	FOR		✓ 99.8 %
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Peter Schöpfer	FOR	FOR	✓ 98.5 %
4.1.2	Re-elect Mr. Jens Jesper Ovesen	FOR	FOR	✓ 99.4 %
4.1.3	Re-elect Ms. Robin Bienenstock	FOR	FOR	✓ 99.9 %
4.1.4	Re-elect Mr. Michael Krammer	FOR	FOR	✓ 99.2 %
4.1.5	Re-elect Mr. Joachim Preisig	FOR	FOR	✓ 97.9 %
4.1.6	Re-elect Mr. Christoph Vilanek	FOR	FOR	✓ 86.9 %
4.1.7	Re-elect Dr. Peter Kurer	FOR	FOR	✓ 99.2 %
4.1.8	Elect Ms. Ingrid Deltenre	FOR	FOR	✓ 99.4 %
4.1.9	Re-elect Dr. Peter Kurer as board chairman	FOR	FOR	✓ 99.2 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Peter Schöpfer to the remuneration committee	FOR	FOR	✓ 95.8 %
4.2.2	Re-elect Dr. Peter Kurer to the remuneration committee	FOR	FOR	✓ 96.1 %
4.2.3	Re-elect Mr. Christoph Vilanek to the remuneration committee	FOR	FOR	✓ 86.4 %
4.2.4	Re-elect Mr. Michael Krammer to the remuneration committee	FOR	FOR	✓ 96.2 %
4.2.5	Elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR	✓ 99.4 %
4.2.6	Re-elect Mr. Peter Schöpfer as chairman of the remuneration committee	FOR	FOR	✓ 95.6 %
5	Re-elect Mr. Andreas G. Keller as independent proxy	FOR	FOR	✓ 100.0 %
6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 96.3 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 85.8 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos	Result
8.1	Amend articles of association: Restriction on registration of nominees	FOR	FOR	✓ 99.9 %
8.2	Amend articles of association: Power of the general meeting regarding the delisting of Sunrise shares	FOR	FOR	✓ 99.8 %
8.3	Amend articles of association: Maximum number of external mandates	FOR	FOR	✓ 99.9 %
8.4	Amend articles of association: Transitional period in case of non-compliance with the maximum number of external mandates	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 94.0 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.0 %
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1.1	Prospective vote on the fixed remuneration of the board of directors (for board functions)	FOR	FOR		✓ 97.8 %
4.1.2	Prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	FOR		✓ 97.3 %
4.2	Prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.7 %
4.3	Retrospective vote on the total variable remuneration of the executive members of the board of directors	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. The requested amount does not allow to respect Ethos' guidelines.	✓ 72.0 %
4.4	Retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. The requested amount does not allow to respect Ethos' guidelines.	✓ 71.1 %
5	Elections to the board of directors				
5.1	Re-elect Ms. Nayla Hayek	FOR	FOR		✓ 84.8 %
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.	✓ 77.1 %
5.3	Re-elect Ms. Daniela Aeschlimann	FOR	FOR		✓ 78.5 %
5.4	Re-elect Mr. George N. Hayek Jr. (Nick)	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 81.2 %
5.5	Re-elect Prof. Dr. h.c. Claude Nicollier	FOR	FOR		✓ 85.3 %
5.6	Re-elect Dr. Jean-Pierre Roth	FOR	FOR		✓ 96.6 %

Item	Agenda	Board	Ethos		Result
5.7	Re-elect Ms. Nayla Hayek as board chairman	FOR	FOR		✓ 82.0 %
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Nayla Hayek to the remuneration committee	FOR	● OPPOSE	She holds an executive function in the company.	✓ 70.2 %
6.2	Re-elect Mr. Ernst Tanner to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tanner to the board of directors, he cannot be elected to the committee.	✓ 74.3 %
6.3	Re-elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓ 77.2 %
6.4	Re-elect Mr. George N. Hayek Jr. (Nick) to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hayek Jr. to the board of directors, he cannot be elected to the committee. He holds an executive function in the company.	✓ 69.6 %
6.5	Re-elect Prof. Dr. h.c. Claude Nicollier to the remuneration committee	FOR	FOR		✓ 84.2 %
6.6	Re-elect Dr. Jean-Pierre Roth to the remuneration committee	FOR	FOR		✓ 90.7 %
7	Election of the independent proxy	FOR	FOR		✓ 99.0 %
8	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 91.7 %

