

2022

SSO

Report on the exercise of voting rights

Content

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

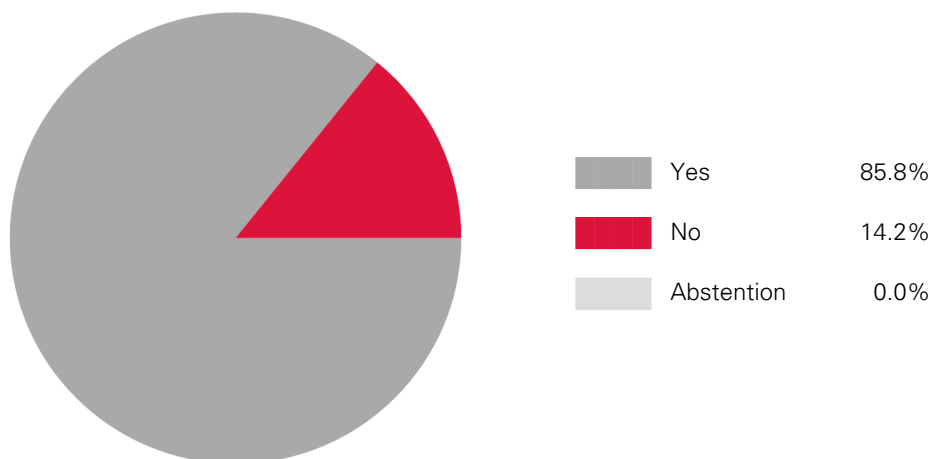
Contact

Vincent Kaufmann, CEO and Head of Proxy Voting, Swiss ESG and Engagement (a.i.)
Fanny Ebener, Senior Proxy Voting Manager
Romain Perruchoud, Senior ESG Analyst
Ethos - P.O. Box 1051 - 1211 Geneva 26
T +41 (0)22 716 15 55 - F +41 (0)22 716 15 56 - www.ethosfund.ch

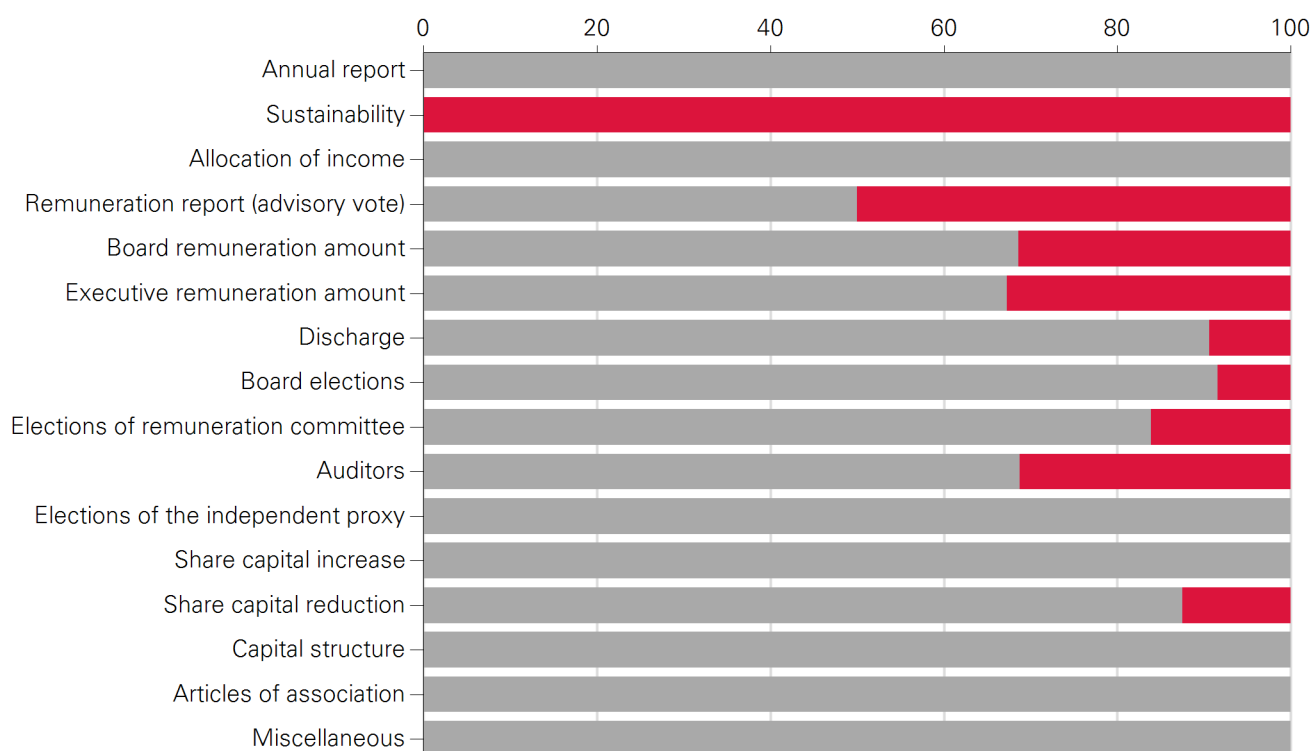
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	32	667	572	95	0
Extraordinary general meetings	2	2	2	0	0
Total	34	669	574	95	0

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



	■ Proposals approved		■ Proposals refused		■ Abstain		Number of proposals
Annual report	32	100.0%	0	0.0%	0	0.0%	32
Sustainability	0	0.0%	1	100.0%	0	0.0%	1
Allocation of income	36	100.0%	0	0.0%	0	0.0%	36
Remuneration report (advisory vote)	13	50.0%	13	50.0%	0	0.0%	26
Board remuneration amount	24	68.6%	11	31.4%	0	0.0%	35
Executive remuneration amount	37	67.3%	18	32.7%	0	0.0%	55
Discharge	29	90.6%	3	9.4%	0	0.0%	32
Board elections	249	91.5%	23	8.5%	0	0.0%	272
Elections of remuneration committee	78	83.9%	15	16.1%	0	0.0%	93
Auditors	22	68.8%	10	31.3%	0	0.0%	32
Elections of the independent proxy	33	100.0%	0	0.0%	0	0.0%	33
Share capital increase	5	100.0%	0	0.0%	0	0.0%	5
Share capital reduction	7	87.5%	1	12.5%	0	0.0%	8
Capital structure	3	100.0%	0	0.0%	0	0.0%	3
Articles of association	5	100.0%	0	0.0%	0	0.0%	5
Miscellaneous	1	100.0%	0	0.0%	0	0.0%	1

2 Overview of the voting recommendations

Type of General Meeting (Type)

