

2023

SSO

Report on the exercise of voting rights

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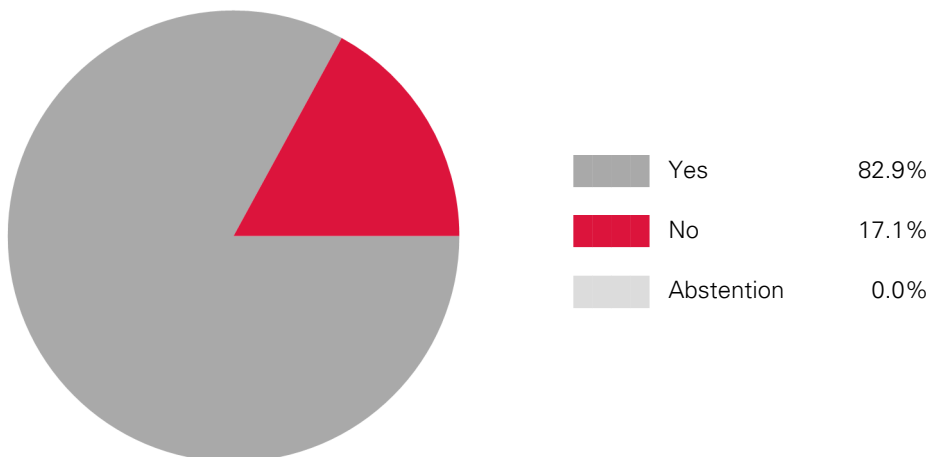
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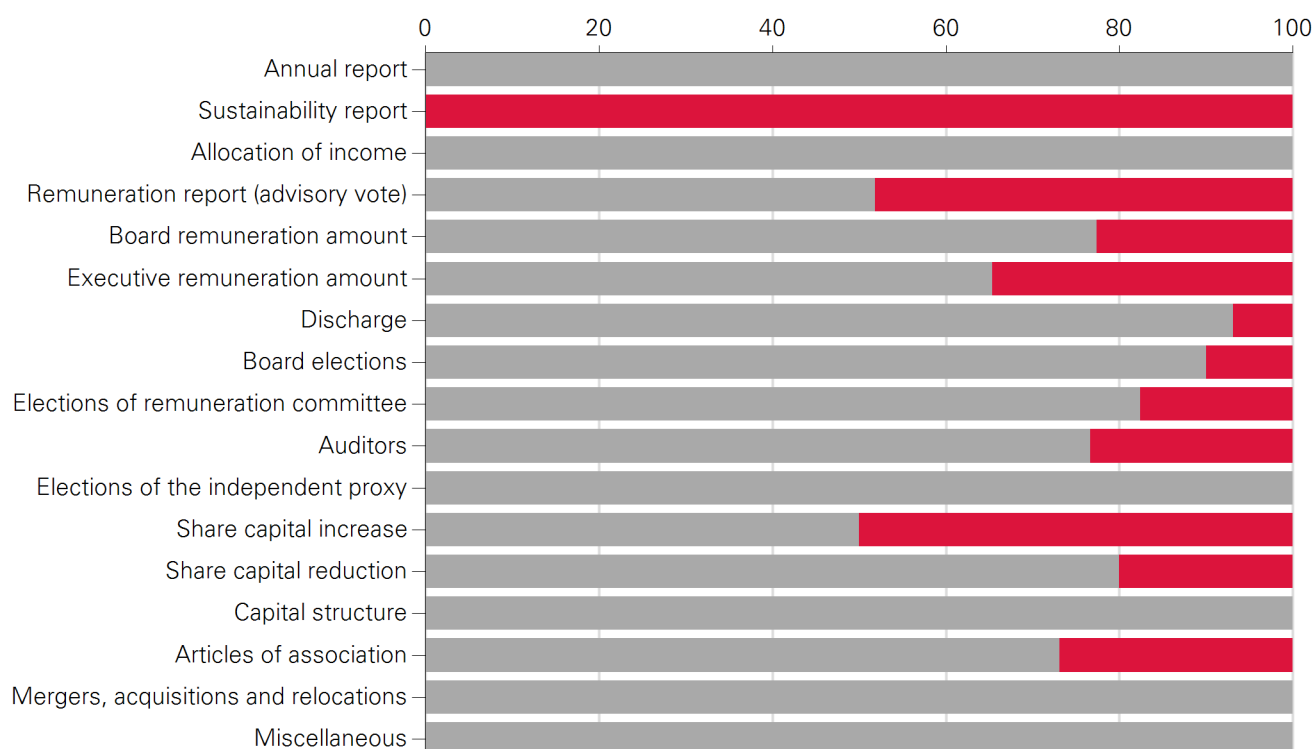
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	29	725	601	124	0
Extraordinary general meetings	2	8	7	1	0
Total	31	733	608	125	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	31	100.0%	0	0.0%	0	0.0%	31
Sustainability report	0	0.0%	2	100.0%	0	0.0%	2
Allocation of income	31	100.0%	0	0.0%	0	0.0%	31
Remuneration report (advisory vote)	14	51.9%	13	48.1%	0	0.0%	27
Board remuneration amount	24	77.4%	7	22.6%	0	0.0%	31
Executive remuneration amount	34	65.4%	18	34.6%	0	0.0%	52
Discharge	27	93.1%	2	6.9%	0	0.0%	29
Board elections	226	90.0%	25	10.0%	0	0.0%	251
Elections of remuneration committee	75	82.4%	16	17.6%	0	0.0%	91
Auditors	23	76.7%	7	23.3%	0	0.0%	30
Elections of the independent proxy	30	100.0%	0	0.0%	0	0.0%	30
Share capital increase	5	50.0%	5	50.0%	0	0.0%	10
Share capital reduction	8	80.0%	2	20.0%	0	0.0%	10
Capital structure	1	100.0%	0	0.0%	0	0.0%	1
Articles of association	76	73.1%	28	26.9%	0	0.0%	104
Mergers, acquisitions and relocations	2	100.0%	0	0.0%	0	0.0%	2
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 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	Miscellaneous
Allreal	21.04.2023	AGM	✓		✓	✓	✓	✓	✓	✓	◐	✓	✓	✓			◐		
Also	17.03.2023	AGM	✓		✓	✗	✗	◐	✗	◐	✗	✓	✓				✓		
Baloise Holding	28.04.2023	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✗			✓		
Bucher Industries	19.04.2023	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓				◐		
Bystronic	25.04.2023	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	◐		
Dätwyler	07.03.2023	AGM	✓		✓	✓	✓	✗	✓	◐	◐	✓	✓				✗		
DSM Firmenich	29.06.2023	EGM	✓		✓	✓	✗										✓		
Emmi	13.04.2023	AGM	✓		✓	✓	✓	✓	✓	◐	◐	✓	✓				◐		✓
Ems-Chemie	12.08.2023	AGM	✓		✓	✓	✓	✓	✓	◐		✓	✓				✗		
Forbo	30.03.2023	AGM	✓		✓	✗	✗	✓	✓	✓	✓	✓	✓		✗				
Geberit	19.04.2023	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✗	✓	✗	✓		✓		
Georg Fischer	19.04.2023	AGM	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			◐		
Givaudan	23.03.2023	AGM	✓		✓	✓	✓	◐	✓	◐	✓	✓	✓	✓			◐		
Inficon	30.03.2023	AGM	✓		✓	✓	✓	✓	✓	◐	◐	✓	✓	✓			◐		
Interroll	12.05.2023	AGM	✓	✗	✓	✗	✓	✗	✓	◐	✓	✓	✓				◐		
Jungfraubahn	15.05.2023	AGM	✓		✓	✗	✓	✓	✓	✓	✓	✓	✓						
Lonza	05.05.2023	AGM	✓		✓	✗	✓	◐	✓	✓	✓	✓	✓	✗			◐		
Nestlé	20.04.2023	AGM	✓		✓	✗	✓	✗	✗	◐	✓	✓	✓		✓		✗		
Novartis	07.03.2023	AGM	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓		✓		◐		
	15.09.2023	EGM																	✓
Partners Group	24.05.2023	AGM	✓		✓	✗	✗	◐	✓	◐	✓	✓	✓				◐		
SFS Group	26.04.2023	AGM	✓		✓	✓	✓	✓	✓	◐	◐	✗	✓				◐		
Sika	28.03.2023	AGM	✓		✓	✓	✓	✓	✓	◐	✓	✓	✓	✓			◐		
Sonova	12.06.2023	AGM	✓		✓	✗	✓	✗	✓	◐	✓	✓	✓	✗	✓		◐		

