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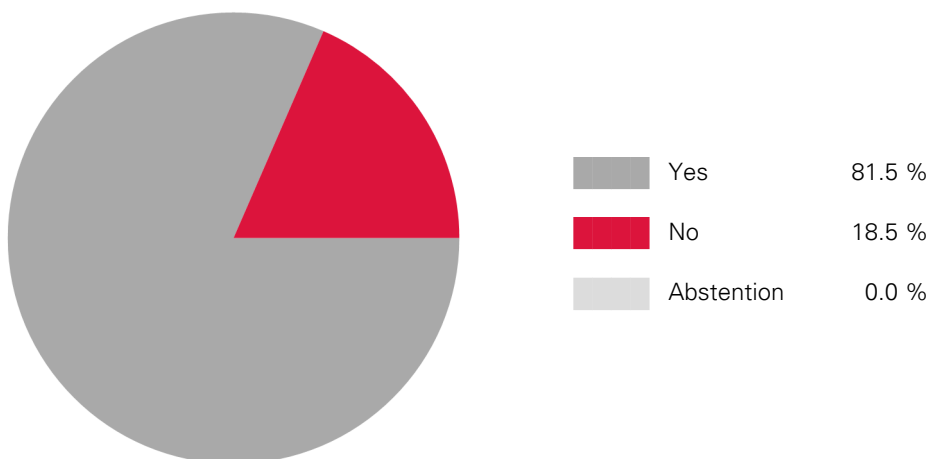
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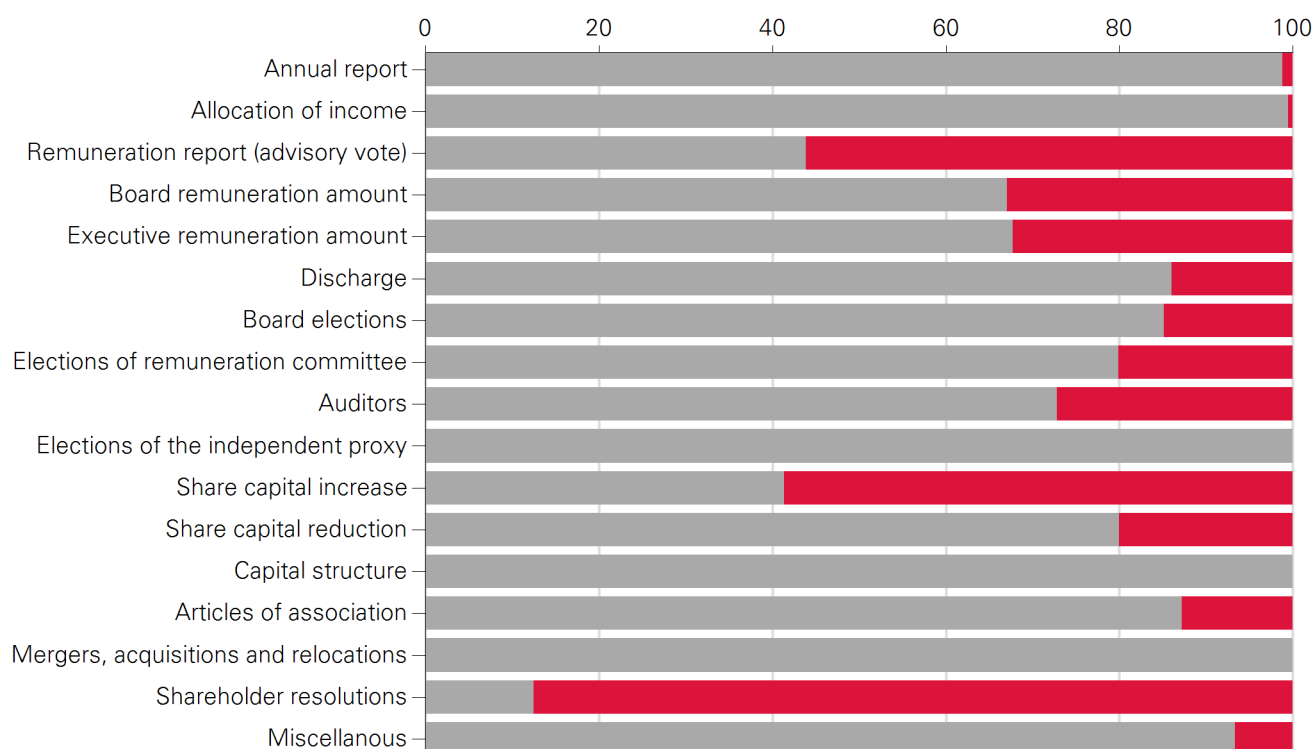
1 Overview of the proxy analyses

| Type of General Meeting | Number of meetings | Number of Proposals | | | |
|--------------------------------|--------------------|---------------------|-------------|------------|------------|
| | | Total | Yes | No | Abstention |
| Annual general meetings | 160 | 2984 | 2431 | 553 | 0 |
| Extraordinary general meetings | 2 | 14 | 13 | 1 | 0 |
| Total | 162 | 2998 | 2444 | 554 | 0 |

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



| | Proposals approved | | Proposals refused | | Abstain | | Number of proposals |
|---------------------------------------|--------------------|--------|-------------------|-------|---------|------|---------------------|
| Annual report | 168 | 98.8% | 2 | 1.2% | 0 | 0.0% | 170 |
| Allocation of income | 188 | 99.5% | 1 | 0.5% | 0 | 0.0% | 189 |
| Remuneration report (advisory vote) | 43 | 43.9% | 55 | 56.1% | 0 | 0.0% | 98 |
| Board remuneration amount | 116 | 67.1% | 57 | 32.9% | 0 | 0.0% | 173 |
| Executive remuneration amount | 153 | 67.7% | 73 | 32.3% | 0 | 0.0% | 226 |
| Discharge | 154 | 86.0% | 25 | 14.0% | 0 | 0.0% | 179 |
| Board elections | 921 | 85.1% | 161 | 14.9% | 0 | 0.0% | 1082 |
| Elections of remuneration committee | 338 | 79.9% | 85 | 20.1% | 0 | 0.0% | 423 |
| Auditors | 118 | 72.8% | 44 | 27.2% | 0 | 0.0% | 162 |
| Elections of the independent proxy | 149 | 100.0% | 0 | 0.0% | 0 | 0.0% | 149 |
| Share capital increase | 24 | 41.4% | 34 | 58.6% | 0 | 0.0% | 58 |
| Share capital reduction | 12 | 80.0% | 3 | 20.0% | 0 | 0.0% | 15 |
| Capital structure | 3 | 100.0% | 0 | 0.0% | 0 | 0.0% | 3 |
| Articles of association | 41 | 87.2% | 6 | 12.8% | 0 | 0.0% | 47 |
| Mergers, acquisitions and relocations | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 1 |
| Shareholder resolutions | 1 | 12.5% | 7 | 87.5% | 0 | 0.0% | 8 |
| Miscellaneous | 14 | 93.3% | 1 | 6.7% | 0 | 0.0% | 15 |

2 Overview of the voting recommendations

Type of General Meeting (Type)

AGM Annual general meetings
EGM Extraordinary general meetings

Votings

✓ For
◐ Partly for
✗ Oppose
✕ Abstain

| Company | Date | Type | Annual report | Allocation of income | Remuneration report (advisory vote) | Board remuneration amount | Executive remuneration amount | Discharge | Board elections | Elections of remuneration committee | Auditors | Elections of the independent proxy | Share capital increase | Share capital reduction | Capital structure | Articles of association | Mergers, acquisitions and relocations | Shareholder resolutions | Miscellaneous |
|----------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| Addex Therapeutics | 20.06.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ◐ | ✗ | ✓ | ✓ | ✗ | | | | | | |
| Adecco | 19.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | | | |
| Adval Tech | 17.05.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | ✓ | ✗ | ✓ | | | | | | | |
| Aevis Victoria | 24.05.2018 | AGM | ✓ | ✗ | ✗ | ◐ | ✗ | ✓ | ◐ | ✓ | ✓ | ✓ | | | | | | | |
| Airesis | 12.06.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✗ | ✗ | ◐ | ✓ | ✓ | ✓ | | | | | | | |
| Airopack Technology Group | 18.04.2018 | AGM | ✓ | ✓ | | ✓ | ✗ | ✗ | ◐ | ✗ | ✓ | ✓ | ✓ | | | | | | |
| Allreal | 20.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | | |
| AMS | 06.06.2018 | AGM | | ✓ | | ✓ | | ✓ | ◐ | | ✓ | | ✓ | | | | | | |
| APG SGA | 24.05.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | ✓ | | | | | | | |
| Arbonia | 20.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | | ✓ | ◐ | | ✓ | ✓ | ✗ | | | ✓ | | | |
| Arundel | 12.06.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | ✗ | | | | | | ✓ |
| Ascom | 11.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✗ | ✓ | | | | | | | |
| Bachem | 25.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | ✓ | ✗ | ✓ | | | | | | | |
| Bâloise | 27.04.2018 | AGM | ✓ | ✓ | | ✓ | ◐ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Bank Cler | 06.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | | | | ✓ | | | |
| Banque Cantonale de Genève | 02.05.2018 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✓ | | | | | | | | |
| Banque Cantonale du Jura | 26.04.2018 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✗ | | | | | | | | |
| Banque Cantonale du Valais | 16.05.2018 | AGM | ✓ | ✓ | | | | ✗ | ✓ | | ✓ | | | | | | | | |
| Banque Cantonale Vaudoise | 26.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | | | | | | | |
| Banque Profil de Gestion | 24.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | | | | | | | ✓ |
| Basilea | 18.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ◐ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Belimo | 09.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | ✓ | | | | | | | |

