

Q1 | 2023

General meetings of SPI companies

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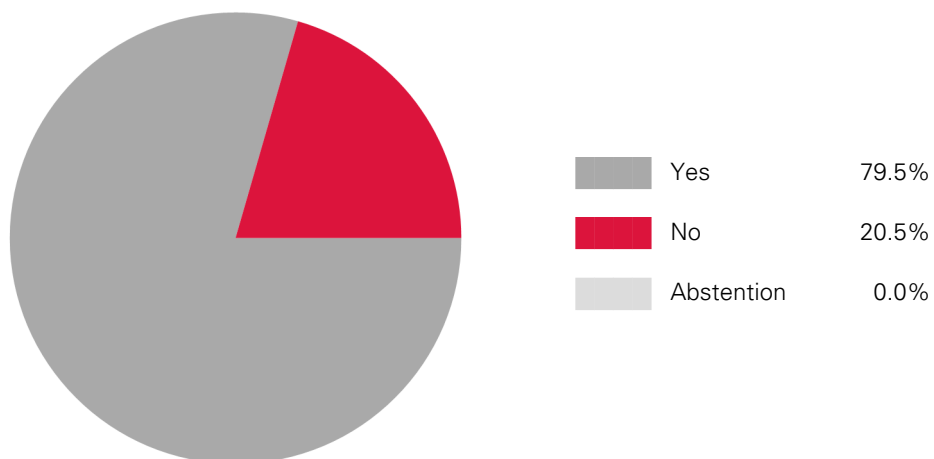
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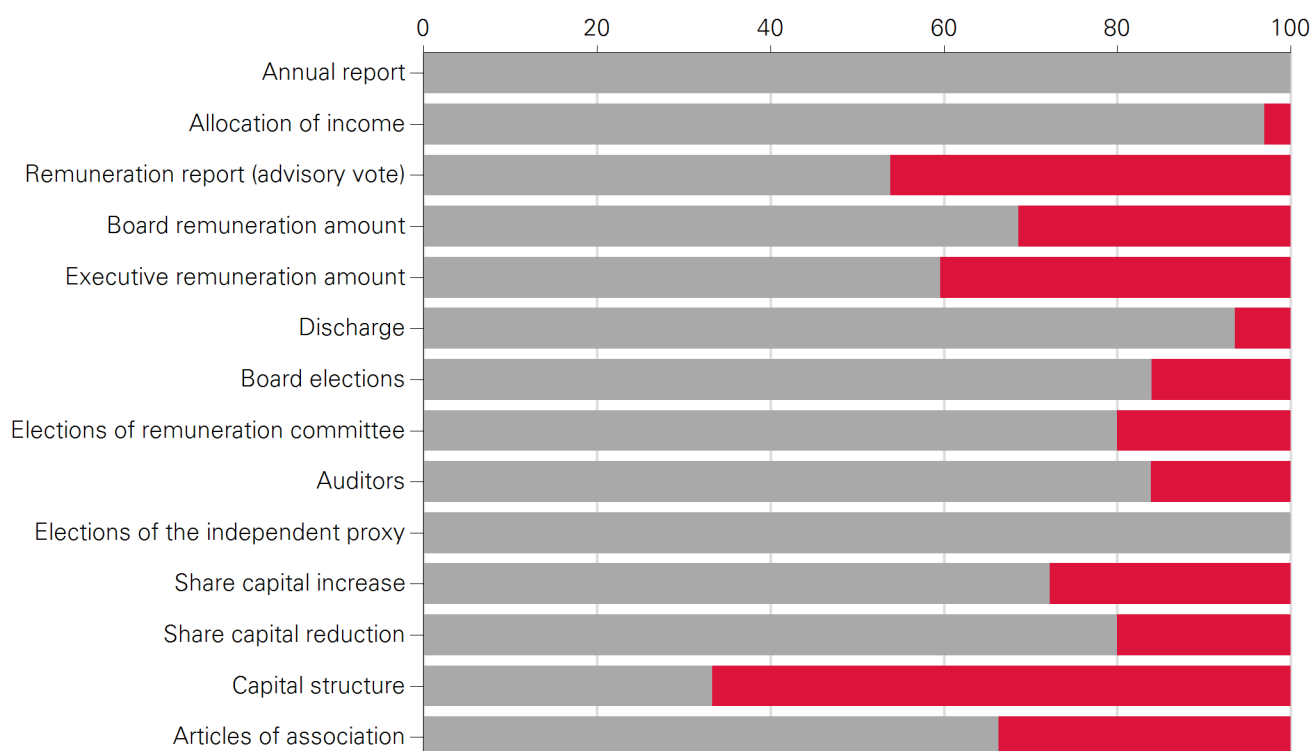
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	31	732	590	142	0
Extraordinary general meetings	1	13	2	11	0
Total	32	745	592	153	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	32	100.0%	0	0.0%	0	0.0%	32
Allocation of income	32	97.0%	1	3.0%	0	0.0%	33
Remuneration report (advisory vote)	14	53.8%	12	46.2%	0	0.0%	26
Board remuneration amount	24	68.6%	11	31.4%	0	0.0%	35
Executive remuneration amount	28	59.6%	19	40.4%	0	0.0%	47
Discharge	29	93.5%	2	6.5%	0	0.0%	31
Board elections	209	83.9%	40	16.1%	0	0.0%	249
Elections of remuneration committee	80	80.0%	20	20.0%	0	0.0%	100
Auditors	26	83.9%	5	16.1%	0	0.0%	31
Elections of the independent proxy	31	100.0%	0	0.0%	0	0.0%	31
Share capital increase	13	72.2%	5	27.8%	0	0.0%	18
Share capital reduction	4	80.0%	1	20.0%	0	0.0%	5
Capital structure	1	33.3%	2	66.7%	0	0.0%	3
Articles of association	69	66.3%	35	33.7%	0	0.0%	104

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
ABB	23.03.2023	AGM	✓	✓	✗	✓	✗	✓	○	✓	✓	✓	✓			○
Also	17.03.2023	AGM	✓	✓	✗	✗	○	✗	○	✗	✓	✓				✓
Autoneum	23.03.2023	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓	✓			○
BB Biotech	23.03.2023	AGM	✓	✓		✗		✓	○	○	✓	✓				○
Belimo	27.03.2023	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Bellevue Group	21.03.2023	AGM	✓	✓	✗	✗	○	✓	✓	✓	✗	✓				○
Bergbahnen Engelberg-Trübsee-Titlis	24.02.2023	AGM	✓	✓		✓	✓	✓	○	○	✓	✓				
CPH	14.03.2023	AGM	✓	✓	✗	✗	✗	✓	○	○	✗	✓				○
Dätwyler	07.03.2023	AGM	✓	✓	✓	✓	✗	✓	○	○	✓	✓				✗
DKSH	16.03.2023	AGM	✓	✓		✓	✗	✓	○	✓	✓	✓	✓			○
Forbo	30.03.2023	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓		✗		
Givaudan	23.03.2023	AGM	✓	✓	✓	✓	○	✓	○	✓	✓	✓	✓			○
Huber+Suhner	29.03.2023	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				○
Hypothekarbank Lenzburg	18.03.2023	AGM	✓	✓		✓	✓	✓	○	○	✗	✓				✓
Implenia	28.03.2023	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓				○
Ina Invest Holding	29.03.2023	AGM	✓	✓	✓	✓	✓	✓	○	✓	✓	✓	✓			○
Inficon	30.03.2023	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓	✓			○
Intershop	30.03.2023	AGM	✓	✓	✗	✓	✗	✗	✓	✓	✗	✓				
Leonteq	30.03.2023	AGM	✓	✓	✗	✓	○	✓	✓	✓	✓	✓	✗			○
Meier Tobler	13.03.2023	AGM	✓	✓	✗	✓	✓	✓	○	○	✓	✓		✓		○
Novartis	07.03.2023	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓		✓		○
Novavest Real Estate	22.03.2023	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓		✗
OC Oerlikon Corporation	21.03.2023	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
Roche	14.03.2023	AGM	✓	✓	✗	✗	✗	✓	✓	⦿	✓	✓				⦿
Schaffner	10.01.2023	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				⦿
Schindler	28.03.2023	AGM	✓	✓		⦿	⦿	✓	⦿	⦿	✓	✓				✓
SGS	28.03.2023	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	⦿
Sika	28.03.2023	AGM	✓	✓	✓	✓	✓	✓	⦿	✓	✓	✓	✓			⦿
Swiss Prime Site	21.03.2023	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			⦿
Swisscom	28.03.2023	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				⦿
Talenthuse	13.01.2023	EGM							⦿				✗		✗	✗
Zehnder Group	23.03.2023	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	32	32	99.7%
Allocation of income	33	33	99.6%
Remuneration report (advisory vote)	26	26	88.2%
Board remuneration amount	35	35	95.2%
Executive remuneration amount	47	47	94.0%
Discharge	31	31	97.6%
Board elections	249	246	95.0%
Elections of remuneration committee	100	100	92.8%
Auditors	31	31	98.1%
Elections of the independent proxy	31	31	99.4%
Share capital increase	18	18	86.6%
Share capital reduction	5	5	98.3%
Capital structure	3	3	81.2%
Articles of association	104	104	95.6%
All topics	745	742	95.1%