Company	Date	Type	Annual report	Sustainability 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	Miscellaneous
Straumann	05.04.2023	AGM	✓		✓	✓	✗	⬇️	✓	⬇️	⬇️	✓	✓				⬇️		
Swiss Life	28.04.2023	AGM	✓		✓	✓	✓	✓	✓	⬇️	⬇️	✗	✓		✓				
UBS	05.04.2023	AGM	✓	✗	✓	✗	✗	✗	✓	✓	✓	✗	✓		⬇️		⬇️		
Vaudoise Assurances	08.05.2023	AGM	✓		✓	✓	✓	✓	✓	⬇️	✓	✓	✓				⬇️		
Vetropack	19.04.2023	AGM	✓		✓	✓	✓	✓	✓	⬇️	⬇️	✗	✓				⬇️		
Vontobel	04.04.2023	AGM	✓		✓	✗	✗	⬇️	✓	⬇️	⬇️	✗	✓				⬇️		
Zurich Insurance Group	06.04.2023	AGM	✓		✓	✗	✓	✗	✓	⬇️	⬇️	✓	✓	✗			⬇️		

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	31	31	99.7%
Sustainability report	2	2	87.5%
Allocation of income	31	31	99.4%
Remuneration report (advisory vote)	27	27	85.3%
Board remuneration amount	31	31	96.0%
Executive remuneration amount	52	52	94.1%
Discharge	29	29	98.6%
Board elections	251	251	95.3%
Elections of remuneration committee	91	91	91.5%
Auditors	30	30	95.9%
Elections of the independent proxy	30	30	99.6%
Share capital increase	10	10	91.9%
Share capital reduction	10	10	98.4%
Capital structure	1	1	99.8%
Articles of association	104	104	95.8%
Mergers, acquisitions and relocations	2	2	99.6%
Miscellaneous	1	1	99.4%
All topics	733	733	95.2%

3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Allreal	21.04.2023	6.2	Amend articles of association: general meeting	OPPOSE	40.7%

3.3 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Forbo	30.03.2023	5.1	Advisory vote on the remuneration report	OPPOSE	60.3%
Straumann	05.04.2023	7.1	Elect Mr. Marco Gadola to the nomination and remuneration committee	OPPOSE	64.5%
Straumann	05.04.2023	6.2	Re-elect Mr. Marco Gadola	OPPOSE	65.1%
Givaudan	23.03.2023	6.1.6	Re-elect Mr. Tom Knutzen	OPPOSE	67.2%
Allreal	21.04.2023	4.2.a	Re-elect Dr. Philipp Gmür to the nomination and remuneration committee	OPPOSE	68.4%
Interroll	12.05.2023	3	Advisory vote on the remuneration report	OPPOSE	68.7%
Allreal	21.04.2023	4.2.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	70.9%
Allreal	21.04.2023	5.5	Advisory vote on the remuneration report	FOR	71.0%
Georg Fischer	19.04.2023	4.3	Amend articles of association: virtual general meeting	OPPOSE	71.0%
Bucher Industries	19.04.2023	5.2	Advisory vote on the remuneration report	FOR	71.3%

4 Detailed voting recommendations

Allreal

21.04.2023

AGM

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
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	✓ 99.8%
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Ralph-Thomas Honegger as member and chairman of the board	FOR	FOR	✓ 96.9%
4.1.b	Re-elect Dr. Philipp Gmür	FOR	FOR	✓ 87.2%
4.1.c	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 81.4%
4.1.d	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 91.5%
4.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 99.6%
4.1.f	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.7%
4.1.g	Re-elect Mr. Jürg Stöckli	FOR	FOR	✓ 98.9%
4.1.h	Re-elect Ms. Anja Wyden Guelpa	FOR	FOR	✓ 99.6%
4.2	Elections to the nomination and remuneration committee			
4.2.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. ✓ 68.4%
4.2.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 70.9%
4.2.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 88.6%
4.3	Re-elect Anwaltskanzlei André Weber as independent proxy	FOR	FOR	✓ 98.9%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.2%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 84.9%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 84.9%
5.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 84.8%

Item	Agenda	Board	Ethos		Result
5.4	Binding prospective vote on the short-term variable remuneration of the departing members of the executive management	FOR	FOR		✓ 84.7%
5.5	Advisory vote on the remuneration report	FOR	FOR		✓ 71.0%
6	Amend articles of association				
6.1	Amend articles of association: creation of a capital band	FOR	FOR		✓ 83.7%
6.2	Amend articles of association: general meeting	FOR	● OPPOSE	<p>The amendment has a negative impact on the rights of the shareholders.</p> <p>The amendment has a negative impact on the governance of the company.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✗ 40.7%
6.3	Amend articles of association: other amendments	FOR	FOR		✓ 99.5%

Also

17.03.2023

AGM

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

Also

17.03.2023

AGM

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

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 85.5%
2	Discharge board members and executive management	FOR	FOR		✓ 99.7%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Amendments to the articles of association				
4.1	Amend articles of association: Company name	FOR	FOR		✓ 99.8%
4.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 84.4%
4.3	Amend articles of association: General meeting	FOR	FOR		✓ 96.1%
4.4	Amend articles of association: Board of directors	FOR	FOR		✓ 99.7%
4.5	Amend articles of association: Remuneration	FOR	FOR		✓ 98.6%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. iur. Thomas von Planta as board member and chairman	FOR	FOR		✓ 91.0%
5.1.2	Re-elect Mr. Christoph Mäder	FOR	FOR		✓ 95.2%
5.1.3	Re-elect Dr. Maya Bundt	FOR	FOR		✓ 99.5%
5.1.4	Re-elect Ms. Claudia Dill	FOR	FOR		✓ 99.6%
5.1.5	Re-elect Mr. Christoph B. Gloor	FOR	FOR		✓ 94.8%
5.1.6	Re-elect Mr. Hugo Lasat	FOR	FOR		✓ 99.3%
5.1.7	Re-elect Dr. oec. Karin Lenzlinger Diedenhofen	FOR	FOR		✓ 99.4%
5.1.8	Re-elect Dr. iur. Markus R. Neuhaus	FOR	FOR		✓ 98.9%
5.1.9	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz	FOR	FOR		✓ 99.1%
5.1.10	Re-elect Prof. Dr. iur. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR		✓ 95.6%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Mr. Christoph B. Gloor to the remuneration committee	FOR	FOR		✓ 94.2%
5.2.2	Re-elect Dr. oec. Karin Lenzlinger Diedenhofen to the remuneration committee	FOR	FOR		✓ 98.9%
5.2.3	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR		✓ 92.5%

