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Report on the exercise of voting rights Vontobel Fund (CH) – Ethos Equities Swiss Mid & Small

Content

- 1 **Overview of the proxy analyses**
 - 1.1 Ethos voting positions
 - 1.2 Ethos voting positions per category of proposal
- 2 **Overview of the voting recommendations**
- 3 **Voting results**
 - 3.1 Average approval rate by GM topic
 - 3.2 Rejected board resolutions
 - 3.3 Most contested board resolutions
- 4 **Detailed voting recommendations**

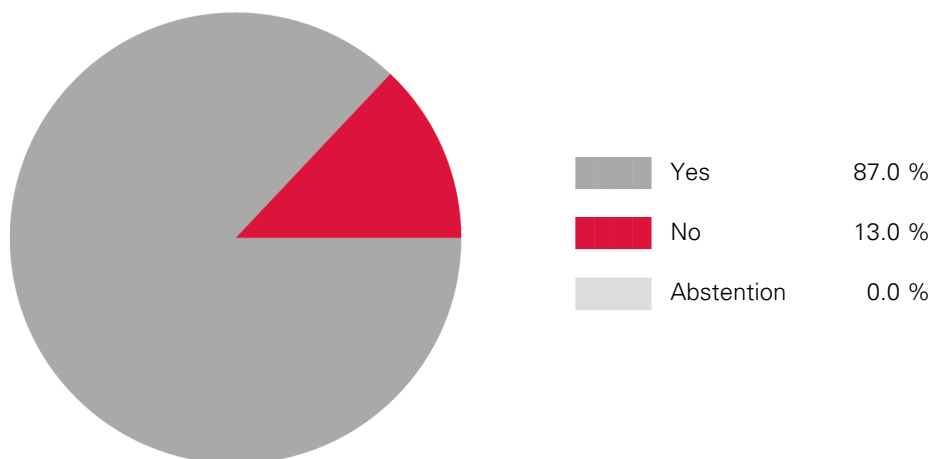
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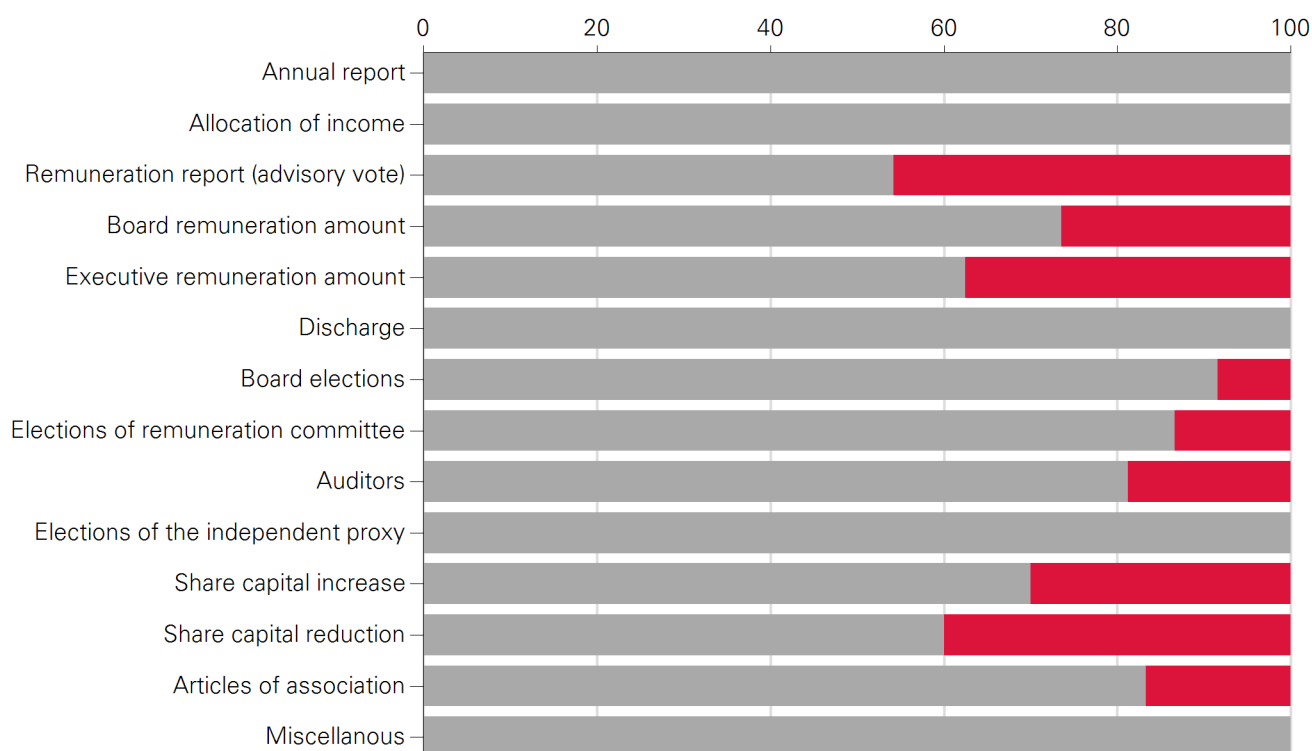
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	32	645	564	81	0
Extraordinary general meetings	1	10	6	4	0
Total	33	655	570	85	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	33	100.0%	0	0.0%	0	0.0%	33
Allocation of income	41	100.0%	0	0.0%	0	0.0%	41
Remuneration report (advisory vote)	13	54.2%	11	45.8%	0	0.0%	24
Board remuneration amount	25	73.5%	9	26.5%	0	0.0%	34
Executive remuneration amount	30	62.5%	18	37.5%	0	0.0%	48
Discharge	33	100.0%	0	0.0%	0	0.0%	33
Board elections	238	91.5%	22	8.5%	0	0.0%	260
Elections of remuneration committee	84	86.6%	13	13.4%	0	0.0%	97
Auditors	26	81.3%	6	18.8%	0	0.0%	32
Elections of the independent proxy	31	100.0%	0	0.0%	0	0.0%	31
Share capital increase	7	70.0%	3	30.0%	0	0.0%	10
Share capital reduction	3	60.0%	2	40.0%	0	0.0%	5
Articles of association	5	83.3%	1	16.7%	0	0.0%	6
Miscellaneous	1	100.0%	0	0.0%	0	0.0%	1

2 Overview of the voting recommendations

Type of General Meeting (Type)