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| Bell Food Group | 10.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✗ | ✓ | ✓ | | | ✓ | | | |
| Berner Kantonalbank | 22.05.2018 | AGM | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | ✓ |
| BFW Liegenschaften | 03.05.2018 | AGM | ✓ | ✓ | | ✗ | ✓ | ⊕ | ⊕ | ⊕ | ✓ | ✓ | | ✓ | | | | | |
| | 03.05.2018 | EGM | | | | | | | ✗ | | | | | | | | | | |
| BKW | 18.05.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| BNS | 27.04.2018 | AGM | ✓ | ✓ | | | ✓ | | | | ✓ | | | | | | | ✗ | |
| Bossard | 09.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Bucher Industries | 18.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Burkhalter Holding | 22.05.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| BVZ Holding | 12.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | | | | | | |
| Calida | 18.05.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ⊕ | ✓ | ✓ | | | | | | | |
| Cassiopea | 05.04.2018 | AGM | ✓ | | | | | | ✗ | | ✓ | | ✓ | | | | | | |
| Cembra Money Bank | 18.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Cham Group | 02.05.2018 | AGM | ✓ | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| CI Com | 15.06.2018 | AGM | ✗ | ✓ | | ✓ | | ✗ | ✗ | ✗ | ✓ | ✓ | | | | | | | |
| Cicor Technologies | 19.04.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | ✓ | | | |
| Comet Holding | 26.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| Compagnie Financière Tradition | 24.05.2018 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ⊕ | ✗ | ✗ | ✓ | | | | | | | |
| Conzzeta | 24.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Cosmo Pharmaceuticals | 30.05.2018 | AGM | ✓ | | | | ✓ | ✓ | | | | | ✗ | ✗ | | | | | ✓ |
| Credit Suisse Group | 27.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ⊕ | ✓ | ✓ | ✓ | | | | | | | |
| Dufry | 03.05.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | |
| Edisun Power Europe | 18.05.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| EFG International | 27.04.2018 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | ✗ | | | ⊕ | | | |
| Elma Electronic | 26.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Emmi | 12.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | ✓ |
| Evolve | 02.05.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| Feintool International | 24.04.2018 | AGM | ✓ | ✓ | | ✗ | ✓ | ✓ | ⊕ | ⊕ | ✓ | ✓ | ✓ | | | | | | |
| Flughafen Zürich | 19.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | | | | | | | |
| Forbo | 06.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Galenica | 09.05.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| GAM Holding | 26.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |

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|-----------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| Geberit | 04.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| Georg Fischer | 18.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | ✓ | | | | | | |
| Glerner Kantonalbank (GLKB) | 27.04.2018 | AGM | ✓ | ✓ | | ✓ | | ✓ | ✓ | | ✓ | | | | | | | | ✓ |
| Goldbach Group | 09.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | |
| Groupe Minoteries | 14.06.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ○ | ✓ | ○ | ○ | ○ | ✓ | | | | | | | ✓ |
| Gurit | 17.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ✗ | ✓ | | | | | | | |
| Helvetia | 20.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| HIAG Immobilien | 19.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ✓ | ✗ | ✓ | ✗ | | | ✓ | | | ✗ |
| Highlight Event and Entertainment | 29.06.2018 | AGM | ✓ | | ✗ | ✗ | ✗ | ✗ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Hochdorf | 04.05.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Huber+Suhner | 11.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Hügli | 16.05.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Idorsia | 24.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| Inficon | 12.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Interroll | 04.05.2018 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| Investis | 20.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| IVF Hartmann | 17.04.2018 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Julius Bär | 11.04.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ○ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Jungfrauabahn | 14.05.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Kardex | 12.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | ✓ | | | |
| Komax | 19.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | | | |
| KTM Industries | 26.04.2018 | AGM | | ✓ | | ✓ | | ○ | ✗ | | ✓ | | ✗ | ✓ | ✓ | | ✓ | | |
| Kühne + Nagel | 08.05.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | ✗ | | | | | | |
| Kuros Biosciences | 14.06.2018 | AGM | ✓ | ✓ | | ○ | ○ | ✗ | ○ | ✗ | ✓ | ✓ | ✗ | | | | | | |
| LafargeHolcim | 08.05.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Landis+Gyr Group | 28.06.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| lastminute.com | 03.05.2018 | AGM | ✓ | | | ✗ | | ✓ | ○ | | ✓ | | | ✗ | | | | | |
| Leclanché | 06.06.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✗ | ○ | ✓ | ✓ | ✓ | ○ | | | | | | ✓ |
| Lem | 28.06.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | | | | | | | |
| Liechtensteinische Landesbank | 09.05.2018 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✗ | | | | | | | | |
| Lindt & Sprüngli | 03.05.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | | | | | | | |
| Lonza | 04.05.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |

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|--------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| LumX Group | 31.05.2018 | AGM | ✗ | | | | | | 🟡 | | ✔ | | | | | | | | ✔ |
| Luzerner Kantonalbank | 16.04.2018 | AGM | ✔ | ✔ | | ✔ | ✔ | ✔ | ✔ | | ✔ | ✔ | | | | | | | |
| MCH Group AG | 04.05.2018 | AGM | ✔ | ✔ | | ✔ | ✔ | ✔ | 🟡 | 🟡 | ✔ | ✔ | | | | | | | |
| Metall Zug | 04.05.2018 | AGM | ✔ | ✔ | ✗ | ✗ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | | | | | | | |
| Meyer Burger | 02.05.2018 | AGM | ✔ | ✔ | ✗ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | | | | | | |
| Mikron | 12.04.2018 | AGM | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | 🟡 | ✔ | ✔ | ✔ | | | | | | | |
| Mobilezone | 05.04.2018 | AGM | ✔ | ✔ | | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | | | | ✔ | | | |
| Molecular Partners | 18.04.2018 | AGM | ✔ | ✔ | ✗ | ✗ | 🟡 | ✔ | 🟡 | ✔ | ✔ | ✔ | ✗ | | | | | | |
| Myriad Group | 22.06.2018 | AGM | ✔ | ✔ | | | | ✔ | ✔ | | ✔ | ✔ | | | | ✔ | | | |
| Nestlé | 12.04.2018 | AGM | ✔ | ✔ | ✗ | ✗ | ✗ | ✔ | 🟡 | ✔ | ✗ | ✔ | | ✔ | | | | | |
| OC Oerlikon Corporation | 10.04.2018 | AGM | ✔ | ✔ | | ✔ | 🟡 | ✔ | 🟡 | 🟡 | ✔ | ✔ | | | | | | | |
| Orascom Development | 08.05.2018 | AGM | ✔ | ✔ | ✗ | 🟡 | ✗ | ✗ | ✔ | 🟡 | ✔ | ✔ | | ✔ | | | | | |
| Orell Füssli | 08.05.2018 | AGM | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | | | | | | ✗ | |
| Orior | 12.04.2018 | AGM | ✔ | ✔ | | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | | | | | | |
| Panalpina | 08.05.2018 | AGM | ✔ | ✔ | ✗ | ✔ | ✗ | ✔ | ✔ | ✔ | ✔ | ✔ | | | | | | | |
| Pargesa | 03.05.2018 | AGM | ✔ | ✔ | | ✗ | ✔ | ✔ | 🟡 | 🟡 | ✗ | ✔ | ✗ | | | | | | |
| Partners Group | 09.05.2018 | AGM | ✔ | ✔ | ✗ | 🟡 | 🟡 | ✔ | 🟡 | ✔ | ✔ | ✔ | | | | ✗ | | | |
| Peach Property Group | 15.05.2018 | AGM | ✔ | ✔ | ✗ | ✗ | 🟡 | ✔ | ✔ | 🟡 | ✗ | ✔ | ✗ | | | ✗ | | | |
| Perfect Holding | 25.05.2018 | AGM | ✔ | ✔ | | ✔ | ✔ | ✗ | 🟡 | 🟡 | ✗ | ✔ | ✔ | | | | | | |
| Phoenix Mecano | 18.05.2018 | AGM | ✔ | ✔ | ✗ | ✗ | ✔ | ✔ | ✗ | ✗ | ✗ | ✔ | | | | | | | |
| Plazza | 03.05.2018 | AGM | ✔ | ✔ | | ✔ | ✔ | ✔ | ✔ | 🟡 | ✔ | ✔ | | | | | | | |
| Poenina Holding | 23.05.2018 | AGM | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | 🟡 | ✔ | ✔ | ✔ | | | | | | | |
| PSP Swiss Property | 05.04.2018 | AGM | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | 🟡 | 🟡 | ✔ | ✔ | | | | | | | |
| Relief Therapeutics | 29.06.2018 | AGM | ✔ | ✔ | ✔ | ✗ | ✗ | ✗ | 🟡 | 🟡 | ✔ | ✔ | | | | | | | |
| Rieter | 05.04.2018 | AGM | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | ✗ | ✔ | ✔ | | | | | | |
| Romande Energie | 29.05.2018 | AGM | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ | 🟡 | 🟡 | ✔ | ✔ | ✔ | | | | | | |
| Santhera Pharmaceuticals | 12.04.2018 | AGM | ✔ | ✔ | ✗ | ✗ | ✗ | ✔ | 🟡 | ✗ | ✔ | ✔ | ✗ | | | ✔ | | | |
| Schlatter | 03.05.2018 | AGM | ✔ | ✔ | | ✔ | ✔ | ✔ | ✔ | ✔ | ✗ | ✔ | | | | | | | |
| Schmolz + Bickenbach | 26.04.2018 | AGM | ✔ | ✔ | ✗ | ✗ | ✗ | ✔ | 🟡 | 🟡 | ✔ | ✔ | ✗ | | | | | | |
| Schweiter Technologies | 13.04.2018 | AGM | ✔ | ✔ | ✗ | ✔ | ✔ | ✔ | ✔ | ✔ | ✗ | ✔ | | | | ✔ | | | |
| SFS Group | 25.04.2018 | AGM | ✔ | ✔ | | ✔ | ✔ | ✔ | ✔ | ✔ | ✗ | ✔ | | | | ✔ | | | |
| Siegfried | 20.04.2018 | AGM | ✔ | ✔ | | ✗ | 🟡 | ✔ | ✔ | ✔ | ✗ | ✔ | | | | | | | |