Item	Agenda	Board	Ethos	Result
5.2.4	Re-elect Prof. Dr. rer. pol. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 98.6%
5.3	Re-elect Dr. iur. Christophe Sarasin as independent proxy	FOR	FOR	✓ 99.9%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.1%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5%
6.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.9%
6.2.2	Binding prospective vote on the 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	✓ 99.7%
2	Discharge board members and executive management	FOR	FOR	✓ 99.1%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4.1	Elections to the board of directors			
4.1.a	Re-elect Ms. Anita Hauser	FOR	FOR	✓ 89.5%
4.1.b	Re-elect Mr. Michael Hauser	FOR	FOR	✓ 94.3%
4.1.c	Re-elect Mr. Martin Hirzel	FOR	FOR	✓ 95.2%
4.1.d	Re-elect Mr. Philip Mosimann as member and chairman of the board	FOR	FOR	✓ 93.0%
4.1.e	Re-elect Mr. Stefan Scheiber	FOR	FOR	✓ 99.7%
4.2	Elect Mr. Urs Kaufmann	FOR	FOR	✓ 95.6%
	Elections to the nomination and remuneration committee			
4.3	Re-elect Ms. Anita Hauser to the nomination and remuneration committee	FOR	FOR	✓ 81.3%
4.4	Elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 96.9%
4.5	Re-elect Law Office Keller AG as independent proxy	FOR	FOR	✓ 99.9%
4.6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 89.6% The audit firm has been in office for 39 years, which exceeds Ethos' guidelines.
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.4%
5.2	Advisory vote on the remuneration report	FOR	FOR	✓ 71.3%
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.3%
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.7%
6	Amend articles of association			
6.1	Amend articles of association: Deletion of art. 3a	FOR	FOR	✓ 99.9%
6.2	Amend articles of association: Amendments to reflect the revised Swiss stock corporation law	FOR	FOR	✓ 99.9%
6.3	Amend articles of association: Editorial amendments	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
6.4	Amend articles of association: Adjustment of the restriction on transferability	FOR	FOR		✓ 99.9%
6.5	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 89.7%
6.6	Amend articles of association: Adjustment of the approval of compensations	FOR	FOR		✓ 99.5%
6.7	Amend articles of association: Introduction of the option to use electronic media	FOR	FOR		✓ 99.4%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Allocation of income and dividend			
2.1	Reclassification of reserves	FOR	FOR	✓ 99.8%
2.2	Approve allocation of income and dividend	FOR	FOR	✓ 98.1%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Dr. Heinz O. Baumgartner	FOR	FOR	✓ 100.0%
4.2	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.6%
4.3	Re-elect Dr. Matthias Auer	FOR	FOR	✓ 93.8%
4.4	Re-elect Ms. Inge Delobelle	FOR	FOR	✓ 97.7%
4.5	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 97.4%
4.6	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 95.4%
4.7	Elect Mr. Felix Schmidheiny	FOR	FOR	✓ 96.5%
4.8	Elect Ms. Eva Zauke	FOR	FOR	✓ 98.1%
5	Re-elect Dr. Heinz O. Baumgartner as board chairman	FOR	FOR	✓ 98.9%
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Urs Riedener to the remuneration committee	FOR	FOR	✓ 93.8%
6.2	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 93.6%
6.3	Elect Ms. Inge Delobelle to the remuneration committee	FOR	FOR	✓ 97.7%
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 94.2%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.5%
8	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 96.3%
9	Re-elect SILK Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
10	Amend articles of association			
10.1	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 92.4%
10.2	Amend articles of association: remuneration	FOR	FOR	✓ 96.7%
10.3	Amend articles of association: options	FOR	FOR	✓ 96.8%

Item	Agenda	Board	Ethos		Result
10.4	Amend articles of association: communication to shareholders	FOR	FOR		✓ 96.9%
10.5	Amend articles of association: other amendments	FOR	● OPPOSE	<p>The amendment has a negative impact on the interests of the shareholders.</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p>	✓ 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		✓ 99.1%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1	Special meeting for holders of bearer shares				
4.1.1	Re-nominate Mr. Jens Breu as representative of bearer shareholders	FOR	FOR		✓ 100.0%
4.1.2	Re-nominate Mr. Martin Hirzel as representative of bearer shareholders	FOR	FOR		✓ 100.0%
4.1.3	Re-nominate Dr. Judith van Walsum as representative of bearer shareholders	FOR	FOR		✓ 100.0%
4.2	Re-elect Dr. Paul J. Hälg as board member and chairman	FOR	FOR		✓ 96.7%
4.3	Re-elect Dr. Hanspeter Fässler	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines.	✓ 94.3%
4.4	Re-elect Mr. Claude R. Cornaz	FOR	FOR		✓ 97.6%
4.5	Re-elect Mr. Jürg Fedier	FOR	FOR		✓ 93.9%
4.6	Re-elect Dr. Gabi Huber	FOR	FOR		✓ 92.2%
4.7	Elect the candidates nominated by the special meeting (ITEMS 4.1.1, 4.1.2 and 4.1.3)				
4.7.1	Re-elect Mr. Jens Breu	FOR	FOR		✓ 99.8%
4.7.2	Re-elect Mr. Martin Hirzel	FOR	FOR		✓ 100.0%
4.7.3	Re-elect Dr. Judith van Walsum	FOR	FOR		✓ 100.0%
5	Elections to the nomination and remuneration committee				
5.1	Re-elect Dr. Hanspeter Fässler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Fässler to the board of directors, Ethos cannot approve Dr. Fässler to the committee.	✓ 90.7%
5.2	Re-elect Mr. Claude R. Cornaz to the nomination and remuneration committee	FOR	FOR		✓ 91.8%
5.3	Re-elect Mr. Jens Breu to the nomination and remuneration committee	FOR	FOR		✓ 99.5%
6	Re-elect KPMG as auditors	FOR	FOR		✓ 98.5%
7	Re-elect Mr. Remo Baumann as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 98.7%
9	Amendments to the articles of association	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 94.1%