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
3	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
4	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
5	Authorised capital	FOR	FOR	✓ 99.1 %
6.1	Amend articles of association: Agenda items	FOR	FOR	✓ 100.0 %
6.2	Amend articles of association: Independent proxy	FOR	FOR	✓ 99.9 %
7	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
8.1	Elections to the board of directors			
8.1.a	Re-elect Dr. Hans-Peter Bauer as board member and chairman	FOR	FOR	✓ 99.9 %
8.1.b	Re-elect Ms. Carolin Schmüser	FOR	FOR	✓ 99.9 %
8.1.c	Re-elect Mr. Christian Perschak	FOR	FOR	✓ 99.8 %
8.1.d	Re-elect Mr. Alexander Vögele	FOR	FOR	✓ 99.8 %
8.1.e	Election of a new board member	WITH-DRAWN	● OPPOSE	The identity of the candidate is not disclosed in the invitation to the AGM. -
8.2	Elections to the remuneration committee			
8.2.a	Re-elect Mr. Christian Perschak to the remuneration committee	FOR	FOR	✓ 99.7 %
8.2.b	Re-elect Mr. Alexander Vögele to the remuneration committee	FOR	FOR	✓ 99.7 %
8.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 100.0 %
8.4	Re-elect Mr. Pablo Büniger as independent proxy	FOR	FOR	✓ 100.0 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.9 %
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.9 %
9.3	Binding prospective vote on the total remuneration of Swiss Finance & Property AG as asset manager	FOR	FOR	✓ 98.4 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.1 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.4 %
2.1	Approve allocation of income	FOR	FOR	✓ 99.8 %
2.2	Approve dividend from capital contribution reserves	FOR	FOR	✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8 %
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.1 %
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 97.4 %
5	Elections to the board of directors			
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	✓ 93.2 %
5.2	Re-elect Dr. oec. Adrienne Corboud Fumagalli	FOR	FOR	✓ 99.6 %
5.3	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 99.4 %
5.4	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	✓ 99.5 %
5.5	Re-elect Dr. oec. Frank Keuper	FOR	FOR	✓ 99.4 %
5.6	Re-elect Mr. Stefan Loacker	FOR	FOR	✓ 99.4 %
5.7	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	FOR	✓ 94.5 %
5.8	Re-elect Dr. oec. Frank Schnewlin	FOR	FOR	✓ 98.5 %
5.9	Re-elect Ms. Franziska Tschudi Sauber	FOR	FOR	✓ 96.9 %
5.10	Re-elect Dr. iur. Klaus Tschütscher	FOR	FOR	✓ 98.6 %
5.11	Elect Dr. iur. Martin Schmid	FOR	FOR	✓ 99.1 %
	Elections to the remuneration committee			
5.12	Re-elect Dr. oec. Frank Schnewlin to the remuneration committee	FOR	FOR	✓ 94.5 %
5.13	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	FOR	✓ 96.5 %
5.14	Elect Dr. iur. Klaus Tschütscher to the remuneration committee	FOR	FOR	✓ 98.1 %
6	Election of the independent proxy	FOR	FOR	✓ 99.8 %
7	Election of the auditors	FOR	FOR	✓ 96.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 91.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
5	Approve distribution from the capital contribution reserves	FOR	FOR	✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.9 %
7	Approve increase and renewal of authorised capital	FOR	FOR	✓ 96.6 %
8	Approve increase of the conditional capital	FOR	FOR	✓ 96.5 %
9.1	Elections to the board of directors			
9.1.1	Re-elect Dr. Elisabeth Bourqui	FOR	FOR	✓ 99.0 %
9.1.2	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 99.2 %
9.1.3	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR	✓ 95.6 %
9.1.4	Re-elect Mr. Mario F. Seris	FOR	FOR	✓ 98.4 %
9.1.5	Re-elect Mr. Klaus Rudolf Wecken	FOR	FOR	✓ 98.7 %
9.1.6	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	FOR	✓ 98.3 %
9.1.7	Elect Dr. sc. tech. Barbara Frei-Spreiter	FOR	FOR	✓ 99.4 %
9.1.8	Elect Mr. Thomas Studhalter	FOR	FOR	✓ 99.6 %
9.2	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli as chairman of the board	FOR	FOR	✓ 98.2 %
9.3	Elections to the remuneration committee			
9.3.1	Re-elect Dr. Elisabeth Bourqui to the remuneration committee	FOR	FOR	✓ 99.3 %
9.3.2	Re-elect Mr. Christopher M. Chambers to the remuneration committee	FOR	FOR	✓ 99.0 %
9.3.3	Re-elect Mr. Mario F. Seris to the remuneration committee	FOR	FOR	✓ 96.0 %
9.3.4	Elect Dr. sc. tech. Barbara Frei-Spreiter to the remuneration committee	FOR	FOR	✓ 99.3 %
9.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
9.5	Election of the auditors	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✓ 85.9 %
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.6 %
3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.	✓ 88.6 %
4	Discharge board members	FOR	FOR		✓ 98.5 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter B. Kielholz as chairman and board member	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 86.8 %
5.1.2	Re-elect Dr. oec. Raymond K. F. Ch'ien	FOR	FOR		✓ 98.2 %
5.1.3	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 97.2 %
5.1.4	Re-elect Mr. Trevor Manuel	FOR	FOR		✓ 98.5 %
5.1.5	Re-elect Mr. Jay Ralph	FOR	FOR		✓ 98.8 %
5.1.6	Re-elect Dr. Jörg Reinhardt	FOR	FOR		✓ 98.6 %
5.1.7	Re-elect Mr. Philip K. Ryan	FOR	FOR		✓ 97.7 %
5.1.8	Re-elect Mr. Sir Paul Tucker	FOR	FOR		✓ 98.8 %
5.1.9	Re-elect Mr. Jacques de Vaucleroy	FOR	FOR		✓ 98.6 %
5.1.10	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	She has a major conflict of interest that is incompatible with his role as board member.	✓ 92.8 %
5.1.11	Elect Ms. Karen Gavan	FOR	FOR		✓ 99.2 %
5.1.12	Elect Ms. Eileen Rominger	FOR	FOR		✓ 99.1 %
5.1.13	Elect Mr. Larry Zimpleman	FOR	FOR		✓ 96.3 %
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. oec. Raymond K. F. Ch'ien to the remuneration committee	FOR	FOR		✓ 94.5 %

Item	Agenda	Board	Ethos		Result
5.2.2	Re-elect Dr. oec. Renato Fassbind to the remuneration committee	FOR	FOR		✓ 96.4 %
5.2.3	Re-elect Dr. Jörg Reinhardt to the remuneration committee	FOR	FOR		✓ 97.6 %
5.2.4	Elect Mr. Jacques de Vaucleroy to the remuneration committee	FOR	FOR		✓ 97.5 %
5.3	Election of the independent proxy	FOR	FOR		✓ 99.7 %
5.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 87.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 88.1 %
6.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.	✓ 87.2 %
7	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.3 %
8	Approve share buyback programme	FOR	FOR		✓ 99.2 %

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	FOR	✓ 97.6 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.5 %
4.2	Re-elect Dr. Valérie Berset Bircher	FOR	FOR	✓ 99.0 %
4.3	Re-elect Mr. Alain Carrupt	FOR	FOR	✓ 99.5 %
4.4	Re-elect Dr. Franck Esser	FOR	FOR	✓ 99.6 %
4.5	Re-elect Dr. Barbara Frei	FOR	FOR	✓ 99.8 %
4.6	Elect Ms. Anna Mossberg	FOR	FOR	✓ 99.7 %
4.7	Re-elect Ms. Catherine Mühlemann	FOR	FOR	✓ 99.5 %
4.8	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 97.4 %
4.9	Re-elect Mr. Hansueli Loosli as board chairman	FOR	FOR	✓ 97.5 %
5	Elections to the remuneration committee			
5.1	Elect Dr. Roland Abt to the remuneration committee	FOR	FOR	✓ 99.4 %
5.2	Re-elect Dr. Franck Esser to the remuneration committee	FOR	FOR	✓ 99.5 %
5.3	Re-elect Dr. Barbara Frei to the remuneration committee	FOR	FOR	✓ 99.7 %
5.4	Re-elect Mr. Hansueli Loosli to the remuneration committee	FOR	FOR	✓ 97.3 %
5.5	Re-elect Dr. Renzo Simoni to the remuneration committee	FOR	FOR	✓ 99.3 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %
7	Re-elect Reber Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0 %
8	Re-elect KPMG as auditors	FOR	FOR	✓ 99.5 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 76.7 %
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
2.2	Dividend from capital contribution reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.3 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Mario M. Fontana as board member and chairman	FOR	FOR	✓ 96.7 %
4.1.b	Re-elect Dr. iur. Markus Dennler	FOR	FOR	✓ 99.2 %
4.1.c	Re-elect Mr. Martin M. Naville	FOR	FOR	✓ 99.2 %
4.1.d	Re-elect Mr. Jean-Christophe Pernellet	FOR	FOR	✓ 99.9 %
4.1.e	Re-elect Dr. iur. Beat Oberlin	FOR	FOR	✓ 99.8 %
4.1.f	Elect Dr. Monica Dell'Anna	FOR	FOR	✓ 99.9 %
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Dr. iur. Markus Dennler to the remuneration committee	FOR	FOR	✓ 95.3 %
4.2.b	Re-elect Mr. Martin M. Naville to the remuneration committee	FOR	FOR	✓ 96.6 %
4.2.c	Elect Dr. Monica Dell'Anna to the remuneration committee	FOR	FOR	✓ 99.8 %
4.3	Election of the auditors	FOR	FOR	✓ 98.8 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.6 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %
6	Approve renewal and increase of authorised capital	FOR	FOR	✓ 99.6 %