3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Leonteq	30.03.2023	3.1	Creation of a capital band	OPPOSE	51.8%
SGS	28.03.2023	6.2	Creation of a capital band	FOR	55.1%

3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos
Talenthouse	13.01.2023	3.1.3	Elect Mr. Peter Wild	FOR
Talenthouse	13.01.2023	3.1.1	Elect Dr. Marcel Reichart as board member and chairman	FOR
Talenthouse	13.01.2023	3.1.2	Elect Mr. Jeremy Banks	OPPOSE

3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Swiss Prime Site	21.03.2023	5.4	Amend articles of association: Virtual general meeting	OPPOSE	59.1%
Forbo	30.03.2023	5.1	Advisory vote on the remuneration report	OPPOSE	60.3%
Givaudan	23.03.2023	6.1.6	Re-elect Mr. Tom Knutzen	OPPOSE	67.2%
Huber+Suhner	29.03.2023	6	Advisory vote on the remuneration report	FOR	67.9%
Talenthouse	13.01.2023	1.2.3	Amend articles of association (conditional resolution): conditional capital	OPPOSE	70.2%
Talenthouse	13.01.2023	1.2.2	Creation of a capital band (conditional resolution)	OPPOSE	71.7%
Talenthouse	13.01.2023	2.2.3	Amend articles of association (conditional resolution): conditional capital	OPPOSE	71.7%
Talenthouse	13.01.2023	2.2.2	Creation of a capital band (conditional resolution)	OPPOSE	71.8%
ABB	23.03.2023	3	Discharge board members and executive management	FOR	71.8%
Talenthouse	13.01.2023	2.1	Reduction of capital by reduction of nominal value and simultaneous capital increase (alternative proposal)	OPPOSE	71.8%

4 Detailed voting recommendations

ABB

23.03.2023

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.8%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.5%
3	Discharge board members and executive management	FOR	FOR		✓ 71.8%
4	Approve allocation of income and dividend	FOR	FOR		✓ 98.8%
5.1	Articles of association: shares and capital structure	FOR	FOR		✓ 98.8%
5.2	Articles of association: restrictions on registration	FOR	FOR		✓ 98.8%
5.3	Articles of association: general meetings	FOR	FOR		✓ 98.8%
5.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 76.6%
5.5	Articles of association: board and remuneration	FOR	FOR		✓ 98.2%
6	Creation of a capital band	FOR	FOR		✓ 96.7%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.9%
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.	✓ 93.7%
8	Elections to the board of directors				
8.1	Re-elect Mr. Gunnar Brock	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 94.8%
8.2	Re-elect Mr. David E. Constable	FOR	FOR		✓ 96.4%
8.3	Re-elect Mr. Frederico F. Curado	FOR	FOR		✓ 98.6%
8.4	Re-elect Mr. Lars Förberg	FOR	FOR		✓ 97.1%
8.5	Elect Ms. Denise Johnson	FOR	FOR		✓ 95.6%
8.6	Re-elect Ms. Jennifer Xin-Zhe Li	FOR	FOR		✓ 97.5%
8.7	Re-elect Ms. Geraldine Matchett	FOR	FOR		✓ 98.7%
8.8	Re-elect Mr. David Meline	FOR	FOR		✓ 98.7%
8.9	Re-elect Mr. Jacob Wallenberg	FOR	FOR		✓ 96.0%
8.10	Re-elect Mr. Peter R. Voser as board member and chairman	FOR	FOR		✓ 91.1%
9	Elections to the remuneration committee				

Item	Agenda	Board	Ethos	Result
9.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	✓ 96.0%
9.2	Re-elect Mr. Frederico F. Curado to the remuneration committee	FOR	FOR	✓ 96.7%
9.3	Re-elect Ms. Jennifer Xin-Zhe Li to the remuneration committee	FOR	FOR	✓ 97.3%
10	Re-elect Zehnder Bolliger & Partner as independent proxy	FOR	FOR	✓ 97.6%
11	Re-elect KPMG as auditors	FOR	FOR	✓ 98.6%

Also

17.03.2023

AGM

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.	✓ 76.8%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 90.9%
5	Amend articles of association	FOR	FOR		✓ 98.4%
6	Binding votes on the remuneration of the board of directors and the executive management				
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive excessive consultancy fees in a regular manner.	✓ 93.2%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.5%
6.3	Binding prospective vote on the total variable 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 and administration of the plan. The requested amount does not allow to respect Ethos' guidelines.	✓ 77.1%
7.1	Elections to the board of directors				
7.1.a	Re-elect Prof. Dr. Peter Athanas	FOR	● OPPOSE	He is chairman of the nomination committee and the renewal and composition of the board are unsatisfactory. He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 87.0%
7.1.b	Re-elect Mr. Walter P.J. Droege	FOR	FOR		✓ 87.6%
7.1.c	Re-elect Mr. Frank Tanski	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 12 years, business connections) and the board independence is insufficient (33.3%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 88.7%

Also

17.03.2023

AGM

Item	Agenda	Board	Ethos		Result
7.1.d	Re-elect Dr. Ernest-W. Droege	FOR	FOR		✓ 96.2%
7.1.e	Re-elect Mr. Thomas Fürer	FOR	FOR		✓ 99.9%
7.1.f	Re-elect Prof. Dr. Ing. Gustavo Möller-Hergt	FOR	● OPPOSE	He has permanent operational functions (CEO).	✓ 86.8%
7.2	Re-elect Prof. Dr. Ing. Gustavo Möller-Hergt as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Ing. Möller-Hergt to the board of directors, Ethos cannot approve Prof. Dr. Ing. Möller-Hergt as chairman. He is also CEO and the combination of functions is not strictly limited in time.	✓ 81.5%
7.3	Elections to the remuneration committee				
7.3.a	Re-elect Prof. Dr. Peter Athanas to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Athanas to the board of directors, Ethos cannot approve Prof. Dr. Athanas to the committee.	✓ 78.6%
7.3.b	Re-elect Mr. Walter P.J. Droege to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 80.3%
7.3.c	Re-elect Mr. Frank Tanski to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tanski to the board of directors, Ethos cannot approve Mr. Tanski to the committee.	✓ 78.3%
7.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.9%
7.5	Re-elect Dr. Adrian von Segesser as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
II	Specific instruction				
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Approve allocation of income and dividend	FOR	FOR		✓ 98.7%
3	Discharge board members and executive management	FOR	FOR		✓ 98.4%
4	Elections to the board of directors				
4.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR		✓ 87.0%
4.2	Re-elect Ms. Liane Hirner	FOR	FOR		✓ 96.5%
4.3	Re-elect Mr. Norbert Indlekofer	FOR	FOR		✓ 93.6%
4.4	Re-elect Mr. Michael Pieper	FOR	FOR		✓ 95.1%
4.5	Re-elect Mr. Oliver Streuli	FOR	FOR		✓ 92.2%
4.6	Re-elect Mr. Ferdinand Stutz	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the board independence is insufficient (33.3%).	✓ 87.6%
5	Re-elect Mr. Hans-Peter Schwald as board chairman	FOR	FOR		✓ 88.9%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Norbert Indlekofer to the remuneration committee	FOR	FOR		✓ 82.9%
6.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR		✓ 81.0%
6.3	Re-elect Mr. Oliver Streuli to the remuneration committee	FOR	FOR		✓ 82.8%
6.4	Re-elect Mr. Ferdinand Stutz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Stutz to the board of directors, Ethos cannot approve Mr. Stutz to the committee.	✓ 81.2%
7	Re-elect KPMG as auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.	✓ 91.3%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR		✓ 99.7%
9	Advisory vote on the remuneration report	FOR	FOR		✓ 85.6%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.8%
11	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.8%
12	Amendments to the articles of association				
12.1	Amend articles of association: Sustainability	FOR	FOR		✓ 99.0%
12.2	Creation of a capital band	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos		Result
12.3	Amend articles of association: General meetings	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.0%
12.4	Amend articles of association: Shareholders' rights	FOR	FOR		✓ 99.3%
12.5	Amend articles of association: Formal adjustments	FOR	FOR		✓ 99.4%

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		✓ 98.6%
3	Discharge board members	FOR	FOR		✓ 97.0%
4	Elections to the board of directors				
4.1	Re-elect Dr. Erich Hunziker as member and chairman of the board	FOR	FOR		✓ 97.4%
4.2	Re-elect Dr. Clive A. Meanwell	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines.	✓ 82.6%
4.3	Re-elect Dr. Laura J. Hamill	FOR	FOR		✓ 89.4%
4.4	Re-elect Dr. Pearl S. Huang	FOR	FOR		✓ 97.2%
4.5	Re-elect Prof. Dr. Mads Krogsgaard Thomsen	FOR	FOR		✓ 97.8%
4.6	Re-elect Dr. Thomas von Planta	FOR	FOR		✓ 98.1%
5	Elections to the remuneration committee				
5.1	Re-elect Dr. Clive A. Meanwell to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Meanwell to the board of directors, Ethos cannot approve Dr. Meanwell to the committee.	✓ 81.8%
5.2	Re-elect Prof. Dr. Mads Krogsgaard Thomsen to the remuneration committee	FOR	FOR		✓ 96.8%
6	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 84.9%
7	Re-elect Walder Wyss AG as independent proxy	FOR	FOR		✓ 98.7%
8	Re-elect Deloitte as auditors	FOR	FOR		✓ 97.6%
9	Amendments to the articles of association				
9.1	Amend articles of association: Equity Capital and Shares	FOR	FOR		✓ 98.2%
9.2	Amend articles of association: Shareholder Rights, General Meeting of Shareholders and Notices	FOR	FOR		✓ 98.2%
9.3	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 80.6%
9.4	Amend articles of association: Board of Directors, Compensation and Mandates	FOR	FOR		✓ 97.0%

