

Q1 | 2019

General meetings of SPI companies

Content

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

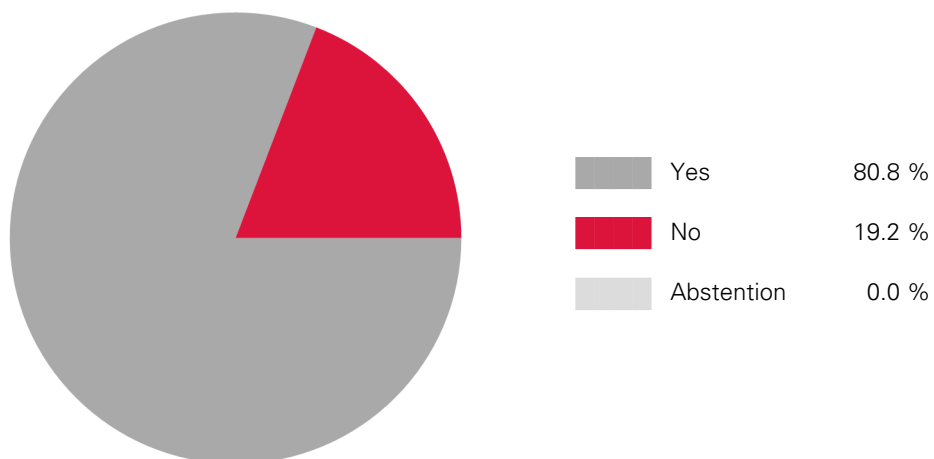
Contact

Dr. Yola Biedermann, Head of Corporate Governance & Responsible Investment
Fanny Ebener, Senior Proxy Voting Manager
Christian Richoz, Senior Investment Manager
Valérie Roethlisberger, Senior ESG Research Manager
Romain Perruchoud, Senior Analyst
Sébastien Dubas, Analyst
Ethos - P.O Box - CH - 1211 Geneva 1
T +41 (0)22 716 15 55 - F +41 (0)22 716 15 56 - www.ethosfund.ch