AGM Annual general meetings
EGM Extraordinary general meetings

Votings

✓ For
◐ Partly for
✗ Oppose
✕ Abstain

Company	Date	Type	Annual report	Sustainability	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	Miscellaneous
Allreal	08.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	◐	✓	✓	✓		✓	✓	
Also	18.03.2022	AGM	✓		✓	✗	✗	◐	✗	◐	✗	✓	✓				✓	
Bâloise	29.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓					
Belimo	28.03.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓					
Bell Food Group	22.03.2022	AGM	✓		✓	✓	✓	✓	✓	◐	✓	✓	✓					
Bucher Industries	12.04.2022	AGM	✓		✓	✓	✓	✓	✓	◐	◐	✗	✓					
Bystronic	26.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✗	✓					
Dätwyler	16.03.2022	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓					
Emmi	07.04.2022	AGM	✓		✓		✓	✓	✓	◐	✓	✓	✓					✓
Ems-Chemie	13.08.2022	AGM	✓		✓		✓	✓	✓	◐		✓	✓					
Forbo	01.04.2022	AGM	✓		✓	✗	✗	✓	✓	◐	◐	✓	✓		✓			
Galenica	11.05.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓					
Geberit	13.04.2022	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✗	✓					
Georg Fischer	20.04.2022	AGM			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		
Givaudan	24.03.2022	AGM	✓		✓	✗	✓	◐	✓	✓	✓	✓	✓					
Inficon	31.03.2022	AGM	✓		✓	✓	✓	✓	✓	◐	◐	✓	✓					
Interroll	13.05.2022	AGM	✓		✓		✗	✗	✓	◐	◐	✓	✓					
JungfrauBahn	16.05.2022	AGM	✓		✓		✓	✓	✓	✓	✓	✓	✓					
Lonza	05.05.2022	AGM	✓		✓	✗	✓	◐	✓	✓	✓	✗	✓					
Nestlé	07.04.2022	AGM	✓		✓	✗	✓	✗	✓	◐	✓	✓	✓		✓			
Novartis	04.03.2022	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓		✓			
Partners Group	25.05.2022	AGM	✓		✓	✗	✗	◐	✓	◐	✓	✗	✓					
Roche	15.03.2022	AGM	✓		✓		✗	✗	✓	◐	◐	✓	✓					
SFS Group	31.01.2022	EGM												✓				

Company	Date	Type	Annual report	Sustainability	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	Miscellaneous
SFS Group	27.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓					
Sika	25.01.2022	EGM												✓				
	12.04.2022	AGM	✓		✓	✓	✓	✓	✓	○	✓	✓	✓					
Sonova	15.06.2022	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	✓		✓	
Straumann	05.04.2022	AGM	✓		✓	✓	✗	○	✓	○	✓	✓	✓			✓		
Swiss Life	22.04.2022	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓	✓				
UBS	06.04.2022	AGM	✓	✗	✓	✗	✗	✗	✗	✓	✓	✗	✓		○			
Vaudoise Assurances	09.05.2022	AGM	✓		✓		✓	✓	✓	○	○	✓	✓					
Vetropack	20.04.2022	AGM	✓		✓	✓	✓	✓	✗	○	○	✗	✓					
Vontobel	06.04.2022	AGM	✓		✓	✗	✗	○	✓	✓		✗	✓					

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	32	29	99.6%
Sustainability	1	1	77.7%
Allocation of income	36	33	99.6%
Remuneration report (advisory vote)	26	24	88.6%
Board remuneration amount	35	32	96.8%
Executive remuneration amount	55	48	94.7%
Discharge	32	27	98.6%
Board elections	272	249	96.1%
Elections of remuneration committee	93	84	94.0%
Auditors	32	29	94.9%
Elections of the independent proxy	33	30	99.7%
Share capital increase	5	5	97.9%
Share capital reduction	8	7	98.6%
Capital structure	3	3	99.8%
Articles of association	5	4	97.4%
Miscellaneous	1	0	
All topics	669	605	96.1%

3.2 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Straumann	05.04.2022	7.2	Re-elect Mr. Marco Gadola	OPPOSE	64.7%
Allreal	08.04.2022	5.1	Advisory vote on the remuneration report	FOR	68.4%
Allreal	08.04.2022	4.3.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	68.8%
Allreal	08.04.2022	4.3.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	70.7%
Allreal	08.04.2022	4.3.a	Re-elect Dr. Philipp Gmür to the nomination and remuneration committee	OPPOSE	71.1%
Bucher Industries	12.04.2022	4.3.a	Re-elect Ms. Anita Hauser to the nomination and remuneration committee	FOR	74.8%
Bucher Industries	12.04.2022	4.1.b	Re-elect Mr. Michael Hauser	FOR	76.1%
Allreal	08.04.2022	4.1.d	Re-elect Mr. Peter Spuhler	FOR	76.4%
Swiss Life	22.04.2022	5.12	Elect Prof. Dr. Monika Bütler	FOR	76.8%
UBS	06.04.2022	3	Advisory vote on UBS's climate roadmap	OPPOSE	77.7%

4 Detailed voting recommendations

Allreal

08.04.2022

AGM

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
2	Approve allocation of income and dividend			
2.1	Dividend from the retained earnings	FOR	FOR	✓ 99.9%
2.2	Dividend from the 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.a	Re-elect Dr. Ralph-Thomas Honegger as member and chairman of the board	FOR	FOR	✓ 99.1%
4.1.b	Re-elect Dr. Philipp Gmür	FOR	FOR	✓ 86.2%
4.1.c	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 79.9%
4.1.d	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 76.4%
4.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 99.7%
4.1.f	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.7%
4.1.g	Re-elect Mr. Jürg Stöckli	FOR	FOR	✓ 99.8%
4.2	Elect Ms. Anja Wyden Guelpa	FOR	FOR	✓ 99.7%
4.3	Elections to the nomination and remuneration committee			
4.3.a	Re-elect Dr. Philipp Gmür to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (business connections) and the committee does not include at least 50% independent members. ✓ 71.1%
4.3.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 68.8%
4.3.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 70.7%
4.4	Re-elect Anwaltskanzlei André Weber as independent proxy	FOR	FOR	✓ 99.9%
4.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.3%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 68.4%
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 fixed remuneration of the executive management	FOR	FOR	✓ 98.0%

Item	Agenda	Board	Ethos	Result
5.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 83.9%
6	Amend articles of association			
6.1	Corporate purpose	FOR	FOR	✓ 99.9%
6.2	Approve increase and renewal of authorised capital	FOR	FOR	✓ 99.6%
6.3	Reduce conditional capital	FOR	FOR	✓ 99.9%
6.4	Ledger-based securities	FOR	FOR	✓ 95.7%
6.5	Various amendments regarding corporate governance	FOR	FOR	✓ 98.5%

Also

18.03.2022

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>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>	✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
5	Amend Articles of association: ESG committee	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	● OPPOSE	The non-executive directors receive excessive consultancy fees in a regular manner.	✓
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<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 structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓
7	Elections to the board of directors				