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	✓ 99.4%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 94.9%
4	Discharge board members	FOR	FOR	✓ 98.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.2%
6.1-6.2	Elections to the board of directors			
6.1.1	Re-elect Prof. Adrian Altenburger	FOR	FOR	✓ 99.3%
6.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓ 94.2%
6.1.3	Re-elect Ms. Sandra Emme	FOR	FOR	✓ 95.4%
6.1.4	Re-elect Mr. Urban Linsi	FOR	FOR	✓ 97.0%
6.1.5	Re-elect Mr. Stefan Ranstrand	FOR	FOR	✓ 98.2%
6.1.6	Re-elect Dr. Martin Zwyszig	FOR	FOR	✓ 98.5%
6.2.1	Elect Ms. Ines Pöschel	FOR	FOR	✓ 96.9%
6.3.1	Re-elect Mr. Patrick Burkhalter as board chairman	FOR	FOR	✓ 95.8%
6.3.2	Re-elect Dr. Martin Zwyszig as vice chairman of the board	FOR	FOR	✓ 98.7%
6.4	Elections to the nomination and remuneration committee			
6.4.1	Re-elect Ms. Sandra Emme to the nomination and remuneration committee	FOR	FOR	✓ 91.7%
6.4.2	Re-elect Mr. Urban Linsi to the nomination and remuneration committee	FOR	FOR	✓ 96.4%
6.4.3	Elect Mr. Stefan Ranstrand to the nomination and remuneration committee	FOR	FOR	✓ 98.1%
6.4.4	Elect Ms. Ines Pöschel to the nomination and remuneration committee	FOR	FOR	✓ 94.3%
6.5	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.7%
6.6	Elect Ernst & Young as auditors	FOR	FOR	✓ 99.2%

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		✓ 99.9%
3	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 structure is not in line with Ethos' guidelines.</p>	✓ 86.8%
4	Discharge board members and executive management	FOR	FOR		✓ 99.8%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Veit de Maddalena	FOR	FOR		✓ 98.5%
5.1.2	Re-elect Ms. Katrin Wehr-Seiter	FOR	FOR		✓ 96.6%
5.1.3	Re-elect Prof. Dr. Urs Schenker	FOR	FOR		✓ 98.8%
5.1.4	Elect Ms. Barbara Angehrn Pavik	FOR	FOR		✓ 98.1%
5.2	Re-elect Mr. Veit de Maddalena as board chairman	FOR	FOR		✓ 96.9%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Ms. Katrin Wehr-Seiter to the remuneration committee	FOR	FOR		✓ 94.5%
5.3.2	Re-elect Mr. Veit de Maddalena to the remuneration committee	FOR	FOR		✓ 95.3%
5.3.3	Elect Ms. Barbara Angehrn Pavik to the remuneration committee	FOR	FOR		✓ 96.9%
5.4	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR		✓ 99.9%
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 95.0%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 93.0%
6.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 93.0%
6.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR		✓ 97.8%
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The level of variable remuneration does not allow confirmation of the link between pay and performance.	✓ 94.8%
7	Amend articles of association				

Item	Agenda	Board	Ethos		Result
7.1	Amend articles of association: share capital	FOR	FOR		✓ 99.8%
7.2	Amend articles of association: remuneration policy	FOR	● OPPOSE	The proposed non-compete clause increases the amount that can be paid and is therefore not in the interest of the shareholders.	✓ 96.6%
7.3	Amend articles of association: shareholders' rights and general meetings	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification and makes it more difficult to change the external auditor. Therefore, it has a negative impact on the rights of the shareholders.	✓ 87.9%
7.4	Amend articles of association: board of directors and editorial changes	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7%
2	Discharge board members and executive management	FOR	FOR		✓ 96.9%
3	Approve allocation of income	FOR	FOR		✓ 97.0%
4.1	Elections to the board of directors				
4.1.a	Re-elect Dr. Christoph Baumgartner	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (42.9%). He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 91.2%
4.1.b	Re-elect Ms. Dominique Gisin	FOR	FOR		✓ 93.0%
4.1.c	Re-elect Mr. Martin Odermatt	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 86.6%
4.1.d	Re-elect Mr. Markus Thumiger	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%). He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 89.2%
4.1.e	Re-elect Mr. Hans Wicki	FOR	FOR		✓ 81.8%
4.1.f	Re-elect Mr. Guido Zumbühl	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 86.5%
4.1.g	Re-elect Mr. Patrick Zwysig	FOR	FOR		✓ 93.3%
4.2	Re-elect Mr. Hans Wicki as board chairman	FOR	FOR		✓ 81.8%
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Markus Thumiger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Thumiger to the board of directors, Ethos cannot approve Mr. Thumiger to the committee.	✓ 88.5%
4.3.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	FOR		✓ 81.9%
4.3.c	Re-elect Mr. Guido Zumbühl to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, Ethos cannot approve Mr. Zumbühl to the committee.	✓ 88.2%
4.4	Re-elect BDO as auditors	FOR	FOR		✓ 97.6%
4.5	Re-elect Ms. Brigitte Scheuber as independent proxy	FOR	FOR		✓ 97.9%
5	Binding votes on the remuneration of the board of directors and the executive management				

Item	Agenda	Board	Ethos	Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 81.6%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 81.1%

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	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 93.4%
4.2	Binding prospective vote on the total remuneration of the executive management for 2024	FOR	● OPPOSE	The information provided is insufficient.	✓ 96.9%
4.3	Increase the total remuneration of the executive management for 2023	FOR	● OPPOSE	The information provided is insufficient.	✓ 95.4%
4.4	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 95.0%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Kaspar Kelterborn	FOR	FOR		✓ 98.8%
5.1.2	Re-elect Dr. Claudine Mollenkopf	FOR	FOR		✓ 99.9%
5.1.3	Re-elect Mr. Peter Schaub	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 94.6%
5.1.4	Re-elect Mr. Tim Talaat-Schnorf	FOR	● OPPOSE	He is chairman of the nomination committee, is not independent and the committee independence is insufficient.	✓ 95.1%
5.1.5	Re-elect Mr. Manuel Werder	FOR	FOR		✓ 97.6%
5.1.6	Re-elect Mr. Christian Wipf	FOR	FOR		✓ 99.5%
5.2	Re-elect Mr. Peter Schaub as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, Ethos cannot approve Mr. Schaub as chairman.	✓ 95.8%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Dr. Claudine Mollenkopf to the nomination and remuneration committee	FOR	FOR		✓ 99.1%
5.3.2	Re-elect Mr. Peter Schaub to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, Ethos cannot approve Mr. Schaub to the committee.	✓ 95.5%
5.3.3	Re-elect Mr. Tim Talaat-Schnorf to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Talaat-Schnorf to the board of directors, Ethos cannot approve Mr. Talaat-Schnorf to the committee.	✓ 94.0%
5.3.4	Re-elect Mr. Christian Wipf to the nomination and remuneration committee	FOR	FOR		✓ 98.2%

Item	Agenda	Board	Ethos		Result
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 52 years, which exceeds Ethos' guidelines.	✓ 94.5%
5.5	Re-elect Adlegem Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.6%
6	Amendments to the articles of association				
6.1	Adaptations to the new company law and best practice	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 98.0%
6.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 94.0%
6.3	Amend articles of association: company purpose	FOR	FOR		✓ 96.8%
6.4	Amend articles of association: share register and nominee provisions	FOR	FOR		✓ 97.2%
6.5	Amend articles of association: editorial amendments	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		✓ 99.1%
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	Special meeting for holders of bearer shares				
4.1.1	Re-nominate Mr. Jens Breu as representative of bearer shareholders	FOR	FOR		✓ 100.0%
4.1.2	Re-nominate Mr. Martin Hirzel as representative of bearer shareholders	FOR	FOR		✓ 100.0%
4.1.3	Re-nominate Dr. Judith van Walsum as representative of bearer shareholders	FOR	FOR		✓ 100.0%
4.2	Re-elect Dr. Paul J. Hälg as board member and chairman	FOR	FOR		✓ 96.7%
4.3	Re-elect Dr. Hanspeter Fässler	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines.	✓ 94.3%
4.4	Re-elect Mr. Claude R. Cornaz	FOR	FOR		✓ 97.6%
4.5	Re-elect Mr. Jürg Fedier	FOR	FOR		✓ 93.9%
4.6	Re-elect Dr. Gabi Huber	FOR	FOR		✓ 92.2%
4.7	Elect the candidates nominated by the special meeting (ITEMS 4.1.1, 4.1.2 and 4.1.3)				
4.7.1	Re-elect Mr. Jens Breu	FOR	FOR		✓ 99.8%
4.7.2	Re-elect Mr. Martin Hirzel	FOR	FOR		✓ 100.0%
4.7.3	Re-elect Dr. Judith van Walsum	FOR	FOR		✓ 100.0%
5	Elections to the nomination and remuneration committee				
5.1	Re-elect Dr. Hanspeter Fässler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Fässler to the board of directors, Ethos cannot approve Dr. Fässler to the committee.	✓ 90.7%
5.2	Re-elect Mr. Claude R. Cornaz to the nomination and remuneration committee	FOR	FOR		✓ 91.8%
5.3	Re-elect Mr. Jens Breu to the nomination and remuneration committee	FOR	FOR		✓ 99.5%
6	Re-elect KPMG as auditors	FOR	FOR		✓ 98.5%
7	Re-elect Mr. Remo Baumann as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9%
8.2	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.	✓ 98.7%
9	Amendments to the articles of association	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 94.1%

