

2017

General meetings of SPI companies

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 - 3.3 Withdrawn board resolutions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

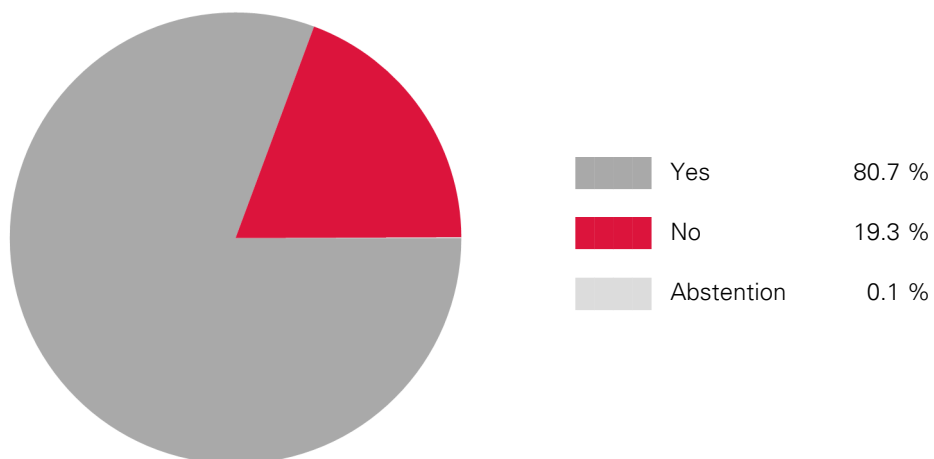
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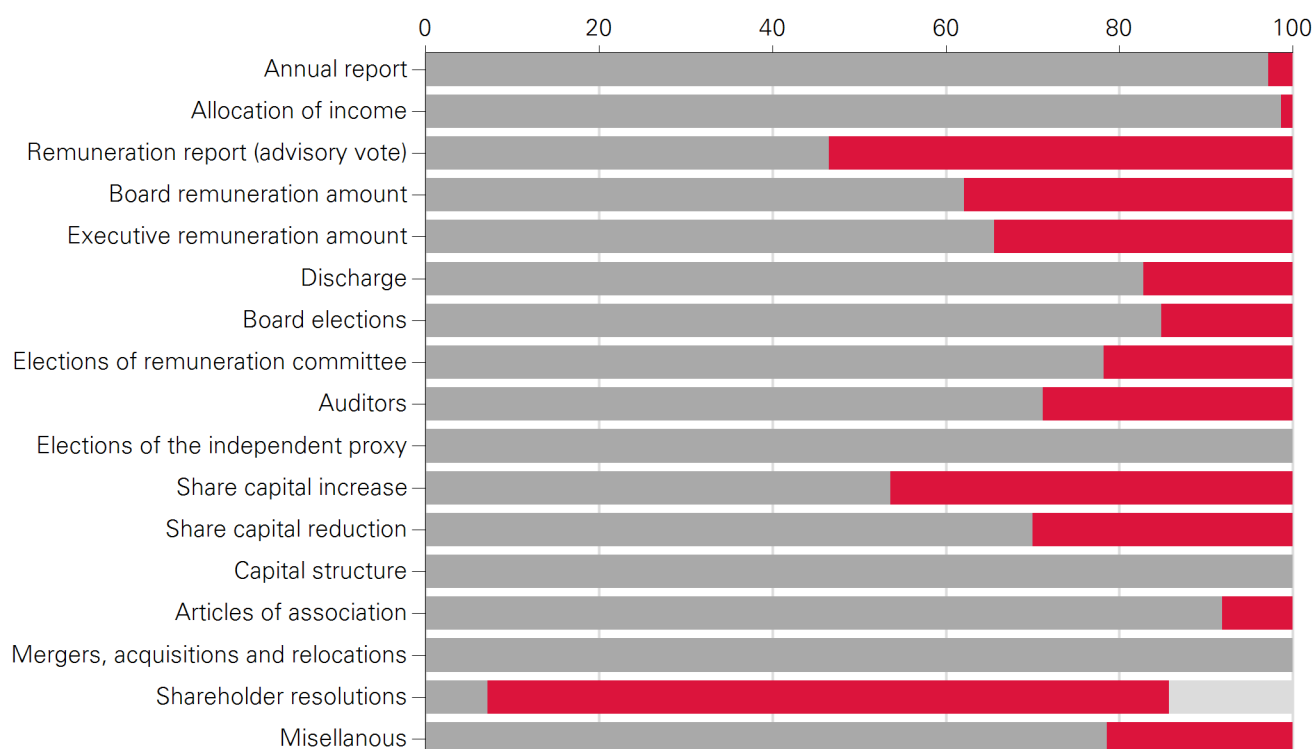
1 Overview of the proxy analyses

| Type of General Meeting | Number of meetings | Number of Proposals | | | |
|--------------------------------|--------------------|---------------------|-------------|------------|------------|
| | | Total | Yes | No | Abstention |
| Annual general meetings | 197 | 3718 | 2998 | 718 | 2 |
| Extraordinary general meetings | 12 | 45 | 37 | 8 | 0 |
| Total | 209 | 3763 | 3035 | 726 | 2 |

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



| | Proposals approved | | Proposals refused | | Abstain | | Number of proposals |
|---------------------------------------|--------------------|--------|-------------------|-------|---------|-------|---------------------|
| Annual report | 206 | 97.2% | 6 | 2.8% | 0 | 0.0% | 212 |
| Allocation of income | 227 | 98.7% | 3 | 1.3% | 0 | 0.0% | 230 |
| Remuneration report (advisory vote) | 53 | 46.5% | 61 | 53.5% | 0 | 0.0% | 114 |
| Board remuneration amount | 131 | 62.1% | 80 | 37.9% | 0 | 0.0% | 211 |
| Executive remuneration amount | 177 | 65.6% | 93 | 34.4% | 0 | 0.0% | 270 |
| Discharge | 207 | 82.8% | 43 | 17.2% | 0 | 0.0% | 250 |
| Board elections | 1185 | 84.8% | 212 | 15.2% | 0 | 0.0% | 1397 |
| Elections of remuneration committee | 412 | 78.2% | 115 | 21.8% | 0 | 0.0% | 527 |
| Auditors | 141 | 71.2% | 57 | 28.8% | 0 | 0.0% | 198 |
| Elections of the independent proxy | 184 | 100.0% | 0 | 0.0% | 0 | 0.0% | 184 |
| Share capital increase | 37 | 53.6% | 32 | 46.4% | 0 | 0.0% | 69 |
| Share capital reduction | 14 | 70.0% | 6 | 30.0% | 0 | 0.0% | 20 |
| Capital structure | 3 | 100.0% | 0 | 0.0% | 0 | 0.0% | 3 |
| Articles of association | 45 | 91.8% | 4 | 8.2% | 0 | 0.0% | 49 |
| Mergers, acquisitions and relocations | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 1 |
| Shareholder resolutions | 1 | 7.1% | 11 | 78.6% | 2 | 14.3% | 14 |
| Misellaneous | 11 | 78.6% | 3 | 21.4% | 0 | 0.0% | 14 |

2 Overview of the voting recommendations

Type of General Meeting (Type)

AGM Annual general meetings
EGM Extraordinary general meetings

Votings

✓ For
◐ Partly for
✗ Oppose
✕ Abstain

| Company | Date | Type | Annual report | Allocation of income | Remuneration report (advisory vote) | Board remuneration amount | Executive remuneration amount | Discharge | Board elections | Elections of remuneration committee | Auditors | Elections of the independent proxy | Share capital increase | Share capital reduction | Capital structure | Articles of association | Mergers, acquisitions and relocations | Shareholder resolutions | Miscellaneous |
|----------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| ABB | 13.04.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✗ | ◐ | ◐ | ✓ | ✓ | ✓ | ✓ | | | | | |
| Actelion | 05.04.2017 | AGM | ✓ | ✓ | ✗ | | | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | ✓ | | |
| Addex Therapeutics | 22.06.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ◐ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| Adecco | 20.04.2017 | AGM | ✓ | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | |
| Adval Tech | 18.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | ✓ | ✗ | ✓ | | | | | | | |
| Aevis Victoria | 13.06.2017 | AGM | ✗ | ✗ | ✗ | ✓ | ✗ | ✗ | ◐ | ✗ | ✓ | ✓ | ✗ | | | | | | |
| Airesis | 12.06.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✗ | ✗ | ◐ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| Airopack Technology Group | 10.05.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ◐ | ✗ | ✓ | ✓ | ◐ | | | | | | |
| Allreal | 21.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| Also | 21.03.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ◐ | ✓ | ◐ | ✗ | ✓ | ✓ | ✗ | | | | | | |
| AMS | 09.06.2017 | AGM | | ✓ | | ✓ | | ✓ | | | ✓ | | ✓ | ✗ | | ✓ | | | |
| APG SGA | 23.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | ✓ | | | | | | | |
| Arbonia | 28.04.2017 | AGM | ✓ | ✓ | ✓ | | | ✓ | ◐ | | ✓ | ✓ | | | | | | | |
| Arundel | 19.09.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | | ✗ | | ✓ | | | ✓ |
| Aryzta | 07.12.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ◐ | ✓ | ✗ | ✓ | ✓ | | | | | | |
| Ascom | 19.04.2017 | AGM | ◐ | ✗ | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✗ | ✓ | | | | | | | |
| Autoneum | 30.03.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Bachem | 24.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | ✓ | ✗ | ✓ | | | | | | | |
| Bâloise | 28.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | |
| Bank Cler | 20.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | | | | ✓ | | | ✓ |
| Bank Linth | 20.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | | ✗ | ✓ | | | | | | | |
| Banque Cantonale de Genève | 25.04.2017 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✓ | | | | | | | ✓ | |
| Banque Cantonale du Jura | 27.04.2017 | AGM | ✓ | ✓ | | | | ✓ | | | ✗ | | | ✓ | | | | | |

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|-------------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| Banque Cantonale du Valais | 26.04.2017 | AGM | ✓ | ✓ | | | | ✓ | ○ | | ✓ | | | | | | | | |
| Banque Cantonale Vaudoise | 27.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | | | ✓ | ✓ | | | | | | | |
| Banque Profil de Gestion | 26.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | | | | | | | |
| Barry Callebaut | 13.12.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Basilea | 27.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Belimo | 03.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Bell Food Group | 11.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| Bellevue Group | 21.03.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ✓ | ○ | ✓ | ✓ | | | | | | | |
| Bergbahnen Engelberg-Trübsee-Titlis | 07.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | ✗ | |
| Berner Kantonalbank | 16.05.2017 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| BFW Liegenschaften | 26.04.2017 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| BKW | 12.05.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| BNS | 28.04.2017 | AGM | ✓ | ✓ | | | | ✓ | | | ✓ | | | | | | | ✗ | |
| Bobst | 06.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Bossard | 10.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | ✓ | | | |
| Bucher Industries | 19.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✗ | ✓ | | | | | | | |
| Burckhardt Compression | 01.07.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| Burkhalter Holding | 19.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| BVZ Holding | 13.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Calida | 09.05.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| Carlo Gavazzi | 25.07.2017 | AGM | ✓ | ✓ | | ✓ | ○ | ✓ | ○ | ○ | ✗ | ✓ | | | | | | | |
| Cassiopea | 05.04.2017 | AGM | ✓ | | | | | | | | | | | | | | | | |
| Cembra Money Bank | 26.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| Cham Paper Group Hldg | 03.05.2017 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| CI Com | 16.06.2017 | AGM | ✗ | ✓ | | ✗ | | ✗ | ✗ | ✗ | ✓ | ✓ | | | | | | | |
| Cicor Technologies | 19.04.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Clariant | 20.03.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Coltene | 29.03.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Comet Holding | 20.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | ✓ | ✓ | | | |
| Compagnie Financière Tradition | 18.05.2017 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ✗ | ✗ | ✗ | ✓ | ✗ | | | | | | |
| Conzzeta | 25.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✗ | ✓ | | | | | | | |

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|-----------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| Cosmo Pharmaceuticals | 24.05.2017 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✓ | | ✗ | ✗ | | | | | ✗ |
| CPH | 21.03.2017 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ○ | ○ | ✗ | ✓ | | | | | | | |
| Crealogix | 30.10.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | ✗ | | | ✓ | | | |
| Credit Suisse Group | 28.04.2017 | AGM | ✓ | ○ | ✗ | ✗ | ✗ | ✗ | ○ | ✓ | ○ | ✓ | ✗ | | | | | | |
| | 18.05.2017 | EGM | | | | | | | | | | | ✓ | | | | | | |
| Dätwyler | 07.03.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ○ | ○ | ✗ | ✓ | | | | | | | |
| DKSH | 23.03.2017 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| dormakaba | 17.10.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✗ | ✓ | ✓ | | | ✓ | | | |
| Dufry | 27.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ✗ | ✓ | ✓ | | | | | | | |
| Edisun Power Europe | 12.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | ✗ | ✓ | | | | | |
| EFG International | 28.04.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | ✗ | | | ○ | | | |
| Elma Electronic | 27.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ✓ | ✗ | ✓ | | | | | | | |
| Emmi | 20.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | ✓ |
| Ems-Chemie | 12.08.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | | ✓ | ✓ | | | | | | | |
| Evolva | 16.05.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | ○ | | | | | | |
| | 26.10.2017 | EGM | | | | | | | | | | | ✓ | | | | | | |
| Feintool International | 25.04.2017 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Flughafen Zürich | 20.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Forbo | 06.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | | ✗ | | ✓ | | | |
| GAM Holding | 27.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | ✓ | | ✗ | |
| Geberit | 05.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Georg Fischer | 19.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Givaudan | 23.03.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Glarner Kantonalbank (GLKB) | 28.04.2017 | AGM | ✓ | ✓ | | ✓ | | ✓ | ✓ | | ✓ | | | | | | | | ✓ |
| Goldbach Group | 06.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Groupe Minoteries | 08.06.2017 | AGM | ✓ | ✓ | ✓ | ✗ | ✗ | ✓ | ○ | ○ | ○ | ✓ | | | | | | | ✓ |
| Gurit | 12.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Helvetia | 28.04.2017 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Hiag Immobilien | 20.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ○ | ✓ | ✗ | ✓ | | | | | | | |
| Highlight Event and Entertainment | 02.05.2017 | EGM | | | | | | | | | | | ✗ | | | | | | |
| | 08.12.2017 | AGM | ✓ | | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | ✓ | ✗ | | | | | | |
| Hochdorf | 05.05.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | | | |

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|-------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|------------|
| Huber+Suhner | 05.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Hügli | 17.05.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ⊗ | ⊗ | ✗ | ✓ | | | | | | | |
| Hypothekarbank Lenzburg | 18.03.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊗ | ✓ | ✗ | ✓ | | | | | | | |
| Implenia | 22.03.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Inficon | 11.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊗ | ⊗ | ✓ | ✓ | | | | | | | |
| Interroll | 12.05.2017 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ⊗ | ⊗ | ✓ | ✓ | | | | | | | |
| Intershop | 30.03.2017 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Investis | 27.04.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ⊗ | ✓ | ✓ | ✓ | | | | | | | |
| IVF Hartmann | 25.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊗ | ⊗ | ✓ | ✓ | | | | | | | |
| Julius Bär | 12.04.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ⊗ | ✓ | ⊗ | ⊗ | ✓ | ✓ | | | | | | | |
| Jungfraubahn | 22.05.2017 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ⊗ | ⊗ | ✓ | ✓ | | | | | | | |
| Kardex | 20.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | |
| Komax | 12.05.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| KTM Industries | 27.04.2017 | AGM | | ✓ | | ✓ | | ⊗ | | | ✓ | | ✓ | ✗ | | ✓ | | | |
| Kudelski | 21.03.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊗ | ✗ | ✗ | ✓ | | | | | | | |
| Kühne + Nagel | 09.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊗ | ⊗ | ✓ | ✓ | | | | | | | |
| Kuros Biosciences | 22.05.2017 | AGM | ✓ | ✓ | | ⊗ | ⊗ | ✗ | ⊗ | ✗ | ✓ | ✓ | ✗ | | | | | | |
| LafargeHolcim | 03.05.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✗ | ⊗ | ⊗ | ✗ | ✓ | | | | | | | |
| lastminute.com | 28.04.2017 | AGM | ✓ | | | ✗ | | ✓ | ⊗ | | ✗ | | | ✗ | | | | | |
| Leclanché | 26.07.2017 | AGM | ✗ | ✓ | ✗ | ✓ | ✗ | ✗ | ⊗ | ✓ | ✓ | ✓ | ⊗ | | | | | ✗ | ✓ |
| Lem | 29.06.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Leonteq | 23.03.2017 | AGM | ✓ | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| | 22.11.2017 | EGM | | | | | | | ✓ | | | | | | | | | | |
| Liechtensteinische Landesbank | 12.05.2017 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✓ | | ✓ | ✓ | | | | | |
| LifeWatch | 26.04.2017 | AGM | ✓ | ✓ | | ✓ | ⊗ | ✗ | ⊗ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| | 21.07.2017 | EGM | | | | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Lindt & Sprüngli | 20.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊗ | ⊗ | ✓ | ✓ | | | | | | | |
| Logitech | 12.09.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊗ | ✓ | ✓ | ✓ | | | | | | | |
| Lonza | 25.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ⊗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| LumX Group | 31.05.2017 | AGM | ✗ | | | | | | ⊗ | | ✗ | | | | | | | | ✓ |
| Luzerner Kantonalbank | 12.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| MCH Group AG | 26.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊗ | ⊗ | ✗ | ✓ | | | | | | | |

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| Metall Zug | 05.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ⊕ | | | |
| Meyer Burger | 27.04.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | | | | ✓ | | ✖ | |
| Mikron | 25.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Mobilezone | 06.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Mobimo | 28.03.2017 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | ✓ |
| Molecular Partners | 11.05.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ⊕ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | |
| | 31.10.2017 | EGM | | | | | | | ⊕ | | | | | | | | | | |
| Myriad Group | 24.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ⊕ | ✗ | ✓ | ✓ | | | | | | | |
| | 24.08.2017 | EGM | | | | | | | ✓ | | | | ⊕ | | | | | | |
| Nestlé | 06.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ✓ | ✗ | ✓ | | | | | | | |
| Newron Pharmaceuticals | 28.03.2017 | AGM | ✓ | | | ✗ | | | ⊕ | | | | | | | | | | |
| Novartis | 28.02.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | |
| OC Oerlikon Corporation | 11.04.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Orascom Development | 01.03.2017 | EGM | | | | | | | | | | | | | | | | | ✓ |
| | 09.05.2017 | AGM | ✗ | ✓ | ✗ | ✓ | ✗ | ✗ | ✓ | ✗ | ✓ | ✓ | | | | | | | |
| Orell Füssli | 12.05.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Orior | 28.03.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Panalpina | 03.05.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Pargesa | 04.05.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Partners Group | 10.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Pax Anlage | 26.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Peach Property Group | 11.05.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ⊕ | ✗ | ✓ | ✓ | ✗ | ✓ | ✗ | | | ✓ | | | |
| Perfect Holding | 19.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Perrot Duval | 21.09.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ⊕ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| Phoenix Mecano | 19.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | | | | | | | |
| Plazza | 03.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Private Equity Holding | 10.07.2017 | AGM | ✓ | ✓ | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| PSP Swiss Property | 05.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | |
| Richemont | 13.09.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ✓ | ✗ | ✓ | | | | | | | |
| Rieter | 05.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Roche | 14.03.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ✗ | ✓ | ✓ | | | | | | | |
| Romande Energie | 30.05.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | |

| Company | Date | Type | Annual report | Allocation of income | Remuneration report (advisory vote) | Board remuneration amount | Executive remuneration amount | Discharge | Board elections | Elections of remuneration committee | Auditors | Elections of the independent proxy | Share capital increase | Share capital reduction | Capital structure | Articles of association | Mergers, acquisitions and relocations | Shareholder resolutions | Miscellaneous |
|-------------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| Santhera Pharmaceuticals | 04.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ⊕ | ⊕ | ✓ | ✓ | ✓ | ⊕ | | | | | | |
| Schaffner | 12.01.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Schindler | 16.03.2017 | AGM | ✓ | ✓ | | ✗ | ⊕ | ✓ | ⊕ | | ✓ | ✓ | | | | | | | |
| Schlatter | 04.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Schmolz + Bickenbach | 08.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Schweiter Technologies | 25.04.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| SFS Group | 26.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| SGS | 21.03.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | ✓ | ✓ | | | | | |
| SHL Telemedicine | 05.01.2017 | EGM | | | | ✗ | | ✓ | | | | | | | | | | | ✗ |
| | 11.05.2017 | AGM | | | | ✗ | | ⊕ | | ✓ | | | | | | | | | ✗ |
| | 28.06.2017 | EGM | | | | | | ✓ | | | | | | | | | | | |
| Siegfried | 20.04.2017 | AGM | ✓ | ✓ | | ✗ | ⊕ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Sika | 11.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ⊕ | ✓ | ✓ | | | | | | ✗ | |
| Sonova | 13.06.2017 | AGM | ✓ | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | |
| Spice Private Equity | 19.05.2017 | AGM | ✓ | ✓ | | ✓ | | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| St.Galler Kantonalbank | 03.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | | ✗ | ✓ | | | | | | | |
| Starrag Group | 28.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Straumann | 07.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Sulzer | 06.04.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | |
| Sunrise | 11.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| Swatch Group | 23.05.2017 | AGM | ✓ | ✓ | | ⊕ | ⊕ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Swiss Finance & Property Investment | 12.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | ✓ |
| Swiss Life | 25.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Swiss Prime Site | 11.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Swiss Re | 21.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ✓ | ✗ | ✓ | ✓ | ✓ | | ✓ | | | |
| Swisscom | 03.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Swissquote | 12.05.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Syngenta | 26.06.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Tamedia | 07.04.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ✗ | ✓ | ✓ | | | | | | | ✓ |
| Tecan | 11.04.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Temenos | 10.05.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ✓ | ⊕ | ✗ | ✓ | ✗ | | | | | | |
| Tornos | 12.04.2017 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |

| Company | Date | Type | Annual report | Allocation of income | Remuneration report (advisory vote) | Board remuneration amount | Executive remuneration amount | Discharge | Board elections | Elections of remuneration committee | Auditors | Elections of the independent proxy | Share capital increase | Share capital reduction | Capital structure | Articles of association | Mergers, acquisitions and relocations | Shareholder resolutions | Miscellaneous |
|------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| U-blox | 25.04.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ⊕ | | | | | | |
| UBS | 04.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Valartis Group | 16.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✗ | ⊕ | ⊕ | ✓ | ✓ | | | | ✓ | | | |
| Valiant | 18.05.2017 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Valora | 30.03.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| | 08.11.2017 | EGM | | | | | | | | | | | ✓ | | | | | | |
| Varia US Properties | 23.05.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | |
| | 08.12.2017 | EGM | | ✓ | | | | | | | | | ✓ | | | | | | |
| VAT Group | 17.05.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| Vaudoise Assurances | 08.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✗ | ✓ | | | | | | | |
| Vetropack | 10.05.2017 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Vifor Pharma | 11.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | ✗ | | | |
| Villars Holding | 11.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Von Roll | 24.04.2017 | AGM | ✓ | | | ✗ | ⊕ | ✗ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Vontobel | 04.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✓ | ✓ | | ✗ | ✓ | | | | | | | |
| VP Bank | 28.04.2017 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✗ | | | | | | | | |
| VZ Holding | 06.04.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Walter Meier | 24.03.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✗ | ✓ | ✓ | | | | | | |
| Wartec Invest | 24.05.2017 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| WISeKey | 31.05.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | ✗ | | | ✗ | | | |
| Ypsomed | 28.06.2017 | AGM | ✓ | ✓ | | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Zehnder Group | 06.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Züblin Immobilien | 20.06.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | ✗ | | | | | | |
| Zug Estates | 11.04.2017 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Zuger Kantonalbank | 29.04.2017 | AGM | ✓ | ✓ | | | ✓ | ✓ | | ✓ | ✗ | ✓ | | | | | | | |
| Zurich Insurance Group | 29.03.2017 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✗ | ✓ | ✗ | | | ✓ | | | |
| Zwahlen & Mayr | 27.04.2017 | 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 | 212 | 166 | 99.2 % |
| Allocation of income | 230 | 186 | 98.9 % |
| Remuneration report (advisory vote) | 114 | 100 | 86.2 % |
| Board remuneration amount | 211 | 166 | 93.6 % |
| Executive remuneration amount | 270 | 213 | 93.3 % |
| Discharge | 250 | 185 | 94.4 % |
| Board elections | 1397 | 1120 | 95.8 % |
| Elections of remuneration committee | 527 | 421 | 94.6 % |
| Auditors | 198 | 159 | 97.3 % |
| Elections of the independent proxy | 184 | 145 | 99.4 % |
| Share capital increase | 69 | 47 | 92.0 % |
| Share capital reduction | 20 | 17 | 98.1 % |
| Capital structure | 3 | 3 | 99.1 % |
| Articles of association | 49 | 40 | 97.2 % |
| Mergers, acquisitions and relocations | 1 | 1 | 100.0 % |
| Shareholder resolutions | 14 | 11 | 36.8 % |
| Misellaneous | 14 | 12 | 96.4 % |
| All topics | 3763 | 2992 | 95.3 % |

3.2 Rejected board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|-------------------------------------|------------|------|---|--------|--------|
| SHL Telemedicine | 28.06.2017 | 1.b | Elect Ms. Devorah Kimhi as independent external director | FOR | |
| SHL Telemedicine | 28.06.2017 | 1.c | Elect Ms. Noga Knaz as independent external director | FOR | |
| SHL Telemedicine | 28.06.2017 | 1.d | Elect Ms. Hava Shechter as independent external director | FOR | |
| GAM Holding | 27.04.2017 | 8.3 | Binding prospective vote on the variable remuneration of the executive management | OPPOSE | 7.1 % |
| GAM Holding | 27.04.2017 | 1.2 | Advisory vote on the remuneration report | OPPOSE | 17.6 % |
| SHL Telemedicine | 11.05.2017 | 4.a | Elect Mr. Yehoshua Abramovich as independent external director | FOR | 20.1 % |
| Bergbahnen Engelberg-Trübsee-Titlis | 07.04.2017 | 3 | Approve allocation of income and dividend | FOR | 24.7 % |

| | | | | | |
|-------------------|------------|-------|---|--------|--------|
| EFG International | 28.04.2017 | 4 | Discharge board members and executive management | FOR | 27.7 % |
| SHL Telemedicine | 11.05.2017 | 4.c | Elect Mr. Gil Sharon as independent external director | FOR | 31.3 % |
| Sika | 11.04.2017 | 5.3 | Advisory vote on the remuneration report | FOR | 32.5 % |
| SHL Telemedicine | 11.05.2017 | 3.a | Elect Mr. Ziv Carthy | FOR | 32.6 % |
| SHL Telemedicine | 11.05.2017 | 4.b | Elect Ms. Devorah Kimhi as independent external director | FOR | 32.6 % |
| Sika | 11.04.2017 | 3.1.7 | Discharge Prof. Dr. Ulrich W. Suter | FOR | 33.6 % |
| Sika | 11.04.2017 | 3.1.6 | Discharge Mr. Daniel J. Sauter | FOR | 33.8 % |
| Sika | 11.04.2017 | 3.1.9 | Discharge Mr. Christoph Tobler | FOR | 33.9 % |
| Sika | 11.04.2017 | 3.1.5 | Discharge Ms. Monika Ribar | FOR | 33.9 % |
| Sika | 11.04.2017 | 3.1.2 | Discharge Mr. Frits van Dijk | FOR | 33.9 % |
| Sika | 11.04.2017 | 3.1.3 | Discharge Dr. Paul J. Hälg | FOR | 34.0 % |
| Sika | 11.04.2017 | 5.4 | Approval of the total remuneration of the board of directors for the term of office 2017/18 | FOR | 34.1 % |
| Sika | 11.04.2017 | 5.2 | Approval of the total remuneration of the board of directors for the term of office 2016/17 | FOR | 34.2 % |
| Sika | 11.04.2017 | 5.1 | Approval of the total remuneration of the board of directors for the term of office 2015/16 | FOR | 34.2 % |
| LifeWatch | 26.04.2017 | 8. | Create a pool of conditional capital for the employees | OPPOSE | 36.6 % |
| LifeWatch | 26.04.2017 | | Elect Ms. Xu Shenlu | OPPOSE | 36.8 % |
| SHL Telemedicine | 05.01.2017 | 1.b | Elect Mr. Gil Sharon | FOR | 38.8 % |
| Georg Fischer | 19.04.2017 | 1.2 | Advisory vote on the remuneration report | FOR | 44.8 % |
| GAM Holding | 27.04.2017 | 7.1 | Re-elect Mr. Diego du Monceau de Bergendal to the Remuneration Committee | FOR | 46.1 % |
| LifeWatch | 26.04.2017 | 10.1 | Binding prospective vote on the fixed remuneration of the executive management | OPPOSE | 49.6 % |
| SHL Telemedicine | 11.05.2017 | 4.d | Elect Mr. Xuequn Qian as independent external director | FOR | 67.4 % |

3.3 Withdrawn board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|-----------|------------|-------|---|-----------|--------|
| AMS | 09.06.2017 | 8 | Create authorised capital | WITHDRAWN | -- |
| Evolva | 16.05.2017 | 5.2 | Increase and extend authorised capital | FOR | -- |
| Evolva | 16.05.2017 | 5.1 | Increase conditional capital for financing purposes | FOR | -- |
| Evolva | 16.05.2017 | 5.3 | Increase conditional capital for the employees | OPPOSE | -- |
| Leclanché | 26.07.2017 | 4.2.2 | Elect Mr. Peter H. Fletcher | OPPOSE | -- |
| LifeWatch | 26.04.2017 | 7.2 | Elect Mr. Jinsheng Dong to the Remuneration Committee | FOR | -- |
| LifeWatch | 26.04.2017 | 5.3 | Re-elect Mr. Jinsheng Dong | FOR | -- |
| Sika | 11.04.2017 | 2 | Approve allocation of income and dividend | FOR | -- |
| U-blox | 25.04.2017 | 4.1 | Increase of the conditional capital for the employees | OPPOSE | -- |

3.4 Most contested board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|---------------------|------------|-------|--|--------|--------|
| LifeWatch | 26.04.2017 | 9. | Binding prospective vote on the total remuneration of the board of directors | FOR | 51.7 % |
| SHL Telemedicine | 11.05.2017 | 3.b | Elect Mr. Yi He | FOR | 53.4 % |
| Logitech | 12.09.2017 | 5 | Discharge board members and executive management | FOR | 54.2 % |
| Meyer Burger | 27.04.2017 | 1.2 | Advisory vote on the remuneration report | OPPOSE | 54.8 % |
| Aryzta | 07.12.2017 | 1.2 | Advisory vote on the remuneration report | OPPOSE | 54.9 % |
| GAM Holding | 27.04.2017 | 8.1 | Binding prospective vote on the total remuneration of the board of directors | OPPOSE | 55.8 % |
| ABB | 13.04.2017 | 3 | Discharge board members and executive management | OPPOSE | 57.3 % |
| Adecco | 20.04.2017 | 7 | Amend articles of association: Maximum board size | FOR | 57.7 % |
| Credit Suisse Group | 28.04.2017 | 1.2 | Advisory vote on the remuneration report | OPPOSE | 58.0 % |
| Meyer Burger | 27.04.2017 | 4.2.2 | Re-elect Dr. Franz Richter to the nomination and remuneration committee | FOR | 58.6 % |

4 Detailed voting recommendations

ABB

13.04.2017

AGM

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.4 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 58.8 % The structure of the remuneration is not in line with Ethos' guidelines. |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | ✓ 57.3 % On 22 February 2017, ABB announced that it has uncovered a fraud in a South Korean subsidiary which allowed an employee of the company to steal USD 103 million. This fraud highlights material weaknesses in ABB's internal controls as confirmed by the 2016 auditors' report. ABB launched an investigation in cooperation with South Korean authorities and Interpol. At this stage, Ethos considers it is too early to grant the discharge. |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.7 % |
| 5 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 99.8 % |
| 6 | Approve renewal of authorised capital | FOR | FOR | ✓ 99.0 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.8 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | ✓ 62.0 % The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. |
| 8 | Elections to the board of directors | | | |
| 8.1 | Re-elect Dr. Matti Alahuhta | FOR | FOR | ✓ 98.7 % |
| 8.2 | Re-elect Mr. David E. Constable | FOR | FOR | ✓ 99.5 % |
| 8.3 | Re-elect Mr. Frederico F. Curado | FOR | ● OPPOSE | ✓ 96.8 % He was CEO of Embraer from 2007 to 2016, when serious bribery cases occurred. While Mr. Curado has not yet been accused of any wrongdoing in legal proceedings, several class actions are still pending. |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|----------|--|
| 8.4 | Elect Mr. Lars Förberg | FOR | FOR | ✓ 99.2 % |
| 8.5 | Re-elect Mr. Louis R. Hughes | FOR | ● OPPOSE | ✓ 87.3 % He is the chairman of the audit committee and the company is facing serious problems related to the internal control system. |
| 8.6 | Re-elect Mr. David Meline | FOR | FOR | ✓ 99.7 % |
| 8.7 | Re-elect Mr. Satish Pai | FOR | FOR | ✓ 99.6 % |
| 8.8 | Re-elect Mr. Jacob Wallenberg | FOR | FOR | ✓ 97.6 % |
| 8.9 | Re-elect Ms. Ying Yeh | FOR | FOR | ✓ 99.6 % |
| 8.10 | Re-elect Mr. Peter R. Voser as board member and chairman of the board | FOR | FOR | ✓ 99.0 % |
| 9 | Elections to the remuneration committee | | | |
| 9.1 | Re-elect Mr. David E. Constable to the remuneration committee | FOR | FOR | ✓ 94.6 % |
| 9.2 | Re-elect Mr. Frederico F. Curado to the remuneration committee | FOR | ● OPPOSE | ✓ 91.6 % As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee. |
| 9.3 | Re-elect Ms. Ying Yeh to the remuneration committee | FOR | FOR | ✓ 94.5 % |
| 10 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 11 | Election of the auditors | FOR | FOR | ✓ 99.0 % |

| Item | Agenda | Board | Ethos | Result |
|--------|---|-------|----------|--|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 94.1 % The structure of the remuneration is not in line with Ethos' guidelines. |
| 2 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.6 % |
| 4 | Re-election of the current board of directors | | | |
| 4.1.1 | Re-elect Dr. pharm. Jean-Pierre Garnier | FOR | FOR | ✓ 99.7 % |
| 4.1.2 | Re-elect Dr. med. Jean-Paul Clozel | FOR | FOR | ✓ 99.9 % |
| 4.1.3 | Re-elect Mr. Juhani Anttila | FOR | FOR | ✓ 98.4 % |
| 4.1.4 | Re-elect Mr. Robert Bertolini | FOR | FOR | ✓ 99.7 % |
| 4.1.5 | Re-elect Mr. John J. Greisch | FOR | FOR | ✓ 99.4 % |
| 4.1.6 | Re-elect Prof. Dr. rer. nat. Peter Gruss | FOR | FOR | ✓ 99.9 % |
| 4.1.7 | Re-elect Dr. oec. Michael Jacobi | FOR | FOR | ✓ 99.4 % |
| 4.1.8 | Re-elect Mr. Jean Malo | FOR | FOR | ✓ 98.2 % |
| 4.1.9 | Re-elect Mr. David Stout | FOR | FOR | ✓ 99.9 % |
| 4.1.10 | Re-elect Ms. Herna Verhagen | FOR | FOR | ✓ 99.3 % |
| 4.2 | Re-elect Dr. pharm. Jean-Pierre Garnier as chairman of the board | FOR | FOR | ✓ 99.7 % |
| 4.3 | Re-election of the remuneration committee | | | |
| 4.3.1 | Re-elect Ms. Herna Verhagen to the remuneration committee | FOR | FOR | ✓ 99.1 % |
| 4.3.2 | Re-elect Dr. pharm. Jean-Pierre Garnier to the remuneration committee | FOR | FOR | ✓ 99.1 % |
| 4.3.3 | Re-elect Mr. John J. Greisch to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 5 | Election of the new board of directors | | | |
| 5.1.1 | Elect Mr. Ludo Ooms | FOR | FOR | ✓ 99.9 % |
| 5.1.2 | Elect Dr. Claudio Cescato | FOR | FOR | ✓ 99.6 % |
| 5.1.3 | Elect Mr. Andrea Ostinelli | FOR | FOR | ✓ 99.6 % |
| 5.1.4 | Elect Mr. Pascal Hoorn | FOR | FOR | ✓ 99.9 % |
| 5.1.5 | Elect Dr. Julian Bertschinger | FOR | FOR | ✓ 99.9 % |
| 5.2 | Elect Mr. Ludo Ooms as chairman of the board | FOR | FOR | ✓ 99.8 % |
| 5.3 | Election of the remuneration committee | | | |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|-------|-----------|
| 5.3.1 | Elect Dr. Claudio Cescato to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 5.3.2 | Elect Mr. Andrea Ostinelli to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 5.3.3 | Elect Mr. Pascal Hoorn to the remuneration committee | FOR | FOR | ✓ 99.1 % |
| 6 | Distribution of all shares in Idorsia Ltd to the shareholders of Actelion by way of a dividend in kind for the purpose of implementing the demerger | FOR | FOR | ✓ 100.0 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 98.3 % |
| 9 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The company is in a situation of capital loss. | ✓ |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Prof. Dr. Vincent Lawton as board member and chairman | FOR | FOR | | ✓ |
| 5.2 | Re-elect Prof. Dr. pharm. Raymond Hill | FOR | FOR | | ✓ |
| 5.3 | Re-elect Mr. Tim Dyer | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 5.4 | Elect Dr. med. Roger G. Mills | FOR | ● OPPOSE | He is also a permanent member of the executive management (Chief Medical Officer). | ✓ |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Prof. Dr. Vincent Lawton to the remuneration committee | FOR | FOR | | ✓ |
| 6.2 | Re-elect Prof. Dr. pharm. Raymond Hill to the remuneration committee | FOR | FOR | | ✓ |
| 7 | Election of the auditors | FOR | FOR | | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ |
| 9 | Amend articles of association: authorised and conditional capital | | | | |
| 9.1 | Approve increase and renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|--------|--|-------|----------|---|--------|
| 9.2 | Approve increase of conditional capital | FOR | ● OPPOSE | <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The transparency of the share-based plan for which the requested capital is intended is insufficient.</p> | ✓ |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The non-executive directors receive options.</p> | ✓ |
| 10.2.1 | Binding prospective vote on the total remuneration of the executive management for the financial year 2017 | 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 board of directors has excessive discretion with regard to awards.</p> | ✓ |
| 10.2.2 | Binding prospective vote on the total remuneration of the executive management for the financial year 2018 | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p> | ✓ |

| 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 | | ✓ 96.3 % |
| 2 | Allocation of income, distribution of dividend and repayment of nominal value | | | | |
| 2.1 | Allocation of income and dividend | FOR | FOR | | ✓ 94.0 % |
| 2.2 | Capital reduction via repayment of nominal value | FOR | FOR | | ✓ 93.9 % |
| 2.3 | Amend articles of association: Agenda items | FOR | FOR | | ✓ 93.6 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.8 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 92.7 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. | ✓ 94.2 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. Rolf Dörig as board member and chairman | FOR | FOR | | ✓ 95.3 % |
| 5.1.2 | Re-elect Mr. Jean-Christophe Deslarzes | FOR | FOR | | ✓ 96.3 % |
| 5.1.3 | Re-elect Dr. Rainer Alexander Gut | FOR | FOR | | ✓ 95.0 % |
| 5.1.4 | Re-elect Dr. Didier Lamouche | FOR | FOR | | ✓ 82.1 % |
| 5.1.5 | Re-elect Mr. David Prince | FOR | FOR | | ✓ 93.3 % |
| 5.1.6 | Re-elect Dr. Wanda Rapaczynski | FOR | FOR | | ✓ 96.3 % |
| 5.1.7 | Re-elect Ms. Kathleen P. Taylor | FOR | FOR | | ✓ 95.1 % |
| 5.1.8 | Elect Ms. Ariane Gorin | FOR | FOR | | ✓ 96.6 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Re-elect Dr. Rainer Alexander Gut to the remuneration committee | FOR | FOR | | ✓ 98.1 % |
| 5.2.2 | Re-elect Mr. Jean-Christophe Deslarzes to the remuneration committee | FOR | FOR | | ✓ 99.3 % |
| 5.2.3 | Re-elect Dr. Wanda Rapaczynski to the remuneration committee | FOR | FOR | | ✓ 99.2 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|----------|
| 5.2.4 | Elect Ms. Kathleen P. Taylor to the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 5.3 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 5.4 | Election of the auditors | FOR | FOR | ✓ 99.0 % |
| 6.1 | Partial cancellation of conditional capital | FOR | FOR | ✓ 99.9 % |
| 6.2 | Creation of authorised capital | FOR | FOR | ✓ 90.5 % |
| 7 | Amend articles of association: Maximum board size | FOR | FOR | ✓ 57.7 % |
| 8 | Amend articles of association: Change of registered office | FOR | FOR | ✓ 93.9 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 4.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ |
| 4.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Willy Michel | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Mr. Hans Dreier | FOR | ● OPPOSE | He is also a permanent member of the executive management (Head of IT/Logistics/Legal). ✓ |
| 5.1.3 | Re-elect Dr. Roland Waibel | FOR | FOR | ✓ |
| 5.1.4 | Elect Mr. Christian Mäder | FOR | FOR | ✓ |
| 5.2 | Election of the chairman of the board | FOR | FOR | ✓ |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Willy Michel to the remuneration committee | FOR | FOR | ✓ |
| 5.3.2 | Elect Mr. Christian Mäder to the remuneration committee | FOR | FOR | ✓ |
| 5.3.3 | Re-elect Dr. Roland Waibel to the remuneration committee | FOR | FOR | ✓ |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ |
| 5.5 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|--|--------|
| 1 | Present annual report, financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2 | Present auditors report | NON-VOTING | NON-VOTING | | |
| 3 | Approve annual report, financial statements and accounts | FOR | ● OPPOSE | <p>The information presented to the shareholders is insufficient.</p> <p>Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.</p> | ✓ |
| 4 | Approve allocation of income and dividend | FOR | ● OPPOSE | <p>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.</p> | ✓ |
| 5 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ |
| 6 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Ethos strongly disagrees with the board's decisions.</p> <p>The company is in a situation of capital loss, of over indebtedness, in a definitive moratorium, or there is a material uncertainty on the ability of the company to continue as a going concern.</p> | ✓ |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Re-elect Dr. iur. Christian C. Wenger | FOR | FOR | | ✓ |
| 7.2 | Re-elect Mr. Raymond Loretan | FOR | ● OPPOSE | <p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (16.7%).</p> | ✓ |
| 7.3 | Re-elect Mr. Antoine Hubert | FOR | ● OPPOSE | <p>He is also a permanent member of the executive management (CEO).</p> | ✓ |
| 7.4 | Re-elect Mr. Michel Reybier | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 7.5 | Re-elect Mr. Antoine Kohler | FOR | FOR | | ✓ |
| 7.6 | Re-elect Dr. med. Cédric A. George | FOR | FOR | | ✓ |
| 8 | Election of the chairman of the board | FOR | FOR | | ✓ |
| 9 | Elections to the remuneration committee | | | | |
| 9.1 | Re-elect Dr. med. Cédric A. George to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ |
| 9.2 | Re-elect Mr. Antoine Kohler to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ |
| 10 | Election of the auditors | FOR | FOR | | ✓ |
| 11 | Election of the independent proxy | FOR | FOR | | ✓ |
| 12 | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |
| 13 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 14 | Binding retrospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Discharge board members | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. | ✓ 100.0 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 4.1 | Create a pool of conditional capital for the conversion of convertible bonds | FOR | FOR | | ✓ |
| 4.2 | Remove both authorised capitals | FOR | FOR | | ✓ |
| 4.3 | Remove articles 5a and 5b (contributions in kind) | FOR | FOR | | ✓ |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 100.0 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. | ✓ 100.0 % |
| 5.3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 100.0 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Marc-Henri Beausire (CEO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ 100.0 % |
| 6.1.2 | Re-elect Mr. Pierre Duboux | FOR | FOR | | ✓ 100.0 % |
| 6.1.3 | Re-elect Dr. Urs Linsi | FOR | FOR | | ✓ 100.0 % |
| 6.1.4 | Elect Mr. Laurent Jaquenoud | FOR | FOR | | ✓ 100.0 % |
| 6.2 | Re-elect Mr. Marc-Henri Beausire (CEO) as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Beausire to the board of directors, he cannot be elected as chairman. | ✓ 100.0 % |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Re-elect Mr. Pierre Duboux to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 6.3.2 | Re-elect Dr. Urs Linsi to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 7 | Re-election of the auditors | FOR | FOR | | ✓ 100.0 % |
| 8 | Re-election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.5 % |
| 2 | Approve allocation of loss | FOR | FOR | | ✓ 98.5 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 97.8 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Antoine Kohler | FOR | FOR | | ✓ 95.3 % |
| 4.1.2 | Re-elect Mr. Quint Kelders | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 94.9 % |
| 4.1.3 | Re-elect Dr. Attila A. Tamer | FOR | FOR | | ✓ 98.5 % |
| 4.1.4 | Re-elect Mr. Okko Filius | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (14.3%). He has a major conflict of interest that is incompatible with his role as board member. | ✓ 95.1 % |
| 4.1.5 | Re-elect Mr. Robert Seminara | FOR | FOR | | ✓ 98.4 % |
| 4.1.6 | Re-elect Mr. Ralf Ackermann | FOR | FOR | | ✓ 98.4 % |
| 4.2 | Elect Mr. Christophe Villemin | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 97.7 % |
| 4.3 | Election of the chairman of the board | FOR | FOR | | ✓ 95.8 % |
| 4.4 | Elections to the nomination and remuneration committee | | | | |
| 4.4.1 | Re-elect Mr. Antoine Kohler to the nomination and remuneration committee | FOR | ● OPPOSE | He is not independent (various reasons) and the majority of the committee members are not independent. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. | ✓ 95.5 % |
| 4.4.2 | Re-elect Mr. Okko Filius to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Filius to the board of directors, he cannot be elected to the committee. | ✓ 95.5 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 4.5 | Elect Mr. Christophe Villemin to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Villemin to the board of directors, he cannot be elected to the committee. | ✓ 98.1 % |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive options. | ✓ 91.4 % |
| 6 | 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> | ✓ 90.6 % |
| 7 | Election of the auditors | FOR | FOR | | ✓ 99.5 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 9.1 | Approve renewal of authorised capital | FOR | FOR | | ✓ 98.1 % |
| 9.2 | Increase the pool of conditional capital for the employees, the board of directors and the members of the management | FOR | ● OPPOSE | The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. | ✓ 91.4 % |
| 9.3 | Creation of conditional capital for option rights of the Apollo Funds | FOR | ● OPPOSE | The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient. | ✓ 97.8 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3 | Approve distribution from capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Bruno Bettoni | FOR | FOR | ✓ 94.3 % |
| 5.1.b | Re-elect Dr. rer. pol. Ralph-Thomas Honegger | FOR | FOR | ✓ 94.2 % |
| 5.1.c | Re-elect Mr. Albert Leiser | FOR | FOR | ✓ 95.4 % |
| 5.1.d | Re-elect Ms. Andrea Sieber | FOR | FOR | ✓ 91.7 % |
| 5.1.e | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ 98.2 % |
| 5.1.f | Re-elect Mr. Olivier Steimer | FOR | FOR | ✓ 90.7 % |
| 5.1.g | Re-elect Mr. Thomas Stenz | FOR | FOR | ✓ 96.3 % |
| 5.2 | Re-elect Mr. Bruno Bettoni as chairman of the board | FOR | FOR | ✓ 94.3 % |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.a | Re-elect Dr. rer. pol. Ralph-Thomas Honegger to the nomination and remuneration committee | FOR | FOR | ✓ 93.5 % |
| 5.3.b | Elect Ms. Andrea Sieber to the nomination and remuneration committee | FOR | FOR | ✓ 90.4 % |
| 5.3.c | Elect Mr. Peter Spuhler to the nomination and remuneration committee | FOR | FOR | ✓ 97.8 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 99.9 % |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 90.6 % |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.4 % |
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.3 % |
| 6.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 96.9 % |
| 7.1 | Amend article 6 of the articles of association | FOR | FOR | ✓ 87.3 % |
| 7.2 | Deletion of article 7 of the articles of association | FOR | FOR | ✓ 100.0 % |