Item	Agenda	Board	Ethos		Result
	Background to the EGM				
1	Approve interim financial statements of DSM-Firmenich AG	FOR	FOR		✓ 98.9%
2	Approve dividend	FOR	FOR		✓ 100.0%
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.2%
3.2	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 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>	✓ 97.0%
4.1	Amend articles of association: approval of important transactions by shareholders	FOR	FOR		✓ 94.2%
4.2	Amend articles of association: information on the identity of shareholders	FOR	FOR		✓ 93.3%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Discharge board members	FOR	FOR	✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
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	✓ 97.9%
4.2	Binding prospective vote on the total remuneration of the agricultural committee	FOR	FOR	✓ 99.4%
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.2%
4.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 88.7%
5.1-5.2	Elections to the board of directors			
5.1.1	Re-elect Ms. Monique Bourquin	FOR	FOR	✓ 98.2%
5.1.2	Re-elect Mr. Dominik Bürgy	FOR	FOR	✓ 99.5%
5.1.3	Re-elect Mr. Thomas Grüter	FOR	FOR	✓ 95.5%
5.1.4	Re-elect Ms. Christina Johansson	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 94.9%
5.1.5	Re-elect Mr. Hubert Muff	FOR	FOR	✓ 98.8%
5.1.6	Re-elect Ms. Diana Strebel	FOR	FOR	✓ 99.8%
5.1.7	Re-elect Mr. Werner Weiss	FOR	FOR	✓ 98.4%
5.2.1	Elect Mr. Urs Riedener as board member and chairman	FOR	FOR	✓ 92.9%
5.2.1	Elect Ms. Nadja Lang	FOR	FOR	✓ 99.5%
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Ms. Monique Bourquin to the nomination and remuneration committee	FOR	FOR	✓ 96.1%
5.3.2	Re-elect Mr. Thomas Grüter to the nomination and remuneration committee	FOR	FOR	✓ 90.9%
5.3.3	Elect Mr. Urs Riedener to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former CEO) and the committee does not include at least 50% independent members. ✓ 87.8%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8%
7	Re-elect Mr. Pascal Engelberger as independent proxy	FOR	FOR	✓ 99.9%
8.1	Articles of association (bundled items)	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
8.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.0%
8.3	Articles of association: remuneration and external mandates	FOR	FOR		✓ 99.6%

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	✓ 100.0%
3.2	Binding votes on the remuneration of the board of directors and the executive management			
3.2.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8%
3.2.2	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	✓ 91.4%
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
5	Discharge board members and executive management	FOR	FOR	✓ 99.8%
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Bernhard Merki as member and chairman of the board and as member of the remuneration committee	FOR	FOR	✓ 94.7%
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). ✓ 98.6%
6.1.3	Re-elect Dr. Joachim Streu as board member and member of the remuneration committee	FOR	FOR	✓ 97.2%
6.1.4	Elect Mr. Rainer Roten as board member and member of the remuneration committee	FOR	FOR	✓ 99.9%
6.2	Re-elect BDO as auditors	FOR	FOR	✓ 99.9%
6.3	Re-elect Dr. Robert K. Däppen as independent proxy	FOR	FOR	✓ 100.0%
7	Amend articles of association: Bundled items	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 97.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Discharge board members and executive management	FOR	FOR		✓ 99.4%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Approve share buyback programme	FOR	● OPPOSE	The ability of the company to pay a dividend is critically undermined by the repurchase of the shares.	✓ 94.1%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 60.3%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 90.0%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.2%
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 94.1%
5.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 93.6%
6	Elections to the board of directors				
6.1	Re-elect Mr. This E. Schneider as board member and chairman	FOR	FOR		✓ 82.8%
6.2	Re-elect Dr. Peter Altorfer	FOR	FOR		✓ 77.7%
6.3	Re-elect Mr. Michael Pieper	FOR	FOR		✓ 80.7%
6.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓ 92.7%
6.5	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 97.8%
6.6	Re-elect Mr. Vincent Studer	FOR	FOR		✓ 79.9%
7	Elections to the remuneration committee				
7.1	Re-elect Dr. Peter Altorfer to the remuneration committee	FOR	FOR		✓ 77.7%
7.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR		✓ 92.3%
7.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	FOR		✓ 74.3%
8	Re-elect KPMG as auditors	FOR	FOR		✓ 99.1%
9	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members	FOR	FOR	✓ 98.7%
4	Amend articles of association			
4.1	Amend articles of association: mandatory amendments	FOR	FOR	✓ 99.3%
4.2	Amend articles of association: editorial amendments	FOR	FOR	✓ 99.7%
4.3	Amend articles of association: company purpose	FOR	FOR	✓ 99.4%
4.4	Amend articles of association: nominee registration	FOR	FOR	✓ 99.3%
4.5	Amend articles of association: electronic means of communication	FOR	FOR	✓ 99.1%
4.6	Amend articles of association: mandatory age limit for board members	FOR	FOR	✓ 97.3%
4.7	Amend articles of association: quorum for board meetings	FOR	FOR	✓ 99.4%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Albert M. Bæhny as member and chairman of the board	FOR	FOR	✓ 83.0%
5.1.2	Re-elect Mr. Thomas Bachmann	FOR	FOR	✓ 96.8%
5.1.3	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 95.2%
5.1.4	Re-elect Dr. Werner Karlen	FOR	FOR	✓ 96.4%
5.1.5	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 98.8%
5.1.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 93.1%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 92.5%
5.2.2	Re-elect Mr. Thomas Bachmann to the remuneration committee	FOR	FOR	✓ 96.4%
5.2.3	Re-elect Dr. Werner Karlen to the remuneration committee	FOR	FOR	✓ 96.2%
6	Re-elect hba Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 100.0%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	✓ 82.3% The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 87.1% The transparency of the remuneration report is insufficient.

Item	Agenda	Board	Ethos		Result
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
8.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.2%
9	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7%
10	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 91.0%

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	FOR	✓ 84.8%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.6%
4.1	Amend articles of association (bundled items)	FOR	FOR	✓ 92.4%
4.2	Creation of a capital band	FOR	FOR	✓ 95.7%
4.3	Amend articles of association: virtual general meeting	FOR	● OPPOSE	✓ 71.0% The amendment allows the company to organise a virtual general meeting without any adequate justification.
5	Elections to the board of directors			
5.1	Re-elect Dr. Hubert Achermann	FOR	FOR	✓ 99.4%
5.2	Re-elect Dr. Peter Hackel	FOR	FOR	✓ 99.8%
5.3	Re-elect Mr. Roger Michaelis	FOR	FOR	✓ 99.3%
5.4	Re-elect Dr. Eveline Saupper	FOR	FOR	✓ 99.5%
5.5	Re-elect Ms. Ayano Senaha	FOR	FOR	✓ 99.7%
5.6	Re-elect Mr. Yves Serra	FOR	FOR	✓ 97.1%
5.7	Elect Ms. Monica de Virgiliis	FOR	FOR	✓ 81.1%
5.8	Elect Ms. Michelle Wen	FOR	FOR	✓ 99.5%
6.1	Re-elect Mr. Yves Serra as board chairman	FOR	FOR	✓ 97.3%
6.2	Elections to the remuneration committee			
6.2.1	Re-elect Mr. Roger Michaelis to the remuneration committee	FOR	FOR	✓ 98.7%
6.2.2	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 97.7%
6.2.3	Elect Ms. Michelle Wen to the remuneration committee	FOR	FOR	✓ 98.9%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.9%
8	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.1%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.8%
10	Re-elect weber, schaub & partner AG as independent proxy	FOR	FOR	✓ 99.9%