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		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.7%
4.1	Amend articles of association: company purpose	FOR	FOR		✓ 99.9%
4.2	Create conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 97.3%
4.3	Amend articles of association: Shares and capital structure	FOR	FOR		✓ 99.9%
4.4	Amend articles of association: Restriction on transferability	FOR	FOR		✓ 99.9%
4.5	Amend articles of association: Shareholder' Rights, General Meeting and Announcements	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 87.8%
4.6	Amend articles of association: Board of Directors, Remuneration and External Mandates	FOR	FOR		✓ 99.9%
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		✓ 96.0%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 85.8%
6	Elections to the board of directors				
6.1.1	Re-elect Dr. Wolfgang Baier	FOR	FOR		✓ 99.3%
6.1.2	Re-elect Mr. Jack Clemons	FOR	FOR		✓ 99.8%
6.1.3	Re-elect Mr. Marco Gadola	FOR	FOR		✓ 87.5%
6.1.4	Re-elect Mr. Adrian T. Keller	FOR	FOR		✓ 92.7%
6.1.5	Re-elect Mr. Andreas W. Keller	FOR	FOR		✓ 95.9%
6.1.6	Re-elect Prof. Dr. Annette G. Köhler	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 95.5%
6.1.7	Re-elect Dr. Hans Christoph Tanner	FOR	FOR		✓ 97.1%
6.1.8	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR		✓ 95.8%
6.1.9	Elect Mr. Gabriel Baertschi	FOR	FOR		✓ 98.7%
6.2	Re-elect Mr. Marco Gadola as board chairman	FOR	FOR		✓ 87.6%
6.3	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos	Result
6.3a.1	Re-elect Mr. Adrian T. Keller to the nomination and remuneration committee	FOR	FOR	✓ 82.0%
6.3a.2	Re-elect Ms. Eunice Zehnder-Lai to the nomination and remuneration committee	FOR	FOR	✓ 86.2%
6.3b	Elect Mr. Gabriel Baertschi to the nomination and remuneration committee	FOR	FOR	✓ 91.4%
7	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.1%
8	Re-elect Mr. Ernst A. Widmer as independent proxy	FOR	FOR	✓ 99.1%

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		✓ 99.4%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Approve share buyback programme	FOR	● OPPOSE	The ability of the company to pay a dividend is critically undermined by the repurchase of the shares.	✓ 94.1%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 60.3%
5.2	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 a peer group.	✓ 90.0%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.2%
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 94.1%
5.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 93.6%
6	Elections to the board of directors				
6.1	Re-elect Mr. This E. Schneider as board member and chairman	FOR	FOR		✓ 82.8%
6.2	Re-elect Dr. Peter Altorfer	FOR	FOR		✓ 77.7%
6.3	Re-elect Mr. Michael Pieper	FOR	FOR		✓ 80.7%
6.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓ 92.7%
6.5	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 97.8%
6.6	Re-elect Mr. Vincent Studer	FOR	FOR		✓ 79.9%
7	Elections to the remuneration committee				
7.1	Re-elect Dr. Peter Altorfer to the remuneration committee	FOR	FOR		✓ 77.7%
7.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR		✓ 92.3%
7.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR		✓ 74.3%
8	Re-elect KPMG as auditors	FOR	FOR		✓ 99.1%
9	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 99.9%

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	FOR		✓ 94.8%
3	Approve allocation of balance sheet result and dividend	FOR	FOR		✓ 99.9%
4	Discharge board members and executive management	FOR	FOR		✓ 99.4%
5	Amendments to the articles of association				
5.1	Amend articles of association: Share capital	FOR	FOR		✓ 99.8%
5.2	Amend articles of association: General meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 86.8%
5.3	Amend articles of association: Board of directors and compensation	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 95.1%
5.4	Amend articles of association: Capital band	FOR	FOR		✓ 96.7%
6	Elections to the board of directors				
6.1.1	Re-elect Mr. Victor W. Balli	FOR	FOR		✓ 95.4%
6.1.2	Re-elect Ms. Ingrid Deltenre	FOR	FOR		✓ 97.6%
6.1.3	Re-elect Dr. Olivier A. Filliol	FOR	FOR		✓ 99.6%
6.1.4	Re-elect Ms. Sophie Gasperment	FOR	FOR		✓ 97.7%
6.1.5	Re-elect Mr. Calvin Grieder as board member and as chairman	FOR	FOR		✓ 91.8%
6.1.6	Re-elect Mr. Tom Knutzen	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 67.2%
6.2	Elect Mr. Roberto Guidetti	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 78.9%
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR		✓ 95.2%
6.3.2	Re-elect Mr. Victor W. Balli to the remuneration committee	FOR	FOR		✓ 95.0%
6.3.3	Elect Dr. Olivier A. Filliol to the remuneration committee	FOR	FOR		✓ 98.8%
6.4	Re-elect Mr. Manuel Isler as independent proxy	FOR	FOR		✓ 98.4%
6.5	Elect KPMG as auditors	FOR	FOR		✓ 99.7%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
7.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.3%

Item	Agenda	Board	Ethos	Result
7.2.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓ 94.0%</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 potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>

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	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Mr. Urs Kaufmann as board member and chairman	FOR	FOR	✓ 97.9%
4.2	Re-elect Dr. Beat Kälin	FOR	FOR	✓ 92.7%
4.3	Re-elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 87.8%
4.4	Re-elect Mr. Rolf Seiffert	FOR	FOR	✓ 98.9%
4.5	Re-elect Dr. Franz Studer	FOR	FOR	✓ 98.6%
4.6	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.7%
4.7	Elect Ms. Marina Bill	FOR	FOR	✓ 99.8%
4.8	Elect Ms. Kerstin Günther	FOR	FOR	✓ 99.6%
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Prof. Dr. Monika Bütler to the nomination and remuneration committee	FOR	FOR	✓ 80.3%
5.2	Re-elect Dr. Beat Kälin to the nomination and remuneration committee	FOR	FOR	✓ 85.0%
5.3	Elect Ms. Marina Bill to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
6	Advisory vote on the remuneration report	FOR	FOR	✓ 67.9%
7.1	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	✓ 95.1%
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.1%
7.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	✓ 99.0%
7.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 93.7%
8	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.7%
9	Re-elect Bratschi AG as independent proxy	FOR	FOR	✓ 99.8%
10	Amendments to the articles of association			
10.1	Amend articles of association: company purpose	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
10.2	Amend articles of association related to certain articles (bundled items)	FOR	FOR		✓ 99.0%
10.3	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.6%
10.4	Amend articles of association: electronic means of communication	FOR	FOR		✓ 97.7%
10.5	Amend articles of association related to other remaining articles (bundled items)	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report financial statements and reports of the external auditor	FOR	FOR	✓ 98.6%
2	Approve allocation of income and dividend	FOR	FOR	✓ 98.5%
3	Present financial statements as per the "true and fair view" principles	NON-VOTING	NON-VOTING	
4	Discharge board members and executive management	FOR	FOR	✓ 96.0%
5	Various amendments to the articles of association	FOR	FOR	✓ 87.1%
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	✓ 79.2%
6.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 84.6%
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 87.8%
7	Elections to the board of directors			
7.1.1	Re-elect Prof. Dr. Doris Agotai Schmid	FOR	FOR	✓ 97.7%
7.1.2	Re-elect Mr. Gerhard Hanhart	FOR	● OPPOSE	He has been a member of the board for 26 years, which exceeds Ethos' guidelines. ✓ 94.7%
7.1.3	Re-elect Mr. Christoph Käppeli	FOR	FOR	✓ 96.2%
7.1.4	Re-elect Mr. Marco Killer	FOR	FOR	✓ 96.0%
7.1.5	Re-elect Mr. Josef Lingg	FOR	FOR	✓ 94.7%
7.1.6	Re-elect Mr. Christoph Schwarz	FOR	FOR	✓ 94.4%
7.1.7	Re-elect Ms. Therese Suter	FOR	● OPPOSE	She has been a member of the board for 16 years, which exceeds Ethos' guidelines. ✓ 94.7%
7.1.8	Re-elect Dr. Thomas Wietlisbach	FOR	FOR	✓ 95.3%
7.1.9	Re-elect Ms. Susanne Ziegler	FOR	FOR	✓ 94.5%
7.2	Elect Dr. Josianne Magnin	FOR	FOR	✓ 95.9%
7.3	Re-elect Mr. Gerhard Hanhart as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hanhart to the board of directors, Ethos cannot approve Mr. Hanhart as chairman. ✓ 96.0%
7.4	Elections to the nomination and remuneration committee			
7.4.1	Re-elect Mr. Josef Lingg to the nomination and remuneration committee	FOR	FOR	✓ 95.2%