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|-------------------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| Sika | 17.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ⊕ | ✓ | ✓ | | | | | | ⊕ | ✓ |
| | 11.06.2018 | EGM | | | | ✓ | | ✓ | ✓ | ✓ | | | | ✓ | ✓ | ✓ | | | |
| Sonova | 12.06.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Spice Private Equity | 30.05.2018 | AGM | ✓ | ✓ | | ✓ | | ✗ | ⊕ | ⊕ | ✓ | ✓ | ✗ | | | | | | |
| St.Galler Kantonalbank | 25.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | | ✗ | ✓ | | | | | | | |
| Starrag Group | 28.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✗ | ✓ | ✗ | | | | | | |
| Straumann | 04.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Sulzer | 04.04.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ⊕ | ✓ | ✓ | ✓ | | | | | | | |
| Sunrise | 11.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| Swatch Group | 24.05.2018 | AGM | ✓ | ✓ | | ⊕ | ⊕ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Swiss Finance & Property Investment | 10.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | ✓ |
| Swiss Life | 24.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Swiss Re | 20.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ⊕ | ✓ | ✗ | ✓ | | ✓ | | | | | |
| Swisscom | 04.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Swissquote | 04.05.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Tamedia | 20.04.2018 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ✗ | ✓ | ✓ | | | | | | | ✓ |
| Tecan | 17.04.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Temenos | 15.05.2018 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ✓ | ✓ | ✗ | ✓ | ✗ | | | ✓ | | | |
| Tornos | 11.04.2018 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ⊕ | ⊕ | ✓ | ✓ | | ⊕ | | ⊕ | | | |
| U-blox | 24.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✗ | ✓ | ✗ | | | ✓ | | | |
| UBS | 03.05.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ✓ | ✓ | ⊕ | ✓ | | | | | | | ✗ |
| Valartis Group | 15.05.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✗ | ⊕ | ⊕ | ✓ | ✓ | | ✓ | | ✓ | | | |
| Valiant | 23.05.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Valora | 13.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| Varia US Properties | 24.05.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ⊕ | ✓ | ✓ | ✓ | ✓ | | | | | | |
| VAT Group | 17.05.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Vaudoise Assurances | 07.05.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ⊕ | ✓ | ✗ | ✓ | | | | | | | |
| Vetropack | 20.04.2018 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ⊕ | ⊕ | ✗ | ✓ | | | | | | | |
| Vifor Pharma | 15.05.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ⊕ | ✓ | ✗ | ✓ | ✗ | | | | | | |
| Villars Holding | 17.05.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | | |
| Von Roll | 24.04.2018 | AGM | ✓ | | | ✗ | ⊕ | ✗ | ⊕ | ⊕ | ✓ | ✓ | ⊕ | | | ✓ | | | |
| Vontobel | 18.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ⊕ | ✓ | ✓ | | ✗ | ✓ | | | | | | | |

| 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 |
|------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------|-------------------------|---------------------------------------|-------------------------|---------------|
| VP Bank | 27.04.2018 | AGM | ✓ | ✓ | | | | ✓ | ✓ | | ✗ | | | | | | | | |
| VZ Holding | 10.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Warteck Invest | 23.05.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✗ | ✓ | ✓ | ✗ | ✓ | ✗ | | | | | | |
| WISeKey | 25.05.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ○ | ✓ | ✓ | ✗ | | | | | | |
| Ypsomed | 27.06.2018 | AGM | ✓ | ✓ | | ○ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | | | |
| Zehnder Group | 12.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | ○ | | | |
| Züblin Immobilien | 21.06.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ○ | ✗ | ✗ | ✓ | | | | | | | |
| Zug Estates | 10.04.2018 | AGM | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ○ | | | |
| Zuger Kantonalbank | 05.05.2018 | AGM | ✓ | ✓ | | | ✓ | ✓ | | ✓ | ✗ | ✓ | | | | ✓ | | | |
| Zur Rose Group | 24.05.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ○ | ✓ | ○ | ○ | ✗ | ✓ | | | | | | | |
| Zurich Insurance Group | 04.04.2018 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ○ | ✓ | ✓ | ✓ | ✗ | | | | | | |
| Zwahlen & Mayr | 26.04.2018 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ○ | ○ | ✓ | ✓ | | | | ✓ | | | ✓ |

3 Voting results

3.1 Average approval rate by GM topic

| Type of Proposal | Number of Proposals | Available results | Average approval rate |
|---------------------------------------|---------------------|-------------------|-----------------------|
| Annual report | 170 | 117 | 99.7 % |
| Allocation of income | 189 | 136 | 99.6 % |
| Remuneration report (advisory vote) | 98 | 74 | 86.7 % |
| Board remuneration amount | 173 | 120 | 93.4 % |
| Executive remuneration amount | 226 | 151 | 94.2 % |
| Discharge | 179 | 122 | 94.5 % |
| Board elections | 1082 | 781 | 97.1 % |
| Elections of remuneration committee | 423 | 303 | 94.9 % |
| Auditors | 162 | 112 | 97.7 % |
| Elections of the independent proxy | 149 | 103 | 99.7 % |
| Share capital increase | 58 | 33 | 92.4 % |
| Share capital reduction | 15 | 11 | 99.0 % |
| Capital structure | 3 | 2 | 100.0 % |
| Articles of association | 47 | 32 | 99.4 % |
| Mergers, acquisitions and relocations | 1 | 1 | 100.0 % |
| Shareholder resolutions | 8 | 7 | 19.6 % |
| Miscellaneous | 15 | 8 | 98.0 % |
| All topics | 2998 | 2113 | 96.0 % |

3.2 Rejected board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|--------------|------------|-------|---|--------|--------|
| Sika | 17.04.2018 | 5.4 | Advisory vote on the remuneration report | FOR | 28.4 % |
| Sika | 17.04.2018 | 3.1.6 | Discharge Mr. Daniel J. Sauter | FOR | 29.6 % |
| Sika | 17.04.2018 | 3.1.7 | Discharge Prof. Dr. Ulrich W. Suter | FOR | 30.1 % |
| Sika | 17.04.2018 | 3.1.9 | Discharge Mr. Christoph Tobler | FOR | 30.1 % |
| Sika | 17.04.2018 | 5.3 | Approval of the total remuneration of the board of directors for the term of office 2017/18 | FOR | 30.2 % |
| Sika | 17.04.2018 | 5.2 | Approval of the total remuneration of the board of directors for the term of office 2016/17 | FOR | 30.3 % |
| Sika | 17.04.2018 | 5.5 | Approval of the total remuneration of the board of directors for the term of office 2018/19 | FOR | 30.3 % |
| Sika | 17.04.2018 | 5.1 | Approval of the total remuneration of the board of directors for the term of office 2015/16 | FOR | 30.3 % |
| Sika | 17.04.2018 | 3.1.5 | Discharge Ms. Monika Ribar | FOR | 30.5 % |
| Sika | 17.04.2018 | 3.1.3 | Discharge Dr. Paul J. Hälg | FOR | 30.5 % |
| Sika | 17.04.2018 | 3.1.2 | Discharge Mr. Frits van Dijk | FOR | 30.5 % |
| Meyer Burger | 02.05.2018 | 1.2 | Advisory vote on the remuneration report | OPPOSE | 49.7 % |

3.3 Withdrawn board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|-------------------------------------|------------|--------|---|--------|--------|
| Leclanché | 06.06.2018 | 4.3.3 | Re-elect Mr. Adam Said to the remuneration committee | FOR | -- |
| Leclanché | 06.06.2018 | 4.1.3 | Re-elect Mr. Adam Said | FOR | -- |
| Leclanché | 06.06.2018 | 4.3.4 | Elect Mr. Pierre-Alain Graf to the remuneration committee | FOR | -- |
| Leclanché | 06.06.2018 | 4.1.7 | Re-elect Mr. Pierre-Alain Graf | FOR | -- |
| Leclanché | 06.06.2018 | 4.1.6 | Re-elect Ms. Fei Cathy Wang | OPPOSE | -- |
| St.Galler Kantonbank | 25.04.2018 | 7.8 | Elect Ms. Maria Teresa Vacalli | FOR | -- |
| Swiss Finance & Property Investment | 10.04.2018 | 8.1.e | Election of a new board member | OPPOSE | -- |
| Zurich Insurance Group | 04.04.2018 | 4.1.10 | Elect Ms. Jasmin Staiblin | OPPOSE | -- |

3.4 Most contested board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|------------------|------------|-------|---|--------|--------|
| Tecan | 17.04.2018 | 5.1 | Advisory vote on the remuneration report | OPPOSE | 52.4 % |
| GAM Holding | 26.04.2018 | 1.2 | Advisory vote on the remuneration report | OPPOSE | 57.0 % |
| Georg Fischer | 18.04.2018 | 1.2 | Advisory vote on the remuneration report | FOR | 59.4 % |
| Lonza | 04.05.2018 | 9.3 | Binding prospective vote on the long-term variable remuneration of the executive management | OPPOSE | 63.6 % |
| Landis+Gyr Group | 28.06.2018 | 4.1 | Advisory vote on the remuneration report | FOR | 65.8 % |
| Kardex | 12.04.2018 | 6.1 | Binding prospective vote on the total remuneration of the board of directors | OPPOSE | 67.2 % |
| Partners Group | 09.05.2018 | 3 | Advisory vote on the remuneration report | OPPOSE | 68.6 % |
| Sika | 17.04.2018 | 6.2 | Proposal by the shareholder group formed by Cascade, Bill & Melinda Gates Foundation Trust, Fidelity, and Threadneedle: Extend the term of office of the special expert committee to the 2022 AGM | FOR | 69.0 % |
| Meyer Burger | 02.05.2018 | 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | 69.0 % |
| Kardex | 12.04.2018 | 5.3.b | Re-elect Dr. Felix A. Thöni to the nomination and remuneration committee | FOR | 69.2 % |