Also

21.03.2017

AGM

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|---|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 5 | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 6.3 | Binding prospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | 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. | ✓ |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.a | Re-elect Prof. Peter Athanas | FOR | FOR | | ✓ |
| 7.1.b | Re-elect Mr. Walter P.J. Droege | FOR | FOR | | ✓ |
| 7.1.c | Re-elect Prof. Karl Hofstetter | FOR | ● OPPOSE | He has been a member of the board for 21 years, which exceeds Ethos' guidelines. | ✓ |
| 7.1.d | Re-elect Prof. Rudolf Marty | FOR | ● OPPOSE | He has been a member of the board for 24 years, which exceeds Ethos' guidelines. | ✓ |
| 7.1.e | Re-elect Mr. Frank Tanski | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 7.1.f | Re-elect Dr. Ernest-W. Droege | FOR | FOR | | ✓ |

Also

21.03.2017

AGM

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 7.1.g | Re-elect Prof. Gustavo Möller-Hergt | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 7.2 | Re-elect Prof. Gustavo Möller-Hergt as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Prof. Möller-Hergt to the board of directors, he cannot be elected as chairman. He is also CEO and the combination of functions is permanent. | ✓ |
| 7.3 | Elections to the nomination and remuneration committee | | | | |
| 7.3.a | Re-elect Prof. Peter Athanas to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ |
| 7.3.b | Re-elect Mr. Walter P.J. Droege to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ |
| 7.3.c | Re-elect Mr. Frank Tanski to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Tanski to the board of directors, he cannot be elected to the committee. He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ |
| 7.4 | Election of the auditors | FOR | FOR | | ✓ |
| 7.5 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|---|------------|------------|---|-----------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 71.1 % |
| 3 | Discharge members of the management board | FOR | FOR | | ✓ 100.0 % |
| 4 | Discharge members of the supervisory board | FOR | FOR | | ✓ 100.0 % |
| 5 | Approve remuneration of the members of the supervisory board | FOR | FOR | | ✓ 99.9 % |
| 6 | Election of the auditors | FOR | FOR | | ✓ 96.7 % |
| 7 | Cancel conditional capital | FOR | FOR | | ✓ 100.0 % |
| 8 | Create authorised capital | WITH-DRAWN | WITH-DRAWN | This item was withdrawn from the agenda. | – |
| 9 | Authorise the board to issue convertible bonds | FOR | FOR | | ✓ 81.9 % |
| 10 | Create conditional capital for convertible bonds | FOR | FOR | | ✓ 82.4 % |
| 11 | Approve share buyback programme | FOR | ● OPPOSE | The repurchase price can include a significant premium on the market value (30%). The length of the authorisation exceeds 24 months. | ✓ 89.1 % |
| 12 | Report on the share buyback programme and presentation of the new option plan | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Board | Ethos | Result |
|------|---|------------|---|--------|
| 1 | Auditors report | NON-VOTING | NON-VOTING | |
| 2 | Approve annual report, 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 | | | |
| 1.1 | Approve annual report | FOR | FOR | ✓ 100.0 % |
| 1.2 | Approve statutory financial statements | FOR | FOR | ✓ 99.9 % |
| 1.3 | Approve consolidated financial statements | FOR | FOR | ✓ 99.9 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 3 | Approve allocation of balance sheet result | FOR | FOR | ✓ 98.8 % |
| 4.1 | Elections to the board of directors and the remuneration committee | | | |
| 4.1.1 | Re-elect Mr. Alexander von Witzleben as board member, chairman, and member of the remuneration committee | FOR | ● OPPOSE | He is "ad interim" CEO since July 2015 and the functions will remain combined at least until the end of 2018. He serves on the audit committee and the remuneration committee. |
| 4.1.2 | Re-elect Mr. Peter Barandun as board member and member of the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 4.1.3 | Re-elect Mr. Peter Bodmer as board member | FOR | FOR | ✓ 98.0 % |
| 4.1.4 | Re-elect Mr. Heinz Haller as board member and member of the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 4.1.5 | Re-elect Mr. Markus Oppliger as board member | FOR | FOR | ✓ 99.8 % |
| 4.1.6 | Re-elect Mr. Michael Pieper as board member | FOR | FOR | ✓ 98.9 % |
| 4.1.7 | Re-elect Dr. Rudolf Huber as board member | FOR | FOR | ✓ 99.2 % |
| 4.1.8 | Re-elect Mr. Thomas Lozser as board member | FOR | FOR | ✓ 97.4 % |
| 4.2 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 4.3 | Election of the auditors | FOR | FOR | ✓ 95.7 % |
| 5 | Advisory vote on the remuneration report | FOR | FOR | ✓ 96.6 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Approve allocation of income | FOR | FOR | | ✓ |
| 3 | Reclassification of reserves | FOR | FOR | | ✓ |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The company is in a situation of capital loss. | ✓ |
| 5.1 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 5.1.A | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 5.1.B | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 5.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ |
| 6 | Elections to the board of directors | | | | |
| 6.1.A | Re-elect Dr. Volkert Klaucke | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 6.1.B | Re-elect Dr. Doraiswamy Srinivas | FOR | ● OPPOSE | He is also a permanent member of the executive management (COO Arundel Inc.). | ✓ |
| 6.1.C | Re-elect Mr. David Quint | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO Arundel Inc.). | ✓ |
| 6.1.D | Re-elect Mr. Markus Müller | FOR | ● OPPOSE | He is not independent (various reasons) and the board independence is insufficient (0.0%). | ✓ |
| 6.2 | Re-elect Dr. Volkert Klaucke as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Klaucke to the board of directors, he cannot be elected as chairman. | ✓ |
| 6.3 | Elections to the nomination and remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|--|--------|
| 6.3.A | Re-elect Dr. Volkert Klaucke to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Klaucke to the board of directors, he cannot be elected to the committee. | ✓ |
| 6.3.B | Re-elect Mr. David Quint to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Quint to the board of directors, he cannot be elected to the committee. | ✓ |
| 6.3.C | Re-elect Mr. Markus Müller to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Müller to the board of directors, he cannot be elected to the committee. | ✓ |
| 7 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ |
| 9 | Reduce share capital via repayment of nominal value | FOR | ● OPPOSE | The amount of the reimbursement is excessive given the financial situation and perspectives of the company. | ✓ |
| 10 | Amend articles of association | | | | |
| 10.1 | Deletion of article 4 para. 3 (restriction of transferability) | FOR | FOR | | ✓ |
| 10.2 | Amendment of article 7 (opting out of mandatory purchase offer requirement) | FOR | FOR | | ✓ |
| 10.3 | Deletion of articles 42 and 43 (historical transactions) | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.4 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 54.9 % |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 99.6 % |
| 2.2 | Distribution of a scrip dividend out of capital contribution reserves | FOR | FOR | | ✓ 99.7 % |
| 3 | Discharge board members | FOR | FOR | | ✓ 98.2 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Gary McGann as chairman and member of the board | FOR | FOR | | ✓ 98.6 % |
| 4.1.2 | Re-elect Mr. Charles Adair | FOR | FOR | | ✓ 98.1 % |
| 4.1.3 | Re-elect Mr. Dan Flinter | FOR | FOR | | ✓ 99.3 % |
| 4.1.4 | Re-elect Ms. Annette Flynn | FOR | FOR | | ✓ 99.3 % |
| 4.1.5 | Re-elect Mr. Andrew Morgan | FOR | FOR | | ✓ 99.3 % |
| 4.1.6 | Re-elect Prof. Rolf Watter | FOR | FOR | | ✓ 98.6 % |
| 4.1.7 | Elect Mr. Kevin Toland (CEO) | FOR | ● OPPOSE | He is the company's CEO. | ✓ 90.0 % |
| 4.1.8 | Elect Mr. Jim Leighton | FOR | FOR | | ✓ 99.5 % |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Re-elect Mr. Charles Adair to the remuneration committee | FOR | FOR | | ✓ 98.0 % |
| 4.2.2 | Re-elect Mr. Gary McGann to the remuneration committee | FOR | FOR | | ✓ 98.5 % |
| 4.2.3 | Re-elect Prof. Rolf Watter to the remuneration committee | FOR | FOR | | ✓ 98.5 % |
| 4.3 | Re-election of the auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 93.3 % |
| 4.4 | Re-election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 5.2 | 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> | ✓ 89.4 % |
| 6 | Approve renewal of authorised capital | FOR | FOR | | ✓ 92.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|-----------|
| 1. | Approve 2016 annual report, statutory financial statements and accounts | FOR | ● OPPOSE | Serious doubts are raised concerning the quality and truthfulness of the information provided. | ✓ 96.9 % |
| 2. | Approve 2016 consolidated financial statements | FOR | FOR | | ✓ 100.0 % |
| 3. | Advisory vote on the remuneration report | FOR | FOR | | ✓ 68.7 % |
| 4. | Approve allocation of income and dividend | FOR | ● OPPOSE | The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders. | ✓ 96.8 % |
| 5. | Discharge board members | FOR | FOR | | ✓ 99.9 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.a | Re-elect Dr. rer. nat. Valentin Chapero Rueda | FOR | FOR | | ✓ 98.8 % |
| 6.1.b | Re-elect Dr. Harald Deutsch | FOR | FOR | | ✓ 99.8 % |
| 6.1.c | Re-elect Ms. Christina Stercken | FOR | FOR | | ✓ 99.9 % |
| 6.1.d | Re-elect Mr. Andreas Umbach | FOR | FOR | | ✓ 100.0 % |
| 6.1.e | Elect Mr. Jürg Fedier | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 96.0 % |
| 6.2 | Election of the chairman of the board | FOR | FOR | | ✓ 99.1 % |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.a | Elect Dr. Harald Deutsch to the Remuneration Committee | FOR | FOR | | ✓ 97.6 % |
| 6.3.b | Elect Dr. rer. nat. Valentin Chapero Rueda to the Remuneration Committee | FOR | FOR | | ✓ 96.1 % |
| 6.4 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 96.9 % |
| 6.5 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.6 % |
| 7.2.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 97.2 % |
| 7.2.b | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 97.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|-------|----------|
| 7.2.c | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | ✓ 93.6 % |

| 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 | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.5 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Hans-Peter Schwald | FOR | FOR | ✓ 97.7 % |
| 4.2 | Re-elect Mr. Rainer Schmückle | FOR | FOR | ✓ 99.4 % |
| 4.3 | Re-elect Mr. Michael Pieper | FOR | FOR | ✓ 97.2 % |
| 4.4 | Re-elect Mr. This E. Schneider | FOR | FOR | ✓ 78.8 % |
| 4.5 | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ 99.7 % |
| 4.6 | Re-elect Mr. Ferdinand Stutz | FOR | FOR | ✓ 99.4 % |
| 4.7 | Elect Mr. Norbert Indlekofer | FOR | FOR | ✓ 99.2 % |
| 5 | Re-elect Mr. Hans-Peter Schwald as board chairman | FOR | FOR | ✓ 98.6 % |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Mr. This E. Schneider to the remuneration committee | FOR | FOR | ✓ 77.9 % |
| 6.2 | Re-elect Mr. Hans-Peter Schwald to the remuneration committee | FOR | FOR | ✓ 96.5 % |
| 6.3 | Re-elect Mr. Ferdinand Stutz to the remuneration committee | FOR | FOR | ✓ 98.1 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 98.6 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.4 % |
| 9 | Advisory vote on the remuneration report | FOR | FOR | ✓ 84.8 % |
| 10 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.2 % |
| 11 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.2 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2. | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.8 % |
| 5. | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Kuno Sommer as member and chairman | FOR | FOR | ✓ 100.0 % |
| 5.2 | Re-elect Ms. Nicole Grogg Hötzer | FOR | FOR | ✓ 100.0 % |
| 5.3 | Re-elect Prof. Dr. Helma Wennemers | FOR | FOR | ✓ 99.9 % |
| 5.4 | Re-elect Dr. iur. Thomas Burckhardt | FOR | ● OPPOSE | ✓ 99.3 % He has been a member of the board for 20 years, which exceeds Ethos' guidelines. |
| 5.5 | Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger | FOR | FOR | ✓ 99.9 % |
| 5.6 | Re-elect Dr. phil. Rolf Nyfeler | FOR | FOR | ✓ 99.9 % |
| 6. | Elections to the remuneration committee | | | |
| 6.1 | Elect Dr. Kuno Sommer to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 6.2 | Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 6.3 | Elect Dr. phil. Rolf Nyfeler to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 7. | Election of the auditors | FOR | ● OPPOSE | ✓ 93.9 % The term of office of the audit firm exceeds 20 years. During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. |
| 8. | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|--------|--|-------|-------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4.1 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 99.9 % |
| 4.2 | Approve renewal of authorised capital | FOR | FOR | ✓ 94.3 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. iur. Andreas Burckhardt as board member and chairman | FOR | FOR | ✓ 94.8 % |
| 5.1.2 | Re-elect Dr. iur. Andreas Beerli | FOR | FOR | ✓ 98.0 % |
| 5.1.3 | Re-elect Dr. med. Georges-Antoine de Boccard | FOR | FOR | ✓ 99.6 % |
| 5.1.4 | Re-elect Mr. Christoph B. Gloor | FOR | FOR | ✓ 99.4 % |
| 5.1.5 | Re-elect Ms. Karin Keller-Sutter | FOR | FOR | ✓ 99.3 % |
| 5.1.6 | Re-elect Mr. Werner Kummer | FOR | FOR | ✓ 92.2 % |
| 5.1.7 | Re-elect Mr. Hugo Lasat | FOR | FOR | ✓ 99.5 % |
| 5.1.8 | Re-elect Mr. Thomas Pleines | FOR | FOR | ✓ 99.4 % |
| 5.1.9 | Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen | FOR | FOR | ✓ 99.7 % |
| 5.1.10 | Elect Dr. iur. Thomas von Planta | FOR | FOR | ✓ 99.3 % |
| 5.2 | Elections to the remuneration committee | | | |
| 5.2.1 | Re-elect Dr. med. Georges-Antoine de Boccard to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 5.2.2 | Re-elect Ms. Karin Keller-Sutter to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 5.2.3 | Re-elect Mr. Thomas Pleines to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 5.2.4 | Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 5.3 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 5.4 | Election of the auditors | FOR | FOR | ✓ 99.7 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.0 % |
| 6.2.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.2 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|-------|----------|
| 6.2.2 | Binding prospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 93.6 % |

| Item | Agenda | Board | Ethos | Result |
|---------|---|-------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 3 | Discharge board members | FOR | FOR | ✓ 94.6 % |
| 4.1.1 | Number of board members | FOR | FOR | ✓ 100.0 % |
| 4.1.2.a | Re-elect Dr. iur. Sebastian Frehner | FOR | FOR | ✓ 99.5 % |
| 4.1.2.b | Re-elect Mr. Jan Goepfert | FOR | FOR | ✓ 99.6 % |
| 4.1.2.c | Elect Ms. Barbara Heller | FOR | FOR | ✓ 99.8 % |
| 4.1.2.d | Re-elect Ms. Christine Keller | FOR | FOR | ✓ 99.5 % |
| 4.1.2.e | Re-elect Dr. rer. pol. Ralph Lewin | FOR | FOR | ✓ 99.8 % |
| 4.1.2.f | Re-elect Dr. rer. pol. Andreas Sturm | FOR | FOR | ✓ 99.5 % |
| 4.1.2.g | Re-elect Prof. Dr. oec. Christian Wunderlin | FOR | FOR | ✓ 99.7 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.5 % |
| 4.3.1 | Number of members of the nomination and remuneration committee | FOR | FOR | ✓ 99.9 % |
| 4.3.1.a | Elect Ms. Christine Keller to the nomination and remuneration committee | FOR | FOR | ✓ 99.6 % |
| 4.3.1.b | Re-elect Dr. rer. pol. Ralph Lewin to the nomination and remuneration committee | FOR | <p>● OPPOSE</p> <p>He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.</p> | ✓ 99.6 % |
| 4.3.1.c | Re-elect Dr. rer. pol. Andreas Sturm to the nomination and remuneration committee | FOR | FOR | ✓ 99.4 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 99.8 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.5 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.5 % |
| 6.1 | Amend Article 1 of the Articles of Association: Change the company name | FOR | FOR | ✓ 99.5 % |
| 6.2 | Amend Article 5 of the Articles of Association: Wording | FOR | FOR | ✓ 99.8 % |
| 6.3 | Amend Article 26 of the Articles of Association: Board decision | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|-------|----------|
| 6.4 | Enter in force of the change to the Articles of Association | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|------------|------------|---|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 3 | Discharge board members | FOR | FOR | | ✓ |
| 4 | Elections to the board of directors and to the remuneration committee | | | | |
| 4.1 | Re-elect Mr. Ralph Peter Siegl as board member, chairman of the board and member of the remuneration committee (single vote) | FOR | FOR | | ✓ |
| 4.2 | Re-elect Dr. Gabriel Brenna | FOR | FOR | | ✓ |
| 4.3 | Re-elect Ms. Beatrix Frey-Eigenmann | FOR | FOR | | ✓ |
| 4.4 | Re-elect Dr. Karin Lenzlinger Diedenhofen as member of the board and of the remuneration committee (single vote) | FOR | FOR | | ✓ |
| 4.5 | Re-elect Mr. Kurt Mäder | FOR | FOR | | ✓ |
| 4.6 | Re-elect Mr. Christoph Reich | FOR | FOR | | ✓ |
| 4.7 | Elect Mr. Urs Müller as member of the board and of the remuneration committee (single vote) | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 4.8 | Re-election of the independent proxy | FOR | FOR | | ✓ |
| 4.9 | Re-election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 5.2.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 5.2.b | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ |
| 6 | Miscellaneous | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Board | Ethos | Result |
|------|--|------------|------------|--|
| 1 | Chairman's speech | NON-VOTING | NON-VOTING | |
| 2 | Announcement of the votes represented, presentation of the secretary for the meeting and the scrutineers | NON-VOTING | NON-VOTING | |
| 3 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.6 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.6 % |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ 99.5 % |
| 6 | Renewal of part of the board of directors | | | |
| 6.1 | Elect Mr. Jean-Olivier Kerr | FOR | FOR | ✓ 97.6 % |
| 6.2 | Elect Ms. Michèle Costafrolaz | FOR | FOR | ✓ 96.2 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 99.1 % |
| 8 | Principle for a binding vote on the remuneration by the General Assembly | OPPOSE | ● FOR | ✗ 12.3 % |
| | | | | This proposal would allow shareholders to give their view on the board and executive remuneration. |




| Item | Agenda | Board | Ethos | Result |
|------|--|------------|------------|--|
| 1 | Opening of the meeting | NON-VOTING | NON-VOTING | |
| 2 | Present annual report | NON-VOTING | NON-VOTING | |
| 3 | Present auditors' report | NON-VOTING | NON-VOTING | |
| 4 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 6 | Discharge board members | FOR | FOR | ✓ 100.0 % |
| 7 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. ✓ 99.9 % |
| 8 | Amend articles of association: Convert bearer shares into registered shares | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|------------|------------|--|
| 1 | Welcome | NON-VOTING | NON-VOTING | |
| 2 | Chairman's speech | NON-VOTING | NON-VOTING | |
| 3 | Appointment of scrutineers | NON-VOTING | NON-VOTING | |
| 4 | Management report and audit report | NON-VOTING | NON-VOTING | |
| 5 | Approve annual report, financial statements and accounts | FOR | FOR | ✓100.0 % |
| 6.1 | Approve allocation of income | FOR | FOR | ✓100.0 % |
| 6.2 | Distribution out of capital contributions reserves | FOR | FOR | ✓100.0 % |
| 7 | Discharge board members and executive management | FOR | FOR | ✓100.0 % |
| 8 | Elections to the board of directors | | | |
| 8.1 | Grouped election to the board of directors for a 4-year term | FOR | ● OPPOSE | Insufficient information is provided concerning the nominees. ✓100.0 % |
| 8.2 | Re-elect Mr. Jean-Pierre Papilloud as chairman of the board and appoint the vice-chairman | FOR | FOR | ✓100.0 % |
| 9 | Election of the auditors | FOR | FOR | ✓100.0 % |

| 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 | ✓ 99.9 % |
| 4 | Approve allocation of income and dividend | | | |
| 4.1 | Approve allocation of income and ordinary dividend | FOR | FOR | ✓ 99.9 % |
| 4.2 | Approve dividend from capital contribution reserves | 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 | ✓ 98.8 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.8 % |
| 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 | ✓ 98.4 % |
| 6 | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Board | Ethos | Result | |
|-------|--|-------|----------|--|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ | |
| 2 | Discharge board members | FOR | ● OPPOSE | Ethos strongly disagrees with the board's decisions to grant 12.5% of the capital to Mr. Gaultier (newly-hired Head of Private Banking and Global Business Development Officer outside the executive management) as remuneration in the form of options. | ✓ |
| 3 | Approve allocation of balance sheet result | FOR | FOR | ✓ | |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Nicolò Angileri | FOR | FOR | ✓ | |
| 4.1.2 | Re-elect Ms. Geneviève Berclaz | FOR | FOR | ✓ | |
| 4.1.3 | Re-elect Mr. Fabio Candeli | FOR | FOR | ✓ | |
| 4.1.4 | Re-elect Mr. Ivan Mazuranic | FOR | FOR | ✓ | |
| 4.2 | Re-elect Mr. Ivan Mazuranic as board chairman | FOR | FOR | ✓ | |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Fabio Candeli to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee in 2016, when Mr. Gaultier received 12.5% of the capital in the form of options, which is fundamentally in breach with best practice. | ✓ |
| 4.3.2 | Re-elect Mr. Ivan Mazuranic to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee in 2016, when Mr. Gaultier received 12.5% of the capital in the form of options, which is fundamentally in breach with best practice. | ✓ |
| 5 | Election of the independent proxy | FOR | FOR | ✓ | |
| 6 | Election of the auditors | FOR | FOR | ✓ | |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ | |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ | |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|--|
| 1 | Presentation of the business report | NON-VOTING | NON-VOTING | |
| 2 | Presentation of the reports of the auditors | NON-VOTING | NON-VOTING | |
| 3.1 | Approve annual report | FOR | FOR | ✓ |
| 3.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. ✓ |
| 3.3 | Approve financial statements and accounts | FOR | FOR | ✓ |
| 4 | Allocation of income, dividend and repayment of nominal value | | | |
| 4.1 | Allocation of income and dividend | FOR | FOR | ✓ |
| 4.2 | Reduction of share capital via repayment of nominal value | FOR | FOR | ✓ |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. Patrick De Maeseneire | FOR | FOR | ✓ |
| 6.1.2 | Re-elect Mr. Fernando Aguirre | FOR | FOR | ✓ |
| 6.1.3 | Re-elect Dr. Jakob Baer | FOR | FOR | ✓ |
| 6.1.4 | Re-elect Mr. James Donald | FOR | FOR | ✓ |
| 6.1.5 | Re-elect Mr. Nicolas Jacobs | FOR | FOR | ✓ |
| 6.1.6 | Re-elect Mr. Timothy Minges | FOR | FOR | ✓ |
| 6.1.7 | Elect Elio Leoni Sceti | FOR | FOR | ✓ |
| 6.1.8 | Re-elect Mr. Jürgen Steinemann | FOR | FOR | ✓ |
| 6.2 | Re-elect Mr. Patrick De Maeseneire as board chairman | FOR | FOR | ✓ |
| 6.3 | Elections to the remuneration committee | | | |
| 6.3.1 | Re-elect Mr. James Donald to the remuneration committee | FOR | FOR | ✓ |
| 6.3.2 | Re-elect Mr. Fernando Aguirre to the remuneration committee | FOR | FOR | ✓ |
| 6.3.3 | Elect Mr. Elio Leoni Sceti to the remuneration committee | FOR | FOR | ✓ |
| 6.3.4 | Re-elect Mr. Jürgen Steinemann to the remuneration committee | FOR | FOR | ✓ |
| 6.4 | Election of the independent proxy | FOR | FOR | ✓ |
| 6.5 | Election of the auditors | FOR | FOR | ✓ |
| 7 | Binding votes on the remuneration of the board of directors and the executive management | | | |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|---|
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group.  |
| 7.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The base salary of the CEO is significantly higher than that of the peer group.  |
| 7.3 | Binding vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested.  The requested amount does not allow to respect Ethos' guidelines. |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 1.a | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.2 % |
| 1.b | Advisory retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 81.4 % |
| 2 | Carry forward the accumulated deficit | FOR | FOR | | ✓ 99.1 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.6 % |
| 4 | Elections to the board of directors | | | | |
| 4a | Re-elect Prof. Dr. med. Daniel Lew | FOR | FOR | | ✓ 98.7 % |
| 4b | Re-elect Dr. pharm. Martin Nicklasson | FOR | FOR | | ✓ 93.7 % |
| 4c | Re-elect Dr. iur. Thomas Rinderknecht | FOR | FOR | | ✓ 98.4 % |
| 4d | Re-elect Mr. Domenico Scala as board member and chairman | FOR | FOR | | ✓ 94.2 % |
| 4e | Re-elect Mr. Steven D. Skolsky | FOR | FOR | | ✓ 98.6 % |
| 4f | Re-elect Dr. chem. Thomas Werner | FOR | FOR | | ✓ 98.7 % |
| 4g | Elect Dr. Nicole Onetto | FOR | FOR | | ✓ 98.9 % |
| 5 | Elections to the remuneration committee | | | | |
| 5a | Re-elect Dr. pharm. Martin Nicklasson to the remuneration committee | FOR | FOR | | ✓ 93.2 % |
| 5b | Re-elect Mr. Steven D. Skolsky to the remuneration committee | FOR | FOR | | ✓ 97.8 % |
| 5c | Re-elect Dr. chem. Thomas Werner to the remuneration committee | FOR | FOR | | ✓ 97.7 % |
| 6a | 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. | ✓ 87.3 % |
| 6b | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 95.4 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|----------|--|
| 6c | Binding prospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 81.9 %</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>Past awards and the amounts released after the performance period do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 98.8 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 98.4 % |
| 9 | Amendment of article 3b para. 1 of the articles of association | FOR | FOR | ✓ 71.7 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 92.7 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 94.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Adrian Altenburger | FOR | FOR | ✓ 98.2 % |
| 5.1.2 | Re-elect Mr. Patrick Burkhalter | FOR | FOR | ✓ 96.2 % |
| 5.1.3 | Re-elect Mr. Martin Hess | FOR | FOR | ✓ 93.5 % |
| 5.1.4 | Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli | FOR | ● OPPOSE | He has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓ 90.1 % |
| 5.1.5 | Re-elect Dr. oec. Martin Zwyszig | FOR | FOR | ✓ 97.8 % |
| 5.2.1 | Election of the chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Prof. Dr. oec. publ. Wehrli to the board of directors, he cannot be elected as chairman. ✓ 89.5 % |
| 5.2.2 | Election of the deputy chairman of the board | FOR | FOR | ✓ 97.9 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Adrian Altenburger to the Remuneration Committee | FOR | FOR | ✓ 99.4 % |
| 5.3.2 | Re-elect Mr. Patrick Burkhalter to the Remuneration Committee | FOR | FOR | ✓ 99.4 % |
| 5.3.3 | Re-elect Mr. Martin Hess to the Remuneration Committee | FOR | FOR | ✓ 98.3 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 95.2 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 93.2 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 90.9 % |

| 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 | ✓ 99.7 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.6 % |
| 3 | Discharge board members | FOR | FOR | ✓ 99.9 % |
| 4 | Amendment of the articles of association (change of company name) | FOR | FOR | ✓ 99.6 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.6 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.4 % |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Jörg Ackermann | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (33.3%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> |
| 6.2 | Elect Mr. Reto Conrad | FOR | FOR | ✓ 99.9 % |
| 6.3 | Re-elect Dr. oec. publ. Irene Kaufmann-Brändli | FOR | FOR | ✓ 99.8 % |
| 6.4 | Re-elect Mr. Andreas Land | FOR | FOR | ✓ 99.9 % |
| 6.5 | Re-elect Mr. Werner Marti | FOR | FOR | ✓ 99.6 % |
| 6.6 | Re-elect Mr. Hansueli Loosli | FOR | FOR | ✓ 99.8 % |
| 6.7 | Re-elect Mr. Hansueli Loosli as chairman of the board | FOR | FOR | ✓ 99.8 % |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Elect Dr. oec. publ. Irene Kaufmann-Brändli to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 7.2 | Re-elect Mr. Andreas Land to the remuneration committee | FOR | FOR | ✓ 99.8 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ |
| 3 | Approve allocation of income | FOR | FOR | ✓ |
| 4 | Dividend distribution out of capital contribution reserves | FOR | FOR | ✓ |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. Thomas von Planta | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Dr. Daniel H. Sigg | FOR | FOR | ✓ |
| 5.1.3 | Re-elect Dr. Mirjam Staub-Bisang | FOR | FOR | ✓ |
| 5.1.4 | Elect Dr. Rupert Hengster | FOR | FOR | ✓ |
| 5.2 | Election of the chairman of the board | FOR | FOR | ✓ |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Dr. Thomas von Planta to the remuneration committee | FOR | ● OPPOSE | He is not independent (consultancy fees) and the majority of the committee members are not independent. ✓ |
| 5.3.2 | Re-elect Dr. Mirjam Staub-Bisang to the remuneration committee | FOR | FOR | ✓ |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ |
| 5.5 | Election of the auditors | FOR | FOR | ✓ |
| 6 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 6.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. ✓ |
| 6.2 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive variable remuneration. ✓ |
| 6.3.1 | Binding retrospective vote on the 2015 consultancy fees of the board of directors | FOR | ● OPPOSE | The non-executive directors receive significant consulting fees. ✓ |
| 6.3.2 | Binding retrospective vote on the 2016 consultancy fees of the board of directors | FOR | ● OPPOSE | The non-executive directors receive significant consulting fees. ✓ |
| 6.4 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | ● OPPOSE | The board of directors have excessive discretion with regard to awards. ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 6.5 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>Awards do not allow confirmation of the link between pay and performance.</p> | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------------------|-----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 97.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 90.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✗ 24.7 % |
| | Shareholder proposal made during the AGM: Allocation of income and dividend | NO RECOMME ND. | ● ABSTAIN | This proposal was not disclosed in the agenda before the annual general meeting. | ✓ 79.4 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Ms. Marianne Fassbind | FOR | ● OPPOSE | She has been a member of the board for 23 years, which exceeds Ethos' guidelines. | ✓ 83.0 % |
| 4.1.b | Re-elect Mr. Konrad Niederberger | FOR | FOR | | ✓ 78.8 % |
| 4.1.c | Re-elect Mr. Martin Odermatt | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, business connections) and the board independence is insufficient (28.6%). | ✓ 79.9 % |
| 4.1.d | Re-elect Mr. Michel Péclard | FOR | FOR | | ✓ 73.4 % |
| 4.1.e | Re-elect Mr. Markus Thumiger | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (28.6%). | ✓ 80.9 % |
| 4.1.f | Re-elect Mr. Hans Wicki | FOR | FOR | | ✓ 74.0 % |
| 4.1.g | Re-elect Mr. Guido Zumbühl | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (28.6%). | ✓ 71.4 % |
| 4.2 | Re-elect Mr. Hans Wicki as board chairman | FOR | FOR | | ✓ 76.7 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.a | Re-elect Mr. Markus Thumiger to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Thumiger to the board of directors, he cannot be elected to the committee. | ✓ 88.2 % |
| 4.3.b | Re-elect Mr. Hans Wicki to the remuneration committee | FOR | FOR | | ✓ 82.7 % |
| 4.3.c | Re-elect Mr. Guido Zumbühl to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Zumbühl to the board of directors, he cannot be elected to the committee. | ✓ 82.7 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 4.4 | Election of the auditors | FOR | FOR | ✓ 90.2 % |
| 4.5 | Election of the independent proxy | FOR | FOR | ✓ 91.5 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 83.2 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 87.6 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members | FOR | FOR | ✓ 99.8 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Daniel Charles Bloch | FOR | FOR | ✓ 99.7 % |
| 4.1.2 | Re-elect Ms. Antoinette C. Hunziker-Ebnetter | FOR | FOR | ✓ 99.8 % |
| 4.1.3 | Re-elect Dr. Eva Jaisli | FOR | FOR | ✓ 99.8 % |
| 4.1.4 | Re-elect Prof. Christoph Lengwiler | FOR | FOR | ✓ 99.8 % |
| 4.1.5 | Re-elect Dr. Jürg Rebsamen | FOR | FOR | ✓ 99.8 % |
| 4.1.6 | Re-elect Mr. Peter Siegenthaler | FOR | FOR | ✓ 99.6 % |
| 4.1.7 | Re-elect Dr. Rudolf Stämpfli | FOR | FOR | ✓ 99.4 % |
| 4.1.8 | Re-elect Mr. Peter Wittwer | FOR | FOR | ✓ 99.7 % |
| 4.2 | Re-elect Ms. Antoinette C. Hunziker-Ebnetter as chairwoman of the board | FOR | FOR | ✓ 99.8 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Re-elect Mr. Daniel Charles Bloch to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 4.3.2 | Re-elect Ms. Antoinette C. Hunziker-Ebnetter to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 4.3.3 | Re-elect Mr. Peter Wittwer to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 4.4 | Re-election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 4.5 | Re-election of the auditors | FOR | FOR | ✓ 99.6 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | ✓ 94.7 % The information provided is insufficient. The remuneration of the chairwoman is significantly higher than that of the peer group. The non-executive directors receive variable remuneration. |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.6 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 2.2 | Approve dividend distribution out of capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members | | | |
| 3.a | Discharge Mr. Hans Jörg Brun | FOR | FOR | ✓ 99.8 % |
| 3.b | Discharge Mr. Beat Frischknecht | FOR | FOR | ✓ 99.7 % |
| 3.c | Discharge Mr. André Robert Spathelf | FOR | FOR | ✓ 99.8 % |
| 4 | Amend articles of association | FOR | FOR | ✓ 97.4 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Hans Jörg Brun | FOR | FOR | ✓ 99.7 % |
| 5.1.b | Re-elect Mr. Beat Frischknecht | FOR | FOR | ✓ 97.4 % |
| 5.1.c | Re-elect Mr. André Robert Spathelf | FOR | FOR | ✓ 100.0 % |
| 5.1.d | Elect Mr. Serge Aerne | FOR | ● OPPOSE | He is also a permanent member of the executive management (Chief Marketing Officer). ✓ 97.6 % |
| 5.2 | Elect Mr. Beat Frischknecht as chairman of the board | FOR | FOR | ✓ 97.4 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.a | Re-elect Mr. Hans Jörg Brun to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5.3.b | Re-elect Mr. André Robert Spathelf to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 5.4 | Re-elect the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Re-elect the auditors | FOR | FOR | ✓ 100.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration of the chairman is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive and not justified. ✓ 94.1 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.6 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 95.0 % |
| 3 | Discharge board members | FOR | FOR | ✓ 99.9 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 5.a | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.0 % |
| 5.b | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 95.0 % |
| 6.a | Elections to the board of directors | | | |
| 6.a.1 | Re-elect Mr. Urs Gasche | FOR | FOR | ✓ 99.4 % |
| 6.a.2 | Re-elect Mr. Hartmut Geldmacher | FOR | FOR | ✓ 98.6 % |
| 6.a.3 | Re-elect Mr. Marc-Alain Affolter | FOR | FOR | ✓ 98.8 % |
| 6.a.4 | Re-elect Dr. Georges Bindschedler | FOR | FOR | ✓ 98.6 % |
| 6.a.5 | Re-elect Mr. Kurt Schär | FOR | FOR | ✓ 98.7 % |
| 6.a.6 | Re-elect Mr. Roger Baillod | FOR | FOR | ✓ 99.8 % |
| 6.b | Re-elect Mr. Urs Gasche as board chairman | FOR | FOR | ✓ 99.4 % |
| 6.c | Elections to the nomination and remuneration committee | | | |
| 6.c.1 | Re-elect Mr. Urs Gasche to the nomination and remuneration committee | FOR | FOR | ✓ 94.8 % |
| 6.c.2 | Re-elect Ms. Barbara Egger-Jenzer to the nomination and remuneration committee | FOR | FOR | ✓ 95.5 % |
| 6.c.3 | Re-elect Dr. Georges Bindschedler to the nomination and remuneration committee | FOR | FOR | ✓ 98.0 % |
| 6.d | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 6.e | Election of the auditors | FOR | ● OPPOSE | ✓ 98.4 % The term of office of the audit firm exceeds 20 years. |

| Item | Agenda | Board | Ethos | Result |
|------|--|------------|------------|----------|
| 1 | Chairman's speech | NON-VOTING | NON-VOTING | |
| 2 | Presentation of Mr. Thomas J. Jordan, CEO | NON-VOTING | NON-VOTING | |
| 3 | Auditors' report | NON-VOTING | NON-VOTING | |
| 4 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 97.2 % |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ 96.2 % |
| 6 | Discharge board members | FOR | FOR | ✓ 93.5 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 96.3 % |
| 8.1 | Proposal by the shareholder group Collectif AAA+: Allocation of income | OPPOSE | OPPOSE | ✗ 6.0 % |
| 8.2 | Proposal by the shareholder group Collectif AAA+: Auditors | OPPOSE | OPPOSE | ✗ 4.5 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2. | Discharge board members | FOR | FOR | ✓ |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 4. | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Alain Guttmann | FOR | FOR | ✓ |
| 4.2 | Re-elect Mr. Thierry de Kalbermatten | FOR | FOR | ✓ |
| 4.3 | Re-elect Prof. Dr. Gian-Luca Bona | FOR | FOR | ✓ |
| 4.4 | Re-elect Mr. Jürgen Brandt | FOR | FOR | ✓ |
| 4.5 | Re-elect Mr. Philip Mosimann | FOR | FOR | ✓ |
| 4.6 | Elect Mr. Patrice Bula | FOR | ● OPPOSE | ✓ He is already a member of the executive management at Nestlé and is also a non-executive board member at Schindler. He holds an excessive number of mandates. |
| 4.7 | Re-elect Mr. Alain Guttmann as board chairman | FOR | FOR | ✓ |
| 5. | Elections to the remuneration committee | | | |
| 5.1 | Re-elect Prof. Dr. Gian-Luca Bona to the remuneration committee | FOR | FOR | ✓ |
| 5.2 | Re-elect Mr. Thierry de Kalbermatten to the remuneration committee | FOR | FOR | ✓ |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ |
| 7. | Election of the auditors | FOR | FOR | ✓ |
| 8. | Election of the independent proxy | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|------------|------------|---|-----------|
| 1 | Report on the 2016 fiscal year | NON-VOTING | NON-VOTING | | |
| 2.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 89.4 % |
| 2.3 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0 % |
| 2.4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Amend articles of association | FOR | FOR | | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Thomas Schmuckli as chairman of the board | FOR | FOR | | ✓ 99.9 % |
| 4.1.2 | Re-elect Mr. Anton Lauber | FOR | FOR | | ✓ 99.3 % |
| 4.1.3 | Re-elect Ms. Helen Wetter-Bossard | FOR | FOR | | ✓ 99.9 % |
| 4.1.4 | Re-elect Prof. Dr. Stefan Michel | FOR | FOR | | ✓ 99.6 % |
| 4.1.5 | Re-elect Ms. Mariateresa Vacalli | FOR | FOR | | ✓ 99.9 % |
| 4.1.6 | Re-elect Dr. phil. René Cotting | FOR | FOR | | ✓ 98.6 % |
| 4.1.7 | Re-elect Mr. Daniel Lippuner | FOR | FOR | | ✓ 99.8 % |
| 4.2 | Re-elect Prof. Dr. Stefan Michel as representative of the registered A shares | FOR | FOR | | ✓ 98.9 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Prof. Dr. Stefan Michel to the remuneration committee | FOR | FOR | | ✓ 98.2 % |
| 4.3.2 | Re-elect Ms. Helen Wetter-Bossard to the remuneration committee | FOR | FOR | | ✓ 98.5 % |
| 4.3.3 | Re-elect Ms. Mariateresa Vacalli to the remuneration committee | FOR | FOR | | ✓ 98.4 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 4.5 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 94.3 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. The non-executive directors receive variable remuneration. | ✓ 96.0 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.4 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 96.3 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 95.6 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 96.3 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Mr. Claude R. Cornaz | FOR | ● OPPOSE | He is not independent (board tenure of 15 years) and the board independence is insufficient (33.3%). | ✓ 78.0 % |
| 4.1.b | Re-elect Ms. Anita Hauser | FOR | FOR | | ✓ 83.4 % |
| 4.1.c | Re-elect Mr. Michael Hauser | FOR | FOR | | ✓ 83.4 % |
| 4.1.d | Re-elect Mr. Philip Mosimann as board member and chairman | FOR | FOR | | ✓ 82.2 % |
| 4.1.e | Re-elect Mr. Heinrich C. Spoerry | FOR | FOR | | ✓ 95.7 % |
| 4.1.f | Re-elect Mr. Valentin Vogt | FOR | FOR | | ✓ 95.8 % |
| 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. | ✓ 77.8 % |
| 4.2.b | Re-elect Ms. Anita Hauser to the remuneration committee | FOR | FOR | | ✓ 82.3 % |
| 4.2.c | Re-elect Mr. Valentin Vogt to the remuneration committee | FOR | FOR | | ✓ 95.8 % |
| 4.3 | Election of the independent proxy | FOR | FOR | | ✓ 96.4 % |
| 4.4 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 93.4 % |
| 5.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 94.4 % |
| 5.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 93.5 % |
| 5.3 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 93.4 % |
| 5.4 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 95.4 % |

| 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 | ✓ 99.5 % |
| 5.1 | Approve renewal of authorised capital | FOR | FOR | ✓ 97.2 % |
| 5.2 | Amend articles of association: shareholder representation | FOR | FOR | ✓ 99.6 % |
| 5.3 | Amend articles of association: adjustment of compensation concept for the board of directors | FOR | FOR | ✓ 98.3 % |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. Valentin Vogt | FOR | FOR | ✓ 99.4 % |
| 6.1.2 | Re-elect Mr. Hans Hess | FOR | FOR | ✓ 99.2 % |
| 6.1.3 | Re-elect Mr. Urs Leinhäuser | FOR | FOR | ✓ 99.1 % |
| 6.1.4 | Re-elect Dr. lic. oec. publ. Monika Krüsi Schädle | FOR | FOR | ✓ 99.1 % |
| 6.1.5 | Re-elect Dr. Stephan Bross | FOR | FOR | ✓ 99.2 % |
| 6.2 | Re-elect Mr. Valentin Vogt as chairman of the board | FOR | FOR | ✓ 99.4 % |
| 6.3 | Elections to the nomination and remuneration committee | | | |
| 6.3.1 | Re-elect Mr. Hans Hess to the nomination and remuneration committee | FOR | FOR | ✓ 98.8 % |
| 6.3.2 | Re-elect Dr. Stephan Bross to the nomination and remuneration committee | FOR | FOR | ✓ 98.9 % |
| 6.4 | Election of the auditors | FOR | FOR | ✓ 99.3 % |
| 6.5 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 7.1 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | FOR | ✓ 95.0 % |
| 7.2 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 97.9 % |
| 7.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 68.8 % |
| 7.4 | Binding prospective vote on the fixed remuneration of the board of directors for fiscal year 2017 | FOR | FOR | ✓ 97.6 % |
| 7.5 | Binding prospective vote on the fixed remuneration of the board of directors for fiscal year 2018 | FOR | FOR | ✓ 97.9 % |