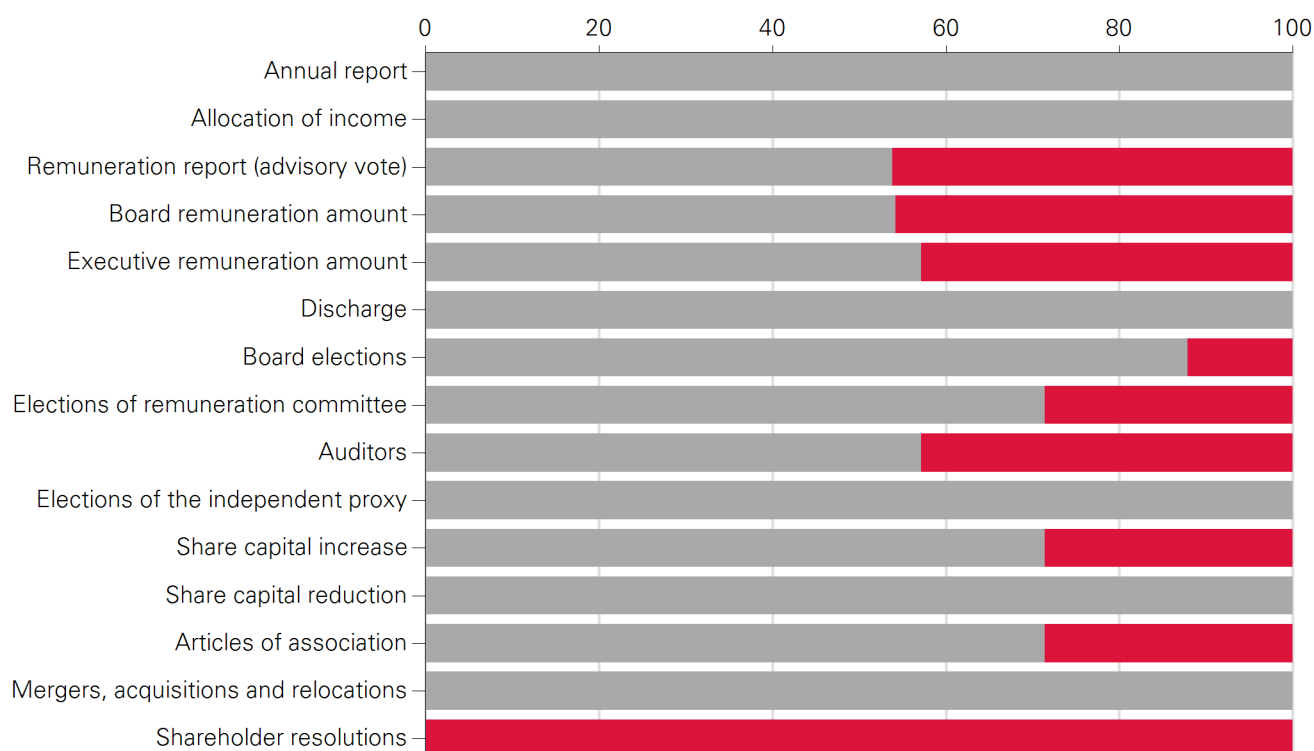
1 Overview of the proxy analyses

| Type of General Meeting | Number of meetings | Number of Proposals | | | |
|--------------------------------|--------------------|---------------------|------------|-----------|------------|
| | | Total | Yes | No | Abstention |
| Annual general meetings | 22 | 436 | 354 | 82 | 0 |
| Extraordinary general meetings | 1 | 2 | 0 | 2 | 0 |
| Total | 23 | 438 | 354 | 84 | 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 | 22 | 100.0% | 0 | 0.0% | 0 | 0.0% | 22 |
| Allocation of income | 26 | 100.0% | 0 | 0.0% | 0 | 0.0% | 26 |
| Remuneration report (advisory vote) | 7 | 53.8% | 6 | 46.2% | 0 | 0.0% | 13 |
| Board remuneration amount | 13 | 54.2% | 11 | 45.8% | 0 | 0.0% | 24 |
| Executive remuneration amount | 16 | 57.1% | 12 | 42.9% | 0 | 0.0% | 28 |
| Discharge | 21 | 100.0% | 0 | 0.0% | 0 | 0.0% | 21 |
| Board elections | 152 | 87.9% | 21 | 12.1% | 0 | 0.0% | 173 |
| Elections of remuneration committee | 50 | 71.4% | 20 | 28.6% | 0 | 0.0% | 70 |
| Auditors | 12 | 57.1% | 9 | 42.9% | 0 | 0.0% | 21 |
| Elections of the independent proxy | 21 | 100.0% | 0 | 0.0% | 0 | 0.0% | 21 |
| Share capital increase | 5 | 71.4% | 2 | 28.6% | 0 | 0.0% | 7 |
| Share capital reduction | 3 | 100.0% | 0 | 0.0% | 0 | 0.0% | 3 |
| Articles of association | 5 | 71.4% | 2 | 28.6% | 0 | 0.0% | 7 |
| Mergers, acquisitions and relocations | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 1 |
| Shareholder resolutions | 0 | 0.0% | 1 | 100.0% | 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 | 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 | Articles of association | Mergers, acquisitions and relocations | Shareholder resolutions |
|-------------------------|------------|------|---------------|----------------------|-------------------------------------|---------------------------|-------------------------------|-----------|-----------------|-------------------------------------|----------|------------------------------------|------------------------|-------------------------|-------------------------|---------------------------------------|-------------------------|
| Also | 29.03.2019 | AGM | ✓ | ✓ | ✗ | ✓ | ◐ | ✓ | ◐ | ✗ | ✗ | ✓ | ✗ | | | | |
| Autoneum | 28.03.2019 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | |
| BB Biotech | 21.03.2019 | AGM | ✓ | ✓ | | ✗ | | ✓ | ✓ | ✓ | ✗ | ✓ | | | ✓ | | |
| Bellevue Group | 19.03.2019 | AGM | ✓ | ✓ | | ✗ | ◐ | ✓ | ✓ | ✓ | ✗ | ✓ | | | | | |
| Cassiopea | 18.03.2019 | AGM | ✓ | | | | | | ✗ | | | | ◐ | | | | |
| CI Com | 25.01.2019 | EGM | | | | | | | ✗ | ✗ | | | | | | | |
| CPH | 19.03.2019 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | ◐ | ✗ | ✓ | | | | | |
| Dätwyler | 12.03.2019 | AGM | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | | | | | |
| DKSH | 21.03.2019 | AGM | ✓ | ✓ | | ✓ | ✗ | ✓ | ◐ | ✓ | ✓ | ✓ | | | | | |
| Givaudan | 28.03.2019 | AGM | ✓ | ✓ | ✗ | ✓ | ◐ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | |
| Hypothekarbank Lenzburg | 16.03.2019 | AGM | ✓ | ✓ | | ✓ | ✓ | ✓ | ◐ | ✓ | ✗ | ✓ | | | | | |
| Implenia | 26.03.2019 | AGM | ✓ | ✓ | ✗ | ✓ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | ✗ |
| Inficon | 28.03.2019 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ◐ | ✓ | ✓ | | | | | |
| Leonteq | 27.03.2019 | AGM | ✓ | ✓ | ✗ | ✗ | ◐ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | | |
| Meier Tobler | 27.03.2019 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ◐ | ◐ | ✗ | ✓ | | | | | |
| Novartis | 28.02.2019 | AGM | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ | ◐ | ◐ | ✗ | ✓ | | ✓ | | ✓ | |
| Roche | 05.03.2019 | AGM | ✓ | ✓ | | ✗ | ✗ | ✓ | ◐ | ✗ | ✓ | ✓ | | | | ✗ | |
| Schaffner | 15.01.2019 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | | | | ◐ | |
| Schindler | 26.03.2019 | AGM | ✓ | ✓ | | ◐ | ◐ | ✓ | ◐ | ◐ | ✗ | ✓ | | | | | |
| SGS | 22.03.2019 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| Swiss Prime Site | 26.03.2019 | AGM | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ◐ | ◐ | ✗ | ✓ | ✓ | | | | |
| Valora | 29.03.2019 | AGM | ✓ | ✓ | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | |
| Zehnder Group | 28.03.2019 | 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 | 22 | 17 | 99.4 % |
| Allocation of income | 26 | 20 | 99.5 % |
| Remuneration report (advisory vote) | 13 | 10 | 88.7 % |
| Board remuneration amount | 24 | 19 | 94.5 % |
| Executive remuneration amount | 28 | 21 | 92.4 % |
| Discharge | 21 | 16 | 98.9 % |
| Board elections | 173 | 133 | 96.1 % |
| Elections of remuneration committee | 70 | 53 | 94.9 % |
| Auditors | 21 | 16 | 98.0 % |
| Elections of the independent proxy | 21 | 16 | 99.6 % |
| Share capital increase | 7 | 4 | 97.0 % |
| Share capital reduction | 3 | 2 | 99.0 % |
| Articles of association | 7 | 6 | 97.9 % |
| Mergers, acquisitions and relocations | 1 | 1 | 99.8 % |
| Shareholder resolutions | 1 | 1 | 1.8 % |
| All topics | 438 | 335 | 95.9 % |

3.2 Most contested board resolutions

| Company | GM date | Item | Item title | Ethos | Result |
|---------|------------|---------|--|--------|--------|
| SGS | 22.03.2019 | 4.1.6 | Re-elect Mr. Gérard Lamarche | OPPOSE | 69.3 % |
| SGS | 22.03.2019 | 4.3.2 | Re-elect Mr. Ian Gallienne to the remuneration committee | FOR | 70.9 % |
| SGS | 22.03.2019 | 4.1.3 | Re-elect Mr. Ian Gallienne | FOR | 71.0 % |
| SGS | 22.03.2019 | 4.1.2 | Re-elect Mr. August François von Finck | FOR | 74.2 % |
| SGS | 22.03.2019 | 4.3.1 | Elect Mr. August François von Finck to the remuneration committee | FOR | 75.1 % |
| Inficon | 28.03.2019 | 7 | Advisory vote on the remuneration report | FOR | 77.1 % |
| Inficon | 28.03.2019 | 9 | Binding prospective vote on the total remuneration of the executive management | FOR | 77.7 % |
| SGS | 22.03.2019 | 4.1.10 | Elect Ms. Kory Sorenson | FOR | 79.1 % |
| DKSH | 21.03.2019 | 5.1.a.5 | Re-elect Dr. oec. Hans Christoph Tanner | FOR | 79.3 % |
| Inficon | 28.03.2019 | 4.8 | Re-elect Dr. iur. Thomas Staehelin to the remuneration committee | OPPOSE | 79.9 % |

4 Detailed voting recommendations

Also

29.03.2019

AGM

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | <p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5 | Approve renewal of authorised capital | FOR | ● OPPOSE | <p>✓</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 6.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ |
| 6.3 | Binding prospective vote on the total variable remuneration of the executive management | FOR | ● OPPOSE | <p>✓</p> <p>The information provided is insufficient.</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> |
| 7.1 | Elections to the board of directors | | | |
| 7.1.a | Re-elect Prof. Peter Athanas | FOR | FOR | ✓ |
| 7.1.b | Re-elect Mr. Walter P.J. Droege | FOR | FOR | ✓ |
| 7.1.c | Re-elect Prof. Rudolf Marty | FOR | ● OPPOSE | <p>✓</p> <p>He has been a member of the board for 26 years, which exceeds Ethos' guidelines.</p> |