Also

18.03.2022

AGM

Item	Agenda	Board	Ethos		Result
7.1.a	Re-elect Prof. Dr. Peter Athanas	FOR	● OPPOSE	<p>He is chairman of the nomination committee and the renewal and composition of the board are unsatisfactory.</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	✓
7.1.b	Re-elect Mr. Walter P.J. Droege	FOR	FOR		✓
7.1.c	Re-elect Mr. Frank Tanski	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder and business connections) and the board independence is insufficient (33%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
7.1.d	Re-elect Dr. Ernest-W. Droege	FOR	FOR		✓
7.1.e	Re-elect Prof. Gustavo Möller-Hergt	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7.1.f	Elect Mr. Thomas Fürer	FOR	FOR		✓
7.2	Re-elect Prof. Gustavo Möller-Hergt as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Möller-Hergt to the board of directors, Ethos cannot approve Prof. Dr. Möller-Hergt as chairman.	✓
7.3	Elections to the remuneration committee				
7.3.a	Re-elect Prof. Dr. Peter Athanas to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Athanas to the board of directors, Ethos cannot approve Prof. Dr. Athanas to the committee.	✓
7.3.b	Re-elect Mr. Walter P.J. Droege to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓
7.3.c	Re-elect Mr. Frank Tanski to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tanski to the board of directors, Ethos cannot approve Mr. Tanski to the committee.	✓
7.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓
7.5	Re-elect Dr. iur. Adrian von Segesser as independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 79.3%
2	Discharge board members and executive management	FOR	FOR	✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Thomas von Planta as board member and chairman	FOR	FOR	✓ 94.5%
4.1.2	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 96.0%
4.1.3	Re-elect Mr. Hugo Lasat	FOR	FOR	✓ 99.3%
4.1.4	Re-elect Dr. oec. Karin Lenzlinger Diedenhofen	FOR	FOR	✓ 99.4%
4.1.5	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 96.0%
4.1.6	Re-elect Dr. iur. Markus R. Neuhaus	FOR	FOR	✓ 98.0%
4.1.7	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz	FOR	FOR	✓ 99.3%
4.1.8	Re-elect Prof. Dr. iur. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 99.3%
4.1.9	Elect Dr. Maya Bundt	FOR	FOR	✓ 99.6%
4.1.10	Elect Ms. Claudia Dill	FOR	FOR	✓ 99.4%
4.2	Elections to the remuneration committee			
4.2.1	Elect Mr. Christoph B. Gloor to the remuneration committee	FOR	FOR	✓ 95.4%
4.2.2	Elect Dr. oec. Karin Lenzlinger Diedenhofen to the remuneration committee	FOR	FOR	✓ 98.7%
4.2.3	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 89.5%
4.2.4	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 91.8%
4.3	Re-elect Dr. iur. Christophe Sarasin as independent proxy	FOR	FOR	✓ 99.8%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.7%
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.6%
5.2.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 91.7%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 95.1%
2	Approve allocation of income and dividend	FOR	FOR	✓ 94.0%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 86.9%
4	Discharge board members	FOR	FOR	✓ 92.5%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.8%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 90.5%
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Adrian Altenburger	FOR	FOR	✓ 91.8%
6.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓ 92.3%
6.1.3	Re-elect Ms. Sandra Emme	FOR	FOR	✓ 93.9%
6.1.4	Re-elect Mr. Urban Linsi	FOR	FOR	✓ 91.5%
6.1.5	Re-elect Mr. Stefan Ranstrand	FOR	FOR	✓ 94.6%
6.1.6	Re-elect Dr. Martin Zwyszig	FOR	FOR	✓ 94.0%
6.2.1	Re-elect Mr. Patrick Burkhalter as board chairman	FOR	FOR	✓ 92.0%
6.2.2	Re-elect Dr. Martin Zwyszig as deputy chairman of the board	FOR	FOR	✓ 94.1%
6.3	Elections to the nomination and remuneration committee			
6.3.1	Re-elect Ms. Sandra Emme to the nomination and remuneration committee	FOR	FOR	✓ 82.9%
6.3.2	Re-elect Prof. Adrian Altenburger to the nomination and remuneration committee	FOR	FOR	✓ 93.3%
6.3.3	Re-elect Mr. Urban Linsi to the nomination and remuneration committee	FOR	FOR	✓ 88.2%
6.4	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 98.8%
6.5	Re-elect KPMG as auditors	FOR	FOR	✓ 97.1%

Item	Agenda	Board	Ethos	Result	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%	
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 99.6%	
2	Approve allocation of income and dividend				
2.1	Approve allocation of income and dividend and ordinary dividend	FOR	FOR	✓ 100.0%	
2.2	Distribution of dividend from capital contributions reserves	FOR	FOR	✓ 100.0%	
3	Discharge board members	FOR	FOR	✓ 100.0%	
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5%	
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.4%	
5	Elections to the board of directors				
5.1	Re-elect Dr. Philipp Dautzenberg	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>	✓ 98.7%
5.2	Re-elect Mr. Thomas Hinderer	FOR	FOR	✓ 99.9%	
5.3	Re-elect Ms. Doris Leuthard	FOR	FOR	✓ 99.3%	
5.4	Re-elect Mr. Werner Marti	FOR	● OPPOSE	<p>He is not independent (board tenure of 13 years) and the board independence is insufficient (16.7%).</p>	✓ 98.1%
5.5	Re-elect Mr. Philipp Wyss	FOR	FOR	✓ 99.2%	
5.6	Re-elect Mr. Joos Sutter	FOR	FOR	✓ 99.6%	
5.7	Re-elect Mr. Joos Sutter as board chairman	FOR	FOR	✓ 99.2%	
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Thomas Hinderer to the remuneration committee	FOR	FOR	✓ 99.6%	
6.2	Re-elect Mr. Philipp Wyss to the remuneration committee	FOR	FOR	✓ 98.9%	
7	Re-elect Dr. Andreas Flückiger as independent proxy	FOR	FOR	✓ 100.0%	
8	Re-elect KPMG as auditors	FOR	FOR	✓ 99.9%	

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Discharge board members and executive management	FOR	FOR		✓ 99.1%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Elections to the board of directors				
4.1.a	Re-elect Ms. Anita Hauser	FOR	FOR		✓ 80.5%
4.1.b	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 76.1%
4.1.c	Re-elect Mr. Martin Hirzel	FOR	FOR		✓ 97.8%
4.1.d	Re-elect Mr. Philip Mosimann as member and chairman of the board	FOR	FOR		✓ 83.4%
4.1.e	Re-elect Mr. Valentin Vogt	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 93.7%
4.2	Elect Mr. Stefan Scheiber	FOR	FOR		✓ 84.6%
4.3	Elections to the nomination and remuneration committee				
4.3.a	Re-elect Ms. Anita Hauser to the nomination and remuneration committee	FOR	FOR		✓ 74.8%
4.3.b	Re-elect Mr. Valentin Vogt to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Vogt to the board of directors, Ethos cannot approve Mr. Vogt to the committee.	✓ 80.0%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.8%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 38 years, which exceeds Ethos' guidelines.	✓ 86.7%
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 95.8%
5.2	Advisory vote on the remuneration report	FOR	FOR		✓ 88.9%
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.9%
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.6%

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	✓ 100.0%
3	Discharge board members	FOR	FOR	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.9%
4.2	Re-elect Dr. Matthias Auer	FOR	FOR	✓ 93.7%
4.3	Re-elect Dr. Heinz Baumgartner	FOR	FOR	✓ 95.9%
4.4	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 97.7%
4.5	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 95.7%
4.6	Re-elect Mr. Robert Spoerry	FOR	FOR	✓ 94.9%
4.7	Elect Ms. Inge Delobelle	FOR	FOR	✓ 100.0%
5	Elect Dr. Heinz Baumgartner as board chairman	FOR	FOR	✓ 97.7%
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Urs Riedener to the remuneration committee	FOR	FOR	✓ 91.5%
6.2	Re-elect Dr. Heinz Baumgartner to the remuneration committee	FOR	FOR	✓ 93.3%
6.3	Re-elect Mr. Robert Spoerry to the remuneration committee	FOR	FOR	✓ 92.6%
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 85.8% The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.6%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 94.2% The audit firm has been in office for 83 years, which exceeds Ethos' guidelines.
9	Re-elect Mr. Bretschger Leuch Rechtsanwälte as 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	✓ 97.7% The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4	Elections to the board of directors			
4.1	Special meeting for holders of bearer shares			
4.1.1	Re-nominate Mr. Jens Breu as representative of bearer shareholders	FOR	FOR	✓ 99.8%
4.1.2	Re-nominate Mr. Martin Hirzel as representative of bearer shareholders	FOR	FOR	✓ 99.8%
4.1.3	Nominate Dr. Judith van Walsum as new representative of bearer shareholders	FOR	FOR	✓ 99.5%
4.2	Re-elect Dr. Paul J. Hälg as board member and chairman	FOR	FOR	✓ 99.6%
4.3	Re-elect Dr. Hanspeter Fässler	FOR	FOR	✓ 98.1%
4.4	Re-elect Mr. Claude R. Cornaz	FOR	FOR	✓ 99.3%
4.5	Re-elect Mr. Jürg Fedier	FOR	FOR	✓ 95.4%
4.6	Re-elect Dr. Gabi Huber	FOR	FOR	✓ 95.1%
4.7	Elect the candidates nominated by the special meeting (ITEMS 4.1.1, 4.1.2 and 4.1.3)			
4.7.1	Re-elect Mr. Jens Breu	FOR	FOR	✓ 99.8%
4.7.2	Re-elect Mr. Martin Hirzel	FOR	FOR	✓ 100.0%
4.7.3	Elect Dr. Judith van Walsum	FOR	FOR	✓ 100.0%
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Dr. Hanspeter Fässler to the nomination and remuneration committee	FOR	FOR	✓ 94.5%
5.2	Re-elect Mr. Claude R. Cornaz to the nomination and remuneration committee	FOR	FOR	✓ 94.8%
5.3	Re-elect Mr. Jens Breu to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos		Result
7	Re-elect Mr. Remo Baumann as independent proxy	FOR	FOR		✓ 100.0%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 98.1%