Burckhardt Compression

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| Item | Agenda | Board | Ethos | Result |
|------|---|-------|-------|----------|
| 7.6 | Binding prospective vote on the fixed remuneration of the executive management for fiscal year 2018 | FOR | FOR | ✓ 97.8 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|--|--------|
| 1 | Opening of the general meeting | NON-VOTING | NON-VOTING | | |
| 2 | Approve annual report, financial statements and accounts | | | | |
| 2.1 | Approve annual report | FOR | FOR | | ✓ |
| 2.2 | Approve the statutory accounts | FOR | FOR | | ✓ |
| 2.3 | Approve the consolidated accounts | FOR | FOR | | ✓ |
| 2.4 | Receive the auditor's report | NON-VOTING | NON-VOTING | | |
| 3 | Discharge board members | | | | |
| 3.1 | Discharge Mr. Gaudenz F. Domenig | FOR | FOR | | ✓ |
| 3.2 | Discharge Mr. Marco Syfrig (CEO) | FOR | FOR | | ✓ |
| 3.3 | Discharge Mr. Willy Hüppi | FOR | FOR | | ✓ |
| 3.4 | Discharge Mr. Peter Weigelt | FOR | FOR | | ✓ |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Gaudenz F. Domenig | FOR | FOR | | ✓ |
| 5.2 | Re-elect Mr. Marco Syfrig (CEO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 5.3 | Re-elect Mr. Willy Hüppi | FOR | FOR | | ✓ |
| 5.4 | Re-elect Mr. Peter Weigelt | FOR | FOR | | ✓ |
| 6 | Election of the chairman of the board | FOR | FOR | | ✓ |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. Gaudenz F. Domenig to the remuneration committee | FOR | FOR | | ✓ |
| 7.2 | Re-elect Mr. Willy Hüppi to the remuneration committee | FOR | FOR | | ✓ |
| 7.3 | Re-elect Mr. Peter Weigelt to the remuneration committee | FOR | FOR | | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ |
| 9 | Election of the auditors | FOR | FOR | | ✓ |
| 10.1 | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 10.2 | Binding retrospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 10.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|---|
| 1 | Present annual report | NON-VOTING | NON-VOTING | |
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 4 | Approve allocation of income and dividend out of capital contributions reserves | FOR | FOR | ✓ 100.0 % |
| 5.A | Elections to the board of directors | | | |
| 5.A.1 | Re-elect Mr. Balthasar Meier | FOR | FOR | ✓ 99.9 % |
| 5.A.2 | Re-elect Mr. Hans-Rudolf Mooser | FOR | FOR | ✓ 99.9 % |
| 5.A.3 | Re-elect Mr. Christoph Ott | FOR | FOR | ✓ 99.8 % |
| 5.A.4 | Re-elect Mr. Jean-Pierre Schmid | FOR | ● OPPOSE | He has been a member of the board for 27 years, which exceeds Ethos' guidelines. ✓ 96.8 % |
| 5.A.5 | Re-elect Mr. Roberto Seiler | FOR | ● OPPOSE | He has been a member of the board for 23 years, which exceeds Ethos' guidelines. ✓ 96.8 % |
| 5.A.6 | Re-elect Mr. Patrick Z'Brun | FOR | FOR | ✓ 99.9 % |
| 5.B | Re-elect Mr. Jean-Pierre Schmid as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected as chairman. ✓ 96.8 % |
| 5.C | Elections to the nomination and remuneration committee | | | |
| 5.C.1 | Re-elect Mr. Jean-Pierre Schmid as chairman of the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected to the committee. ✓ 96.6 % He is not independent (board tenure of 27 years) and the majority of the committee members are not independent. |
| 5.C.2 | Re-elect Mr. Balthasar Meier to the nomination and remuneration committee | FOR | FOR | ✓ 99.7 % |
| 5.C.3 | Re-elect Mr. Hans-Rudolf Mooser to the nomination and remuneration committee | FOR | ● OPPOSE | He is not independent (former executive) and the majority of the committee members are not independent. ✓ 96.5 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 5.D | Re-elect the external auditors | FOR | FOR | ✓ 99.9 % |
| 5.E | Re-elect the independent proxy | FOR | FOR | ✓ 99.9 % |
| 6 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 6.A | Binding prospective vote on the remuneration of the board of directors (FY 2017) | FOR | FOR | ✓ 98.7 % |
| 6.B | Binding prospective vote on the total remuneration of the executive management (FY 2017) | FOR | FOR | ✓ 98.8 % |
| 6.C | Binding prospective vote on the remuneration of the board of directors (Q1 2018) | FOR | FOR | ✓ 98.7 % |
| 6.D | Binding prospective vote on the total remuneration of the executive management (Q1 2018) | FOR | FOR | ✓ 98.3 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|---|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2 | Present the reports of the statutory auditor | NON-VOTING | NON-VOTING | |
| 3.1 | Approve annual report | FOR | FOR | ✓ 99.9 % |
| 3.2 | Approve financial statements and consolidated accounts | FOR | FOR | ✓ 99.8 % |
| 3.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 79.0 % The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. |
| 3.4 | Approve allocation of the general legal reserves | FOR | FOR | ✓ 99.8 % |
| 3.5 | Approve allocation of income | FOR | FOR | ✓ 99.8 % |
| 3.6 | Approve dividend distribution out of capital contributions reserves | FOR | FOR | ✓ 99.8 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Thomas Lustenberger as member and chairman of the board (single vote) | FOR | FOR | ✓ 99.7 % |
| 5.2.1 | Re-elect Mr. Erich Kellenberger | FOR | FOR | ✓ 99.6 % |
| 5.2.2 | Re-elect Mr. Beat Grüring | FOR | FOR | ✓ 99.7 % |
| 5.2.3 | Re-elect Mr. Marco Gadola | FOR | FOR | ✓ 99.7 % |
| 5.2.4 | Re-elect Mr. Hans-Kristian Hoejsgaard | FOR | FOR | ✓ 99.6 % |
| 5.2.5 | Re-elect Mr. Stefan Portmann | FOR | FOR | ✓ 99.7 % |
| 5.2.6 | Re-elect Mr. Jean-Paul Rigaudeau | FOR | FOR | ✓ 99.8 % |
| 5.3 | Elect Dr. Valentin Chapero Rueda | 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 | ✓ 99.5 % |
| 5.4.2 | Re-elect Mr. Beat Grüring to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 5.4.3 | Elect Mr. Erich Kellenberger to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 6 | Re-elect the auditors | FOR | FOR | ✓ 99.3 % |
| 7 | Re-elect the independent proxy | FOR | FOR | ✓ 99.3 % |
| 8 | Binding votes on the remuneration of the board of directors and the executive management | | | |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|----------|
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.8 % |
| 8.2 | Binding prospective vote on the fixed and short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.7 % |
| 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> | ✓ 88.9 % |
| 9.1 | Amend articles of association: threshold to file a shareholder resolution | FOR | FOR | | ✓ 99.7 % |
| 9.2.1 | Amend articles of association: employment contracts and mandate agreements | FOR | FOR | | ✓ 99.6 % |
| 9.2.2 | Amend articles of association: forms and criteria of remuneration | FOR | FOR | | ✓ 99.5 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 3 | Discharge board members | FOR | FOR | | ✓ |
| 4 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Ms. Valeria Gavazzi | FOR | FOR | | ✓ |
| 4.1.2 | Re-elect Mr. Federico Foglia | FOR | FOR | | ✓ |
| 4.1.3 | Re-elect Mr. Stefano Premoli Trovati | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 4.2 | Re-elect Ms. Valeria Gavazzi as chairwoman of the board | FOR | FOR | | ✓ |
| 4.3.1 | Special meeting of the bearer shareholders: Re-elect Mr. Daniel Hirschi as representative of the bearer shareholders | FOR | FOR | | ✓ |
| 4.3.2 | Re-elect Mr. Daniel Hirschi as representative of the bearer shareholders to the board of directors | FOR | FOR | | ✓ |
| 4.4 | Elections to the remuneration committee | | | | |
| 4.4.1 | Re-elect Mr. Daniel Hirschi to the remuneration committee | FOR | FOR | | ✓ |
| 4.4.2 | Re-elect Mr. Stefano Premoli Trovati to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Trovati to the board of directors, he cannot be elected to the committee. | ✓ |
| 4.4.3 | Re-elect Mr. Federico Foglia to the remuneration committee | FOR | FOR | | ✓ |
| 5.1 | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ |
| 6 | Re-election of the independent proxy | FOR | FOR | | ✓ |
| 7 | Re-election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|------------------------------|-------|-------|-----------|
| 1 | Approve financial statements | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 92.2 % |
| 3.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3.2 | Distribution out of capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 3.3 | Distribution out of distributable profit | FOR | FOR | ✓ 100.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.5 % |
| 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 | ✓ 99.7 % |
| 5.1.3 | Re-elect Mr. Urs Baumann | FOR | FOR | ✓ 97.6 % |
| 5.1.4 | Re-elect Mr. Denis Hall | FOR | FOR | ✓ 99.6 % |
| 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 nomination and remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Urs Baumann to the nomination and remuneration committee | FOR | FOR | ✓ 94.0 % |
| 5.3.2 | Re-elect Ms. Katrina Machin to the nomination and remuneration committee | FOR | FOR | ✓ 95.9 % |
| 5.3.3 | Re-elect Mr. Ben Tellings to the nomination and remuneration committee | FOR | FOR | ✓ 95.9 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 98.5 % |
| 6.1 | Approve renewal of authorised capital | FOR | FOR | ✓ 94.3 % |
| 6.2 | Amend articles of association (ordinary and extraordinary general meetings of shareholders) | FOR | FOR | ✓ 99.9 % |
| 6.3 | Amend articles of association (calling of general meetings, resolutions, minutes) | FOR | FOR | ✓ 99.9 % |
| 6.4 | Amend articles of association (Powers) | FOR | FOR | ✓ 99.9 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.0 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.1 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 98.9 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The non-executive directors receive consulting fees. | ✓ 97.4 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.6 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Philipp Buhofer as board member and chairman | FOR | FOR | | ✓ 99.8 % |
| 5.1.2 | Re-elect Dr. oec. Felix A. Thöni | FOR | FOR | | ✓ 99.6 % |
| 5.1.3 | Re-elect Ms. Susanne Oste (CEO) | FOR | ● OPPOSE | She is also a permanent member of the executive management. | ✓ 97.5 % |
| 5.1.4 | Re-elect Mr. Niklaus Peter Nüesch | FOR | FOR | | ✓ 99.9 % |
| 5.1.5 | Re-elect Mr. Urs Ziegler | FOR | FOR | | ✓ 99.9 % |
| 5.2 | Elections to the nomination and remuneration committee | | | | |
| 5.2.1 | Re-elect Mr. Philipp Buhofer to the nomination and remuneration committee | FOR | FOR | | ✓ 99.6 % |
| 5.2.2 | Re-elect Dr. oec. Felix A. Thöni to the nomination and remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 5.3 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5.4 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|--|--------|
| 1 | Present annual report | NON-VOTING | NON-VOTING | | |
| 2 | Approve annual report, financial statements and accounts | FOR | ● OPPOSE | The information presented to the shareholders is insufficient. | ✓ |
| 3 | Discharge board members | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The company is in a situation of over indebtedness. | ✓ |
| 4 | Approve allocation of income | FOR | FOR | | ✓ |
| | Elections to the board of directors | | | | |
| 5 | Re-elect Mr. Patrick Engler as board member and chairman | FOR | ● OPPOSE | He is also CFO and the combination of functions is permanent. The corporate governance of the company is unsatisfactory and the dialogue with the shareholders does not lead to the desired outcomes. The board has not established a nomination committee and the composition of the board is unsatisfactory. The company's financial performance has been unsatisfactory for several years. | ✓ |
| 6 | Re-elect Mr. Michel Réthoret | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 7 | Re-elect Mr. Alain Dumenil | FOR | ● OPPOSE | He was implicated in a serious controversy in the past and does not have a good reputation. He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%). | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|---|--------|
| 8 | Re-elect Ms. Valérie Dumenil | FOR | ● OPPOSE | <p>She is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>She is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 9 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |
| 10 | Elections to the remuneration committee | | | | |
| 10.1 | Re-elect Mr. Alain Dumenil to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Dumenil to the board of directors, he cannot be elected to the committee. | ✓ |
| 10.2 | Re-elect Mr. Patrick Engler to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Engler to the board of directors, he cannot be elected to the committee. | ✓ |
| 11 | Election of the auditors | FOR | FOR | | ✓ |
| 12 | Election of the independent proxy | FOR | FOR | | ✓ |
| | Miscellaneous | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 85.5 % |
| 2 | Approve allocation of income | FOR | FOR | | ✓ 85.3 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 77.1 % |
| 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 76.0 % |
| 5.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The fixed remuneration is significantly higher than that of the peer group. | ✓ 73.6 % |
| 5.2 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | | ✓ 75.6 % |
| 6 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 73.7 % |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Re-elect Mr. Heinrich J. Essing as board member and chairman | FOR | FOR | | ✓ 76.6 % |
| 7.2 | Re-elect Mr. Robert Demuth | FOR | FOR | | ✓ 76.6 % |
| 7.3 | Re-elect Mr. Andreas Dill | FOR | FOR | | ✓ 76.4 % |
| 7.4 | Re-elect Mr. Erich Haefeli | FOR | FOR | | ✓ 76.5 % |
| 8 | Elections to the remuneration committee | | | | |
| 8.1 | Re-elect Mr. Heinrich J. Essing to the remuneration committee | FOR | FOR | | ✓ 76.1 % |
| 8.2 | Re-elect Mr. Robert Demuth to the remuneration committee | FOR | FOR | | ✓ 76.1 % |
| 8.3 | Re-elect Mr. Andreas Dill to the remuneration committee | FOR | FOR | | ✓ 75.9 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 76.7 % |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ 77.1 % |

| Item | Agenda | Board | Ethos | Result |
|--------|--|-------|--|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 82.3 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 3.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3.2 | Approve distribution from the capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. chem. Günter von Au | FOR | FOR | ✓ 96.6 % |
| 4.1.2 | Re-elect Prof. Dr. sc. Peter Chen | FOR | FOR | ✓ 99.8 % |
| 4.1.3 | Re-elect Dr. chem. Hariolf Kottmann | FOR | ● OPPOSE He is also a permanent member of the executive management (CEO). | ✓ 89.1 % |
| 4.1.4 | Re-elect Dr. iur. Eveline Saupper | FOR | FOR | ✓ 99.0 % |
| 4.1.5 | Re-elect Mr. Carlo G. Soave | FOR | FOR | ✓ 99.5 % |
| 4.1.6 | Re-elect Mr. Peter Steiner | FOR | FOR | ✓ 98.3 % |
| 4.1.7 | Re-elect Dr. Claudia Süßmuth Dyckerhoff | FOR | FOR | ✓ 99.8 % |
| 4.1.8 | Re-elect Ms. Susanne Wamsler | FOR | FOR | ✓ 99.8 % |
| 4.1.9 | Re-elect Dr. phil. Rudolf Wehrli | FOR | FOR | ✓ 99.7 % |
| 4.1.10 | Re-elect Mr. Konstantin Winterstein | FOR | FOR | ✓ 97.2 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | ✓ 99.7 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Re-elect Mr. Carlo G. Soave to the remuneration committee | FOR | FOR | ✓ 94.8 % |
| 4.3.2 | Re-elect Dr. iur. Eveline Saupper to the remuneration committee | FOR | FOR | ✓ 94.4 % |
| 4.3.3 | Re-elect Dr. phil. Rudolf Wehrli to the remuneration committee | FOR | FOR | ✓ 95.0 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 98.4 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.8 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 5.2 | 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> | ✓ 83.5 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Niklaus Huber | FOR | FOR | ✓ 99.8 % |
| 4.1.b | Re-elect Mr. Erwin Locher | FOR | FOR | ✓ 89.3 % |
| 4.1.c | Re-elect Mr. Jürgen Rauch | FOR | FOR | ✓ 89.3 % |
| 4.1.d | Re-elect Mr. Matthew Robin | FOR | FOR | ✓ 100.0 % |
| 4.1.e | Re-elect Prof. Dr med. dent. Roland Weiger | FOR | FOR | ✓ 100.0 % |
| 4.2 | Elect Dr. iur. Astrid Waser | FOR | FOR | ✓ 99.7 % |
| 4.3 | Election of the chairman of the board | FOR | FOR | ✓ 99.9 % |
| 4.4 | Elections to the remuneration committee | | | |
| 4.4.a | Re-elect Mr. Niklaus Huber to the Remuneration Committee | FOR | FOR | ✓ 99.7 % |
| 4.4.b | Re-elect Mr. Matthew Robin to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 4.4.c | Re-elect Prof. Dr med. dent. Roland Weiger to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 5 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 99.9 % |
| 7.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 99.7 % |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.7 % |
| 7.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 2.2 | Approve dividend distribution out of capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 97.6 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Hans Hess | FOR | FOR | ✓ 97.1 % |
| 4.2 | Re-elect Mr. Hans Hess as chairman of the board | FOR | FOR | ✓ 97.1 % |
| 4.3 | Re-elect Prof. Gian-Luca Bona | FOR | FOR | ✓ 97.4 % |
| 4.4 | Re-elect Mr. Lucas A. Grolimund | FOR | FOR | ✓ 97.1 % |
| 4.5 | Re-elect Dr. Mariel Hoch | FOR | FOR | ✓ 97.5 % |
| 4.6 | Re-elect Mr. Rolf Huber | FOR | FOR | ✓ 97.2 % |
| 4.7 | Re-elect Dr. Franz Richter | FOR | ● OPPOSE He holds an excessive number of mandates. | ✓ 76.8 % |
| 4.8 | Elections to the nomination and remuneration committee | | | |
| 4.8.1 | Re-elect Dr. Mariel Hoch to the nomination and remuneration committee | FOR | FOR | ✓ 94.2 % |
| 4.8.2 | Re-elect Mr. Rolf Huber to the nomination and remuneration committee | FOR | FOR | ✓ 93.9 % |
| 5 | Re-election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6 | Re-election of the auditors | FOR | FOR | ✓ 96.1 % |
| 7.1 | Amend articles of association: Share split | FOR | FOR | ✓ 99.4 % |
| 7.2 | Amend articles of association: Remuneration system | FOR | FOR | ✓ 99.7 % |
| 7.3 | Time of implementation of the amendments to the articles of association | FOR | FOR | ✓ 99.4 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.5 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.2 % |
| 8.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.1 % |
| 8.4 | Advisory vote on the remuneration report | FOR | FOR | ✓ 77.8 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4 | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 6 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Re-elect Mr. Patrick Combes | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 7.2 | Re-elect Dr. iur. François Carrard | FOR | ● OPPOSE | He is 79 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 20 years, business connections) and the board independence is insufficient (0.0%). | ✓ |
| 7.3 | Re-elect Mr. Hervé de Carmoy | FOR | ● OPPOSE | He is 79 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 20 years) and the board independence is insufficient (0.0%). | ✓ |
| 7.4 | Re-elect Mr. Jean-Marie Descarpentries | FOR | ● OPPOSE | He is 80 years old, which exceeds Ethos' guidelines. He is not independent (representative of an important shareholder, board tenure of 20 years) and the board independence is insufficient (0.0%). | ✓ |
| 7.5 | Re-elect Mr. Christian Goecking | FOR | ● OPPOSE | He has been a member of the board for 20 years, which exceeds Ethos' guidelines. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 7.6 | Re-elect Dr. h.c. oec. Pierre Languetin | FOR | ● OPPOSE | He is 94 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 22 years) and the board independence is insufficient (0.0%). | ✓ |
| 7.7 | Re-elect Mr. Robert Pennone | FOR | ● OPPOSE | He has been a member of the board for 20 years, which exceeds Ethos' guidelines. | ✓ |
| 7.8 | Re-elect Mr. Urs Schneider | FOR | ● OPPOSE | He has been a member of the board for 20 years, which exceeds Ethos' guidelines. | ✓ |
| 8 | Re-elect Mr. Patrick Combes as chairman of the board | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ |
| 9 | Elections to the remuneration committee | | | | |
| 9.1 | Re-elect Dr. iur. François Carrard to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. iur. Carrard to the board of directors, he cannot be elected to the committee. | ✓ |
| 9.2 | Re-elect Mr. Christian Goecking to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Goecking to the board of directors, he cannot be elected to the committee. | ✓ |
| 10 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ |
| 11 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.7 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.0 % |
| 3 | Discharge board members | FOR | FOR | ✓ 79.2 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Ernst Bärtschi | FOR | FOR | ✓ 94.9 % |
| 4.2 | Re-elect Dr. oec. Roland Abt | FOR | FOR | ✓ 99.0 % |
| 4.3 | Re-elect Dr. iur. Matthias Auer | FOR | FOR | ✓ 94.6 % |
| 4.4 | Re-elect Mr. Werner Dubach | FOR | ● OPPOSE | He has been a member of the board for 24 years, which exceeds Ethos' guidelines. ✓ 86.2 % |
| 4.5 | Re-elect Mr. Philip Mosimann | FOR | FOR | ✓ 97.7 % |
| 4.6 | Re-elect Mr. Urs Riedener | FOR | FOR | ✓ 99.0 % |
| 4.7 | Re-elect Mr. Jacob Schmidheiny | FOR | FOR | ✓ 93.7 % |
| 4.8 | Re-elect Mr. Robert F. Spoerry | FOR | FOR | ✓ 93.4 % |
| 5 | Re-elect Mr. Ernst Bärtschi as chairman of the board | FOR | FOR | ✓ 94.7 % |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Mr. Werner Dubach to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Dubach to the board of directors, he cannot be elected to the committee. ✓ 90.0 % |
| 6.2 | Re-elect Mr. Philip Mosimann to the remuneration committee | FOR | FOR | ✓ 98.8 % |
| 6.3 | Re-elect Mr. Robert F. Spoerry to the remuneration committee | FOR | FOR | ✓ 93.4 % |
| 7.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 98.4 % |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.6 % |
| 7.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.9 % |
| 8 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. ✓ 97.9 % |
| 9 | Election of the independent proxy | FOR | FOR | ✓ 99.1 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|---|-----------|
| 1 | Opening of the AGM | NON-VOTING | NON-VOTING | | |
| 2 | Presentation of the financial year 2016 | NON-VOTING | NON-VOTING | | |
| 3 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.4 % |
| 4 | Allocation of income and dividend | NON-VOTING | NON-VOTING | | |
| 5 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 6 | Discharge board members | FOR | FOR | | ✓ 99.3 % |
| 7 | Elect Ms. Eimear Cowhey to the board of directors | FOR | FOR | | ✓ 96.8 % |
| 8 | Approve remuneration policy | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 93.8 % |
| 9 | Approve renewal of authorisations to issue shares | FOR | ● OPPOSE | The potential dilution for financing purposes and for employee participation is excessive. The company does not provide an explanation that the anti-takeover provision is necessary to preserve the long-term survival of the company | ✓ 96.1 % |
| 10 | Approve authorisation to buyback shares | FOR | ● OPPOSE | The number of shares that can be repurchased exceeds 10% of the share capital. | ✓ 99.8 % |
| 11 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 99.0 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.7 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. sc.nat. Mauro Gabella | FOR | FOR | | ✓ 98.7 % |
| 5.1.2 | Re-elect Mr. Kaspar Kelterborn | FOR | FOR | | ✓ 99.4 % |
| 5.1.3 | Re-elect Mr. Peter Andreas Schaub | FOR | ● OPPOSE | <p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 23 years) and the board independence is insufficient (33.3%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 99.1 % |
| 5.1.4 | Re-elect Mr. Tim Talaat | FOR | ● OPPOSE | <p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 23 years) and the board independence is insufficient (33.3%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 99.0 % |
| 5.1.5 | Re-elect Mr. Manuel Werder | FOR | FOR | | ✓ 98.7 % |
| 5.1.6 | Re-elect Mr. Christian Wipf | FOR | FOR | | ✓ 99.1 % |
| 5.2 | Re-elect Mr. Peter Andreas Schaub as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected as chairman. | ✓ 99.2 % |
| 5.3 | Elections to the remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 5.3.1 | Re-elect Dr. sc.nat. Mauro Gabella to the remuneration committee | FOR | FOR | | ✓ 98.7 % |
| 5.3.2 | Re-elect Mr. Tim Talaat to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Talaat to the board of directors, he cannot be elected to the committee. | ✓ 98.2 % |
| 5.3.3 | Re-elect Mr. Christian Wipf to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 5.3.4 | Re-elect Mr. Peter Andreas Schaub to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected to the committee. | ✓ 99.1 % |
| 5.4 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 98.4 % |
| 5.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7 % |
| 2.a | Approve allocation of income | FOR | FOR | | ✓ 99.7 % |
| 2.b | Approve dividend distribution out of capital contribution reserves | FOR | FOR | | ✓ 99.7 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.0 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Mr. Bruno Richle | FOR | FOR | | ✓ 99.1 % |
| 4.1.b | Re-elect Dr. Richard Dratva | FOR | ● OPPOSE | He is also a permanent member of the executive management (Chief Strategy Officer). | ✓ 99.0 % |
| 4.1.c | Re-elect Mr. Ralph Mogenicato | FOR | FOR | | ✓ 99.3 % |
| 4.1.d | Re-elect Mr. Jean-Claude Philipona | FOR | FOR | | ✓ 99.5 % |
| 4.1.e | Re-elect Dr. Christoph Schmid | FOR | ● OPPOSE | He is not independent (board tenure of 17 years) and the board independence is insufficient (20.0%). | ✓ 99.2 % |
| 4.2 | Re-elect Mr. Bruno Richle as chairman of the board | FOR | FOR | | ✓ 99.1 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.a | Re-elect Dr. Christoph Schmid to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Schmid to the board of directors, he cannot be elected to the committee. | ✓ 99.1 % |
| 4.3.b | Re-elect Mr. Ralph Mogenicato to the remuneration committee | FOR | FOR | | ✓ 99.2 % |
| 4.4 | Re-election of the auditors | FOR | FOR | | ✓ 99.3 % |
| 4.5 | Re-election of the independent proxy | FOR | FOR | | ✓ 99.7 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.4 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.0 % |
| 5.3 | Binding prospective vote on the variable remuneration of the executive management (FY 2017/18) | FOR | FOR | | ✓ 99.0 % |
| 5.4 | Advisory retrospective vote on the variable remuneration of the executive management (FY 2016/17) | FOR | FOR | | ✓ 99.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---------------------------------------|-------|----------|--|----------|
| 6 | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ 98.9 % |
| 7 | Amend articles of association | FOR | FOR | | ✓ 99.6 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|------------|------------|---|----------|
| 1.1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 58.0 % |
| 1.3 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.7 % |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | Ethos strongly disagrees with the management of the company's affairs and the board's decisions. | ✓ 88.5 % |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 98.9 % |
| 3.2 | Approve dividend distribution out of capital contribution reserves | 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. | ✓ 95.0 % |
| 4 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 73.1 % |
| 4.2.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | The structure and conditions of the plans do not respect Ethos' guidelines. The remuneration is excessive in view of the performance achieved. | ✓ 59.6 % |
| 4.2.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of the peer group. | ✓ 81.7 % |
| 4.2.3 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ 73.5 % |

| Item | Agenda | Board | Ethos | | Result |
|--------|--|-------|----------|--|----------|
| 5 | Increase and extension of authorized capital for stock or scrip dividend | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ 92.9 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Urs Rohner as chairman and board member | FOR | ● OPPOSE | The company's financial performance has been unsatisfactory for several years. | ✓ 90.6 % |
| 6.1.2 | Re-elect Dr. oec. Iris Bohnet | FOR | FOR | | ✓ 96.5 % |
| 6.1.3 | Re-elect Dr. oec. publ. Rainer Alexander Gut | FOR | FOR | | ✓ 98.1 % |
| 6.1.4 | Re-elect Mr. Andreas N. Koopmann | FOR | FOR | | ✓ 96.0 % |
| 6.1.5 | Re-elect Ms. Seraina Maag | FOR | FOR | | ✓ 98.9 % |
| 6.1.6 | Re-elect Mr. Kaikhushru S. Nargolwala | FOR | FOR | | ✓ 96.1 % |
| 6.1.7 | Re-elect Mr. Joaquin J. Ribeiro | FOR | FOR | | ✓ 98.6 % |
| 6.1.8 | Re-elect Dr. iur. Severin Schwan | FOR | FOR | | ✓ 98.5 % |
| 6.1.9 | Re-elect Mr. Richard E. Thornburgh | FOR | ● OPPOSE | He was implicated in a serious controversy in the past. | ✓ 94.0 % |
| 6.1.10 | Re-elect Mr. John Tiner | FOR | FOR | | ✓ 98.0 % |
| 6.1.11 | Elect Mr. Andreas Gottschling | FOR | FOR | | ✓ 98.6 % |
| 6.1.12 | Elect Mr. Alexandre Zeller | FOR | FOR | | ✓ 97.2 % |
| 6.2 | Elections to the remuneration committee | | | | |
| 6.2.1 | Re-elect Dr. oec. Iris Bohnet to the remuneration committee | FOR | FOR | | ✓ 90.7 % |
| 6.2.2 | Re-elect Mr. Andreas N. Koopmann to the remuneration committee | FOR | FOR | | ✓ 90.7 % |
| 6.2.3 | Re-elect Mr. Kaikhushru S. Nargolwala to the remuneration committee | FOR | FOR | | ✓ 90.5 % |
| 6.2.4 | Elect Mr. Alexandre Zeller to the remuneration committee | FOR | FOR | | ✓ 96.7 % |
| 6.3 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 94.4 % |
| 6.4 | Election of the special auditors | FOR | FOR | | ✓ 98.9 % |
| 6.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.4 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 1 | Ordinary share capital increase with preemptive rights | FOR | FOR | ✓ 99.4 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|---|--------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Special meeting for holders of bearer shares to nominate Mr. Jürg Fedier as representative of bearer shareholders | FOR | FOR | | ✓ |
| 4.1.2 | Elect Dr. sc. techn. Paul J. Hälg as board member and chairman | FOR | FOR | | ✓ |
| 4.1.3 | Re-elect Dr. sc. techn. Hanspeter Fässler | FOR | FOR | | ✓ |
| 4.1.4 | Re-elect Dr. iur. Gabi Huber | FOR | FOR | | ✓ |
| 4.1.5 | Re-elect Mr. Ernst F. Odermatt | FOR | FOR | | ✓ |
| 4.1.6 | Re-elect Mr. Hanno Ulmer | FOR | FOR | | ✓ |
| 4.1.7 | Re-elect Mr. Zhiqiang Zhang | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ |
| 4.1.8 | Re-elect the candidate (Mr. Jürg Fedier) nominated by the special meeting (agenda ITEM 4.1.1) | FOR | FOR | | ✓ |
| 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 13 years) and the majority of the committee members are not independent. | ✓ |
| 4.2.2 | Re-elect Dr. iur. Gabi Huber to the remuneration committee | FOR | FOR | | ✓ |
| 4.2.3 | Re-elect Mr. Hanno Ulmer to the remuneration committee | FOR | FOR | | ✓ |
| 4.3 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ |
| 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. | ✓ |

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

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.8 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> | ✓ 95.5 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Adrian T. Keller | FOR | FOR | | ✓ 99.1 % |
| 5.1.b | Re-elect Mr. Rainer-Marc Frey | FOR | FOR | | ✓ 99.8 % |
| 5.1.c | Re-elect Dr. iur. Frank Ch. Gulich | FOR | FOR | | ✓ 99.2 % |
| 5.1.d | Re-elect Mr. David Kamenetzky | FOR | FOR | | ✓ 99.9 % |
| 5.1.e | Re-elect Mr. Andreas W. Keller | FOR | FOR | | ✓ 99.9 % |
| 5.1.f | Re-elect Mr. Robert Peugeot | FOR | ● OPPOSE | <p>He holds an excessive number of mandates.</p> <p>He has attended too few board meetings absent compelling and justified reasons.</p> | ✓ 83.8 % |
| 5.1.g | Re-elect Prof. Dr. oec. publ. Theo Siegert | FOR | FOR | | ✓ 99.9 % |
| 5.1.h | Re-elect Dr. oec. Hans Christoph Tanner | FOR | FOR | | ✓ 99.8 % |
| 5.1.i | Re-elect Dr. sc. tech. Jörg Wolle | FOR | FOR | | ✓ 99.1 % |
| 5.2 | Elect Mr. Jörg Wolle as chairman of the board | FOR | FOR | | ✓ 99.8 % |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.a | Elect Mr. Adrian T. Keller to the remuneration committee | FOR | FOR | | ✓ 99.2 % |
| 5.3.b | Re-elect Dr. iur. Frank Ch. Gulich to the remuneration committee | FOR | FOR | | ✓ 99.5 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|--|-----------|
| 5.3.c | Re-elect Mr. Robert Peugeot to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Peugeot to the board of directors, he cannot be elected to the committee. | ✓ 82.9 % |
| 6 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 80.6 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7 % |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Mr. Ulrich Graf as board member and chairman | FOR | FOR | | ✓ 82.7 % |
| 4.2 | Re-elect Dr. iur. Rolf Dörig | FOR | FOR | | ✓ 81.5 % |
| 4.3 | Re-elect Ms. Stephanie Brecht-Bergen | FOR | FOR | | ✓ 82.8 % |
| 4.4 | Re-elect Mr. Elton SK Chiu | FOR | FOR | | ✓ 99.8 % |
| 4.5 | Re-elect Dr. iur. Daniel Daeniker | FOR | FOR | | ✓ 80.3 % |
| 4.6 | Re-elect Ms. Karina Dubs-Kuenzle | FOR | FOR | | ✓ 82.7 % |
| 4.7 | Re-elect Dr. iur. Hans Gummert | FOR | FOR | | ✓ 78.0 % |
| 4.8 | Re-elect Mr. John Heppner | FOR | FOR | | ✓ 99.9 % |
| 4.9 | Re-elect Mr. Hans Hess | FOR | FOR | | ✓ 99.4 % |
| 4.10 | Re-elect Ms. Christine Mankel-Madaus | FOR | FOR | | ✓ 79.4 % |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Dr. iur. Rolf Dörig to the remuneration committee | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 75.2 % |
| 5.2 | Re-elect Dr. iur. Hans Gummert to the remuneration committee | FOR | FOR | | ✓ 74.2 % |
| 5.3 | Re-elect Mr. Hans Hess to the remuneration committee | FOR | FOR | | ✓ 92.6 % |
| 6 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 97.0 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.9 % |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.6 % |
| 9 | Approve renewal of authorised capital | FOR | FOR | | ✓ 99.5 % |
| 10 | Editorial amendments to the articles of association | 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 | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 90.7 % |
| 2 | Approve allocation of income | FOR | FOR | | ✓ 99.8 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.4 % |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Mr. Juan Carlos Torres Carretero as board member and chairman | FOR | FOR | | ✓ 85.6 % |
| 4.2.1 | Re-elect Mr. Luis Andrés Holzer Neumann | FOR | FOR | | ✓ 88.3 % |
| 4.2.2 | Re-elect Mr. Jorge Born | FOR | FOR | | ✓ 99.8 % |
| 4.2.3 | Re-elect Dr. oec. Xavier Bouton | FOR | FOR | | ✓ 86.4 % |
| 4.2.4 | Re-elect Ms. See Ngho (Claire) Chiang | FOR | FOR | | ✓ 99.9 % |
| 4.2.5 | Re-elect Mr. Julián Diaz González | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 93.6 % |
| 4.2.6 | Re-elect Mr. George Koutsolioutsos | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, 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. | ✓ 83.8 % |
| 4.2.7 | Re-elect Ms. Heekyung (Jo) Min | FOR | FOR | | ✓ 99.9 % |
| 4.2.8 | Re-elect Mr. Joaquin Moya-Angeler Cabrera | FOR | FOR | | ✓ 86.7 % |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Mr. Jorge Born to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice. | ✓ 97.1 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|-----------|
| 5.2 | Re-elect Dr. oec. Xavier Bouton to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice. | ✓ 86.6 % |
| 5.3 | Re-elect Ms. Heekyung (Jo) Min to the remuneration committee | FOR | ● OPPOSE | She was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice. | ✓ 98.0 % |
| 6 | Election of the auditors | FOR | FOR | | ✓ 99.4 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 89.2 % |
| 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. | ✓ 88.2 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|---|
| 1 | Welcome | NON-VOTING | NON-VOTING | |
| 2 | Reporting on the 2016 financial year | NON-VOTING | NON-VOTING | |
| 3 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 4 | Approve allocation of income | FOR | FOR | ✓ |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Rainer Isenrich (CEO) as member and chairman of the board (single vote) | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. ✓ |
| 6.2.a | Re-elect Mr. Hans Nef | FOR | FOR | ✓ |
| 6.2.b | Re-elect Mr. Fulvio Micheletti | FOR | FOR | ✓ |
| 7 | Elections to the remuneration committee | | | |
| 7.a | Re-elect Mr. Hans Nef to the remuneration committee | FOR | FOR | ✓ |
| 7.b | Re-elect Mr. Fulvio Micheletti to the remuneration committee | FOR | FOR | ✓ |
| 7.c | Re-elect Mr. Rainer Isenrich (CEO) to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Isenrich to the board of directors, he cannot be elected to the committee. He is CEO of the company. ✓ |
| 8 | Election of the auditors | FOR | FOR | ✓ |
| 9 | Re-election of the independent proxy | FOR | FOR | ✓ |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 10.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ |
| 11 | Reduce share capital via repayment of nominal value | FOR | FOR | ✓ |
| 12 | Approve renewal and increase of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. ✓ 79.4 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 65.3 % |
| 2 | Approve distribution of preferred dividend | FOR | FOR | | ✓ 100.0 % |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 100.0 % |
| 3.2 | Dividend by way of distribution out of capital contribution reserves | FOR | FOR | | ✓ 100.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✗ 27.7 % |
| 5.1 | Increase the pool of conditional capital for the employees | FOR | ● OPPOSE | The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. | ✓ 94.6 % |
| 5.2 | Amendments to the articles of association: remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. | ✓ 91.4 % |
| 5.3 | Further amendments to the articles of association | FOR | FOR | | ✓ 100.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 99.6 % |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of the peer group. | ✓ 91.0 % |
| 6.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines. Past awards and the amounts released after the performance/blocking period do not allow confirmation of the link between pay and performance. | ✓ 91.1 % |
| 7 | Elections to the board of directors | | | | |
| 7.1.1 | Re-elect Dr. Susanne Brandenberger | FOR | FOR | | ✓ 100.0 % |
| 7.1.2 | Re-elect Dr. iur. Niccolò H. Burki | FOR | FOR | | ✓ 100.0 % |
| 7.1.3 | Re-elect Mr. Emmanuel L. Bussetil | FOR | FOR | | ✓ 95.4 % |