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 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Pietro P. Supino-Coninx as board member and chairman	FOR	FOR	✓ 98.8 %
4.1.2	Re-elect Mr. Martin Coninx	FOR	FOR	✓ 99.8 %
4.1.3	Re-elect Ms. Marina de Planta	FOR	FOR	✓ 98.9 %
4.1.4	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (CEO until 2012, business connections) and the board independence is insufficient (28.6%). ✓ 96.9 %
4.1.5	Re-elect Mr. Pierre Lamunière	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%). ✓ 96.1 %
4.1.6	Re-elect Mr. Konstantin Richter	FOR	FOR	✓ 99.5 %
4.1.7	Elect Dr. Sverre Munck	FOR	FOR	✓ 99.9 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Dr. Pietro P. Supino-Coninx to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. ✓ 96.0 %
4.2.2	Re-elect Mr. Martin Coninx to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. ✓ 96.7 %

Item	Agenda	Board	Ethos		Result
4.2.3	Re-elect Mr. Martin Kall to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓ 96.8 %
4.3.1	Re-elect Ms. Gabriela Wyss as independent proxy	FOR	FOR		✓ 99.9 %
4.3.2	Re-elect Mr. Martin Basler as substitute independent proxy	FOR	FOR		✓ 99.9 %
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9 %
5	Binding votes on the remuneration of the board of directors, the advisory board and the executive management				
5.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 97.9 %
5.2	Binding retrospective vote on the total remuneration of the advisory board	FOR	FOR		✓ 99.9 %
5.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration of the CEO is significantly higher than that of the peer group.	✓ 97.3 %
5.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The total remuneration of the CEO is excessive in view of the size of the company.	✓ 90.5 %

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	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.3 %
4.1	Election of the auditors	FOR	FOR	✓ 99.5 %
4.2	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 52.4 %</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.0 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓ 93.1 %</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
6	Approve renewal of authorised capital	FOR	FOR	✓ 96.2 %
7.1	Elections to the board of directors			
7.1.1.a	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 99.8 %
7.1.1.b	Re-elect Dr. pharm. Oliver Fetzer	FOR	FOR	✓ 99.1 %
7.1.1.c	Re-elect Mr. Lars Holmqvist	FOR	FOR	✓ 100.0 %
7.1.1.d	Re-elect Dr. Karen J. Hübscher	FOR	FOR	✓ 100.0 %
7.1.1.e	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 99.1 %
7.1.2.a	Elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 100.0 %
7.1.2.b	Elect Dr. Daniel R. Marshak	FOR	FOR	✓ 99.6 %
7.2	Elections to the remuneration committee			
7.2.1.a	Re-elect Dr. pharm. Oliver Fetzer to the remuneration committee	FOR	FOR	✓ 91.7 %
7.2.1.b	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	✓ 92.0 %
7.2.2	Elect Dr. Daniel R. Marshak to the remuneration committee	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
7.3	Elect Dr. sc. nat. Lukas Braunschweiler as chairman of the board	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.3 %
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Dividend from capital contribution reserves	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.3 %
5	Amend articles of association: change of the company's corporate name	FOR	FOR	✓ 100.0 %
6	Increase of the pool of conditional capital for the employees	FOR	● OPPOSE	<p>✓ 71.6 %</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>
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓ 89.6 %</p> <p>The remuneration of the executive chairman (who is not a member of the executive management) is significantly higher than that of the peer group.</p> <p>The remuneration of the executive chairman is excessive and is not in line with Ethos' guidelines.</p>
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓ 90.0 %</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
8	Elections to the board of directors			
8.1	Re-elect Mr. Andreas Andreades as board member and chairman	FOR	FOR	✓ 96.9 %
8.2	Re-elect Mr. Sergio Giacoletto-Roggio	FOR	FOR	✓ 99.9 %
8.3	Re-elect Mr. George Koukis	FOR	FOR	✓ 99.8 %
8.4	Re-elect Mr. Ian Robert Cookson	FOR	FOR	✓ 99.8 %
8.5	Re-elect Mr. Thibault de Tersant	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
8.6	Re-elect Mr. Erik Hansen	FOR	FOR	✓ 99.3 %
8.7	Re-elect Ms. Amy Yip Yok Tak	FOR	FOR	✓ 99.9 %
8.8	Re-elect Dr. Peter Spenser	FOR	FOR	✓ 100.0 %
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Sergio Giacoletto-Roggio to the remuneration committee	FOR	FOR	✓ 96.4 %
9.2	Re-elect Mr. Ian Robert Cookson to the remuneration committee	FOR	FOR	✓ 96.9 %
9.3	Re-elect Mr. Erik Hansen to the remuneration committee	FOR	FOR	✓ 96.8 %
9.4	Re-elect Ms. Amy Yip Yok Tak to the remuneration committee	FOR	FOR	✓ 97.0 %
10	Election of the independent proxy	FOR	FOR	✓ 99.7 %
11	Election of the auditors	FOR	● OPPOSE	✓ 91.1 % On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos		Result
1	Chairman's speech	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	FOR		✓
3	Approve allocation of result	FOR	FOR		✓
4	Reduce share capital				
4.1	Reduction share capital via reduction of nominal value	FOR	● OPPOSE	The shareholders' right to place an item on the agenda of the general meeting is significantly undermined.	✓
4.2	Amend articles of association	FOR	● OPPOSE	The shareholders' right to place an item on the agenda of the general meeting is significantly undermined.	✓
4.3	Allocation to legal reserve and distribution of CHF 0.15 per share	FOR	FOR		✓
5	Amend articles of association to reflect the new conditional capital	FOR	FOR		✓
6.1	Discharge board members	FOR	FOR		✓
6.2	Discharge executive management	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Mr. François Frôté	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (0.0%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
7.2	Re-elect Mr. Michel Rollier	FOR	FOR		✓
7.3	Re-elect Prof. Dr. mech. eng. Frank Brinken	FOR	FOR		✓
7.4	Re-elect Mr. Walter Fust	FOR	FOR		✓
8	Re-elect Mr. François Frôté as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fust to the board of directors, he cannot be elected as chairman.	✓
9	Elections to the remuneration committee				
9.1	Re-elect Mr. François Frôté to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected to the committee.	✓