- AGM Annual general meetings
EGM Extraordinary general meetings

Votings

- ✓ For
◐ Partly for
✗ Oppose
✕ Abstain

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Articles of association	Miscellaneous
Allreal	12.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
AMS	05.06.2019	AGM		✓		✓		✓	✓		✓			✗		
APG SGA	16.05.2019	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓				
Bâloise	26.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓			
Banque Cantonale Vaudoise	02.05.2019	AGM	✓	✓		✓	✓	✓	✓		✓	✓				
Belimo	01.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Bucher Industries	17.04.2019	AGM	✓	✓	✓	✓	✓	✓	◐	◐	✗	✓				
Burckhardt Compression	06.07.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Calida	15.04.2019	AGM	✓	✓	✗	✓	✗	✓	◐	✓	✓	✓	✗		✓	
Cembra Money Bank	17.04.2019	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓			
Clariant	16.10.2018	EGM				✓			◐	◐					✗	
	01.04.2019	AGM	✓	✓	✓	✓	✗	✓	◐	◐	✗	✓			✓	
Dätwyler	12.03.2019	AGM	✓	✓	✓	✗	✓	✓	✓	◐	✓	✓				
DKSH	21.03.2019	AGM	✓	✓		✓	✗	✓	◐	✓	✓	✓				
Emmi	11.04.2019	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓				✓
Forbo	05.04.2019	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓		◐		
Galenica	02.05.2019	AGM	✓	✓	✗	✓	✓	✓	✓	◐	✓	✓	✗			
Georg Fischer	17.04.2019	AGM	✓	✓	✗	✓	✗	✓	◐	✓	✓	✓				
Kühne + Nagel	07.05.2019	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✓	✓				
Lindt & Sprüngli	02.05.2019	AGM	✓	✓	✗	✗	✗	✓	◐	◐	✓	✓	✗	✓		
Logitech	04.09.2019	AGM	✓	✓	✗	✗	✗	✓	◐	✓	✓	✓				
Partners Group	15.05.2019	AGM	✓	✓	✗	✗	✗	✓	◐	✓	✓	✓				
PSP Swiss Property	04.04.2019	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	Articles of association	Miscellaneous
Schindler	26.03.2019	AGM	✓	✓		⊕	⊕	✓	⊕	⊕	✗	✓				
SIG Combibloc Group	11.04.2019	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓				
Sonova	13.06.2019	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓		✓		
Straumann	05.04.2019	AGM	✓	✓	✓	✗	⊕	✓	✓	✓	✓	✓				
Sulzer	03.04.2019	AGM	✓	✓	✗	✓	✗	✓	⊕	✗	✓	✓				
Sunrise	10.04.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Swiss Prime Site	26.03.2019	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✗	✓	✓			
Temenos	15.05.2019	AGM	✓	✓		✗	✗	✓	✓	✓	✗	✓	✓			
Valiant	16.05.2019	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Vifor Pharma	08.05.2019	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✗	✓				

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	33	28	99.8 %
Allocation of income	41	36	99.8 %
Remuneration report (advisory vote)	24	22	87.7 %
Board remuneration amount	34	30	93.0 %
Executive remuneration amount	48	40	92.1 %
Discharge	33	28	97.7 %
Board elections	260	231	95.2 %
Elections of remuneration committee	97	86	92.9 %
Auditors	32	28	97.4 %
Elections of the independent proxy	31	27	99.7 %
Share capital increase	10	10	86.2 %
Share capital reduction	5	3	98.1 %
Articles of association	6	6	89.6 %
Miscellaneous	1	0	
All topics	655	575	95.0 %

3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Sunrise	10.04.2019	8.1	Amend articles of association: Reduction of authorised capital for general financing purposes	FOR	59.3 %

3.3 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Sunrise	10.04.2019	3	Discharge board members and executive management	FOR	59.4 %
Clariant	16.10.2018	5	Amend articles of association	OPPOSE	62.1 %
PSP Swiss Property	04.04.2019	5.7	Re-elect Mr. Aviram Wertheim	OPPOSE	64.4 %
Clariant	16.10.2018	1.1	Elect Mr. Abdullah bin Mohammed Alissa	OPPOSE	67.0 %
Clariant	16.10.2018	3.1	Elect Mr. Abdullah bin Mohammed Alissa to the remuneration committee	OPPOSE	68.0 %
Clariant	01.04.2019	5.3.1	Re-elect Mr. Abdullah bin Mohammed Alissa to the remuneration committee	OPPOSE	69.0 %
Partners Group	15.05.2019	4	Advisory vote on the remuneration report	OPPOSE	69.1 %
Clariant	01.04.2019	5.1.1	Re-elect Mr. Abdullah bin Mohammed Alissa	OPPOSE	69.3 %
Allreal	12.04.2019	5.1.f	Re-elect Mr. Peter Mettler	FOR	69.4 %
PSP Swiss Property	04.04.2019	5.5	Re-elect Mr. Nathan Hetz	FOR	72.2 %

4 Detailed voting recommendations

Allreal

12.04.2019

AGM

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	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 99.9 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
5	Elections to the board of directors			
5.1.a	Re-elect Dr. Ralph-Thomas Honegger	FOR	FOR	✓ 100.0 %
5.1.b	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 96.8 %
5.1.c	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 99.3 %
5.1.d	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 100.0 %
5.1.e	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.9 %
5.1.f	Re-elect Mr. Peter Mettler	FOR	FOR	✓ 69.4 %
5.2.a	Elect Dr. Philipp Gmür	FOR	FOR	✓ 89.9 %
5.2.b	Elect Mr. Jürg Stöckli	FOR	FOR	✓ 97.8 %
5.3	Elect Dr. Ralph-Thomas Honegger as chairman of the board	FOR	FOR	✓ 94.6 %
5.4	Elections to the nomination and remuneration committee			
5.4.a	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 79.9 %
5.4.b	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 92.5 %
5.5	Elect Dr. Philipp Gmür to the nomination and remuneration committee	FOR	FOR	✓ 79.8 %
5.6	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.7	Re-election of the auditors	FOR	FOR	✓ 99.9 %
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 78.7 %
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	✓ 98.5 %
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
3	Discharge members of the management board	FOR	FOR	✓ 97.5 %
4	Discharge members of the supervisory board	FOR	FOR	✓ 96.6 %
5	Approve remuneration of the members of the supervisory board	FOR	FOR	✓ 100.0 %
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.4 %
7	Elections to the supervisory board			
7.1	Elect Mr. Brian M. Krzanich	FOR	FOR	✓ 97.8 %
7.2	Re-elect Mr. Loh Kin Wah	FOR	FOR	✓ 93.7 %
8	Approve share buyback programme	FOR	● OPPOSE	✓ 94.8 % The repurchase price can include a significant premium on the market value (30%). The share repurchase replaces the dividend in cash. The length of the authorisation exceeds 24 months.
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	● OPPOSE He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
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	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4	Approve renewal of authorised capital	FOR	FOR	✓ 97.4 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. iur. Andreas Burckhardt as board member and chairman	FOR	FOR	✓ 92.8 %
5.1.2	Re-elect Dr. iur. Andreas Beerli	FOR	FOR	✓ 95.4 %
5.1.3	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 98.0 %
5.1.4	Re-elect Mr. Hugo Lasat	FOR	FOR	✓ 98.1 %
5.1.5	Re-elect Dr. iur. Thomas von Planta	FOR	FOR	✓ 97.9 %
5.1.6	Re-elect Mr. Thomas Pleines	FOR	FOR	✓ 97.7 %
5.1.7	Re-elect Prof. Hans-Jörg Schmidt-Trenz	FOR	FOR	✓ 97.9 %
5.1.8	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 98.2 %
5.1.9	Elect Mr. Christoph Mäder	FOR	FOR	✓ 98.9 %
5.1.10	Elect Dr. iur. Markus R. Neuhaus	FOR	FOR	✓ 99.4 %
5.2	Elections to the remuneration committee			
5.2.1	Elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 98.6 %
5.2.2	Re-elect Mr. Thomas Pleines to the remuneration committee	FOR	FOR	✓ 95.2 %
5.2.3	Re-elect Prof. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 95.6 %
5.2.4	Elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the remuneration committee	FOR	FOR	✓ 97.2 %
5.3	Election of the independent proxy	FOR	FOR	✓ 99.7 %
5.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.3 %
6.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.5 %
6.2.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 94.2 %