| Item | Agenda | Board | Ethos | | Result |
|--------|---|-------|----------|---|-----------|
| 7.1.4 | Re-elect Mr. Michael N. Higgin | FOR | FOR | | ✓ 100.0 % |
| 7.1.5 | Re-elect Mr. Roberto Isolani | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 98.5 % |
| 7.1.6 | Re-elect Mr. Steven M. Jacobs | FOR | FOR | | ✓ 98.7 % |
| 7.1.7 | Re-elect Dr. Spiro J. Latsis | FOR | FOR | | ✓ 98.8 % |
| 7.1.8 | Re-elect Dr. rer. pol. Bernd-A. von Maltzan | FOR | FOR | | ✓ 100.0 % |
| 7.1.9 | Re-elect Dr. Périclès-Paul Petalas | FOR | FOR | | ✓ 98.6 % |
| 7.1.10 | Re-elect Mr. John Williamson | FOR | FOR | | ✓ 95.3 % |
| 7.1.11 | Re-elect Mr. Daniel K. Zuberbühler | FOR | FOR | | ✓ 100.0 % |
| 7.2 | Re-elect Mr. John Williamson as chairman of the board | FOR | FOR | | ✓ 95.5 % |
| 8 | Elections to the nomination and remuneration committee | | | | |
| 8.1 | Re-elect Dr. iur. Niccolò H. Burki to the nomination and remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 8.2 | Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee | FOR | FOR | | ✓ 95.1 % |
| 8.3 | Re-elect Dr. Périclès-Paul Petalas to the nomination and remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 12 years) and the majority of the committee members are not independent. | ✓ 98.0 % |
| 8.4 | Re-elect Mr. John Williamson to the nomination and remuneration committee | FOR | ● OPPOSE | He is not independent (former executive) and the majority of the committee members are not independent. | ✓ 95.0 % |
| 8.5 | Elect Mr. Steven M. Jacobs to the nomination and remuneration committee | FOR | FOR | | ✓ 98.3 % |
| 8.6 | Elect Dr. rer. pol. Bernd-A. von Maltzan to the nomination and remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 9 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 10 | Election of the auditors | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2 | Appropriation of the 2016 net loss | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 4.1 | Additional amount for the total remuneration of the board of directors (retrospective) | FOR | FOR | ✓ 99.7 % |
| 4.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.7 % |
| 4.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.6 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Martin Wipfli | FOR | FOR | ✓ 99.6 % |
| 5.2 | Re-elect Mr. Walter Häusermann | FOR | FOR | ✓ 99.6 % |
| 5.3 | Re-elect Mr. David J. Schnell | FOR | ● OPPOSE | He is not independent (board tenure of 16 years) and the board independence is insufficient (0%). ✓ 99.5 % |
| 5.4 | Re-elect Mr. Rudolf W. Weber | FOR | FOR | ✓ 99.6 % |
| 5.5 | Re-elect Mr. Peter Hotz | FOR | FOR | ✓ 99.8 % |
| 5.6 | Re-elect Mr. Martin Wipfli as chairman of the board | FOR | FOR | ✓ 99.8 % |
| 6 | Elections to the nomination and remuneration committee | | | |
| 6.1 | Re-elect Mr. Rudolf W. Weber to the nomination and remuneration committee | FOR | FOR | ✓ 99.5 % |
| 6.2 | Re-elect Mr. Martin Wipfli to the nomination and remuneration committee | FOR | FOR | ✓ 99.5 % |
| 7 | Re-elect the independent proxy | FOR | FOR | ✓ 99.9 % |
| 8 | Re-elect the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. ✓ 99.8 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|--|--------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2. | Discharge board members | FOR | FOR | ✓ |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 4.1 | 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 | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Mr. Thomas Oehen-Bühlmann | FOR | FOR | ✓ |
| 5.1.3 | Re-elect Mr. Christian Arnold-Fässler | FOR | FOR | ✓ |
| 4.1.4 | Re-elect Mr. Stephan H. Baer | FOR | FOR | ✓ |
| 5.1.5 | Re-elect Ms. Monique Bourquin | FOR | FOR | ✓ |
| 5.1.6 | Re-elect Mr. Niklaus Meier | FOR | FOR | ✓ |
| 5.1.7 | Re-elect Mr. Josef Schmidli | FOR | ● OPPOSE He is not independent (board tenure of 14 years, business connections) and the board independence is insufficient (44.4%). | ✓ |
| 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 Mr. Stephan H. Baer 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 | Welcome and presentation of the business evolution | NON-VOTING | NON-VOTING | |
| 2 | Constatations related to the general meeting | NON-VOTING | NON-VOTING | |
| 3.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 3.2.a | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 3.2.b | Binding retrospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 94.7 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ |
| 6.1 | Elections to the board of directors and the remuneration committee | | | |
| 6.1.a | Re-elect Dr. ing. Ulf Berg as board chairman and as member of the remuneration committee | FOR | FOR | ✓ 97.9 % |
| 6.1.b | Re-elect Ms. Magdalena Martullo-Blocher (CEO) | FOR | ● OPPOSE | She is also a permanent member of the executive management. ✓ 98.6 % |
| 6.1.c | Re-elect Dr. Joachim Streu as board member and member of the remuneration committee | FOR | FOR | ✓ 98.0 % |
| 6.1.d | Re-elect Mr. Bernhard Merki as board member and member of the remuneration committee | FOR | FOR | ✓ 97.9 % |
| 6.2 | Election of the auditors | FOR | FOR | ✓ 99.8 % |
| 6.3 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|------------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.7 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 68.6 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 97.1 % |
| 4 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 98.7 % |
| 5 | Amend articles of association: Authorised and conditional capital | | | | |
| 5.1 | Increase conditional capital for financing purposes | WITH-DRAWN | ● FOR | This item was withdrawn from the agenda. | – |
| 5.2 | Increase and extend authorised capital | WITH-DRAWN | ● FOR | This item was withdrawn from the agenda. | – |
| 5.3 | Increase conditional capital for the employees | WITH-DRAWN | ● OPPOSE | The potential dilution is excessive. | – |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Martin Gertsch | FOR | FOR | | ✓ 98.6 % |
| 6.1.2 | Re-elect Mr. Neil Goldsmith | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 90.3 % |
| 6.1.3 | Re-elect Dr. Jutta Heim | FOR | FOR | | ✓ 91.8 % |
| 6.1.4 | Re-elect Dr. Ganesh Kishore | FOR | FOR | | ✓ 96.6 % |
| 6.1.5 | Re-elect Dr. Stuart Strathdee | FOR | FOR | | ✓ 97.7 % |
| 6.1.6 | Re-elect Dr. Thomas Videbaek | FOR | FOR | | ✓ 97.7 % |
| 6.1.7 | Re-elect Mr. Gerard Hoetmer | FOR | FOR | | ✓ 98.1 % |
| 6.2 | Elect Mr. Gerard Hoetmer as board chairman | FOR | FOR | | ✓ 98.6 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Elect Dr. Stuart Strathdee to the remuneration committee | FOR | FOR | | ✓ 96.5 % |
| 7.2 | Re-elect Dr. Thomas Videbaek to the remuneration committee | FOR | FOR | | ✓ 96.7 % |
| 8 | Election of the auditors | FOR | FOR | | ✓ 97.3 % |
| 9 | Election of the independent proxy | FOR | FOR | | ✓ 98.8 % |
| 10 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 88.4 % |
| 11 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 90.9 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| | Background to the EGM | | | |
| 1 | Ordinary capital increase with guaranteed pre-emptive rights | FOR | FOR | ✓ 95.2 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2.a | Approve allocation of income | FOR | FOR | | ✓ |
| 2.b | Approve distribution of reserves from capital contributions | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4.a | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The non-executive chairman receives variable remuneration.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p> | ✓ |
| 4.b | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |
| 5.a | Elections to the board of directors | | | | |
| 5.a.1 | Re-elect Mr. Alexander von Witzleben | FOR | ● OPPOSE | <p>He holds an excessive number of mandates.</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 5.a.2 | Re-elect Dr. Michael Soormann | FOR | FOR | | ✓ |
| 5.a.3 | Re-elect Dr. Thomas Erb | FOR | FOR | | ✓ |
| 5.a.4 | Re-elect Dr. Thomas Muhr | FOR | FOR | | ✓ |
| 5.a.5 | Re-elect Dr. Rolf-Dieter Kempis | FOR | ● OPPOSE | <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 5.a.6 | Elect Mr. Heinz Loosli | FOR | ● OPPOSE | <p>He is not independent (former executive) and the board independence is insufficient (0.0%).</p> | ✓ |
| 5.b | Re-elect Mr. Alexander von Witzleben as the chairman of the board | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected as chairman.</p> | ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 5.c | Elections to the nomination and remuneration committee | | | |
| 5.c.1 | Re-elect Mr. Alexander von Witzleben to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder and board tenure of 19 years) and the majority of the committee members are not independent.</p> |
| 5.c.2 | Re-elect Dr. Michael Soormann to the nomination and remuneration committee | FOR | FOR | ✓ |
| 5.d | Re-elect the independent proxy | FOR | FOR | ✓ |
| 5.e | Re-elect the auditors | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|-----------|
| 1. | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2. | Presentation of the auditors report on the financial statements | NON-VOTING | NON-VOTING | |
| 3. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 4. | Advisory vote on the remuneration report | FOR | FOR | ✓ 94.7 % |
| 5. | Discharge board members | FOR | FOR | ✓ 99.1 % |
| 6.a | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 6.b | Approve distribution of reserves from capital contributions | FOR | FOR | ✓ 93.3 % |
| 7.a | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.7 % |
| 7.b | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.6 % |
| 8.a | Elections to the board of directors | | | |
| 8.a.1 | Re-elect Mr. Guglielmo L. Brentel | FOR | FOR | ✓ 99.6 % |
| 8.a.2 | Re-elect Ms. Corine Mauch | FOR | FOR | ✓ 84.4 % |
| 8.a.3 | Re-elect Mr. Andreas G. Schmid | FOR | FOR | ✓ 83.6 % |
| 8.a.4 | Elect Mr. Josef Felder | FOR | FOR | ✓ 99.5 % |
| 8.a.5 | Elect Mr. Stephan Gemkow | FOR | FOR | ✓ 98.3 % |
| 8.b | Election of the chairman of the board | FOR | FOR | ✓ 84.6 % |
| 8.c | Elections to the remuneration committee | | | |
| 8.c.1 | Elect Mr. Vincent Albers to the Remuneration Committee | FOR | FOR | ✓ 79.8 % |
| 8.c.2 | Elect Mr. Guglielmo L. Brentel to the Remuneration Committee | FOR | FOR | ✓ 96.0 % |
| 8.c.3 | Elect Dr. iur. Eveline Saupper to the Remuneration Committee | FOR | FOR | ✓ 80.1 % |
| 8.c.4 | Elect Mr. Andreas G. Schmid to the Remuneration Committee | FOR | FOR | ✓ 83.6 % |
| 8.d | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------|-------|----------|---|----------|
| 8.e | Election of the auditors | FOR | ● OPPOSE | <p>The term of office of the audit firm exceeds 20 years.</p> <p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p> | ✓ 96.1 % |

| 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 | Approve share buyback programme | FOR | ● OPPOSE | The ability of the company to pay an attractive dividend is undermined by the repurchase of the shares. | ✓ |
| 5 | Amend articles of association: Remuneration of the executive management | FOR | FOR | | ✓ |
| 6.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration of the executive chairman of the board (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 Ernst Schneider as board member and chairman | FOR | FOR | | ✓ |
| 7.2 | Re-elect Dr. 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 | | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|--|--------|
| 8.1 | Re-elect Dr. Peter Altorfer to the remuneration committee | FOR | ● OPPOSE | He is not independent (board tenure of 12 years) and the majority of the committee members are not independent. | ✓ |
| 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 | ● OPPOSE | He is not independent (important shareholder, board tenure of 17 years) and the majority of the committee members are not independent. | ✓ |
| 9 | Election of the auditors | FOR | FOR | | ✓ |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|---|--------|----------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 91.4 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✗ 17.6 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 93.6 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 92.1 % |
| 4 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 93.7 % |
| 5 | Cancellation of conditional capital | FOR | FOR | | ✓ 99.6 % |
| 6 | A) Elections to the board of directors: Board proposals | | | | |
| 6.1 | Re-elect Mr. Hugh Scott-Barrett as board member and chairman of the board | FOR | FOR | | ✓ 87.2 % |
| 6.2 | Re-elect Mr. Diego du Monceau de Bergendal | FOR | FOR | | ✓ 70.1 % |
| 6.3 | Re-elect Ms. Nancy Mistretta | FOR | FOR | | ✓ 92.1 % |
| 6.4 | Re-elect Mr. Ezra S. Field | FOR | FOR | | ✓ 92.1 % |
| 6.5 | Re-elect Mr. Benjamin Meuli | FOR | FOR | | ✓ 98.2 % |
| 6.6 | Elect Mr. David J. Jacob | FOR | FOR | | ✓ 98.3 % |
| | B) Elections to the board of directors: Proposals of RBR Strategic Value | | | | |
| 6.7 | Elect Ms. Kasia Robinski as board member | OPPOSE | OPPOSE | | ✗ 43.0 % |
| 6.8 | Elect Ms. Kasia Robinski as chairman of the board | OPPOSE | OPPOSE | Ms. Kasia Robinski was not elected to the board of directors under ITEM 6.7. Since only a member of the board can be elected as chairman, ITEM 6.8 was not submitted to shareholder vote. | – |
| 6.9 | Elect Mr. William Raynar | OPPOSE | OPPOSE | | ✗ 15.2 % |
| 6.10 | Elect Mr. Rudolf Bohli | OPPOSE | OPPOSE | | ✗ 23.8 % |
| 7 | A) Elections to the remuneration committee : Board proposals | | | | |
| 7.1 | Re-elect Mr. Diego du Monceau de Bergendal to the Remuneration Committee | FOR | FOR | | ✗ 46.1 % |
| 7.2 | Re-elect Ms. Nancy Mistretta to the Remuneration Committee | FOR | FOR | | ✓ 87.0 % |
| 7.3 | Re-elect Mr. Benjamin Meuli to the Remuneration Committee | FOR | FOR | | ✓ 86.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|--------|----------|---|----------|
| | B) Elections to the remuneration committee : Proposals of RBR Strategic Value | | | | |
| 7.4 | Elect Ms Kasia Robinski to the Remuneration Committee | OPPOSE | OPPOSE | Ms. Kasia Robinski was not elected to the board of directors under ITEM 6.7. Since only a member of the board can be elected to the remuneration committee, ITEM 7.4 was not submitted to shareholder vote. | – |
| 7.5 | Elect Mr. William Raynar to the Remuneration Committee | OPPOSE | OPPOSE | Mr. William Raynar was not elected to the board of directors under ITEM 6.9. Since only a member of the board can be elected to the remuneration committee, ITEM 7.5 was not submitted to shareholder vote. | – |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 55.8 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of the peer group. | ✓ 81.2 % |
| 8.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> | ✗ 7.1 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 99.1 % |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ 93.7 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members | FOR | FOR | ✓ 99.3 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Albert M. Baehny as board member and chairman | FOR | FOR | ✓ 98.0 % |
| 4.1.2 | Re-elect Dr. Felix R. Ehrat | FOR | FOR | ✓ 99.3 % |
| 4.1.3 | Re-elect Mr. Thomas M. Hübner | FOR | FOR | ✓ 98.5 % |
| 4.1.4 | Re-elect Mr. Hartmut Reuter | FOR | FOR | ✓ 99.6 % |
| 4.1.5 | Re-elect Mr. Jorgen Tang-Jensen | FOR | FOR | ✓ 99.4 % |
| 4.1.6 | Elect Ms. Eunice Zehnder-Lai | FOR | FOR | ✓ 99.5 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Mr. Hartmut Reuter to the remuneration committee | FOR | FOR | ✓ 99.1 % |
| 4.2.2 | Re-elect Mr. Jorgen Tang-Jensen to the remuneration committee | FOR | FOR | ✓ 98.8 % |
| 4.2.3 | Elect Ms. Eunice Zehnder-Lai to the remuneration committee | FOR | FOR | ✓ 99.1 % |
| 5 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 6 | Election of the auditors | FOR | ● OPPOSE | ✓ 90.4 % The term of office of the audit firm exceeds 20 years. |
| 7.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 95.7 % |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.8 % |
| 7.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.1 % |

| 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 | | ✗ 44.8 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3. | Discharge board members and executive management | FOR | FOR | | ✓ 98.9 % |
| 4. | Elections to the board of directors | | | | |
| 4.1 | Re-elect Dr. Hubert Achermann | FOR | FOR | | ✓ 98.0 % |
| 4.2 | Re-elect Prof. Roman Boutellier | FOR | FOR | | ✓ 96.9 % |
| 4.3 | Re-elect Mr. Gerold Bühler | FOR | FOR | | ✓ 93.2 % |
| 4.4 | Re-elect Mr. Riet Cadonau | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 91.5 % |
| 4.5 | Re-elect Mr. Andreas N. Koopmann | FOR | FOR | | ✓ 99.3 % |
| 4.6 | Re-elect Mr. Roger Michaelis | FOR | FOR | | ✓ 99.2 % |
| 4.7 | Re-elect Dr. Eveline Saupper | FOR | FOR | | ✓ 95.1 % |
| 4.8 | Re-elect Ms. Jasmin Staiblin | FOR | FOR | | ✓ 95.3 % |
| 4.9 | Re-elect Mr. Zhiqiang Zhang | FOR | FOR | | ✓ 96.0 % |
| 5.1 | Re-election of Mr. Koopmann as chairman of the board | FOR | FOR | | ✓ 99.3 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.a | Elect Mr. Riet Cadonau to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Cadonau to the board of directors, he cannot be elected to the committee. He holds an excessive number of mandates. | ✓ 85.9 % |
| 5.2.b | Re-elect Dr. Eveline Saupper as chairwoman of the remuneration committee | FOR | FOR | | ✓ 84.3 % |
| 5.2.c | Re-elect Ms. Jasmin Staiblin to the remuneration committee | FOR | FOR | | ✓ 84.0 % |
| 6 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.8 % |
| 7 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 96.5 % |
| 8 | Re-election of the auditors | FOR | FOR | | ✓ 99.3 % |
| 9 | Re-election of the independent proxy | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.9 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 79.6 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.4 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 97.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Victor Balli | FOR | FOR | ✓ 99.6 % |
| 5.1.2 | Re-elect Prof. Dr. Ing. Werner J. Bauer | FOR | FOR | ✓ 99.4 % |
| 5.1.3 | Re-elect Ms. Lilian Fossum Biner | FOR | FOR | ✓ 98.9 % |
| 5.1.4 | Re-elect Mr. Michael Carlos | FOR | FOR | ✓ 97.3 % |
| 5.1.5 | Re-elect Ms. Ingrid Deltenre | FOR | FOR | ✓ 99.3 % |
| 5.1.6 | Re-elect Mr. Calvin Grieder | FOR | FOR | ✓ 98.5 % |
| 5.1.7 | Re-elect Mr. Thomas Rufer | FOR | FOR | ✓ 99.6 % |
| 5.2 | Elect Mr. Calvin Grieder as chairman of the board | FOR | FOR | ✓ 98.6 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Prof. Dr. Ing. Werner J. Bauer to the remuneration committee | FOR | FOR | ✓ 89.0 % |
| 5.3.2 | Re-elect Ms. Ingrid Deltenre to the remuneration committee | FOR | FOR | ✓ 88.8 % |
| 5.3.3 | Elect Mr. Victor Balli to the remuneration committee | FOR | FOR | ✓ 89.0 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 98.7 % |
| 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 | ✓ 95.2 % |
| 6.2.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 96.7 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|--|-----------------|
| 6.2.2 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | <p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | <p>✓ 91.4 %</p> |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.7 % |
| 2 | Binding retrospective vote on the remuneration of the board of directors | FOR | FOR | ✓ 99.2 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 4 | Discharge board members, executive management and external auditors | FOR | FOR | ✓ 99.7 % |
| 5 | Amendments to the regulations regarding the compensation of the board of directors and of the executive management | FOR | FOR | ✓ 98.2 % |
| 6 | Elections to the board of directors | | | |
| 6.1 | Re-elect Mr. Martin Leutenegger as member and chairman of the board (single vote) | FOR | FOR | ✓ 99.6 % |
| 6.2 | Re-elect Dr. Rolf Widmer | FOR | FOR | ✓ 99.7 % |
| 6.3 | Re-elect Mr. Peter Rufibach | FOR | FOR | ✓ 98.9 % |
| 6.4 | Re-elect Mr. Jürg Zimmermann | FOR | FOR | ✓ 99.3 % |
| 6.5 | Re-elect Mr. Rudolf Stäger | FOR | FOR | ✓ 99.3 % |
| 6.6 | Re-elect Dr. Urs P. Gnos | FOR | FOR | ✓ 99.6 % |
| 6.7 | Elect Prof. Markus Heusler | FOR | FOR | ✓ 97.7 % |
| 7 | Re-elect the auditors | FOR | FOR | ✓ 98.5 % |

| Item | Agenda | Board | Ethos | Result | |
|-------|---|------------|------------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % | |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 94.9 % | |
| 2.1 | Approve allocation of income and dividend out of capital contribution reserves | FOR | FOR | ✓ 99.8 % | |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % | |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Mr. Jens Alder as member and chairman of the board (single vote) | FOR | FOR | ✓ 99.9 % | |
| 4.1.b | Re-elect Dr. Beat Curti | FOR | ● OPPOSE | <p>He has been a member of the board for 32 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> | ✓ 93.1 % |
| 4.1.c | Re-elect Dr. Valentin Chapero Rueda | FOR | FOR | ✓ 99.4 % | |
| 4.1.d | Re-elect Dr. Erica Dubach Spiegler | FOR | FOR | ✓ 99.9 % | |
| 4.1.e | Re-elect Mr. Arndt Groth | FOR | FOR | ✓ 99.9 % | |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.a | Re-elect Mr. Jens Alder to the remuneration committee | FOR | FOR | ✓ 99.8 % | |
| 4.2.b | Re-elect Dr. Beat Curti to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Dr. Curti to the board of directors, he cannot be elected to the committee.</p> | ✓ 93.6 % |
| 4.3 | Re-election of the auditors | FOR | FOR | ✓ 99.9 % | |
| 4.4 | Re-election of the independent proxy | FOR | FOR | ✓ 99.8 % | |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.5 % | |
| 6.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.5 % | |
| 6.2 | Binding prospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 94.8 % | |
| 7 | Miscellaneous | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Board | Ethos | Result |
|-------|---|------------|------------|---|
| 1 | Attendance announcement of the annual meeting | NON-VOTING | NON-VOTING | |
| 2 | Approve minutes of the 2016 annual meeting | FOR | FOR | ✓ 100.0 % |
| 3 | Present financial statements and accounts 2016 | NON-VOTING | NON-VOTING | |
| 4 | Present auditors report | NON-VOTING | NON-VOTING | |
| 5.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 5.2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 5.3.1 | Discharge board members | FOR | FOR | ✓ 100.0 % |
| 5.3.2 | Discharge auditor | FOR | FOR | ✓ 100.0 % |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 99.6 % |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. ✓ 98.7 % |
| 6.3.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. ✓ 98.6 % |
| 6.3.2 | Binding prospective vote on the variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. ✓ 98.6 % |
| 7 | Elections to the board of directors | | | |
| 7.1 | Re-elect Mr. Pierre-Marcel Revaz | FOR | ● OPPOSE | He is not independent (board tenure of 17 years) and the board independence is insufficient (28.6%). ✓ 99.5 % |
| 7.2 | Re-elect Mr. François Sunier | FOR | FOR | ✓ 100.0 % |
| 7.3 | Re-elect Ms. Dominique Amaudruz | FOR | FOR | ✓ 100.0 % |
| 7.4 | Re-elect Mr. Rémy A. Bersier | FOR | ● OPPOSE | He has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓ 99.6 % He is not independent (board tenure of 22 years) and the board independence is insufficient (28.6%). |
| 7.5 | Re-elect Mr. Emmanuel Séquin | FOR | FOR | ✓ 99.9 % |
| 7.6 | Re-elect Mr. Pierre-François Veillon | FOR | FOR | ✓ 100.0 % |
| 8 | Re-elect Dr. iur. Michel Amaudruz as board chairman | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|--|-----------|
| 9 | Elections to the remuneration committee | | | | |
| 9.1 | Re-elect Dr. iur. Michel Amaudruz to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 9.2 | Re-elect Mr. Pierre-Marcel Revaz to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Revaz to the board of directors, he cannot be elected to the committee. | ✓ 99.5 % |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 11 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 99.6 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|--|-----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 2. | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3. | Approve distribution of dividend from capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 4. | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Peter Leupp as member and chairman | FOR | FOR | ✓ 100.0 % |
| 5.2.1 | Re-elect Dr. iur. Stefan Breitenstein | FOR | FOR | ✓ 100.0 % |
| 5.2.2 | Re-elect Mr. Niklaus Huber | FOR | FOR | ✓ 99.4 % |
| 5.2.3 | Re-elect Mr. Urs Kaufmann | FOR | FOR | ✓ 87.0 % |
| 5.2.4 | Re-elect Mr. Peter Pauli | FOR | FOR | ✓ 100.0 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Elect Mr. Niklaus Huber to the Remuneration Committee | FOR | FOR | ✓ 99.7 % |
| 5.3.2 | Elect Mr. Urs Kaufmann to the Remuneration Committee | FOR | FOR | ✓ 87.0 % |
| 5.3.3 | Elect Mr. Peter Leupp to the Remuneration Committee | FOR | FOR | ✓ 99.8 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Election of the auditors | FOR | ● OPPOSE | ✓ 96.8 % |
| | | | The term of office of the audit firm exceeds 20 years. | |
| 6. | Advisory vote on the remuneration report | FOR | FOR | ✓ 83.0 % |
| 7. | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 8. | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.8 % |
| 9. | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 99.8 % |

| 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 | ✓ 99.9 % |
| | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. oec. Pierin Vincenz as board member and chairman | FOR | FOR | ✓ 96.2 % |
| 4.2.1 | Re-elect Dr. oec. Hans-Jürg Bernet | FOR | FOR | ✓ 99.2 % |
| 4.2.2 | Re-elect Mr. Jean-René Fournier | FOR | FOR | ✓ 98.5 % |
| 4.2.3 | Elect Dr. iur. Ivo Furrer | FOR | FOR | ✓ 99.7 % |
| 4.2.4 | Re-elect Dr. oec. Patrik Gisel | FOR | FOR | ✓ 98.0 % |
| 4.2.5 | Re-elect Dr. Hans Künzle | FOR | FOR | ✓ 98.8 % |
| 4.2.6 | Re-elect Prof. Dr. oec. Christoph Lechner | FOR | ● OPPOSE | He is not independent (consultancy fees) and the board independence is insufficient (40.0%). ✓ 96.4 % |
| 4.2.7 | Re-elect Dr. Gabriela Payer | FOR | FOR | ✓ 99.6 % |
| 4.2.8 | Re-elect Ms. Doris Russi Schurter | FOR | FOR | ✓ 98.7 % |
| 4.2.9 | Re-elect Dr. iur. Andreas von Planta | FOR | FOR | ✓ 99.4 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Re-elect Dr. oec. Hans-Jürg Bernet to the remuneration committee | FOR | FOR | ✓ 95.6 % |
| 4.3.2 | Re-elect Dr. Gabriela Payer to the remuneration committee | FOR | FOR | ✓ 96.2 % |
| 4.3.3 | Re-elect Ms. Doris Russi Schurter to the remuneration committee | FOR | FOR | ✓ 94.9 % |
| 4.3.4 | Re-elect Dr. iur. Andreas von Planta to the remuneration committee | FOR | FOR | ✓ 95.9 % |
| 5.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive consulting fees. ✓ 92.8 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 96.2 % |
| 5.3 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive variable remuneration. ✓ 71.6 % |
| 5.4 | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 97.8 % |

| Item | Agenda | Board | Ethos | Result |
|------|-----------------------------------|-------|-------|----------|
| 6 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 99.0 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 2.2 | Approve dividend distribution out of capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members | FOR | FOR | ✓ 100.0 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. Felix Grisard | FOR | FOR | ✓ 99.8 % |
| 4.2 | Re-elect Ms. Salome Grisard Varnholt | FOR | FOR | ✓ 99.8 % |
| 4.3 | Re-elect Mr. John Martin Manser | FOR | FOR | ✓ 99.9 % |
| 4.4 | Re-elect Dr. Walter Jakob | FOR | FOR | ✓ 100.0 % |
| 4.5 | Elect Dr. Jvo Grundler | FOR | ● OPPOSE | He is also a permanent member of the executive management (General Counsel). ✓ 93.0 % |
| 4.6 | Re-elect Dr. Felix Grisard as chairman of the board | FOR | FOR | ✓ 99.8 % |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Re-elect Ms. Salome Grisard Varnholt to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 5.2 | Re-elect Dr. Walter Jakob to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration of the chairman is significantly higher than that of the peer group. ✓ 91.3 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.8 % |
| 6.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. ✓ 95.4 % |
| 7 | Re-elect the independent proxy | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|-----------------------|-------|----------|---|----------|
| 8 | Re-elect the auditors | FOR | ● OPPOSE | <p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p> | ✓ 93.5 % |

Highlight Event and Entertainment

02.05.2017

EGM

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|--------|
| 1 | Ordinary capital increase | FOR | ● OPPOSE | The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. | ✓ |
| 2 | Approve renewal and increase of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|------------|------------|---|--------|
| 1 | General informations | NON-VOTING | NON-VOTING | | |
| 2.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The company is in a situation of capital loss.</p> | ✓ |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Bernhard Burgener | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 4.1.2 | Re-elect Mr. Peter von Büren | FOR | ● OPPOSE | He is also a permanent member of the executive management (CFO). | ✓ |
| 4.1.3 | Re-elect Mr. Martin Wagner | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder, board tenure of 13 years, former executive) and the board independence is insufficient (0.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 4.2 | Re-elect Mr. Bernhard Burgener as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Burgener to the board of directors, he cannot be elected as chairman. | ✓ |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Bernhard Burgener to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Burgener to the board of directors, he cannot be elected to the committee. | ✓ |
| 4.3.2 | Re-elect Mr. Martin Wagner to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Wagner to the board of directors, he cannot be elected to the committee. | ✓ |

Highlight Event and Entertainment

08.12.2017

AGM

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 5 | Election of the auditors | FOR | FOR | | ✓ |
| 6 | Election of the independent proxy | FOR | FOR | | ✓ |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |
| 8 | Approve renewal and increase of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |
| 9 | Create a pool of conditional capital for the conversion of convertible bonds | FOR | ● OPPOSE | In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital. | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 2.2 | Approve dividend out of the capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.4 % |
| 4.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 92.1 % The structure of the remuneration is not in line with Ethos' guidelines. |
| 4.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 84.7 % |
| 4.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | ✓ 90.9 % The total amount allows for the payment of significantly higher remuneration than that of a peer group. |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. Michiel de Ruiter | FOR | FOR | ✓ 99.3 % |
| 5.2 | Re-elect Dr. iur. Walter Locher | FOR | FOR | ✓ 99.3 % |
| 5.3 | Re-elect Mr. Niklaus Sauter | FOR | FOR | ✓ 99.2 % |
| 5.4 | Re-elect Dr. oec. Daniel Suter | FOR | FOR | ✓ 99.3 % |
| 5.5 | Re-elect Prof. Dr. Holger Karl-Herbert Till | FOR | FOR | ✓ 99.3 % |
| 5.6 | Re-elect Dr. sc. techn. Anton von Weissenfluh | FOR | FOR | ✓ 99.1 % |
| 5.7 | Elect Ms. Ulrike Sailer | FOR | FOR | ✓ 98.9 % |
| 5.8 | Election of the chairman of the board | FOR | FOR | ✓ 99.2 % |
| | Elections to the remuneration committee | | | |
| 5.9 | Re-elect Dr. sc. techn. Anton von Weissenfluh to the remuneration committee | FOR | FOR | ✓ 96.4 % |
| 5.10 | Re-elect Mr. Niklaus Sauter to the remuneration committee | FOR | FOR | ✓ 96.2 % |
| 5.11 | Elect Dr. iur. Walter Locher to the remuneration committee | FOR | FOR | ✓ 96.4 % |
| 6 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 98.3 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Urs Kaufmann as board member and elect him as board chairman | FOR | FOR | ✓ 90.7 % |
| 4.2 | Re-elect Dr. Beat Kälin | FOR | FOR | ✓ 99.5 % |
| 4.3 | Re-elect Prof. Dr. Monika Bütler | FOR | FOR | ✓ 99.4 % |
| 4.4 | Re-elect Dr. Christoph Fässler | FOR | FOR | ✓ 99.6 % |
| 4.5 | Re-elect Mr. George H. Müller | FOR | FOR | ✓ 99.3 % |
| 4.6 | Re-elect Mr. Rolf Seiffert | FOR | FOR | ✓ 99.8 % |
| 4.7 | Re-elect Mr. Jörg Walther | FOR | FOR | ✓ 99.1 % |
| 5 | Elections to the nomination and remuneration committee | | | |
| 5.1 | Elect Mr. Urs Kaufmann to the nomination and remuneration committee | FOR | FOR | ✓ 89.6 % |
| 5.2 | Re-elect Dr. Beat Kälin to the nomination and remuneration committee | FOR | FOR | ✓ 99.7 % |
| 6 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 6.1 | Binding prospective vote on the cash remuneration of the board of directors | FOR | FOR | ✓ 99.4 % |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.2 % |
| 6.3 | Binding retrospective vote on the share-based remuneration of the board of directors | FOR | FOR | ✓ 98.3 % |
| 6.4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 92.0 % |
| 7 | Election of the auditors | FOR | ● OPPOSE The term of office of the audit firm exceeds 20 years. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 93.5 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 98.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ 98.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.1 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Dr. Ernst Lienhard as representative of the bearer shareholders | FOR | FOR | | ✓ 99.2 % |
| 4.2.1 | Re-elect Dr. Andreas Binder | FOR | FOR | | ✓ 100.0 % |
| 4.2.2 | Re-elect Dr. Ida Hardegger | FOR | FOR | | ✓ 100.0 % |
| 4.2.3 | Re-elect Prof. Dr. Christoph Lechner | FOR | FOR | | ✓ 100.0 % |
| 4.2.4 | Re-elect Dr. Ernst Lienhard | FOR | FOR | | ✓ 99.9 % |
| 4.2.5 | Re-elect Dr. Alexander Stoffel | FOR | ● OPPOSE | He has been a member of the board for 51 years and is 89 years old, which exceeds Ethos' guidelines. | ✓ 99.6 % |
| 4.2.6 | Re-elect Dr. Jean Gérard Villot | FOR | FOR | | ✓ 99.0 % |
| 4.3 | Re-elect Dr. Jean Gérard Villot as board chairman | FOR | FOR | | ✓ 99.0 % |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Dr. Andreas Binder to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 5.2 | Re-elect Dr. Ida Hardegger to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 5.3 | Re-elect Prof. Dr. Christoph Lechner to the remuneration committee | FOR | ● OPPOSE | He is not independent (board tenure of 16 years) and the committee includes all board members. | ✓ 99.7 % |
| 5.4 | Re-elect Dr. Ernst Lienhard to the remuneration committee | FOR | ● OPPOSE | He is not independent (board tenure of 16 years) and the committee includes all board members. | ✓ 99.5 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|-----------|
| 5.5 | Re-elect Dr. Alexander Stoffel to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Stoffel to the board of directors, he cannot be elected to the committee. He is not independent (controlling shareholder, board tenure of 51 years) and the committee includes all board members. | ✓ 99.6 % |
| 5.6 | Re-elect Dr. Jean Gérard Villot to the remuneration committee | FOR | ● OPPOSE | He holds an executive function in the company. | ✓ 98.3 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.8 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.6 % |
| 7 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 99.4 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.3 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 98.5 % |
| 3 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 98.0 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 93.6 % |
| 5.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 92.9 % |
| 5.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 93.4 % |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. René Brülhart | FOR | FOR | ✓ 92.2 % |
| 6.1.2 | Re-elect Mr. Gerhard Hanhart | FOR | ● OPPOSE | He has been a member of the board for 20 years, which exceeds Ethos' guidelines. ✓ 96.7 % |
| 6.1.3 | Re-elect Mr. Kaspar Hemmeler | FOR | FOR | ✓ 94.2 % |
| 6.1.4 | Re-elect Mr. Marco Killer | FOR | FOR | ✓ 95.9 % |
| 6.1.5 | Re-elect Mr. Josef Lingg | FOR | FOR | ✓ 96.6 % |
| 6.1.6 | Re-elect Ms. Ursula McCreight-Ernst | FOR | FOR | ✓ 84.2 % |
| 6.1.7 | Re-elect Mr. Christoph Schwarz | FOR | FOR | ✓ 96.4 % |
| 6.1.8 | Re-elect Ms. Therese Suter | FOR | FOR | ✓ 98.0 % |
| 6.1.9 | Re-elect Dr. Thomas Wietlisbach | FOR | FOR | ✓ 91.8 % |
| 6.2 | Re-election of the chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hanhart to the board of directors, he cannot be elected as chairman. ✓ 97.5 % |
| 6.3 | Elections to the nomination and remuneration committee | | | |
| 6.3.1 | Re-elect Ms. Therese Suter to the nomination and remuneration committee | FOR | FOR | ✓ 97.1 % |
| 6.3.2 | Re-elect Dr. Thomas Wietlisbach to the nomination and remuneration committee | FOR | FOR | ✓ 92.6 % |
| 6.3.3 | Elect Mr. Kaspar Hemmeler to the nomination and remuneration committee | FOR | FOR | ✓ 93.6 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------------|------------|------------|--|----------|
| 6.4 | Re-election of the independent proxy | FOR | FOR | | ✓ 95.7 % |
| 6.5 | Re-election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 93.9 % |
| 7 | 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 74.9 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.1 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.6 % |
| 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. | ✓ 76.4 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Hans-Ulrich Meister as board chairman | FOR | FOR | | ✓ 99.6 % |
| 5.1.2 | Re-elect Ms. Chantal Balet Emery | FOR | FOR | | ✓ 99.6 % |
| 5.1.3 | Re-elect Mr. Henner Mahlstedt | FOR | FOR | | ✓ 96.1 % |
| 5.1.4 | Re-elect Ms. Ines Pöschel | FOR | FOR | | ✓ 99.7 % |
| 5.1.5 | Re-elect Mr. Kyrre Olaf Johansen | FOR | FOR | | ✓ 99.4 % |
| 5.1.6 | Re-elect Mr. Laurent Vulliet | FOR | FOR | | ✓ 99.4 % |
| 5.2 | Elections to the nomination and remuneration committee | | | | |
| 5.2.1 | Re-elect Ms. Ines Pöschel to the nomination and remuneration committee | FOR | FOR | | ✓ 99.3 % |
| 5.2.2 | Elect Ms. Chantal Balet Emery to the nomination and remuneration committee | FOR | FOR | | ✓ 99.4 % |
| 5.2.3 | Elect Mr. Laurent Vulliet to the nomination and remuneration committee | FOR | FOR | | ✓ 99.1 % |
| 5.3 | Election of the independent proxy | FOR | FOR | | ✓ 99.8 % |
| 5.4 | Election of the auditors | FOR | FOR | | ✓ 98.2 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Discharge board members | FOR | FOR | ✓ 98.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4 | Elections to the board of directors and the nomination and remuneration committee | | | |
| 4.1 | Re-elect Dr. Beat E. Lüthi as board member and chairman | FOR | FOR | ✓ 99.2 % |
| 4.2 | Re-elect Dr. Richard Fischer | FOR | FOR | ✓ 80.8 % |
| 4.3 | Re-elect Dr. Richard Fischer to the nomination and remuneration committee | FOR | FOR | ✓ 81.1 % |
| 4.4 | Re-elect Ms. Vanessa Frey | FOR | FOR | ✓ 83.6 % |
| 4.5 | Re-elect Mr. Beat M. Siegrist | FOR | FOR | ✓ 99.1 % |
| 4.6 | Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee | FOR | FOR | ✓ 99.1 % |
| 4.7 | Re-elect Dr. Thomas Staehelin | FOR | ● OPPOSE | ✓ 79.1 % He is not independent (board tenure of 16 years) and the board independence is insufficient (40.0%). |
| 4.8 | Re-elect Dr. Thomas Staehelin to the nomination and remuneration committee | FOR | ● OPPOSE | ✓ 79.1 % As Ethos did not support the election of Dr. iur. Staehelin to the board of directors, he cannot be elected to the committee. He is not independent (board tenure of 16 years) and the majority of the committee members are not independent. |
| 5 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 7 | Advisory vote on the remuneration report | FOR | FOR | ✓ 81.0 % |
| 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 | ✓ 98.9 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.2 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.6 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 62.0 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Urs Tanner as board member and chairman | FOR | FOR | | ✓ 99.3 % |
| 5.2 | Re-elect Mr. Paolo Bottini | FOR | FOR | | ✓ 70.3 % |
| 5.3 | Re-elect Mr. Philippe Dubois | FOR | FOR | | ✓ 70.6 % |
| 5.4 | Re-elect Mr. Stefano Mercorio | FOR | FOR | | ✓ 77.4 % |
| 5.5 | Re-elect Mr. Ingo Specht | FOR | FOR | | ✓ 71.7 % |
| 5.6 | Re-elect Prof. Dr. h. c. Horst Wildemann | FOR | ● OPPOSE | <p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years) and the board independence is insufficient (16.7%).</p> | ✓ 59.3 % |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Mr. Urs Tanner to the remuneration committee | FOR | FOR | | ✓ 95.2 % |
| 6.2 | Re-elect Prof. Dr. h. c. Horst Wildemann to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Prof. Dr. h. c. Wildemann to the board of directors, he cannot be elected to the committee.</p> | ✓ 60.6 % |
| 7 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|------------|------------|--|-----------|
| 1.1 | Report on the annual report, consolidated financial statements and annual accounts of Intershop Holding AG | NON-VOTING | NON-VOTING | | |
| 1.2 | Approve annual report and consolidated financial statements | FOR | FOR | | ✓ 100.0 % |
| 1.3 | Approve annual accounts of Intershop Holding AG | FOR | FOR | | ✓ 100.0 % |
| 1.4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> | ✓ 93.9 % |
| 3.a | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.1 % |
| 3.b | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p> | ✓ 88.5 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Mr. Dieter Marmet | FOR | FOR | | ✓ 100.0 % |
| 4.1.b | Re-elect Mr. Charles Stettler | FOR | FOR | | ✓ 100.0 % |
| 4.1.c | Re-elect Dr. iur. Michael Dober | FOR | FOR | | ✓ 100.0 % |
| 4.2 | Re-elect Mr. Dieter Marmet as chairman of the board | FOR | FOR | | ✓ 99.9 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Dieter Marmet to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 4.3.2 | Re-elect Mr. Charles Stettler to the remuneration committee | FOR | FOR | | ✓ 95.2 % |
| 4.3.3 | Re-elect Dr. iur. Michael Dober to the remuneration committee | FOR | FOR | | ✓ 95.1 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 94.3 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 92.4 % |
| 2.1 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 100.0 % |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.0 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Albert M. Baehny | FOR | FOR | | ✓ 100.0 % |
| 4.1.2 | Re-elect Mr. Stéphane Bonvin | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 95.8 % |
| 4.1.3 | Re-elect Dr. Riccardo Boscardin | FOR | FOR | | ✓ 100.0 % |
| 4.1.4 | Re-elect Dr. Thomas Vettiger | FOR | FOR | | ✓ 100.0 % |
| 4.2 | Re-elect Dr. Riccardo Boscardin as board chairman | FOR | FOR | | ✓ 100.0 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Albert M. Baehny to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 4.3.2 | Re-elect Dr. Riccardo Boscardin to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 99.7 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 100.0 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. | ✓ 97.6 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.2 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 98.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 97.5 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.3 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Dr. Rinaldo Riguzzi | FOR | FOR | | ✓ 99.6 % |
| 5.1.b | Re-elect Dr. med. Walter Schweizer | FOR | ● OPPOSE | <p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (28.6%).</p> | ✓ 97.7 % |
| 5.1.c | Re-elect Mr. Andreas Joehle | FOR | FOR | | ✓ 99.3 % |
| 5.1.d | Re-elect Mr. Fritz Hirsbrunner | FOR | FOR | | ✓ 99.2 % |
| 5.1.e | Re-elect Mr. Michel Kuehn | FOR | FOR | | ✓ 99.4 % |
| 5.1.f | Re-elect Ms. Rita Ziegler | FOR | FOR | | ✓ 98.8 % |
| 5.2 | Elect Ms. Andrea Rytz | FOR | FOR | | ✓ 99.3 % |
| 5.3 | Re-elect Dr. Rinaldo Riguzzi as chairman of the board | FOR | FOR | | ✓ 99.6 % |
| 5.4 | Elections to the nomination and remuneration committee | | | | |
| 5.4.a | Re-elect Dr. Rinaldo Riguzzi to the nomination and remuneration committee | FOR | FOR | | ✓ 99.3 % |
| 5.4.b | Re-elect Dr. med. Walter Schweizer to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. med. Schweizer to the board of directors, he cannot be elected to the committee. | ✓ 99.1 % |
| 5.4.c | Re-elect Mr. Fritz Hirsbrunner to the nomination and remuneration committee | FOR | FOR | | ✓ 99.3 % |
| 5.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.5 % |
| 5.6 | Election of the auditors | FOR | FOR | | ✓ 98.8 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.4 % |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 98.4 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 6.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.6 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 88.4 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.1 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 94.8 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 96.6 % |
| 4.2.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 94.2 % |
| 4.2.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 90.1 % |
| 4.2.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 95.2 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Daniel J. Sauter | FOR | FOR | | ✓ 95.4 % |
| 5.1.2 | Re-elect Mr. Gilbert Achermann | FOR | FOR | | ✓ 96.3 % |
| 5.1.3 | Re-elect Ms. Ann Almeida | FOR | FOR | | ✓ 97.3 % |
| 5.1.4 | Re-elect Mr. Andreas Amschwand | FOR | FOR | | ✓ 95.7 % |
| 5.1.5 | Re-elect Dr. Heinrich Baumann | FOR | FOR | | ✓ 95.7 % |
| 5.1.6 | Re-elect Mr. Paul Man-Yiu Chow | FOR | FOR | | ✓ 97.0 % |
| 5.1.7 | Re-elect Ms. Claire Giraut | FOR | FOR | | ✓ 97.4 % |
| 5.1.8 | Re-elect Mr. Gareth Penny | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 91.8 % |
| 5.1.9 | Re-elect Mr. Charles Stonehill | FOR | FOR | | ✓ 96.7 % |
| 5.2 | Elect Mr. Ivo Furrer | FOR | FOR | | ✓ 96.4 % |
| 5.3 | Election of the chairman of the board | FOR | FOR | | ✓ 95.9 % |
| 5.4 | Elections to the remuneration committee | | | | |
| 5.4.1 | Re-elect Ms. Ann Almeida to the remuneration committee | FOR | FOR | | ✓ 97.3 % |
| 5.4.2 | Re-elect Mr. Gilbert Achermann to the remuneration committee | FOR | FOR | | ✓ 96.6 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 5.4.3 | Re-elect Dr. Heinrich Baumann to the remuneration committee | FOR | FOR | ✓ 96.2 % |
| 5.4.4 | Re-elect Mr. Gareth Penny to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Penny to the board of directors, he cannot be elected to the committee. ✓ 92.1 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 97.2 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 98.3 % |

| 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 | | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.8 % |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Prof. Thomas Bieger as member and chairman of the board (single vote) | FOR | FOR | | ✓ 96.8 % |
| 4.2 | Re-elect Mr. Peter Baumann | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (16.7%). | ✓ 97.0 % |
| 4.3 | Re-elect Mr. Nils Graf | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (16.7%). | ✓ 97.0 % |
| 4.4 | Re-elect Mr. Bruno Hofweber | FOR | FOR | | ✓ 98.4 % |
| 4.5 | Elect Mr. Hanspeter Rüfenacht | FOR | FOR | | ✓ 98.5 % |
| 4.6 | Re-elect Mr. Ueli Winzenried | FOR | FOR | | ✓ 96.6 % |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Re-elect Mr. Peter Baumann to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Baumann to the board of directors, he cannot be elected to the committee. He is not independent (business connections) and the majority of the committee members are not independent. | ✓ 96.9 % |
| 5.2 | Re-elect Prof. Thomas Bieger to the remuneration committee | FOR | FOR | | ✓ 96.6 % |
| 5.3 | Elect Mr. Hanspeter Rüfenacht to the remuneration committee | FOR | FOR | | ✓ 98.2 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive variable remuneration. | ✓ 91.7 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 97.1 % |
| 7.1 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 7.2 | Election of the deputy independent proxy | FOR | FOR | | ✓ 99.8 % |
| 8 | Election of the auditors | FOR | FOR | | ✓ 99.5 % |