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

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

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

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

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 86.5%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration of the chairman is significantly higher than that of a peer group.</p>	✓ 68.7%
4	Advisory vote on the sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include targets for material topics.</p>	✓ 93.6%
5	Discharge board members and executive management	FOR	FOR		✓ 99.9%
6	Amend articles of association				
6.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.9%
6.2	Amend articles of association: Form of the shares	FOR	FOR		✓ 99.9%
6.3	Amend articles of association: Share transfers/transfer restrictions	FOR	FOR		✓ 91.9%
6.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.0%
6.5	Amend articles of association: Special provisions for anchor shareholders	FOR	FOR		✓ 83.9%
6.6	Amend articles of association: Compensation of the board of directors and group management	FOR	FOR		✓ 97.9%
6.7	Amend articles of association: Further amendments	FOR	FOR		✓ 99.8%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.7%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 88.7%
8	Elections to the board of directors				
8.1	Re-elect Mr. Paul Zumbühl as board member and chairman	FOR	FOR		✓ 81.1%
8.2	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 86.2%
8.3	Re-elect Mr. Ingo Specht	FOR	● OPPOSE	He has permanent operational functions.	✓ 91.4%

Item	Agenda	Board	Ethos	Result
8.4	Re-elect Dr. Elena Cortona	FOR	FOR	✓ 99.2%
8.5	Re-elect Mr. Markus Asch	FOR	FOR	✓ 99.2%
8.6	Re-elect Ms. Susanne Schreiber	FOR	FOR	✓ 99.2%
9	Elections to the remuneration committee			
9.1	Re-elect Mr. Markus Asch to the remuneration committee	FOR	FOR	✓ 95.6%
9.2	Re-elect Mr. Stefano Mercurio to the remuneration committee	FOR	FOR	✓ 85.6%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 94.3%
11	Re-elect Mr. Francesco Adami as independent proxy	FOR	FOR	✓ 98.8%

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	✓ 83.5% The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines.
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
4	Discharge board members and executive management	FOR	FOR	✓ 99.1%
5	Elections to the board of directors			
5.1	Re-elect Mr. Heinz Karrer as member and chairman of the board	FOR	FOR	✓ 99.2%
5.2	Re-elect Mr. Nils Graf	FOR	FOR	✓ 89.9%
5.3	Re-elect Dr. Catrina Luchsinger Gähwiler	FOR	FOR	✓ 93.6%
5.4	Re-elect Ms. Catherine Mühlemann	FOR	FOR	✓ 99.3%
5.5	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR	✓ 91.5%
5.6	Re-elect Mr. Thomas Ruoff	FOR	FOR	✓ 93.1%
6	Elections to the remuneration committee			
6.1	Re-elect Ms. Catherine Mühlemann to the remuneration committee	FOR	FOR	✓ 98.9%
6.2	Re-elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR	✓ 90.4%
6.3	Re-elect Mr. Thomas Ruoff to the remuneration committee	FOR	FOR	✓ 91.6%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 89.9%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 91.4%
8.1	Re-elect Dr. Melchior Glatthard as independent proxy	FOR	FOR	✓ 99.1%
8.2	Re-elect the substitute of the independent proxy	FOR	FOR	✓ 99.0%
9	Re-elect BDO as auditors	FOR	FOR	✓ 94.1%

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	The remuneration report is not in line with Ethos' guidelines.	✓ 88.6%
3	Discharge board members and executive management	FOR	FOR		✓ 98.4%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Albert M. Baehny	FOR	FOR		✓ 88.3%
5.1.b	Re-elect Dr. Marion Helmes	FOR	FOR		✓ 97.8%
5.1.c	Re-elect Dr. Angelica Kohlmann	FOR	FOR		✓ 98.9%
5.1.d	Re-elect Mr. Christoph Mäder	FOR	FOR		✓ 92.7%
5.1.e	Re-elect Prof. Dr. Roger M. Nitsch	FOR	FOR		✓ 99.4%
5.1.f	Re-elect Ms. Barbara Richmond	FOR	FOR		✓ 99.3%
5.1.g	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR		✓ 98.6%
5.1.h	Re-elect Prof. Dr. Olivier Verscheure	FOR	FOR		✓ 99.6%
5.2	Re-elect Mr. Albert M. Baehny as board chairman	FOR	FOR		✓ 85.8%
5.3	Elections to the nomination and remuneration committee				
5.3.a	Re-elect Dr. Angelica Kohlmann to the nomination and remuneration committee	FOR	FOR		✓ 98.7%
5.3.b	Re-elect Mr. Christoph Mäder to the nomination and remuneration committee	FOR	FOR		✓ 90.4%
5.3.c	Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee	FOR	FOR		✓ 98.4%
6	Re-elect KPMG as auditors for the financial year 2023	FOR	FOR		✓ 91.4%
7	Elect Deloitte as auditors for the financial year 2024	FOR	FOR		✓ 99.4%
8	Re-elect ThomannFischer as independent proxy	FOR	FOR		✓ 98.1%
9.1	Amend articles of association: company purpose	FOR	FOR		✓ 99.9%
9.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 90.3%
9.3	Amend articles of association: remuneration of the executive management	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.	✓ 85.5%
9.4	Amend articles of association: bundled items	FOR	FOR		✓ 89.9%

Item	Agenda	Board	Ethos		Result
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2%
11.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.4%
11.2	Binding prospective vote on the long-term variable remuneration of the executive management for the financial year 2023	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>	✓ 92.1%
11.3	Binding prospective vote on the fixed remuneration of the executive management for the period between July 2023 to December 2023	FOR	FOR		✓ 98.6%
11.4	Binding prospective vote on the fixed and long-term variable remuneration of the executive management for the financial year 2024	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 92.1%

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 structure is not in line with Ethos' guidelines.	✓ 82.2%
2	Discharge board members and executive management	FOR	● OPPOSE	Legal proceedings have been instituted against the company concerning the conduct of the company's affairs.	✓ 94.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Bulcke as member and chairman of the board	FOR	FOR		✓ 90.7%
4.1.2	Re-elect Dr. Ulf Mark Schneider	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 88.8%
4.1.3	Re-elect Count Henri de La Croix de Castries	FOR	FOR		✓ 91.0%
4.1.4	Re-elect Dr. Renato Fassbind	FOR	FOR		✓ 98.9%
4.1.5	Re-elect Mr. Pablo Isla Álvarez de Tejera	FOR	FOR		✓ 98.8%
4.1.6	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 98.9%
4.1.7	Re-elect Ms. Kimberly Ross	FOR	FOR		✓ 99.2%
4.1.8	Re-elect Mr. Dick Boer	FOR	FOR		✓ 98.9%
4.1.9	Re-elect Mr. Dinesh Paliwal	FOR	FOR		✓ 93.0%
4.1.10	Re-elect Ms. Hanne de Mora	FOR	FOR		✓ 98.6%
4.1.11	Re-elect Ms. Lindiwe Majele Sibanda	FOR	FOR		✓ 99.1%
4.1.12	Re-elect Ms. Chris Leong	FOR	FOR		✓ 99.0%
4.1.13	Re-elect Mr. Luca Maestri	FOR	FOR		✓ 99.0%
4.2.1	Elect Mr. Rainer Blair	FOR	FOR		✓ 99.4%
4.2.2	Elect Ms. Marie-Gabrielle Ineichen-Fleisch	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		✓ 94.0%
4.3.2	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 97.4%
4.3.3	Re-elect Mr. Dick Boer to the remuneration committee	FOR	FOR		✓ 97.4%