Item	Agenda	Board	Ethos		Result
7.4.2	Re-elect Ms. Therese Suter to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Suter to the board of directors, Ethos cannot approve Ms. Suter to the committee.	✓ 92.3%
7.4.3	Re-elect Dr. Thomas Wietlisbach to the nomination and remuneration committee	FOR	FOR		✓ 93.7%
7.5	Elect Ms. Daniela Müller as independent proxy	FOR	FOR		✓ 97.4%
7.6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 95.3%
8	Miscellaneous	NON-VOTING	NON-VOTING		

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. The remuneration structure is not in line with Ethos' guidelines.	✓ 89.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
3	Discharge board members and executive management	FOR	FOR		✓ 99.5%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.5%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 90.1%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Hans-Ulrich Meister as member and chairman of the board	FOR	FOR		✓ 99.4%
5.1.2	Re-elect Mr. Henner Mahlstedt	FOR	FOR		✓ 99.5%
5.1.3	Re-elect Mr. Kyrre Olaf Johansen	FOR	FOR		✓ 95.8%
5.1.4	Re-elect Prof. Dr. Martin A. Fischer	FOR	FOR		✓ 98.9%
5.1.5	Re-elect Ms. Barbara Lambert	FOR	FOR		✓ 99.6%
5.1.6	Re-elect Ms. Judith Bischof	FOR	FOR		✓ 99.7%
5.1.7	Elect Mr. Raymond Cron	FOR	FOR		✓ 99.3%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Mr. Kyrre Olaf Johansen to the remuneration committee	FOR	FOR		✓ 87.4%
5.2.2	Re-elect Prof. Dr. Martin A. Fischer to the remuneration committee	FOR	FOR		✓ 96.4%
5.2.3	Elect Mr. Raymond Cron to the remuneration committee	FOR	FOR		✓ 99.2%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.1%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.2%

Item	Agenda	Board	Ethos		Result
6	Amend articles of association				
6.1	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 90.4%
6.2	Amend articles of association: mandatory adaptations	FOR	FOR		✓ 99.4%
6.3	Amend articles of association: other articles	FOR	● OPPOSE	The amendment has a negative impact on the governance of the company and on the interests of the shareholders.	✓ 93.3%

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	FOR	✓ 96.5%	
2	Approve allocation of income	FOR	FOR	✓ 99.7%	
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	FOR	✓ 96.7%	
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.1%	
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Stefan Mächler as member and chairman of the board	FOR	FOR	✓ 97.1%	
5.1.b	Re-elect Dr. Christoph Caviezel	FOR	FOR	✓ 99.8%	
5.1.c	Re-elect Mr. Hans-Ulrich Meister	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (40.0%).</p> <p>He is chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 94.5%
5.1.d	Re-elect Mr. André Wyss	FOR	FOR	✓ 99.6%	
5.1.e	Re-elect Prof. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 98.7%	
5.2	Elections to the nomination and remuneration committee				
5.2.a	Re-elect Prof. Marie-Noëlle Venturi-Zen-Ruffinen to the nomination and remuneration committee	FOR	FOR	✓ 98.4%	
5.2.b	Re-elect Dr. Christoph Caviezel to the nomination and remuneration committee	FOR	FOR	✓ 99.5%	
5.2.c	Re-elect Mr. André Wyss to the nomination and remuneration committee	FOR	FOR	✓ 99.4%	
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%	
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.0%	
6	Amend articles of association				
6.1	Amend articles of association: virtual general meeting	FOR	● OPPOSE	<p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✓ 95.8%
6.2	Amend articles of association: creation of a capital band	FOR	FOR	✓ 98.6%	

Item	Agenda	Board	Ethos		Result
6.3	Amend articles of association: company purpose	FOR	FOR		✓ 99.7%
6.4	Amend articles of association: mandatory adaptations	FOR	FOR		✓ 99.7%
6.5	Amend articles of association: other articles	FOR	● OPPOSE	The amendment has a negative impact on the governance of the company and on the interests of the shareholders.	✓ 97.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1	Re-elect Dr. sc. techn. Beat E. Lüthi as board member and chairman	FOR	FOR		✓ 97.5%
4.2	Re-elect Ms. Vanessa Frey	FOR	FOR		✓ 84.5%
4.3	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	He is chairman of the nomination committee and the composition of the board is unsatisfactory.	✓ 80.8%
4.4	Re-elect Dr. Reto Suter	FOR	FOR		✓ 99.7%
4.5	Elect Mr. Lukas Winkler	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (40.0%).	✓ 82.6%
5	Elections to the nomination and remuneration committee				
5.1	Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siegrist to the board of directors, Ethos cannot approve Mr. Siegrist to the committee.	✓ 77.5%
5.2	Re-elect Dr. Reto Suter to the nomination and remuneration committee	FOR	FOR		✓ 96.4%
5.3	Elect Mr. Lukas Winkler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Winkler to the board of directors, Ethos cannot approve Mr. Winkler to the committee.	✓ 78.6%
6	Re-elect Mr. Baur Hürlimann as independent proxy	FOR	FOR		✓ 100.0%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 99.3%
8	Advisory vote on the remuneration report	FOR	FOR		✓ 91.3%
9	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
10	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.0%
11	Amendments to the articles of association				
11.1	Creation of a capital band	FOR	FOR		✓ 98.4%
11.2	Amend articles of association: Shares	FOR	FOR		✓ 99.9%
11.3	Amend articles of association: Shareholder rights	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
11.4	Amend articles of association: General meetings	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.8%
11.5	Amend articles of association: Board of directors	FOR	FOR		✓ 99.2%
11.6	Amend articles of association: Remaining changes	FOR	FOR		✓ 99.4%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report and consolidated financial statements	FOR	FOR		✓ 100.0%
1.2	Approve annual accounts of Intershop Holding AG	FOR	FOR		✓ 100.0%
1.3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
1.4	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 84.6%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.	✓ 93.7%
3.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.1%
3.b	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.	✓ 86.9%
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Ernst Schaufelberger	FOR	FOR		✓ 91.9%
4.1.b	Re-elect Mr. Kurt Ritz	FOR	FOR		✓ 95.5%
4.1.c	Re-elect Dr. iur. Christoph Nater	FOR	FOR		✓ 99.3%
4.2	Re-elect Mr. Ernst Schaufelberger as board chairman	FOR	FOR		✓ 90.8%
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Ernst Schaufelberger to the remuneration committee	FOR	FOR		✓ 91.4%
4.3.b	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR		✓ 95.1%
4.3.c	Re-elect Dr. iur. Christoph Nater to the remuneration committee	FOR	FOR		✓ 98.8%
4.4	Re-elect BFMS Rechtsanwälte as independent proxy	FOR	FOR		✓ 100.0%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 31 years, which exceeds Ethos' guidelines.	✓ 89.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
2	Discharge board members and executive management	FOR	FOR		✓ 99.1%
3.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✗ 51.8%
3.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 94.2%
3.3	Amend articles of association: other changes	FOR	FOR		✓ 99.4%
4	Approve allocation of balance sheet result and dividend	FOR	FOR		✓ 100.0%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Christopher M. Chambers	FOR	FOR		✓ 99.9%
5.1.2	Re-elect Ms. Sylvie Davidson	FOR	FOR		✓ 99.6%
5.1.3	Re-elect Ms. Susana Gomez Smith	FOR	FOR		✓ 99.3%
5.1.4	Re-elect Mr. Richard A. Laxer	FOR	FOR		✓ 98.0%
5.1.5	Re-elect Mr. Philippe Le Baquer	FOR	FOR		✓ 99.0%
5.1.6	Re-elect Dr. Thomas R. Meier	FOR	FOR		✓ 91.0%
5.1.7	Re-elect Mr. Dominik Schärer	FOR	FOR		✓ 88.0%
5.1.8	Re-elect Dr. Philippe A. Weber	FOR	FOR		✓ 97.8%
5.2	Re-elect Mr. Christopher M. Chambers as board chairman	FOR	FOR		✓ 99.7%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Ms. Susana Gomez Smith to the nomination and remuneration committee	FOR	FOR		✓ 96.1%
5.3.2	Re-elect Mr. Richard A. Laxer to the nomination and remuneration committee	FOR	FOR		✓ 93.0%
5.3.3	Re-elect Dr. Philippe A. Weber to the nomination and remuneration committee	FOR	FOR		✓ 96.5%
6	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.0%
7	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.6%
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 95.0%
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.9%