| 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 | FOR | ✓ 97.9 % |
| 2 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3 | Reduce share capital via repayment of nominal value | FOR | FOR | ✓ 100.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Philipp Buhofer | FOR | FOR | ✓ 70.5 % |
| 5.1.b | Re-elect Mr. Jakob Bleiker | FOR | FOR | ✓ 99.8 % |
| 5.1.c | Re-elect Mr. Ulrich Looser | FOR | FOR | ✓ 98.3 % |
| 5.1.d | Re-elect Dr. Felix A. Thöni | FOR | FOR | ✓ 69.8 % |
| 5.1.e | Re-elect Mr. Walter T. Vogel | FOR | FOR | ✓ 98.4 % |
| 5.2 | Re-elect Mr. Philipp Buhofer as chairman of the board | FOR | FOR | ✓ 72.1 % |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.a | Re-elect Mr. Philipp Buhofer to the nomination and remuneration committee | FOR | FOR | ✓ 70.3 % |
| 5.3.b | Re-elect Mr. Ulrich Looser to the nomination and remuneration committee | FOR | FOR | ✓ 99.8 % |
| 5.3.c | Re-elect Dr. Felix A. Thöni to the nomination and remuneration committee | FOR | FOR | ✓ 69.7 % |
| 5.3.d | Re-elect Mr. Walter T. Vogel to the nomination and remuneration committee | FOR | FOR | ✓ 99.9 % |
| 5.4 | Re-elect the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Re-elect the auditors | FOR | FOR | ✓ 98.9 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 67.0 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|--|----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.8 % |
| 2. | Discharge board members and executive management | FOR | FOR | ✓ 98.2 % |
| 3. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4. | Elections to the board of directors | | | |
| 4.1 | Elect Dr. Andreas Häberli | FOR | FOR | ✓ 99.8 % |
| 4.2.1 | Re-elect Dr. sc. techn. Beat Kälin as chairman | FOR | FOR | ✓ 90.9 % |
| 4.2.2 | Re-elect Mr. David Dean | FOR | FOR | ✓ 99.3 % |
| 4.2.3 | Re-elect Mr. Kurt Härrli | FOR | FOR | ✓ 99.4 % |
| 4.2.4 | Re-elect Mr. Daniel Hirschi | FOR | FOR | ✓ 83.5 % |
| 4.2.5 | Re-elect Prof. Dr. Roland Siegwart | FOR | FOR | ✓ 96.3 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Elect Mr. Daniel Hirschi to the Remuneration Committee | FOR | FOR | ✓ 66.0 % |
| 4.3.2 | Elect Dr. sc. techn. Beat Kälin to the Remuneration Committee | FOR | FOR | ✓ 79.3 % |
| 4.3.3 | Elect Prof. Dr. Roland Siegwart to the Remuneration Committee | FOR | FOR | ✓ 96.9 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 4.5 | Election of the auditors | FOR | ● OPPOSE | ✓ 86.1 % |
| | | | The term of office of the audit firm exceeds 20 years. | |
| 5.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 78.3 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.3 % |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|------------|------------|--|-----------|
| 1. | Present annual report, financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2. | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3. | Discharge executive management | FOR | FOR | | ✓ 100.0 % |
| 4. | Discharge board members | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. | ✓ 100.0 % |
| 5. | Retrospective vote on the remuneration of the board of directors | FOR | FOR | | ✓ 100.0 % |
| 6. | Election of the auditors | FOR | FOR | | ✓ 100.0 % |
| 7. | Authorise exclusion of subscription rights in case of financial instruments issue | FOR | FOR | | ✓ 100.0 % |
| 8. | Create a pool of conditional capital for the conversion of convertible bonds | FOR | FOR | | ✓ 100.0 % |
| 9. | Approve share buyback programme | FOR | ● OPPOSE | The length of the authorisation exceeds 24 months. | ✓ 100.0 % |
| 10. | Amend articles of association | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p> | ✓ |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Laurent Dassault | FOR | ● OPPOSE | <p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (33.3%).</p> | ✓ |
| 5.2 | Re-elect Prof. Dr. rer. pol. Joseph Deiss | FOR | FOR | | ✓ |
| 5.3 | Re-elect Dr. iur. Patrick Foetisch | FOR | ● OPPOSE | <p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>He is 84 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 25 years, consultancy fees) and the board independence is insufficient (33.3%).</p> | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 5.4 | Re-elect Mr. André Kudelski (CEO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 5.5 | Re-elect Dr. sc. tech. Marguerite Kudelski | FOR | FOR | | ✓ |
| 5.6 | Re-elect Mr. Pierre Lescure | FOR | FOR | | ✓ |
| 5.7 | Re-elect Mr. Alec Ross | FOR | FOR | | ✓ |
| 5.8 | Re-elect Mr. Claude Smadja | FOR | ● OPPOSE | He is not independent (board tenure of 18 years) and the board independence is insufficient (33.3%). | ✓ |
| 5.9 | Re-elect Mr. Alexandre Zeller | FOR | FOR | | ✓ |
| 6 | Re-elect Mr. André Kudelski as chairman of the board | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ |
| 7 | Elections to the nomination and remuneration committee | | | | |
| 7.1 | Re-elect Prof. Dr. rer. pol. Joseph Deiss to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. | ✓ |
| 7.2 | Re-elect Dr. iur. Patrick Foetisch to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Dr. iur. Foetisch to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (board tenure of 25 years, consultancy fees) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ |
| 7.3 | Re-elect Mr. Pierre Lescure to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He is not independent (board tenure of 13 years) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|--|--------|
| 7.4 | Re-elect Mr. Claude Smadja to the nomination and remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. Smadja to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (board tenure of 18 years) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ |
| 7.5 | Re-elect Mr. Alexandre Zeller to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ |
| 9 | Election of the auditors | FOR | ● OPPOSE | <p>The term of office of the audit firm exceeds 20 years.</p> | ✓ |
| 10 | Miscellaneous | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.1 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.6 % |
| 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 | ✓ 99.5 % |
| 4.1.b | Re-elect Mr. Jürgen Fitschen | FOR | FOR | ✓ 99.4 % |
| 4.1.c | Re-elect Mr. Karl Gernandt | FOR | FOR | ✓ 93.2 % |
| 4.1.d | Re-elect Mr. Klaus-Michael Kühne | FOR | FOR | ✓ 96.9 % |
| 4.1.e | Re-elect Mr. Hans U. Lerch | FOR | FOR | ✓ 97.9 % |
| 4.1.f | Re-elect Dr. Thomas Staehelin | FOR | ● OPPOSE | He has been a member of the board for 39 years, which exceeds Ethos' guidelines. ✓ 92.8 % |
| 4.1.g | Re-elect Ms. Hauke Stars | FOR | FOR | ✓ 99.1 % |
| 4.1.h | Re-elect Dr. Martin Wittig | FOR | FOR | ✓ 99.5 % |
| 4.1.i | Re-elect Dr. Jörg Wolle | FOR | FOR | ✓ 99.3 % |
| 4.2 | Re-elect Dr. Jörg Wolle as chairman of the board | FOR | FOR | ✓ 99.3 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.a | Re-elect Mr. Karl Gernandt to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, various reasons) and the majority of the committee members are not independent. ✓ 83.9 % |
| 4.3.b | Re-elect Mr. Klaus-Michael Kühne to the remuneration committee | FOR | FOR | ✓ 86.6 % |
| 4.3.c | Re-elect Mr. Hans U. Lerch to the remuneration committee | FOR | FOR | ✓ 88.3 % |
| 4.4 | Re-elect the independent proxy | FOR | FOR | ✓ 99.6 % |
| 4.5 | Re-elect the auditors | FOR | FOR | ✓ 99.6 % |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. ✓ 84.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration is significantly higher than that of the peer group. | ✓ 96.8 % |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 89.2 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Approve appropriation of results | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | The company is in a situation of capital loss. | ✓ |
| 4.a | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | | ✓ |
| 4.b | Binding prospective vote on the options of the board of directors | FOR | ● OPPOSE | The non-executive directors receive options. | ✓ |
| 4.c | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 4.d | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |
| 4.e | Binding prospective vote on options for the executive management | FOR | ● OPPOSE | The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ |
| 5 | Elections to the board of directors | | | | |
| 5.a | Re-elect Dr. Christian Itin as board member and chairman | FOR | FOR | | ✓ |
| 5.b | Re-elect Ms. Leanna Caron | FOR | FOR | | ✓ |
| 5.c | Re-elect Mr. Didier Cowling | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 5.d | Re-elect Dr. Gerhard Ries | FOR | FOR | | ✓ |
| 5.e | Re-elect Mr. Harry Welten | FOR | ● OPPOSE | He is also a permanent member of the executive management (CFO). | ✓ |
| 5.f | Elect Dr. Clemens van Blitterswijk | FOR | FOR | | ✓ |
| 5.g | Elect Mr. Frank-Jan van der Velden | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 5.h | Elect Mr. Giacomo Di Nepi | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 5.i | Elect Dr. Ivan Cohen-Tanugi | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 6 | Elections to the remuneration committee | | | | |
| 6.a | Re-elect Dr. Gerhard Ries to the remuneration committee | FOR | ● OPPOSE | He is not independent (he receives part of his remuneration in options) and the majority of the committee members are not independent. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. | ✓ |
| 6.b | Elect Ms. Leanna Caron to the remuneration committee | FOR | ● OPPOSE | She is not independent (she receives part of his remuneration in options) and the majority of the committee members are not independent. | ✓ |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ |
| 8 | Election of the auditors | FOR | FOR | | ✓ |
| 9 | Increase and adjustment of conditional capital for the employees | FOR | ● OPPOSE | The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. The potential dilution is excessive. | ✓ |
| 10 | Increase and adjustment of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital. | ✓ |

| 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 information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 84.5 % |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | Legal proceedings have been instituted or a criminal conviction is brought against the board of directors concerning the conduct of the company's affairs. | ✓ 60.8 % |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9 % |
| 3.2 | Approve dividend distribution out of capital contribution reserves | FOR | FOR | | ✓ 99.5 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Beat W. Hess as member and chairman of the board (single vote) | FOR | FOR | | ✓ 99.0 % |
| 4.1.2 | Re-elect Mr. Bertrand Collomb | FOR | ● OPPOSE | He is 75 years old, which exceeds Ethos' guidelines. | ✓ 95.7 % |
| 4.1.3 | Re-elect Mr. Paul Desmarais Jr. | FOR | FOR | | ✓ 88.7 % |
| 4.1.4 | Re-elect Dr. Oscar Fanjul Martin | FOR | FOR | | ✓ 94.9 % |
| 4.1.5 | Re-elect Mr. Gérard Lamarche | FOR | FOR | | ✓ 93.3 % |
| 4.1.6 | Re-elect Mr. Adrian Loader | FOR | FOR | | ✓ 99.1 % |
| 4.1.7 | Re-elect Mr. Jürg Oleas | FOR | FOR | | ✓ 99.2 % |
| 4.1.8 | Re-elect Mr. Nassef Sawiris | FOR | FOR | | ✓ 93.6 % |
| 4.1.9 | Re-elect Dr. Thomas Schmidheiny | FOR | FOR | | ✓ 98.9 % |
| 4.1.10 | Re-elect Ms. Hanne Birgitte Breinbjerg Sorensen | FOR | FOR | | ✓ 99.5 % |
| 4.1.11 | Re-elect Dr. Dieter Spälti | FOR | FOR | | ✓ 97.3 % |
| 4.2.1 | Elect Mr. Patrick Kron | FOR | FOR | | ✓ 99.0 % |
| 4.3 | Elections to the nomination and remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Paul Desmarais Jr. to the nomination and remuneration committee | FOR | FOR | | ✓ 89.9 % |
| 4.3.2 | Re-elect Dr. Oscar Fanjul Martin to the nomination and remuneration committee | FOR | FOR | | ✓ 94.7 % |
| 4.3.3 | Re-elect Mr. Adrian Loader to the nomination and remuneration committee | FOR | FOR | | ✓ 94.8 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 4.3.4 | Re-elect Mr. Nassef Sawiris to the nomination and remuneration committee | FOR | ● OPPOSE | <p>He holds an excessive number of mandates.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ 90.1 % |
| 4.3.5 | Re-elect Ms. Hanne Birgitte Breinbjerg Sorensen to the nomination and remuneration committee | FOR | FOR | | ✓ 95.1 % |
| 4.4.1 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 96.3 % |
| 4.4.2 | Re-elect the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.5 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 94.6 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|--|-----------|
| 1 | Opening and announcements | NON-VOTING | NON-VOTING | | |
| 2 | Discussion of board compensation during the 2016 financial year | NON-VOTING | NON-VOTING | | |
| 3 | Approve annual accounts and allocation of income | FOR | FOR | | ✓ 100.0 % |
| 4 | Discharge board members | FOR | FOR | | ✓ 100.0 % |
| 5 | Approve share buyback programme | FOR | ● OPPOSE | <p>The company can proceed to selective share repurchases.</p> <p>The purpose of the repurchase is incompatible with the long-term interests of minority shareholders or with those of the majority of the company's stakeholders.</p> | ✓ 99.9 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Ottonel Popesco as member and chairman of the board (single vote) | FOR | FOR | | ✓ 99.9 % |
| 6.2 | Re-elect Mr. Fabio Cannavale (CEO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ 99.9 % |
| 6.3 | Re-elect Mr. Marco Corradino (COO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ 99.9 % |
| 6.4 | Re-elect Mr. Roberto Italia | FOR | FOR | | ✓ 99.9 % |
| 6.5 | Re-elect Ms. Julia Bron | FOR | FOR | | ✓ 100.0 % |
| 6.6 | Elect Ms. Anna Gatti | FOR | FOR | | ✓ 100.0 % |
| 6.7 | Elect Ms. Anna Zanardi Cappon | FOR | FOR | | ✓ 100.0 % |
| 7 | Prospective vote on the remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 93.3 % |
| 8 | Elect the auditors | FOR | ● OPPOSE | The name of the audit firm is not disclosed before the annual general meeting. | ✓ 93.0 % |
| 9 | Discussion of dividend policy | NON-VOTING | NON-VOTING | | |
| 10 | Discussion of Dutch Corporate Governance Code | NON-VOTING | NON-VOTING | | |
| 11 | Closing | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|------------|----------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | ● OPPOSE | The information presented to the shareholders is insufficient. Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided. | ✓ 99.2 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 96.0 % |
| 2 | Discharge board members | FOR | ● OPPOSE | The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern. | ✓ 96.7 % |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.7 % |
| 4 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Jim Atack | FOR | FOR | | ✓ 99.6 % |
| 4.1.2 | Re-elect Mr. Stefan A. Müller | FOR | FOR | | ✓ 99.7 % |
| 4.1.3 | Re-elect Mr. Adam Said | FOR | FOR | | ✓ 99.6 % |
| 4.1.4 | Re-elect Mr. David Anthony Ishag | FOR | ● OPPOSE | Insufficient information is provided concerning the shareholder that he represents. He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 99.1 % |
| 4.2.1 | Elect Mr. Pierre-Alain Graf | FOR | FOR | | ✓ 99.8 % |
| 4.2.2 | Elect Mr. Peter H. Fletcher | WITH-DRAWN | ● OPPOSE | This item was withdrawn from the agenda. | – |
| 4.2.2 | Elect Mrs. Cathy Wang | FOR | ● OPPOSE | This proposal was not disclosed in the agenda before the annual general meeting. | ✓ 97.8 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|---|----------|
| 4.2.3 | Elect Mr. Tianyi Fan | FOR | ● OPPOSE | Insufficient information is provided concerning the shareholder that he represents. He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 99.1 % |
| 4.3 | Re-elect Mr. Jim Atack as chairman of the board | FOR | FOR | | ✓ 99.7 % |
| 4.4 | Elections to the remuneration committee | | | | |
| 4.4.1 | Re-elect Mr. Jim Atack to the remuneration committee | FOR | FOR | | ✓ 99.5 % |
| 4.4.2 | Re-elect Mr. Stefan A. Müller to the remuneration committee | FOR | FOR | | ✓ 99.5 % |
| 4.4.3 | Re-elect Mr. Adam Said to the remuneration committee | FOR | FOR | | ✓ 99.5 % |
| 5 | Re-elect the auditors | FOR | FOR | | ✓ 99.8 % |
| 6 | Re-elect the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 7 | Set-off of capital contribution reserves with accumulated losses | FOR | FOR | | ✓ 99.8 % |
| 8 | Approve renewal and increase of the authorised capital | FOR | FOR | | ✓ 99.2 % |
| 9 | Approve increase of the conditional capital for the conversion of convertible bonds | FOR | ● OPPOSE | In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital. | ✓ 84.9 % |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.0 % |
| 10.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. | ✓ 95.9 % |
| 11 | Proposal by Mr. Fouad Said via ACE EE and LECN Co Invest: Introduce an opting up clause | FOR | ● OPPOSE | The introduction of an opting up clause is not in the interest of the minority shareholders. | ✓ 98.4 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.3 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 86.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.2 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.2 % |
| 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 97.7 % |
| 5.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 99.0 % |
| 5.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 91.4 % |
| 5.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 95.8 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. ing. Ilan Cohen | FOR | FOR | | ✓ 97.6 % |
| 6.1.2 | Re-elect Dr. ing. Norbert Hess | FOR | FOR | | ✓ 98.2 % |
| 6.1.3 | Re-elect Mr. Ulrich Looser | FOR | FOR | | ✓ 98.2 % |
| 6.1.4 | Re-elect Mr. Ueli Wampfler | FOR | FOR | | ✓ 98.1 % |
| 6.1.5 | Re-elect Mr. Andreas Hürlimann as board member and chairman | FOR | FOR | | ✓ 98.4 % |
| 6.2 | Elect Dr. iur. Werner C. Weber | FOR | FOR | | ✓ 97.6 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Dr. ing. Norbert Hess to the remuneration committee | FOR | FOR | | ✓ 98.3 % |
| 7.2 | Re-elect Mr. Ulrich Looser to the remuneration committee | FOR | FOR | | ✓ 98.3 % |
| 7.3 | Elect Mr. Andreas Hürlimann to the remuneration committee | FOR | FOR | | ✓ 98.3 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 99.3 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 98.9 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 97.7 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 86.3 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 96.0 % |
| 3.1 | Approve allocation of balance sheet result | FOR | FOR | ✓ 97.7 % |
| 3.2 | Approve allocation of capital contributions reserves | FOR | FOR | ✓ 98.3 % |
| 4.1 | Amend articles of association: Renewal of authorised capital | FOR | FOR | ✓ 97.0 % |
| 4.2 | Amend articles of association: Tasks of the remuneration committee | FOR | FOR | ✓ 97.3 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. Jörg Behrens | FOR | FOR | ✓ 97.9 % |
| 5.1.2 | Re-elect Mr. Vince Chandler | FOR | FOR | ✓ 90.5 % |
| 5.1.3 | Re-elect Mr. Patrick de Figueiredo | FOR | FOR | ✓ 90.9 % |
| 5.1.4 | Re-elect Dr. Patrik Gisel | FOR | FOR | ✓ 89.6 % |
| 5.1.5 | Re-elect Mr. Hans Isler | FOR | FOR | ✓ 97.6 % |
| 5.1.6 | Re-elect Mr. Lukas Rufin | FOR | FOR | ✓ 91.4 % |
| 5.1.7 | Re-elect Dr. Pierin Vincenz | FOR | FOR | ✓ 86.4 % |
| 5.2 | Re-elect Dr. Pierin Vincenz as board chairman | FOR | FOR | ✓ 86.8 % |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Vince Chandler to the nomination and remuneration committee | FOR | FOR | ✓ 89.8 % |
| 5.3.2 | Re-elect Mr. Hans Isler to the nomination and remuneration committee | FOR | FOR | ✓ 97.3 % |
| 5.3.3 | Re-elect Mr. Lukas Rufin to the nomination and remuneration committee | FOR | FOR | ✓ 88.0 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 97.8 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 98.7 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. ✓ 91.0 % |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remuneration than that of a peer group. ✓ 88.7 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|-------|----------|
| 1 | Elections to the board of directors | | | |
| 1.1 | Elect Mr. Paulo Brügger | FOR | FOR | ✓ 99.3 % |
| 1.2 | Elect Mr. Christopher M. Chambers | FOR | FOR | ✓ 99.2 % |
| 1.3 | Elect Mr. Thomas R. Meier | FOR | FOR | ✓ 99.3 % |
| 2 | Elect Mr. Christopher M. Chambers as board chairman | FOR | FOR | ✓ 99.2 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|------------|------------|----------|
| 1. | Opening | NON-VOTING | NON-VOTING | |
| 2. | Presentation of the annual report and of the auditor's report | NON-VOTING | NON-VOTING | |
| 3. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 4. | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 5. | Discharge board members, the executive management and the auditors | FOR | FOR | ✓ 99.8 % |
| 6. | Elections to the board of directors | | | |
| 6.1 | Elect Mr. Georg Wohlwend as chairman | FOR | FOR | ✓ 99.7 % |
| 6.2 | Re-elect Prof. Dr. Gabriela Nagel-Jungo | FOR | FOR | ✓ 99.7 % |
| 6.3 | Re-elect Mr. Urs Leinhäuser | FOR | FOR | ✓ 99.6 % |
| 7. | Election of the auditors | FOR | FOR | ✓ 98.8 % |
| 8. | Amend articles of association: Conversion of bearer shares into registered shares | FOR | FOR | ✓ 98.0 % |
| 9. | Approve share buyback programme | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|----------|--|----------|
| 1. | Approve annual report, statutory accounts and auditor's report | FOR | FOR | | ✓ 99.7 % |
| 2. | Approve consolidated financial statements | FOR | FOR | | ✓ 99.8 % |
| 3. | Decision on the allocation of the balance sheet result | FOR | FOR | | ✓ 99.7 % |
| 4. | Discharge board members and executive management | | | | |
| 4.1 | Discharge Dr. Robert Bider | FOR | ● OPPOSE | The company is in a situation of capital loss. Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. | ✓ 88.4 % |
| 4.2 | Discharge Mr. Antoine Koller | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 88.0 % |
| 4.3 | Discharge Mr. Raymond Cohen | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 96.6 % |
| 4.4 | Discharge Mr. Jinsheng Dong | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 94.2 % |
| 4.5 | Discharge Mr. Antoine Hubert | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 88.4 % |
| 4.6 | Discharge Mr. Thomas Rühle | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 96.4 % |
| 4.7 | Discharge Mr. Patrick Schildknecht | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 98.3 % |
| 4.8 | Discharge Dr. Stephan Rietiker | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 91.1 % |
| 4.9 | Discharge Mr. Christoph Heinzen | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 98.9 % |
| 4.10 | Discharge Ms. Stephanie Kravetz | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 91.1 % |
| 4.11 | Discharge Mr. Andrew Moore | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 98.8 % |
| 4.12 | Discharge Mr. Mike Turchi | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 98.7 % |
| 4.13 | Discharge Mr. Stefan Vogt | FOR | ● OPPOSE | See justification under ITEM 4.1. | ✓ 98.7 % |
| 5. | Elections to the board of directors | | | | |
| 5.1 | Re-elect Dr. Robert Bider | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%). | ✓ 86.0 % |
| 5.2 | Re-elect Mr. Raymond W. Cohen | FOR | FOR | | ✓ 79.3 % |
| 5.3 | Re-elect Mr. Jinsheng Dong | WITH-DRAWN | ● FOR | This item was withdrawn from the agenda. | – |
| 5.4 | Re-elect Mr. Thomas Rühle | FOR | FOR | | ✓ 79.9 % |
| 5.5 | Re-elect Mr. Patrick Schildknecht | FOR | FOR | | ✓ 73.0 % |
| | Elect Mr. Markus Breitenmoser | | ● OPPOSE | This proposal was not disclosed in the agenda before the annual general meeting. | ✓ 90.5 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|----------|---|-----------|
| | Elect Ms. Xu Shenlu | | ● OPPOSE | This proposal was not disclosed in the agenda before the annual general meeting. | ✗ 36.8 % |
| 6. | Re-elect Dr. Robert Bider as board chairman | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Bider to the board of directors, he cannot be elected as chairman. | ✓ 60.7 % |
| 7. | Elections to the remuneration committee | | | | |
| 7.1 | Elect Mr. Thomas Rühle to the Remuneration Committee | FOR | FOR | | ✓ 96.7 % |
| 7.2 | Elect Mr. Jinsheng Dong to the Remuneration Committee | WITH-DRAWN | ● FOR | This item was withdrawn from the agenda. | - |
| 7.3 | Elect Mr. Raymond W. Cohen to the Remuneration Committee | FOR | FOR | | ✓ 77.8 % |
| 8. | Create a pool of conditional capital for the employees | FOR | ● OPPOSE | The transparency of the share-based plan for which the requested capital is intended is insufficient. | ✗ 36.6 % |
| 9. | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 51.7 % |
| 10.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of the peer group. | ✗ 49.6 % |
| | Binding prospective vote on the fixed remuneration of the executive management (second vote) | FOR | ● OPPOSE | This proposal was not disclosed in the agenda before the annual general meeting. | ✓ 91.9 % |
| 10.2 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | | ✓ 95.9 % |
| 11. | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 12. | Election of the auditors | FOR | FOR | | ✓ 96.7 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|--------|
| 1 | Discharge board members and executive management | | | |
| 1.1 | Discharge of Mr. Robert Bider | FOR | FOR | ✓ |
| 1.2 | Discharge of Mr. Raymond W. Cohen | FOR | FOR | ✓ |
| 1.3 | Discharge of Mr. Thomas Rühle | FOR | FOR | ✓ |
| 1.4 | Discharge of Mr. Patrick Schildknecht | FOR | FOR | ✓ |
| 1.5 | Discharge of Mr. Markus Breitenmoser | FOR | FOR | ✓ |
| 1.6 | Discharge of Dr. Stephan Rietiker | FOR | FOR | ✓ |
| 1.7 | Discharge of Dr. Christoph Heinzen | FOR | FOR | ✓ |
| 1.8 | Discharge of Ms. Stephanie Kravetz | FOR | FOR | ✓ |
| 1.9 | Discharge of Mr. Andrew Moore | FOR | FOR | ✓ |
| 2 | Elections to the board of directors | | | |
| 2.1 | Elect Mr. Joseph Capper | FOR | FOR | ✓ |
| 2.2 | Elect Mr. Kirk E. Gorman | FOR | FOR | ✓ |
| 2.3 | Elect Dr. Stephan Rietiker | FOR | FOR | ✓ |
| 3 | Elect Mr. Kirk E. Gorman as chairman of the board | FOR | FOR | ✓ |
| 4 | Elections to the remuneration committee | | | |
| 4.1 | Elect Mr. Joseph Capper to the remuneration committee | FOR | FOR | ✓ |
| 4.2 | Elect Mr. Kirk E. Gorman to the remuneration committee | FOR | FOR | ✓ |
| 5 | Election of the auditors | FOR | FOR | ✓ |
| 6 | Amendment of the articles of association (conditional capital) | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 88.7 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6 % |
| 4 | Approve allocation of income and dividend | | | | |
| 4.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9 % |
| 4.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 99.7 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Ernst Tanner as board member and chairman | FOR | FOR | | ✓ 93.9 % |
| 5.2 | Re-elect Mr. Antonio Bulgheroni | FOR | ● OPPOSE | He has been a member of the board for 21 years, which exceeds Ethos' guidelines. | ✓ 85.6 % |
| 5.3 | Re-elect Dr. Rudolf K. Sprüngli | FOR | FOR | | ✓ 86.9 % |
| 5.4 | Re-elect Ms. Elisabeth Gürtler | FOR | FOR | | ✓ 99.5 % |
| 5.5 | Re-elect Ms. Petra Schadeberg-Herrmann | FOR | FOR | | ✓ 92.8 % |
| 5.6 | Re-elect Dr. Thomas Rinderknecht | FOR | FOR | | ✓ 99.2 % |
| 6 | Elections to the nomination and remuneration committee | | | | |
| 6.1 | Re-elect Dr. Rudolf K. Sprüngli to the nomination and remuneration committee | FOR | FOR | | ✓ 85.8 % |
| 6.2 | Re-elect Mr. Antonio Bulgheroni to the nomination and 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. | ✓ 84.7 % |
| 6.3 | Re-elect Ms. Elisabeth Gürtler to the nomination and remuneration committee | FOR | FOR | | ✓ 93.4 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 99.8 % |
| 8 | Election of the auditors | FOR | FOR | | ✓ 99.1 % |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration proposed for the executive chairman (who is not a member of the executive management) is excessive. | ✓ 92.4 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|---|-----------------|
| 9.2 | Binding prospective vote on the total remuneration of the executive management | FOR | <p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | <p>✓ 95.6 %</p> |

| Item | Agenda | Board | Ethos | Result |
|------|---|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2 | Advisory vote on executive remuneration | FOR | ● OPPOSE The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 86.4 % |
| 3 | Advisory vote on the frequency of future advisory votes on executive remuneration | ONE YEAR | ONE YEAR | ✓ 98.0 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 5 | Discharge board members and executive management | FOR | FOR | ✓ 54.2 % |
| 6 | Elections to the board of directors | | | |
| 6.A | Re-elect Prof. Dr. Patrick Aebischer | FOR | FOR | ✓ 94.6 % |
| 6.B | Re-elect Dr. Edouard Bugnion | FOR | FOR | ✓ 99.4 % |
| 6.C | Re-elect Mr. Bracken Darrell | FOR | ● OPPOSE He is also a permanent member of the executive management (CEO). | ✓ 92.5 % |
| 6.D | Re-elect Ms. Sally M. Davis | FOR | FOR | ✓ 97.7 % |
| 6.E | Re-elect Mr. Guerrino De Luca | FOR | FOR | ✓ 99.4 % |
| 6.F | Re-elect Ms. Sue Gove | FOR | FOR | ✓ 99.8 % |
| 6.G | Re-elect Mr. Didier Hirsch | FOR | FOR | ✓ 98.5 % |
| 6.H | Re-elect Dr. Neil Hunt | FOR | FOR | ✓ 99.4 % |
| 6.I | Re-elect Mr. Dimitri Panayotopoulos | FOR | FOR | ✓ 99.4 % |
| 6.J | Re-elect Dr. Lung Yeh | FOR | FOR | ✓ 99.9 % |
| 6.K | Elect Ms. Wendy Becker | FOR | FOR | ✓ 96.4 % |
| 6.L | Elect Ms. Neela Montgomery | FOR | FOR | ✓ 96.4 % |
| 7 | Re-elect Mr. Guerrino De Luca as board chairman | FOR | FOR | ✓ 98.6 % |
| 8 | Elections to the remuneration committee | | | |
| 8.A | Re-elect Dr. Edouard Bugnion to the remuneration committee | FOR | FOR | ✓ 98.6 % |
| 8.B | Re-elect Ms. Sally M. Davis to the remuneration committee | FOR | FOR | ✓ 94.3 % |
| 8.C | Re-elect Dr. Neil Hunt to the remuneration committee | FOR | FOR | ✓ 99.2 % |
| 8.D | Re-elect Mr. Dimitri Panayotopoulos to the remuneration committee | FOR | FOR | ✓ 99.1 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 9 | 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 not in line with Ethos' guidelines. | ✓ 91.6 % |
| 10 | 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> | ✓ 87.5 % |
| 11 | Election of the auditors | FOR | FOR | | ✓ 99.8 % |
| 12 | Election of the independent proxy | FOR | FOR | | ✓ 96.5 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.4 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 93.4 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.9 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Prof. Dr. Patrick Aebischer | FOR | FOR | ✓ 99.4 % |
| 5.1.b | Re-elect Prof. Dr.-Ing. Werner J. Bauer | FOR | FOR | ✓ 98.9 % |
| 5.1.c | Re-elect Mr. Jean-Daniel Gerber | FOR | FOR | ✓ 99.7 % |
| 5.1.d | Re-elect Mr. Christoph Mäder | FOR | FOR | ✓ 99.7 % |
| 5.1.e | Re-elect Ms. Barbara Richmond | FOR | FOR | ✓ 99.8 % |
| 5.1.f | Re-elect Ms. Margot Scheltema | FOR | FOR | ✓ 99.6 % |
| 5.1.g | Re-elect Dr. phil. Rolf Soiron | FOR | FOR | ✓ 96.5 % |
| 5.1.h | Re-elect Mr. Jürgen B. Steinemann | FOR | FOR | ✓ 99.2 % |
| 5.1.i | Re-elect Dr. chem. Antonio Trius | FOR | FOR | ✓ 99.3 % |
| 5.2 | Elect Mr. Albert M. Baehny | FOR | FOR | ✓ 99.5 % |
| 5.3 | Re-elect Dr. phil. Rolf Soiron as chairman of the board | FOR | FOR | ✓ 96.6 % |
| 5.4 | Elections to the nomination and remuneration committee | | | |
| 5.4.a | Re-elect Mr. Jean-Daniel Gerber to the nomination and remuneration committee | FOR | FOR | ✓ 99.4 % |
| 5.4.b | Re-elect Mr. Christoph Mäder to the nomination and remuneration committee | FOR | FOR | ✓ 99.5 % |
| 5.4.c | Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee | FOR | FOR | ✓ 99.2 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 98.7 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.5 % |
| 9.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 95.7 % |
| 9.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 93.5 % |

| Item | Agenda | Board | Ethos | Result | |
|------|---|-------|----------|---|----------|
| 9.3 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 89.2 % |
| 10 | Ordinary capital increase | FOR | FOR | | ✓ 98.6 % |
| 11 | Creation of authorised capital | FOR | FOR | | ✓ 95.6 % |
| 12 | Amendment of conditional capital | FOR | FOR | | ✓ 94.5 % |

| Item | Agenda | Board | Ethos | | Result |
|-------------------------------------|--|-------|----------|--|-----------|
| 1 | Elect chairman of the AGM | FOR | FOR | | ✓ 100.0 % |
| 2 | Approve annual report, financial statements and accounts | FOR | ● OPPOSE | The information presented to the shareholders is insufficient. | ✓ 99.9 % |
| 3 | Election of the auditors | FOR | ● OPPOSE | The auditor failed to identify fraud or proven weaknesses in the internal control system that have had a significant negative impact on the company's financial results. | ✓ 99.9 % |
| Elections to the board of directors | | | | | |
| 4 | Re-elect Mr. Arpad Busson | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 99.9 % |
| 5 | Re-elect Mr. Edgar Brandt | FOR | FOR | | ✓ 100.0 % |
| 6 | Re-elect Mr. Tiberto Ruy Brandolini d'Adda | FOR | FOR | | ✓ 100.0 % |
| 7 | Re-elect Dr. Kevin Maloney | FOR | FOR | | ✓ 100.0 % |
| 8 | Re-elect Mr. Chris Preston | FOR | FOR | | ✓ 100.0 % |
| 9 | Elect Mr. Philippe Jacquemoud | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 3.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ |
| 3.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Prof. Andreas Dietrich | FOR | FOR | ✓ |
| 6.1.2 | Re-elect Mr. Andreas Emmenegger | FOR | FOR | ✓ |
| 6.1.3 | Re-elect Mr. Josef Felder | FOR | FOR | ✓ |
| 6.1.4 | Re-elect Mr. Adrian Gut | FOR | FOR | ✓ |
| 6.1.5 | Re-elect Mr. Max Pfister | FOR | FOR | ✓ |
| 6.1.6 | Re-elect Ms. Doris Russi Schurter | FOR | FOR | ✓ |
| 6.1.7 | Re-elect Dr. Martha Scheiber | FOR | FOR | ✓ |
| 6.2 | Elect Mr. Stefan Portmann | FOR | FOR | ✓ |
| 6.3 | Election of Ms. Doris Russi Schurter as chairwoman of the board | FOR | FOR | ✓ |
| 6.4 | Elections to the nomination and remuneration committee | | | |
| 6.4.1 | Re-elect Mr. Josef Felder to the nomination and remuneration committee | FOR | FOR | ✓ |
| 6.4.2 | Re-elect Mr. Max Pfister to the nomination and remuneration committee | FOR | FOR | ✓ |
| 6.4.3 | Elect Ms. Doris Russi Schurter to the nomination and remuneration committee | FOR | FOR | ✓ |
| 7 | Re-election of the auditors | FOR | FOR | ✓ |
| 8 | Re-election of the independent proxy | FOR | FOR | ✓ |
| 9 | Information regarding financial year 2017 | NON-VOTING | NON-VOTING | |

| 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 | | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Elect Mr. Jean-Philippe Rochat | FOR | FOR | | ✓ 100.0 % |
| 4.1.2 | Re-elect Mr. Marco Gadola | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 99.1 % |
| 4.1.3 | Re-elect Dr. Karin Lenzlinger Diedenhofen | FOR | FOR | | ✓ 99.9 % |
| 4.1.4 | Re-elect Mr. Andreas Widmer | FOR | FOR | | ✓ 100.0 % |
| 4.1.5 | Re-elect Dr. Ulrich Vischer | FOR | ● OPPOSE | He has been a member of the board for 25 years, which exceeds Ethos' guidelines. | ✓ 97.8 % |
| 4.2 | Re-elect Dr. Ulrich Vischer as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected as chairman. | ✓ 97.9 % |
| 4.3 | Elections to the nomination and remuneration committee | | | | |
| 4.3.1 | Re-elect Dr. Ulrich Vischer to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected to the committee. | ✓ 97.6 % |
| 4.3.2 | Re-elect Ms. Carmen Walker Späh to the nomination and remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 4.3.3 | Re-elect Mr. Thomas Weber to the nomination and remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 4.3.4 | Elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 4.4 | Re-elect the auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 97.9 % |
| 4.5 | Re-elect the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.4 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 6 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.3 % |
| 7 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.7 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|---|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 98.9 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Heinz M. Buhofer | FOR | FOR | | ✓ 100.0 % |
| 4.1.2 | Re-elect Ms. Marga Gyger | FOR | FOR | | ✓ 100.0 % |
| 4.1.3 | Re-elect Dr. sc. techn. Peter Terwiesch | FOR | FOR | | ✓ 100.0 % |
| 4.1.4 | Re-elect Mr. Martin Wipfli | FOR | FOR | | ✓ 99.4 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Heinz M. Buhofer to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.2 | Re-elect Dr. sc. techn. Peter Terwiesch to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration of the chairman is significantly higher than that of the peer group. The proposed increase relative to the previous year is not justified. | ✓ 99.5 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.5 % |
| 5.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 99.5 % |
| 6 | Amend articles of association: Adaptation to the revised recommendations of the GAFI | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|--|----------|
| 7 | Amend articles of association: Other formal amendments | FOR | ● OPPOSE | The amendment has a negative impact on the rights or interests of all or some of the shareholders. | ✓ 98.5 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.6 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 54.8 % The structure of the remuneration is not in line with Ethos' guidelines. |
| 2 | Approve allocation of balance sheet result | FOR | FOR | ✓ 98.6 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 67.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. Alexander Vogel as board member and elect him as chairman | FOR | FOR | ✓ 70.6 % |
| 4.1.2 | Re-elect Mr. Heinz Roth | FOR | FOR | ✓ 70.7 % |
| 4.1.3 | Re-elect Ms. Wanda Eriksen-Grundbacher | FOR | FOR | ✓ 70.7 % |
| 4.1.4 | Re-elect Dr. Franz Richter | FOR | FOR | ✓ 59.8 % |
| 4.1.5 | Re-elect Prof. Dr. Konrad Wegener | FOR | FOR | ✓ 63.8 % |
| 4.1.6 | Elect Mr. Hans-Michael Hauser | FOR | FOR | ✓ 91.3 % |
| 4.1.7 | Elect Mr. Michael Splinter | FOR | FOR | ✓ 95.2 % |
| 4.2 | Elections to the nomination and remuneration committee | | | |
| 4.2.1 | Re-elect Ms. Wanda Eriksen-Grundbacher to the nomination and remuneration committee | FOR | FOR | ✓ 69.7 % |
| 4.2.2 | Re-elect Dr. Franz Richter to the nomination and remuneration committee | FOR | FOR | ✓ 58.6 % |
| 4.2.3 | Elect Mr. Michael Splinter to the nomination and remuneration committee | FOR | ● OPPOSE | ✓ 82.7 % He holds an operational function in the company (delegate of the board of directors). |
| 5 | Election of the auditors | FOR | FOR | ✓ 98.0 % |
| 6 | Election of the independent proxy | FOR | FOR | ✓ 99.1 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 64.7 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 91.8 % |
| 8 | Amend articles of association: Reduction of the conditional capital | FOR | FOR | ✓ 97.1 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|--------|-----------|---|
| | Shareholder proposal made during the AGM: Convene an EGM to dismiss several board members | OPPOSE | ● ABSTAIN | This proposal was not disclosed in the agenda before the annual general meeting. ✘ 41.4 % |