Item	Agenda	Board	Ethos		Result
4.3.4	Re-elect Mr. Dinesh Paliwal to the remuneration committee	FOR	FOR		✓ 83.7%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.1%
4.5	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓ 99.6%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.5%
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.	✓ 90.7%
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.6%
7	Amend articles of association				
7.1	Amend articles of association: general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.5%
7.2	Amend articles of association: other amendments	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders. Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 95.6%

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

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

Item	Agenda	Board	Ethos	Result
1	Special distribution by way of a dividend in kind to effect the spin-off of Sandoz Group AG	FOR	FOR	✓ 99.7%
2	Reduction of share capital in connection with the spin-off of Sandoz Group AG	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		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.3%
4	Amend articles of association				
4.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.7%
4.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.8%
4.3	Amend articles of association: General meeting and board of directors	FOR	FOR		✓ 99.9%
4.4	Amend articles of association: Share register	FOR	FOR		✓ 99.7%
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines. The remuneration report is not in line with Ethos' guidelines.	✓ 89.0%
6.1	Binding vote on the fixed remuneration of the board of directors for the term of office 2023/2024	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 94.9%
6.2	Binding vote on the long-term remuneration granted to the board of directors for the term of office 2022/2023	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.	✓ 94.2%
6.3	Binding vote on other remuneration for the board of directors for the term of office 2022/2023	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is excessive.	✓ 93.2%
6.4	Binding vote on the base remuneration of the executive management for 2024	FOR	● OPPOSE	The short-term remuneration of the CEO is significantly higher than that of a peer group.	✓ 94.9%
6.5	Binding vote on the long-term remuneration granted to the executive management in 2022	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.	✓ 92.3%

Item	Agenda	Board	Ethos		Result
6.6	Binding vote on other remuneration for the executive management for 2022	FOR	FOR		✓ 97.9%
7.1	Elections to the board of directors				
7.1.1	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.	✓ 89.7%
7.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 97.0%
7.1.3	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 97.6%
7.1.4	Re-elect Ms. Anne Lester	FOR	FOR		✓ 94.0%
7.1.5	Elect Ms. Gaëlle Olivier	FOR	FOR		✓ 99.8%
7.1.6	Re-elect Dr. Martin Strobel	FOR	FOR		✓ 91.9%
7.1.7	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 97.6%
7.1.8	Re-elect Ms. Flora Zhao	FOR	FOR		✓ 89.8%
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Ms. Flora Zhao to the nomination and remuneration committee	FOR	FOR		✓ 87.6%
7.2.2	Re-elect Ms. Anne Lester to the nomination and remuneration committee	FOR	FOR		✓ 92.5%
7.2.3	Re-elect Dr. Martin Strobel to the nomination and remuneration committee	FOR	FOR		✓ 91.9%
7.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR		✓ 100.0%
7.4	Re-elect KPMG as auditors	FOR	FOR		✓ 94.2%

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		✓ 99.1%
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.8%
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 96.6%
2.4	Advisory vote on the remuneration report	FOR	FOR		✓ 87.3%
3	Discharge board members and executive management	FOR	FOR		✓ 99.7%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
5	Amend articles of association				
5.1	Amend articles of association: Bundled items	FOR	FOR		✓ 99.8%
5.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.2%
5.3	Amend articles of association: Introduction of new electronic means	FOR	FOR		✓ 99.4%
5.4	Amend articles of association: Editorial adjustments	FOR	FOR		✓ 99.9%
6	Elections to the board of directors				
6.a	Re-elect Dr. Peter Bauschatz	FOR	FOR		✓ 99.9%
6.b	Re-elect Mr. Niklaus H. Huber	FOR	FOR		✓ 97.1%
6.c	Re-elect Mr. Urs Kaufmann	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 90.4%
6.d	Re-elect Mr. Thomas Oetterli as board member and chairman	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 88.4%
6.e	Re-elect Ms. Manuela Suter	FOR	FOR		✓ 99.6%
6.f	Re-elect Mr. Jörg Walther	FOR	FOR		✓ 99.6%
6.g	Elect Mr. Fabian Tschan	FOR	FOR		✓ 99.3%
7	Elections to the nomination and remuneration committee				
7.a	Re-elect Mr. Niklaus H. Huber to the nomination and remuneration committee	FOR	FOR		✓ 90.3%
7.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kaufmann to the board of directors, Ethos cannot approve Mr. Kaufmann to the committee.	✓ 86.5%

Item	Agenda	Board	Ethos		Result
7.c	Re-elect Mr. Thomas Oetterli to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Oetterli to the board of directors, Ethos cannot approve Mr. Oetterli to the committee.	✓ 85.5%
8	Re-elect Bürki Bolt Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.9%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 30 years, which exceeds Ethos' guidelines. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 94.6%

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

Item	Agenda	Board	Ethos		Result
7.3	Amend articles of association: nominee registration	FOR	FOR		✓ 99.8%
7.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.4%
7.5	Amend articles of association: electronic means	FOR	FOR		✓ 99.8%
7.6	Amend articles of association: number of mandates	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.1	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.	✓ 80.6%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 94.4%
4	Amend articles of association: Composition remuneration committee	FOR	FOR		✓ 99.7%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Robert F. Spoerry as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 85.0%
5.1.2	Re-elect Ms. Stacy Enxing Seng	FOR	FOR		✓ 94.2%
5.1.3	Re-elect Mr. Gregory Behar	FOR	FOR		✓ 96.5%
5.1.4	Re-elect Ms. Lynn Bleil	FOR	FOR		✓ 94.5%
5.1.5	Re-elect Dr. Lukas Braunschweiler	FOR	FOR		✓ 86.1%
5.1.6	Re-elect Mr. Roland Diggelmann	FOR	FOR		✓ 89.3%
5.1.7	Re-elect Ms. Julie Tay	FOR	FOR		✓ 94.2%
5.1.8	Re-elect Mr. Ronald van der Vis	FOR	FOR		✓ 83.7%
5.1.9	Re-elect Mr. Adrian Widmer	FOR	FOR		✓ 99.5%
5.2	Elections to the nomination and remuneration committee				
5.2.1	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR		✓ 93.4%
5.2.2	Re-elect Dr. Lukas Braunschweiler to the nomination and remuneration committee	FOR	FOR		✓ 84.3%
5.2.3	Re-elect Mr. Roland Diggelmann to the nomination and remuneration committee	FOR	FOR		✓ 87.0%
5.3	Elect Ms. Julie Tay to the nomination and remuneration committee	FOR	FOR		✓ 94.0%
5.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 98.0%
5.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.0%
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.	✓ 87.5%
7	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
8	Amend articles of association				
8.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.7%
8.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 92.7%
8.3	Amend articles of association: Board of directors and executive management	FOR	FOR		✓ 99.7%
8.4	Amend articles of association: Certificates, general meeting, shareholder's rights and communication with the shareholders	FOR	FOR		✓ 99.9%
8.5	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 81.2%