4 Detailed voting recommendations

Addex Therapeutics

20.06.2018

AGM

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

| Item | Agenda | Board | Ethos | | Result |
|--------|---|-------|----------|--|--------|
| 6.1 | Re-elect Prof. Dr. Vincent Lawton to the remuneration committee | FOR | ● OPPOSE | <p>He receives a remuneration that is excessive and not in line with generally accepted best practice standards.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ |
| 6.2 | Re-elect Prof. Dr. pharm. Raymond Hill to the remuneration committee | FOR | ● OPPOSE | <p>He receives a remuneration that is excessive and not in line with generally accepted best practice standards.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> | ✓ |
| 7 | Election of the auditors | FOR | FOR | | ✓ |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ |
| 9 | Amend articles of association | | | | |
| 9.1 | Approve increase and renewal of authorised capital | FOR | ● OPPOSE | <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> | ✓ |
| 9.2 | Approve increase of conditional capital | FOR | ● OPPOSE | <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> <p>The potential dilution is excessive.</p> | ✓ |
| 10.1.1 | Binding retrospective vote on an additional remuneration for the board of directors | FOR | ● OPPOSE | <p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The non-executive directors receive options.</p> | ✓ |

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

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The pay-for-performance connection is questionable. The transparency of the remuneration report is insufficient for an SMI company. | ✓ 89.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 94.2 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.7 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 90.4 % |
| 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. | ✓ 92.4 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. Rolf Dörig as board member and chairman | FOR | FOR | | ✓ 88.0 % |
| 5.1.2 | Re-elect Mr. Jean-Christophe Deslarzes | FOR | FOR | | ✓ 99.6 % |
| 5.1.3 | Re-elect Ms. Ariane Gorin | FOR | FOR | | ✓ 99.9 % |
| 5.1.4 | Re-elect Dr. Rainer Alexander Gut | FOR | FOR | | ✓ 94.8 % |
| 5.1.5 | Re-elect Dr. Didier Lamouche | FOR | FOR | | ✓ 99.6 % |
| 5.1.6 | Re-elect Mr. David Prince | FOR | FOR | | ✓ 89.9 % |
| 5.1.7 | Re-elect Ms. Kathleen P. Taylor | FOR | FOR | | ✓ 98.3 % |
| 5.1.8 | Elect Ms. Regula Wallimann | FOR | FOR | | ✓ 99.9 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Re-elect Mr. Jean-Christophe Deslarzes to the remuneration committee | FOR | FOR | | ✓ 99.3 % |
| 5.2.2 | Re-elect Dr. Rainer Alexander Gut to the remuneration committee | FOR | FOR | | ✓ 94.5 % |
| 5.2.3 | Re-elect Ms. Kathleen P. Taylor to the remuneration committee | FOR | FOR | | ✓ 99.5 % |
| 5.3 | Re-elect Mr. Andreas G. Keller as independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5.4 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 97.9 % |

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|-----------|
| 4.4.2 | Re-elect Mr. Okko Filius the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ 95.4 % |
| 4.4.3 | Re-elect Mr. Christophe Villemin the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ 98.6 % |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.7 % |
| 6 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The remuneration committee or the board of directors have excessive discretion with regard to awards. | ✓ 98.8 % |
| 7 | Election of the auditors | FOR | FOR | | ✓ 100.0 % |
| 8 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 9 | Approve renewal of authorised capital | FOR | FOR | | ✓ 99.5 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3 | Reduce share capital via repayment of nominal value | FOR | FOR | ✓ 97.7 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.a | Re-elect Mr. Bruno Bettoni as member and chairman of the board | FOR | FOR | ✓ 99.8 % |
| 5.1.b | Re-elect Dr. Ralph-Thomas Honegger | FOR | FOR | ✓ 99.0 % |
| 5.1.c | Re-elect Ms. Andrea Sieber | FOR | FOR | ✓ 98.4 % |
| 5.1.d | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ 97.4 % |
| 5.1.e | Re-elect Mr. Olivier Steimer | FOR | FOR | ✓ 97.3 % |
| 5.1.f | Re-elect Mr. Thomas Stenz | FOR | FOR | ✓ 99.5 % |
| 5.2 | Elect Mr. Peter Mettler | FOR | FOR | ✓ 89.9 % |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.a | Re-elect Dr. Ralph-Thomas Honegger to the nomination and remuneration committee | FOR | FOR | ✓ 82.5 % |
| 5.3.b | Re-elect Ms. Andrea Sieber to the nomination and remuneration committee | FOR | FOR | ✓ 82.5 % |
| 5.3.c | Re-elect Mr. Peter Spuhler to the nomination and remuneration committee | FOR | FOR | ✓ 90.2 % |
| 5.4 | Re-election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Re-election of the auditors | FOR | FOR | ✓ 98.8 % |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | ✓ 75.3 % |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.4 % |
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.1 % |
| 6.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 99.1 % |
| 7.1 | Approve renewal of authorised capital | FOR | FOR | ✓ 94.7 % |
| 7.2 | Amend articles of association | FOR | FOR | ✓ 100.0 % |

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

| Item | Agenda | Board | Ethos | Result |
|------|---|------------|---|--------|
| 1 | Auditors report | NON-VOTING | NON-VOTING | |
| 2.1 | Approve annual report | FOR | FOR | ✓ |
| 2.2 | Approve financial statements and accounts | FOR | FOR | ✓ |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Daniel Hofer | FOR | FOR | ✓ |
| 5.2 | Re-elect Mr. Robert Schmidli | FOR | FOR | ✓ |
| 5.3 | Re-elect Mr. Markus Scheidegger | FOR | FOR | ✓ |
| 5.4 | Re-elect Mr. Xavier Le Clef | FOR | FOR | ✓ |
| 5.5 | Re-elect Mr. Stéphane Prigent | FOR | ● 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 | | ✓ 99.9 % |
| 1.2 | Approve statutory financial statements | FOR | FOR | | ✓ 99.9 % |
| 1.3 | Approve consolidated financial statements | FOR | FOR | | ✓ 99.9 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.6 % |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 97.4 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.1 | Re-elect Mr. Alexander von Witzleben as board member, chairman, and member of the remuneration committee | FOR | ● OPPOSE | He is "ad interim" CEO since July 2015 and the company does not communicate on the search for a new CEO. He serves on the audit committee and the nomination and remuneration committee. | ✓ 77.7 % |
| 4.1.2 | Re-elect Mr. Peter Barandun as board member and member of the remuneration committee | FOR | FOR | | ✓ 97.8 % |
| 4.1.3 | Re-elect Mr. Peter Bodmer as board member | FOR | FOR | | ✓ 99.5 % |
| 4.1.4 | Re-elect Mr. Heinz Haller as board member and member of the remuneration committee | FOR | FOR | | ✓ 98.6 % |
| 4.1.5 | Re-elect Mr. Markus Oppliger as board member | FOR | FOR | | ✓ 99.3 % |
| 4.1.6 | Re-elect Mr. Michael Pieper as board member | FOR | FOR | | ✓ 99.5 % |
| 4.1.7 | Re-elect Mr. Thomas Lozser as board member | FOR | FOR | | ✓ 99.6 % |
| 4.2 | Re-elect Dr. Roland Keller as independent proxy | FOR | FOR | | ✓ 99.6 % |
| 4.3 | Re-elect KPMG as auditors | FOR | FOR | | ✓ 99.5 % |
| 5.1 | Approve increase of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ 82.1 % |
| 5.2 | Approve increase of conditional capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ 82.0 % |
| 5.3 | Approve cancellation of authorised capital reserved for the acquisition of Looser Group | FOR | FOR | | ✓ 99.9 % |

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.6 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.3 % |
| 5 | Elections to the board of directors | | | |
| 5.1 | Re-elect Dr. Kuno Sommer as chairman | FOR | FOR | ✓ 100.0 % |
| 5.2 | Re-elect Ms. Nicole Grogg Hötzer | FOR | FOR | ✓ 100.0 % |
| 5.3 | Re-elect Prof. Dr. Helma Wennemers | FOR | FOR | ✓ 99.9 % |
| 5.4 | Re-elect Dr. iur. Thomas Burckhardt | FOR | ● OPPOSE | He has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓ 98.4 % |
| 5.5 | Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger | FOR | FOR | ✓ 99.9 % |
| 5.6 | Re-elect Dr. phil. Rolf Nyfeler | FOR | FOR | ✓ 99.8 % |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Elect Dr. Kuno Sommer to the Remuneration Committee | FOR | FOR | ✓ 99.5 % |
| 6.2 | Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the Remuneration Committee | FOR | FOR | ✓ 99.5 % |
| 6.3 | Elect Dr. phil. Rolf Nyfeler to the Remuneration Committee | FOR | FOR | ✓ 99.5 % |
| 7 | Election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. ✓ 98.1 % 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 | ✓ 99.4 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. iur. Andreas Burckhardt as board member and chairman | FOR | FOR | ✓ 93.4 % |
| 4.1.2 | Re-elect Dr. iur. Andreas Beerli | FOR | FOR | ✓ 95.4 % |
| 4.1.3 | Re-elect Dr. med. Georges-Antoine de Boccard | FOR | FOR | ✓ 99.4 % |
| 4.1.4 | Re-elect Mr. Christoph B. Gloor | FOR | FOR | ✓ 98.4 % |
| 4.1.5 | Re-elect Ms. Karin Keller-Sutter | FOR | FOR | ✓ 99.5 % |
| 4.1.6 | Re-elect Mr. Hugo Lasat | FOR | FOR | ✓ 99.7 % |
| 4.1.7 | Re-elect Dr. iur. Thomas von Planta | FOR | FOR | ✓ 99.7 % |
| 4.1.8 | Re-elect Mr. Thomas Pleines | FOR | FOR | ✓ 99.5 % |
| 4.1.9 | Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen | FOR | FOR | ✓ 99.6 % |
| 4.1.10 | Elect Prof. Hans-Jörg Schmidt-Trenz | FOR | FOR | ✓ 99.5 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Dr. med. Georges-Antoine de Boccard to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 4.2.2 | Re-elect Ms. Karin Keller-Sutter to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 4.2.3 | Re-elect Mr. Thomas Pleines to the remuneration committee | FOR | FOR | ✓ 99.0 % |
| 4.2.4 | Elect Prof. Hans-Jörg Schmidt-Trenz to the remuneration committee | FOR | FOR | ✓ 98.9 % |
| 4.3 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 4.4 | Election of the auditors | FOR | FOR | ✓ 99.4 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.4 % |
| 5.2.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.1 % |