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

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|---|
| 1.1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 1.2 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.3 % |
| 1.3 | Approve financial statements and accounts of Mobilezone AG | FOR | FOR | ✓ 99.3 % |
| 1.4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 2 | Discharge board members and executive management | FOR | ● OPPOSE | ✓ 97.2 % The size of the board of directors has persistently remained below 4 members. |
| 3.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.1 % |
| 3.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 67.9 % |
| 3.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 66.0 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Urs T. Fischer | FOR | FOR | ✓ 99.2 % |
| 4.1.b | Re-elect Mr. Cyrill Schneuwly | FOR | FOR | ✓ 99.3 % |
| 4.1.c | Re-elect Mr. Andreas M. Blaser | FOR | FOR | ✓ 98.8 % |
| 4.2 | Re-elect Mr. Urs T. Fischer as chairman of the board | FOR | FOR | ✓ 99.3 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.a | Re-elect Mr. Urs Theo Fischer to the remuneration committee | FOR | FOR | ✓ 94.8 % |
| 4.3.b | Re-elect Mr. Cyrill Schneuwly to the remuneration committee | FOR | FOR | ✓ 94.8 % |
| 4.3.c | Re-elect Mr. Andreas M. Blaser to the remuneration committee | FOR | FOR | ✓ 94.3 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 96.4 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 85.5 % |
| 1.3 | Advisory vote on social and political donations | FOR | FOR | ✓ 78.7 % |
| 2.1 | Approve allocation of income and dividend | FOR | FOR | ✓ 98.8 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 3.a | Discharge of Mr. Peter Barandun | FOR | FOR | ✓ |
| 3.b | Discharge of Mr. Daniel Crausaz | FOR | FOR | ✓ |
| 3.c | Discharge of Mr. Brian Fischer | FOR | FOR | ✓ |
| 3.d | Discharge of Mr. Bernard Guillelmon | FOR | FOR | ✓ |
| 3.e | Discharge of Mr. Wilhelm Hansen | FOR | FOR | ✓ |
| 3.f | Discharge of Mr. Peter Schaub | FOR | FOR | ✓ |
| 3.g | Discharge of Mr. Georges Theiler | FOR | FOR | ✓ |
| 3.h | Discharge all executive members | FOR | FOR | ✓ |
| 4 | Amend articles of association: create authorised capital by release from free reserves | FOR | FOR | ✓ 95.1 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Peter Barandun | FOR | FOR | ✓ 99.9 % |
| 5.1.b | Re-elect Mr. Daniel Crausaz | FOR | FOR | ✓ 99.9 % |
| 5.1.c | Re-elect Mr. Brian Fischer | FOR | FOR | ✓ 100.0 % |
| 5.1.d | Re-elect Mr. Bernard Michel Guillelmon | FOR | FOR | ✓ 99.3 % |
| 5.1.e | Re-elect Mr. Wilhelm L. Hansen | FOR | FOR | ✓ 99.7 % |
| 5.1.f | Re-elect Mr. Peter Andreas Schaub | FOR | FOR | ✓ 96.7 % |
| 5.1.g | Re-elect Mr. Georges Theiler as member and chairman | FOR | FOR | ✓ 95.7 % |
| 5.2 | Elections to the remuneration committee | | | |
| 5.2.a | Re-elect Mr. Bernard Michel Guillelmon to the remuneration committee | FOR | FOR | ✓ 92.4 % |
| 5.2.b | Re-elect Mr. Wilhelm L. Hansen to the remuneration committee | FOR | FOR | ✓ 92.5 % |
| 5.2.c | Re-elect Mr. Peter Andreas Schaub to the remuneration committee | FOR | FOR | ✓ 87.3 % |
| 5.3 | Election of the auditors | FOR | FOR | ✓ 96.4 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 81.9 % |
| 7.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 95.5 % |
| 7.2 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 95.9 % |

| 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 | ✓ 77.5 % The information provided is insufficient. |
| 3 | Approve appropriation of results | FOR | FOR | ✓ 100.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Jörn Aldag as board member and chairman | FOR | FOR | ✓ 95.2 % |
| 5.1.2 | Re-elect Dr. med. Göran A. Ando | FOR | ● OPPOSE | ✓ 92.5 % He is not independent (representative of an important shareholder, he holds 70'000 options) and the board independence is insufficient (25.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. |
| 5.1.3 | Re-elect Mr. Jeffrey H. Buchalter | FOR | FOR | ✓ 95.2 % |
| 5.1.4 | Re-elect Mr. Steven H. Holtzman | FOR | FOR | ✓ 95.2 % |
| 5.1.5 | Re-elect Dr. William A. Lee | FOR | FOR | ✓ 99.9 % |
| 5.1.6 | Re-elect Prof. Dr. Andreas Plückthun | FOR | FOR | ✓ 95.2 % |
| 5.1.7 | Re-elect Dr. Petri Vainio | FOR | FOR | ✓ 99.9 % |
| 5.2 | Elect Dr. Gwen Fyfe | FOR | FOR | ✓ 95.2 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Jörn Aldag to the remuneration committee | FOR | FOR | ✓ 94.5 % |
| 5.3.2 | Re-elect Dr. William A. Lee to the remuneration committee | FOR | FOR | ✓ 94.5 % |
| 5.3.3 | Re-elect Dr. Petri Vainio to the remuneration committee | FOR | FOR | ✓ 99.1 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 91.0 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 95.8 % |
| 8.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | ● OPPOSE | ✓ 87.0 % The information provided is insufficient. |

| Item | Agenda | Board | Ethos | Result |
|-------------------------------------|----------------------------|-------|----------|--|
| Elections to the board of directors | | | | |
| 1 | Elect Mr. William M. Burns | FOR | FOR | ✓ 99.9 % |
| 2 | Elect Dr. Patrick Amstutz | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). ✓ 91.4 % |

| 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 | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 94.7 % |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.4 % |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members. The company is in a situation of capital loss. | ✓ 97.6 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Erik Hansen as board member and chairman | FOR | ● OPPOSE | He is also CEO and the combination of functions is permanent. | ✓ 97.5 % |
| 5.1.2 | Re-elect Mr. David Galbraith | FOR | FOR | | ✓ 99.2 % |
| 5.2 | Elect Mr. Michel Tombroff to the board of directors | FOR | ● OPPOSE | Insufficient information is provided concerning the nominee. | ✓ 95.0 % |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Erik Hansen to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hansen to the board of directors, he cannot be elected to the committee. He holds an executive function in the company. | ✓ 96.1 % |
| 5.3.2 | Elect Mr. Michel Tombroff to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Tombroff to the board of directors, he cannot be elected to the committee. | ✓ 95.0 % |
| 5.4 | Election of the auditors | FOR | FOR | | ✓ 99.8 % |
| 5.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 6 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive options.</p> | ✓ 97.1 % |
| 7 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 97.2 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1 | Ordinary capital increase with preemptive rights | FOR | FOR | ✓ 98.8 % |
| 2 | Increase of conditional capital | FOR | ● OPPOSE | ✓ 97.6 % The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. |
| 3 | Elect Mr. Leonardo De Luca to the board of directors | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | Result |
|--------|--|-------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.5 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 84.4 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 98.5 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.4 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Paul Bulcke | FOR | FOR | ✓ 96.0 % |
| 4.1.2 | Re-elect Mr. Andreas N. Koopmann | FOR | FOR | ✓ 94.5 % |
| 4.1.3 | Re-elect Mr. Count Henri de La Croix de Castries | FOR | FOR | ✓ 99.1 % |
| 4.1.4 | Re-elect Dr. iur. Beat W. Hess | FOR | FOR | ✓ 98.8 % |
| 4.1.5 | Re-elect Dr. oec. Renato Fassbind | FOR | FOR | ✓ 99.0 % |
| 4.1.6 | Re-elect Mr. Steven George Hoch | FOR | FOR | ✓ 99.3 % |
| 4.1.7 | Re-elect Ms. Naina Lal Kidwai | FOR | FOR | ✓ 98.5 % |
| 4.1.8 | Re-elect Dr. oec. Jean-Pierre Roth | FOR | FOR | ✓ 98.3 % |
| 4.1.9 | Re-elect Ms. Ann Veneman | FOR | FOR | ✓ 99.1 % |
| 4.1.10 | Re-elect Ms. Eva Cheng | FOR | FOR | ✓ 99.0 % |
| 4.1.11 | Re-elect Dr. Ruth K. Oniang'o | FOR | FOR | ✓ 98.8 % |
| 4.1.12 | Re-elect Prof. Dr. Patrick Aebischer | FOR | FOR | ✓ 98.8 % |
| 4.2.1 | Elect Dr. oec. Ulf Mark Schneider (CEO) | FOR | ● OPPOSE He is also a permanent member of the executive management. | ✓ 92.0 % |
| 4.2.2 | Elect Ms. Ursula M. Burns | FOR | FOR | ✓ 98.6 % |
| 4.3 | Elect Mr. Paul Bulcke as chairman of the board | FOR | FOR | ✓ 95.7 % |
| 4.4 | Elections to the remuneration committee | | | |
| 4.4.1 | Re-elect Dr. iur. Beat W. Hess to the remuneration committee | FOR | FOR | ✓ 97.1 % |
| 4.4.2 | Re-elect Mr. Andreas N. Koopmann to the remuneration committee | FOR | FOR | ✓ 93.8 % |
| 4.4.3 | Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee | FOR | FOR | ✓ 96.9 % |
| 4.4.4 | Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee | FOR | FOR | ✓ 96.9 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 4.5 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 93.7 % |
| 4.6 | Election of the independent proxy | FOR | FOR | | ✓ 99.4 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p> | ✓ 89.9 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 87.1 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Elections to the board of directors | | | | |
| 2.1 | Re-elect Dr. Ulrich Köstlin as chairman and member of the board (single vote) | FOR | FOR | | ✓ |
| 2.2 | Re-elect Mr. Stefan Weber (CEO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 2.3 | Re-elect Dr. Patrick Langlois | FOR | FOR | | ✓ |
| 2.4 | Re-elect Dr. Bo Jesper Hansen | FOR | FOR | | ✓ |
| 2.5 | Re-elect Dr. Robert Holland | FOR | FOR | | ✓ |
| 2.6 | Re-elect Dr. Luca Benatti | FOR | FOR | | ✓ |
| 2.7 | Re-elect Dr. J. Donald de Bethizy | FOR | FOR | | ✓ |
| 2.8 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. The non-executive directors receive options. | ✓ |

| 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 | | ✓ 98.0 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6 % |
| 4 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 98.8 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 95.1 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 89.0 % |
| 5.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 59.8 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Dr. Jörg Reinhardt as board member and chairman of the board | FOR | FOR | | ✓ 98.8 % |
| 6.2 | Re-elect Dr. Nancy C. Andrews | FOR | FOR | | ✓ 99.2 % |
| 6.3 | Re-elect Dr. Dimitri Azar | FOR | FOR | | ✓ 98.9 % |
| 6.4 | Re-elect Mr. Ton Büchner | FOR | FOR | | ✓ 98.7 % |
| 6.5 | Re-elect Prof. Dr. oec. Srikant Datar | FOR | FOR | | ✓ 95.2 % |
| 6.6 | Re-elect Ms. Elizabeth Mary Doherty | FOR | FOR | | ✓ 99.3 % |
| 6.7 | Re-elect Ms. Ann M. Fudge | FOR | FOR | | ✓ 97.6 % |
| 6.8 | Re-elect Dr. Pierre Landolt | FOR | FOR | | ✓ 96.8 % |
| 6.9 | Re-elect Dr. iur. Andreas von Planta | FOR | FOR | | ✓ 98.4 % |
| 6.10 | Re-elect Prof. Dr. Charles L. Sawyers | FOR | FOR | | ✓ 98.9 % |
| 6.11 | Re-elect Dr. Enrico Vanni | FOR | FOR | | ✓ 97.2 % |
| 6.12 | Re-elect Mr. William Winters | FOR | FOR | | ✓ 98.2 % |
| 6.13 | Elect Mr. Frans van Houten | FOR | FOR | | ✓ 99.1 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Prof. Dr. oec. Srikant Datar to the remuneration committee | FOR | FOR | | ✓ 90.0 % |
| 7.2 | Re-elect Ms. Ann M. Fudge to the remuneration committee | FOR | FOR | | ✓ 92.3 % |
| 7.3 | Re-elect Dr. Enrico Vanni to the remuneration committee | FOR | FOR | | ✓ 91.5 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 7.4 | Re-elect Mr. William Winters to the remuneration committee | FOR | FOR | ✓ 93.1 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 98.0 % |
| 9 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9 % |
| 2.2 | Distribution of dividend from reserves from capital contributions | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members (except for Mr. Hans Ziegler) and executive management | FOR | FOR | | ✓ 99.2 % |
| 4 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Prof. Dr. Michael Süss as board member and chairman | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 93.1 % |
| 4.1.2 | Re-elect Dr. Jean Botti | FOR | FOR | | ✓ 99.7 % |
| 4.1.3 | Re-elect Mr. David Metzger | FOR | FOR | | ✓ 82.0 % |
| 4.1.4 | Re-elect Mr. Alexey V. Moskov | FOR | FOR | | ✓ 80.9 % |
| 4.1.5 | Re-elect Mr. Gerhard Pegam | FOR | FOR | | ✓ 97.7 % |
| 4.2.1 | Elect Mr. Geoffery Merszei | FOR | FOR | | ✓ 99.2 % |
| 5 | Elections to the nomination and remuneration committee | | | | |
| 5.1.1 | Re-elect Prof. Dr. Michael Süss to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Prof. Dr. Süss to the board of directors, he cannot be elected to the committee. | ✓ 76.8 % |
| 5.1.2 | Re-elect Mr. Alexey V. Moskov to the nomination and remuneration committee | FOR | FOR | | ✓ 77.9 % |
| 5.2.1 | Elect Mr. Gerhard Pegam to the nomination and remuneration committee | FOR | FOR | | ✓ 97.3 % |
| 6 | Election of the auditors | FOR | FOR | | ✓ 99.6 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 95.2 % |
| 9 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The fixed remuneration is significantly higher than that of the peer group. | ✓ 77.8 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|--|-----------------|
| 10 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | <p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | <p>✓ 72.2 %</p> |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| | Background to the EGM | | | |
| 1 | Approve delisting of the EDRs from the Egyptian Exchange | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|--------|
| 1. | Approve annual report, financial statements and accounts | FOR | ● OPPOSE | The annual report was not made available sufficiently in advance of the general meeting. | ✓ |
| 2. | Appropriation of results | FOR | FOR | | ✓ |
| 3. | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 4. | Discharge board members and executive management | FOR | ● OPPOSE | The company is in a situation of capital loss. | ✓ |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The fixed remuneration is significantly higher than that of the peer group. | ✓ |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Samih Sawiris | FOR | FOR | | ✓ |
| 6.1.2 | Re-elect Mr. Adil Douiri | FOR | FOR | | ✓ |
| 6.1.3 | Re-elect Dr. Franz Egle | FOR | FOR | | ✓ |
| 6.1.4 | Re-elect Mr. Jürgen Fischer | FOR | FOR | | ✓ |
| 6.1.5 | Re-elect Ms. Carolina Müller-Möhl | FOR | FOR | | ✓ |
| 6.1.6 | Re-elect Mr. Naguib S. Sawiris | FOR | FOR | | ✓ |
| 6.1.7 | Re-elect Mr. Marco Sieber | FOR | FOR | | ✓ |
| 6.1.8 | Re-elect Mr. Jürg Weber | FOR | FOR | | ✓ |
| 6.2 | Election of the chairman of the board | FOR | FOR | | ✓ |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Elect Mr. Marco Sieber to the Remuneration Committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|--------|
| 6.3.2 | Elect Dr. Franz Egle to the Remuneration Committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. | ✓ |
| 6.4 | Election of the independent proxy | FOR | FOR | | ✓ |
| 6.5 | Election of the auditors | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result |
|---------|---|-------|-------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 96.4 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 96.4 % |
| 3 | Discharge board members | FOR | FOR | ✓ 96.4 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1.a | Re-elect Dr. Anton Bleikolm | FOR | FOR | ✓ 96.2 % |
| 4.1.1.b | Re-elect Dr. Caren Genthner-Kappesz | FOR | FOR | ✓ 96.2 % |
| 4.1.1.c | Re-elect Mr. Dieter Widmer | FOR | FOR | ✓ 96.2 % |
| 4.1.1.d | Re-elect Dr. Thomas Moser | FOR | FOR | ✓ 96.2 % |
| 4.1.1.e | Re-elect Mr. Peter Stiefenhofer | FOR | FOR | ✓ 96.1 % |
| 4.1.2 | Elect Dr. Beat E. Lüthi | FOR | FOR | ✓ 96.2 % |
| 4.2 | Elect Dr. Anton Bleikolm as chairman of the board | FOR | FOR | ✓ 96.3 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.a | Re-elect Dr. Thomas Moser to the remuneration committee | FOR | FOR | ✓ 94.5 % |
| 4.3.b | Elect Dr. Beat E. Lüthi to the remuneration committee | FOR | FOR | ✓ 95.9 % |
| 4.4 | Re-elect the independent proxy | FOR | FOR | ✓ 96.4 % |
| 4.5 | Re-elect the auditors | FOR | FOR | ✓ 96.4 % |
| 5.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 95.4 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.4 % |
| 5.3.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 94.9 % |
| 5.3.b | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 95.4 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Rolf U. Sutter as chairman and member of the board (single vote) | FOR | FOR | ✓ |
| 4.1.b | Re-elect Prof. Edgar Fluri | FOR | FOR | ✓ |
| 4.1.c | Re-elect Mr. Christoph Clavadetscher | FOR | FOR | ✓ |
| 4.1.d | Re-elect Mr. Walter Lüthi | FOR | FOR | ✓ |
| 4.1.e | Re-elect Mr. Dominik Sauter | FOR | FOR | ✓ |
| 4.1.f | Re-elect Ms. Monika Walser | FOR | FOR | ✓ |
| 4.2 | Elections to the nomination and remuneration committee | | | |
| 4.2.a | Re-elect Mr. Christoph Clavadetscher to the nomination and remuneration committee | FOR | FOR | ✓ |
| 4.2.b | Re-elect Mr. Rolf U. Sutter to the nomination and remuneration committee | FOR | FOR | ✓ |
| 4.2.c | Re-elect Ms. Monika Walser to the nomination and remuneration committee | FOR | FOR | ✓ |
| 4.3 | Re-elect the auditors | FOR | FOR | ✓ |
| 4.4 | Re-elect the independent proxy | FOR | FOR | ✓ |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 5.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ |
| 5.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 4 | Approve renewal of authorised capital | FOR | FOR | | ✓ 98.6 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.3 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 96.5 % |
| 5.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 95.8 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Peter Ulber as board member and chairman | FOR | FOR | | ✓ 99.5 % |
| 6.2 | Re-elect Dr. Beat Walti | FOR | FOR | | ✓ 99.9 % |
| 6.3 | Re-elect Mr. Thomas E. Kern | FOR | FOR | | ✓ 99.8 % |
| 6.4 | Re-elect Ms. Pamela Knapp | FOR | FOR | | ✓ 99.9 % |
| 6.5 | Re-elect Dr. Ilias Läber | FOR | FOR | | ✓ 99.9 % |
| 6.6 | Re-elect Mr. Chris E. Muntwyler | FOR | FOR | | ✓ 99.9 % |
| 6.7 | Re-elect Mr. Knud Elmholdt Stubkjaer | FOR | FOR | | ✓ 99.9 % |
| 6.8 | Elect Mr. Dirk Reich | FOR | FOR | | ✓ 99.9 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. Peter Ulber to the remuneration committee | FOR | FOR | | ✓ 98.2 % |
| 7.2 | Re-elect Mr. Thomas E. Kern to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 7.3 | Re-elect Mr. Chris E. Muntwyler to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 7.4 | Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------|-------|-------|---|
| 9 | Election of the auditors | | | At the time of issue of the invitation to the AGM, the tendering process for the audit mandate had not yet been completed. Panalpina gave the possibility to shareholders voting by proxy to vote on the election of 4 audit firms (KPMG, Deloitte, Ernst & Young and PricewaterhouseCoopers). At the AGM, the board proposed the election of Deloitte. |
| 9.1 | KPMG | | | |
| 9.2 | Deloitte | FOR | FOR | ✓ 93.0 % |
| 9.3 | Ernst & Young | | | |
| 9.4 | PricewaterhouseCoopers | | | |

| Item | Agenda | Board | Ethos | Result |
|--------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Bernard Daniel | FOR | FOR | ✓ 100.0 % |
| 4.1.2 | Re-elect Mr. Amaury-Daniel de Sèze | FOR | ● OPPOSE | <p>✓ 97.0 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> |
| 4.1.3 | Re-elect Mr. Victor Delloye | FOR | ● OPPOSE | <p>✓ 97.0 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 13 years) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> |
| 4.1.4 | Re-elect Mr. André Desmarais | FOR | FOR | ✓ 97.3 % |
| 4.1.5 | Re-elect Mr. Paul Desmarais Jr. | FOR | FOR | ✓ 97.3 % |
| 4.1.6 | Re-elect Mr. Paul Desmarais III | FOR | FOR | ✓ 97.3 % |
| 4.1.7 | Re-elect Mr. Cedric Frère | FOR | FOR | ✓ 97.3 % |
| 4.1.8 | Re-elect Mr. Gérald A. Frère | FOR | FOR | ✓ 97.3 % |
| 4.1.9 | Re-elect Ms. Ségolène Gallienne | FOR | FOR | ✓ 97.3 % |
| 4.1.10 | Re-elect Mr. Jean-Luc Herbez | FOR | FOR | ✓ 100.0 % |
| 4.1.11 | Re-elect Ms. Barbara Kux | FOR | FOR | ✓ 100.0 % |
| 4.1.12 | Re-elect Mr. Michel Pébereau | FOR | ● OPPOSE | <p>✓ 97.6 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 12 years) and the board independence is insufficient (20.0%).</p> |

| Item | Agenda | Board | Ethos | | Result |
|--------|--|-------|----------|---|-----------|
| 4.1.13 | Re-elect Mr. Gilles Samyn | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 25 years) and the board independence is insufficient (20.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 97.0 % |
| 4.1.14 | Re-elect Mr. Arnaud Vial | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 99.3 % |
| 4.1.15 | Elect Mr. Jocelyn Lefebvre | 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. | ✓ 97.0 % |
| 4.2 | Election of the chairman of the board | FOR | FOR | | ✓ 97.2 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Mr. Bernard Daniel to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.2 | Re-elect Ms. Barbara Kux to the remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.3 | Re-elect Mr. Amaury-Daniel de Sèze to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. de Sèze to the board of directors, he cannot be elected to the committee. | ✓ 96.9 % |
| 4.3.4 | Re-elect Mr. Gilles Samyn to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Samyn to the board of directors, he cannot be elected to the committee. | ✓ 97.0 % |
| 4.3.5 | Elect Mr. Jean-Luc Herbez to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 91.4 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 91.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6 % |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 69.7 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.5 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive variable remuneration and options. The remuneration of the executive members of the board (who are not members of the executive management) is excessive and not in line with Ethos' guidelines. | ✓ 71.7 % |
| 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. The remuneration structure is not in line with Ethos' guidelines. | ✓ 74.0 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. Peter A. Wuffli as board member and chairman | FOR | FOR | | ✓ 99.7 % |
| 6.1.2 | Re-elect Dr. Charles Dallara (executive) | FOR | ● OPPOSE | The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (30.0%). | ✓ 94.8 % |
| 6.1.3 | Re-elect Ms. Grace del Rosario-Castaño | FOR | FOR | | ✓ 98.9 % |
| 6.1.4 | Re-elect Dr. Marcel Erni (executive) | FOR | FOR | | ✓ 97.7 % |
| 6.1.5 | Re-elect Ms. Michelle Felman | FOR | FOR | | ✓ 99.0 % |
| 6.1.6 | Re-elect Mr. Alfred Gantner (executive) | FOR | FOR | | ✓ 78.3 % |

| Item | Agenda | Board | Ethos | | Result |
|--------|---|-------|----------|--|-----------|
| 6.1.7 | Re-elect Mr. Steffen Meister (executive) | FOR | ● OPPOSE | The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (30.0%). | ✓ 90.3 % |
| 6.1.8 | Re-elect Dr. Eric Strutz | FOR | FOR | | ✓ 99.7 % |
| 6.1.9 | Re-elect Mr. Patrick Ward | FOR | FOR | | ✓ 97.4 % |
| 6.1.10 | Re-elect Mr. Urs Wietlisbach (executive) | FOR | FOR | | ✓ 97.7 % |
| 6.2 | Elections to the nomination and remuneration committee | | | | |
| 6.2.1 | Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee | FOR | FOR | | ✓ 93.2 % |
| 6.2.2 | Re-elect Mr. Steffen Meister to the nomination and remuneration committee | FOR | ● OPPOSE | He holds an executive function in the company (Partner and Delegate of the board). | ✓ 65.5 % |
| 6.2.3 | Re-elect Dr. Peter A. Wuffli to the nomination and remuneration committee | FOR | ● OPPOSE | He is not independent and the majority of the committee members are not independent. | ✓ 91.1 % |
| 6.3 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 6.4 | Election of the auditors | FOR | FOR | | ✓ 98.3 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|------------|------------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Discharge board members and executive management | | | |
| 2.1.1 | Discharge Dr. Martha Scheiber | FOR | FOR | ✓ 99.9 % |
| 2.1.2 | Discharge Mr. Peter Kappeler | FOR | FOR | ✓ 99.9 % |
| 2.1.3 | Discharge Mr. Thomas Dressendörfer | FOR | FOR | ✓ 100.0 % |
| 2.1.4 | Discharge Mr. Michael Jorda | FOR | FOR | ✓ 99.9 % |
| 2.1.5 | Discharge Mr. Felix Bärlocher | FOR | FOR | ✓ 99.9 % |
| 2.1.6 | Discharge Mr. Paul Schneider | FOR | FOR | ✓ 98.3 % |
| 2.1.7 | Discharge Mr. Hans-Rudolf Blöchinger | FOR | FOR | ✓ 99.9 % |
| 2.2.1 | Discharge Mr. Franz Rutzer | FOR | FOR | ✓ 100.0 % |
| 2.2.2 | Discharge Ms. Nadine Blättler | FOR | FOR | ✓ 100.0 % |
| 2.2.3 | Discharge Mr. Thomas Leu | FOR | FOR | ✓ 99.9 % |
| 2.2.4 | Discharge Mr. Stefan Walter Kuhn | FOR | FOR | ✓ 100.0 % |
| 3 | Approve allocation of balance sheet result | FOR | FOR | ✓ 99.8 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Elect Dr. Matthias Henny | FOR | FOR | ✓ 99.6 % |
| 4.1.2 | Elect Mr. Andreas Eugster | FOR | FOR | ✓ 99.6 % |
| 4.1.3 | Elect Mr. Paul-Henri Guinand | FOR | FOR | ✓ 99.6 % |
| 4.2 | Elect Dr. Matthias Henny as board chairman | FOR | FOR | ✓ 99.6 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Elect Dr. Matthias Henny to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 4.3.2 | Elect Mr. Andreas Eugster to the remuneration committee | FOR | FOR | ✓ 99.6 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ 98.4 % |
| 5 | Remuneration report | NON-VOTING | NON-VOTING | |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.3 % |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.1 % |
| 6.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 99.2 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 3 | Approve allocation of income | FOR | FOR | | ✓ |
| 4 | Discharge board members and executive management | FOR | ● OPPOSE | The size of the board of directors has persistently remained below 4 members. | ✓ |
| 5.1 | Increase the pool of conditional capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |
| 5.2 | Approve removal of authorised capital | FOR | FOR | | ✓ |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Reto A. Garzetti | FOR | FOR | | ✓ |
| 6.2 | Re-elect Mr. Peter Bodmer | FOR | FOR | | ✓ |
| 6.3 | Re-elect Dr. Christian De Prati | FOR | FOR | | ✓ |
| 6.4 | Re-elect Mr. Reto A. Garzetti as chairman of the board | FOR | FOR | | ✓ |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Dr. Christian De Prati to the remuneration committee | FOR | FOR | | ✓ |
| 7.2 | Re-elect Mr. Peter Bodmer to the remuneration committee | FOR | FOR | | ✓ |
| 8 | Re-elect the auditors | FOR | ● OPPOSE | During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ |
| 9 | Election of the independent proxy | FOR | FOR | | ✓ |
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 10.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|----------|---|
| 10.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | ● OPPOSE | The requested amount does not allow to respect Ethos' guidelines. ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|---|------------|------------|--|
| 1 | Welcome speech | NON-VOTING | NON-VOTING | |
| 2 | Presentation of the annual report | NON-VOTING | NON-VOTING | |
| 3 | Auditors' reports | NON-VOTING | NON-VOTING | |
| 4.1 | Approval of the annual report | FOR | FOR | ✓ 99.2 % |
| 4.2 | Approval of the statutory and consolidated financial statements | FOR | FOR | ✓ 99.1 % |
| 4.3 | Approve allocation of balance sheet results | FOR | FOR | ✓ 99.0 % |
| 4.4 | Discharge board members | FOR | ● OPPOSE | ✓ 98.2 % Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members. There is a material uncertainty on the ability of the company to continue as a going concern. |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Jean-Claude Roch | FOR | FOR | ✓ 98.8 % |
| 5.1.2 | Re-elect Mr. Stephen Grey | FOR | FOR | ✓ 98.8 % |
| 5.1.3 | Re-elect Ms. Anouck Ansermoz | FOR | FOR | ✓ 98.8 % |
| 5.2 | Re-elect Mr. Jean-Claude Roch as board chairman | FOR | FOR | ✓ 98.8 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Jean-Claude Roch to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 5.3.2 | Re-elect Mr. Stephen Grey to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 5.3.3 | Re-elect Ms. Anouck Ansermoz to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 99.8 % |
| 6.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | ✓ 98.1 % |
| 6.2 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | FOR | ✓ 98.6 % |
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.2 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|-------|----------|
| 6.4 | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 98.3 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 1 | Approve annual report 2016/17 | FOR | FOR | | ✓ |
| 2.a | Approve financial statements and accounts 2016/17 | FOR | FOR | | ✓ |
| 2.b | Approve financial statements and accounts of the group 2016/17 | FOR | FOR | | ✓ |
| 3 | Approve allocation of income | FOR | FOR | | ✓ |
| 4 | Discharge board members | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. | ✓ |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Nicolas Eichenberger | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 5.1.b | Re-elect Mr. Roland Wartenweiler | FOR | FOR | | ✓ |
| 5.1.c | Re-elect Mr. Frédéric Potelle | FOR | FOR | | ✓ |
| 5.1.d | Re-elect Mr. Luca Bozzo | FOR | FOR | | ✓ |
| 5.1.e | Re-elect Mr. Nicolas Eichenberger as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Eichenberger to the board of directors, he cannot be elected as chairman. | ✓ |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.a | Re-elect Mr. Frédéric Potelle to the remuneration committee | FOR | FOR | | ✓ |
| 5.2.b | Re-elect Mr. Luca Bozzo to the remuneration committee | FOR | FOR | | ✓ |
| 5.3 | Election of the independent proxy | FOR | FOR | | ✓ |
| 5.4 | Election of the auditors | FOR | FOR | | ✓ |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result | |
|------|--|-------|----------|--|---|
| 7.1 | Create a pool of conditional capital for the conversion of convertible bonds | FOR | ● OPPOSE | <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> | ✓ |
| 7.2 | Create an authorised capital | FOR | ● OPPOSE | <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> | ✓ |

| 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 | Re-elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Benedikt A. Goldkamp as board member and chairman | FOR | ● OPPOSE | The corporate governance of the company is unsatisfactory and the dialogue with the shareholders does not lead to the desired outcomes. | ✓ 93.1 % |
| 4.1.2 | Re-elect Dr. oec. Florian Ernst | FOR | ● OPPOSE | He is not independent (board tenure of 14 years) and the board independence is insufficient (0.0%). | ✓ 96.1 % |
| 4.1.3 | Re-elect Dr. iur. Martin Furrer | FOR | ● OPPOSE | He is not independent (board tenure of 14 years) and the board independence is insufficient (0.0%). | ✓ 96.1 % |
| 4.1.4 | Re-elect Mr. Ulrich Hocker | FOR | ● OPPOSE | He has been a member of the board for 29 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 29 years) and the board independence is insufficient (0.0%). | ✓ 96.0 % |
| 4.1.5 | Re-elect Mr. Beat M. Siegrist | FOR | ● OPPOSE | He is not independent (board tenure of 14 years) and the board independence is insufficient (0.0%). | ✓ 96.0 % |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.1 | Re-elect Dr. iur. Martin Furrer to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. iur. Furrer to the board of directors, he cannot be elected to the committee. | ✓ 96.1 % |
| 4.2.2 | Re-elect Mr. Ulrich Hocker to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hocker to the board of directors, he cannot be elected to the committee. | ✓ 94.7 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 4.2.3 | Re-elect Mr. Beat M. Siegrist to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Siegrist to the board of directors, he cannot be elected to the committee. | ✓ 96.0 % |
| 4.3 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Election of the auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 93.3 % |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 94.6 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 89.6 % |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 68.9 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Markus Kellenberger as member and chairman of the board (single vote) | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (40.0%). ✓ 95.8 % |
| 4.2 | Re-elect Mr. Lauric Barbier | FOR | FOR | ✓ 99.9 % |
| 4.3 | Re-elect Mr. Martin Byland | FOR | FOR | ✓ 97.4 % |
| 4.4 | Re-elect Mr. Jacob Schmidheiny | FOR | FOR | ✓ 95.4 % |
| 4.5 | Re-elect Mr. Dominik Weber | FOR | FOR | ✓ 100.0 % |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Re-elect Mr. Martin Byland to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. ✓ 94.5 % |
| 5.2 | Re-elect Mr. Jacob Schmidheiny to the remuneration committee | FOR | FOR | ✓ 94.3 % |
| 6 | Re-elect the auditors | FOR | FOR | ✓ 99.9 % |
| 7 | Re-elect the independent proxy | FOR | FOR | ✓ 100.0 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.6 % |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|--------|
| 1 | Welcome | NON-VOTING | NON-VOTING | |
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 3 | Discharge board members | FOR | FOR | ✓ |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. Hans Baumgartner as board member and chairman | FOR | FOR | ✓ |
| 4.1.2 | Re-elect Dr. Hans Christoph Tanner | FOR | FOR | ✓ |
| 4.1.3 | Re-elect Mr. Bernhard Schürmann | FOR | FOR | ✓ |
| 4.1.4 | Re-elect Mr. Martin Eberhard | FOR | FOR | ✓ |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Dr. Hans Christoph Tanner to the remuneration committee | FOR | FOR | ✓ |
| 4.2.2 | Re-elect Mr. Bernhard Schürmann to the remuneration committee | FOR | FOR | ✓ |
| 4.2.3 | Re-elect Mr. Martin Eberhard to the remuneration committee | FOR | FOR | ✓ |
| 4.3 | Election of the independent proxy | FOR | FOR | ✓ |
| 4.4 | Election of the auditors | FOR | FOR | ✓ |
| 5 | Dividend from capital contributions reserves | FOR | FOR | ✓ |
| | Binding votes on the total remuneration of the board of directors | | | |
| 6 | Binding prospective vote on the remuneration of the board of directors | FOR | FOR | ✓ |
| 7 | Binding prospective vote on the remuneration of the delegate of the board of directors | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.5 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 88.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.6 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.0 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. rer. pol. Luciano Gabriel | FOR | FOR | ✓ 97.7 % |
| 5.2 | Re-elect Ms. Corinne Denzler | FOR | FOR | ✓ 99.3 % |
| 5.3 | Re-elect Mr. Adrian Dudle | FOR | FOR | ✓ 99.2 % |
| 5.4 | Re-elect Prof. Dr. iur. Peter Forstmoser | FOR | FOR | ✓ 95.5 % |
| 5.5 | Re-elect Mr. Nathan Hetz | FOR | FOR | ✓ 91.6 % |
| 5.6 | Re-elect Mr. Josef Stadler | FOR | FOR | ✓ 99.3 % |
| 5.7 | Re-elect Mr. Aviram Wertheim | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 75.2 % |
| 6 | Election of the chairman of the board | FOR | FOR | ✓ 93.4 % |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee | FOR | FOR | ✓ 95.2 % |
| 7.2 | Re-elect Mr. Adrian Dudle to the remuneration committee | FOR | FOR | ✓ 95.8 % |
| 7.3 | Re-elect Mr. Nathan Hetz to the remuneration committee | FOR | FOR | ✓ 88.4 % |
| 7.4 | Re-elect Mr. Josef Stadler to the remuneration committee | FOR | FOR | ✓ 95.8 % |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.5 % |
| 9 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 93.7 % |
| 10 | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 11 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | Result | |
|------|--|-------|----------|---|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ | |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ | |
| 3 | Discharge board members | FOR | FOR | ✓ | |
| 4 | Elections to the board of directors | | | | |
| 4.1 | Re-elect Dr. Johann Rupert as member and chairman of the board | FOR | FOR | ✓ | |
| 4.2 | Re-elect Mr. Josua Malherbe | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (36.8%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 4.3 | Re-elect Mr. Jean-Blaise Eckert | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder and business connections) and the board independence is insufficient (36.8%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 4.4 | Re-elect Mr. Ruggero Magnoni | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder and various reasons) and the board independence is insufficient (36.8%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 4.5 | Re-elect Mr. Jeff Moss | FOR | FOR | ✓ | |
| 4.6 | Re-elect Mr. Guillaume Pictet | FOR | FOR | ✓ | |
| 4.7 | Re-elect Mr. Alan Quasha | FOR | ● OPPOSE | <p>He is not independent (board tenure of 17 years) and the board independence is insufficient (36.8%).</p> | ✓ |
| 4.8 | Re-elect Ms. Maria Ramos | FOR | FOR | ✓ | |
| 4.9 | Re-elect Mr. Jan Rupert | FOR | FOR | ✓ | |
| 4.10 | Re-elect Mr. Gary Saage | FOR | ● OPPOSE | <p>He is not independent (former executive) and the board independence is insufficient (36.8%).</p> | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 4.11 | Re-elect Mr. Cyrille Vigneron (CEO of Cartier) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 4.12 | Elect Mr. Nikesh Arora | FOR | FOR | | ✓ |
| 4.13 | Elect Mr. Nicolas Bos (CEO of Van Cleef & Arpels) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 4.14 | Elect Mr. Clayton Brendish | FOR | FOR | | ✓ |
| 4.15 | Elect Mr. Burkhard Grund (CFO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 4.16 | Elect Dr. Keyu Jin | FOR | FOR | | ✓ |
| 4.17 | Elect Mr. Jérôme Lambert (Head of Operations) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 4.18 | Elect Dr. Vesna Nevistic | FOR | FOR | | ✓ |
| 4.19 | Elect Mr. Anton Rupert | FOR | ● OPPOSE | Insufficient information is provided concerning the nominee. He is not independent (representative of an important shareholder) and the board independence is insufficient (36.8%). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 5 | Elections to the remuneration committee | | | | |
| 5.1 | Elect Mr. Clayton Brendish to the remuneration committee | FOR | FOR | | ✓ |
| 5.2 | Elect Mr. Guillaume Pictet to the remuneration committee | FOR | FOR | | ✓ |
| 5.3 | Elect Ms. Maria Ramos to the remuneration committee | FOR | FOR | | ✓ |
| 6 | Re-elect the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ |
| 7 | Re-elect the independent proxy | FOR | FOR | | ✓ |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |

| Item | Agenda | Board | Ethos | Result | |
|------|---|-------|----------|--|---|
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The fixed remuneration is significantly higher than that of the peer group.</p> | ✓ |
| 8.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.4 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 97.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 98.5 % |
| 4.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.0 % |
| 4.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.0 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Mr. This Ernst Schneider | FOR | FOR | ✓ 74.2 % |
| 5.2 | Re-elect Mr. Michael Pieper | FOR | FOR | ✓ 92.5 % |
| 5.3 | Re-elect Mr. Hans-Peter Schwald | FOR | FOR | ✓ 97.3 % |
| 5.4 | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ 99.3 % |
| 5.5 | Re-elect Mr. Roger Baillod | FOR | FOR | ✓ 97.5 % |
| 5.6 | Re-elect Mr. Bernhard Jucker | FOR | FOR | ✓ 99.6 % |
| 5.7 | Elect Mr. Carl Illi | FOR | FOR | ✓ 97.7 % |
| 5.8 | Elect Mr. Luc Tack | FOR | FOR | ✓ 81.9 % |
| 6 | Election of Mr. Bernhard Jucker as chairman of the board | FOR | FOR | ✓ 99.6 % |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Re-elect Mr. This Ernst Schneider to the remuneration committee | FOR | FOR | ✓ 77.6 % |
| 7.2 | Re-elect Mr. Hans-Peter Schwald to the remuneration committee | FOR | FOR | ✓ 97.3 % |
| 7.3 | Elect Mr. Bernhard Jucker to the remuneration committee | FOR | FOR | ✓ 99.0 % |
| 8 | Re-elect the independent proxy | FOR | FOR | ✓ 99.8 % |
| 9 | Re-elect the auditors | FOR | ● OPPOSE | ✓ 79.8 % The term of office of the audit firm exceeds 20 years. |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 2.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>The amount that will effectively be paid out is significantly higher than the amount requested at the general meeting.</p> <p>The proposed awards do not confirm the link between pay and performance.</p> | ✓ 99.8 % |
| 2.2 | Binding retrospective vote on the short-term variable remuneration of the board chairman | FOR | ● OPPOSE | The non-executive chairman receives variable remuneration. | ✓ 99.6 % |
| 3 | Discharge board members | FOR | FOR | | ✓ 99.9 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 5 | Elections to the board of directors and the remuneration committee | | | | |
| 5.1 | Re-elect Dr. Christoph Franz as board member and chairman | FOR | FOR | | ✓ 100.0 % |
| 5.2 | Re-elect Dr. Christoph Franz to the remuneration committee | FOR | ● OPPOSE | The remuneration system is deemed very unsatisfactory and the bonuses paid out to the chairman and to the CEO are not in line with the amounts approved by the shareholders. | ✓ 99.8 % |
| 5.3 | Re-elect Mr. André Hoffmann as board member | FOR | FOR | | ✓ 99.9 % |
| 5.4 | Re-elect Mr. André Hoffmann to the remuneration committee | FOR | ● OPPOSE | The remuneration system is deemed very unsatisfactory and the bonuses paid out to the chairman and to the CEO are not in line with the amounts approved by the shareholders. | ✓ 99.8 % |
| 5.5 | Re-elect Sir John Irving Bell as board member | FOR | FOR | | ✓ 99.9 % |
| 5.6 | Re-elect Ms. Julie Brown as board member | FOR | FOR | | ✓ 100.0 % |
| 5.7 | Re-elect Mr. Paul Bulcke as board member | FOR | FOR | | ✓ 99.9 % |
| 5.8 | Re-elect Dr. Richard P. Lifton as board member | FOR | FOR | | ✓ 100.0 % |
| 5.9 | Re-elect Dr. Richard P. Lifton to the remuneration committee | FOR | ● OPPOSE | The remuneration system is deemed very unsatisfactory and the bonuses paid out to the chairman and to the CEO are not in line with the amounts approved by the shareholders. | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|-----------|
| 5.10 | Re-elect Dr. Andreas Oeri as board member | FOR | FOR | | ✓ 99.9 % |
| 5.11 | Re-elect Mr. Bernard Poussot as board member | FOR | FOR | | ✓ 100.0 % |
| 5.12 | Re-elect Mr. Bernard Poussot to the remuneration committee | FOR | ● OPPOSE | The remuneration system is deemed very unsatisfactory and the bonuses paid out to the chairman and to the CEO are not in line with the amounts approved by the shareholders. | ✓ 99.9 % |
| 5.13 | Re-elect Dr. Severin Schwan as board member | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 99.8 % |
| 5.14 | Re-elect Dr. Claudia Süßmuth Dyckerhoff as board member | FOR | FOR | | ✓ 99.9 % |
| 5.15 | Re-elect Mr. Peter R. Voser as board member | FOR | FOR | | ✓ 99.9 % |
| 5.16 | Re-elect Mr. Peter R. Voser to the remuneration committee | FOR | ● OPPOSE | The remuneration system is deemed very unsatisfactory and the bonuses paid out to the chairman and to the CEO are not in line with the amounts approved by the shareholders. | ✓ 99.8 % |
| 5.17 | Elect Ms. Anita Hauser as board member | FOR | FOR | | ✓ 99.9 % |
| 6 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 99.7 % |
| 7 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The fixed remuneration is significantly higher than that of the peer group. The remuneration structure is not in line with Ethos' guidelines. | ✓ 99.7 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 9 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 97.7 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Wolfgang Martz | FOR | FOR | ✓ 98.1 % |
| 4.1.2 | Re-elect Mr. Christian Budry | FOR | FOR | ✓ 99.8 % |
| 4.1.3 | Re-elect Ms. Anne Bobillier | FOR | FOR | ✓ 99.6 % |
| 4.1.4 | Re-elect Mr. Bernard Grobéty | FOR | FOR | ✓ 98.1 % |
| 4.1.5 | Re-elect Mr. Jean-Jacques Miauton | FOR | <p>● OPPOSE</p> <p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (9.1%).</p> | ✓ 96.2 % |
| 4.2 | Appointment of Ms Elina Leimgruber to the board of directors by the Vaud cantonal government | NON-VOTING | NON-VOTING | |
| 4.3 | Election of the chairman of the board | FOR | FOR | ✓ 98.3 % |
| 4.4 | Elections to the nomination and remuneration committee | | | |
| 4.4.1 | Re-elect Mr. Wolfgang Martz to the nomination and remuneration committee | FOR | FOR | ✓ 98.0 % |
| 4.4.2 | Re-elect Prof. Dr. Jean-Yves Pidoux to the nomination and remuneration committee | FOR | FOR | ✓ 99.7 % |
| 4.4.3 | Re-elect Mr. Laurent Balsiger to the nomination and remuneration committee | FOR | FOR | ✓ 99.7 % |
| 4.5 | Elect Ms. Elina Leimgruber to the nomination and remuneration committee | FOR | FOR | ✓ 97.7 % |
| 4.6 | Election of the auditors | FOR | FOR | ✓ 98.1 % |
| 4.7 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.0 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.0 % |
| 2 | Approve allocation of loss | FOR | FOR | | ✓ 99.0 % |
| 3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 85.0 % |
| 4.a | Discharge board members | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. | ✓ 97.0 % |
| 4.b | Discharge executive management | FOR | FOR | | ✓ 99.0 % |
| 5.a | Increase of conditional capital for the employees | FOR | ● OPPOSE | The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines. The potential dilution is excessive. | ✓ 84.0 % |
| 5.b | Increase of conditional capital for the conversion of convertible bonds | FOR | FOR | | ✓ 94.0 % |
| 6 | Elections to the board of directors | | | | |
| 6.a | Re-elect Mr. Martin Gertsch | FOR | FOR | | ✓ |
| 6.b | Elect Mr. Philipp Gutzwiller | FOR | FOR | | ✓ |
| 6.c | Elect Dr. bio. Thomas Meier (CEO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 6.d | Elect Mr. Elmar Schnee | FOR | FOR | | ✓ |
| 6.e | Elect Dr. Patrick Vink | FOR | FOR | | ✓ |
| 6.f | Elect Mr. Elmar Schnee as board chairman | FOR | FOR | | ✓ |
| 7 | Elections to the remuneration committee | | | | |
| 7.a | Elect Mr. Elmar Schnee to the remuneration committee | FOR | FOR | | ✓ |
| 7.b | Elect Dr. Patrick Vink to the remuneration committee | FOR | FOR | | ✓ |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. The non-executive directors receive options. | ✓ 96.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|----------|
| 9.a | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of the peer group. | ✓ 96.0 % |
| 9.b | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ 96.0 % |
| 10 | Election of the auditors | FOR | FOR | | ✓ 98.0 % |
| 11 | Election of the independent proxy | FOR | FOR | | ✓ 99.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.7 % |
| 2 | Approve allocation of income | FOR | FOR | ✓ 99.5 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.6 % |
| 4 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Daniel Hirschi | FOR | FOR | ✓ 98.8 % |
| 4.1.b | Re-elect Mr. Gerhard Pegam | FOR | FOR | ✓ 98.8 % |
| 4.1.c | Re-elect Dr. Suzanne Thoma | FOR | FOR | ✓ 98.5 % |
| 4.1.d | Re-elect Mr. Georg Wechsler | FOR | FOR | ✓ 98.6 % |
| 4.2.a | Elect Mr. Philipp Buhofer | FOR | FOR | ✓ 98.9 % |
| 4.2.b | Elect Mr. Urs Kaufmann | FOR | FOR | ✓ 99.6 % |
| 4.3 | Election of the chairman of the board | FOR | FOR | ✓ 98.7 % |
| 4.4 | Elections to the remuneration committee | | | |
| 4.4.a | Elect Mr. Urs Kaufmann to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 4.4.b | Re-elect Mr. Daniel Hirschi to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 4.4.c | Re-elect Dr. Suzanne Thoma to the remuneration committee | FOR | FOR | ✓ 98.4 % |
| 4.5 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 4.6 | Election of the auditors | FOR | FOR | ✓ 99.6 % |
| 5.a | Advisory vote on the remuneration report | FOR | FOR | ✓ 88.5 % |
| 5.b | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.9 % |
| 5.c | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 97.8 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.5 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.5 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.6 % |
| 4 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 4.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration of the executive members of the board (who are not members of the executive management) is excessive.</p> | ✓ 96.8 % |
| 4.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.1 % |
| 4.3 | Binding vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | <p>The non-executive directors receive significant consulting fees.</p> <p>The remuneration of the executive members of the board (who are not members of the executive management) is excessive and not in line with Ethos' guidelines.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is higher than the amount requested at the general meeting.</p> | ✓ 90.4 % |
| 4.4 | Binding vote on the variable remuneration of the executive management | FOR | ● OPPOSE | <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 93.5 % |
| | Elections to the board of directors and the remuneration committee | | | | |
| 5.1 | Re-election of Mr. Silvio Napoli as board member and election as new board chairman | FOR | FOR | | ✓ 94.3 % |
| 5.2 | Election of Mr. Tobias Staehelin as new board member | FOR | FOR | | ✓ 94.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 5.3.1 | Re-election of Prof. Dr. Pius Baschera as board member and member of the remuneration committee | FOR | FOR | ✓ 94.6 % |
| 5.3.2 | Re-election of Mr. Patrice Bula as board member and election as new member of the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 5.3.3 | Re-election of Dr. Rudolf W. Fischer as board member and member of the remuneration committee | FOR | ● OPPOSE | <p>✓ 92.9 %</p> <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> |
| 5.4.1 | Re-election of Prof. Dr. Monika Bütler as board member | FOR | FOR | ✓ 99.4 % |
| 5.4.2 | Re-election of Ms. Carole Vischer as board member | FOR | FOR | ✓ 93.9 % |
| 5.4.3 | Re-election of Mr. Luc Bonnard as board member | FOR | FOR | ✓ 94.2 % |
| 5.4.4 | Re-election of Prof. Dr. Karl Hofstetter as board member | FOR | ● OPPOSE | <p>✓ 91.9 %</p> <p>He holds an executive function in the company and the board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (27.3%).</p> |
| 5.4.5 | Re-election of Mr. Anthony Nightingale as board member | FOR | FOR | ✓ 97.1 % |
| 5.4.6 | Re-election of Mr. Alfred N. Schindler as board member | FOR | FOR | ✓ 94.4 % |
| 5.5 | Re-election of Dr. Adrian von Segesser as independent proxy | FOR | FOR | ✓ 99.5 % |
| 5.6 | Re-election of Ernst & Young as auditors | FOR | FOR | ✓ 99.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Approve allocation of result | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Mr. Michael Hauser | FOR | FOR | | ✓ 99.8 % |
| 4.1.b | Re-elect Mr. Ruedi Huber | FOR | FOR | | ✓ 99.9 % |
| 4.1.c | Re-elect Mr. Nicolas Mathys | FOR | FOR | | ✓ 99.9 % |
| 4.1.d | Re-elect Mr. Paul Zumbühl | FOR | FOR | | ✓ 99.8 % |
| 4.2 | Re-elect Mr. Paul Zumbühl as chairman of the board | FOR | FOR | | ✓ 99.9 % |
| 4.3 | Elections to the nomination and remuneration committee | | | | |
| 4.3.a | Re-elect Mr. Michael Hauser to the nomination and remuneration committee | FOR | FOR | | ✓ 99.9 % |
| 4.3.b | Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 4.4 | Re-elect the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 99.6 % |
| 4.5 | Re-elect the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.8 % |
| 5.2.a | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 99.7 % |
| 5.2.b | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 93.2 % |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.7 % |
| 4 | Discharge board members (except Mr. Hans Ziegler) and executive management | FOR | FOR | | ✓ 97.3 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Edwin Eichler as board member and chairman | FOR | FOR | | ✓ 91.9 % |
| 5.1.b | Re-elect Mr. Michael Büchter | FOR | FOR | | ✓ 99.5 % |
| 5.1.c | Re-elect Mr. Martin Haefner | FOR | FOR | | ✓ 92.2 % |
| 5.1.d | Re-elect Mr. Marco Musetti | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6%). | ✓ 91.0 % |
| 5.1.e | Re-elect Mr. Vladimir Polienko | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6%). | ✓ 90.8 % |
| 5.1.f | Re-elect Dr. Heinz Schumacher | FOR | FOR | | ✓ 99.4 % |
| 5.1.g | Re-elect Dr. Oliver Thum | FOR | FOR | | ✓ 91.6 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.a | Re-elect Mr. Edwin Eichler to the remuneration committee | FOR | FOR | | ✓ 91.1 % |
| 5.2.b | Re-elect Mr. Marco Musetti to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Musetti to the board of directors, he cannot be elected to the committee. | ✓ 90.7 % |
| 5.2.c | Re-elect Dr. Heinz Schumacher to the remuneration committee | FOR | FOR | | ✓ 98.1 % |
| 5.3 | Election of the auditors | FOR | FOR | | ✓ 99.3 % |
| 5.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The potential increase relative to the previous year is excessive and not justified. | ✓ 98.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> | ✓ 97.3 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|---|
| 1. | Chairman's speech | NON-VOTING | NON-VOTING | |
| 2. | Review of the 2016 financial year | NON-VOTING | NON-VOTING | |
| 3. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 4. | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. ✓ 86.0 % |
| 5. | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 6. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 7.1 | Elections to the board of directors | | | |
| 7.1.a | Re-elect Dr. sc. nat. Lukas Braunschweiler | FOR | FOR | ✓ 100.0 % |
| 7.1.b | Re-elect Ms. Vanessa Frey | FOR | FOR | ✓ 99.9 % |
| 7.1.c | Re-elect Mr. Jan Jenisch | FOR | FOR | ✓ 100.0 % |
| 7.1.d | Re-elect Dr. oec. Jacques Sanche | FOR | FOR | ✓ 100.0 % |
| 7.1.e | Re-elect Mr. Beat M. Siegrist | FOR | FOR | ✓ 100.0 % |
| 7.2 | Election of the chairman of the board | FOR | FOR | ✓ 100.0 % |
| 7.3 | Elections to the remuneration committee | | | |
| 7.3.a | Elect Dr. oec. Jacques Sanche to the Remuneration Committee | FOR | FOR | ✓ 100.0 % |
| 7.3.b | Elect Ms. Vanessa Frey to the Remuneration Committee | FOR | FOR | ✓ 99.9 % |
| 7.3.c | Elect Mr. Jan Jenisch to the Remuneration Committee | FOR | FOR | ✓ 100.0 % |
| 7.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 7.5 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 90.9 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 100.0 % |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 2.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 95.3 % |
| 2.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.6 % |
| 2.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 91.1 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 5 | Elections to the board of directors | | | |
| 5.a | Re-elect Mr. Urs Kaufmann | FOR | FOR | ✓ 92.9 % |
| 5.b | Re-elect Mr. Thomas Oetterli | FOR | FOR | ✓ 99.8 % |
| 5.c | Re-elect Mr. Heinrich C. Spoerry as board member and chairman | FOR | FOR | ✓ 98.2 % |
| 5.d | Re-elect Mr. Jörg Walther | FOR | FOR | ✓ 99.8 % |
| 5.e | Elect Mr. Niklaus Huber | FOR | FOR | ✓ 98.6 % |
| 5.f | Elect Ms. Bettina Stadler | FOR | FOR | ✓ 82.4 % |
| 6 | Elections to the nomination and remuneration committee | | | |
| 6.a | Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee | FOR | FOR | ✓ 71.4 % |
| 6.b | Re-elect Mr. Heinrich C. Spoerry to the nomination and remuneration committee | FOR | FOR | ✓ 71.7 % |
| 6.c | Elect Mr. Niklaus Huber to the nomination and remuneration committee | FOR | FOR | ✓ 92.4 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 8 | Election of the auditors | FOR | ● OPPOSE | ✓ 95.7 % |
| | | | | The term of office of the audit firm exceeds 20 years. |