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	Binding votes on the remuneration of the board of directors and the executive management			
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.2	Binding prospective vote on the total remuneration of the agricultural committee	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	Elections to the board of directors			
5.1.1	Re-elect Mr. Konrad Graber as board member and chairman	FOR	FOR	✓
5.1.2	Re-elect Ms. Monique Bourquin	FOR	FOR	✓
5.1.3	Re-elect Mr. Dominik Bürgy	FOR	FOR	✓
5.1.4	Re-elect Mr. Thomas Grüter	FOR	FOR	✓
5.1.5	Re-elect Ms. Christina Johansson	FOR	● OPPOSE	She holds an excessive number of mandates. ✓
5.1.6	Re-elect Ms. Alexandra Post Quillet	FOR	FOR	✓
5.1.7	Re-elect Ms. Diana Strebel	FOR	FOR	✓
5.2.1	Elect Mr. Hubert Muff	FOR	FOR	✓
5.2.2	Elect Mr. Werner Weiss	FOR	FOR	✓
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Konrad Graber to the nomination and remuneration committee	FOR	FOR	✓
5.3.2	Re-elect Ms. Monique Bourquin to the nomination and remuneration committee	FOR	FOR	✓
5.3.4	Elect Mr. Thomas Grüter to the nomination and remuneration committee	FOR	FOR	✓
6	Re-elect KPMG as auditors	FOR	FOR	✓
7	Re-elect Mr. Pascal Engelberger as independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Welcome and presentation of the business evolution	NON-VOTING	NON-VOTING		
2	Organisation of the general meeting	NON-VOTING	NON-VOTING		
3.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
3.2	Binding votes on the remuneration of the board of directors and the executive management				
3.2.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.7%
3.2.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 90.7%
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
5	Discharge board members and executive management	FOR	FOR		✓ 99.7%
6.1	Elections to the board of directors and to the remuneration committee				
6.1.1	Re-elect Mr. Bernhard Merki as chairman of the board and member of the remuneration committee	FOR	FOR		✓ 95.3%
6.1.2	Re-elect Ms. Magdalena Martullo-Blocher as board member	FOR	● OPPOSE	She is also a permanent member of the executive management (CEO).	✓ 98.9%
6.1.3	Re-elect Dr. Joachim Streu as board member and member of the remuneration committee	FOR	FOR		✓ 96.5%
6.1.4	Re-elect Mr. Christoph Mäder as board member and member of the remuneration committee	FOR	FOR		✓ 96.3%
6.2	Elect BDO SA as auditors	FOR	FOR		✓ 94.5%
6.3	Re-elect Dr. Robert K. Däppen as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Reduce share capital via cancellation of shares	FOR	FOR	✓
5.1	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>
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓</p> <p>The proposed increase relative to the previous year is excessive.</p> <p>The remuneration of the chairman exceeds the average remuneration of the members of the executive management without adequate justification.</p> <p>The remuneration of the executive chairman (who is not a member of the executive management) is excessive.</p>
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
6	Elections to the board of directors			
6.1	Re-elect Mr. This E. Schneider as board member and chairman	FOR	● OPPOSE	<p>✓</p> <p>He has permanent operational functions.</p>
6.2	Re-elect Dr. iur. Peter Altorfer	FOR	● OPPOSE	<p>✓</p> <p>He is not independent (board tenure of 17 years) and the board independence is insufficient (42.9%).</p> <p>He is chairman of the nomination committee and the committee independence is insufficient.</p>
6.3	Re-elect Mr. Michael Pieper	FOR	FOR	✓
6.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR	✓
6.5	Re-elect Mr. Vincent Studer	FOR	FOR	✓
6.6	Elect Mr. Jens Fankhänel	FOR	FOR	✓
6.7	Elect Dr. iur. Eveline Saupper	FOR	FOR	✓
7	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
7.1	Re-elect Dr. iur. Peter Altorfer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Altorfer to the board of directors, Ethos cannot approve Dr. iur. Altorfer to the committee.	✓
7.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR		✓
7.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR		✓
8	Re-elect KPMG as auditors	FOR	FOR		✓
9	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	✓ 99.7%
2	Discharge board members and executive management	FOR	FOR	✓ 99.3%
3	Approve allocation of income and dividend			
3.1	Approve dividend from retained earnings	FOR	FOR	✓ 99.6%
3.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.7%
4	Advisory vote on the remuneration report	FOR	FOR	✓ 88.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 89.9%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 89.4%
6.1	Elections to the board of directors			
6.1.a	Re-elect Ms. Daniela Bosshardt-Hengartner as board member and chairman	FOR	FOR	✓ 98.8%
6.1.b	Re-elect Mr. Bertrand Jungo	FOR	FOR	✓ 99.3%
6.1.c	Re-elect Ms. Pascale Bruderer	FOR	FOR	✓ 99.1%
6.1.d	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	✓ 98.7%
6.1.e	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 98.1%
6.1.f	Re-elect Dr. Andreas Walde	FOR	FOR	✓ 98.3%
6.1.g	Elect Ms. Judith Meier	FOR	FOR	✓ 99.2%
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Dr. Andreas Walde to the remuneration committee	FOR	FOR	✓ 97.3%
6.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR	✓ 97.3%
6.2.c	Re-elect Dr. Markus R. Neuhaus to the remuneration committee	FOR	FOR	✓ 97.3%
6.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR	✓ 99.5%
6.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 85.8%

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	✓ 98.9%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Albert M. Baehny as member and chairman of the board	FOR	FOR	✓ 83.8%
4.1.2	Re-elect Mr. Thomas Bachmann	FOR	FOR	✓ 99.1%
4.1.3	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 96.2%
4.1.4	Re-elect Dr. Werner Karlen	FOR	FOR	✓ 99.6%
4.1.5	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 99.7%
4.1.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 98.4%
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Ms. Eunice Zehnder-Lai to the nomination and remuneration committee	FOR	FOR	✓ 97.9%
4.2.2	Re-elect Mr. Thomas Bachmann to the nomination and remuneration committee	FOR	FOR	✓ 98.6%
4.2.3	Re-elect Dr. Werner Karlen to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
5	Re-elect hba Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 80.3% The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 90.6% The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.6%