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

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|------|--|------------|------------|----------|
| 1 | Chairman's speech | NON-VOTING | NON-VOTING | |
| 2 | Management report | NON-VOTING | NON-VOTING | |
| 3 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.8 % |
| 4 | Approve allocation of income and dividend | | | |
| 4.1 | Approve allocation of income and ordinary dividend | FOR | FOR | ✓ 99.8 % |
| 4.2 | Approve dividend from capital contribution reserves | FOR | FOR | ✓ 99.8 % |
| 5 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.3 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.9 % |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.4 % |
| 5.4 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | ✓ 98.6 % |
| 6 | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 7 | Re-elect Ms. Ingrid Deltenre | FOR | FOR | ✓ 96.2 % |
| 8 | Election of the independent proxy | FOR | FOR | ✓ 99.6 % |
| 9 | Election of the auditors | FOR | FOR | ✓ 99.4 % |

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 95.1 % |
| 3.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 3.2 | Distribution out of capital contribution reserves | FOR | FOR | ✓ 100.0 % |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. oec. Felix A. Weber | FOR | FOR | ✓ 99.7 % |
| 5.1.2 | Re-elect Prof. Dr. Peter Athanas | FOR | FOR | ✓ 99.6 % |
| 5.1.3 | Re-elect Mr. Urs Baumann | FOR | FOR | ✓ 98.0 % |
| 5.1.4 | Re-elect Mr. Denis Hall | FOR | FOR | ✓ 99.7 % |
| 5.1.5 | Re-elect Ms. Katrina Machin | FOR | FOR | ✓ 99.6 % |
| 5.1.6 | Re-elect Dr. Monica Mächler | FOR | FOR | ✓ 99.7 % |
| 5.1.7 | Re-elect Mr. Ben Tellings | FOR | FOR | ✓ 99.7 % |
| 5.2 | Re-elect Dr. oec. Felix A. Weber as chairman of the board | FOR | FOR | ✓ 99.7 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Mr. Urs Baumann to the remuneration committee | FOR | FOR | ✓ 97.9 % |
| 5.3.2 | Re-elect Ms. Katrina Machin to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 5.3.3 | Re-elect Mr. Ben Tellings to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.5 | Election of the auditors | FOR | FOR | ✓ 97.4 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.6 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 96.8 % |

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2.1 | Approve allocation of income | FOR | FOR | ✓ 100.0 % |
| 2.2 | Approve dividend distribution out of capital contribution reserves | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Hans Hess | FOR | FOR | ✓ 98.3 % |
| 4.2 | Re-elect Mr. Hans Hess as chairman of the board | FOR | FOR | ✓ 99.8 % |
| 4.3 | Re-elect Prof. Gian-Luca Bona | FOR | FOR | ✓ 99.8 % |
| 4.4 | Re-elect Mr. Lucas A. Grolimund | FOR | FOR | ✓ 99.7 % |
| 4.5 | Re-elect Dr. Mariel Hoch | FOR | FOR | ✓ 99.7 % |
| 4.6 | Re-elect Mr. Rolf Huber | FOR | FOR | ✓ 99.7 % |
| 4.7 | Re-elect Dr. Franz Richter | FOR | FOR | ✓ 98.4 % |
| 4.8 | Elections to the remuneration committee | | | |
| 4.8.1 | Re-elect Dr. Mariel Hoch to the remuneration committee | FOR | FOR | ✓ 98.0 % |
| 4.8.2 | Re-elect Mr. Rolf Huber to the remuneration committee | FOR | FOR | ✓ 98.1 % |
| 5 | Re-election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 6 | Re-election of the auditors | FOR | FOR | ✓ 98.3 % |
| 7.1 | Approve renewal of authorised capital | FOR | ● OPPOSE | ✓ 83.9 % The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.8 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.7 % |
| 8.3 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | FOR | ✓ 97.1 % |
| 8.4 | Advisory vote on the remuneration report | FOR | FOR | ✓ 76.8 % |

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

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|------|--|------------|------------|---|-----------|
| 1 | Opening of the AGM | NON-VOTING | NON-VOTING | | |
| 2 | Presentation of the financial year 2017 | NON-VOTING | NON-VOTING | | |
| 3 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 4 | Discharge board members | FOR | FOR | | ✓ 100.0 % |
| 5 | Re-elect Ms. Eimear Cowhey | FOR | FOR | | ✓ 96.3 % |
| 6 | Amend the title of Dr. Chris Tanner | FOR | FOR | | ✓ |
| 7 | Approve renewal of authorisations to issue shares | FOR | ● OPPOSE | The potential dilution is excessive. The company does not provide an explanation that the anti-takeover provision is necessary to preserve the long-term survival of the company | ✓ 96.1 % |
| 8 | Approve authorisation to buyback shares | FOR | ● OPPOSE | The amount to be repurchased exceeds 10% of the share capital. | ✓ 99.8 % |

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

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

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

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|--|-----------------|
| 8.2 | Binding prospective vote on the total remuneration of the executive management | FOR | <p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | <p>✓ 80.2 %</p> |

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

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

| Item | Agenda | Board | Ethos | Result |
|--------|--|-------|----------|---|
| 6.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 92.9 %</p> <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 | Elections to the board of directors | | | |
| 7.1.1 | Re-elect Dr. Susanne Brandenberger | FOR | FOR | ✓ 100.0 % |
| 7.1.2 | Re-elect Dr. iur. Niccolò H. Burki | FOR | FOR | ✓ 99.7 % |
| 7.1.3 | Re-elect Mr. Emmanuel L. Bussetil | FOR | FOR | ✓ 98.0 % |
| 7.1.4 | Re-elect Mr. Michael N. Higgin | FOR | FOR | ✓ 99.8 % |
| 7.1.5 | Re-elect Mr. Roberto Isolani | FOR | FOR | ✓ 98.1 % |
| 7.1.6 | Re-elect Mr. Steven M. Jacobs | FOR | FOR | ✓ 98.8 % |
| 7.1.7 | Re-elect Dr. Spiro J. Latsis | FOR | FOR | ✓ 98.2 % |
| 7.1.8 | Re-elect Dr. rer. pol. Bernd-Albrecht von Maltzan | FOR | FOR | ✓ 99.8 % |
| 7.1.9 | Re-elect Dr. Périclès-Paul Petalas | FOR | ● OPPOSE | <p>✓ 98.4 %</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p> |
| 7.1.10 | Re-elect Mr. John A. Williamson | FOR | FOR | ✓ 98.0 % |
| 7.1.11 | Re-elect Mr. Daniel K. Zuberbühler | FOR | FOR | ✓ 100.0 % |
| 7.2.1 | Elect Dr. John Spiro Latsis | FOR | FOR | ✓ 99.9 % |
| 7.2.2 | Elect Mr. Stuart M. Robertson | FOR | FOR | ✓ 100.0 % |
| 7.2.3 | Elect Mr. Fong Seng Tee | FOR | FOR | ✓ 100.0 % |
| 7.3 | Re-elect Mr. John A. Williamson as chairman of the board | FOR | FOR | ✓ 98.3 % |
| 8 | Elections to the nomination and remuneration committee | | | |
| 8.1 | Re-elect Dr. iur. Niccolò H. Burki to the nomination and remuneration committee | FOR | FOR | ✓ 98.6 % |
| 8.2 | Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee | FOR | FOR | ✓ 94.3 % |
| 8.3 | Re-elect Mr. Steven M. Jacobs to the nomination and remuneration committee | FOR | FOR | ✓ 93.4 % |

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

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

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

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Advisory vote on the remuneration report | FOR | FOR | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ |
| 4 | Approve allocation of balance sheet result | FOR | FOR | ✓ |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Gerard Hoetmer | FOR | FOR | ✓ |
| 5.1.2 | Re-elect Mr. Martin Gertsch | FOR | FOR | ✓ |
| 5.1.3 | Re-elect Dr. Jutta Heim | FOR | FOR | ✓ |
| 5.1.4 | Re-elect Dr. Ganesh M. Kishore | FOR | FOR | ✓ |
| 5.1.5 | Re-elect Dr. Stuart Strathdee | FOR | FOR | ✓ |
| 5.1.6 | Re-elect Dr. Thomas Videbaek | FOR | FOR | ✓ |
| 5.2 | Re-elect Mr. Gerard Hoetmer as board chairman | FOR | FOR | ✓ |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Dr. Stuart Strathdee to the remuneration committee | FOR | FOR | ✓ |
| 6.2 | Re-elect Dr. Thomas Videbaek to the remuneration committee | FOR | FOR | ✓ |
| 7 | Re-elect Ernst & Young as auditors | FOR | FOR | ✓ |
| 8 | Re-elect Dr. Oscar Olano as independent proxy | FOR | FOR | ✓ |
| 9 | Increase conditional capital for the employees | FOR | ● OPPOSE | The transparency of the share-based plan for which the requested capital is intended is insufficient. ✓ |
| 10 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 11 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remuneration than that of a peer group. ✓ |