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	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	✓ 98.9 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7 %
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	✓ 98.7 %
6	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
7	Re-elect Mr. Reto Donatsch	FOR	FOR	✓ 97.4 %
8	Election of the independent proxy	FOR	FOR	✓ 99.7 %
9	Election of the auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3	Advisory vote on the remuneration report	FOR	FOR	✓ 90.2 %
4	Discharge board members	FOR	FOR	✓ 98.4 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 92.1 %
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Adrian Altenburger	FOR	FOR	✓ 97.0 %
6.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓ 98.5 %
6.1.3	Re-elect Ms. Sandra Emme	FOR	FOR	✓ 99.5 %
6.1.4	Re-elect Dr. oec. Martin Zwyszig	FOR	FOR	✓ 99.5 %
6.2.1	Elect Mr. Urban Linsi	FOR	FOR	✓ 85.2 %
6.3.1	Elect Mr. Patrick Burkhalter as chairman of the board	FOR	FOR	✓ 94.4 %
6.3.2	Re-elect Dr. oec. Martin Zwyszig as deputy chairman of the board	FOR	FOR	✓ 99.6 %
6.4	Elections to the remuneration committee			
6.4.1	Re-elect Prof. Adrian Altenburger to the remuneration committee	FOR	FOR	✓ 98.2 %
6.4.2	Re-elect Ms. Sandra Emme to the remuneration committee	FOR	FOR	✓ 96.3 %
6.5	Election of the independent proxy	FOR	FOR	✓ 96.4 %
6.6	Election of the auditors	FOR	FOR	✓ 94.7 %

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		✓ 99.9 %
4	Elections to the board of directors				
4.1.a	Re-elect Mr. Claude R. Cornaz	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (28.6%).	✓ 78.1 %
4.1.b	Re-elect Ms. Anita Hauser	FOR	FOR		✓ 85.3 %
4.1.c	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 86.2 %
4.1.d	Re-elect Mr. Martin Hirzel	FOR	FOR		✓ 99.8 %
4.1.e	Re-elect Mr. Philip Mosimann as board member and chairman	FOR	FOR		✓ 83.0 %
4.1.f	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR		✓ 81.9 %
4.1.g	Re-elect Mr. Valentin Vogt	FOR	FOR		✓ 98.7 %
4.2	Elections to the remuneration committee				
4.2.a	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Cornaz to the board of directors, he cannot be elected to the committee.	✓ 78.0 %
4.2.b	Re-elect Ms. Anita Hauser to the remuneration committee	FOR	FOR		✓ 85.0 %
4.2.c	Re-elect Mr. Valentin Vogt to the remuneration committee	FOR	FOR		✓ 98.7 %
4.3	Election of the independent proxy	FOR	FOR		✓ 99.8 %
4.4	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 35 years, which exceeds Ethos' guidelines.	✓ 94.0 %
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.0 %
5.2	Advisory vote on the remuneration report	FOR	FOR		✓ 96.0 %
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.7 %
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.5 %

Item	Agenda	Board	Ethos	Result
1	Welcome and opening statements	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
5.1	Approve renewal of authorised capital	FOR	FOR	✓ 74.4 %
5.2	Amend articles of association (Shareholder right to place items on the agenda)	FOR	FOR	✓ 99.5 %
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Valentin Vogt	FOR	FOR	✓ 99.8 %
6.1.2	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 75.6 %
6.1.3	Re-elect Dr. lic. oec. publ. Monika Krüsi Schädle	FOR	FOR	✓ 99.8 %
6.1.4	Re-elect Dr. Stephan Bross	FOR	FOR	✓ 99.8 %
6.1.5	Elect Mr. David Dean	FOR	FOR	✓ 99.7 %
6.2	Re-elect Mr. Valentin Vogt as chairman of the board	FOR	FOR	✓ 95.6 %
6.3	Elections to the nomination and remuneration committee			
6.3.1	Re-elect Dr. Stephan Bross to the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
6.3.2	Elect Dr. lic. oec. publ. Monika Krüsi Schädle to the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.5 %
6.5	Election of the independent proxy	FOR	FOR	✓ 99.8 %
7.1	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 98.8 %
7.2	Advisory vote on the remuneration report	FOR	FOR	✓ 98.8 %
7.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
7.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.8 %

Item	Agenda	Board	Ethos	Result
1	Present annual report, financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
2	Present the reports of the statutory auditor	NON-VOTING	NON-VOTING	
3.1	Approve annual report	FOR	FOR	✓ 99.8 %
3.2	Approve financial statements and consolidated accounts	FOR	FOR	✓ 99.8 %
3.3	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 77.8 % The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.
3.4	Approve allocation of income	FOR	FOR	✓ 99.7 %
3.5	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
5	Elections to the board of directors			
5.1	Elect Mr. Marco Gadola as member and chairman of the board	FOR	● OPPOSE	✓ 86.6 % He holds an excessive number of mandates.
5.2.1	Re-elect Mr. Hans-Kristian Hoejsgaard	FOR	FOR	✓ 99.5 %
5.2.2	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.2 %
5.2.3	Re-elect Dr. Valentin Chapero Rueda	FOR	FOR	✓ 99.5 %
5.2.4	Re-elect Ms. Nathalie Gaveau	FOR	FOR	✓ 99.7 %
5.3.1	Elect Ms. Dijana Kellenberger	FOR	FOR	✓ 99.3 %
5.3.2	Elect Dr. Lukas Morscher	FOR	FOR	✓ 99.5 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Hans-Kristian Hoejsgaard to the remuneration committee	FOR	FOR	✓ 92.2 %
5.4.2	Elect Ms. Dijana Kellenberger to the remuneration committee	FOR	FOR	✓ 99.2 %
6	Re-election of the auditors	FOR	FOR	✓ 99.5 %
7	Re-election of the independent proxy	FOR	FOR	✓ 99.7 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %

Item	Agenda	Board	Ethos		Result
8.2	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 86.1 %
8.3	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 remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>	✓ 86.0 %
9.1	Increase of the 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>	✓ 78.1 %
9.2	Amend articles of association: Employment and mandate contracts	FOR	FOR		✓ 98.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.2 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. oec. Felix A. Weber	FOR	FOR	✓ 99.8 %
5.1.2	Re-elect Prof. Dr. Peter Athanas	FOR	FOR	✓ 99.6 %
5.1.3	Re-elect Mr. Urs Baumann	FOR	FOR	✓ 99.4 %
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	✓ 99.8 %
5.1.7	Re-elect Mr. Ben Tellings	FOR	FOR	✓ 99.6 %
5.2	Re-elect Dr. oec. Felix A. Weber as chairman of the board	FOR	FOR	✓ 99.8 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Urs Baumann to the remuneration committee	FOR	FOR	✓ 99.3 %
5.3.2	Re-elect Ms. Katrina Machin to the remuneration committee	FOR	FOR	✓ 99.5 %
5.3.3	Re-elect Mr. Ben Tellings to the remuneration committee	FOR	FOR	✓ 99.4 %
5.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Re-elect KPMG as auditors	FOR	FOR	✓ 97.9 %
6	Approve renewal of authorised capital	FOR	FOR	✓ 94.3 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 92.9 % The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.