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		✓ 95.6%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.3%
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 a peer group.	✓ 93.8%
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.2%
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines.	✓ 95.2%
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		✓ 86.4%
6.2	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 65.1%
6.3	Re-elect Mr. Juan-José Gonzalez	FOR	FOR		✓ 95.9%
6.4	Re-elect Ms. Petra Rumpf	FOR	FOR		✓ 98.9%
6.5	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR		✓ 98.2%
6.6	Re-elect Ms. Nadia Tarolli Schmidt	FOR	FOR		✓ 95.7%
6.7	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 95.9%
6.8	Elect Dr. oec. Olivier A. Filliol	FOR	FOR		✓ 99.8%
7	Elections to the nomination and remuneration committee				
7.1	Elect Mr. Marco Gadola to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gadola to the board of directors, Ethos cannot approve Mr. Gadola to the committee.	✓ 64.5%
7.2	Re-elect Ms. Nadia Tarolli Schmidt to the nomination and remuneration committee	FOR	FOR		✓ 95.7%
7.3	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR		✓ 94.9%
8	Re-elect NEOVIUS as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.5%
10	Amendments to the articles of association				
10.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.7%
10.2	Amend articles of association: Shares, share capital and share register	FOR	FOR		✓ 98.3%
10.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 93.2%
10.4	Amend articles of association: Powers of the general meeting and the board of directors	FOR	FOR		✓ 99.9%
10.5	Amend articles of association: Remuneration, mandates and contracts	FOR	FOR		✓ 99.4%
10.6	Amend articles of association: Other amendments	FOR	FOR		✓ 99.8%

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	✓ 92.8%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
3	Discharge board members	FOR	FOR	✓ 99.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.1%
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.6%
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 96.6%
5	Elections to the board of directors			
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	✓ 95.2%
5.2	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 98.7%
5.3	Re-elect Prof. Dr. oec. Monika Bütler	FOR	FOR	✓ 97.4%
5.4	Re-elect Dr. oec. Adrienne Corboud Fumagalli	FOR	FOR	✓ 99.2%
5.5	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 98.8%
5.6	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	✓ 94.6%
5.7	Re-elect Mr. Stefan Erich Loacker	FOR	FOR	✓ 98.6%
5.8	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines. ✓ 81.4%
5.9	Re-elect Dr. iur. Martin Schmid	FOR	FOR	✓ 97.5%
5.10	Re-elect Ms. Franziska Tschudi Sauber	FOR	● OPPOSE	She has been a member of the board for 20 years, which exceeds Ethos' guidelines. ✓ 87.0%
5.11	Re-elect Dr. iur. Klaus Tschütscher	FOR	FOR	✓ 94.4%
5.12	Elect Ms. Philomena Colatrella	FOR	FOR	✓ 98.7%
5.13	Elect Mr. Severin Moser	FOR	FOR	✓ 99.0%
	Elections to the remuneration committee			
5.14	Re-elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR	✓ 94.9%
5.15	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Tschudi Sauber to the board of directors, Ethos cannot approve Ms. Tschudi Sauber to the committee. ✓ 83.0%

Item	Agenda	Board	Ethos		Result
5.16	Re-elect Dr. iur. Klaus Tschütscher to the remuneration committee	FOR	FOR		✓ 91.3%
6	Re-elect Mr. Andreas Zürcher as independent proxy	FOR	FOR		✓ 99.6%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 78.2%
8	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 85.6%
3	Advisory vote on the sustainability report	FOR	● OPPOSE	The report does not cover all material topics with quantitative indicators. The report does not include targets for material topics.	✓ 81.3%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
5.1	Amend articles of association: general meetings	FOR	FOR		✓ 97.5%
5.2	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 77.7%
5.3	Amend articles of association: board, executive management and remuneration	FOR	FOR		✓ 96.6%
5.4	Amend articles of association: other general changes	FOR	FOR		✓ 97.6%
6	Discharge board members and executive management	FOR	FOR		✓ 93.8%
7	Elections to the board of directors				
7.1	Re-elect Mr. Colm Kelleher as board member and chairman	FOR	FOR		✓ 89.9%
7.2	Re-elect Mr. Lukas Gähwiler	FOR	FOR		✓ 97.2%
7.3	Re-elect Mr. Jeremy Anderson	FOR	FOR		✓ 94.4%
7.4	Re-elect Ms. Claudia Böckstiegel	FOR	FOR		✓ 97.1%
7.5	Re-elect Mr. William Dudley	FOR	FOR		✓ 97.1%
7.6	Re-elect Mr. Patrick Firmenich	FOR	FOR		✓ 96.7%
7.7	Re-elect Prof. Dr. Fred Hu	FOR	FOR		✓ 95.0%
7.8	Re-elect Mr. Mark Hughes	FOR	FOR		✓ 97.1%
7.9	Re-elect Ms. Nathalie Rachou	FOR	FOR		✓ 96.0%
7.10	Re-elect Ms. Julie G. Richardson	FOR	FOR		✓ 99.5%
7.11	Re-elect Dr. Dieter Wemmer	FOR	FOR		✓ 96.6%
7.12	Re-elect Ms. Jeanette Wong	FOR	FOR		✓ 96.3%
8	Elections to the remuneration committee				
8.1	Re-elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR		✓ 91.2%
8.2	Re-elect Dr. Dieter Wemmer to the remuneration committee	FOR	FOR		✓ 95.2%

Item	Agenda	Board	Ethos		Result
8.3	Re-elect Ms. Jeanette Wong to the remuneration committee	FOR	FOR		✓ 94.8%
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.	✓ 88.0%
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>	✓ 87.1%
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.	✓ 89.3%
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 25 years, which exceeds Ethos' guidelines.	✓ 94.7%
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 inappropriate 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%
13	Conversion of currency of the share capital				
13.1	Reduce share capital via reduction of nominal value	FOR	FOR		✓ 99.0%
13.2	Change of currency of the share capital	FOR	FOR		✓ 98.2%

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	✓ 99.7%
4	Approve consolidated financial statements	FOR	FOR	✓ 99.7%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
6	Advisory vote on the remuneration report	FOR	FOR	✓ 98.8%
7	Discharge board members	FOR	FOR	✓ 99.7%
8.1	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	✓ 98.6% The amendment allows the company to organise a virtual general meeting without any adequate justification.
8.2	Amend articles of association: Other amendments	FOR	FOR	✓ 99.7%
9	Elections to the board of directors			
9.1	Re-elect Mr. Philippe Hebeisen	FOR	FOR	✓ 99.7%
9.2	Re-elect Mr. Martin Albers	FOR	FOR	✓ 99.7%
9.3	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR	✓ 99.7%
9.4	Re-elect Ms. Eftychia Fischer	FOR	FOR	✓ 99.7%
9.5	Re-elect Mr. Peter Kofmel	FOR	● OPPOSE	✓ 99.0% He has been a member of the board for 24 years, which exceeds Ethos' guidelines.
9.6	Re-elect Mr. Cédric Moret	FOR	FOR	✓ 99.7%
9.7	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 99.6%
9.8	Elect Ms. Nathalie Bourquenoud	FOR	FOR	✓ 99.7%
10	Re-elect Mr. Philippe Hebeisen as board chairman	FOR	FOR	✓ 99.3%
11	Elections to the remuneration committee			
11.1	Re-elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
11.2	Re-elect Mr. Cédric Moret to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
11.3	Elect Ms. Nathalie Bourquenoud to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
12.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos	Result
13	Re-elect ACTA Notaires et Associés as independent proxy	FOR	FOR	✓ 99.6%
14	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.7%