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|--------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.6 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| | Elections to the board of directors | | | |
| 4.1 | Re-elect Ms. Doris Russi Schurter as board member and chairman | FOR | FOR | ✓ 86.0 % |
| 4.2.1 | Re-elect Dr. oec. Hans-Jürg Bernet | FOR | FOR | ✓ 80.5 % |
| 4.2.2 | Elect Mr. Beat Fellmann | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (18.2%). ✓ 97.5 % |
| 4.2.3 | Re-elect Mr. Jean-René Fournier | FOR | FOR | ✓ 85.9 % |
| 4.2.4 | Re-elect Dr. iur. Ivo Furrer | FOR | FOR | ✓ 99.3 % |
| 4.2.5 | Re-elect Dr. Hans Künzle | FOR | FOR | ✓ 84.8 % |
| 4.2.6 | Re-elect Prof. Dr. oec. Christoph Lechner | FOR | FOR | ✓ 86.7 % |
| 4.2.7 | Re-elect Dr. Gabriela Payer | FOR | FOR | ✓ 98.5 % |
| 4.2.8 | Elect Dr. Thomas Schmuckli | FOR | FOR | ✓ 86.8 % |
| 4.2.9 | Re-elect Dr. iur. Andreas von Planta | FOR | FOR | ✓ 98.0 % |
| 4.2.10 | Elect Ms. Regula Wallimann | FOR | FOR | ✓ 98.9 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Re-elect Dr. oec. Hans-Jürg Bernet to the remuneration committee | FOR | FOR | ✓ 80.9 % |
| 4.3.2 | Elect Prof. Dr. oec. Christoph Lechner to the remuneration committee | FOR | FOR | ✓ 81.9 % |
| 4.3.3 | Re-elect Dr. Gabriela Payer to the remuneration committee | FOR | FOR | ✓ 95.8 % |
| 4.3.4 | Re-elect Dr. iur. Andreas von Planta to the remuneration committee | FOR | FOR | ✓ 95.4 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 97.6 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 97.3 % |
| 5.3 | Binding retrospective vote of retroactive fixed remuneration of the board of directors | FOR | FOR | ✓ 95.1 % |

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

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

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

Highlight Event and Entertainment

29.06.2018

AGM

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

Highlight Event and Entertainment

29.06.2018

AGM

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

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

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Urs Kaufmann as board member and chairman | FOR | FOR | ✓ 93.5 % |
| 4.2 | Re-elect Dr. Beat Kälin | FOR | FOR | ✓ 99.6 % |
| 4.3 | Re-elect Prof. Dr. Monika Bütler | FOR | FOR | ✓ 99.7 % |
| 4.4 | Re-elect Dr. Christoph Fässler | FOR | FOR | ✓ 99.9 % |
| 4.5 | Re-elect Mr. George H. Müller | FOR | FOR | ✓ 98.5 % |
| 4.6 | Re-elect Mr. Rolf Seiffert | FOR | FOR | ✓ 99.9 % |
| 4.7 | Re-elect Mr. Jörg Walther | FOR | FOR | ✓ 99.9 % |
| 5 | Elections to the nomination and remuneration committee | | | |
| 5.1 | Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee | FOR | FOR | ✓ 93.3 % |
| 5.2 | Re-elect Dr. Beat Kälin to the nomination and remuneration committee | FOR | FOR | ✓ 95.9 % |
| 6 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 6.1 | Binding prospective vote on the cash remuneration of the board of directors | FOR | FOR | ✓ 93.1 % |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.0 % |
| 6.3 | Binding retrospective vote on the share-based remuneration of the board of directors | FOR | FOR | ✓ 97.5 % |
| 6.4 | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ 92.1 % |
| 7 | Elect Ernst & Young as auditors | FOR | FOR | ✓ 99.7 % |
| 8 | Elect Bratschi AG as independent proxy | FOR | FOR | ✓ 98.5 % |

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|----------|
| 5.4.4 | Elect Ms. Viviane Monges to the nomination and remuneration committee | FOR | FOR | | ✓ 99.7 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 97.7 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ 96.7 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 8 | Election of the auditors | FOR | FOR | | ✓ 99.8 % |

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

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

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

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

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

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

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

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





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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|---|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 98.7 % The transparency of the remuneration report is insufficient. |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Heinz M. Buhofer | FOR | FOR | ✓ 99.8 % |
| 4.1.2 | Re-elect Ms. Marga Gyger | FOR | FOR | ✓ 99.9 % |
| 4.1.3 | Re-elect Dr. sc. techn. Peter Terwiesch | FOR | FOR | ✓ 99.9 % |
| 4.1.4 | Re-elect Mr. Martin Wipfli | FOR | FOR | ✓ 99.2 % |
| 4.2 | Re-elect Mr. Heinz M. Buhofer as chairman of the board | FOR | FOR | ✓ 99.8 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Elect Mr. Heinz M. Buhofer to the Remuneration Committee | FOR | FOR | ✓ 99.6 % |
| 4.3.2 | Elect Dr. sc. techn. Peter Terwiesch to the Remuneration Committee | FOR | FOR | ✓ 99.7 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 99.2 % |
| 4.5 | Election of the auditors | FOR | FOR | ✓ |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | ✓ 99.4 % The remuneration of the chairman is significantly higher than that of the peer group. |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 99.2 % |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 99.8 % |

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

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

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

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|---|-----------------|
| 10 | Binding retrospective vote on the total variable remuneration of the executive management | FOR | <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 structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | <p>✓ 70.4 %</p> |

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

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

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

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|-------|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ |
| 4.1 | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Rolf U. Sutter as member and chairman of the board | FOR | FOR | ✓ |
| 4.1.b | Re-elect Prof. Edgar Fluri | FOR | FOR | ✓ |
| 4.1.c | Re-elect Mr. Walter Lüthi | FOR | FOR | ✓ |
| 4.1.d | Re-elect Mr. Dominik Sauter | FOR | FOR | ✓ |
| 4.1.e | Re-elect Ms. Monika Walser | FOR | FOR | ✓ |
| 4.1.f | Elect Mr. Josef Ming | FOR | FOR | ✓ |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.a | Re-elect Mr. Rolf U. Sutter to the remuneration committee | FOR | FOR | ✓ |
| 4.2.b | Re-elect Ms. Monika Walser to the remuneration committee | FOR | FOR | ✓ |
| 4.2.c | Elect Mr. Josef Ming to the remuneration committee | FOR | FOR | ✓ |
| 4.3 | Re-election of the auditors | FOR | FOR | ✓ |
| 4.4 | Re-election of the independent proxy | FOR | FOR | ✓ |
| 5 | Approve renewal of authorised capital | FOR | FOR | ✓ |
| 6 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 6.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ |
| 6.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.4 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.2 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. | ✓ 84.2 % |
| 4.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. | ✓ 76.3 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Mr. Peter Ulber as board member and chairman | FOR | FOR | | ✓ 91.1 % |
| 5.2 | Re-elect Dr. Beat Walti | FOR | FOR | | ✓ 99.3 % |
| 5.3 | Re-elect Mr. Thomas E. Kern | FOR | FOR | | ✓ 99.8 % |
| 5.4 | Re-elect Ms. Pamela Knapp | FOR | FOR | | ✓ 99.4 % |
| 5.5 | Re-elect Dr. Ilias Läber | FOR | FOR | | ✓ 100.0 % |
| 5.6 | Re-elect Mr. Dirk Reich | FOR | FOR | | ✓ 99.9 % |
| 5.7 | Re-elect Mr. Knud Elmholdt Stubkjaer | FOR | FOR | | ✓ 99.6 % |
| 5.8 | Elect Ms. Sandra Emme | FOR | FOR | | ✓ 100.0 % |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Mr. Peter Ulber to the remuneration committee | FOR | FOR | | ✓ 86.2 % |
| 6.2 | Re-elect Mr. Thomas E. Kern to the remuneration committee | FOR | FOR | | ✓ 98.6 % |
| 6.3 | Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee | FOR | FOR | | ✓ 98.3 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 8 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |

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

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

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

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

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

| Item | Agenda | Board | Ethos | Result | |
|------|---|-------|----------|---|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ | |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The non-executive directors receive variable remuneration.</p> | ✓ |
| 3 | Approve allocation of income | FOR | FOR | ✓ | |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ | |
| 5.1 | Increase the pool of conditional capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |
| 5.2 | Amend articles of association: Remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. | ✓ |
| 6 | Elections to the board of directors | | | | |
| 6.a | Re-elect Mr. Reto A. Garzetti | FOR | FOR | ✓ | |
| 6.b | Re-elect Mr. Peter Bodmer | FOR | FOR | ✓ | |
| 6.c | Re-elect Dr. Christian De Prati | FOR | FOR | ✓ | |
| 6.d | Elect Mr. Kurt Hardt | FOR | FOR | ✓ | |
| 6.e | Re-elect Mr. Reto A. Garzetti as chairman of the board | FOR | FOR | ✓ | |
| 7 | Elections to the remuneration committee | | | | |
| 7.a | Re-elect Dr. Christian De Prati to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. | ✓ |
| 7.b | Elect Mr. Kurt Hardt to the remuneration committee | FOR | FOR | ✓ | |
| 8 | Election of the auditors | FOR | ● OPPOSE | <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> | ✓ |
| 9 | Election of the independent proxy | FOR | FOR | ✓ | |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|--|--------|
| 10.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration is significantly higher than that of the peer group.</p> <p>The non-executive directors receive variable remuneration.</p> | ✓ |
| 10.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ |
| 10.3 | Binding prospective vote on the variable remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> | ✓ |

| Item | Agenda | Board | Ethos | Result |
|-------|---|------------|------------|--|
| 1 | Welcome speech | NON-VOTING | NON-VOTING | |
| 2 | Present financial statements and accounts | NON-VOTING | NON-VOTING | |
| 3 | Auditors' reports | NON-VOTING | NON-VOTING | |
| 4.1 | Approval of the annual report | FOR | FOR | ✓ |
| 4.2 | Approval of the statutory and consolidated financial statements | FOR | FOR | ✓ |
| 4.3 | Approve allocation of balance sheet results | FOR | FOR | ✓ |
| 4.4 | Discharge board members | FOR | ● OPPOSE | <p>✓</p> <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p> |
| 5 | Approve renewal of authorised capital | FOR | FOR | ✓ |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Mr. Stephen Grey | FOR | ● OPPOSE | <p>✓</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> |
| 6.1.2 | Re-elect Ms. Anouck Ansermoz | FOR | FOR | ✓ |
| 6.1.3 | Re-elect Mr. Jean-Claude Roch | FOR | FOR | ✓ |
| 6.2 | Re-elect Mr. Jean-Claude Roch as board chairman | FOR | FOR | ✓ |
| 6.3 | Elections to the remuneration committee | | | |
| 6.3.1 | Re-elect Mr. Stephen Grey to the remuneration committee | FOR | ● OPPOSE | <p>✓</p> <p>As Ethos did not support the election of Mr. Grey to the board of directors, he cannot be elected to the committee.</p> |
| 6.3.2 | Re-elect Ms. Anouck Ansermoz to the remuneration committee | FOR | FOR | ✓ |
| 6.3.3 | Re-elect Mr. Jean-Claude Roch to the remuneration committee | FOR | FOR | ✓ |
| 6.4 | Re-elect Mr. Albert-Edouard Fahrni as independent proxy | FOR | FOR | ✓ |