Item	Agenda	Board	Ethos		Result
8.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.5%
8.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 93.3%
8.5	Binding prospective vote on the long-term variable 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.	✓ 94.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2.1	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
2.2	Approve reimbursement from capital contribution reserves	FOR	FOR		✓ 100.0%
3	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7%
4.1	Amend articles of association: registered office	FOR	FOR		✓ 99.6%
4.2	Amend articles of association: company purpose	FOR	FOR		✓ 99.7%
4.3	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.2%
4.4	Amend articles of association related to certain articles (bundled items)	FOR	FOR		✓ 99.4%
5	Discharge board members and executive management	FOR	FOR		✓ 98.3%
6	Elections to the board of directors				
6.a	Re-elect Mr. Silvan Gian-Reto Meier	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 96.2%
6.b	Re-elect Mr. Heinz Roth	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 18 years) and the board independence is insufficient (25.0%). He is chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 90.3%
6.c	Re-elect Mr. Heinz Wiedmer	FOR	FOR		✓ 99.2%
6.d	Re-elect Mr. Alexander Zschokke	FOR	FOR		✓ 99.2%
7	Re-elect Mr. Silvan Gian-Reto Meier as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Meier to the board of directors, Ethos cannot approve Mr. Meier as chairman.	✓ 92.3%
8	Elections to the remuneration committee				
8.a	Re-elect Mr. Silvan Gian-Reto Meier to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Meier to the board of directors, Ethos cannot approve Mr. Meier to the committee.	✓ 94.6%

Item	Agenda	Board	Ethos		Result
8.b	Re-elect Mr. Heinz Roth to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Roth to the board of directors, Ethos cannot approve Mr. Roth to the committee.	✓ 90.0%
8.c	Re-elect Mr. Heinz Wiedmer to the remuneration committee	FOR	FOR		✓ 98.0%
8.d	Re-elect Mr. Alexander Zschokke to the remuneration committee	FOR	FOR		✓ 98.0%
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.8%
10	Elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.5%
11	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>	✓ 90.2%
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
12.2	Binding retrospective vote on the total remuneration of the executive management (FY 2022)	FOR	FOR		✓ 92.1%
12.3	Binding prospective vote on the total remuneration of the executive management (FY 2024)	FOR	FOR		✓ 97.8%

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		✓ 97.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.6%
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.5%
5	Approve share buyback programme	FOR	FOR		✓ 98.2%
6.1	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.0%
6.2	Amend articles of association related to certain articles (bundled items)	FOR	FOR		✓ 98.0%
6.3	Amend articles of association related to other remaining articles (bundled items)	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 93.8%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.4%
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.	✓ 90.7%
7.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 80.6%
8	Elections to the board of directors				
8.1	Re-elect Dr. Jörg Reinhardt as board member and chairman	FOR	FOR		✓ 94.9%
8.2	Re-elect Dr. Nancy C. Andrews	FOR	FOR		✓ 99.2%
8.3	Re-elect Mr. Ton Büchner	FOR	FOR		✓ 89.8%
8.4	Re-elect Mr. Patrice Bula	FOR	FOR		✓ 92.9%
8.5	Re-elect Ms. Elizabeth Doherty	FOR	FOR		✓ 96.7%
8.6	Re-elect Ms. Bridgette P. Heller	FOR	FOR		✓ 96.6%
8.7	Re-elect Mr. Daniel Hochstrasser	FOR	FOR		✓ 97.1%
8.8	Re-elect Mr. Frans van Houten	FOR	FOR		✓ 98.6%
8.9	Re-elect Dr. Simon Moroney	FOR	FOR		✓ 99.2%
8.10	Re-elect Ms. Ana de Pro Gonzalo	FOR	FOR		✓ 99.4%
8.11	Re-elect Prof. Dr. Charles L. Sawyers	FOR	FOR		✓ 97.9%
8.12	Re-elect Mr. William T. Winters	FOR	FOR		✓ 96.7%
8.13	Elect Mr. John D. Young	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos	Result
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR	✓ 92.1%
9.2	Re-elect Ms. Bridgette P. Heller to the remuneration committee	FOR	FOR	✓ 95.2%
9.3	Re-elect Dr. Simon Moroney to the remuneration committee	FOR	FOR	✓ 96.6%
9.4	Re-elect Mr. William T. Winters to the remuneration committee	FOR	FOR	✓ 94.8%
10	Re-elect KPMG as auditors	FOR	FOR	✓ 99.5%
11	Re-elect Mr. Peter Andreas Zahn as independent proxy	FOR	FOR	✓ 98.7%

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	✓ 98.8%
3	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management	FOR	FOR	✓ 100.0%
5	Elections to the board of directors			
5.1.a	Re-elect Mr. Gian Reto Lazzarini	FOR	FOR	✓ 100.0%
5.1.b	Re-elect Dr. Markus Neff	FOR	FOR	✓ 99.2%
5.1.c	Re-elect Mr. Stefan Hiestand	FOR	FOR	✓ 100.0%
5.1.d	Re-elect Mr. Daniel Ménard	FOR	FOR	✓ 99.7%
5.1.e	Re-elect Ms. Floriana Scarlato	FOR	FOR	✓ 100.0%
5.2	Re-elect Mr. Gian Reto Lazzarini as board chairman	FOR	FOR	✓ 98.9%
5.3	Elections to the nomination and remuneration committee			
5.3.a	Re-elect Dr. Markus Neff to the nomination and remuneration committee	FOR	FOR	✓ 97.8%
5.3.b	Re-elect Mr. Daniel Ménard to the nomination and remuneration committee	FOR	FOR	✓ 100.0%
5.4	Re-elect Jermann Künzli Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.4%
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	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of its peer group. ✓ 85.9%
7	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 100.0%
8	Cancellation of the existing authorised capital	FOR	FOR	✓ 100.0%
9	Amend articles of association: revision of the Code of Obligations	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. ✓ 85.4%
10	Creation of a capital band	FOR	FOR	✓ 96.8%

Item	Agenda	Board	Ethos		Result
1.1	Amend articles of association: capital structure	FOR	● OPPOSE	The company fails to provide sufficient information to enable the shareholders to assess the impact of the amendment(s) on their rights and interests. Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 97.0%
1.2	Amend articles of association: shareholder rights, general meeting of shareholders, notices	FOR	● OPPOSE	The amendment has a negative impact on the rights and interests of the shareholders. Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 77.1%
1.3	Amend articles of association: board of directors	FOR	FOR		✓ 99.1%
1.4	Amend articles of association: remuneration and external mandates	FOR	FOR		✓ 99.1%
2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
3	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.	✓ 97.3%
4	Discharge board members and executive management	FOR	FOR		✓ 98.2%
5	Elections to the board of directors				
5.1.1	Re-elect Prof. Dr. Michael Süss as board chairman	FOR	● OPPOSE	He has permanent operational functions (executive chairman).	✓ 83.5%
5.1.2	Re-elect Mr. Paul Adams	FOR	FOR		✓ 95.0%
5.1.3	Re-elect Mr. Jürg Fedier	FOR	FOR		✓ 96.1%
5.1.4	Re-elect Ms. Irina Matveeva	FOR	FOR		✓ 95.6%
5.1.5	Re-elect Mr. Alexey V. Moskov	FOR	FOR		✓ 90.2%
5.1.6	Re-elect Mr. Gerhard Pegam	FOR	FOR		✓ 88.4%
5.1.7	Re-elect Mr. Zhenguo Yao	FOR	FOR		✓ 98.1%
5.2	Elect Ms. Inka Koljonen	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 96.0%
6.1	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos		Result
6.1.1	Re-elect Mr. Paul Adams to the nomination and remuneration committee	FOR	FOR		✓ 93.5%
6.1.2	Re-elect Mr. Alexey V. Moskov to the nomination and remuneration committee	FOR	FOR		✓ 88.7%
6.1.3	Re-elect Mr. Gerhard Pegam to the nomination and remuneration committee	FOR	FOR		✓ 83.9%
6.1.4	Re-elect Mr. Zhenguo Yao to the nomination and remuneration committee	FOR	FOR		✓ 97.2%
6.2	Elect Ms. Inka Koljonen to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Koljonen to the board of directors, Ethos cannot approve Ms. Koljonen to the committee.	✓ 95.9%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.7%
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 99.6%
9	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 72.5%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 95.1%
11	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 95.2%
12	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 93.4%

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	● OPPOSE	<p>✓ 97.0%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive variable remuneration.</p>
3.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓ 98.8%</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The 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> <p>The requested amount does not allow to respect Ethos' guidelines.</p>
3.2	Binding retrospective vote on the variable remuneration of the board chairman	FOR	● OPPOSE	<p>✓ 97.0%</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The non-executive directors receive variable remuneration.</p>
4	Discharge board members and executive management	FOR	FOR	✓ 99.9%
5	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
6	Elections to the board of directors			
6.1	Re-elect Dr. Severin Schwan as board member and elect him as chairman	FOR	FOR	✓ 98.3%
6.2	Re-elect Mr. André Hoffmann as board member	FOR	FOR	✓ 99.0%
6.3	Re-elect Dr. Jörg Duschmalé as board member	FOR	FOR	✓ 99.5%
6.4	Re-elect Dr. Patrick Frost as board member	FOR	FOR	✓ 99.6%
6.5	Re-elect Ms. Anita Hauser as board member	FOR	FOR	✓ 100.0%
6.6	Re-elect Prof. Dr. Richard P. Lifton as board member	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result	
6.7	Re-elect Prof. Dr. Jemilah Mahmood	FOR	FOR	✓ 100.0%	
6.8	Re-elect Mr. Bernard Poussot as board member	FOR	FOR	✓ 99.9%	
6.9	Re-elect Dr. Claudia Süßmuth Dyckerhoff as board member	FOR	FOR	✓ 99.9%	
6.10	Elect Prof. Dr. Akiko Iwasaki as board member	FOR	FOR	✓ 99.9%	
6.11	Elect Dr. Ulf Mark Schneider as board member	FOR	FOR	✓ 99.8%	
Elections to the remuneration committee					
6.12	Re-elect Mr. André Hoffmann to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p>	✓ 97.3%
6.13	Re-elect Prof. Dr. Richard P. Lifton to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p>	✓ 97.3%
6.14	Re-elect Mr. Bernard Poussot to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p>	✓ 98.4%
6.15	Elect Dr. Jörg Duschmalé to the remuneration committee	FOR	FOR	✓ 98.0%	
6.16	Elect Ms. Anita Hauser to the remuneration committee	FOR	FOR	✓ 99.9%	
7.1	Amend articles of association: company purpose	FOR	FOR	✓ 99.9%	