Also

29.03.2019

AGM

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 7.1.d | Re-elect Mr. Frank Tanski | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. | ✓ |
| 7.1.e | Re-elect Dr. Ernest-W. Droege | FOR | FOR | | ✓ |
| 7.1.f | Re-elect Prof. Gustavo Möller-Hergt | FOR | ● OPPOSE | He is also CEO. | ✓ |
| 7.2 | Re-elect Prof. Gustavo Möller-Hergt as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Prof. Möller-Hergt to the board of directors, he cannot be elected as chairman. He is also CEO and the combination of functions is permanent. | ✓ |
| 7.3 | Elections to the nomination and remuneration committee | | | | |
| 7.3.a | Re-elect Prof. Peter Athanas to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ |
| 7.3.b | Re-elect Mr. Walter P.J. Droege to the nomination and remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ |
| 7.3.c | Re-elect Mr. Frank Tanski to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Tanski to the board of directors, he cannot be elected to the committee. He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient. | ✓ |
| 7.4 | Re-election of the auditors | FOR | ● OPPOSE | On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. | ✓ |
| 7.5 | Re-election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Mr. Hans-Peter Schwald | FOR | FOR | ✓ |
| 4.2 | Re-elect Mr. Rainer Schmückle | FOR | FOR | ✓ |
| 4.3 | Re-elect Mr. Norbert Indlekofer | FOR | FOR | ✓ |
| 4.4 | Re-elect Mr. Michael Pieper | FOR | FOR | ✓ |
| 4.5 | Re-elect Mr. This E. Schneider | FOR | FOR | ✓ |
| 4.6 | Re-elect Mr. Peter Spuhler | FOR | FOR | ✓ |
| 4.7 | Re-elect Mr. Ferdinand Stutz | FOR | FOR | ✓ |
| 5 | Re-elect Mr. Hans-Peter Schwald as board chairman | FOR | FOR | ✓ |
| 6 | Elections to the remuneration committee | | | |
| 6.1 | Re-elect Mr. This E. Schneider to the remuneration committee | FOR | FOR | ✓ |
| 6.2 | Re-elect Mr. Hans-Peter Schwald to the remuneration committee | FOR | FOR | ✓ |
| 6.3 | Re-elect Mr. Ferdinand Stutz to the remuneration committee | FOR | FOR | ✓ |
| 7 | Re-elect KPMG as auditors | FOR | FOR | ✓ |
| 8 | Re-elect Mr. Ulrich B. Mayer as independent proxy | FOR | FOR | ✓ |
| 9 | Advisory vote on the remuneration report | FOR | FOR | ✓ |
| 10 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 11 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.6 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.3 % |
| 3 | Discharge board members | FOR | FOR | ✓ 99.4 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. Erich Hunziker as member and chairman of the board | FOR | FOR | ✓ 92.0 % |
| 4.2 | Re-elect Dr. Clive A. Meanwell | FOR | FOR | ✓ 89.8 % |
| 4.3 | Re-elect Prof. Klaus Strein | FOR | FOR | ✓ 91.9 % |
| 4.4 | Elect Dr. Thomas von Planta | FOR | FOR | ✓ 98.6 % |
| 5 | Elections to the remuneration committee | | | |
| 5.1 | Re-elect Dr. Clive A. Meanwell to the remuneration committee | FOR | FOR | ✓ 91.3 % |
| 5.2 | Re-elect Prof. Klaus Strein to the remuneration committee | FOR | FOR | ✓ 96.9 % |
| 6 | Amend articles of association: board remuneration | FOR | FOR | ✓ 99.3 % |
| 7 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. ✓ 87.6 % |
| 8 | Re-election of the independent proxy | FOR | FOR | ✓ 99.4 % |
| 9 | Re-election of the auditors | FOR | ● OPPOSE | The audit firm has been in office for 25 years, which exceeds Ethos' guidelines. ✓ 90.9 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 98.9 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 98.7 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 4 | Dividend distribution out of capital contribution reserves | FOR | FOR | ✓ 99.9 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. Daniel H. Sigg | FOR | FOR | ✓ 97.7 % |
| 5.1.2 | Re-elect Dr. Rupert Hengster | FOR | FOR | ✓ 96.6 % |
| 5.1.3 | Re-elect Mr. Veit de Maddalena | FOR | FOR | ✓ 97.5 % |
| 5.1.4 | Elect Ms. Katrin Wehr-Seiter | FOR | FOR | ✓ 97.8 % |
| 5.1.5 | Elect Mr. Urs Schenker | FOR | FOR | ✓ 93.5 % |
| 5.2 | Elect Mr. Veit de Maddalena as chairman of the board | FOR | FOR | ✓ 97.3 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Elect Ms. Katrin Wehr-Seiter to the remuneration committee | FOR | FOR | ✓ 97.6 % |
| 5.3.2 | Elect Mr. Urs Schenker to the remuneration committee | FOR | FOR | ✓ 93.3 % |
| 5.3.3 | Elect Mr. Veit de Maddalena to the remuneration committee | FOR | FOR | ✓ 97.2 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.3 % |
| 5.5 | Re-election of the auditors | FOR | ● OPPOSE | ✓ 98.0 % The audit firm has been in office for 20 years, which exceeds Ethos' guidelines. |
| 6 | Binding votes on the remuneration of the board of directors and the executive management | | | |
| 6.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | ✓ 96.0 % The remuneration is significantly higher than that of the peer group. |
| 6.2 | Binding retrospective vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | ✓ 85.1 % The remuneration is significantly higher than that of the peer group. The non-executive directors receive variable remuneration. |
| 6.3 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | FOR | ✓ 88.5 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|---|-----------------|
| 6.4 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | <p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | <p>✓ 87.4 %</p> |

| Item | Agenda | Board | Ethos | | Result |
|------|---|---------------|----------|--|-----------|
| 1 | Approve financial statements | FOR | FOR | | ✓ 100.0 % |
| 2 | Elections to the board of directors and related resolutions | NO RECOMMEND. | ● OPPOSE | The identity of the candidates is not disclosed in due time. | ✓ 99.6 % |
| 3 | Approve renewal of authorised capital for employee options | FOR | ● OPPOSE | The non-executive directors can receive options. | ✓ 99.6 % |
| 4 | Approve creation of authorised capital for general financing purposes | FOR | FOR | | ✓ 99.7 % |

| Item | Agenda | Board | Ethos | Result | |
|------|--|------------|------------|---|---|
| 1 | Elect Ms. Laurence Duménil | FOR | ● OPPOSE | <p>She is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>She is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ |
| 2 | Elect Ms. Valérie Gimond-Duménil to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Ms. Gimond-Duménil to the board of directors at the 2018 AGM, she cannot be elected to the committee. | ✓ |
| 3 | Miscellaneous | NON-VOTING | NON-VOTING | | |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.3 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 99.3 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.3 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.7 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 98.5 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. sc.nat. Mauro Gabella | FOR | FOR | ✓ 98.3 % |
| 5.1.2 | Re-elect Mr. Kaspar Kelterborn | FOR | FOR | ✓ 99.2 % |
| 5.1.3 | Re-elect Mr. Peter Schaub | FOR | ● OPPOSE | He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 98.7 % |
| 5.1.4 | Re-elect Mr. Tim Talaat-Schnorf | FOR | FOR | ✓ 98.8 % |
| 5.1.5 | Re-elect Mr. Manuel Werder | FOR | FOR | ✓ 98.9 % |
| 5.1.6 | Re-elect Mr. Christian Wipf | FOR | FOR | ✓ 98.9 % |
| 5.2 | Re-elect Mr. Peter Schaub as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected as chairman. ✓ 98.7 % |
| 5.3 | Elections to the nomination and remuneration committee | | | |
| 5.3.1 | Re-elect Dr. sc.nat. Mauro Gabella to the nomination and remuneration committee | FOR | FOR | ✓ 98.6 % |
| 5.3.2 | Re-elect Mr. Tim Talaat-Schnorf to the nomination and remuneration committee | FOR | FOR | ✓ 98.6 % |
| 5.3.3 | Re-elect Mr. Christian Wipf to the nomination and remuneration committee | FOR | FOR | ✓ 98.7 % |
| 5.3.4 | Re-elect Mr. Peter Schaub to the nomination and remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected to the committee. ✓ 98.8 % |
| 5.4 | Re-elect PricewaterhouseCoopers as auditors | FOR | ● OPPOSE | The audit firm has been in office for 48 years, which exceeds Ethos' guidelines. ✓ 98.9 % |