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	✓ 86.7%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4.1	Approve share split	FOR	FOR	✓ 99.5%
4.2	Approve renewal of authorised capital	FOR	FOR	✓ 98.6%
5	Elections to the board of directors			
5.1	Re-elect Dr. Hubert Achermann	FOR	FOR	✓ 99.5%
5.2	Re-elect Mr. Riet Cadonau	FOR	FOR	✓ 83.3%
5.3	Re-elect Dr. Peter Hackel	FOR	FOR	✓ 99.8%
5.4	Re-elect Mr. Roger Michaelis	FOR	FOR	✓ 99.4%
5.4	Re-elect Dr. Eveline Saupper	FOR	FOR	✓ 99.6%
5.5	Re-elect Mr. Yves Serra	FOR	FOR	✓ 87.6%
5.6	Re-elect Ms. Jasmin Staiblin	FOR	FOR	✓ 99.1%
5.7	Elect Ms. Ayano Senaha	FOR	FOR	✓ 99.3%
6.1	Re-elect Mr. Yves Serra as board chairman	FOR	FOR	✓ 96.6%
6.2	Elections to the remuneration committee			
6.2.1	Re-elect Mr. Riet Cadonau to the remuneration committee	FOR	FOR	✓ 83.4%
6.2.2	Elect Mr. Roger Michaelis to the remuneration committee	FOR	FOR	✓ 99.0%
6.2.3	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 98.9%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9%
8	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.5%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.9%
10	Re-elect weber, schaub & partner AG as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
2	Advisory vote on the remuneration report	FOR	● OPPOSE The remuneration report is not in line with Ethos' guidelines.	✓ 91.0%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4	Discharge board members	FOR	FOR	✓ 98.8%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Victor Balli	FOR	FOR	✓ 97.2%
5.1.2	Re-elect Prof. Dr. ing. Werner J. Bauer	FOR	FOR	✓ 99.1%
5.1.3	Re-elect Ms. Lilian Fossum Biner	FOR	FOR	✓ 98.6%
5.1.4	Re-elect Mr. Michael Carlos	FOR	FOR	✓ 99.2%
5.1.5	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 99.3%
5.1.6	Re-elect Dr. oec. Olivier A. Filliol	FOR	FOR	✓ 99.8%
5.1.7	Re-elect Ms. Sophie Gasperment	FOR	FOR	✓ 91.6%
5.1.8	Re-elect Mr. Calvin Grieder as board member and chairman	FOR	FOR	✓ 99.6%
5.2	Elect Mr. Tom Knutzen	FOR	FOR	✓ 99.0%
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Prof. Dr. ing. Werner J. Bauer to the remuneration committee	FOR	FOR	✓ 98.9%
5.3.2	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR	✓ 99.0%
5.3.3	Re-elect Mr. Victor Balli to the remuneration committee	FOR	FOR	✓ 97.1%
5.4	Re-elect Mr. Manuel Isler as independent proxy	FOR	FOR	✓ 98.7%
5.5	Re-elect Deloitte as auditors	FOR	FOR	✓ 97.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7%
6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.4%

Item	Agenda	Board	Ethos	Result	
6.2.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 91.9%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1	Re-elect Dr. Beat E. Lüthi as board member and chairman	FOR	FOR		✓ 99.8%
4.2	Re-elect Dr. Richard Fischer	FOR	● OPPOSE	He is not independent (important shareholder and board tenure of 19 years) and the board independence is insufficient (40.0%).	✓ 95.0%
4.3	Re-elect Ms. Vanessa Frey	FOR	FOR		✓ 98.3%
4.4	Re-elect Mr. Beat M. Siegrist	FOR	FOR		✓ 96.8%
4.5	Re-elect Dr. Reto Suter	FOR	FOR		✓ 99.5%
	Elections to the remuneration committee				
4.6	Re-elect Dr. Richard Fischer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. ing. Fischer to the board of directors, Ethos cannot approve Dr. ing. Fischer to the committee.	✓ 92.1%
4.7	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	FOR		✓ 90.0%
4.8	Re-elect Dr. Reto Suter to the remuneration committee	FOR	FOR		✓ 96.6%
5	Re-elect Baur Hürlimann AG as independent proxy	FOR	FOR		✓ 100.0%
6	Re-elect KPMG as auditors	FOR	FOR		✓ 99.2%
7	Advisory vote on the remuneration report	FOR	FOR		✓ 99.2%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5%
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 92.3%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 86.2%
5	Elections to the board of directors				
5.1	Re-elect Mr. Paul Zumbühl as member and chairman of the board	FOR	FOR		✓ 91.3%
5.2	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 87.7%
5.3	Re-elect Mr. Ingo Specht	FOR	● OPPOSE	He has permanent operational functions.	✓ 92.7%
5.4	Re-elect Dr. ing. Elena Cortona	FOR	FOR		✓ 99.9%
5.5	Re-elect Mr. Markus Asch	FOR	FOR		✓ 99.4%
5.6	Re-elect Ms. Susanne Schreiber	FOR	FOR		✓ 99.9%
6	Elections to the remuneration committee				
6.1	Elect Mr. Markus Asch to the remuneration committee	FOR	FOR		✓ 99.4%
6.2	Re-elect Mr. Stefano Mercorio to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓ 84.3%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 95.3%
8	Re-elect Mr. Francesco Adami as independent proxy	FOR	FOR		✓ 99.3%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2%
2	Approve allocation of income (no dividend)	FOR	FOR	✓ 97.6%
3	Discharge board members and executive management	FOR	FOR	✓ 99.0%
4	Elections to the board of directors			
4.a	Re-elect Mr. Heinz Karrer as board member and elect him as new chairman	FOR	FOR	✓ 93.6%
4.b.1	Re-elect Mr. Nils Graf	FOR	FOR	✓ 93.5%
4.b.2	Re-elect Dr. Catrina Luchsinger Gähwiler	FOR	FOR	✓ 94.0%
4.b.3	Elect Ms. Catherine Mühlemann	FOR	FOR	✓ 99.5%
4.b.4	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR	✓ 99.4%
4.b.5	Elect Mr. Thomas Ruoff	FOR	FOR	✓ 98.7%
5	Elections to the remuneration committee			
5.1	Elect Ms. Catherine Mühlemann to the remuneration committee	FOR	FOR	✓ 99.2%
5.2	Re-elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR	✓ 98.1%
5.3	Elect Mr. Thomas Ruoff to the remuneration committee	FOR	FOR	✓ 98.4%
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.9%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 85.6%
7.1	Re-elect Dr. Melchior Glatthard as independent proxy	FOR	FOR	✓ 99.2%
7.2	Re-elect the substitute of the independent proxy	FOR	FOR	✓ 99.2%
8	Re-elect BDO as auditors	FOR	FOR	✓ 99.6%

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 remuneration report is not in line with Ethos' guidelines.	✓ 85.9%
3	Discharge board members and executive management	FOR	FOR		✓ 98.0%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
5.1-5.2	Elections to the board of directors				
5.1.a	Re-elect Mr. Albert M. Baehny	FOR	FOR		✓ 84.8%
5.1.b	Re-elect Dr. Angelica Kohlmann	FOR	FOR		✓ 96.7%
5.1.c	Re-elect Mr. Christoph Mäder	FOR	FOR		✓ 95.0%
5.1.d	Re-elect Ms. Barbara Richmond	FOR	FOR		✓ 95.9%
5.1.e	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR		✓ 96.7%
5.1.f	Re-elect Prof. Dr. Olivier Verscheure	FOR	FOR		✓ 96.7%
5.2.a	Elect Dr. Marion Helmes	FOR	FOR		✓ 93.9%
5.2.b	Elect Prof. Dr. Roger M. Nitsch	FOR	FOR		✓ 96.7%
5.3	Re-elect Mr. Albert M. Baehny as board chairman	FOR	FOR		✓ 87.5%
5.4	Elections to the nomination and remuneration committee				
5.4.a	Re-elect Dr. Angelica Kohlmann to the nomination and remuneration committee	FOR	FOR		✓ 96.3%
5.4.b	Re-elect Mr. Christoph Mäder to the nomination and remuneration committee	FOR	FOR		✓ 95.3%
5.4.c	Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee	FOR	FOR		✓ 96.2%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓ 83.0%
7	Re-elect ThomannFischer as independent proxy	FOR	FOR		✓ 98.9%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.9%
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 94.9%