Item	Agenda	Board	Ethos		Result
1	Elections to the board of directors				
1.1	Elect Mr. Abdullah bin Mohammed Alissa	FOR	● OPPOSE	He holds an excessive number of mandates. He is a representative of a significant shareholder who will be sufficiently represented on the board.	✓ 67.0 %
1.2	Elect Mr. Calum MacLean	FOR	● OPPOSE	He holds an excessive number of mandates. He is a representative of a significant shareholder who will be sufficiently represented on the board.	✓ 78.9 %
1.3	Elect Mr. Geoffery Merszei	FOR	FOR		✓ 81.9 %
1.4	Elect Dr. Khaled Hamza Nahas	FOR	FOR		✓ 81.4 %
2	Elect Dr. chem. Hariolf Kottmann as chairman of the board	FOR	FOR		✓ 95.3 %
3	Elections to the remuneration committee				
3.1	Elect Mr. Abdullah bin Mohammed Alissa to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. bin Mohammed Alissa to the board of directors, he cannot be elected to the committee.	✓ 68.0 %
3.2	Elect Dr. Claudia Süssmuth Dyckerhoff to the remuneration committee	FOR	FOR		✓ 98.3 %
3.3	Elect Ms. Susanne Wamsler to the remuneration committee	FOR	FOR		✓ 97.6 %
4	Approval of an increase in the maximum total remuneration of the board of directors	FOR	FOR		✓ 79.1 %
5	Amend articles of association	FOR	● OPPOSE	The proposed maximum number of mandates is considered excessive.	✓ 62.1 %

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		✓ 94.7 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.6 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.2	Approve distribution from the capital contribution reserves	FOR	FOR		✓ 99.9 %
4	Amend articles of association	FOR	FOR		✓ 98.8 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Abdullah bin Mohammed Alissa	FOR	● OPPOSE	He holds an excessive number of mandates. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 69.3 %
5.1.2	Re-elect Dr. chem. Günter von Au	FOR	FOR		✓ 95.8 %
5.1.3	Re-elect Dr. chem. Hariolf Kottmann	FOR	FOR		✓ 94.6 %
5.1.4	Re-elect Mr. Calum MacLean	FOR	● OPPOSE	He holds an excessive number of mandates. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 84.5 %
5.1.5	Re-elect Mr. Geoffery Merszei	FOR	FOR		✓ 91.1 %
5.1.6	Re-elect Dr. Khaled Homza Nahas	FOR	FOR		✓ 87.0 %
5.1.7	Re-elect Dr. iur. Eveline Saupper	FOR	FOR		✓ 99.1 %
5.1.8	Re-elect Mr. Carlo G. Soave	FOR	FOR		✓ 99.2 %
5.1.9	Re-elect Mr. Peter Steiner	FOR	FOR		✓ 97.2 %
5.1.10	Re-elect Dr. Claudia Süßmuth Dyckerhoff	FOR	FOR		✓ 99.5 %
5.1.11	Re-elect Ms. Susanne Wamsler	FOR	FOR		✓ 97.3 %
5.1.12	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 98.3 %
5.2	Re-elect Dr. chem. Hariolf Kottmann as chairman of the board	FOR	FOR		✓ 88.8 %
5.3	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.3.1	Re-elect Mr. Abdullah bin Mohammed Alissa to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. bin Mohammed Alissa to the board of directors, he cannot be elected to the committee.	✓ 69.0 %
5.3.2	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 97.9 %
5.3.3	Re-elect Mr. Carlo G. Soave to the remuneration committee	FOR	FOR		✓ 97.9 %
5.3.4	Re-elect Dr. Claudia Süssmuth Dyckerhoff to the remuneration committee	FOR	FOR		✓ 99.1 %
5.3.5	Re-elect Ms. Susanne Wamsler to the remuneration committee	FOR	FOR		✓ 97.0 %
5.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 95.6 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 88.3 %
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>	✓ 91.9 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 96.6 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
4.1	Elections to the board of directors			
4.1.1	Special meeting for holders of bearer shares			
4.1.1.a	Nominate Mr. Jürg Fedier as representative of bearer shareholders	FOR	FOR	✓ 99.9 %
4.1.1.b	Nominate Mr. Jens Breu as representative of bearer shareholders	FOR	FOR	✓ 99.9 %
4.1.2	Re-elect Dr. sc. techn. Paul J. Hälg as member and chairman of the board	FOR	FOR	✓ 98.3 %
4.1.3	Re-elect Dr. sc. techn. Hanspeter Fässler	FOR	FOR	✓ 95.6 %
4.1.4	Re-elect Mr. Claude R. Cornaz	FOR	FOR	✓ 97.4 %
4.1.5	Re-elect Dr. iur. Gabi Huber	FOR	FOR	✓ 97.2 %
4.1.6	Re-elect Mr. Hanno Ulmer	FOR	FOR	✓ 97.5 %
4.1.7	Re-elect Mr. Zhiqiang Zhang	FOR	FOR	✓ 97.2 %
4.1.8	Elect the candidates nominated by the special meeting (ITEM 4.1.1)			
4.1.8.a	Re-elect Mr. Jürg Fedier	FOR	FOR	✓ 99.2 %
4.1.8.b	Elect Mr. Jans Breu	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	He is not independent (representative of an important shareholder, board tenure of 15 years) and the committee does not include at least 50% independent members. ✓ 94.4 %
4.2.2	Re-elect Dr. iur. Gabi Huber to the remuneration committee	FOR	FOR	✓ 96.6 %
4.2.3	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR	✓ 96.6 %
4.3	Election of the auditors	FOR	FOR	✓ 100.0 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 99.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
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		✓ 82.1 %
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.	✓ 96.2 %
5.1	Elections to the board of directors				
5.1.a.1	Re-elect Dr. iur. Frank Ch. Gulich	FOR	FOR		✓ 99.7 %
5.1.a.2	Re-elect Mr. Adrian T. Keller	FOR	FOR		✓ 99.6 %
5.1.a.3	Re-elect Mr. Andreas W. Keller	FOR	FOR		✓ 99.1 %
5.1.a.4	Re-elect Prof. Dr. Annette Köhler	FOR	FOR		✓ 99.7 %
5.1.a.5	Re-elect Dr. oec. Hans Christoph Tanner	FOR	FOR		✓ 79.3 %
5.1.a.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR		✓ 99.8 %
5.1.b.1	Elect Dr. Wolfgang Baier	FOR	FOR		✓ 99.9 %
5.1.b.2	Elect Mr. Jack Clemons	FOR	FOR		✓ 99.9 %
5.1.c	Elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 98.2 %
5.2	Elect Mr. Adrian T. Keller as chairman of the board	FOR	FOR		✓ 99.6 %
5.3	Elections to the remuneration committee				
5.3.a.1	Re-elect Dr. iur. Frank Ch. Gulich to the remuneration committee	FOR	FOR		✓ 99.4 %
5.3.a.2	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR		✓ 99.5 %
5.3.b	Elect Mr. Andreas W. Keller to the remuneration committee	FOR	FOR		✓ 99.0 %
6	Election of the auditors	FOR	FOR		✓ 99.8 %
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	✓
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 of the board	FOR	FOR	✓
5.1.2	Re-elect Mr. Thomas Oehen-Bühlmann	FOR	FOR	✓
5.1.3	Re-elect Mr. Christian Arnold-Fässler	FOR	FOR	✓
5.1.4	Re-elect Ms. Monique Bourquin	FOR	FOR	✓
5.1.5	Re-elect Ms. Christina Johansson	FOR	FOR	✓
5.1.6	Re-elect Mr. Niklaus Meier	FOR	FOR	✓
5.1.7	Re-elect Ms. Alexandra Post Quillet	FOR	FOR	✓
5.1.8	Re-elect Mr. Franz Steiger	FOR	FOR	✓
5.1.9	Re-elect Ms. Diana Strebel	FOR	FOR	✓
5.2	Elections to the remuneration committee			
5.2.1	Elect Mr. Konrad Graber to the remuneration committee	FOR	FOR	✓
5.2.2	Elect Ms. Monique Bourquin to the remuneration committee	FOR	FOR	✓
5.2.3	Elect Mr. Thomas Oehen-Bühlmann 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	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Reduce share capital via cancellation of shares	FOR	FOR	✓
5	Approve share buyback programme	FOR	● OPPOSE	✓ The ability of the company to pay an attractive dividend is undermined by the repurchase of the shares.
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ The remuneration report is not in line with Ethos' guidelines.
6.2	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.
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
6.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
7	Elections to the board of directors			
7.1	Re-elect Mr. This E. Schneider as chairman of the board	FOR	FOR	✓
7.2	Re-elect Dr. iur. Peter Altorfer	FOR	FOR	✓
7.3	Re-elect Mr. Michael Pieper	FOR	FOR	✓
7.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR	✓
7.5	Re-elect Dr. Reto Müller	FOR	FOR	✓
7.6	Re-elect Mr. Vincent Studer	FOR	FOR	✓
8	Elections to the remuneration committee			
8.1	Re-elect Dr. iur. Peter Altorfer to the remuneration committee	FOR	FOR	✓
8.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR	✓
8.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR	✓
9	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
10	Election of the 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		✓ 99.1 %
3.1	Approve allocation of balance sheet result	FOR	FOR		✓ 99.7 %
3.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.8 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.	✓ 80.5 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 94.7 %
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.	✓ 89.6 %
7.1	Elections to the board of directors				
7.1.a	Re-elect Ms. Daniela Bosshardt-Hengartner	FOR	FOR		✓ 98.7 %
7.1.b	Elect Ms. Daniela Bosshardt-Hengartner as board chairman	FOR	FOR		✓ 98.6 %
7.1.c	Re-elect Prof. Dr. Michel Burnier	FOR	FOR		✓ 98.4 %
7.1.d	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR		✓ 97.9 %
7.1.e	Re-elect Mr. Bertrand Jungo	FOR	FOR		✓ 98.5 %
7.1.f	Re-elect Dr. Philippe Nussbaumer	FOR	FOR		✓ 96.3 %
7.1.g	Re-elect Dr. Andreas Walde	FOR	FOR		✓ 97.9 %
7.1.h	Elect Dr. Markus R. Neuhaus	FOR	FOR		✓ 98.5 %
7.2	Elections to the remuneration committee				
7.2.a	Re-elect Mr. Fritz Hirsbrunner to the remuneration committee	FOR	FOR		✓ 97.0 %
7.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR		✓ 97.7 %
7.2.c	Elect Dr. Andreas Walde to the remuneration committee	FOR	● OPPOSE	He is not independent (General Secretary of Vifor Pharma) and the committee does not include at least 50% independent members.	✓ 89.4 %
7.3	Re-elect Walder Wyss SA as independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
7.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 88.5 %