| Item | Agenda | Board | Ethos | Result |
|------|-----------------------------------|-------|-------|----------|
| 5.5 | Election of the independent proxy | FOR | FOR | ✓ 99.1 % |

| 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 | ✓ 96.6 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | ✓ 99.6 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Special meeting for holders of bearer shares | | | |
| 4.1.1.a | Nominate Mr. Jürg Fedier as representative of bearer shareholders | FOR | FOR | ✓ 99.9 % |
| 4.1.1.b | Nominate Mr. Jens Breu as representative of bearer shareholders | FOR | FOR | ✓ 99.9 % |
| 4.1.2 | Re-elect Dr. sc. techn. Paul J. Hälg as member and chairman of the board | FOR | FOR | ✓ 98.3 % |
| 4.1.3 | Re-elect Dr. sc. techn. Hanspeter Fässler | FOR | FOR | ✓ 95.6 % |
| 4.1.4 | Re-elect Mr. Claude R. Cornaz | FOR | FOR | ✓ 97.4 % |
| 4.1.5 | Re-elect Dr. iur. Gabi Huber | FOR | FOR | ✓ 97.2 % |
| 4.1.6 | Re-elect Mr. Hanno Ulmer | FOR | FOR | ✓ 97.5 % |
| 4.1.7 | Re-elect Mr. Zhiqiang Zhang | FOR | FOR | ✓ 97.2 % |
| 4.1.8 | Elect the candidates nominated by the special meeting (ITEM 4.1.1) | | | |
| 4.1.8.a | Re-elect Mr. Jürg Fedier | FOR | FOR | ✓ 99.2 % |
| 4.1.8.b | Elect Mr. Jans Breu | FOR | FOR | ✓ 100.0 % |
| 4.2 | Elections to the remuneration committee | | | |
| 4.2.1 | Re-elect Dr. sc. techn. Hanspeter Fässler to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, board tenure of 15 years) and the committee does not include at least 50% independent members. ✓ 94.4 % |
| 4.2.2 | Re-elect Dr. iur. Gabi Huber to the remuneration committee | FOR | FOR | ✓ 96.6 % |
| 4.2.3 | Re-elect Mr. Claude R. Cornaz to the remuneration committee | FOR | FOR | ✓ 96.6 % |
| 4.3 | Election of the auditors | FOR | FOR | ✓ 100.0 % |
| 4.4 | Election of the independent proxy | FOR | FOR | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|----------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 99.0 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 96.9 % |

| Item | Agenda | Board | Ethos | | Result |
|---------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 82.1 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 96.2 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.a.1 | Re-elect Dr. iur. Frank Ch. Gulich | FOR | FOR | | ✓ 99.7 % |
| 5.1.a.2 | Re-elect Mr. Adrian T. Keller | FOR | FOR | | ✓ 99.6 % |
| 5.1.a.3 | Re-elect Mr. Andreas W. Keller | FOR | FOR | | ✓ 99.1 % |
| 5.1.a.4 | Re-elect Prof. Dr. Annette Köhler | FOR | FOR | | ✓ 99.7 % |
| 5.1.a.5 | Re-elect Dr. oec. Hans Christoph Tanner | FOR | FOR | | ✓ 79.3 % |
| 5.1.a.6 | Re-elect Ms. Eunice Zehnder-Lai | FOR | FOR | | ✓ 99.8 % |
| 5.1.b.1 | Elect Dr. Wolfgang Baier | FOR | FOR | | ✓ 99.9 % |
| 5.1.b.2 | Elect Mr. Jack Clemons | FOR | FOR | | ✓ 99.9 % |
| 5.1.c | Elect Mr. Marco Gadola | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 98.2 % |
| 5.2 | Elect Mr. Adrian T. Keller as chairman of the board | FOR | FOR | | ✓ 99.6 % |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.a.1 | Re-elect Dr. iur. Frank Ch. Gulich to the remuneration committee | FOR | FOR | | ✓ 99.4 % |
| 5.3.a.2 | Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee | FOR | FOR | | ✓ 99.5 % |
| 5.3.b | Elect Mr. Andreas W. Keller to the remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 6 | Election of the auditors | FOR | FOR | | ✓ 99.8 % |
| 7 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|--|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.0 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 90.5 % The remuneration report is not in line with Ethos' guidelines. |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4 | Discharge board members | FOR | FOR | ✓ 98.5 % |
| 5.1 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Mr. Victor Balli | FOR | FOR | ✓ 98.8 % |
| 5.1.2 | Re-elect Prof. Dr.-Ing. Werner J. Bauer | FOR | FOR | ✓ 98.1 % |
| 5.1.3 | Re-elect Ms. Lilian Fossum Biner | FOR | FOR | ✓ 97.9 % |
| 5.1.4 | Re-elect Mr. Michael Carlos | FOR | FOR | ✓ 96.3 % |
| 5.1.5 | Re-elect Ms. Ingrid Deltenre | FOR | FOR | ✓ 99.1 % |
| 5.1.6 | Re-elect Mr. Calvin Grieder | FOR | FOR | ✓ 98.4 % |
| 5.1.7 | Re-elect Mr. Thomas Rufer | FOR | FOR | ✓ 99.4 % |
| 5.2 | Re-elect Mr. Calvin Grieder as chairman of the board | FOR | FOR | ✓ 99.4 % |
| 5.3 | Elections to the remuneration committee | | | |
| 5.3.1 | Re-elect Prof. Dr.-Ing. Werner J. Bauer to the remuneration committee | FOR | FOR | ✓ 98.6 % |
| 5.3.2 | Re-elect Ms. Ingrid Deltenre to the remuneration committee | FOR | FOR | ✓ 99.3 % |
| 5.3.2 | Re-elect Mr. Victor Balli to the remuneration committee | FOR | FOR | ✓ 99.1 % |
| 5.4 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 5.5 | Re-elect Deloitte as auditors | FOR | FOR | ✓ 99.3 % |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.1 % |
| 6.2.1 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.8 % |
| 6.2.2 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | ● OPPOSE | ✓ 92.1 % The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines. |