| Item | Agenda | Board | Ethos | | Result |
|--------|--|-------|----------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.4 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 92.4 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 97.0 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.0 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Paul Desmarais Jr. | FOR | FOR | | ✓ 68.6 % |
| 4.1.2 | Re-elect Mr. August von Finck Sr. | FOR | ● OPPOSE | <p>He is 87 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 19 years) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 67.8 % |
| 4.1.3 | Re-elect Mr. August François von Finck Jr. | FOR | FOR | | ✓ 72.9 % |
| 4.1.4 | Re-elect Mr. Ian Gallienne | FOR | FOR | | ✓ 67.6 % |
| 4.1.5 | Re-elect Dr. Cornelius Grupp | FOR | FOR | | ✓ 99.7 % |
| 4.1.6 | Re-elect Dr. Peter Kalantzis | FOR | FOR | | ✓ 95.2 % |
| 4.1.7 | Re-elect Mr. Christopher Kirk | FOR | FOR | | ✓ 74.6 % |
| 4.1.8 | Re-elect Mr. Gérard Lamarche | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 68.4 % |
| 4.1.9 | Re-elect Mr. Sergio Marchionne | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 68.2 % |
| 4.1.10 | Re-elect Mr. Shelby R. du Pasquier | FOR | FOR | | ✓ 93.2 % |
| 4.2.1 | Re-elect Mr. Sergio Marchionne as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Marchionne to the board of directors, he cannot be elected as chairman. | ✓ 67.8 % |
| 4.3 | Elections to the remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|----------|
| 4.3.1 | Re-elect Mr. August von Finck Sr. to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Mr. von Finck Sr. to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder, board tenure of 19 years) and the majority of the committee members are not independent.</p> | ✓ 67.1 % |
| 4.3.2 | Re-elect Mr. Ian Gallienne to the remuneration committee | FOR | FOR | | ✓ 69.1 % |
| 4.3.3 | Re-elect Mr. Shelby R. du Pasquier to the remuneration committee | FOR | FOR | | ✓ 93.5 % |
| 4.4 | Election of the auditors | FOR | FOR | | ✓ 99.3 % |
| 4.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.2 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 80.1 % |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 96.9 % |
| 6 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 99.8 % |
| 7 | Approve renewal of authorised capital | FOR | FOR | | ✓ 95.1 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|-----------|
| 1 | Elections to the board of directors | | | | |
| 1.a | Elect Mr. Ronen Harel | FOR | FOR | | ✓ 61.2 % |
| 1.b | Elect Mr. Gil Sharon | FOR | FOR | | ✗ 38.8 % |
| 2 | Option grant to newly elected independent external director | FOR | ● OPPOSE | The information provided is insufficient. The non-executive directors receive options. | ✓ 100.0 % |
| 3 | Option grant to "Other" directors | FOR | ● OPPOSE | The information provided is insufficient. The non-executive directors receive options. | ✓ 100.0 % |
| 4 | Option grant to the chairman, Mr. Blumensohn | FOR | ● OPPOSE | The information provided is insufficient. The non-executive directors receive options. | ✓ 100.0 % |
| 5 | New engagement terms of Mr. Rubinstein | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 87.9 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|------------|------------|---|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 3 | Elections to the board of directors | | | |
| 3.a | Elect Mr. Ziv Carthy | FOR | FOR | ✗ 32.6 % |
| 3.b | Elect Mr. Yi He | FOR | FOR | ✓ 53.4 % |
| 3.c | Re-elect Dr. Amir Lerman | FOR | FOR | ✓ 98.7 % |
| 3.d | Re-elect Mr. Elon Shalev | FOR | FOR | ✓ 100.0 % |
| 3.e | Elect Mr. Cailong Su | FOR | FOR | ✓ 85.0 % |
| 3.f | Elect Mr. Xuewen Wu | FOR | FOR | ✓ 85.0 % |
| 3.g | Elect Ms. Shenlu Xu | FOR | ● OPPOSE | Insufficient information is provided concerning the nominee. ✓ 97.4 % |
| 4 | Elections of the two independent external directors | | | |
| 4.a | Elect Mr. Yehoshua Abramovich as independent external director | FOR | FOR | ✗ 20.1 % |
| 4.b | Elect Ms. Devorah Kimhi as independent external director | FOR | FOR | ✗ 32.6 % |
| 4.c | Elect Mr. Gil Sharon as independent external director | FOR | FOR | ✗ 31.3 % |
| 4.d | Elect Mr. Xuequn Qian as independent external director | FOR | FOR | ✗ 67.4 % |
| 5 | Approve the 2017 Compensation Policy | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. ✓ 98.6 % |
| 6 | Option grant to newly elected independent external directors | FOR | ● OPPOSE | The information provided is insufficient. The non-executive directors receive options. ✓ 98.8 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|--------|
| 1 | Elections to the board of directors | | | |
| 1.a | Elect Mr. Yehoshua Abramovich as independent external director | FOR | FOR | ✓ |
| 1.b | Elect Ms. Devorah Kimhi as independent external director | FOR | FOR | ✗ |
| 1.c | Elect Ms. Noga Knaz as independent external director | FOR | FOR | ✗ |
| 1.d | Elect Ms. Hava Shechter as independent external director | FOR | FOR | ✗ |
| 1.e | Elect Mr. Xuequn Qian as independent external director | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.8 % |
| 3 | Discharge board members | FOR | FOR | | ✓ 99.7 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 96.3 % |
| 4.2.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 83.0 % |
| 4.2.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.4 % |
| 4.2.3 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines. | ✓ 93.0 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Colin Bond | FOR | FOR | | ✓ 99.5 % |
| 5.1.2 | Re-elect Prof. Dr. Wolfram Carius | FOR | FOR | | ✓ 99.6 % |
| 5.1.3 | Re-elect Dr. iur. Andreas Casutt | FOR | FOR | | ✓ 99.6 % |
| 5.1.4 | Re-elect Mr. Reto A. Garzetti | FOR | FOR | | ✓ 95.9 % |
| 5.1.5 | Re-elect Dr. iur. Martin Schmid | FOR | FOR | | ✓ 99.6 % |
| 5.1.6 | Re-elect Ms. Ulla Schmidt | FOR | FOR | | ✓ 99.4 % |
| 5.2 | Re-elect Dr. iur. Andreas Casutt as chairman of the board | FOR | FOR | | ✓ 99.7 % |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Reto A. Garzetti to the remuneration committee | FOR | FOR | | ✓ 95.7 % |
| 5.3.2 | Re-elect Dr. iur. Martin Schmid to the remuneration committee | FOR | FOR | | ✓ 99.4 % |
| 5.3.3 | Elect Ms. Ulla Schmidt to the remuneration committee | FOR | FOR | | ✓ 99.2 % |
| 6 | Election of the independent proxy | FOR | FOR | | ✓ 99.8 % |
| 7 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 91.2 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|------------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| | Proposal by Schenker-Winkler Holding (not listed in the invitation): Allocation of income and dividend | OPPOSE | OPPOSE | | ✓ 67.8 % |
| 2 | Approve allocation of income and dividend | WITH-DRAWN | ● FOR | ITEM 2 was not submitted to shareholder vote, since the SWH's dividend proposal was accepted. | – |
| 3 | Discharge board members and executive management | | | | |
| 3.1.1 | Discharge Mr. Urs F. Burkard | FOR | ● OPPOSE | Ethos has serious doubts that his attitude and actions at the time of the transaction with Saint-Gobain were in line with his duty of loyalty to Sika and its shareholders. | ✓ 75.1 % |
| 3.1.2 | Discharge Mr. Frits van Dijk | FOR | FOR | | ✗ 33.9 % |
| 3.1.3 | Discharge Dr. Paul J. Hälg | FOR | FOR | | ✗ 34.0 % |
| 3.1.4 | Discharge Dr. Willi K. Leimer | FOR | ● OPPOSE | Ethos has serious doubts that his attitude and actions at the time of the transaction with Saint-Gobain were in line with his duty of loyalty to Sika and its shareholders. | ✓ 75.5 % |
| 3.1.5 | Discharge Ms. Monika Ribar | FOR | FOR | | ✗ 33.9 % |
| 3.1.6 | Discharge Mr. Daniel J. Sauter | FOR | FOR | | ✗ 33.8 % |
| 3.1.7 | Discharge Prof. Dr. Ulrich W. Suter | FOR | FOR | | ✗ 33.6 % |
| 3.1.8 | Discharge Mr. Jürgen Tinggren | FOR | ● OPPOSE | Ethos has serious doubts that his attitude and actions at the time of the transaction with Saint-Gobain were in line with his duty of loyalty to Sika and its shareholders. | ✓ 75.3 % |
| 3.1.9 | Discharge Mr. Christoph Tobler | FOR | FOR | | ✗ 33.9 % |
| 3.2 | Discharge executive management | FOR | FOR | | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Paul J. Hälg | FOR | FOR | | ✓ 88.4 % |
| 4.1.2 | Re-elect Mr. Urs F. Burkard | FOR | ● OPPOSE | Ethos considers that he did not act in the interests of the company and its minority shareholders. | ✓ 77.0 % |
| 4.1.3 | Re-elect Mr. Frits van Dijk | FOR | FOR | | ✓ 99.3 % |
| 4.1.4 | Re-elect Dr. Willi K. Leimer | FOR | ● OPPOSE | Ethos considers that he did not act in the interests of the company and its minority shareholders. | ✓ 78.0 % |
| 4.1.5 | Re-elect Ms. Monika Ribar | FOR | FOR | | ✓ 88.1 % |
| 4.1.6 | Re-elect Mr. Daniel J. Sauter | FOR | FOR | | ✓ 86.7 % |
| 4.1.7 | Re-elect Prof. Dr. Ulrich W. Suter | FOR | FOR | | ✓ 85.6 % |
| 4.1.8 | Re-elect Mr. Jürgen Tinggren | FOR | ● OPPOSE | Ethos considers that he did not act in the interests of the company and its minority shareholders. | ✓ 78.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|--------|----------|---|
| 4.1.9 | Re-elect Mr. Christoph Tobler | FOR | FOR | ✓ 87.3 % |
| | Proposal by Schenker-Winkler Holding (not listed in the invitation): Elect Prof. Dr. Jacques Bischoff to the board of directors | OPPOSE | OPPOSE | ✗ 13.3 % |
| 4.2 | Re-elect Dr. Paul J. Hälg as board chairman | FOR | FOR | ✓ 88.4 % |
| 4.3 | Elections to the nomination and remuneration committee | | | |
| 4.3.1 | Re-elect Mr. Frits van Dijk to the nomination and remuneration committee | FOR | FOR | ✓ 88.3 % |
| 4.3.2 | Re-elect Mr. Urs F. Burkard to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Burkard to the board of directors, he cannot be elected to the committee. ✓ 74.3 % |
| 4.3.3 | Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee | FOR | FOR | ✓ 79.1 % |
| 4.4 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ 98.5 % |
| 4.5 | Re-elect Mr. Jost Windlin as independent proxy | FOR | FOR | ✓ 99.8 % |
| 5.1 | Approval of the total remuneration of the board of directors for the term of office 2015/16 | FOR | FOR | ✗ 34.2 % |
| 5.2 | Approval of the total remuneration of the board of directors for the term of office 2016/17 | FOR | FOR | ✗ 34.2 % |
| 5.3 | Advisory vote on the remuneration report | FOR | FOR | ✗ 32.5 % |
| 5.4 | Approval of the total remuneration of the board of directors for the term of office 2017/18 | FOR | FOR | ✗ 34.1 % |
| 5.5 | Approval of the total remuneration of the executive management for the financial year 2018 | FOR | FOR | ✓ 99.6 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|---|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 94.7 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.5 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Robert F. Spoerry as member and chairman of the board (single vote) | FOR | FOR | ✓ 97.9 % |
| 4.1.2 | Re-elect Dr. Beat W. Hess | FOR | FOR | ✓ 99.6 % |
| 4.1.3 | Re-elect Ms. Lynn D. Bleil | FOR | FOR | ✓ 90.9 % |
| 4.1.4 | Re-elect Dr. Michael Jacobi | FOR | FOR | ✓ 98.0 % |
| 4.1.5 | Re-elect Ms. Stacy Enxing Seng | FOR | FOR | ✓ 99.9 % |
| 4.1.6 | Re-elect Prof. Anssi Vanjoki | FOR | FOR | ✓ 99.6 % |
| 4.1.7 | Re-elect Mr. Ronald van der Vis | FOR | FOR | ✓ 99.7 % |
| 4.1.8 | Re-elect Dr. Jinlong Wang | FOR | FOR | ✓ 99.9 % |
| 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 | ✓ 95.5 % |
| 4.2.2 | Re-elect Dr. Beat W. Hess to the nomination and remuneration committee | FOR | FOR | ✓ 99.5 % |
| 4.2.3 | Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee | FOR | FOR | ✓ 99.6 % |
| 4.3 | Re-elect the auditors | FOR | FOR | ✓ 98.7 % |
| 4.4 | Re-elect the independent proxy | FOR | FOR | ✓ 100.0 % |
| 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. ✓ 94.3 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. ✓ 90.9 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|-------|----------|
| 6 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Approve allocation of balance sheet result | FOR | FOR | ✓ |
| 3 | Discharge board members | FOR | FOR | ✓ |
| 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Christopher Bedford Brotchie | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Mr. Fersen Lamas Lambranh | FOR | FOR | ✓ |
| 5.1.3 | Re-elect Mr. David Emery | FOR | FOR | ✓ |
| 5.1.4 | Re-elect Mr. Christopher Wright | FOR | FOR | ✓ |
| 5.1.5 | Re-elect Mr. Alvaro Lopes da Silva Neto | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ |
| 5.2 | Re-elect Mr. Christopher Bedford Brotchie as board chairman | FOR | FOR | ✓ |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Christopher Bedford Brotchie to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the committee includes all board members. ✓ |
| 5.3.2 | Re-elect Mr. Fersen Lamas Lambranh to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the committee includes all board members. ✓ |
| 5.3.3 | Re-elect Mr. David Emery to the remuneration committee | FOR | FOR | ✓ |
| 5.3.4 | Re-elect Mr. Christopher Wright to the remuneration committee | FOR | FOR | ✓ |
| 5.3.5 | Re-elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, business connections) and the committee includes all board members. ✓ |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ |
| 5.5 | Election of the auditors | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|------------|------------|--|
| 1 | Explanations on annual report, consolidated accounts and financial statements | NON-VOTING | NON-VOTING | |
| 2 | Report of the auditors on the financial statements and consolidated accounts | NON-VOTING | NON-VOTING | |
| 3 | Approve annual report and consolidated accounts | FOR | FOR | ✓ 99.9 % |
| 4 | Approve financial statements of St. Galler Kantonalbank AG | FOR | FOR | ✓ 99.9 % |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.7 % |
| 6 | Discharge board members | FOR | FOR | ✓ 99.8 % |
| 7 | Elections to the board of directors | | | |
| 7.1 | Re-elect Prof. Thomas A. Gutzwiller as member and chairman of the board, as well as member of the remuneration committee (single vote) | FOR | FOR | ✓ 99.1 % |
| 7.2 | Re-elect Prof. Manuel Ammann | FOR | FOR | ✓ 99.8 % |
| 7.3 | Re-elect Dr. Hans-Jürg Bernet as member of the board and of the remuneration committee (single vote) | FOR | FOR | ✓ 98.5 % |
| 7.4 | Re-elect Ms. Claudia Gietz Viehweger | FOR | FOR | ✓ 99.5 % |
| 7.5 | Re-elect Mr. Kurt Rüegg | FOR | FOR | ✓ 99.7 % |
| 7.6 | Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee (single vote) | FOR | FOR | ✓ 98.2 % |
| 7.7 | Re-elect Mr. Hans Wey | FOR | FOR | ✓ 99.5 % |
| 7.8 | Re-elect the independent proxy | FOR | FOR | ✓ 99.8 % |
| 7.9 | Re-elect the auditors | FOR | ● OPPOSE | ✓ 98.1 % The term of office of the audit firm exceeds 20 years. |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.4 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.0 % |
| 8.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 96.8 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|--------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ |
| 2.2 | Distribution out of capital contribution reserves | FOR | FOR | | ✓ |
| 3 | Discharge board members | FOR | FOR | | ✓ |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive and not justified. The non-executive directors receive variable remuneration. | ✓ |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Walter Fust | FOR | FOR | | ✓ |
| 5.1.2 | Re-elect Prof. Christian Belz | FOR | FOR | | ✓ |
| 5.1.3 | Re-elect Mr. Adrian Stürm | FOR | FOR | | ✓ |
| 5.1.4 | Re-elect Prof. Frank Brinken | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 5.1.5 | Elect Dr. Erich J. Bohli | FOR | FOR | | ✓ |
| 5.1.6 | Re-elect Mr. Daniel Frutig | FOR | FOR | | ✓ |
| 5.2 | Re-elect Mr. Daniel Frutig as chairman of the board | FOR | FOR | | ✓ |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Walter Fust to the remuneration committee | FOR | FOR | | ✓ |
| 5.3.2 | Elect Dr. Erich J. Bohli to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------------|-------|----------|--|--------|
| 5.4 | Re-elect the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ |
| 5.5 | Re-elect the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 79.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members | FOR | FOR | | ✓ 99.7 % |
| | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 96.0 % |
| 5.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.5 % |
| 5.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines. | ✓ 96.4 % |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 99.1 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Gilbert Achermann as board member and chairman | FOR | FOR | | ✓ 97.3 % |
| 6.2 | Re-elect Dr. iur. Sebastian Burckhardt | FOR | FOR | | ✓ 97.1 % |
| 6.3 | Re-elect Mr. Ulrich Looser | FOR | FOR | | ✓ 98.8 % |
| 6.4 | Re-elect Dr. Beat E. Lüthi | FOR | FOR | | ✓ 98.8 % |
| 6.5 | Re-elect Dr. h.c. Thomas Straumann | FOR | FOR | | ✓ 98.5 % |
| 6.6 | Elect Ms. Monique Bourquin | FOR | FOR | | ✓ 98.9 % |
| 6.7 | Elect Ms. Regula Wallimann | FOR | FOR | | ✓ 98.8 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Elect Ms. Monique Bourquin to the remuneration committee | FOR | FOR | | ✓ 98.8 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|-----------|
| 7.2 | Re-elect Mr. Ulrich Looser to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 7.3 | Re-elect Dr. h.c. Thomas Straumann to the remuneration committee | FOR | FOR | ✓ 98.5 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 88.5 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.1 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.0 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 97.1 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Peter Löscher as board member and chairman | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 95.9 % |
| 5.2.1 | Re-elect Mr. Matthias Bichsel | FOR | FOR | | ✓ 99.9 % |
| 5.2.2 | Re-elect Mr. Thomas H. Glanzmann | FOR | FOR | | ✓ 99.8 % |
| 5.2.3 | Re-elect Mr. Axel Heitmann | FOR | FOR | | ✓ 99.5 % |
| 5.2.4 | Re-elect Ms. Jill Lee | FOR | FOR | | ✓ 99.8 % |
| 5.2.5 | Re-elect Mr. Mikhail Lifshitz | FOR | FOR | | ✓ 99.5 % |
| 5.2.6 | Re-elect Mr. Marco Musetti | FOR | FOR | | ✓ 99.2 % |
| 5.2.7 | Re-elect Dr. Gerhard Roiss | FOR | FOR | | ✓ 99.8 % |
| 6 | Elections to the remuneration committee | | | | |
| 6.1.1 | Re-elect Mr. Thomas H. Glanzmann to the remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 6.1.2 | Re-elect Ms. Jill Lee to the remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 6.1.3 | Re-elect Mr. Marco Musetti to the remuneration committee | FOR | FOR | | ✓ 99.2 % |
| 7 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2.1 | Approve allocation of balance sheet result | FOR | FOR | ✓ 99.4 % |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ 99.4 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Peter Schöpfer | FOR | FOR | ✓ 98.4 % |
| 4.1.2 | Re-elect Mr. Jesper Ovesen | FOR | FOR | ✓ 98.3 % |
| 4.1.3 | Re-elect Ms. Robin Bienenstock | FOR | FOR | ✓ 99.4 % |
| 4.1.4 | Re-elect Mr. Michael Krammer | FOR | FOR | ✓ 99.4 % |
| 4.1.5 | Re-elect Mr. Joachim Preisig | FOR | FOR | ✓ 97.5 % |
| 4.1.6 | Re-elect Mr. Christoph Vilanek | FOR | FOR | ✓ 89.2 % |
| 4.1.7 | Re-elect Dr. Peter Kurer | FOR | FOR | ✓ 99.3 % |
| 4.1.8 | Re-elect Dr. Peter Kurer as board chairman | FOR | FOR | ✓ 99.8 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Mr. Peter Schöpfer to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 4.2.2 | Re-elect Dr. Peter Kurer to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 4.2.3 | Re-elect Mr. Christoph Vilanek to the remuneration committee | FOR | FOR | ✓ 89.3 % |
| 4.2.4 | Elect Mr. Michael Krammer to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 4.2.5 | Re-elect Mr. Peter Schöpfer as chairman of the remuneration committee | FOR | FOR | ✓ 99.0 % |
| 5 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 96.1 % |
| 7.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 90.0 % |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.5 % |
| 7.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.5 % |
| 8.1 | Approve renewal of authorised capital | FOR | FOR | ✓ 81.1 % |
| 8.2 | Approve creation of an additional authorised capital | FOR | FOR | ✓ 98.8 % |
| 8.3 | Amend articles of association: Shareholder resolutions | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 8.4 | Amend articles of association: Principles of remuneration for the executive management | FOR | FOR | ✓ 94.8 % |

| 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 | ✓ 95.7 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 98.9 % |
| 4 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 4.1.1 | Prospective vote on the fixed remuneration of the board of directors (for board functions) | FOR | FOR | ✓ 90.5 % |
| 4.1.2 | Prospective vote on the fixed remuneration of the board of directors (for executive functions) | FOR | FOR | ✓ 91.2 % |
| 4.2 | Prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.6 % |
| 4.3 | Retrospective vote on the total variable remuneration of the executive members of the board of directors | FOR | ● OPPOSE | <p>✓ 76.6 %</p> <p>The remuneration is excessive in view of the performance achieved.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> |
| 4.4 | Retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 75.8 %</p> <p>The remuneration is excessive in view of the performance achieved.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Ms. Nayla Hayek | FOR | FOR | ✓ 88.0 % |
| 5.2 | Re-elect Mr. Ernst Tanner | FOR | ● OPPOSE | <p>✓ 87.2 %</p> <p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> |
| 5.3 | Re-elect Ms. Daniela Aeschlimann | FOR | FOR | ✓ 83.4 % |
| 5.4 | Re-elect Mr. Georges N. Hayek (Nick) | FOR | ● OPPOSE | <p>✓ 85.0 %</p> <p>He is also a permanent member of the executive management (CEO).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> |
| 5.5 | Re-elect Prof. Dr. h.c. Claude Nicollier | FOR | FOR | ✓ 84.7 % |
| 5.6 | Re-elect Dr. oec. Jean-Pierre Roth | FOR | FOR | ✓ 98.5 % |
| 5.7 | Re-elect Ms. Nayla Hayek as board chairman | FOR | FOR | ✓ 81.4 % |
| 6 | Elections to the remuneration committee | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 6.1 | Re-elect Ms. Nayla Hayek to the remuneration committee | FOR | ● OPPOSE | She holds an executive function in the company. | ✓ 76.3 % |
| 6.2 | Re-elect Mr. Ernst Tanner to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Tanner to the board of directors, he cannot be elected to the committee. | ✓ 88.3 % |
| 6.3 | Re-elect Ms. Daniela Aeschlimann to the remuneration committee | FOR | FOR | | ✓ 84.9 % |
| 6.4 | Re-elect Mr. Georges N. Hayek (Nick) to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hayek Jr. to the board of directors, he cannot be elected to the committee. He holds an executive function in the company. | ✓ 75.5 % |
| 6.5 | Re-elect Prof. Dr. h.c. Claude Nicollier to the remuneration committee | FOR | FOR | | ✓ 85.9 % |
| 6.6 | Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee | FOR | FOR | | ✓ 96.2 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 98.5 % |
| 8 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 93.8 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|------------|------------|-----------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 3 | Approve allocation of balance sheet result | FOR | FOR | ✓ 100.0 % |
| 4 | Approve dividend from capital contributions reserves | FOR | FOR | ✓ 100.0 % |
| 5 | Approve capital reduction via reduction of nominal value | FOR | FOR | ✓ 96.3 % |
| 6 | Approve renewal and increase of authorised capital | FOR | FOR | ✓ 99.3 % |
| 7 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 8.1 | Elections to the board of directors | | | |
| 8.1.a | Re-elect Dr. Hans-Peter Bauer as board member and chairman | FOR | FOR | ✓ 100.0 % |
| 8.1.b | Re-elect Ms. Carolin Schmäuser | FOR | FOR | ✓ 100.0 % |
| 8.1.c | Re-elect Mr. Alexander Vögele | FOR | FOR | ✓ 100.0 % |
| 8.1.d | Re-elect Mr. Christian Perschak | FOR | FOR | ✓ 100.0 % |
| 8.2 | Elections to the remuneration committee | | | |
| 8.2.a | Re-elect Mr. Christian Perschak to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 8.2.b | Re-elect Mr. Alexander Vögele to the remuneration committee | FOR | FOR | ✓ 99.9 % |
| 8.3 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 8.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.0 % |
| 9.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.6 % |
| 9.3 | Binding prospective vote on the total remuneration of Swiss Finance & Property AG as asset manager | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|-------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.3 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 94.4 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 99.5 % |
| 2.2 | Approve dividend from capital contribution reserves | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members | FOR | FOR | ✓ 98.1 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.3 % |
| 4.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.7 % |
| 4.3 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | FOR | ✓ 97.3 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. iur. Rolf Dörig as board member and chairman | FOR | FOR | ✓ 92.0 % |
| 5.2 | Re-elect Mr. Gerold Bühler | FOR | FOR | ✓ 97.2 % |
| 5.3 | Re-elect Ms. Adrienne Corboud Fumagalli | FOR | FOR | ✓ 99.2 % |
| 5.4 | Re-elect Mr. Ueli Dietiker | FOR | FOR | ✓ 99.0 % |
| 5.5 | Re-elect Prof. Dr. sc. math. Damir Filipovic | FOR | FOR | ✓ 99.1 % |
| 5.6 | Re-elect Dr. oec. Frank Keuper | FOR | FOR | ✓ 98.7 % |
| 5.7 | Re-elect Prof. Dr. iur. Henry M. Peter | FOR | FOR | ✓ 98.1 % |
| 5.8 | Re-elect Dr. oec. Frank Schnewlin | FOR | FOR | ✓ 98.2 % |
| 5.9 | Re-elect Ms. Franziska Tschudi Sauber | FOR | FOR | ✓ 97.4 % |
| 5.10 | Re-elect Dr. iur. Klaus Tschüscher | FOR | FOR | ✓ 98.9 % |
| 5.11 | Elect Mr. Stefan Loacker | FOR | FOR | ✓ 98.8 % |
| | Elections to the remuneration committee | | | |
| 5.12 | Re-elect Prof. Dr. iur. Henry M. Peter to the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 5.13 | Re-elect Dr. oec. Frank Schnewlin to the remuneration committee | FOR | FOR | ✓ 93.8 % |
| 5.14 | Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee | FOR | FOR | ✓ 96.4 % |
| 6 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 7 | Election of the auditors | FOR | FOR | ✓ 98.1 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 95.5 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 4 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 5 | Approve dividend | FOR | FOR | ✓ 100.0 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.2 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 75.1 % |
| 7.1 | Elections to the board of directors | | | |
| 7.1.1 | Re-elect Dr. Elisabeth Bourqui | FOR | FOR | ✓ 99.1 % |
| 7.1.2 | Re-elect Mr. Christopher M. Chambers | FOR | FOR | ✓ 98.3 % |
| 7.1.3 | Re-elect Mr. Markus Graf | FOR | FOR | ✓ 67.2 % |
| 7.1.4 | Re-elect Dr. oec. publ. Rudolf Huber | FOR | FOR | ✓ 66.3 % |
| 7.1.5 | Re-elect Mr. Mario F. Seris | FOR | FOR | ✓ 64.0 % |
| 7.1.6 | Re-elect Mr. Klaus Rudolf Wecken | FOR | FOR | ✓ 77.8 % |
| 7.1.7 | Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli | FOR | FOR | ✓ 67.9 % |
| 7.2 | Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli as board chairman | FOR | FOR | ✓ 82.4 % |
| 7.3 | Elections to the nomination and remuneration committee | | | |
| 7.3.1 | Re-elect Dr. Elisabeth Bourqui to the nomination and remuneration committee | FOR | FOR | ✓ 99.4 % |
| 7.3.2 | Re-elect Mr. Christopher M. Chambers to the nomination and remuneration committee | FOR | FOR | ✓ 99.2 % |
| 7.3.3 | Re-elect Mr. Mario F. Seris to the nomination and remuneration committee | FOR | FOR | ✓ 62.2 % |
| 7.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 7.5 | Election of the auditors | FOR | FOR | ✓ 97.2 % |

| Item | Agenda | Board | Ethos | | Result |
|--------|--|-------|----------|---|----------|
| 1.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 80.6 % |
| 1.2 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.1 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6 % |
| 3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. | ✓ 89.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 98.1 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Walter B. Kielholz as chairman and board member | FOR | FOR | | ✓ 93.3 % |
| 5.1.2 | Re-elect Dr. oec. Raymond K. F. Ch'ien | FOR | FOR | | ✓ 97.1 % |
| 5.1.3 | Re-elect Dr. oec. Renato Fassbind | FOR | FOR | | ✓ 97.0 % |
| 5.1.4 | Re-elect Ms. Mary Francis | FOR | FOR | | ✓ 97.4 % |
| 5.1.5 | Re-elect Prof. Dr. oec. Rajna Gibson Brandon | FOR | FOR | | ✓ 96.3 % |
| 5.1.6 | Re-elect Mr. C. Robert Henrikson | FOR | FOR | | ✓ 96.6 % |
| 5.1.7 | Re-elect Mr. Trevor Manuel | FOR | FOR | | ✓ 97.2 % |
| 5.1.8 | Re-elect Mr. Philip K. Ryan | FOR | FOR | | ✓ 97.2 % |
| 5.1.9 | Re-elect Sir Paul Tucker | FOR | FOR | | ✓ 97.4 % |
| 5.1.10 | Re-elect Ms. Susan L. Wagner | FOR | ● OPPOSE | She has a major conflict of interest that is incompatible with her role as board member. | ✓ 90.8 % |
| 5.1.11 | Elect Mr. Ralph Jay | FOR | FOR | | ✓ 97.2 % |
| 5.1.12 | Elect Dr. Jörg Reinhardt | FOR | FOR | | ✓ 96.8 % |
| 5.1.13 | Elect Mr. Jacques de Vaucleroy | FOR | FOR | | ✓ 95.8 % |
| 5.2 | Elections to the remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|--|----------|
| 5.2.1 | Re-elect Dr. oec. Raymond K. F. Ch'ien to the remuneration committee | FOR | FOR | | ✓ 95.0 % |
| 5.2.2 | Re-elect Dr. oec. Renato Fassbind to the remuneration committee | FOR | FOR | | ✓ 97.6 % |
| 5.2.3 | Re-elect Mr. C. Robert Henrikson to the remuneration committee | FOR | FOR | | ✓ 97.2 % |
| 5.2.4 | Elect Dr. Jörg Reinhardt to the remuneration committee | FOR | FOR | | ✓ 97.7 % |
| 5.3 | Election of the independent proxy | FOR | FOR | | ✓ 99.2 % |
| 5.4 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 90.3 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 88.5 % |
| 6.2 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. | ✓ 87.2 % |
| 7 | Reduce share capital via cancellation of shares | FOR | FOR | | ✓ 98.9 % |
| 8 | Approve share buyback programme | FOR | FOR | | ✓ 98.2 % |
| 9.1 | Approve renewal of authorised capital | FOR | FOR | | ✓ 95.6 % |
| 9.2 | Amend Articles of Association: Wording of Article 3a para 5 | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 95.1 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.6 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. Roland Abt | FOR | FOR | ✓ 99.9 % |
| 4.2 | Re-elect Dr. Valérie Berset Bircher | FOR | FOR | ✓ 98.9 % |
| 4.3 | Re-elect Mr. Alain Carrupt | FOR | FOR | ✓ 99.9 % |
| 4.4 | Re-elect Dr. Franck Esser | FOR | FOR | ✓ 99.7 % |
| 4.5 | Re-elect Dr. Barbara Frei | FOR | FOR | ✓ 99.7 % |
| 4.6 | Re-elect Ms. Catherine Mühlemann | FOR | FOR | ✓ 99.9 % |
| 4.7 | Re-elect Mr. Theophil H. Schlatter | FOR | FOR | ✓ 99.8 % |
| 4.8 | Re-elect Mr. Hansueli Loosli | FOR | FOR | ✓ 99.7 % |
| 4.9 | Re-elect Mr. Hansueli Loosli as board chairman | FOR | FOR | ✓ 99.8 % |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Re-elect Dr. Franck Esser to the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 5.2 | Re-elect Dr. Barbara Frei to the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 5.3 | Re-elect Mr. Hansueli Loosli to the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 5.4 | Re-elect Mr. Theophil H. Schlatter to the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 5.5 | Elect Dr. Renzo Simoni to the remuneration committee | FOR | FOR | ✓ 97.8 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.2 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.2 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.6 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 85.8 % |
| 2.1 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 2.2 | Dividend from capital contribution reserves | FOR | FOR | ✓ 99.2 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.3 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Mario M. Fontana as board member and chairman | FOR | FOR | ✓ 98.8 % |
| 4.1.2 | Re-elect Dr. iur. Markus Dennler | FOR | FOR | ✓ 99.0 % |
| 4.1.3 | Re-elect Mr. Martin M. Naville | FOR | FOR | ✓ 99.2 % |
| 4.1.4 | Re-elect Mr. Jean-Christophe Pernellet | FOR | FOR | ✓ 99.2 % |
| 4.1.5 | Re-elect Dr. Beat Oberlin | FOR | FOR | ✓ 99.1 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Dr. iur. Markus Dennler to the remuneration committee | FOR | FOR | ✓ 97.0 % |
| 4.2.2 | Elect Mr. Martin M. Naville to the remuneration committee | FOR | FOR | ✓ 97.2 % |
| 4.3 | Election of the auditors | FOR | FOR | ✓ 98.7 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 99.8 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.1 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.1 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | The company refuses to recognise the negative impact of some of its products or its operations on humans or the natural environment. | ✓ 100.0 % |
| 4 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 100.0 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Gunnar Brock | FOR | FOR | | ✓ 100.0 % |
| 5.2 | Re-elect Mr. Michel Demaré | FOR | FOR | | ✓ 100.0 % |
| 5.3 | Re-elect Dr. Eveline Saupper | FOR | FOR | | ✓ 100.0 % |
| 5.4 | Re-elect Dr. Jürg Witmer | FOR | FOR | | ✓ 100.0 % |
| 5.5 | Elect Mr. Jianxin Ren as board member and chairman | FOR | FOR | | ✓ 100.0 % |
| 5.6 | Elect Mr. Hongbo Chen | FOR | FOR | | ✓ 100.0 % |
| 5.7 | Elect Mr. Olivier T. de Clermont-Tonnerre | FOR | FOR | | ✓ 100.0 % |
| 5.8 | Elect Mr. Dieter Gericke | FOR | FOR | | ✓ 100.0 % |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Dr. Jürg Witmer to the remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 6.2 | Elect Mr. Olivier T. de Clermont-Tonnerre to the remuneration committee | FOR | FOR | | ✓ 99.6 % |
| 6.3 | Elect Mr. Dieter Gericke to the remuneration committee | FOR | FOR | | ✓ 99.6 % |
| 7 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 100.0 % |
| 8 | 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. | ✓ 99.9 % |
| 9 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 10 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |