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

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

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.5 % |
| 2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 93.3 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.3 % |
| 5 | Elections to the board of directors | | | | |
| 5.1 | Re-elect Dr. rer. pol. Luciano Gabriel | FOR | FOR | | ✓ 95.3 % |
| 5.2 | Re-elect Ms. Corinne Denzler | FOR | FOR | | ✓ 99.4 % |
| 5.3 | Re-elect Mr. Adrian Dudle | FOR | FOR | | ✓ 99.5 % |
| 5.4 | Re-elect Prof. Dr. iur. Peter Forstmoser | FOR | ● OPPOSE | He is 75 years old, which exceeds Ethos' guidelines. | ✓ 85.0 % |
| 5.5 | Re-elect Mr. Nathan Hetz | FOR | FOR | | ✓ 89.6 % |
| 5.6 | Re-elect Mr. Josef Stadler | FOR | FOR | | ✓ 99.5 % |
| 5.7 | Re-elect Mr. Aviram Wertheim | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ 80.8 % |
| 6 | Re-elect Dr. rer. pol. Luciano Gabriel as chairman of the board | FOR | FOR | | ✓ 95.4 % |
| 7 | Elections to the remuneration committee | | | | |
| 7.1 | Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Prof. Dr. iur. Forstmoser to the board of directors, he cannot be elected to the committee. | ✓ 84.8 % |
| 7.2 | Re-elect Mr. Adrian Dudle to the remuneration committee | FOR | FOR | | ✓ 99.2 % |
| 7.3 | Re-elect Mr. Nathan Hetz to the remuneration committee | FOR | FOR | | ✓ 89.6 % |
| 7.4 | Re-elect Mr. Josef Stadler to the remuneration committee | FOR | FOR | | ✓ 99.1 % |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 98.8 % |
| 9 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.0 % |
| 10 | Election of the auditors | FOR | FOR | | ✓ 99.5 % |
| 11 | Election of the independent proxy | FOR | FOR | | ✓ 99.3 % |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Approve allocation of balance sheet result | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> <p>The company is in a situation of capital loss, and there is a material uncertainty on the ability of the company to continue as a going concern.</p> | ✓ |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The non-executive directors receive variable remuneration and options. | ✓ |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p> | ✓ |
| 4.3 | Advisory vote on the remuneration report | FOR | FOR | | ✓ |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Dr. Raghuram Selvaraju | FOR | FOR | | ✓ |
| 5.1.b | Re-elect Dr. Michel Dreano | FOR | ● OPPOSE | He is also a permanent member of the executive management (Chief Business Officer & CFO). | ✓ |
| 5.1.c | Re-elect Mr. Peter de Svastich | FOR | FOR | | ✓ |
| 5.2 | Re-elect Dr. Raghuram Selvaraju as chairman of the board | FOR | FOR | | ✓ |
| 5.3 | Elections to the nomination and remuneration committee | | | | |
| 5.3.a | Re-elect Mr. Peter de Svastich to the nomination and remuneration committee | FOR | FOR | | ✓ |
| 5.3.b | Re-elect Dr. Michel Dreano to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Dreano to the board of directors, he cannot be elected to the committee. | ✓ |

Relief Therapeutics

29.06.2018

AGM

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

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.7 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines. | ✓ 86.4 % |
| 3 | Approve allocation of balance sheet result | FOR | FOR | | ✓ 99.4 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.2 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a | Re-elect Mr. Edwin Eichler as board member and chairman | FOR | FOR | | ✓ 91.2 % |
| 5.1.b | Re-elect Mr. Michael Büchter | FOR | FOR | | ✓ 99.7 % |
| 5.1.c | Re-elect Mr. Martin Haefner | FOR | FOR | | ✓ 92.7 % |
| 5.1.d | Re-elect Mr. Marco Musetti | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%). | ✓ 90.3 % |
| 5.1.e | Re-elect Dr. Oliver Thum | FOR | FOR | | ✓ 92.1 % |
| 5.1.f | Elect Ms. Isabel Corinna Knauf | FOR | FOR | | ✓ 99.7 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.a | Re-elect Mr. Edwin Eichler to the remuneration committee | FOR | FOR | | ✓ 85.8 % |
| 5.2.b | Re-elect Mr. Marco Musetti to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Musetti to the board of directors, he cannot be elected to the committee. | ✓ 89.6 % |
| 5.2.c | Elect Ms. Isabel Corinna Knauf to the remuneration committee | FOR | FOR | | ✓ 99.5 % |
| 5.3 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 99.6 % |
| 5.4 | Re-elect Burger & Müller AG as independent proxy | FOR | FOR | | ✓ 99.9 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 93.4 % |

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.0 % |
| 3 | Discharge board members | FOR | FOR | ✓ 99.7 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | ✓ 95.2 % The remuneration is significantly higher than that of the peer group. |
| 4.2.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 98.1 % |
| 4.2.2 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 98.9 % |
| 4.2.3 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | ✓ 88.2 % The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines. |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Ms. Ulla Schmidt | FOR | FOR | ✓ 99.8 % |
| 5.1.2 | Re-elect Mr. Colin Bond | FOR | FOR | ✓ 99.2 % |
| 5.1.3 | Re-elect Prof. Dr. Wolfram Carius | FOR | FOR | ✓ 99.8 % |
| 5.1.4 | Re-elect Dr. iur. Andreas Casutt | FOR | FOR | ✓ 99.8 % |
| 5.1.5 | Re-elect Mr. Reto A. Garzetti | FOR | FOR | ✓ 99.7 % |
| 5.1.6 | Re-elect Dr. iur. Martin Schmid | FOR | FOR | ✓ 99.8 % |
| 5.2 | Re-elect Dr. iur. Andreas Casutt as chairman of the board | FOR | FOR | ✓ 99.9 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Ms. Ulla Schmidt to the remuneration committee | FOR | FOR | ✓ 99.6 % |
| 5.3.2 | Re-elect Mr. Reto A. Garzetti to the remuneration committee | FOR | FOR | ✓ 98.8 % |
| 5.3.3 | Re-elect Dr. iur. Martin Schmid to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 6 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Elimination of loss of capital situation and appropriation of accumulated loss | FOR | FOR | | ✓ |
| 3 | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |
| 4 | Discharge board members | FOR | ● OPPOSE | The company is in a situation of capital loss. | ✓ |
| 5 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Christopher Bedford Brotchie | FOR | FOR | | ✓ |
| 6.1.2 | Re-elect Mr. Fersen Lamas Lambranh | FOR | FOR | | ✓ |
| 6.1.3 | Re-elect Mr. David Emery | FOR | FOR | | ✓ |
| 6.1.4 | Re-elect Mr. Christopher Wright | FOR | FOR | | ✓ |
| 6.1.5 | Re-elect Mr. Alvaro Lopes da Silva Neto | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 6.2 | Re-elect Mr. Christopher Bedford Brotchie as chairman of the board | FOR | FOR | | ✓ |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Re-elect Mr. Christopher Bedford Brotchie to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the committee includes all board members. | ✓ |
| 6.3.2 | Re-elect Mr. Fersen Lamas Lambranh to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the committee includes all board members. | ✓ |
| 6.3.3 | Re-elect Mr. David Emery to the remuneration committee | FOR | FOR | | ✓ |
| 6.3.4 | Re-elect Mr. Christopher Wright to the remuneration committee | FOR | FOR | | ✓ |
| 6.3.5 | Re-elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, business connections) and the committee includes all board members. | ✓ |
| 6.4 | Re-election of the independent proxy | FOR | FOR | | ✓ |
| 6.5 | Re-election of the auditors | FOR | FOR | | ✓ |

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

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|--------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The non-executive directors receive variable remuneration. | ✓ |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ |
| 2.2 | Distribution out of capital contribution reserves | FOR | FOR | | ✓ |
| 3 | Discharge board members | FOR | FOR | | ✓ |
| 4 | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The proposed increase relative to the previous year is excessive and not justified. The non-executive directors receive variable remuneration. | ✓ |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. | ✓ |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Walter Fust | FOR | FOR | | ✓ |
| 6.1.2 | Re-elect Prof. Christian Belz | FOR | FOR | | ✓ |
| 6.1.3 | Re-elect Mr. Adrian Stürm | FOR | FOR | | ✓ |
| 6.1.4 | Re-elect Dr. Erich J. Bohli | FOR | FOR | | ✓ |
| 6.1.5 | Elect Mr. Michael Hauser | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ |
| 6.1.6 | Re-elect Mr. Daniel Frutig | FOR | FOR | | ✓ |
| 6.2 | Re-elect Mr. Daniel Frutig as chairman of the board | FOR | FOR | | ✓ |
| 6.3 | Elections to the remuneration committee | | | | |
| 6.3.1 | Re-elect Mr. Walter Fust to the remuneration committee | FOR | FOR | | ✓ |
| 6.3.2 | Re-elect Dr. Erich J. Bohli to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. | ✓ |
| 6.4 | Re-election of the auditors | FOR | ● OPPOSE | The term of office of the audit firm exceeds 20 years. | ✓ |
| 6.5 | Re-election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration report is not in line with Ethos' guidelines. | ✓ 76.4 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members | FOR | FOR | | ✓ 99.4 % |
| | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 4 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 95.9 % |
| 5.1 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 99.4 % |
| 5.2 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The structure and conditions of the plans do not respect Ethos' guidelines. | ✓ 96.0 % |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | | ✓ 98.8 % |
| 6 | Elections to the board of directors | | | | |
| 6.1 | Re-elect Mr. Gilbert Achermann as board member and chairman | FOR | FOR | | ✓ 98.9 % |
| 6.2 | Re-elect Ms. Monique Bourquin | FOR | FOR | | ✓ 99.1 % |
| 6.3 | Re-elect Dr. iur. Sebastian Burckhardt | FOR | FOR | | ✓ 97.8 % |
| 6.4 | Re-elect Mr. Ulrich Looser | FOR | FOR | | ✓ 98.6 % |
| 6.5 | Re-elect Dr. sc. techn. Beat E. Lüthi | FOR | FOR | | ✓ 98.8 % |
| 6.6 | Re-elect Dr. h.c. Thomas Straumann | FOR | FOR | | ✓ 98.1 % |
| 6.7 | Re-elect Ms. Regula Wallimann | FOR | FOR | | ✓ 98.8 % |
| 7 | Elections to the remuneration committee | | | | |