| Item | Agenda | Board | Ethos | Result |
|--------|---|------------|------------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2 | Approve allocation of income and dividend | FOR | FOR | ✓ |
| 3 | Present financial statements as per the "true and fair view" principles | NON-VOTING | NON-VOTING | |
| 4 | Discharge board members and executive management | FOR | FOR | ✓ |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ |
| 5.2 | Binding retrospective vote on the variable remuneration of the executive management | FOR | FOR | ✓ |
| 5.3 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ |
| 6.1 | Elections to the board of directors | | | |
| 6.1.1 | Re-elect Prof. Doris Agotai Schmid | FOR | FOR | ✓ |
| 6.1.2 | Re-elect Mr. René Brühlhart | FOR | FOR | ✓ |
| 6.1.3 | Re-elect Mr. Gerhard Hanhart | FOR | ● OPPOSE | He has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓ |
| 6.1.4 | Re-elect Mr. Kaspar Hemmeler | FOR | FOR | ✓ |
| 6.1.5 | Re-elect Mr. Marco Killer | FOR | FOR | ✓ |
| 6.1.6 | Re-elect Mr. Josef Lingg | FOR | FOR | ✓ |
| 6.1.7 | Re-elect Ms. Ursula McCreight-Ernst | FOR | ● OPPOSE | She has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓ |
| 6.1.8 | Re-elect Mr. Christoph Schwarz | FOR | FOR | ✓ |
| 6.1.9 | Re-elect Ms. Therese Suter | FOR | FOR | ✓ |
| 6.1.10 | Re-elect Dr. Thomas Wietlisbach | FOR | FOR | ✓ |
| 6.2 | Re-elect Mr. Gerhard Hanhart as chairman of the board | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Hanhart to the board of directors, he cannot be elected as chairman. ✓ |
| 6.3 | Elections to the nomination and remuneration committee | | | |
| 6.3.1 | Re-elect Mr. Josef Lingg to the nomination and remuneration committee | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 6.3.2 | Re-elect Ms. Therese Suter to the nomination and remuneration committee | FOR | FOR | | ✓ |
| 6.3.3 | Re-elect Dr. Thomas Wietlisbach to the nomination and remuneration committee | FOR | FOR | | ✓ |
| 6.4 | Re-election of the independent proxy | FOR | FOR | | ✓ |
| 6.5 | Re-election of the auditors | FOR | ● OPPOSE | The audit firm has been in office for 24 years, which exceeds Ethos' guidelines. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|--------|----------|---|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 96.3 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration report is not in line with Ethos' guidelines. | ✓ 84.8 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 98.7 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.2 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 91.7 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The information provided is insufficient. The total amount allows for the payment of significantly higher remuneration than that of a peer group. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. | ✓ 86.4 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Mr. Hans-Ulrich Meister as board member and chairman | FOR | FOR | | ✓ 95.4 % |
| 5.1.2 | Re-elect Mr. Henner Mahlstedt | FOR | FOR | | ✓ 95.6 % |
| 5.1.3 | Re-elect Ms. Ines Pöschel | FOR | FOR | | ✓ 95.5 % |
| 5.1.4 | Re-elect Mr. Kyrre Olaf Johansen | FOR | FOR | | ✓ 98.5 % |
| 5.1.5 | Re-elect Mr. Laurent Vulliet | FOR | FOR | | ✓ 98.5 % |
| 5.1.6 | Re-elect Prof. Dr. Martin A. Fischer | FOR | FOR | | ✓ 95.7 % |
| 5.1.7 | Elect Ms. Barbara Lambert | FOR | FOR | | ✓ 94.4 % |
| | Shareholder proposal made during the AGM: Elect Mr. Daniel Löhr | OPPOSE | OPPOSE | This proposal was not disclosed in the agenda before the annual general meeting. | ✗ 1.8 % |
| 5.2 | Elections to the remuneration committee | | | | |
| 5.2.1 | Re-elect Ms. Ines Pöschel to the remuneration committee | FOR | FOR | | ✓ 89.4 % |
| 5.2.2 | Re-elect Mr. Laurent Vulliet to the remuneration committee | FOR | FOR | | ✓ 92.4 % |
| 5.2.3 | Re-elect Prof. Dr. Martin A. Fischer to the remuneration committee | FOR | FOR | | ✓ 90.8 % |

Implenia

26.03.2019

AGM

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 5.3 | Elect Anwaltskanzlei Keller as independent proxy | FOR | FOR | ✓ 99.2 % |
| 5.4 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 96.7 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|----------|---|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 100.0 % |
| 2 | Discharge board members | FOR | FOR | ✓ 99.6 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4 | Elections to the board of directors | | | |
| 4.1 | Re-elect Dr. sc. techn. Beat E. Lüthi as board member and chairman | FOR | FOR | ✓ 97.2 % |
| 4.2 | Re-elect Dr. ing. Richard Fischer | FOR | FOR | ✓ 85.3 % |
| 4.3 | Re-elect Ms. Vanessa Frey | FOR | FOR | ✓ 86.9 % |
| 4.4 | Re-elect Mr. Beat M. Siegrist | FOR | FOR | ✓ 96.0 % |
| 4.5 | Re-elect Dr. iur. Thomas Staehelin | FOR | ● OPPOSE | He is not independent (board tenure of 18 years) and the board independence is insufficient (40.0%). ✓ 84.9 % |
| | Elections to the remuneration committee | | | |
| 4.6 | Re-elect Dr. ing. Richard Fischer to the remuneration committee | FOR | FOR | ✓ 82.0 % |
| 4.7 | Re-elect Mr. Beat M. Siegrist to the remuneration committee | FOR | FOR | ✓ 91.2 % |
| 4.8 | Re-elect Dr. iur. Thomas Staehelin to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. iur. Staehelin to the board of directors, he cannot be elected to the committee. ✓ 79.9 % |
| 5 | Election of the independent proxy | FOR | FOR | ✓ 99.9 % |
| 6 | Election of the auditors | FOR | FOR | ✓ 99.7 % |
| 7 | Advisory vote on the remuneration report | FOR | FOR | ✓ 77.1 % |
| 8 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 99.1 % |
| 9 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | ✓ 77.7 % |