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 pay-for-performance connection is not demonstrated.	✓ 85.5 %
2	Approve allocation of income and dividend	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 Dr. Hubert Achermann	FOR	FOR		✓ 99.7 %
4.2	Re-elect Prof. Roman Boutellier	FOR	FOR		✓ 94.4 %
4.3	Re-elect Mr. Riet Cadonau	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 73.3 %
4.4	Re-elect Mr. Andreas Koopmann	FOR	FOR		✓ 98.3 %
4.5	Re-elect Mr. Roger Michaelis	FOR	FOR		✓ 99.7 %
4.6	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 98.7 %
4.7	Re-elect Ms. Jasmin Staiblin	FOR	FOR		✓ 98.6 %
4.8	Re-elect Mr. Zhiqiang Zhang	FOR	FOR		✓ 97.7 %
4.9	Elect Mr. Yves Serra	FOR	FOR		✓ 99.2 %
5.1	Re-elect Mr. Andreas Koopmann as chairman of the board	FOR	FOR		✓ 92.3 %
5.2	Elections to the remuneration committee				
5.2.1	Elect Prof. Roman Boutellier to the remuneration committee	FOR	FOR		✓ 95.5 %
5.2.2	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 98.3 %
5.2.3	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR		✓ 97.8 %
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.3 %
7	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 87.9 %
8	Re-election of the auditors	FOR	FOR		✓ 97.0 %
9	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	✓ 99.5 %
2	Approve allocation of income and dividend	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 Dr. Renato Fassbind	FOR	FOR	✓ 99.7 %
4.1.b	Re-elect Mr. Karl Gernandt	FOR	FOR	✓ 94.3 %
4.1.c	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR	✓ 96.6 %
4.1.d	Re-elect Dr. Thomas Staehelin	FOR	● OPPOSE	✓ 89.2 % He has been a member of the board for 41 years, which exceeds Ethos' guidelines. He is a representative of a significant shareholder who is sufficiently represented on the board.
4.1.e	Re-elect Ms. Hauke Stars	FOR	FOR	✓ 98.6 %
4.1.f	Re-elect Dr. Martin Wittig	FOR	FOR	✓ 99.8 %
4.1.g	Re-elect Dr. Jörg Wolle	FOR	FOR	✓ 98.5 %
4.2	Elect Mr. David Kamenetzky	FOR	FOR	✓ 99.8 %
4.3	Re-elect Dr. Jörg Wolle as chairman of the board	FOR	FOR	✓ 94.8 %
4.4	Elections to the remuneration committee			
4.4.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	● OPPOSE	✓ 81.4 % He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	FOR	✓ 84.6 %
4.4.c	Elect Ms. Hauke Stars to the remuneration committee	FOR	FOR	✓ 94.9 %
4.5	Election of the independent proxy	FOR	FOR	✓ 99.9 %
4.6	Re-election of the auditors	FOR	FOR	✓ 99.7 %
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 79.5 % The transparency of the remuneration report is insufficient.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 88.5 %