Item	Agenda	Board	Ethos		Result
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>	<p>✓ 93.9%</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	The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.	✓ 82.1%
2	Discharge board members and executive management	FOR	FOR		✓ 97.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Bulcke as board member and chairman	FOR	FOR		✓ 92.3%
4.1.2	Re-elect Dr. oec. Ulf Mark Schneider	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.0%
4.1.3	Re-elect Count Henri de La Croix de Castries	FOR	FOR		✓ 96.6%
4.1.4	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 97.5%
4.1.5	Re-elect Mr. Pablo Isla Álvarez de Tejera	FOR	FOR		✓ 97.0%
4.1.6	Re-elect Ms. Eva Cheng	FOR	FOR		✓ 97.9%
4.1.7	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 94.7%
4.1.8	Re-elect Ms. Kimberly Ross	FOR	FOR		✓ 98.0%
4.1.9	Re-elect Mr. Dick Boer	FOR	FOR		✓ 97.1%
4.1.10	Re-elect Mr. Dinesh C. Paliwal	FOR	FOR		✓ 97.2%
4.1.11	Re-elect Ms. Hanne de Mora	FOR	FOR		✓ 97.9%
4.1.12	Re-elect Ms. Lindiwe Majele Sibanda	FOR	FOR		✓ 97.9%
4.2.1	Elect Ms. Chris Leong	FOR	FOR		✓ 99.5%
4.2.2	Elect Mr. Luca Maestri	FOR	FOR		✓ 99.5%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Pablo Isla Álvarez de Tejera to the remuneration committee	FOR	FOR		✓ 95.3%
4.3.2	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 93.3%
4.3.3	Re-elect Mr. Dick Boer to the remuneration committee	FOR	FOR		✓ 95.8%
4.3.4	Elect Mr. Dinesh C. Paliwal to the remuneration committee	FOR	FOR		✓ 96.8%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.2%
4.5	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.3%
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.	✓ 89.7%
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
2	Discharge board members and executive management	FOR	FOR	✓ 97.5%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.4%
4	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.6%
5	Approve share buyback programme	FOR	FOR	✓ 97.6%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.5%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 91.7% The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 90.6% The remuneration report is not in line with Ethos' guidelines.
7	Elections to the board of directors			
7.1	Re-elect Dr. Jörg Reinhardt as board member and chairman	FOR	FOR	✓ 95.5%
7.2	Re-elect Dr. Nancy C. Andrews	FOR	FOR	✓ 99.2%
7.3	Re-elect Mr. Ton Büchner	FOR	FOR	✓ 87.0%
7.4	Re-elect Mr. Patrice Bula	FOR	FOR	✓ 97.9%
7.5	Re-elect Ms. Elizabeth (Liz) Doherty	FOR	FOR	✓ 97.7%
7.6	Re-elect Ms. Bridgette Heller	FOR	FOR	✓ 97.3%
7.7	Re-elect Mr. Frans van Houten	FOR	FOR	✓ 98.6%
7.8	Re-elect Dr. Simon Moroney	FOR	FOR	✓ 99.0%
7.9	Re-elect Dr. Andreas von Planta	FOR	FOR	✓ 96.1%
7.10	Re-elect Prof. Dr. Charles L. Sawyers	FOR	FOR	✓ 97.8%
7.11	Re-elect Mr. William T. Winters	FOR	FOR	✓ 98.1%
7.12	Elect Ms. Ana de Pro Gonzalo	FOR	FOR	✓ 98.0%
7.13	Elect Mr. Daniel Hochstrasser	FOR	FOR	✓ 98.1%
8	Elections to the remuneration committee			
8.1	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR	✓ 97.0%
8.2	Re-elect Ms. Bridgette Heller to the remuneration committee	FOR	FOR	✓ 96.4%

Item	Agenda	Board	Ethos	Result
8.3	Re-elect Dr. Simon Moroney to the remuneration committee	FOR	FOR	✓ 96.9%
8.4	Re-elect Mr. William T. Winters to the remuneration committee	FOR	FOR	✓ 96.8%
9	Elect KPMG as auditors	FOR	FOR	✓ 98.9%
10	Re-elect Mr. Peter Andreas Zahn as independent proxy	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.2%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.9%
5.1	Binding vote on the short-term remuneration of the board of directors for the term of office 2022/2023	FOR	● OPPOSE	The remuneration of the non-executive directors is significantly higher than that of a peer group.	✓ 94.7%
5.2	Binding vote on the long-term remuneration granted to the board of directors for the term of office 2021/2022	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines.	✓ 94.4%
5.3	Binding vote on other remuneration for the board of directors for the term of office 2021/2022	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is excessive.	✓ 93.6%
5.4	Binding vote on the short-term variable remuneration of the executive management for 2023	FOR	● OPPOSE	The short-term remuneration of the CEO is significantly higher than that of a peer group.	✓ 95.1%
5.5	Binding vote on the long-term remuneration granted to the executive management in 2021	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines.	✓ 92.4%
5.6	Binding vote on other remuneration for the executive management for 2021	FOR	FOR		✓ 98.7%
5.7	Binding vote on the long-term variable remuneration of the former executive management for 2021	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group. The requested amount does not allow to respect Ethos' guidelines.	✓ 92.3%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Steffen Meister (executive) as board member and chairman	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓ 89.5%
6.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 95.2%

Item	Agenda	Board	Ethos	Result
6.1.3	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR	✓ 96.1%
6.1.4	Re-elect Mr. Joseph P. Landy	FOR	FOR	✓ 99.4%
6.1.5	Elect Ms. Anne Lester	FOR	FOR	✓ 99.5%
6.1.6	Re-elect Dr. Martin Strobel	FOR	FOR	✓ 91.3%
6.1.7	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR	✓ 94.5%
6.1.8	Elect Ms. Flora Zhao	FOR	FOR	✓ 98.2%
6.2	Elections to the remuneration committee			
6.2.1	Elect Ms. Flora Zhao as member and chairman to the remuneration committee	FOR	FOR	✓ 98.2%
6.2.2	Elect Ms. Anne Lester to the remuneration committee	FOR	FOR	✓ 99.3%
6.2.3	Re-elect Dr. Martin Strobel to the remuneration committee	FOR	FOR	✓ 82.5%
6.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR	✓ 99.9%
6.4	Re-elect KPMG as auditors	FOR	● OPPOSE	✓ 84.1% The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
	Binding votes on the remuneration of the board of directors and the executive management				
2.1	Binding retrospective vote on the annual bonus of the executive management	FOR	● OPPOSE	<p>The maximum amount that will be paid out in March 2022 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>	✓ 98.5%
2.2	Binding retrospective vote on the annual bonus of the board chairman	FOR	● OPPOSE	<p>The maximum amount that will be paid out in March 2022 is significantly higher than the amount requested at the general meeting.</p> <p>The non-executive directors receive variable remuneration.</p>	✓ 98.5%
3	Discharge board members	FOR	FOR		✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
5	Elections to the board of directors and the remuneration committee				
5.1	Re-elect Dr. Christoph Franz as board member and chairman	FOR	FOR		✓ 98.9%
5.2	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	● OPPOSE	<p>He receives a remuneration that is excessive and not in line with generally accepted best practice standards.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p>	✓ 98.6%
5.3	Re-elect Mr. André Hoffmann as board member	FOR	FOR		✓ 99.1%
5.4	Re-elect Ms. Julie Brown as board member	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
5.5	Re-elect Dr. Jörg Duschmalé as board member	FOR	FOR		✓ 99.7%
5.6	Re-elect Dr. Patrick Frost as board member	FOR	FOR		✓ 99.9%
5.7	Re-elect Ms. Anita Hauser as board member	FOR	FOR		✓ 100.0%
5.8	Re-elect Prof. Dr. Richard P. Lifton as board member	FOR	FOR		✓ 99.6%
5.9	Re-elect Mr. Bernard Poussot as board member	FOR	FOR		✓ 100.0%
5.10	Re-elect Dr. Severin Schwan as board member	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.8%
5.11	Re-elect Dr. Claudia Süßmuth Dyckerhoff as board member	FOR	FOR		✓ 100.0%
5.12	Elect Dr. Jemilah Mahmood as board member	FOR	FOR		✓ 99.9%
5.13	Re-elect Mr. André Hoffmann to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p>	✓ 98.6%
5.14	Re-elect Prof. Dr. Richard P. Lifton to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p>	✓ 98.6%
5.15	Re-elect Mr. Bernard Poussot to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.</p>	✓ 99.7%