| Item | Agenda | Board | Ethos | Result |
|-------|---|-------|----------|--|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 97.9 % |
| 1.2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | ✓ 88.2 % The remuneration report is not in line with Ethos' guidelines. |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 98.9 % |
| 3.1 | Approve allocation of balance sheet result | FOR | FOR | ✓ 97.1 % |
| 3.2 | Approve allocation of capital contributions reserves | FOR | FOR | ✓ 97.2 % |
| 4.1 | Amend articles of association: Increase of conditional capital for the employees | FOR | FOR | ✓ 97.3 % |
| 4.2 | Amend articles of association: Increase of authorised capital | FOR | FOR | ✓ 91.3 % |
| 4.3 | Amend articles of association: Remuneration principles, employment contracts and voting modalities for the remuneration of the executive management | FOR | FOR | ✓ 95.7 % |
| 4.4 | Amend articles of association: Contributions in kind | FOR | FOR | ✓ 97.5 % |
| 5 | Elections to the board of directors | | | |
| 5.1.1 | Re-elect Dr. Jörg Behrens | FOR | FOR | ✓ 97.4 % |
| 5.1.2 | Re-elect Mr. Christopher M. Chambers | FOR | FOR | ✓ 96.5 % |
| 5.1.3 | Re-elect Mr. Patrick de Figueiredo | FOR | FOR | ✓ 97.3 % |
| 5.1.4 | Re-elect Mr. Hans Isler | FOR | FOR | ✓ 97.2 % |
| 5.1.5 | Re-elect Mr. Richard A. Laxer | FOR | FOR | ✓ 97.6 % |
| 5.1.6 | Re-elect Dr. Thomas R. Meier | FOR | FOR | ✓ 98.1 % |
| 5.2 | Elect Ms. Susana Gomez Smith | FOR | FOR | ✓ 97.2 % |
| 5.3 | Re-elect Mr. Christopher M. Chambers as board chairman | FOR | FOR | ✓ 96.4 % |
| 5.4 | Elections to the nomination and remuneration committee | | | |
| 5.4.1 | Re-elect Mr. Richard A. Laxer to the nomination and remuneration committee | FOR | FOR | ✓ 97.3 % |
| 5.4.2 | Re-elect Mr. Hans Isler to the nomination and remuneration committee | FOR | FOR | ✓ 97.2 % |
| 5.5 | Elect Ms. Susana Gomez Smith to the nomination and remuneration committee | FOR | FOR | ✓ 97.0 % |
| 6 | Re-elect PricewaterhouseCoopers as auditors | FOR | FOR | ✓ 97.9 % |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|----------|
| 7 | Re-elect Proxy Voting Services GmbH as independent proxy | FOR | FOR | | ✓ 99.4 % |
| 8 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 8.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration is significantly higher than that of the peer group. | ✓ 90.0 % |
| 8.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | ● OPPOSE | The fixed remuneration is significantly higher than that of the peer group. | ✓ 87.8 % |
| 8.3 | Binding prospective vote on the long-term variable remuneration of the executive management | FOR | FOR | | ✓ 94.4 % |

| Item | Agenda | Board | Ethos | Result |
|-------|--|-------|----------|---|
| 1. | Approve annual report, financial statements and accounts | FOR | FOR | ✓ |
| 2. | Approve allocation of income | FOR | FOR | ✓ |
| 3. | Discharge board members and executive management | FOR | FOR | ✓ |
| 4. | Elections to the board of directors | | | |
| 4.1.a | Re-elect Mr. Silvan G.-R. Meier | FOR | FOR | ✓ |
| 4.1.b | Re-elect Mr. Heinz Roth | FOR | ● OPPOSE | He is not independent (board tenure of 14 years) and the board independence is insufficient (25.0%). ✓ |
| 4.1.c | Re-elect Mr. Heinz Wiedmer | FOR | FOR | ✓ |
| 4.2 | Elect Mr. Alexander Zschokke | FOR | FOR | ✓ |
| 5. | Re-elect Mr. Meier as chairman of the board | FOR | FOR | ✓ |
| 6. | Elections to the remuneration committee | | | |
| 6.a | Elect Mr. Silvan G.-R. Meier to the remuneration committee | FOR | ● OPPOSE | He is not independent (representative of an important shareholder, former executive) and the committee does not include at least 50% independent members. He is not independent (representative of an important shareholder, former executive) and the committee includes all board members. ✓ |
| 6.b | Elect Mr. Heinz Roth to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Roth to the board of directors, he cannot be elected to the committee. He is not independent (board tenure of 14 years) and the committee does not include at least 50% independent members. He is not independent (board tenure of 14 years) and the committee includes all board members. ✓ |
| 6.c | Elect Mr. Heinz Wiedmer to the remuneration committee | FOR | FOR | ✓ |
| 6.d | Elect Mr. Alexander Zschokke to the remuneration committee | FOR | FOR | ✓ |
| 7. | Election of the independent proxy | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|--|--------|
| 8. | Election of the auditors | FOR | ● OPPOSE | <p>The audit firm has been in office for 40 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p> | ✓ |
| 9.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | <p>The remuneration is significantly higher than that of the peer group.</p> | ✓ |
| 9.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | ✓ |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.6 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 94.9 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.8 % |
| 4 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ 99.8 % |
| 5 | Approve share buyback programme | FOR | FOR | ✓ 98.2 % |
| 6 | Special distribution by way of a dividend in kind to effect the spin-off of Alcon Inc. | FOR | FOR | ✓ 99.8 % |
| 7.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 96.9 % |
| 7.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines. | ✓ 93.5 % |
| 7.3 | Advisory vote on the remuneration report | FOR | FOR | ✓ 94.6 % |
| 8 | Elections to the board of directors | | | |
| 8.1 | Re-elect Dr. Jörg Reinhardt as board member and chairman | FOR | FOR | ✓ 96.5 % |
| 8.2 | Re-elect Dr. Nancy C. Andrews | FOR | FOR | ✓ 98.9 % |
| 8.3 | Re-elect Mr. Ton Büchner | FOR | FOR | ✓ 98.6 % |
| 8.4 | Re-elect Prof. Dr. oec. Srikant Datar | FOR | FOR | ✓ 91.0 % |
| 8.5 | Re-elect Ms. Elizabeth Doherty | FOR | FOR | ✓ 98.7 % |
| 8.6 | Re-elect Ms. Ann M. Fudge | FOR | FOR | ✓ 98.2 % |
| 8.7 | Re-elect Mr. Frans van Houten | FOR | FOR | ✓ 98.5 % |
| 8.8 | Re-elect Dr. iur. Andreas von Planta | FOR | FOR | ✓ 91.5 % |
| 8.9 | Re-elect Prof. Dr. Charles L. Sawyers | FOR | FOR | ✓ 98.3 % |
| 8.10 | Re-elect Dr. Enrico Vanni | FOR | FOR | ✓ 97.8 % |
| 8.11 | Re-elect Mr. William T. Winters | FOR | FOR | ✓ 98.4 % |
| 8.12 | Elect Mr. Patrice Bula | FOR | ● OPPOSE He holds an excessive number of mandates. | ✓ 93.6 % |
| 9 | Elections to the remuneration committee | | | |