Item	Agenda	Board	Ethos		Result
7.2	Amend articles of association related to general meeting	FOR	● OPPOSE	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✓ 97.2%
7.3	Amend articles of association: all other changes	FOR	● OPPOSE	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✓ 99.1%
8	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman is significantly higher than that of a peer group.</p>	✓ 99.0%
9	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The fixed remuneration of the CEO is significantly higher than that of a peer group.</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 99.0%
10	Re-elect Testaris AG as independent proxy	FOR	FOR		✓ 100.0%
11	Re-elect KPMG as auditors	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 100.0%
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Philipp Buhofer	FOR	FOR	✓ 99.5%
4.1.b	Re-elect Mr. Gerhard Pegam	FOR	FOR	✓ 99.3%
4.1.c	Re-elect Ms. Andrea Tranel	FOR	FOR	✓ 99.9%
4.1.d	Elect Dr. Markus Heusser	FOR	FOR	✓ 99.7%
4.2	Elect Dr. Markus Heusser as board chairman	FOR	FOR	✓ 99.6%
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR	✓ 94.5%
4.3.b	Elect Dr. Markus Heusser to the remuneration committee	FOR	FOR	✓ 97.7%
4.4	Re-elect Mr. Jean-Claude Cattin as independent proxy	FOR	FOR	✓ 99.9%
4.5	Re-elect BDO as auditors	FOR	FOR	✓ 99.7%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 79.4%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.6%
6	Amendments to the articles of association			
6.1	Amend articles of association: mandatory amendments	FOR	FOR	✓ 100.0%
6.2	Amend articles of association: editorial amendments	FOR	FOR	✓ 99.9%
6.3	Amend articles of association: company purpose	FOR	FOR	✓ 99.8%
6.4	Amend articles of association: share register and nominee provisions	FOR	FOR	✓ 99.8%
6.5	Amend articles of association: virtual general meeting	FOR	● OPPOSE	✓ 74.4% The amendment allows the company to organise a virtual general meeting without any adequate justification.
6.6	Amend articles of association: electronic possibilities	FOR	FOR	✓ 99.4%

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		✓ 98.2%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is excessive.	✓ 86.0%
4.2	Binding retrospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines.	✓ 86.0%
4.3	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 94.7%
4.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.6%
5	Elections to the board of directors				
5.1	Re-elect Mr. Silvio Napoli as board member and chairman	FOR	● OPPOSE	He chairs the nomination committee. He is also CEO and the combination of functions is permanent.	✓ 89.4%
5.2.1	Re-elect Mr. Alfred N. Schindler	FOR	FOR		✓ 88.4%
5.2.2	Re-elect Mr. Patrice Bula	FOR	FOR		✓ 99.2%
5.2.3	Re-elect Mr. Erich Ammann	FOR	● OPPOSE	He serves on the audit committee. The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (18.2%).	✓ 86.6%
5.2.4	Re-elect Mr. Luc Bonnard	FOR	● OPPOSE	He is 77 years old, which exceeds Ethos' guidelines. He is not independent (representative of an important shareholder, board tenure of 39 years, consultancy fees) and the board independence is insufficient (18.2%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 87.1%

Item	Agenda	Board	Ethos		Result
5.2.5	Re-elect Prof. Dr. oec. Monika Bütler	FOR	FOR		✓ 97.7%
5.2.6	Re-elect Mr. Adam Keswick	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is not independent (business connections) and the board independence is insufficient (18.2%).</p> <p>He has attended too few board meetings without satisfactory explanation.</p>	✓ 85.7%
5.2.7	Re-elect Mr. Günter Schäuble	FOR	● OPPOSE	<p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (18.2%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 85.2%
5.2.8	Re-elect Mr. Tobias B. Staehelin	FOR	● OPPOSE	<p>He is also a permanent member of the executive management (Head of Human Resources).</p>	✓ 92.4%
5.2.9	Re-elect Ms. Carole Vischer	FOR	FOR		✓ 88.6%
5.2.10	Re-elect Ms. Petra Winkler	FOR	● OPPOSE	<p>She has permanent operational functions (General Counsel).</p>	✓ 93.2%
	Elections to the remuneration committee				
5.3	Elect Prof. Dr. oec. Monika Bütler to the remuneration committee	FOR	FOR		✓ 98.0%
5.4.1	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR		✓ 94.7%
5.4.2	Re-elect Mr. Adam Keswick to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Keswick to the board of directors, Ethos cannot approve Mr. Keswick to the committee.</p>	✓ 85.4%
5.5	Re-elect Dr. iur. Adrian von Segesser as independent proxy	FOR	FOR		✓ 98.8%
5.6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.0%
6.1	Amend articles of association: Company purpose	FOR	FOR		✓ 98.6%
6.2	Amend articles of association: Other amendments	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 95.4%
2	Discharge board members and executive management	FOR	FOR	✓ 97.1%
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. Calvin Grieder	FOR	FOR	✓ 93.7%
4.1.2	Re-elect Dr. Sami Atiya	FOR	FOR	✓ 99.0%
4.1.3	Re-elect Ms. Phyllis Ka Yan Cheung	FOR	FOR	✓ 98.4%
4.1.4	Re-elect Mr. Ian Gallienne	FOR	FOR	✓ 77.2%
4.1.5	Re-elect Mr. Tobias Hartmann	FOR	FOR	✓ 99.7%
4.1.6	Re-elect Mr. Shelby R. du Pasquier	FOR	FOR	✓ 98.5%
4.1.7	Re-elect Ms. Kory Sorenson	FOR	FOR	✓ 94.0%
4.1.8	Re-elect Ms. Janet S. Vergis	FOR	FOR	✓ 99.5%
4.1.9	Elect Dr. Jens Riedl	FOR	FOR	✓ 98.0%
4.2.1	Re-elect Mr. Calvin Grieder as board chairman	FOR	FOR	✓ 92.5%
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. Sami Atiya to the remuneration committee	FOR	FOR	✓ 97.4%
4.3.2	Re-elect Mr. Ian Gallienne to the remuneration committee	FOR	FOR	✓ 78.0%
4.3.3	Re-elect Ms. Kory Sorenson to the remuneration committee	FOR	FOR	✓ 95.7%
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.0%
4.5	Elect Notaires à Carouge as independent proxy	FOR	FOR	✓ 99.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.3%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.2%
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.1%
6.1	Approve share split	FOR	FOR	✓ 99.8%
6.2	Creation of a capital band	FOR	FOR	✗ 55.1%

Item	Agenda	Board	Ethos		Result
6.3	Amend articles of association: company purpose	FOR	FOR		✓ 99.7%
6.4	Amend articles of association: shareholders and board meetings	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 84.0%
6.5	Amend articles of association: shareholders rights	FOR	FOR		✓ 99.7%
6.6	Amend articles of association: remuneration	FOR	● OPPOSE	The amount available for new members of the executive management is excessive.	✓ 95.1%