Item	Agenda	Board	Ethos		Result
9.2	Re-elect Mr. Michel Rollier to the remuneration committee	FOR	FOR		✓
9.3	Re-elect Prof. Dr. mech. eng. Frank Brinken to the remuneration committee	FOR	FOR		✓
9.4	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR		✓
10	Election of the independent proxy	FOR	FOR		✓
11	Election of the auditors	FOR	FOR		✓
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
12.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration of the CEO is significantly higher than that of the peer group. The remuneration structure is not in line with Ethos' guidelines.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2.1	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
4.1	Amend articles of association: Increase of conditional capital for employees	FOR	● OPPOSE	The potential dilution is excessive.	✓ 90.5 %
4.2	Amend articles of association: Contributions in kind	FOR	FOR		✓ 99.8 %
5	Elections to the board of directors				
5.1	Re-elect Mr. André Müller as board member and elect him as chairman	FOR	FOR		✓ 99.8 %
5.2	Re-elect Dr. Paul Van Iseghem	FOR	FOR		✓ 99.0 %
5.3	Re-elect Prof. Dr. Gerhard E. Tröster	FOR	FOR		✓ 96.2 %
5.4	Re-elect Ms. Gina Domanig	FOR	FOR		✓ 99.7 %
5.5	Re-elect Mr. Thomas Seiler	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 86.6 %
5.6	Re-elect Mr. Jean-Pierre Wyss	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Production and Logistics).	✓ 87.0 %
5.7	Elect Mr. Ulrich Looser	FOR	FOR		✓ 98.9 %
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Prof. Dr. Gerhard E. Tröster to the nomination and remuneration committee	FOR	FOR		✓ 91.8 %
6.2	Re-elect Ms. Gina Domanig to the nomination and remuneration committee	FOR	FOR		✓ 99.3 %
7.1	Advisory retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2 %
7.2	Advisory retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 93.1 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 92.5 %

Item	Agenda	Board	Ethos	Result
9	Re-elect KBT Treuhand as independent proxy	FOR	FOR	✓ 99.8 %
10	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 89.6 % On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos		Result
	Proposal made during the AGM by shareholder Mr. Beat Kaiser: Special audit	OPPOSE	OPPOSE	This proposal was not disclosed in the agenda before the annual general meeting.	✘ 0.1 %
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✔ 98.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✔ 81.4 %
2	Approve allocation of income and dividend	FOR	FOR		✔ 98.9 %
3	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the management of the company's affairs and the board's decisions.	✔ 89.7 %
4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✔ 82.6 %
5	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.	✔ 84.8 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. oec. Axel Weber as board chairman	FOR	FOR		✔ 97.4 %
6.1.2	Re-elect Mr. Michel Demaré	FOR	FOR		✔ 98.1 %
6.1.3	Re-elect Mr. David Sidwell	FOR	FOR		✔ 98.7 %
6.1.4	Re-elect Prof. Dr. iur. Reto Francioni	FOR	FOR		✔ 98.5 %
6.1.5	Re-elect Ms. Ann F. Godbehere	FOR	FOR		✔ 98.1 %
6.1.6	Re-elect Ms. Julie G. Richardson	FOR	FOR		✔ 98.4 %
6.1.7	Re-elect Prof. Dr. iur. Isabelle Romy	FOR	FOR		✔ 98.6 %
6.1.8	Re-elect Mr. Robert Scully	FOR	FOR		✔ 96.4 %
6.1.9	Re-elect Prof. Dr. oec. Beatrice Weder di Mauro	FOR	FOR		✔ 98.4 %
6.1.10	Re-elect Dr. math. Dieter Wemmer	FOR	FOR		✔ 98.6 %
6.2.1	Elect Mr. Jeremy Anderson	FOR	FOR		✔ 98.7 %
6.2.2	Elect Prof. Fred Hu Zulu	FOR	FOR		✔ 96.6 %
6.3	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
6.3.1	Re-elect Ms. Ann F. Godbehere to the remuneration committee	FOR	FOR		✓ 96.5 %
6.3.2	Re-elect Mr. Michel Demaré to the remuneration committee	FOR	FOR		✓ 96.4 %
6.3.3	Elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR		✓ 98.3 %
6.3.4	Elect Dr. math. Dieter Wemmer to the remuneration committee	FOR	FOR		✓ 98.3 %
7	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.	✓ 86.1 %
8.1	Election of the independent proxy	FOR	FOR		✓ 99.0 %
8.2	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 94.1 %
8.3	Election of the special auditors	FOR	FOR		✓ 98.4 %

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		✓
3	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>	✓
4	Amend articles of association: Change of registered office	FOR	FOR		✓
5	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The use of the remuneration approved is not considered as being in line with the proposal put forward at the previous annual general meeting.</p>	✓
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.	✓
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓
Elections to the board of directors					
7.1	Re-elect Mr. Gustav Stenbolt as board member and chairman	FOR	● OPPOSE	He is CEO and there is no indication that the combination of functions is temporary.	✓
7.2	Re-elect Mr. Philipp LeibundGut	FOR	FOR		✓
8	Elect Mr. Olivier Brunisholz	FOR	● OPPOSE	He is a representative of the controlling shareholder who is sufficiently represented on the board.	✓
9	Elections to the remuneration committee				
9.1	Re-elect Mr. Philipp LeibundGut to the remuneration committee	FOR	FOR		✓
9.2	Re-elect Mr. Gustav Stenbolt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Stenbolt to the board of directors, he cannot be elected to the committee.	✓