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

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

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

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

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

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|-----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 97.6 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.7 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. Roland Abt | FOR | FOR | ✓ 99.5 % |
| 4.2 | Re-elect Dr. Valérie Berset Bircher | FOR | FOR | ✓ 99.0 % |
| 4.3 | Re-elect Mr. Alain Carrupt | FOR | FOR | ✓ 99.5 % |
| 4.4 | Re-elect Dr. Franck Esser | FOR | FOR | ✓ 99.6 % |
| 4.5 | Re-elect Dr. Barbara Frei | FOR | FOR | ✓ 99.8 % |
| 4.6 | Elect Ms. Anna Mossberg | FOR | FOR | ✓ 99.7 % |
| 4.7 | Re-elect Ms. Catherine Mühlemann | FOR | FOR | ✓ 99.5 % |
| 4.8 | Re-elect Mr. Hansueli Loosli | FOR | FOR | ✓ 97.4 % |
| 4.9 | Re-elect Mr. Hansueli Loosli as board chairman | FOR | FOR | ✓ 97.5 % |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Elect Dr. Roland Abt to the remuneration committee | FOR | FOR | ✓ 99.4 % |
| 5.2 | Re-elect Dr. Franck Esser to the remuneration committee | FOR | FOR | ✓ 99.5 % |
| 5.3 | Re-elect Dr. Barbara Frei to the remuneration committee | FOR | FOR | ✓ 99.7 % |
| 5.4 | Re-elect Mr. Hansueli Loosli to the remuneration committee | FOR | FOR | ✓ 97.3 % |
| 5.5 | Re-elect Dr. Renzo Simoni to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.1 % |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 99.1 % |
| 7 | Re-elect Reber Rechtsanwälte as independent proxy | FOR | FOR | ✓ 100.0 % |
| 8 | Re-elect KPMG as auditors | FOR | FOR | ✓ 99.5 % |

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

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Dr. Pietro P. Supino-Coninx as board member and chairman | FOR | FOR | ✓ 98.8 % |
| 4.1.2 | Re-elect Mr. Martin Coninx | FOR | FOR | ✓ 99.8 % |
| 4.1.3 | Re-elect Ms. Marina de Planta | FOR | FOR | ✓ 98.9 % |
| 4.1.4 | Re-elect Mr. Martin Kall | FOR | ● OPPOSE | He is not independent (CEO until 2012, business connections) and the board independence is insufficient (28.6%). ✓ 96.9 % |
| 4.1.5 | Re-elect Mr. Pierre Lamunière | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (28.6%). ✓ 96.1 % |
| 4.1.6 | Re-elect Mr. Konstantin Richter | FOR | FOR | ✓ 99.5 % |
| 4.1.7 | Elect Dr. Sverre Munck | FOR | FOR | ✓ 99.9 % |
| 4.2 | Elections to the nomination and remuneration committee | | | |
| 4.2.1 | Re-elect Dr. Pietro P. Supino-Coninx to the nomination and remuneration committee | FOR | ● OPPOSE | There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. ✓ 96.0 % |
| 4.2.2 | Re-elect Mr. Martin Coninx to the nomination and remuneration committee | FOR | ● OPPOSE | There are no independent directors on the committee. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. ✓ 96.7 % |

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

| Item | Agenda | Board | Ethos | Result |
|---------|--|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.3 % |
| 4.1 | Election of the auditors | FOR | FOR | ✓ 99.5 % |
| 4.2 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |
| 5.1 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓ 52.4 %</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> |
| 5.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.0 % |
| 5.3 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>✓ 93.1 %</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> |
| 6 | Approve renewal of authorised capital | FOR | FOR | ✓ 96.2 % |
| 7.1 | Elections to the board of directors | | | |
| 7.1.1.a | Re-elect Mr. Heinrich Fischer | FOR | FOR | ✓ 99.8 % |
| 7.1.1.b | Re-elect Dr. pharm. Oliver Fetzer | FOR | FOR | ✓ 99.1 % |
| 7.1.1.c | Re-elect Mr. Lars Holmqvist | FOR | FOR | ✓ 100.0 % |
| 7.1.1.d | Re-elect Dr. Karen J. Hübscher | FOR | FOR | ✓ 100.0 % |
| 7.1.1.e | Re-elect Dr. Christa Kreuzburg | FOR | FOR | ✓ 99.1 % |
| 7.1.2.a | Elect Dr. sc. nat. Lukas Braunschweiler | FOR | FOR | ✓ 100.0 % |
| 7.1.2.b | Elect Dr. Daniel R. Marshak | FOR | FOR | ✓ 99.6 % |
| 7.2 | Elections to the remuneration committee | | | |
| 7.2.1.a | Re-elect Dr. pharm. Oliver Fetzer to the remuneration committee | FOR | FOR | ✓ 91.7 % |
| 7.2.1.b | Re-elect Dr. Christa Kreuzburg to the remuneration committee | FOR | FOR | ✓ 92.0 % |
| 7.2.2 | Elect Dr. Daniel R. Marshak to the remuneration committee | FOR | FOR | ✓ 99.9 % |

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

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

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

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|-------------------------------------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | ● OPPOSE | <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> | ✓ |
| 4 | Amend articles of association: Change of registered office | FOR | FOR | | ✓ |
| 5 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>The transparency of the remuneration report is insufficient.</p> <p>The use of the remuneration approved is not considered as being in line with the proposal put forward at the previous annual general meeting.</p> | ✓ |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of the peer group. | ✓ |
| Elections to the board of directors | | | | | |
| 7.1 | Re-elect Mr. Gustav Stenbolt as board member and chairman | FOR | ● OPPOSE | He is CEO and there is no indication that the combination of functions is temporary. | ✓ |
| 7.2 | Re-elect Mr. Philipp LeibundGut | FOR | FOR | | ✓ |
| 8 | Elect Mr. Olivier Brunisholz | FOR | ● OPPOSE | He is a representative of the controlling shareholder who is sufficiently represented on the board. | ✓ |
| 9 | Elections to the remuneration committee | | | | |
| 9.1 | Re-elect Mr. Philipp LeibundGut to the remuneration committee | FOR | FOR | | ✓ |
| 9.2 | Re-elect Mr. Gustav Stenbolt to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Stenbolt to the board of directors, he cannot be elected to the committee. | ✓ |

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

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

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

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

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

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

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

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





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

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

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

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

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

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|----------|--|
| 7.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | ● OPPOSE | The requested amount does not allow to respect Ethos' guidelines.  96.8 % |
| 7.5 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR |  86.3 % |
| 7.6 | Binding retrospective vote on an additional amount for the 2014 long-term variable remuneration of the board chairman | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. The non-executive chairman receives variable remuneration.  83.2 % |
| 7.7 | Binding retrospective vote on an additional amount for the 2014 long-term variable remuneration of the executive management | FOR | FOR |  86.2 % |

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

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 81.4 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 94.6 % |
| 4.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. The non-executive directors receive variable remuneration. | ✓ 85.3 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. oec. Hans-Peter Zehnder as member and chairman | FOR | FOR | | ✓ 96.5 % |
| 5.1.2 | Re-elect Mr. Thomas Benz | FOR | ● OPPOSE | He has been a member of the board for 25 years, which exceeds Ethos' guidelines. | ✓ 94.2 % |
| 5.1.3 | Re-elect Dr. iur. Urs Buchmann | FOR | FOR | | ✓ 94.1 % |
| 5.1.4 | Re-elect Mr. Riet Cadonau | FOR | FOR | | ✓ 100.0 % |
| 5.1.5 | Re-elect Mr. Jörg Walther | FOR | ● OPPOSE | He is not independent (business connections) and the board independence is insufficient (33.3%). | ✓ 87.9 % |
| 5.1.6 | Re-elect Ms. Milva Zehnder | FOR | FOR | | ✓ 91.3 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Re-elect Mr. Thomas Benz to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Benz to the board of directors, he cannot be elected to the committee. | ✓ 94.2 % |
| 5.2.2 | Re-elect Dr. iur. Urs Buchmann to the remuneration committee | FOR | FOR | | ✓ 94.0 % |
| 5.2.3 | Re-elect Mr. Riet Cadonau to the remuneration committee | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 97.5 % |
| 5.3 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

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

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

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

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

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

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

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|--------|
| 5.5 | Re-elect Mr. Walter Oberhänsli | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ |
| 5.6 | Re-elect Dr. Thomas Schneider | FOR | ● OPPOSE | He has been a member of the board for 23 years, which exceeds Ethos' guidelines. | ✓ |
| 6 | Elections to the remuneration committee | | | | |
| 6.1 | Re-elect Prof. Stefan Feuerstein to the remuneration committee | FOR | FOR | | ✓ |
| 6.2 | Re-elect Ms. Vanessa Frey to the remuneration committee | FOR | FOR | | ✓ |
| 6.3 | Re-elect Dr. Thomas Schneider to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Schneider to the board of directors, he cannot be elected to the committee. | ✓ |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ |
| 8 | Election of the auditors | FOR | ● OPPOSE | <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> | ✓ |

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

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|----------|
| 4.4 | Election of the auditors | FOR | FOR | | ✓ 95.5 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 97.2 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The remuneration structure is not in line with Ethos' guidelines. | ✓ 91.2 % |
| 6 | Approve renewal of authorised capital | FOR | ● OPPOSE | The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital. | ✓ 80.2 % |

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

Disclaimer

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