| 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 | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. Pietro P. Supino-Coninx as board member and chairman | FOR | FOR | ✓ 99.2 % |
| 4.1.2 | Re-elect Mr. Martin Coninx | FOR | FOR | ✓ 99.7 % |
| 4.1.3 | Re-elect Ms. Marina de Planta | FOR | FOR | ✓ 99.8 % |
| 4.1.4 | Re-elect Mr. Martin Kall | FOR | ● OPPOSE | He is not independent (former CEO, business connections) and the board independence is insufficient (14.3%). ✓ 97.6 % |
| 4.1.5 | Re-elect Mr. Pierre Lamunière | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (14.3%). ✓ 97.1 % |
| 4.1.6 | Re-elect Mr. Konstantin Richter | FOR | FOR | ✓ 99.2 % |
| 4.1.7 | Re-elect Prof. Dr. Iwan Rickenbacher | FOR | ● OPPOSE | He has been a member of the board for 21 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 21 years) and the board independence is insufficient (14.3%). ✓ 98.1 % |
| 4.2 | Elections to the nomination and remuneration committee | | | |
| 4.2.1 | Re-elect Dr. Pietro P. Supino-Coninx to the nomination and remuneration committee | FOR | ● OPPOSE | There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. ✓ 97.3 % |
| 4.2.2 | Re-elect Mr. Martin Coninx to the nomination and remuneration committee | FOR | ● OPPOSE | There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. ✓ 98.0 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|---|-----------|
| 4.2.3 | Re-elect Mr. Martin Kall to the nomination and remuneration committee | FOR | ● OPPOSE | There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. | ✓ 97.5 % |
| 4.3.1 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.3.2 | Election of the substitute independent proxy | FOR | FOR | | ✓ 100.0 % |
| 4.4 | Election of the auditors | FOR | FOR | | ✓ 85.9 % |
| 5 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 5.1 | Binding retrospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the executive chairman (who is not a member of the executive management) is excessive. | ✓ 98.5 % |
| 5.2 | Binding retrospective vote on the total remuneration of the advisory board | FOR | FOR | | ✓ 99.7 % |
| 5.3 | Binding retrospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration of the CEO is significantly higher than that of the peer group. | ✓ 98.8 % |
| 5.4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The total remuneration of the CEO is excessive in view of the size and the performance of the company. | ✓ 92.8 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.4 % |
| 4 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Heinrich Fischer | FOR | FOR | ✓ 99.0 % |
| 4.1.b | Re-elect Dr. pharm. Oliver Fetzter | FOR | FOR | ✓ 100.0 % |
| 4.1.c | Re-elect Mr. Lars Holmqvist | FOR | FOR | ✓ 99.9 % |
| 4.1.d | Re-elect Dr. Karen J. Hübscher | FOR | FOR | ✓ 99.9 % |
| 4.1.e | Re-elect Dr. Christa Kreuzburg | FOR | FOR | ✓ 99.9 % |
| 4.1.f | Re-elect Mr. Gérard Vaillant | FOR | ● OPPOSE | He is 75 years old, which exceeds Ethos' guidelines. ✓ 93.2 % |
| 4.1.g | Re-elect Mr. Rolf A. Classon | FOR | FOR | ✓ 87.6 % |
| 4.2 | Re-elect Mr. Rolf A. Classon as chairman of the board | FOR | FOR | ✓ 87.6 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.a | Re-elect Dr. pharm. Oliver Fetzter to the remuneration committee | FOR | FOR | ✓ 99.2 % |
| 4.3.b | Re-elect Dr. Christa Kreuzburg to the remuneration committee | FOR | FOR | ✓ 99.2 % |
| 4.3.c | Re-elect Mr. Gérard Vaillant to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Vaillant to the board of directors, he cannot be elected to the committee. ✓ 92.9 % |
| 4.4 | Election of the auditors | FOR | FOR | ✓ 98.8 % |
| 4.5 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. ✓ 92.6 % |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.3 % |
| 5.3 | 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. ✓ 93.3 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 97.0 % |
| 2 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3 | Dividend from capital contribution reserves | FOR | FOR | ✓ 99.2 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.2 % |
| 5 | Approve renewal of authorised capital | FOR | ● OPPOSE | <p>✓ 85.4 %</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>✓ 90.8 %</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 90.1 %</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 7 | Elections to the board of directors | | | |
| 7.1 | Elect Dr. Peter Spenser | FOR | FOR | ✓ 99.9 % |
| 7.2.1 | Re-elect Mr. Andreas Andreades as board member and chairman | FOR | FOR | ✓ 96.3 % |
| 7.2.2 | Re-elect Mr. Sergio Giacoletto | FOR | FOR | ✓ 99.1 % |
| 7.2.3 | Re-elect Mr. George Koukis | FOR | FOR | ✓ 99.9 % |
| 7.2.4 | Re-elect Mr. Ian Robert Cookson | FOR | FOR | ✓ 99.8 % |
| 7.2.5 | Re-elect Mr. Thibault de Tersant | FOR | FOR | ✓ 100.0 % |
| 7.2.6 | Re-elect Mr. Erik Hansen | FOR | FOR | ✓ 99.9 % |
| 7.2.7 | Re-elect Ms. Yok Tak Amy Yip | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|---|-------|----------|--|-----------|
| 8 | Elections to the remuneration committee | | | | |
| 8.1 | Elect Ms. Yok Tak Amy Yip to the remuneration committee | FOR | FOR | | ✓ 99.8 % |
| 8.2.1 | Re-elect Mr. Sergio Giacoletto to the remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p> | ✓ 95.1 % |
| 8.2.2 | Re-elect Mr. Ian Robert Cookson to the remuneration committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p> | ✓ 95.7 % |
| 8.2.3 | Re-elect Mr. Erik Hansen to the Remuneration Committee | FOR | ● OPPOSE | <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p> | ✓ 95.7 % |
| 9 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 10 | Election of the auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ 90.1 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|--|--------|
| 1 | Chairman's speech | NON-VOTING | NON-VOTING | | |
| 2 | Approve annual report, financial statements and accounts | | | | |
| 2.1 | Approve annual report | FOR | FOR | | ✓ |
| 2.2 | Approve consolidated financial statements | FOR | FOR | | ✓ |
| 2.3 | Approve annual financial statements of Tornos Holding Ltd | FOR | FOR | | ✓ |
| 3 | Approve allocation of result | FOR | FOR | | ✓ |
| 4.1 | Discharge board members | FOR | FOR | | ✓ |
| 4.2 | Discharge the executive management | FOR | FOR | | ✓ |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. François Frôté | FOR | ● OPPOSE | <p>He is not independent (representative of an important shareholder and board tenure of 15 years) and the board independence is insufficient (0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 5.2 | Re-elect Mr. Michel Rollier | FOR | FOR | | ✓ |
| 5.3 | Re-elect Prof. Frank Brinken | FOR | FOR | | ✓ |
| 5.4 | Re-elect Mr. Walter Fust | FOR | FOR | | ✓ |
| 6 | Re-elect Mr. François Frôté as board chairman | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected as chairman. | ✓ |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Mr. François Frôté to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected to the committee. | ✓ |
| 7.2 | Re-elect Mr. Michel Rollier to the remuneration committee | FOR | FOR | | ✓ |
| 7.3 | Re-elect Prof. Frank Brinken to the remuneration committee | FOR | FOR | | ✓ |
| 7.4 | Re-elect Mr. Walter Fust to the remuneration committee | FOR | FOR | | ✓ |
| 8 | Re-election of the independent proxy | FOR | FOR | | ✓ |
| 9 | Re-election of the auditors | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive options. | ✓ |
| 10.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. The remuneration committee has excessive discretion with regard to awards. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|----------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9 % |
| 2.2 | Approve dividend from capital contributions reserves | FOR | FOR | | ✓ 98.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 96.2 % |
| 4.1 | Increase of the conditional capital for the employees | WITH-DRAWN | ● OPPOSE | The potential dilution is excessive. | – |
| 4.2 | Increase and renewal of the authorised capital | FOR | FOR | | ✓ 86.6 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Prof. Dr. Fritz Fahrni as board member and chairman | FOR | FOR | | ✓ 94.1 % |
| 5.2 | Re-elect Dr. Paul Van Iseghem | FOR | FOR | | ✓ 96.6 % |
| 5.3 | Re-elect Prof. Dr. Gerhard E. Tröster | FOR | FOR | | ✓ 94.4 % |
| 5.4 | Re-elect Mr. André Müller | FOR | FOR | | ✓ 96.7 % |
| 5.5 | Re-elect Ms. Gina Domanig | FOR | FOR | | ✓ 96.3 % |
| 5.6 | Re-elect Mr. Thomas Seiler | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 85.2 % |
| 5.7 | Re-elect Mr. Jean-Pierre Wyss | FOR | ● OPPOSE | He is also a permanent member of the executive management (Head of Production and Logistics). | ✓ 85.4 % |
| 6 | Elections to the nomination and remuneration committee | | | | |
| 6.1 | Re-elect Prof. Dr. Gerhard E. Tröster to the nomination and remuneration committee | FOR | FOR | | ✓ 97.7 % |
| 6.2 | Elect Ms. Gina Domanig to the nomination and remuneration committee | FOR | FOR | | ✓ 95.7 % |
| 7.1 | Advisory retrospective vote on the remuneration of the board of directors | FOR | FOR | | ✓ 97.9 % |
| 7.2 | Advisory retrospective vote on the remuneration of the executive management | FOR | FOR | | ✓ 94.8 % |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.8 % |
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 93.2 % |
| 9 | Election of the independent proxy | FOR | FOR | | ✓ 97.7 % |

| Item | Agenda | Board | Ethos | Result |
|------|--------------------------|-------|-------|----------|
| 10 | Election of the auditors | FOR | FOR | ✓ 94.9 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.4 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 88.4 % |
| 2 | Appropriation of retained earnings and distribution of ordinary dividend out of capital contribution reserve | FOR | FOR | | ✓ 99.6 % |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | Ethos strongly disagrees with the management of the company's affairs and the board's decisions. | ✓ 91.6 % |
| 4 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | The structure and conditions of the plans do not respect Ethos' guidelines. The remuneration is excessive in view of the performance achieved. The requested amount does not allow to respect Ethos' guidelines. | ✓ 88.9 % |
| 5 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive and not justified. | ✓ 91.4 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Dr. oec. Axel Weber as board member and chairman | FOR | FOR | | ✓ 97.1 % |
| 6.2.2 | Re-elect Mr. Michel Demaré | FOR | FOR | | ✓ 99.0 % |
| 6.1.3 | Re-elect Mr. David Sidwell | FOR | FOR | | ✓ 99.1 % |
| 6.1.4 | Re-elect Prof. Dr. iur. Reto Francioni | FOR | FOR | | ✓ 99.1 % |
| 6.1.5 | Re-elect Ms. Ann F. Godbehere | FOR | FOR | | ✓ 98.6 % |
| 6.1.6 | Re-elect Mr. William G. Parrett | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 93.2 % |
| 6.1.7 | Re-elect Prof. Dr. iur. Isabelle Romy | FOR | FOR | | ✓ 99.3 % |
| 6.1.8 | Re-elect Mr. Robert Scully | FOR | FOR | | ✓ 99.2 % |
| 6.1.9 | Re-elect Prof. Dr. oec. Beatrice Weder di Mauro | FOR | FOR | | ✓ 99.3 % |

| Item | Agenda | Board | Ethos | | Result |
|--------|--|-------|----------|--|----------|
| 6.1.10 | Re-elect Dr. math. Dieter Wemmer | FOR | FOR | | ✓ 85.7 % |
| 6.2 | Elect Ms. Julie G. Richardson | FOR | FOR | | ✓ 97.7 % |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Re-elect Ms. Ann F. Godbehere to the remuneration committee | FOR | FOR | | ✓ 98.0 % |
| 6.3.2 | Re-elect Mr. Michel Demaré to the remuneration committee | FOR | FOR | | ✓ 98.3 % |
| 6.3.3 | Re-elect Prof. Dr. iur. Reto Francioni to the remuneration committee | FOR | FOR | | ✓ 98.4 % |
| 6.3.4 | Re-elect Mr. William G. Parrett to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Parrett to the board of directors, he cannot be elected to the committee. | ✓ 92.8 % |
| 7 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 89.1 % |
| 8.1 | Election of the independent proxy | FOR | FOR | | ✓ 99.6 % |
| 8.2 | Election of the auditors | FOR | ● OPPOSE | The company accounts or the auditing procedure determined by the audit firm have been subject to severe criticism. | ✓ 94.9 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> | ✓ |
| 4 | Amend articles of association | FOR | FOR | | ✓ |
| 5 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ |
| 6.1 | Approval of the total remuneration of the board of directors for the term of office 2017/18 | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration is significantly higher than that of the peer group.</p> | ✓ |
| 6.2 | Approval of the fixed remuneration of the executive management for the next financial year (2018) | FOR | FOR | | ✓ |
| 6.3 | Approval of an additional remuneration for the board chairman for the past financial year (2016) | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ |
| 6.4 | Approval of the variable remuneration of the executive management for the past financial year (2016) | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The board proposes to pay bonuses despite a significant consolidated loss.</p> | ✓ |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Re-elect Mr. Gustav Stenbolt as board member and chairman | FOR | ● OPPOSE | He is CEO and there is no indication that the combination of functions is temporary. | ✓ |
| 7.2 | Re-elect Mr. Christoph N. Meister | FOR | FOR | | ✓ |
| 7.3 | Re-elect Mr. Philipp LeibundGut | FOR | FOR | | ✓ |
| 8 | Elections to the remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|--------|
| 8.1 | Re-elect Mr. Christoph N. Meister to the remuneration committee | FOR | FOR | | ✓ |
| 8.2 | Re-elect Mr. Gustav Stenbolt to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Stenbolt to the board of directors, he cannot be elected to the committee. | ✓ |
| 8.3 | Re-elect Mr. Philipp LeibundGut to the remuneration committee | FOR | FOR | | ✓ |
| 9 | Election of the auditors | FOR | FOR | | ✓ |
| 10 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.1 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 88.7 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 98.8 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.5 % |
| 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. ✓ 87.1 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 96.3 % |
| 5.3 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 93.5 % |
| 6 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. Jürg Bucher as board member and chairman | FOR | FOR | ✓ 98.7 % |
| 6.1.2 | Re-elect Ms. Barbara Artmann | FOR | FOR | ✓ 98.6 % |
| 6.1.3 | Re-elect Mr. Jean-Baptiste Beuret | FOR | FOR | ✓ 98.3 % |
| 6.1.4 | Re-elect Prof. Dr. Christoph B. Bühler | FOR | FOR | ✓ 98.8 % |
| 6.1.5 | Re-elect Mr. Othmar Stöckli | FOR | FOR | ✓ 98.6 % |
| 6.1.6 | Re-elect Ms. Franziska von Weissenfluh | FOR | FOR | ✓ 98.4 % |
| 6.2.1 | Elect Dr. Maya Bundt | FOR | FOR | ✓ 98.5 % |
| 6.2.2 | Elect Ms. Nicole Pauli | FOR | FOR | ✓ 98.5 % |
| 7 | Elections to the nomination and remuneration committee | | | |
| 7.1 | Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee | FOR | FOR | ✓ 95.3 % |
| 7.2 | Re-elect Mr. Jürg Bucher to the nomination and remuneration committee | FOR | FOR | ✓ 92.9 % |
| 7.3 | Elect Mr. Jean-Baptiste Beuret to the nomination and remuneration committee | FOR | FOR | ✓ 94.9 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 99.0 % |
| 9 | Election of the independent proxy | FOR | FOR | ✓ 99.3 % |

| 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 68.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7 % |
| 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. | ✓ 95.3 % |
| 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. The remuneration structure is not in line with Ethos' guidelines. | ✓ 71.1 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Markus Fiechter | FOR | FOR | | ✓ 99.7 % |
| 6.1.2 | Re-elect Mr. Franz Julen | FOR | FOR | | ✓ 99.8 % |
| 6.1.3 | Re-elect Dr. iur. Bernhard Heusler | FOR | FOR | | ✓ 99.7 % |
| 6.1.4 | Re-elect Mr. Ernst Peter Ditsch | FOR | FOR | | ✓ 99.1 % |
| 6.1.5 | Re-elect Ms. Cornelia Ritz Bossicard | FOR | FOR | | ✓ 99.7 % |
| 6.2 | Elect Mr. Michael Kliger | FOR | FOR | | ✓ 99.4 % |
| 6.3 | Elect Mr. Franz Julen as chairman of the board | FOR | FOR | | ✓ 99.7 % |
| 6.4 | Elections to the remuneration committee | | | | |
| 6.4.1 | Re-elect Mr. Markus Fiechter to the remuneration committee | FOR | FOR | | ✓ 97.2 % |
| 6.4.2 | Re-elect Mr. Ernst Peter Ditsch to the remuneration committee | FOR | FOR | | ✓ 96.1 % |
| 6.4.3 | Elect Mr. Michael Kliger to the remuneration committee | FOR | FOR | | ✓ 96.8 % |
| 6.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.8 % |
| 6.6 | Election of the auditors | FOR | FOR | | ✓ 99.1 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 1 | Ordinary share capital increase with preemptive rights | FOR | FOR | ✓ 99.4 % |

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

| Item | Agenda | Board | Ethos | Result |
|------|---|------------|------------|--------|
| | Background to the EGM | | | |
| 1 | Organization of the general meeting | NON-VOTING | NON-VOTING | |
| 2 | Approve dividend distribution out of capital contributions reserves | FOR | FOR | ✓ |
| 3 | Approve an ordinary capital increase | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2.1 | Approve allocation of result | FOR | FOR | ✓ 100.0 % |
| 2.2 | Approve dividend distribution out of capital contributions reserves | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Elect Dr. Martin Komischke as member and chairman of the board (single vote) | FOR | FOR | ✓ 99.8 % |
| 4.1.2 | Re-elect Mr. Alfred Gantner | FOR | FOR | ✓ 99.8 % |
| 4.1.3 | Re-elect Mr. Ulrich Eckhardt | FOR | FOR | ✓ 97.7 % |
| 4.1.4 | Re-elect Mr. Urs Leinhäuser | FOR | FOR | ✓ 99.4 % |
| 4.1.5 | Re-elect Mr. Karl Schlegel | FOR | FOR | ✓ 97.7 % |
| 4.1.6 | Elect Dr. Hermann Gerlinger | FOR | FOR | ✓ 99.8 % |
| 4.2 | Elections to the nomination and remuneration committee | | | |
| 4.2.1 | Elect Dr. Martin Komischke to the nomination and remuneration committee | FOR | FOR | ✓ 99.7 % |
| 4.2.2 | Re-elect Mr. Ulrich Eckhardt to the nomination and remuneration committee | FOR | FOR | ✓ 87.7 % |
| 4.2.3 | Re-elect Mr. Karl Schlegel to the nomination and remuneration committee | FOR | FOR | ✓ 85.4 % |
| 5 | Re-election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6 | Re-election of the auditors | FOR | FOR | ✓ 86.7 % |
| 7 | Amend articles of association | FOR | FOR | ✓ 99.9 % |
| 8 | Votes on the remuneration of the board of directors and of the members of the executive management | | | |
| 8.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 98.7 % |
| 8.2.1 | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.6 % |
| 8.2.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.4 % |
| 8.3.1 | Binding prospective vote on the fixed remuneration of the executive management (FY 2017) | FOR | FOR | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|-------|----------|
| 8.3.2 | Binding prospective vote on the fixed remuneration of the executive management (FY 2018) | FOR | FOR | ✓ 99.6 % |
| 8.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 99.4 % |
| 8.5.1 | Binding prospective vote on the long-term variable remuneration of the executive management (FY 2017) | FOR | FOR | ✓ 99.6 % |
| 8.5.2 | Binding prospective vote on the long-term variable remuneration of the executive management (FY 2018) | FOR | FOR | ✓ 99.5 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|------------|------------|---|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 2 | Auditors' reports | NON-VOTING | NON-VOTING | |
| 3 | Approve annual report and statutory financial statements | FOR | FOR | ✓ 99.6 % |
| 4 | Approve consolidated financial statements | FOR | FOR | ✓ 99.7 % |
| 5 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.7 % |
| 6 | Discharge board members | FOR | FOR | ✓ 99.7 % |
| 7 | Elections to the board of directors | | | |
| 7.1 | Re-elect Dr. oec. Paul-André Sanglard as board member and chairman | FOR | ● OPPOSE | He has been a member of the board for 23 years, which exceeds Ethos' guidelines. ✓ 99.4 % |
| 7.2 | Re-elect Ms. Chantal Balet Emery | FOR | FOR | ✓ 99.6 % |
| 7.3 | Re-elect Mr. Martin Albers | FOR | FOR | ✓ 99.6 % |
| 7.4 | Re-elect Mr. Javier Fernandez-Cid | FOR | FOR | ✓ 99.6 % |
| 7.5 | Re-elect Ms. Eftychia Fischer | FOR | FOR | ✓ 99.6 % |
| 7.6 | Re-elect Mr. Peter Kofmel | FOR | FOR | ✓ 99.6 % |
| 7.7 | Re-elect Mr. Jean-Philippe Rochat | FOR | FOR | ✓ 99.6 % |
| 8 | Elections to the remuneration committee | | | |
| 8.1 | Re-elect Ms. Chantal Balet Emery to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 8.2 | Re-elect Mr. Jean-Philippe Rochat to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 8.3 | Elect Ms. Eftychia Fischer to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.3 % |
| 9.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.3 % |
| 10 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 11 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. ✓ 99.4 % |

| 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 | ✓ 99.4 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.9 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.9 % |
| 4.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 99.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Sönke Bandixen | FOR | FOR | ✓ 99.9 % |
| 5.1.2 | Re-elect Mr. Claude R. Cornaz | FOR | FOR | ✓ 98.1 % |
| 5.1.3 | Re-elect Mr. Pascal Cornaz | FOR | FOR | ✓ 99.0 % |
| 5.1.4 | Re-elect Dr. oec. publ. Rudolf W. Fischer | FOR | FOR | ✓ 98.0 % |
| 5.1.5 | Re-elect Mr. Richard Fritschi | FOR | FOR | ✓ 98.6 % |
| 5.1.6 | Re-elect Mr. Jean-Philippe Rochat | FOR | FOR | ✓ 99.9 % |
| 5.1.7 | Re-elect Mr. Hans R. Rüegg as board member and chairman | FOR | FOR | ✓ 98.1 % |
| 5.1.8 | Elect Mr. Urs Kaufmann | FOR | ● OPPOSE | He holds an excessive number of mandates. ✓ 97.5 % |
| 5.2 | Elections to the remuneration committee | | | |
| 5.2.1 | Re-elect Mr. Claude R. Cornaz to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 19 years) and the majority of the committee members are not independent. ✓ 96.5 % He holds an executive function in the company. |
| 5.2.2 | Re-elect Dr. oec. publ. Rudolf W. Fischer to the remuneration committee | FOR | FOR | ✓ 97.9 % |
| 5.2.3 | Re-elect Mr. Richard Fritschi to the remuneration committee | FOR | FOR | ✓ 98.2 % |
| 5.3 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.4 | Election of the auditors | FOR | FOR | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 98.9 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 98.7 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.1 % |
| 4 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ 83.4 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration planned for the non-executive board members is significantly higher than that of the peer group.</p> <p>The remuneration of the executive chairman (who is not a member of the executive management) is excessive.</p> | ✓ 82.2 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 94.7 % |
| 6 | Amend articles of association | 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 vote on the maximum amount is prospective and the caps on the variable remuneration are removed.</p> <p>The amount available for new members of the executive management is excessive.</p> | ✓ 90.0 % |
| 7.1 | Elections to the board of directors | | | | |
| 7.1.a | Re-elect Mr. Etienne Jornod as board member and chairman | FOR | FOR | | ✓ 95.5 % |
| 7.1.b | Re-elect Ms. Daniela Bosshardt-Hengartner | FOR | FOR | | ✓ 87.0 % |
| 7.1.c | Re-elect Prof. Dr. Michel Burnier | FOR | FOR | | ✓ 98.7 % |
| 7.1.d | Re-elect Dr. Romeo Cerutti | FOR | FOR | | ✓ 86.9 % |
| 7.1.e | Re-elect Mr. Marc de Garidel | FOR | FOR | | ✓ 97.2 % |
| 7.1.f | Re-elect Dr. Sylvie Grégoire | FOR | FOR | | ✓ 87.0 % |
| 7.1.g | Re-elect Mr. Fritz Hirsbrunner | FOR | FOR | | ✓ 86.0 % |
| 7.1.h | Elect Mr. Gianni Zampieri | FOR | FOR | | ✓ 98.5 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|--|
| 7.2 | Elections to the remuneration committee | | | |
| 7.2.a | Re-elect Ms. Daniela Bosshardt-Hengartner to the remuneration committee | FOR | FOR | ✓ 86.5 % |
| 7.2.b | Re-elect Prof. Dr. Michel Burnier to the remuneration committee | FOR | FOR | ✓ 98.0 % |
| 7.2.c | Elect Mr. Fritz Hirsbrunner to the remuneration committee | FOR | FOR | ✓ 85.5 % |
| 7.3 | Election of the independent proxy | FOR | FOR | ✓ 99.4 % |
| 7.4 | Election of the auditors | FOR | ● OPPOSE | ✓ 93.2 % The term of office of the audit firm exceeds 20 years. |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2.a | Binding retrospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.9 % |
| 2.b | Binding retrospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members | FOR | FOR | ✓ 99.9 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 5 | Elections to the board of directors | | | |
| 5.a | Re-elect Dr. Andreas Giesbrecht as board member and chairman | FOR | FOR | ✓ 99.9 % |
| 5.b | Re-elect Mr. Nicolas Rouge | FOR | FOR | ✓ 99.8 % |
| 5.c | Re-elect Mr. Jacques Stephan | FOR | FOR | ✓ 99.8 % |
| 5.d | Re-elect Mr. Pascal Blanquet | FOR | FOR | ✓ 99.8 % |
| 6 | Elections to the remuneration committee | | | |
| 6.a | Re-elect Mr. Nicolas Rouge to the remuneration committee | FOR | FOR | ✓ 99.8 % |
| 6.b | Re-elect Mr. Pascal Blanquet to the remuneration committee | FOR | FOR | ✓ 99.6 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 8 | Election of the auditors | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|--------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2. | Discharge board members and executive management | FOR | ● OPPOSE | Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. | ✓ |
| 3. | Elections to the board of directors | | | | |
| 3.1 | Re-elect Dr. Peter Kalantzis as member and chairman | FOR | FOR | | ✓ |
| 3.2 | Re-elect Mr. Gerd Amtstätter | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 3.3 | Re-elect Mr. Guido Egli | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 3.4 | Re-elect Mr. August François von Finck Jr. | FOR | FOR | | ✓ |
| 3.5 | Re-elect Mr. Gerd Peskes | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (0.0%). He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 3.6 | Re-elect Dr. Christian Hennerkes (CEO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ |
| 4. | Elections to the remuneration committee | | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|--------|
| 4.1 | Elect Mr. Gerd Amtstätter to the Remuneration Committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Amtstätter to the board of directors, he cannot be elected to the committee. He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. | ✓ |
| 4.2 | Elect Mr. Guido Egli to the Remuneration Committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Egli to the board of directors, he cannot be elected to the committee. He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. | ✓ |
| 4.3 | Elect Mr. August François von Finck Jr. to the Remuneration Committee | FOR | FOR | | ✓ |
| 5. | Election of the auditors | FOR | FOR | | ✓ |
| 6. | Election of the independent proxy | FOR | FOR | | ✓ |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ |
| 7.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of the peer group. | ✓ |
| 7.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 4 | Elections to the board of directors and to the nomination and remuneration committee | | | | |
| 4.1 | Re-elect Mr. Herbert J. Scheidt as board member and chairman | FOR | FOR | | ✓ 98.9 % |
| 4.2 | Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee | FOR | FOR | | ✓ 98.1 % |
| 4.3 | Re-elect Dr. Maja Baumann as board member | FOR | FOR | | ✓ 99.4 % |
| 4.4 | Re-elect Dr. Elisabeth Bourqui as board member | FOR | FOR | | ✓ 99.9 % |
| 4.5 | Re-elect Mr. David Cole as board member and member of the nomination and remuneration committee | FOR | FOR | | ✓ 99.2 % |
| 4.6 | Re-elect Mr. Nicolas Oltramare as board member | FOR | FOR | | ✓ 99.9 % |
| 4.7 | Re-elect Dr. Frank Schnewlin as board member | FOR | FOR | | ✓ 99.6 % |
| 4.8 | Re-elect Ms. Clara-Christina Streit as board member and member of the nomination and remuneration committee | FOR | FOR | | ✓ 98.4 % |
| 4.9 | Re-elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee | FOR | FOR | | ✓ 98.7 % |
| 5 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 6 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 98.3 % |
| 7.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 87.5 % |
| 7.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The chairman's remuneration is significantly higher than that of the peer group. | ✓ 88.2 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|----------|
| 7.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.4 % |
| 7.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | The structure and conditions of the plan do not respect Ethos' guidelines. | ✓ 97.5 % |
| 7.5 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 88.5 % |
| 7.6 | Binding retrospective vote on an additional amount for the 2013 long-term variable remuneration of the board chairman | FOR | ● OPPOSE | The chairman's remuneration is significantly higher than that of the peer group and largely exceeds the remuneration of the other board members without adequate justification. | ✓ 86.9 % |
| 7.7 | Binding retrospective vote on an additional amount for the the 2013 long-term variable remuneration of the executive management | FOR | FOR | | ✓ 88.5 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|---|-----------|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2. | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3. | Discharge board members and statutory auditors | FOR | FOR | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Prof. Dr. Teodoro D. Cocca | FOR | FOR | ✓ 99.8 % |
| 4.1.2 | Re-elect Dr. iur. Beat Graf | FOR | FOR | ✓ 99.7 % |
| 4.1.3 | Re-elect Mr. Michael Riesen | FOR | FOR | ✓ 99.3 % |
| 4.2 | Election of the group and statutory auditors | FOR | <p>● OPPOSE</p> <p>The term of office of the audit firm exceeds 20 years.</p> | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Fred Kindle as member and chairman of the board (single vote) | FOR | FOR | ✓ 99.3 % |
| 4.1.b | Re-elect Mr. Roland Iff | FOR | FOR | ✓ 99.9 % |
| 4.1.c | Re-elect Dr. Albrecht Langhart | FOR | FOR | ✓ 99.6 % |
| 4.1.d | Re-elect Mr. Roland Ledergerber | FOR | FOR | ✓ 99.9 % |
| 4.1.e | Re-elect Mr. Olivier de Perregaux | FOR | FOR | ✓ 99.9 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.a | Re-elect Mr. Fred Kindle to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 4.2.b | Re-elect Mr. Roland Ledergerber to the remuneration committee | FOR | FOR | ✓ 100.0 % |
| 5 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 100.0 % |
| 7.2 | Binding prospective vote on the fixed remuneration of the executive management (FY 2017) | FOR | FOR | ✓ 100.0 % |
| 7.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 99.1 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 3 | Ordinary capital increase without pre-emptive rights for the acquisition of Tobler | FOR | FOR | ✓ |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Alfred Gaffal | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Mr. Silvan G.-R. Meier | FOR | FOR | ✓ |
| 5.1.3 | Re-elect Mr. Heinz Roth | FOR | FOR | ✓ |
| 5.1.4 | Re-elect Mr. Paul Witschi | FOR | FOR | ✓ |
| 5.2.1 | Elect Mr. Simon Oakland | FOR | ● OPPOSE | Representative of Wolseley (which will jointly control the company with Greentec after the merger with Tobler). The controlling shareholder group will control both the board and the AGM, which is a risk for minority shareholders. |
| 5.2.2 | Elect Mr. Heinz Wiedmer | FOR | FOR | ✓ |
| 6 | Re-elect Mr. Silvan G.-R. Meier as board chairman | FOR | FOR | ✓ |
| 7 | Elections to the remuneration committee | | | |
| 7.1 | Re-elect Mr. Alfred Gaffal to the remuneration committee | FOR | FOR | ✓ |
| 7.2 | Re-elect Mr. Silvan G.-R. Meier to the remuneration committee | FOR | FOR | ✓ |
| 7.3 | Re-elect Mr. Heinz Roth to the remuneration committee | FOR | FOR | ✓ |
| 7.4 | Re-elect Mr. Paul Witschi to the remuneration committee | FOR | FOR | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | ✓ |
| 9 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. |
| 10.1 | Approval of the maximum remuneration for the board of directors for the term of office 2017/18 | FOR | FOR | ✓ |
| 10.2 | Approval of the maximum remuneration for the executive management for the financial year 2018 | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|-------|--------|
| 10.3 | Approval of an additional remuneration for the executive management for the financial year 2017 | 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 | ● OPPOSE | ✓ Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members. |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.7 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. Christoph M. Müller as member and chairman of the board (single vote) | FOR | FOR | ✓ 99.9 % |
| 4.2 | Re-elect Dr. Ulrich Vischer | FOR | FOR | ✓ 99.6 % |
| 4.3 | Re-elect Dr. Marcel Rohner | FOR | FOR | ✓ 98.9 % |
| | Elections to the remuneration committee | | | |
| 4.4 | Re-elect Dr. Christoph M. Müller to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 4.5 | Re-elect Dr. Ulrich Vischer to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 4.6 | Re-elect Dr. Marcel Rohner to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.8 % |
| 6.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.4 % |
| 6.2 | Binding prospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.6 % |
| 7 | Re-election of the independent proxy | FOR | FOR | ✓ 99.7 % |
| 8 | Re-election of the auditors | FOR | ● OPPOSE | ✓ 97.2 % The term of office of the audit firm exceeds 20 years. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.8 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 97.9 % |
| 3 | Approve allocation of the loss | FOR | FOR | | ✓ 100.0 % |
| 4 | Approve renewal and increase of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ 99.8 % |
| 5 | Approve increase of the conditional capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ 99.7 % |
| 6 | Amend articles of association: art. 28 §4 and 31 | FOR | ● OPPOSE | The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. | ✓ 99.6 % |
| 7 | Elections to the board of directors | | | | |
| 7.1 | Re-elect Mr. Carlos Creus Moreira (CEO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ 97.5 % |
| 7.2 | Re-elect Mr. Philippe Doubre | FOR | ● OPPOSE | He is 82 years old, which exceeds Ethos' guidelines. | ✓ 99.9 % |
| 7.3 | Re-elect Mr. Juan Hernandez Zayas | FOR | FOR | | ✓ 99.9 % |
| 7.4 | Re-elect Mr. Dourgam Kummer | FOR | FOR | | ✓ 99.9 % |
| 7.5 | Re-elect Ms. Maryla Shingler-Bobbio | FOR | FOR | | ✓ 97.7 % |
| 7.6 | Re-elect Mr. Peter Ward (CFO) | FOR | ● OPPOSE | He is also a permanent member of the executive management. | ✓ 97.7 % |
| 7.7 | Elect Mr. Thomas Whayne | FOR | ● OPPOSE | Insufficient information is provided concerning the nominee. | ✓ 99.9 % |
| 7.8 | Elect Mr. David Fergusson | FOR | ● OPPOSE | Insufficient information is provided concerning the nominee. | ✓ 99.9 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|-----------|
| 8 | Re-elect Mr. Carlos Creus Moreira as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Moreira to the board of directors, he cannot be elected as chairman. He is also CEO and the combination of functions is permanent. | ✓ 97.7 % |
| 9 | Elections to the nomination and remuneration committee | | | | |
| 9.1 | Elect Mr. David Fergusson to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Fergusson to the board of directors, he cannot be elected to the committee. | ✓ 100.0 % |
| 9.2 | Elect Mr. Thomas Whyne to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Whyne to the board of directors, he cannot be elected to the committee. | ✓ 100.0 % |
| 9.3 | Re-elect Ms. Maryla Shingler-Bobbio to the nomination and remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 10 | Re-election of the auditors | FOR | FOR | | ✓ 99.7 % |
| 11 | Re-election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 12.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 99.8 % |
| 12.2 | Binding retrospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The information provided is insufficient. The remuneration is significantly higher than that of the peer group. The non-executive directors receive options. | ✓ 99.8 % |
| 13.1 | 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. The non-executive directors receive options. | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 13.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 4.a | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | ✓ 99.8 % |
| 4.b | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive variable remuneration. ✓ 93.9 % |
| 4.c | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 94.6 % |
| 4.d | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 99.6 % |
| 5.a | Elections to the board of directors | | | |
| 5.a.1 | Re-elect Dr. Willy Michel | FOR | FOR | ✓ 99.8 % |
| 5.a.2 | Re-elect Prof. Dr. Norbert Thom | FOR | FOR | ✓ 99.8 % |
| 5.a.3 | Re-elect Mr. Anton J. Kräuliger | FOR | FOR | ✓ 99.8 % |
| 5.a.4 | Re-elect Mr. Gerhart Isler | FOR | FOR | ✓ 99.8 % |
| 5.b | Re-elect Dr. Willy Michel as chairman of the board | FOR | FOR | ✓ 99.7 % |
| 5.c | Elections to the remuneration committee | | | |
| 5.c.1 | Re-elect Mr. Anton J. Kräuliger to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 5.c.2 | Re-elect Prof. Dr. Norbert Thom to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 5.c.3 | Re-elect Mr. Gerhart Isler to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 5.d | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.e | Election of the auditors | FOR | FOR | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 95.8 % |
| 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 | <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p> | ✓ 78.4 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 97.9 % |
| 4.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. | ✓ 93.4 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. oec. Hans-Peter Zehnder as member and chairman | FOR | FOR | | ✓ 87.1 % |
| 5.1.2 | Re-elect Mr. Thomas Benz | FOR | ● OPPOSE | He has been a member of the board for 24 years, which exceeds Ethos' guidelines. | ✓ 90.3 % |
| 5.1.3 | Re-elect Dr. iur. Urs Buchmann | FOR | FOR | | ✓ 90.4 % |
| 5.1.4 | Re-elect Mr. Riet Cadonau | FOR | FOR | | ✓ 100.0 % |
| 5.1.5 | Re-elect Mr. Jörg Walther | FOR | FOR | | ✓ 89.5 % |
| 5.1.6 | Re-elect Ms. Milva Zehnder | FOR | FOR | | ✓ 91.4 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Re-elect Mr. Thomas Benz to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Benz to the board of directors, he cannot be elected to the committee. | ✓ 89.8 % |
| 5.2.2 | Re-elect Dr. iur. Urs Buchmann to the remuneration committee | FOR | FOR | | ✓ 90.4 % |
| 5.2.3 | Elect Mr. Riet Cadonau to the remuneration committee | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 98.6 % |
| 5.3 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------|-------|----------|--|----------|
| 5.4 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ 97.7 % |

| 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 structure of the remuneration is not in line with Ethos' guidelines. | ✓ 84.1 % |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.8 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.8 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Dr. Iosif Bakaleynik | FOR | ● OPPOSE | <p>He is also CEO and the combination of functions cannot be considered as temporary.</p> <p>The board independence is not sufficient for a board where the functions of chairman and CEO are combined (50.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 92.0 % |
| 4.1.2 | Re-elect Mr. Vladislav Osipov | FOR | FOR | | ✓ 99.0 % |
| 4.1.3 | Re-elect Dr. Markus Wesnitzer | FOR | FOR | | ✓ 99.1 % |
| 4.1.4 | Re-elect Dr. Wolfgang Zürcher | FOR | FOR | | ✓ 99.3 % |
| 4.2 | Re-elect Dr. Iosif Bakaleynik as board chairman | FOR | ● OPPOSE | <p>As Ethos did not support the election of Dr. Bakaleynik to the board of directors, he cannot be elected as chairman.</p> <p>He is also CEO and the combination of functions cannot be considered as temporary.</p> | ✓ 85.0 % |
| 4.3 | Elections to the remuneration committee | | | | |
| 4.3.1 | Re-elect Dr. Iosif Bakaleynik to the remuneration committee | FOR | ● OPPOSE | <p>As Ethos did not support the election of Dr. Bakaleynik to the board of directors, he cannot be elected to the committee.</p> <p>He holds an executive function in the company (CEO).</p> | ✓ 84.2 % |
| 4.3.2 | Re-elect Dr. Markus Wesnitzer to the remuneration committee | FOR | FOR | | ✓ 98.7 % |
| 4.3.3 | Re-elect Dr. Wolfgang Zürcher to the remuneration committee | FOR | FOR | | ✓ 99.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 4.4 | Election of the independent proxy | FOR | FOR | | ✓ 99.5 % |
| 4.5 | Election of the auditors | FOR | FOR | | ✓ 92.6 % |
| 5 | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ 82.3 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remuneration than that of a peer group. The non-executive directors can receive variable remuneration. | ✓ 82.5 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. | ✓ 86.8 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> | ✓ 98.7 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p> | ✓ 99.1 % |
| 3.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 99.9 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. Beat Schwab | FOR | FOR | | ✓ 100.0 % |
| 5.1.2 | Re-elect Mr. Heinz M. Buhofer | FOR | FOR | | ✓ 100.0 % |
| 5.1.3 | Re-elect Prof. Annelies Häcki Buhofer | FOR | FOR | | ✓ 100.0 % |
| 5.1.4 | Re-elect Mr. Armin Meier | FOR | FOR | | ✓ 100.0 % |
| 5.1.5 | Re-elect Mr. Martin Wipfli | FOR | FOR | | ✓ 99.5 % |
| 5.2 | Elect Dr. Beat Schwab as chairman of the board | FOR | FOR | | ✓ 100.0 % |
| 5.3 | Elections to the nomination and remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Armin Meier to the nomination and remuneration committee | FOR | FOR | | ✓ 100.0 % |
| 5.3.2 | Re-elect Mr. Martin Wipfli to the nomination and remuneration committee | FOR | FOR | | ✓ 99.4 % |
| 5.4 | Re-elect the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5.5 | Re-elect the auditors | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 94.7 % |
| 2 | Discharge board members | FOR | FOR | ✓ 95.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 96.4 % |
| 4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 90.6 % |
| 5 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 90.6 % |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Ms. Carla Tschümperlin to the remuneration committee | FOR | FOR | ✓ 95.5 % |
| 6.2 | Re-elect Mr. Bruno Bonati to the remuneration committee | FOR | FOR | ✓ 94.8 % |
| 7 | Election of the independent proxy | FOR | FOR | ✓ 95.0 % |
| 8 | Re-elect the auditors | FOR | ● OPPOSE | ✓ 83.8 % The term of office of the audit firm exceeds 20 years. |

| Item | Agenda | Board | Ethos | Result |
|--------|--|-------|----------|--|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 88.8 % The structure of the remuneration is not in line with Ethos' guidelines. |
| 2 | Approve allocation of income and dividend | | | |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 99.9 % |
| 2.2 | Approve allocation of capital contributions reserves | 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 Mr. Tom de Swaan as member and chairman | FOR | FOR | ✓ 95.3 % |
| 4.1.2 | Re-elect Ms. Joan Amble | FOR | FOR | ✓ 98.9 % |
| 4.1.3 | Re-elect Dr. oec. Susan Schmidt Bies | FOR | FOR | ✓ 99.3 % |
| 4.1.4 | Re-elect Ms. Dame Alison J. Carnwath | FOR | FOR | ✓ 98.9 % |
| 4.1.5 | Re-elect Dr. rer. pol. Christoph Franz | FOR | FOR | ✓ 99.1 % |
| 4.1.6 | Re-elect Mr. Jeffrey L. Hayman | FOR | FOR | ✓ 99.5 % |
| 4.1.7 | Re-elect Mr. Fred Kindle | FOR | FOR | ✓ 99.2 % |
| 4.1.8 | Re-elect Dr. Monica Mächler | FOR | FOR | ✓ 99.5 % |
| 4.1.9 | Re-elect Mr. Kishore Mahbubani | FOR | FOR | ✓ 99.2 % |
| 4.1.10 | Re-elect Mr. David Nish | FOR | FOR | ✓ 99.3 % |
| 4.1.11 | Elect Ms. Catherine P. Bessant | FOR | FOR | ✓ 99.4 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Mr. Tom de Swaan to the remuneration committee | FOR | FOR | ✓ 94.9 % |
| 4.2.2 | Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee | FOR | FOR | ✓ 98.7 % |
| 4.2.3 | Re-elect Mr. Fred Kindle to the remuneration committee | FOR | FOR | ✓ 98.5 % |
| 4.2.4 | Re-elect Mr. Kishore Mahbubani to the remuneration committee | FOR | FOR | ✓ 98.8 % |
| 4.3 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 4.4 | Election of the auditors | FOR | ● OPPOSE | ✓ 94.9 % The term of office of the audit firm exceeds 20 years. |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.4 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 92.2 % |
| 6 | Amend articles of association: authorized and contingent share capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ 81.1 % |
| 7 | Further change to the articles of association | FOR | FOR | | ✓ 98.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|--|----------|
| 1 | Present financial statements and accounts | NON-VOTING | NON-VOTING | | |
| 2 | Present auditors' reports | NON-VOTING | NON-VOTING | | |
| 3.a | Approve annual report | FOR | FOR | | ✓100.0 % |
| 3.b | Approve statutory and consolidated financial statements | FOR | FOR | | ✓100.0 % |
| 3.c | Approve allocation of balance sheet results | FOR | FOR | | ✓100.0 % |
| 3.d | Discharge board members | FOR | ● OPPOSE | The size of the board of directors remains persistently below 4 members. | ✓100.0 % |
| 4.a | Elections to the board of directors | | | | |
| 4.a1 | Re-elect Mr. Luigi Mion as board member and chairman | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓100.0 % |
| 4.a3 | Re-elect Mr. Francesco Punzo | FOR | FOR | | ✓100.0 % |
| 4.a2 | Re-elect Mr. Roberto Raggiotto | FOR | FOR | | ✓100.0 % |
| 4.b | Elections to the remuneration committee | | | | |
| 4.b1 | Re-elect Mr. Luigi Mion to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support his re-election to the board of directors, he cannot be elected to the committee. | ✓100.0 % |
| 4.b2 | Re-elect Mr. Roberto Raggiotto to the remuneration committee | FOR | FOR | | ✓100.0 % |
| 4.c | Election of the auditors | FOR | FOR | | ✓100.0 % |
| 4.d | Election of the independent proxy | FOR | FOR | | ✓100.0 % |
| 5.a1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓100.0 % |
| 5.a2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓100.0 % |

Disclaimer

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