Item	Agenda	Board	Ethos		Result
9.3	Elect Mr. Olivier Brunisholz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Brunisholz to the board of directors, he cannot be elected to the committee.	✓
10	Re-elect BDO as auditors	FOR	FOR		✓ 100.0 %
11	Re-elect Martin Rechtsanwälte GmbH as independent proxy	FOR	FOR		✓
12	Approve share buyback programme	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.7 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 91.1 %
3	Discharge board members and executive management	FOR	FOR	✓ 96.7 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.1 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.2 %
5.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 92.2 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Jürg Bucher as board member and chairman	FOR	FOR	✓ 94.1 %
6.2	Re-elect Prof. Dr. Christoph B. Bühler	FOR	FOR	✓ 98.5 %
6.3	Re-elect Ms. Barbara Artmann	FOR	FOR	✓ 97.2 %
6.4	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR	✓ 97.1 %
6.5	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 98.1 %
6.6	Re-elect Ms. Nicole Pauli	FOR	FOR	✓ 97.7 %
6.7	Re-elect Mr. Othmar Stöckli	FOR	FOR	✓ 98.0 %
6.8	Re-elect Ms. Franziska von Weissenfluh	FOR	FOR	✓ 96.8 %
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee	FOR	FOR	✓ 96.7 %
7.2	Re-elect Mr. Jean-Baptiste Beuret to the nomination and remuneration committee	FOR	FOR	✓ 96.6 %
7.3	Re-elect Mr. Jürg Bucher to the nomination and remuneration committee	FOR	FOR	✓ 93.8 %
8	Election of the auditors	FOR	FOR	✓ 98.8 %
9	Election of the independent proxy	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 84.5 % The remuneration report is not in line with Ethos' guidelines.
3.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
3.2	Distribution of dividend from reserves from capital contributions	FOR	FOR	✓ 99.9 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
5	Authorised capital increase	FOR	FOR	✓ 96.7 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 92.6 % The remuneration is significantly higher than that of the peer group.
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 73.5 % The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
7.1	Elections to the board of directors			
7.1.1	Re-elect Mr. Franz Julen	FOR	FOR	✓ 99.8 %
7.1.2	Re-elect Mr. Markus Fiechter	FOR	FOR	✓ 99.8 %
7.1.3	Re-elect Mr. Ernst Peter Ditsch	FOR	FOR	✓ 99.5 %
7.1.4	Re-elect Mr. Michael Kliger	FOR	FOR	✓ 99.7 %
7.1.5	Re-elect Ms. Cornelia Ritz Bossicard	FOR	FOR	✓ 99.4 %
7.2	Re-elect Mr. Franz Julen as chairman of the board	FOR	FOR	✓ 99.7 %
7.3	Elections to the remuneration committee			
7.3.1	Re-elect Mr. Markus Fiechter to the remuneration committee	FOR	FOR	✓ 96.5 %
7.3.2	Re-elect Mr. Ernst Peter Ditsch to the remuneration committee	FOR	FOR	✓ 96.2 %
7.3.3	Re-elect Mr. Michael Kliger to the remuneration committee	FOR	FOR	✓ 96.4 %
7.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
7.5	Election of the auditors	FOR	FOR	✓ 98.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓
3	Approve allocation of income	FOR	FOR		✓
4	Creation of an authorised capital	FOR	FOR		✓
5	Discharge board members and executive management	FOR	FOR		✓
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Manuel Leuthold	FOR	FOR		✓
6.1.b	Re-elect Mr. Jaume Sabater	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
6.1.c	Re-elect Mr. Patrick Richard	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6.1.d	Re-elect Mr. Taner Alicehic	FOR	● OPPOSE	He is also a permanent member of the executive management. He serves on the audit committee.	✓
6.1.e	Re-elect Mr. Stefan Buser	FOR	FOR		✓
6.1.f	Re-elect Mr. Alexander Leviant	FOR	FOR		✓
6.1.g	Re-elect Mr. Dany Roizman	FOR	FOR		✓
6.1.h	Re-elect Dr. Beat Schwab	FOR	FOR		✓
6.2	Re-elect Mr. Manuel Leuthold as chairman of the board	FOR	FOR		✓
6.3	Elections to the remuneration committee				
6.3.a	Re-elect Mr. Stefan Buser to the remuneration committee	FOR	FOR		✓
6.3.b	Re-elect Dr. Beat Schwab to the remuneration committee	FOR	FOR		✓
6.4	Re-election of the auditors	FOR	FOR		✓
6.5	Re-election of the independent proxy	FOR	FOR		✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.1	Approve allocation of income	FOR	FOR	✓
2.2	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Martin Komischke as member and chairman of the board	FOR	FOR	✓
4.1.2	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓
4.1.3	Re-elect Mr. Karl Schlegel	FOR	FOR	✓
4.1.4	Re-elect Dr. Hermann Gerlinger	FOR	FOR	✓
4.1.5	Elect Mr. Heinz Kundert	FOR	FOR	✓
4.1.6	Elect Dr. Libo Zhang	FOR	FOR	✓
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Dr. Martin Komischke to the nomination and remuneration committee	FOR	FOR	✓
4.2.2	Re-elect Mr. Karl Schlegel to the nomination and remuneration committee	FOR	FOR	✓
4.2.3	Elect Mr. Heinz Kundert to the nomination and remuneration committee	FOR	FOR	✓
5	Re-election of the independent proxy	FOR	FOR	✓
6	Re-election of the auditors	FOR	FOR	✓
7	Votes on the remuneration of the board of directors and the executive management			
7.1	Advisory vote on the remuneration report	FOR	FOR	✓
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
7.5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Présentation du rapport annuel et des comptes de l'exercice 2017	NON-VOTING	NON-VOTING		
2	Auditors' reports	NON-VOTING	NON-VOTING		
3	Approve annual report and statutory financial statements	FOR	FOR		✓
4	Approve consolidated financial statements	FOR	FOR		✓
5	Approve allocation of income and dividend	FOR	FOR		✓
6	Discharge board members	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Dr. oec. Paul-André Sanglard	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.	✓
7.2	Re-elect Ms. Chantal Balet Emery	FOR	FOR		✓
7.3	Re-elect Mr. Martin Albers	FOR	FOR		✓
7.4	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR		✓
7.5	Re-elect Ms. Eftychia Fischer	FOR	FOR		✓
7.6	Re-elect Mr. Peter Kofmel	FOR	FOR		✓
7.7	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓
8	Re-elect Dr. oec. Paul-André Sanglard as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. Sanglard to the board of directors, he cannot be elected as chairman.	✓
9	Elections to the remuneration committee				
9.1	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR		✓
9.2	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	FOR		✓
9.3	Re-elect Ms. Eftychia Fischer to the remuneration committee	FOR	FOR		✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
11	Election of the independent proxy	FOR	FOR		✓
12	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.3 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.4 %
4.3	Advisory vote on the remuneration report	FOR	FOR	✓ 99.4 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR	✓ 100.0 %
5.1.2	Elect Mr. Claude R. Cornaz as board member and chairman	FOR	FOR	✓ 98.3 %
5.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR	✓ 98.3 %
5.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	● OPPOSE	He is not independent (board tenure of 18 years) and the board independence is insufficient (28.6%). ✓ 98.0 %
5.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR	✓ 98.1 %
5.1.6	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 97.9 %
5.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 98.3 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR	✓ 98.3 %
5.2.2	Re-elect Dr. oec. publ. Rudolf W. Fischer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. publ. Fischer to the board of directors, he cannot be elected to the committee. ✓ 98.0 %
5.2.3	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	FOR	✓ 98.2 %
5.3	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.3 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 79.2 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration planned for the non-executive board members is significantly higher than that of the peer group. The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 92.4 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.7 %
6	Approve renewal of authorised capital	FOR	● OPPOSE	The authorised capital can be used as an anti-takeover measure and the company provides no explanation.	✓ 91.5 %
7.1	Elections to the board of directors				
7.1.a	Re-elect Mr. Etienne Jornod as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines.	✓ 86.1 %
7.1.b	Re-elect Ms. Daniela Bosshardt-Hengartner	FOR	FOR		✓ 80.0 %
7.1.c	Re-elect Prof. Dr. Michel Burnier	FOR	FOR		✓ 99.6 %
7.1.d	Re-elect Dr. Romeo Cerutti	FOR	FOR		✓ 99.7 %
7.1.e	Re-elect Dr. Sylvie Grégoire	FOR	FOR		✓ 80.9 %
7.1.f	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR		✓ 80.4 %
7.1.g	Re-elect Dr. Gianni Zampieri	FOR	FOR		✓ 99.6 %
7.1.h	Elect Mr. Jacques Theurillat	FOR	FOR		✓ 99.5 %
7.2	Elections to the remuneration committee				
7.2.a	Re-elect Ms. Daniela Bosshardt-Hengartner to the remuneration committee	FOR	FOR		✓ 78.9 %
7.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR		✓ 97.6 %
7.2.c	Re-elect Mr. Fritz Hirsbrunner to the remuneration committee	FOR	FOR		✓ 78.6 %