Item	Agenda	Board	Ethos	Result
5.3	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>✓ 83.4 %</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 86.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
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		✓ 99.8 %
5	Reduction of share capital and participation capital	FOR	FOR		✓ 99.5 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Ernst Tanner as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 26 years, which exceeds Ethos' guidelines.	✓ 88.3 %
6.1.2	Re-elect Mr. Antonio Bulgheroni	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines. He is 76 years old, which exceeds Ethos' guidelines.	✓ 92.9 %
6.1.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	FOR		✓ 95.9 %
6.1.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 97.5 %
6.1.5	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 99.3 %
6.1.6	Re-elect Mr. Silvio W. Denz	FOR	FOR		✓ 99.2 %
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Dr. Rudolf K. Sprüngli to the remuneration committee	FOR	FOR		✓ 81.7 %
6.2.2	Re-elect Mr. Antonio Bulgheroni to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Bulgheroni to the board of directors, he cannot be elected to the committee.	✓ 79.2 %
6.2.3	Elect Mr. Silvio W. Denz to the remuneration committee	FOR	FOR		✓ 92.8 %
6.3	Re-elect Dr. Patrick Schleiffer as independent proxy	FOR	FOR		✓ 99.2 %
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.1 %

Item	Agenda	Board	Ethos		Result
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 92.4 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 94.3 %
8	Adjustment of the conditional capital	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 90.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Advisory vote on executive remuneration	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 80.6 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
5	Elections to the board of directors				
5.A	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 94.1 %
5.B	Re-elect Ms. Wendy Becker	FOR	FOR		✓ 99.5 %
5.C	Re-elect Dr. Edouard Bugnion	FOR	FOR		✓ 99.3 %
5.D	Re-elect Mr. Bracken Darrell	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.9 %
5.E	Re-elect Mr. Guerrino De Luca	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓ 90.9 %
5.F	Re-elect Mr. Didier Hirsch	FOR	FOR		✓ 99.5 %
5.G	Re-elect Dr. Neil Hunt	FOR	FOR		✓ 99.3 %
5.H	Re-elect Ms. Marjorie Lao	FOR	FOR		✓ 99.9 %
5.I	Re-elect Ms. Neela Montgomery	FOR	FOR		✓ 99.9 %
5.J	Elect Mr. Guy Gecht	FOR	FOR		✓ 99.8 %
5.K	Elect Mr. Michael B. Polk	FOR	FOR		✓ 99.8 %
6	Elect Ms. Wendy Becker as board chairman	FOR	FOR		✓ 99.9 %
7	Elections to the remuneration committee				
7.A	Re-elect Dr. Edouard Bugnion to the remuneration committee	FOR	FOR		✓ 94.4 %
7.B	Re-elect Dr. Neil Hunt to the remuneration committee	FOR	FOR		✓ 94.4 %
7.C	Elect Mr. Michael B. Polk to the remuneration committee	FOR	FOR		✓ 99.6 %

Item	Agenda	Board	Ethos		Result
8	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The potential remuneration of the non-executive directors is significantly higher than that of the peer group.</p> <p>The remuneration of the executive member of the board (who is not a member of the executive management) is not in line with Ethos' guidelines.</p>	✓ 92.1 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 82.1 %
10	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8 %
11	Re-elect Etude Regina Wenger & Sarah Keiser-Wüger as independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.3 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 69.1 %
5	Binding votes on the remuneration of the board of directors and the executive management				
5.1	Binding prospective vote on the short-term remuneration of the board of directors for the term of office 2019/2020	FOR	● OPPOSE	The non-executive directors receive options.	✓ 92.5 %
5.2	Binding prospective vote on the revised short-term remuneration of the executive management for 2019	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 95.9 %
5.3	Binding prospective vote on the short-term remuneration of the executive management for 2020	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 96.0 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Steffen Meister (executive) as board member and chairman	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (44.4%).	✓ 95.2 %
6.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 99.6 %
6.1.3	Re-elect Ms. Michelle Felman	FOR	FOR		✓ 99.2 %
6.1.4	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 99.6 %
6.1.5	Re-elect Ms. Grace del Rosario-Castaño	FOR	FOR		✓ 96.1 %
6.1.6	Elect Dr. Martin Strobel	FOR	FOR		✓ 99.8 %
6.1.7	Re-elect Dr. Eric Strutz	FOR	FOR		✓ 97.2 %
6.1.8	Re-elect Mr. Patrick Ward	FOR	FOR		✓ 98.8 %
6.1.9	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 99.5 %
6.2	Elections to the nomination and remuneration committee				
6.2.1	Elect Ms. Michelle Felman to the nomination and remuneration committee	FOR	FOR		✓ 99.2 %

Item	Agenda	Board	Ethos	Result
6.2.2	Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR	✓ 96.7 %
6.2.3	Elect Dr. Martin Strobel to the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
6.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR	✓ 100.0 %
6.4	Re-elect KPMG as auditors	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
5	Elections to the board of directors			
5.1	Re-elect Dr. rer. pol. Luciano Gabriel	FOR	FOR	✓ 76.5 %
5.2	Re-elect Ms. Corinne Denzler	FOR	FOR	✓ 99.8 %
5.3	Re-elect Mr. Adrian Dudle	FOR	FOR	✓ 72.4 %
5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines. ✓ 86.0 %
5.5	Re-elect Mr. Nathan Hetz	FOR	FOR	✓ 72.2 %
5.6	Re-elect Mr. Josef Stadler	FOR	FOR	✓ 93.3 %
5.7	Re-elect Mr. Aviram Wertheim	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 64.4 %
6	Re-elect Dr. rer. pol. Luciano Gabriel as chairman of the board	FOR	FOR	✓ 74.7 %
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. ✓ 86.5 %
7.2	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR	✓ 72.9 %
7.3	Re-elect Mr. Nathan Hetz to the remuneration committee	FOR	FOR	✓ 73.4 %
7.4	Re-elect Mr. Josef Stadler to the remuneration committee	FOR	FOR	✓ 93.2 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.5 %
10	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.7 %
11	Election of the independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.9 %
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	FOR		✓ 97.8 %
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 93.3 %
4.3	Binding vote on the variable remuneration of the board of directors	FOR	● OPPOSE	<p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration of Mr. Napoli and Prof. Dr. Hofstetter (executive members of the board who are not members of the executive management) is excessive.</p>	✓ 89.0 %
4.4	Binding vote on the variable remuneration of the executive management	FOR	● OPPOSE	<p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 96.4 %
Elections to the board of directors					
5.1	Re-elect Mr. Silvio Napoli as board member and chairman	FOR	FOR		✓ 93.9 %
5.2.1	Re-elect Mr. Alfred N. Schindler (chairman emeritus) as board member	FOR	FOR		✓ 94.0 %
5.2.2	Re-elect Prof. Dr. Pius Baschera as board member	FOR	FOR		✓ 94.8 %
5.2.3	Re-elect Mr. Erich Ammann as board member	FOR	● OPPOSE	<p>He was CFO of the company until 2018 and he will chair the audit committee.</p> <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 (27.3%).</p>	✓ 92.0 %