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	Advisory vote on the remuneration report	FOR	FOR		✓ 92.3%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.9%
5	Amend articles of association				
5.1	Amend articles of association: Adaptations to the new law	FOR	FOR		✓ 99.7%
5.2	Amend articles of association: Maximum number of mandates	FOR	FOR		✓ 99.7%
5.3	Amend articles of association: Communication and decision-making	FOR	FOR		✓ 99.7%
5.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 96.1%
5.5	Amend articles of association: Quorum of the general meeting	FOR	FOR		✓ 99.7%
5.6	Amend articles of association: Court clause	FOR	FOR		✓ 96.0%
5.7	Amend articles of association: Formal amendments and board of directors competencies	FOR	FOR		✓ 99.7%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR		✓ 97.7%
6.1.2	Re-elect Mr. Claude R. Cornaz as board member and chairman	FOR	FOR		✓ 93.7%
6.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR		✓ 97.6%
6.1.4	Re-elect Mr. Richard Fritschi	FOR	FOR		✓ 96.0%
6.1.5	Re-elect Mr. Urs Kaufmann	FOR	FOR		✓ 95.5%
6.1.6	Re-elect Dr. Diane Nicklas	FOR	FOR		✓ 97.7%
6.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines.	✓ 95.6%
6.1.8	Elect Ms. Raffaella Marzi	FOR	FOR		✓ 97.7%
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	He is executive chairman and the committee does not include at least 50% independent members.	✓ 89.7%

Item	Agenda	Board	Ethos	Result
6.2.2	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	FOR	✓ 92.9%
6.2.3	Elect Ms. Raffaella Marzi to the remuneration committee	FOR	FOR	✓ 97.8%
6.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9%
6.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 88.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Elections to the board of directors				
4.1	Re-elect Mr. Andreas Utermann	FOR	FOR		✓ 95.5%
4.2	Re-elect Mr. Bruno Basler	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.	✓ 94.5%
4.3	Re-elect Dr. Maja Baumann	FOR	FOR		✓ 99.5%
4.4	Re-elect Dr. Elisabeth Bourqui	FOR	FOR		✓ 99.7%
4.5	Re-elect Mr. David Cole	FOR	FOR		✓ 99.9%
4.6	Re-elect Dr. Michael Halbherr	FOR	FOR		✓ 97.4%
4.7	Re-elect Mr. Stefan Loacker	FOR	FOR		✓ 99.9%
4.8	Re-elect Ms. Clara Streit	FOR	FOR		✓ 97.2%
4.9	Re-elect Mr. Björn Wettergren	FOR	FOR		✓ 94.5%
5	Re-elect Mr. Andreas Utermann as board chairman	FOR	FOR		✓ 96.3%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Mr. Bruno Basler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Basler to the board of directors, Ethos cannot approve Mr. Basler to the committee.	✓ 86.6%
6.2	Re-elect Dr. Michael Halbherr to the nomination and remuneration committee	FOR	FOR		✓ 94.2%
6.3	Re-elect Ms. Clara Streit to the nomination and remuneration committee	FOR	FOR		✓ 93.9%
6.4	Elect Mr. Andreas Utermann to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (high remuneration) and the committee does not include at least 50% independent members. He receives a remuneration that is excessive.	✓ 89.8%
6.5	Re-elect Mr. Björn Wettergren to the nomination and remuneration committee	FOR	FOR		✓ 86.0%
7	Re-elect Vischer AG as independent proxy	FOR	FOR		✓ 99.9%
8	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 40 years, which exceeds Ethos' guidelines.	✓ 93.5%

Item	Agenda	Board	Ethos	Result
9.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>✓ 82.9%</p>
9.2	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 in similar companies.</p> <p>✓ 94.8%</p>
9.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	<p>✓ 96.2%</p>
9.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of higher remuneration than that in similar companies.</p> <p>The maximum amount that can be potentially paid out is higher than the amount requested at the general meeting.</p> <p>✓ 94.8%</p>
9.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	<p>✓ 98.2%</p>
10	Amend articles of association			
10.1	Amend articles of association: share capital	FOR	FOR	<p>✓ 100.0%</p>
10.2	Amend articles of association: organization of general meetings	FOR	FOR	<p>✓ 99.9%</p>
10.3	Amend articles of association: board of directors	FOR	FOR	<p>✓ 99.9%</p>
10.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	<p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p> <p>✓ 96.9%</p>

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 pay-for-performance connection is not demonstrated. The remuneration structure is not in line with Ethos' guidelines.	✓ 82.1%
2	Approve allocation of income and dividend	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	Re-elect Mr. Michel M. Liès as board member and chairman	FOR	FOR		✓ 99.5%
4.1.2	Re-elect Ms. Joan Amble	FOR	FOR		✓ 98.8%
4.1.3	Re-elect Ms. Catherine P. Bessant	FOR	FOR		✓ 99.5%
4.1.4	Re-elect Ms. Dame Alison J. Carnwath	FOR	FOR		✓ 98.2%
4.1.5	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR		✓ 99.2%
4.1.6	Re-elect Dr. Michael Halbherr	FOR	FOR		✓ 99.4%
4.1.7	Re-elect Dr. oec. Sabine Keller-Busse	FOR	FOR		✓ 99.2%
4.1.8	Re-elect Dr. iur. Monica Mächler	FOR	FOR		✓ 99.0%
4.1.9	Re-elect Mr. Kishore Mahbubani	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 90.8%
4.1.10	Re-elect Dr. Peter Maurer	FOR	FOR		✓ 99.6%
4.1.11	Re-elect Ms. Jasmin Staiblin	FOR	FOR		✓ 99.0%
4.1.12	Re-elect Mr. Barry Stowe	FOR	FOR		✓ 99.5%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Michel M. Liès to the remuneration committee	FOR	FOR		✓ 97.4%
4.2.2	Re-elect Ms. Catherine P. Bessant to the remuneration committee	FOR	FOR		✓ 97.4%
4.2.3	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR		✓ 94.8%
4.2.4	Re-elect Dr. oec. Sabine Keller-Busse to the remuneration committee	FOR	FOR		✓ 97.2%
4.2.5	Re-elect Mr. Kishore Mahbubani to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Mahbubani to the board of directors, Ethos cannot approve Mr. Mahbubani to the committee.	✓ 88.8%
4.2.6	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR		✓ 97.2%
4.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 98.7%

Item	Agenda	Board	Ethos		Result
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.8%
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.	✓ 89.4%
6	Amendments to the articles of association				
6.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase exceeding 20% of the issued capital. The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 87.9%
6.2	Amend articles of association: Share register	FOR	FOR		✓ 99.5%
6.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 84.0%
6.4	Amend articles of association: Other amendments	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 93.4%

Disclaimer

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