| Item | Agenda | Board | Ethos | | Result |
|------|---|-------|----------|---|----------|
| 9.1 | Re-elect Prof. Dr. oec. Srikant Datar to the remuneration committee | FOR | FOR | | ✓ 91.8 % |
| 9.2 | Re-elect Ms. Ann M. Fudge to the remuneration committee | FOR | FOR | | ✓ 97.6 % |
| 9.3 | Re-elect Dr. Enrico Vanni to the remuneration committee | FOR | FOR | | ✓ 97.1 % |
| 9.4 | Re-elect Mr. William T. Winters to the remuneration committee | FOR | FOR | | ✓ 98.0 % |
| 9.5 | Elect Mr. Patrice Bula to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Bula to the board of directors, he cannot be elected to the committee. | ✓ 93.8 % |
| 10 | Election of the auditors | FOR | ● OPPOSE | The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. | ✓ 94.9 % |
| 11 | Election of the independent proxy | FOR | FOR | | ✓ 99.8 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| | 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 amount that will effectively be paid out in April 2019 is significantly higher than the amount requested at the general meeting.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 99.6 % |
| 2.2 | Binding retrospective vote on the annual bonus of the board chairman | FOR | ● OPPOSE | <p>The amount that will effectively be paid out in April 2019 is significantly higher than the amount requested at the general meeting.</p> <p>The non-executive directors receive variable remuneration.</p> | ✓ 99.5 % |
| 3 | Discharge board members | FOR | FOR | | ✓ 99.9 % |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ 100.0 % |
| 5 | Elections to the board of directors and the remuneration committee | | | | |
| 5.1 | Re-elect Dr. Christoph Franz as board member and chairman | FOR | FOR | | ✓ 99.9 % |
| 5.2 | Re-elect Dr. Christoph Franz to the remuneration committee | FOR | ● OPPOSE | <p>He receives a remuneration that is not in line with generally accepted best practice standards.</p> <p>He was member of the remuneration committee during the past financial year when this committee made decisions fundamentally in breach with best practice and the remuneration system is deemed very unsatisfactory.</p> | ✓ 99.6 % |
| 5.3 | Re-elect Mr. André Hoffmann as board member | FOR | FOR | | ✓ 100.0 % |
| 5.4 | Re-elect Sir John Bell as board member | FOR | FOR | | ✓ 99.9 % |
| 5.5 | Re-elect Ms. Julie Brown as board member | FOR | FOR | | ✓ 100.0 % |
| 5.6 | Re-elect Mr. Paul Bulcke as board member | FOR | FOR | | ✓ 100.0 % |
| 5.7 | Re-elect Ms. Anita Hauser as board member | FOR | FOR | | ✓ 100.0 % |
| 5.8 | Re-elect Dr. Richard P. Lifton as board member | FOR | FOR | | ✓ 100.0 % |

| Item | Agenda | Board | Ethos | | Result |
|------|--|-------|----------|---|-----------|
| 5.9 | Re-elect Dr. Andreas Oeri as board member | FOR | FOR | | ✓ 100.0 % |
| 5.10 | Re-elect Mr. Bernard Poussot as board member | FOR | FOR | | ✓ 100.0 % |
| 5.11 | Re-elect Dr. Severin Schwan as board member | FOR | ● OPPOSE | He is also a permanent member of the executive management (CEO). | ✓ 99.8 % |
| 5.12 | Re-elect Dr. Claudia Süßmuth Dyckerhoff as board member | FOR | FOR | | ✓ 100.0 % |
| 5.13 | Re-elect Mr. Peter R. Voser as board member | FOR | FOR | | ✓ 100.0 % |
| 5.14 | Elect Prof. Dr. Hans Clevers as board member | FOR | FOR | | ✓ 99.9 % |
| 5.15 | Re-elect Mr. André Hoffmann to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year when this committee made decisions fundamentally in breach with best practice and the remuneration system is deemed very unsatisfactory. | ✓ 99.7 % |
| 5.16 | Re-elect Dr. Richard P. Lifton to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year when this committee made decisions fundamentally in breach with best practice and the remuneration system is deemed very unsatisfactory. | ✓ 99.8 % |
| 5.17 | Re-elect Mr. Bernard Poussot to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year when this committee made decisions fundamentally in breach with best practice and the remuneration system is deemed very unsatisfactory. | ✓ 99.8 % |
| 5.18 | Re-elect Mr. Peter R. Voser to the remuneration committee | FOR | ● OPPOSE | He was member of the remuneration committee during the past financial year when this committee made decisions fundamentally in breach with best practice and the remuneration system is deemed very unsatisfactory. | ✓ 99.7 % |
| 6 | Amend articles of association: Remuneration principles | FOR | ● OPPOSE | The remuneration committee has excessive discretion with regard to administration of the plan. | ✓ 99.6 % |
| 7 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 99.6 % |

| Item | Agenda | Board | Ethos | Result |
|------|---|-------|--|------------------|
| 8 | Binding prospective vote on the fixed and long-term variable remuneration of the executive management | FOR | <p>● OPPOSE</p> <p>The fixed remuneration is significantly higher than that of the peer group.</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> | <p>✓ 99.6 %</p> |
| 9 | Re-elect BDO as independent proxy | FOR | FOR | <p>✓ 99.5 %</p> |
| 10 | Re-elect KPMG as auditors | FOR | FOR | <p>✓ 100.0 %</p> |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|-----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 100.0 % |
| 2.1 | Approve allocation of income | FOR | FOR | | ✓ 100.0 % |
| 2.2 | Approve dividend distribution out of capital contribution reserves | FOR | FOR | | ✓ 99.9 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | | |
| 4.1.a | Re-elect Mr. Urs Kaufmann as member and chairman of the board | FOR | FOR | | ✓ 99.4 % |
| 4.1.b | Re-elect Mr. Philipp Buhofer | FOR | FOR | | ✓ 99.7 % |
| 4.1.c | Re-elect Mr. Gerhard Pegam | FOR | FOR | | ✓ 99.8 % |
| 4.1.d | Re-elect Dr. Suzanne Thoma | FOR | FOR | | ✓ 99.1 % |
| 4.1.e | Re-elect Mr. Georg Wechsler | FOR | FOR | | ✓ 99.4 % |
| 4.2 | Elections to the remuneration committee | | | | |
| 4.2.a | Re-elect Mr. Philipp Buhofer to the remuneration committee | FOR | FOR | | ✓ 99.2 % |
| 4.2.b | Re-elect Mr. Urs Kaufmann to the remuneration committee | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 96.3 % |
| 4.2.c | Re-elect Dr. Suzanne Thoma to the remuneration committee | FOR | FOR | | ✓ 98.6 % |
| 4.3 | Re-election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 4.4 | Re-election of the auditors | FOR | FOR | | ✓ 99.6 % |
| 5.1 | Amend articles of association: Abolition of the conditional share capital | FOR | FOR | | ✓ 99.1 % |
| 5.2 | Amend articles of association: Remuneration of the board of directors and the executive management | FOR | ● OPPOSE | The structure of the remuneration is not in line with Ethos' guidelines. The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares. | ✓ 96.3 % |
| 6.1 | Advisory vote on the remuneration report | FOR | FOR | | ✓ 86.5 % |
| 6.2 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ 99.0 % |
| 6.3 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 98.8 % |