Item	Agenda	Board	Ethos	Result
7.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR	✓ 99.8 %
7.4	Re-elect Ernst & Young as auditors	FOR	<p>● OPPOSE</p> <p>The term of office of the audit firm exceeds 20 years.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 95.2 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	✓
3	Discharge board members	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Amend articles of association: Change of registered office	FOR	FOR	✓
6	Elections to the board of directors			
6.a	Re-elect Dr. Andreas Giesbrecht as board member and chairman	FOR	FOR	✓
6.b	Re-elect Mr. Nicolas Rouge	FOR	FOR	✓
6.c	Re-elect Mr. Jacques Stephan	FOR	FOR	✓
6.d	Re-elect Mr. Pascal Blanquet	FOR	FOR	✓
7	Elections to the remuneration committee			
7.a	Re-elect Mr. Nicolas Rouge to the remuneration committee	FOR	FOR	✓
7.b	Re-elect Mr. Pascal Blanquet to the remuneration committee	FOR	FOR	✓
8	Re-elect Ms. Jacqueline Passaplan as independent proxy	FOR	FOR	✓
9	Re-elect KPMG as auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
3.	Elections to the board of directors				
3.1	Re-elect Dr. rer. pol. Peter Kalantzis as chairman	FOR	FOR		✓
3.2	Re-elect Mr. Gerd Amtstätter	FOR	● OPPOSE	<p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
3.3	Re-elect Mr. Guido Egli	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
3.4	Re-elect Mr. August François von Finck Jr.	FOR	FOR		✓
3.5	Re-elect Dr. Christian Hennerkes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
3.6	Re-elect Mr. Gerd Peskes	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 18 years) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
4.	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
4.1	Elect Mr. Gerd Amtstätter to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Amtstätter to the board of directors, he cannot be elected to the committee.	✓
4.2.	Elect Mr. Guido Egli to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Egli to the board of directors, he cannot be elected to the committee.	✓
4.3	Elect Mr. August François von Finck Jr. to the Remuneration Committee	FOR	FOR		✓
5.	Election of the auditors	FOR	FOR		✓
6.	Election of the independent proxy	FOR	FOR		✓
7.1	Create a pool of conditional capital for the conversion of convertible bonds	FOR	FOR		✓
7.2	Approve renewal of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓
7.3	Articles of association: other amendments	FOR	FOR		✓
8.1	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.	✓
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
8.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors and the nomination and remuneration committee			
4.1	Re-elect Mr. Herbert J. Scheidt as board member and chairman	FOR	FOR	✓ 98.7 %
4.2	Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 96.9 %
4.3	Re-elect Dr. Maja Baumann as board member	FOR	FOR	✓ 99.3 %
4.4	Re-elect Dr. Elisabeth Bourqui as board member	FOR	FOR	✓ 99.9 %
4.5	Re-elect Mr. David Cole as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 98.2 %
4.6	Re-elect Dr. Frank Schnewlin as board member	FOR	FOR	✓ 99.8 %
4.7	Re-elect Ms. Clara C. Streit as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 98.3 %
4.8	Re-elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 98.3 %
4.9	Elect Mr. Stefan Loacker as board member	FOR	FOR	✓ 99.9 %
5	Re-elect Vischer AG as independent proxy	FOR	FOR	✓ 100.0 %
6	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 96.7 %
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines. ✓ 86.2 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group. ✓ 94.7 %
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos		Result
7.4	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.	✓ 96.8 %
7.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 86.3 %
7.6	Binding retrospective vote on an additional amount for the 2014 long-term variable remuneration of the board chairman	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group. The non-executive chairman receives variable remuneration.	✓ 83.2 %
7.7	Binding retrospective vote on an additional amount for the 2014 long-term variable remuneration of the executive management	FOR	FOR		✓ 86.2 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and statutory auditors	FOR	FOR	✓ 99.9 %
4	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Florian Marxer	FOR	FOR	✓ 99.5 %
4.1.2	Re-elect Mr. Fredy Vogt	FOR	FOR	✓ 99.8 %
4.2.1	Elect Mr. Thomas R. Meier	FOR	FOR	✓ 99.8 %
4.3	Election of the auditors	FOR	● OPPOSE	✓ 99.5 % The term of office of the audit firm exceeds 20 years.