Item	Agenda	Board	Ethos		Result
5.2.4	Re-elect Mr. Luc Bonnard as board member	FOR	FOR		✓ 94.0 %
5.2.5	Re-elect Mr. Patrice Bula as board member	FOR	FOR		✓ 98.8 %
5.2.6	Re-elect Prof. Dr. Monika Bütler as board member	FOR	FOR		✓ 99.3 %
5.2.7	Re-elect Dr. Rudolf W. Fischer as board member	FOR	● OPPOSE	<p>He is not independent (former executive) and the board independence is insufficient (27.3%).</p> <p>He has held an executive function in the company during the last three years and the board includes too many executive directors.</p>	✓ 94.5 %
5.2.8	Re-elect Mr. Anthony Nightingale as board member	FOR	FOR		✓ 92.4 %
5.2.9	Re-elect Mr. Tobias B. Staehelin as board member	FOR	FOR		✓ 96.3 %
5.2.10	Re-elect Ms. Carole Vischer as board member	FOR	FOR		✓ 94.8 %
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Prof. Dr. Pius Baschera to the remuneration committee	FOR	FOR		✓ 92.2 %
5.3.2	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR		✓ 96.2 %
5.3.3	Re-elect Dr. Rudolf W. Fischer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Fischer to the board of directors, he cannot be elected to the committee.	✓ 93.1 %
5.4	Re-elect Dr. Adrian von Segesser as independent proxy	FOR	FOR		✓ 99.5 %
5.5	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 98.4 %

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 balance sheet result	FOR	FOR	✓
4	Approve dividend from capital contributions reserves	FOR	FOR	✓
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ The remuneration report is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ The information provided is insufficient. The maximum amount that can potentially be paid out is higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Dr. Werner J. Bauer	FOR	FOR	✓
6.1.2	Re-elect Mr. Wah-Hui Chu	FOR	FOR	✓
6.1.3	Re-elect Ms. Colleen A. Goggins	FOR	FOR	✓
6.1.4	Re-elect Dr. Mariel Hoch	FOR	FOR	✓
6.1.5	Re-elect Mr. Matthias Währen	FOR	FOR	✓
6.1.6	Re-elect Mr. Nigel Wright	FOR	FOR	✓
6.1.7	Re-elect Mr. Andreas Umbach	FOR	FOR	✓
6.2	Re-elect Mr. Andreas Umbach as board chairman	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Wah-Hui Chu to the remuneration committee	FOR	FOR	✓
6.3.2	Re-elect Ms. Colleen A. Goggins to the remuneration committee	FOR	FOR	✓
6.3.3	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓
7	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓
8	Re-elect PricewaterhouseCoopers as auditors	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	FOR	✓ 81.8 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Robert F. Spoerry as member and chairman of the board	FOR	FOR	✓ 88.7 %
4.1.2	Re-elect Dr. Beat W. Hess	FOR	FOR	✓ 99.5 %
4.1.3	Re-elect Ms. Lynn D. Bleil	FOR	FOR	✓ 90.3 %
4.1.4	Re-elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 81.9 %
4.1.5	Re-elect Dr. Michael Jacobi	FOR	FOR	✓ 95.3 %
4.1.6	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 90.4 %
4.1.7	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 90.4 %
4.1.8	Re-elect Dr. Jinlong Wang	FOR	FOR	✓ 90.6 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 86.1 %
4.2.2	Re-elect Dr. Beat W. Hess to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
4.2.3	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 88.5 %
4.3	Re-election of the auditors	FOR	FOR	✓ 97.9 %
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	✓ 74.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ 80.6 %
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.4 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 99.7 %
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.0 % The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 86.3 %
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 87.0 % The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines. The requested amount does not allow to respect Ethos' guidelines.
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.2 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR	✓ 98.7 %
6.2	Re-elect Ms. Monique Bourquin	FOR	FOR	✓ 98.7 %
6.3	Re-elect Dr. iur. Sebastian Burckhardt	FOR	FOR	✓ 95.4 %
6.4	Re-elect Mr. Ulrich Looser	FOR	FOR	✓ 96.4 %
6.5	Re-elect Dr. sc. techn. Beat E. Lüthi	FOR	FOR	✓ 98.3 %
6.6	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR	✓ 97.5 %
6.7	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 98.8 %
6.8	Elect Mr. Juan-José Gonzalez	FOR	FOR	✓ 99.9 %
7	Elections to the remuneration committee			

Item	Agenda	Board	Ethos	Result
7.1	Re-elect Ms. Monique Bourquin to the remuneration committee	FOR	FOR	✓ 98.6 %
7.2	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	✓ 98.1 %
7.3	Re-elect Dr. h.c. Thomas Straumann to the remuneration committee	FOR	FOR	✓ 98.2 %
8	Election of the independent proxy	FOR	FOR	✓ 99.8 %
9	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. The remuneration report is not in line with Ethos' guidelines.	✓ 74.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 95.7 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 82.0 %
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.	✓ 74.5 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Peter Löscher as board member and chairman	FOR	FOR		✓ 97.6 %
5.2.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 96.4 %
5.2.2	Re-elect Dr. Matthias Bichsel	FOR	FOR		✓ 99.4 %
5.2.3	Re-elect Dr. Lukas Braunschweiler	FOR	FOR		✓ 96.9 %
5.2.4	Re-elect Mr. Mikhail Lifshitz	FOR	FOR		✓ 99.7 %
5.2.5	Re-elect Mr. Marco Musetti	FOR	● OPPOSE	He has attended too few board meetings without satisfactory explanation.	✓ 95.5 %
5.2.6	Re-elect Dr. Gerhard Roiss	FOR	FOR		✓ 99.3 %
6	Elections to the remuneration committee				
6.1.1	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.	✓ 90.8 %

Item	Agenda	Board	Ethos		Result
6.1.2	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Musetti to the board of directors, he cannot be elected to the committee.	✓ 91.3 %
6.1.3	Re-elect Dr. Gerhard Roiss to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.	✓ 91.0 %
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.6 %
8	Re-elect Proxy Voting GmbH independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.4 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 59.4 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Peter Schöpfer	FOR	FOR	✓ 97.9 %
4.1.2	Re-elect Mr. Jesper Ovesen	FOR	FOR	✓ 97.3 %
4.1.3	Re-elect Ms. Robin Bienenstock	FOR	FOR	✓ 99.2 %
4.1.4	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 98.2 %
4.1.5	Re-elect Mr. Michael Krammer	FOR	FOR	✓ 98.2 %
4.1.6	Re-elect Mr. Christoph Vilanek	FOR	FOR	✓ 81.6 %
4.1.7	Re-elect Dr. Peter Kurer	FOR	FOR	✓ 98.4 %
4.1.8	Elect Mr. Ingo Arnold	FOR	FOR	✓ 97.7 %
4.1.9	Re-elect Dr. Peter Kurer as board chairman	FOR	FOR	✓ 98.2 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Peter Schöpfer to the remuneration committee	FOR	FOR	✓ 98.0 %
4.2.2	Re-elect Dr. Peter Kurer to the remuneration committee	FOR	FOR	✓ 97.6 %
4.2.3	Re-elect Mr. Christoph Vilanek to the remuneration committee	FOR	FOR	✓ 80.9 %
4.2.4	Re-elect Mr. Michael Krammer to the remuneration committee	FOR	FOR	✓ 98.0 %
4.2.5	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR	✓ 98.1 %
4.2.6	Re-elect Mr. Peter Schöpfer as chairman of the remuneration committee	FOR	FOR	✓ 97.9 %
5	Elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0 %
6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.6 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 97.1 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9 %
7.3	Binding prospective vote on the total remuneration of the executive management for 2020	FOR	FOR	✓ 77.7 %