Item	Agenda	Board	Ethos	Result
5.16	Elect Dr. Patrick Frost to the remuneration committee	FOR	FOR	✓ 99.9%
6	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	✓ 98.6% The remuneration of the chairman is significantly higher than that of a peer group.
7	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 98.5% The fixed remuneration is significantly higher than that of a peer group. The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
8	Re-elect Testaris AG as independent proxy	FOR	FOR	✓ 100.0%
9	Re-elect KPMG as auditors	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos	Result
1	Approve creation of authorised capital	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8%
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.5%
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 97.6%
2.4	Advisory vote on the remuneration report	FOR	FOR	✓ 86.4%
3	Discharge board members and executive management	FOR	FOR	✓ 99.8%
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
5	Elections to the board of directors			
5.a	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 99.6%
5.b	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 87.5%
5.c	Re-elect Mr. Thomas Oetterli as board member and elect him as chairman	FOR	FOR	✓ 99.6%
5.d	Re-elect Ms. Bettina Stadler	FOR	FOR	✓ 88.0%
5.e	Re-elect Ms. Manuela Suter	FOR	FOR	✓ 99.3%
5.f	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.9%
5.g	Elect Dr. Peter Bauschatz	FOR	FOR	✓ 99.7%
6	Elections to the nomination and remuneration committee			
6.a	Re-elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR	✓ 97.1%
6.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 87.7%
6.c	Elect Mr. Thomas Oetterli to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
7	Re-elect Bürki Bolt Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 94.8% The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos	Result
1	Increase of conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 96.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4.1-4.2	Elections to the board of directors			
4.1.1	Re-elect Dr. Paul J. Hälg	FOR	FOR	✓ 98.2%
4.1.2	Re-elect Mr. Victor Balli	FOR	FOR	✓ 96.1%
4.1.3	Re-elect Mr. Justin Howell	FOR	FOR	✓ 98.8%
4.1.4	Re-elect Ms. Monika Ribar	FOR	FOR	✓ 98.7%
4.1.5	Re-elect Mr. Paul Schuler	FOR	FOR	✓ 99.2%
4.1.6	Re-elect Mr. Thierry F.J. Vanlancker	FOR	FOR	✓ 96.4%
4.2.1	Elect Ms. Lucrèce Foufopoulos-De Ridder	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 96.2%
4.2.2	Elect Ms. Gordana Landen	FOR	FOR	✓ 99.5%
4.3	Re-elect Dr. Paul J. Hälg as board chairman	FOR	FOR	✓ 97.2%
4.4	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Mr. Justin Howell to the nomination and remuneration committee	FOR	FOR	✓ 97.6%
4.4.2	Re-elect Mr. Thierry F.J. Vanlancker to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
4.4.3	Elect Ms. Gordana Landen to the nomination and remuneration committee	FOR	FOR	✓ 99.3%
4.5	Elect KPMG as auditors	FOR	FOR	✓ 98.8%
4.6	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR	✓ 99.8%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 93.2%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.0%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 82.8%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 95.1%
4	Articles of association: Board size	FOR	FOR		✓ 95.5%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Robert F. Spoerry as member and chairman of the board	FOR	FOR		✓ 80.6%
5.1.2	Re-elect Ms. Stacy Enxing Seng	FOR	FOR		✓ 95.2%
5.1.3	Re-elect Ms. Lynn Bleil	FOR	FOR		✓ 95.0%
5.1.4	Re-elect Mr. Gregory Behar	FOR	FOR		✓ 85.0%
5.1.5	Re-elect Dr. Lukas Braunschweiler	FOR	FOR		✓ 91.5%
5.1.6	Re-elect Mr. Roland Diggelmann	FOR	FOR		✓ 95.1%
5.1.7	Re-elect Mr. Ronald van der Vis	FOR	FOR		✓ 90.7%
5.1.8	Re-elect Dr. Jinlong Wang	FOR	FOR		✓ 95.2%
5.1.9	Re-elect Mr. Adrian Widmer	FOR	FOR		✓ 95.3%
5.2	Elect Ms. Julie Tay	FOR	FOR		✓ 95.0%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR		✓ 94.9%
5.3.2	Re-elect Dr. Lukas Braunschweiler to the nomination and remuneration committee	FOR	FOR		✓ 89.1%
5.3.3	Re-elect Mr. Roland Diggelmann to the nomination and remuneration committee	FOR	FOR		✓ 94.9%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.9%
5.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.9%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 86.0%
7.1	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.9%
7.2	Approve decrease and renewal of authorised capital	FOR	FOR		✓ 95.0%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 96.1%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Amend articles of association (share split)	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.5%
5	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.9% The remuneration of the chairman is significantly higher than that of a peer group.
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.3%
6.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 95.0% The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines.
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.7%
7	Elections to the board of directors			
7.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR	✓ 85.9%
7.2	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	✓ 64.7% He holds an excessive number of mandates. He is not independent (representative of an important shareholder and former executive) and the board independence is insufficient (37.5%).
7.3	Re-elect Mr. Juan-José Gonzalez	FOR	FOR	✓ 99.2%
7.4	Re-elect Dr. Beat E. Lüthi	FOR	FOR	✓ 88.4%
7.5	Re-elect Ms. Petra Rumpf	FOR	FOR	✓ 85.9%
7.6	Re-elect Dr. Thomas Straumann	FOR	FOR	✓ 86.9%
7.7	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 99.0%
7.8	Elect Ms. Nadia Tarolli Schmidt	FOR	FOR	✓ 99.7%
8	Elections to the nomination and remuneration committee			
8.1	Re-elect Dr. Beat E. Lüthi to the nomination and remuneration committee	FOR	FOR	✓ 87.1%

Item	Agenda	Board	Ethos	Result
8.2	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR	✓ 98.8%
8.3	Re-elect Mr. Juan-José Gonzalez to the nomination and remuneration committee	FOR	FOR	✓ 99.1%
8.4	Elect Ms. Nadia Tarolli Schmidt to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
9	Re-elect NEOVIUS AG as independent proxy	FOR	FOR	✓ 100.0%
10	Re-elect Ernst & Young 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	✓ 93.3%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members	FOR	FOR	✓ 98.1%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6%
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.9%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.0%
5	Elections to the board of directors			
5.1	Re-elect Dr. Rolf Dörig as board member and chairman	FOR	FOR	✓ 93.7%
5.2	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 97.8%
5.3	Re-elect Dr. Adrienne Corboud Fumagalli	FOR	FOR	✓ 98.2%
5.4	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 97.2%
5.5	Re-elect Prof. Dr. Damir Filipovic	FOR	FOR	✓ 97.9%
5.6	Re-elect Dr. Frank Keuper	FOR	FOR	✓ 97.8%
5.7	Re-elect Mr. Stefan Loacker	FOR	FOR	✓ 97.9%
5.8	Re-elect Prof. Dr. Henry M. Peter	FOR	FOR	✓ 91.3%
5.9	Re-elect Dr. Martin Schmid	FOR	FOR	✓ 96.8%
5.10	Re-elect Ms. Franziska Tschudi Sauber	FOR	FOR	✓ 96.0%
5.11	Re-elect Dr. Klaus Tschütscher	FOR	FOR	✓ 94.2%
5.12	Elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 76.8%
	Elections to the remuneration committee			
5.13	Re-elect Dr. Martin Schmid to the remuneration committee	FOR	FOR	✓ 96.3%
5.14	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	FOR	✓ 93.8%
5.15	Re-elect Dr. Klaus Tschütscher to the remuneration committee	FOR	FOR	✓ 80.0%
6	Re-elect Mr. Andreas Zürcher as independent proxy	FOR	FOR	✓ 99.8%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 85.3% The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.