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	✓ 99.2%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Paul Hälg	FOR	FOR	✓ 97.8%
4.1.2	Re-elect Mr. Victor Balli	FOR	FOR	✓ 96.2%
4.1.3	Re-elect Ms. Lucrèce Foufopoulos-De Ridder	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 95.9%
4.1.4	Re-elect Mr. Justin Howell	FOR	FOR	✓ 95.5%
4.1.5	Re-elect Ms. Gordana Landén	FOR	FOR	✓ 99.8%
4.1.6	Re-elect Ms. Monika Ribar	FOR	FOR	✓ 83.5%
4.1.7	Re-elect Mr. Paul Schuler	FOR	FOR	✓ 99.4%
4.1.8	Re-elect Mr. Thierry F. J. Vanlancker	FOR	FOR	✓ 98.9%
4.2	Re-elect Dr. Paul Hälg as board chairman	FOR	FOR	✓ 96.9%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Justin Howell to the nomination and remuneration committee	FOR	FOR	✓ 92.6%
4.3.2	Re-elect Ms. Gordana Landén to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
4.3.3	Re-elect Mr. Thierry F. J. Vanlancker to the nomination and remuneration committee	FOR	FOR	✓ 98.8%
4.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.5%
4.5	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR	✓ 99.6%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 95.3%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.0%
6	Creation of a capital band and of a conditional capital	FOR	FOR	✓ 97.9%
7	Amend articles of association			
7.1	Amend articles of association: mandatory amendments	FOR	FOR	✓ 99.7%
7.2	Amend articles of association: editorial amendments	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
7.3	Amend articles of association: nominee registration	FOR	FOR		✓ 99.8%
7.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.4%
7.5	Amend articles of association: electronic means	FOR	FOR		✓ 99.8%
7.6	Amend articles of association: number of mandates	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	✓ 80.8%
3	Discharge board members and executive management	FOR	FOR	✓ 99.8%
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
5	Amendments to the articles of association			
5.1	Amend articles of association: Company purpose	FOR	FOR	✓ 99.8%
5.2	Amend articles of association: Share capital, shares and miscellaneous	FOR	FOR	✓ 99.9%
5.3	Amend articles of association: Annual general meeting	FOR	FOR	✓ 99.9%
5.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	✓ 59.1% The amendment allows the company to organise a virtual general meeting without any adequate justification.
5.5	Amend articles of association: Board of directors and compensation	FOR	FOR	✓ 99.6%
6	Capital band			
6.1	Cancellation of the existing authorised capital	FOR	FOR	✓ 99.8%
6.2	Creation of a capital band	FOR	FOR	✓ 91.8%
6.3	Exclusion of pre-emptive rights	FOR	FOR	✓ 93.0%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.4%
8	Elections to the board of directors			
8.1.1	Re-elect Mr. Ton Büchner	FOR	FOR	✓ 84.9%
8.1.2	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 94.1%
8.1.3	Re-elect Ms. Barbara A. Knoflach	FOR	FOR	✓ 99.6%
8.1.4	Re-elect Dr. Gabrielle Nater-Bass	FOR	FOR	✓ 99.5%
8.1.5	Re-elect Mr. Thomas Studhalter	FOR	FOR	✓ 99.1%
8.1.6	Re-elect Ms. Brigitte Walter	FOR	FOR	✓ 99.6%
8.1.7	Elect Mr. Reto Conrad	FOR	FOR	✓ 99.7%
8.2	Re-elect Mr. Ton Büchner as board chairman	FOR	FOR	✓ 83.0%
8.3	Elections to the nomination and remuneration committee			

Item	Agenda	Board	Ethos	Result
8.3.1	Re-elect Mr. Christopher M. Chambers to the nomination and remuneration committee	FOR	FOR	✓ 91.7%
8.3.2	Re-elect Dr. Gabrielle Nater-Bass to the nomination and remuneration committee	FOR	FOR	✓ 99.3%
8.3.3	Re-elect Ms. Barbara A. Knoflach to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
8.4	Re-elect Mr. Paul Wiesli as independent proxy	FOR	FOR	✓ 99.5%
8.5	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.6%

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	✓ 96.1%
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 Dr. oec. Roland Abt	FOR	FOR	✓ 99.4%
4.2	Elect Ms. Monique Bourquin	FOR	FOR	✓ 99.6%
4.3	Re-elect Mr. Alain Carrupt	FOR	FOR	✓ 99.9%
4.4	Re-elect Mr. Guus Dekkers	FOR	FOR	✓ 99.3%
4.5	Re-elect Dr. rer. pol. Frank Esser	FOR	FOR	✓ 98.9%
4.6	Re-elect Ms. Sandra Lathion-Zweifel	FOR	FOR	✓ 97.8%
4.7	Re-elect Ms. Anna Mossberg	FOR	FOR	✓ 99.3%
4.8	Re-elect Mr. Michael Rechsteiner	FOR	FOR	✓ 96.5%
4.9	Re-elect Mr. Michael Rechsteiner as board chairman	FOR	FOR	✓ 97.0%
5	Elections to the remuneration committee			
5.1	Re-elect Dr. oec. Roland Abt to the remuneration committee	FOR	FOR	✓ 99.6%
5.2	Elect Ms. Monique Bourquin to the remuneration committee	FOR	FOR	✓ 98.9%
5.3	Re-elect Dr. rer. pol. Frank Esser to the remuneration committee	FOR	FOR	✓ 99.1%
5.4	Re-elect Mr. Michael Rechsteiner to the remuneration committee	FOR	FOR	✓ 96.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4%
6.2	Increase of the total remuneration of the executive management for 2023	FOR	FOR	✓ 97.8%
6.3	Binding prospective vote on the total remuneration of the executive management for 2024	FOR	FOR	✓ 97.8%
7	Re-elect Reber Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%
9	Amendments of the articles of association			
9.1	Amend articles of association: Sustainability	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
9.2	Amend articles of association: Share capital and shares	FOR	FOR		✓ 99.9%
9.3	Amend articles of association: General meeting	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 93.3%
9.4	Amend articles of association: Special quorums for resolutions	FOR	FOR		✓ 99.8%
9.5	Amend articles of association: Provisions regarding the board of directors and the executive management	FOR	FOR		✓ 99.0%
9.6	Amend articles of association: Further amendments of the articles of association	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1.1	Reduction of capital by reduction of nominal value and simultaneous capital increase	FOR	● OPPOSE	<p>The amendment contravenes the "one share = one vote" principle.</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.</p>	✓ 71.9%
1.2.1	Amend articles of association (conditional resolution): board representatives of shares classes	FOR	● OPPOSE	<p>The amendment has a negative impact on the rights and interests of the shareholders.</p>	✓ 72.0%
1.2.2	Creation of a capital band (conditional resolution)	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p>	✓ 71.7%
1.2.3	Amend articles of association (conditional resolution): conditional capital	FOR	● OPPOSE	<p>The amendment has a negative impact on the rights and interests of the shareholders.</p>	✓ 70.2%
2.1	Reduction of capital by reduction of nominal value and simultaneous capital increase (alternative proposal)	FOR	● OPPOSE	<p>The amendment contravenes the "one share = one vote" principle.</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.</p>	✓ 71.8%
2.2.1	Amend articles of association (conditional resolution): representatives of shares classes	FOR	● OPPOSE	<p>The amendment has a negative impact on the rights and interests of the shareholders.</p>	✓ 71.9%
2.2.2	Creation of a capital band (conditional resolution)	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p>	✓ 71.8%
2.2.3	Amend articles of association (conditional resolution): conditional capital	FOR	● OPPOSE	<p>The amendment has a negative impact on the rights and interests of the shareholders.</p>	✓ 71.7%
3	Elections to the board of directors				
3.1.1	Elect Dr. Marcel Reichart as board member and chairman	WITH-DRAWN	● FOR	<p>ITEM 3.1.1 was withdrawn by the board and not submitted to vote.</p>	–
3.1.2	Elect Mr. Jeremy Banks	WITH-DRAWN	● OPPOSE	<p>ITEM 3.1.2 was withdrawn by the board and not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:</p> <p>He has permanent operational functions.</p>	–
3.1.3	Elect Mr. Peter Wild	WITH-DRAWN	● FOR	<p>ITEM 3.1.3 was withdrawn by the board and not submitted to vote.</p>	–
3.2.1	Elect Mr. Roman Scharf as representative of the shares with nominal value of CHF 0.05, if item 1.1 or 2.1 is approved	FOR	● OPPOSE	<p>The proposal is linked to ITEMS 1.1 and 1.2 which have a negative impact on shareholder rights and interests.</p>	✓ 71.9%
3.2.2	Elect Mr. Clare McKeeve as representative of the shares with nominal value of CHF 0.1, if item 1.1 or 2.1 is approved	FOR	● OPPOSE	<p>The proposal is linked to ITEMS 1.1 and 1.2 which have a negative impact on shareholder rights and interests.</p>	✓ 71.9%

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		✓ 99.0%
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 a peer group.	✓ 95.8%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.5%
4.3	Advisory vote on the remuneration report	FOR	FOR		✓ 97.2%
5	Amendments to the articles of association				
5.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.9%
5.2	Amend articles of association: Adaptations to company law	FOR	FOR		✓ 100.0%
5.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.8%
5.4	Amend articles of association: Use of new electronic means	FOR	FOR		✓ 99.9%
5.5	Amend articles of association: Editorial amendments and mandates outside the group	FOR	FOR		✓ 100.0%
5.6	Amend articles of association: Jurisdiction	FOR	FOR		✓ 99.9%
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. oec. Hans-Peter Zehnder as board member and chairman	FOR	FOR		✓ 99.5%
6.1.2	Re-elect Dr. iur. Urs Buchmann	FOR	FOR		✓ 98.0%
6.1.3	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 97.3%
6.1.4	Re-elect Ms. Sandra Emme	FOR	FOR		✓ 99.8%
6.1.5	Re-elect Ms. Milva Inderbitzin-Zehnder	FOR	FOR		✓ 97.7%
6.1.6	Re-elect Mr. Jörg Walther	FOR	FOR		✓ 99.8%
6.1.7	Re-elect Mr. Ivo Wechsler	FOR	FOR		✓ 99.9%
6.2	Elections to the nomination and remuneration committee				
6.2.1	Re-elect Mr. Riet Cadonau to the nomination and remuneration committee	FOR	FOR		✓ 90.7%
6.2.2	Re-elect Ms. Sandra Emme to the nomination and remuneration committee	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos	Result
6.2.3	Re-elect Ms. Milva Inderbitzin-Zehnder to the nomination and remuneration committee	FOR	FOR	✓ 95.9%
6.3	Re-elect Mr. Werner Schib as independent proxy	FOR	FOR	✓ 100.0%
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%

Disclaimer

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