Item	Agenda	Board	Ethos	Result
7.4	Binding prospective vote on the increased total remuneration of the executive management for 2019	FOR	FOR	✓ 77.7 %
8.1	Amend articles of association: Reduction of authorised capital for general financing purposes	FOR	FOR	✗ 59.3 %
8.2	Amend articles of association: Renewal of authorised capital for employee participation	FOR	FOR	✓ 81.6 %
8.3	Amend articles of association: General remuneration principles	FOR	FOR	✓ 78.7 %
8.4	Amend articles of association: Change of registered office	FOR	FOR	✓ 99.9 %

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	✓ 91.3 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
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	✓ 92.2 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.5 %
7	Approve increase of authorised capital	FOR	FOR	✓ 99.0 %
8.1	Elections to the board of directors			
8.1.1	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 99.3 %
8.1.2	Re-elect Dr. sc. tech. Barbara Frei-Spreiter	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 89.8 %
8.1.3	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR	✓ 92.6 %
8.1.4	Re-elect Mr. Mario F. Seris	FOR	FOR	✓ 99.2 %
8.1.5	Re-elect Mr. Thomas Studhalter	FOR	FOR	✓ 99.6 %
8.1.6	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	FOR	✓ 98.6 %
8.1.7	Elect Dr. iur. Gabrielle Nater-Bass	FOR	FOR	✓ 99.9 %
8.2	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli as chairman of the board	FOR	FOR	✓ 98.6 %
8.3	Elections to the remuneration committee			
8.3.1	Re-elect Mr. Christopher M. Chambers to the remuneration committee	FOR	FOR	✓ 83.8 %
8.3.2	Re-elect Dr. sc. tech. Barbara Frei-Spreiter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. sc. tech. Frei to the board of directors, she cannot be elected to the committee. ✓ 89.7 %
8.3.3	Elect Dr. iur. Gabrielle Nater-Bass to the remuneration committee	FOR	FOR	✓ 99.7 %
8.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
8.5	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.	✓ 89.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.2 %
2	Approve allocation of income	FOR	FOR		✓ 100.0 %
3	Dividend from capital contribution reserves	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.4 %
5	Approve renewal of authorised capital	FOR	FOR		✓ 97.2 %
6.1	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.	✓ 93.2 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.	✓ 83.6 %
7	Elections to the board of directors				
7.1	Re-elect Mr. Andreas Andreades as board member and chairman	FOR	FOR		✓ 98.0 %
7.2	Re-elect Mr. Sergio Giacoletto-Roggio	FOR	FOR		✓ 99.5 %
7.3	Re-elect Mr. George Koukis	FOR	FOR		✓ 83.0 %
7.4	Re-elect Mr. Ian Robert Cookson	FOR	FOR		✓ 83.4 %
7.5	Re-elect Mr. Thibault de Tersant	FOR	FOR		✓ 99.9 %
7.6	Re-elect Mr. Erik Hansen	FOR	FOR		✓ 84.1 %
7.7	Re-elect Ms. Amy Yip Yok Tak	FOR	FOR		✓ 99.4 %
7.8	Re-elect Dr. Peter Spenser	FOR	FOR		✓ 99.9 %
8	Elections to the remuneration committee				
8.1	Re-elect Mr. Sergio Giacoletto-Roggio to the remuneration committee	FOR	FOR		✓ 91.8 %
8.2	Re-elect Mr. Ian Robert Cookson to the remuneration committee	FOR	FOR		✓ 76.3 %
8.3	Re-elect Mr. Erik Hansen to the remuneration committee	FOR	FOR		✓ 76.5 %
8.4	Re-elect Ms. Amy Yip Yok Tak to the remuneration committee	FOR	FOR		✓ 91.9 %

Item	Agenda	Board	Ethos		Result
9	Election of the independent proxy	FOR	FOR		✓ 99.8 %
10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 93.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 94.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.3 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.3 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.8 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 91.0 %
5.3	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 95.4 %
6	Elections to the board of directors			
6.1.1	Re-elect Mr. Jürg Bucher as board member and chairman	FOR	FOR	✓ 95.5 %
6.1.2	Re-elect Prof. Dr. Christoph B. Bühler	FOR	FOR	✓ 98.6 %
6.1.3	Re-elect Ms. Barbara Artmann	FOR	FOR	✓ 98.5 %
6.1.4	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR	✓ 98.3 %
6.1.5	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 98.5 %
6.1.6	Re-elect Ms. Nicole Pauli	FOR	FOR	✓ 98.5 %
6.1.7	Re-elect Ms. Franziska von Weissenfluh	FOR	FOR	✓ 98.1 %
6.2	Elect Mr. Markus Gygax	FOR	FOR	✓ 97.7 %
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee	FOR	FOR	✓ 97.9 %
7.2	Re-elect Mr. Jean-Baptiste Beuret to the nomination and remuneration committee	FOR	FOR	✓ 98.0 %
7.3	Re-elect Mr. Jürg Bucher to the nomination and remuneration committee	FOR	FOR	✓ 93.5 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.9 %
9	Re-elect Fellmann Tschümperlin Löscher AG as independent proxy	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.7 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 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.	✓ 92.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓ 95.1 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Etienne Jornod as board chairman	FOR	● OPPOSE	He is also CEO in all but name and the combination of functions is permanent.	✓ 95.3 %
6.1.b	Re-elect Prof. Dr. Michel Burnier	FOR	FOR		✓ 99.7 %
6.1.c	Re-elect Dr. Romeo Cerutti	FOR	FOR		✓ 99.7 %
6.1.d	Re-elect Mr. Jacques Theurillat	FOR	FOR		✓ 99.6 %
6.1.e	Re-elect Dr. Gianni Zampieri	FOR	FOR		✓ 99.8 %
6.1.f	Elect Dr. Sue Mahony	FOR	FOR		✓ 99.7 %
6.1.g	Elect Ms. Kim Stratton	FOR	FOR		✓ 99.0 %
6.2	Elections to the remuneration committee				
6.2.a	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR		✓ 99.3 %
6.2.b	Elect Dr. Romeo Cerutti to the remuneration committee	FOR	FOR		✓ 99.3 %
6.2.c	Elect Dr. Sue Mahony to the remuneration committee	FOR	FOR		✓ 99.4 %
6.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
6.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	<p>✓ 90.0 %</p>

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