Item	Agenda	Board	Ethos	Result
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 85.9%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
3	Advisory vote on UBS's climate roadmap	FOR	● OPPOSE	<p>✓ 77.7%</p> <p>The report does not cover at least 90% of the indirect emissions from scope 3.</p> <p>The company has set a CO2e emission reduction target that is not certified by the Science Based Target Initiative.</p> <p>The CO2e emission reduction targets do not cover all direct and indirect emissions.</p>
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
5	Discharge board members and executive management	FOR	● OPPOSE	<p>✓ 93.2%</p> <p>UBS' exposure and credit losses of USD 860 million due to Archegos case reveals serious deficiencies in the risk management system of the company.</p>
6	Elections to the board of directors			
6.1	Re-elect Mr. Jeremy Anderson	FOR	FOR	✓ 98.5%
6.2	Re-elect Ms. Claudia Böckstiegel	FOR	FOR	✓ 98.7%
6.3	Re-elect Mr. William Dudley	FOR	FOR	✓ 99.1%
6.4	Re-elect Mr. Patrick Firmenich	FOR	FOR	✓ 99.1%
6.5	Re-elect Prof. Dr. Fred Hu	FOR	FOR	✓ 95.8%
6.6	Re-elect Mr. Mark Hughes	FOR	FOR	✓ 99.1%
6.7	Re-elect Ms. Nathalie Rachou	FOR	FOR	✓ 99.1%
6.8	Re-elect Ms. Julie G. Richardson	FOR	FOR	✓ 97.8%
6.9	Re-elect Dr. Dieter Wemmer	FOR	FOR	✓ 98.6%
6.10	Re-elect Ms. Jeanette Wong	FOR	FOR	✓ 98.4%
7.1	Elect Mr. Lukas Gähwiler	FOR	FOR	✓ 96.9%
7.2	Elect Mr. Colm Kelleher as board member and chairman	FOR	FOR	✓ 97.7%
8	Elections to the remuneration committee			
8.1	Re-elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR	✓ 94.3%
8.2	Re-elect Dr. Dieter Wemmer to the remuneration committee	FOR	FOR	✓ 95.5%
8.3	Re-elect Ms. Jeanette Wong to the remuneration committee	FOR	FOR	✓ 95.2%

Item	Agenda	Board	Ethos		Result
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 92.6%
9.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓ 86.1%
9.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 93.1%
10.1	Re-elect ADB Altorfer Duss & Beilstein AG as independent proxy	FOR	FOR		✓ 99.7%
10.2	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 93.9%
11	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.6%
12	Approve share buyback programme	FOR	● OPPOSE	<p>The amount of the repurchase is excessive given the financial situation and perspectives of the company.</p> <p>The ability of the company to pay a dividend is critically undermined by the repurchase of the shares.</p>	✓ 95.0%

Item	Agenda	Board	Ethos	Result
1	Present annual report and accounts	NON-VOTING	NON-VOTING	
2	Auditors' reports	NON-VOTING	NON-VOTING	
3	Approve annual report and statutory financial statements	FOR	FOR	✓ 99.8%
4	Approve consolidated financial statements	FOR	FOR	✓ 99.7%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
6	Discharge board members	FOR	FOR	✓ 99.8%
7	Elections to the board of directors			
7.1	Re-elect Mr. Philippe Hebeisen	FOR	FOR	✓ 99.3%
7.2	Re-elect Ms. Chantal Balet Emery	FOR	● OPPOSE	✓ 99.3% She has been a member of the board for 22 years, which exceeds Ethos' guidelines.
7.3	Re-elect Mr. Martin Albers	FOR	FOR	✓ 99.6%
7.4	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR	✓ 99.7%
7.5	Re-elect Ms. Eftychia Fischer	FOR	FOR	✓ 99.7%
7.6	Re-elect Mr. Peter Kofmel	FOR	● OPPOSE	✓ 99.9% He has been a member of the board for 23 years, which exceeds Ethos' guidelines.
7.7	Re-elect Mr. Cédric Moret	FOR	FOR	✓ 99.7%
7.8	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 99.6%
8	Re-elect Mr. Philippe Hebeisen as board chairman	FOR	FOR	✓ 99.3%
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR	✓ 99.3%
9.2	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	● OPPOSE	✓ 98.9% As Ethos did not support the election of Ms. Balet Emery to the board of directors, Ethos cannot approve Ms. Balet Emery to the committee.
9.3	Elect Mr. Cédric Moret to the remuneration committee	FOR	FOR	✓ 99.6%
10	Binding votes on the remuneration of the board of directors and the executive management			
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.5%
11	Re-elect ACTA Notaires et Associés as independent proxy	FOR	FOR	✓ 99.6%
12	Re-elect Ernst & Young as auditors	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	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 92.4%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5%
4.3	Binding vote on the increase of the total remuneration of the executive management for 2022	FOR	FOR		✓ 98.2%
4.4	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.2%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR		✓ 99.9%
5.1.2	Re-elect Mr. Claude R. Cornaz	FOR	FOR		✓ 93.6%
5.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR		✓ 98.1%
5.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (37.5%).</p> <p>He is chairman of the nomination committee and the committee independence is insufficient.</p> <p>He is chairman of the nomination committee and the composition of the board is unsatisfactory.</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 90.7%
5.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR		✓ 95.4%
5.1.6	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.5%
5.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (37.5%).	✓ 94.7%
5.1.8	Elect Dr. Diane Nicklas	FOR	FOR		✓ 98.1%
5.2	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR		✓ 91.8%
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, Ethos cannot approve Dr. oec. publ. Fischer to the committee.	✓ 89.9%
5.2.3	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 17 years) and the committee does not include at least 50% independent members.	✓ 92.1%
5.3	Elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 100.0%
5.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.	✓ 94.6%

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. Andreas Utermann as board member and elect him as chairman	FOR	FOR	✓ 99.5%
4.2	Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 95.0%
4.3	Re-elect Dr. Maja Baumann as board member	FOR	FOR	✓ 99.5%
4.4	Re-elect Dr. Elisabeth Bourqui as board member	FOR	FOR	✓ 99.8%
4.5	Re-elect Mr. David Cole as board member	FOR	FOR	✓ 99.9%
4.6	Re-elect Dr. Michael Halbherr as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 95.7%
4.7	Re-elect Mr. Stefan Loacker as board member	FOR	FOR	✓ 99.9%
4.8	Re-elect Ms. Clara C. Streit as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 93.1%
4.9	Re-elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 95.1%
5	Re-elect Vischer AG as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	✓ 94.5% The audit firm has been in office for 39 years, which exceeds Ethos' guidelines.
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 81.6% The remuneration report is not in line with Ethos' guidelines.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.3% The remuneration of the chairman is significantly higher than that of a peer group.
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos		Result
7.4	Binding retrospective vote on the short-term variable 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 requested amount does not allow to respect Ethos' guidelines.	✓ 95.3%
7.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 98.5%
7.6	Binding retrospective vote on an additional amount for the 2018 long-term variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 81.9%

Disclaimer

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