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Fred Kindle as board member and chairman	FOR	FOR	✓ 92.6 %
4.1.b	Re-elect Mr. Roland Iff	FOR	FOR	✓ 93.9 %
4.1.c	Re-elect Dr. iur. Albrecht Langhart	FOR	FOR	✓ 93.9 %
4.1.d	Re-elect Mr. Roland Ledergerber	FOR	FOR	✓ 99.8 %
4.1.e	Re-elect Mr. Olivier de Perregaux	FOR	FOR	✓ 99.7 %
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Mr. Fred Kindle to the remuneration committee	FOR	FOR	✓ 92.6 %
4.2.b	Re-elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR	✓ 99.8 %
5	Election of the independent proxy	FOR	FOR	✓ 99.9 %
6	Election of the auditors	FOR	FOR	✓ 99.8 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.9 %
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.9 %
7.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.2 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Discharge board members and executive management	FOR	● OPPOSE	✓ Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4	Creation of an authorised capital	FOR	● OPPOSE	✓ 95.0 % The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.
5	Elections to the board of directors and to the remuneration committee			
5.1	Re-elect Dr. Christoph M. Müller as member and chairman of the board	FOR	FOR	✓ 99.5 %
5.2	Re-elect Dr. Ulrich Vischer as board member	FOR	FOR	✓ 99.5 %
5.3	Re-elect Dr. Marcel Rohner as board member	FOR	FOR	✓ 99.5 %
5.4	Re-elect Dr. Christoph M. Müller to the remuneration committee	FOR	FOR	✓ 98.6 %
5.5	Re-elect Dr. Ulrich Vischer to the remuneration committee	FOR	FOR	✓ 98.4 %
5.6	Re-elect Dr. Marcel Rohner to the remuneration committee	FOR	FOR	✓ 98.4 %
	Binding votes on the remuneration of the board of directors and the executive management			
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.4 %
7.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.6 %
7.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.1 %
8	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
9	Re-election of the auditors	FOR	● OPPOSE	✓ 98.8 % The term of office of the audit firm exceeds 20 years. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of the loss	FOR	FOR	✓
4	Approve renewal of authorised capital	FOR	● OPPOSE	✓
<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>				
5	Approve increase of the conditional capital	FOR	● OPPOSE	✓
<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p>				
6	Elections to the board of directors			
6.1	Re-elect Mr. Carlos Creus Moreira	FOR	● OPPOSE	✓
<p>He is also a permanent member of the executive management (CEO).</p>				
6.2	Re-elect Mr. Philippe Doubre	FOR	● OPPOSE	✓
<p>He is 83 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (co-founder of the company) and the board independence is insufficient (25.0%).</p>				
6.3	Re-elect Mr. Juan Hernandez Zayas	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
6.4	Re-elect Mr. Dourgam Kummer	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (25.0%).	✓
6.5	Re-elect Ms. Maryla Shingler-Bobbio	FOR	FOR		✓
6.6	Re-elect Mr. Peter Ward	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
6.7	Re-elect Mr. David Fergusson	FOR	FOR		✓
6.8	Elect Mr. Thomas Hürlimann	FOR	FOR		✓
7	Re-elect Mr. Carlos Creus Moreira as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Moreira to the board of directors, he cannot be elected as chairman.	✓
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Mr. David Fergusson to the nomination and remuneration committee	FOR	FOR		✓
8.2	Elect Mr. Philippe Doubre to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Doubre to the board of directors, he cannot be elected to the committee.	✓
8.3	Re-elect Ms. Maryla Shingler-Bobbio to the nomination and remuneration committee	FOR	FOR		✓
9	Election of the auditors	FOR	FOR		✓
10	Election of the independent proxy	FOR	FOR		✓
11	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The non-executive directors receive options and consulting fees.</p>	✓
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The non-executive directors receive options and consulting fees.</p>	✓

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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓
4.b	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration. ✓
4.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4.d	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓
5.a	Elections to the board of directors			
5.a.1	Re-elect Dr. Willy Michel	FOR	FOR	✓
5.a.2	Re-elect Mr. Anton J. Kräuliger	FOR	FOR	✓
5.a.3	Re-elect Mr. Gerhart Isler	FOR	FOR	✓
5.a.4	Elect Mr. Paul R. Fonteyne	FOR	FOR	✓
5.b	Re-elect Dr. Willy Michel as chairman of the board	FOR	FOR	✓
5.c	Elections to the remuneration committee			
5.c.1	Re-elect Mr. Anton J. Kräuliger to the remuneration committee	FOR	FOR	✓
5.c.2	Re-elect Mr. Gerhart Isler to the remuneration committee	FOR	FOR	✓
5.c.3	Elect Mr. Paul R. Fonteyne to the remuneration committee	FOR	FOR	✓
5.d	Election of the independent proxy	FOR	FOR	✓
5.e	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
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.	✓ 81.4 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 94.6 %
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The non-executive directors receive variable remuneration.	✓ 85.3 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. oec. Hans-Peter Zehnder as member and chairman	FOR	FOR		✓ 96.5 %
5.1.2	Re-elect Mr. Thomas Benz	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.	✓ 94.2 %
5.1.3	Re-elect Dr. iur. Urs Buchmann	FOR	FOR		✓ 94.1 %
5.1.4	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 100.0 %
5.1.5	Re-elect Mr. Jörg Walther	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (33.3%).	✓ 87.9 %
5.1.6	Re-elect Ms. Milva Zehnder	FOR	FOR		✓ 91.3 %
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Mr. Thomas Benz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Benz to the board of directors, he cannot be elected to the committee.	✓ 94.2 %
5.2.2	Re-elect Dr. iur. Urs Buchmann to the remuneration committee	FOR	FOR		✓ 94.0 %
5.2.3	Re-elect Mr. Riet Cadonau to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 97.5 %
5.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
5.4	Election of the auditors	FOR	FOR	✓ 99.2 %
6	Amend articles of association			
6.1	Convocation and right to place items to the agenda	FOR	FOR	✓ 99.5 %
6.2	Remuneration of the board of directors and management	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines. ✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Approve dividend from capital contributions reserves	FOR	FOR		✓
4	Discharge board members and executive management	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Iosif Bakaleynik	FOR	● OPPOSE	<p>He is chairman/CEO and the combination of functions cannot be considered as temporary.</p> <p>The board independence is not sufficient (25.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.1.2	Re-elect Mr. Vladislav Osipov	FOR	FOR		✓
5.1.3	Re-elect Dr. Markus Wesnitzer	FOR	FOR		✓
5.1.4	Re-elect Dr. Wolfgang Zürcher	FOR	FOR		✓
5.2	Re-elect Dr. Iosif Bakaleynik as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Bakaleynik to the board of directors, he cannot be elected as chairman.	✓
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Dr. Iosif Bakaleynik to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Bakaleynik to the board of directors, he cannot be elected to the committee.	✓
5.3.2	Re-elect Dr. Markus Wesnitzer to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and unscheduled discretionary payments fundamentally in breach with best practice were made during the year under review.	✓

Item	Agenda	Board	Ethos		Result
5.3.3	Re-elect Dr. Wolfgang Zürcher to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and unscheduled discretionary payments fundamentally in breach with best practice were made during the year under review.	✓
5.4	Re-elect TRESAG Treuhang- & Unternehmensberatung as independent proxy	FOR	FOR		✓
5.5	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group. The non-executive directors can receive variable remuneration.	✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 97.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group and largely exceeds that of the other non-executive board members without adequate justification.	✓ 98.1 %
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.9 %
4	Discharge board members and executive management	FOR	FOR		✓
5.1	Amend articles of association: formal changes	FOR	FOR		✓
5.2	Amend articles of association: Lex Koller	FOR	FOR		✓
5.3	Amend articles of association: Invitation to the general meeting	FOR	● OPPOSE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. Beat Schwab	FOR	FOR		✓ 99.9 %
6.1.2	Re-elect Prof. Annelies Häcki Buhofer	FOR	FOR		✓ 100.0 %
6.1.3	Re-elect Mr. Armin Meier	FOR	FOR		✓ 99.9 %
6.1.4	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.3 %
6.1.5	Elect Mr. Johannes Stöckli	FOR	FOR		✓ 100.0 %
6.2	Re-elect Dr. Beat Schwab as chairman of the board	FOR	FOR		✓ 100.0 %
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Armin Meier to the remuneration committee	FOR	FOR		✓ 99.7 %
6.3.2	Re-elect Mr. Martin Wipfli to the remuneration committee	FOR	FOR		✓ 99.2 %
6.4	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
6.5	Re-election of the auditors	FOR	FOR		✓ 100.0 %
7	Conversion of registered shares A into registered shares B	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓
2	Discharge board members	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6	Amend articles of association	FOR	FOR	✓
7	Elections to the remuneration committee			
7.1	Re-elect Ms. Carla Tschümperlin to the remuneration committee	FOR	FOR	✓
7.2	Re-elect Mr. Bruno Bonati to the remuneration committee	FOR	FOR	✓
8	Re-election of the independent proxy	FOR	FOR	✓
9	Re-election of a member of the group of auditors	FOR	<p>● OPPOSE</p> <p>The term of office of the audit firm exceeds 20 years.</p>	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓
4.2	Binding prospective vote on the total remuneration of the board of directors for 2018	FOR	FOR		✓
4.3	Binding prospective vote on the total remuneration of the board of directors for 2019	FOR	FOR		✓
4.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓
4.5	Binding prospective vote on the fixed remuneration of the executive management for 2018	FOR	FOR		✓
4.6	Binding prospective vote on the fixed remuneration of the executive management for 2019	FOR	FOR		✓
5	Elections to the board of directors				
5.1	Re-elect Prof. Stefan Feuerstein as board member and chairman	FOR	FOR		✓
5.2	Re-elect Prof. Dr. Volker Amelung	FOR	FOR		✓
5.3	Re-elect Dr. Heinz O. Baumgartner	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (16.7%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.4	Re-elect Ms. Vanessa Frey	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
5.5	Re-elect Mr. Walter Oberhänsli	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.6	Re-elect Dr. Thomas Schneider	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.	✓
6	Elections to the remuneration committee				
6.1	Re-elect Prof. Stefan Feuerstein to the remuneration committee	FOR	FOR		✓
6.2	Re-elect Ms. Vanessa Frey to the remuneration committee	FOR	FOR		✓
6.3	Re-elect Dr. Thomas Schneider to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Schneider to the board of directors, he cannot be elected to the committee.	✓
7	Election of the independent proxy	FOR	FOR		✓
8	Election of the auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 88.8 %
2	Approve allocation of income and dividend				
2.1	Approve allocation of income	FOR	FOR		✓ 99.8 %
2.2	Approve allocation of capital contributions reserves	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.5 %
4.1	Elections to the board of directors				
4.1.1	Elect Mr. Michel M. Liès as member and chairman	FOR	FOR		✓ 99.0 %
4.1.2	Re-elect Ms. Joan Amble	FOR	FOR		✓ 99.5 %
4.1.3	Re-elect Ms. Catherine P. Bessant	FOR	FOR		✓ 99.4 %
4.1.4	Re-elect Ms. Dame Alison J. Carnwath	FOR	FOR		✓ 98.9 %
4.1.5	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR		✓ 98.6 %
4.1.6	Re-elect Mr. Jeffrey L. Hayman	FOR	FOR		✓ 99.4 %
4.1.7	Re-elect Dr. Monica Mächler	FOR	FOR		✓ 99.5 %
4.1.8	Re-elect Mr. Kishore Mahbubani	FOR	FOR		✓ 99.3 %
4.1.9	Re-elect Mr. David Nish	FOR	FOR		✓ 98.8 %
4.1.10	Elect Ms. Jasmin Staiblin	WITH-DRAWN	● OPPOSE	She holds an excessive number of mandates.	-
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR		✓ 98.1 %
4.2.2	Re-elect Mr. Kishore Mahbubani to the remuneration committee	FOR	FOR		✓ 98.3 %
4.2.3	Elect Ms. Catherine P. Bessant to the remuneration committee	FOR	FOR		✓ 98.8 %
4.2.4	Elect Mr. Michel M. Liès to the remuneration committee	FOR	FOR		✓ 98.3 %
4.3	Election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
4.4	Election of the auditors	FOR	FOR		✓ 95.5 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.2 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 91.2 %
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.	✓ 80.2 %

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

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.