| Item | Agenda | Board | Ethos | | Result |
|-------------------------------------|--|-------|----------|--|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.6 % |
| 2 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.6 % |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ 98.9 % |
| 4 | Binding votes on the remuneration of the board of directors and the executive management | | | | |
| 4.1 | Binding prospective vote on the fixed remuneration of the board of directors | FOR | FOR | | ✓ 97.8 % |
| 4.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | | ✓ 93.3 % |
| 4.3 | Binding vote on the variable remuneration of the board of directors | FOR | ● OPPOSE | <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 of Mr. Napoli and Prof. Dr. Hofstetter (executive members of the board who are not members of the executive management) is excessive.</p> | ✓ 89.0 % |
| 4.4 | Binding vote on the variable remuneration of the executive management | FOR | ● OPPOSE | <p>The requested amount does not allow to respect Ethos' guidelines.</p> | ✓ 96.4 % |
| Elections to the board of directors | | | | | |
| 5.1 | Re-elect Mr. Silvio Napoli as board member and chairman | FOR | FOR | | ✓ 93.9 % |
| 5.2.1 | Re-elect Mr. Alfred N. Schindler (chairman emeritus) as board member | FOR | FOR | | ✓ 94.0 % |
| 5.2.2 | Re-elect Prof. Dr. Pius Baschera as board member | FOR | FOR | | ✓ 94.8 % |
| 5.2.3 | Re-elect Mr. Erich Ammann as board member | FOR | ● OPPOSE | <p>He was CFO of the company until 2018 and he will chair the audit committee.</p> <p>He is considered executive by the company.</p> <p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (27.3%).</p> | ✓ 92.0 % |

| Item | Agenda | Board | Ethos | | Result |
|--------|--|-------|----------|--|----------|
| 5.2.4 | Re-elect Mr. Luc Bonnard as board member | FOR | FOR | | ✓ 94.0 % |
| 5.2.5 | Re-elect Mr. Patrice Bula as board member | FOR | FOR | | ✓ 98.8 % |
| 5.2.6 | Re-elect Prof. Dr. Monika Bütler as board member | FOR | FOR | | ✓ 99.3 % |
| 5.2.7 | Re-elect Dr. Rudolf W. Fischer as board member | FOR | ● OPPOSE | <p>He is not independent (former executive) and the board independence is insufficient (27.3%).</p> <p>He has held an executive function in the company during the last three years and the board includes too many executive directors.</p> | ✓ 94.5 % |
| 5.2.8 | Re-elect Mr. Anthony Nightingale as board member | FOR | FOR | | ✓ 92.4 % |
| 5.2.9 | Re-elect Mr. Tobias B. Staehelin as board member | FOR | FOR | | ✓ 96.3 % |
| 5.2.10 | Re-elect Ms. Carole Vischer as board member | FOR | FOR | | ✓ 94.8 % |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Prof. Dr. Pius Baschera to the remuneration committee | FOR | FOR | | ✓ 92.2 % |
| 5.3.2 | Re-elect Mr. Patrice Bula to the remuneration committee | FOR | FOR | | ✓ 96.2 % |
| 5.3.3 | Re-elect Dr. Rudolf W. Fischer to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. Fischer to the board of directors, he cannot be elected to the committee. | ✓ 93.1 % |
| 5.4 | Re-elect Dr. Adrian von Segesser as independent proxy | FOR | FOR | | ✓ 99.5 % |
| 5.5 | Re-elect Ernst & Young as auditors | FOR | ● OPPOSE | The audit firm has been in office for 20 years, which exceeds Ethos' guidelines. | ✓ 98.4 % |

| Item | Agenda | Board | Ethos | Result |
|--------|---|-------|--|----------|
| 1.1 | Approve annual report, financial statements and accounts | FOR | FOR | ✓ 99.3 % |
| 1.2 | Advisory vote on the remuneration report | FOR | FOR | ✓ 94.5 % |
| 2 | Discharge board members and executive management | FOR | FOR | ✓ 97.1 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | ✓ 99.9 % |
| 4.1 | Elections to the board of directors | | | |
| 4.1.1 | Re-elect Mr. Paul Desmarais Jr. | FOR | FOR | ✓ 80.7 % |
| 4.1.2 | Re-elect Mr. August François von Finck | FOR | FOR | ✓ 74.2 % |
| 4.1.3 | Re-elect Mr. Ian Gallienne | FOR | FOR | ✓ 71.0 % |
| 4.1.4 | Re-elect Dr. Cornelius Grupp | FOR | FOR | ✓ 99.3 % |
| 4.1.5 | Re-elect Dr. rer. pol. Peter Kalantzis | FOR | FOR | ✓ 89.1 % |
| 4.1.6 | Re-elect Mr. Gérard Lamarche | FOR | <p>● OPPOSE</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (30.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> | ✓ 69.3 % |
| 4.1.7 | Re-elect Mr. Shelby R. du Pasquier | FOR | FOR | ✓ 81.3 % |
| 4.1.8 | Elect Mr. Luitpold von Finck | FOR | FOR | ✓ 82.9 % |
| 4.1.9 | Elect Mr. Calvin Grieder | FOR | FOR | ✓ 99.3 % |
| 4.1.10 | Elect Ms. Kory Sorenson | FOR | FOR | ✓ 79.1 % |
| 4.2.1 | Re-elect Dr. rer. pol. Peter Kalantzis as chairman of the board | FOR | FOR | ✓ 90.4 % |
| 4.3 | Elections to the remuneration committee | | | |
| 4.3.1 | Elect Mr. August François von Finck to the remuneration committee | FOR | FOR | ✓ 75.1 % |
| 4.3.2 | Re-elect Mr. Ian Gallienne to the remuneration committee | FOR | FOR | ✓ 70.9 % |
| 4.3.3 | Elect Mr. Calvin Grieder to the remuneration committee | FOR | FOR | ✓ 97.5 % |
| 4.3.4 | Re-elect Mr. Shelby R. du Pasquier to the remuneration committee | FOR | FOR | ✓ 81.4 % |
| 4.4 | Election of the auditors | FOR | FOR | ✓ 96.9 % |
| 4.5 | Election of the independent proxy | FOR | FOR | ✓ 98.0 % |

| Item | Agenda | Board | Ethos | Result |
|------|--|-------|-------|----------|
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | ✓ 98.1 % |
| 5.2 | Binding prospective vote on the fixed remuneration of the executive management | FOR | FOR | ✓ 80.3 % |
| 5.3 | Binding retrospective vote on the short-term variable remuneration of the executive management | FOR | FOR | ✓ 97.2 % |
| 6 | Reduce share capital via cancellation of shares | FOR | FOR | ✓ |
| 7 | Approve renewal of authorised capital | FOR | FOR | ✓ |
| 8 | Adopt bilingual articles of association | FOR | FOR | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|--|--------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ |
| 2 | Advisory vote on the remuneration report | FOR | FOR | | ✓ |
| 3 | Discharge board members and executive management | FOR | FOR | | ✓ |
| 4 | Approve allocation of income and dividend | FOR | FOR | | ✓ |
| 5 | Approve distribution from the capital contribution reserves | FOR | FOR | | ✓ |
| 6.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | FOR | | ✓ |
| 6.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ |
| 7 | Approve increase of authorised capital | FOR | FOR | | ✓ |
| 8.1 | Elections to the board of directors | | | | |
| 8.1.1 | Re-elect Mr. Christopher M. Chambers | FOR | FOR | | ✓ |
| 8.1.2 | Re-elect Dr. sc. tech. Barbara Frei-Spreiter | FOR | ● OPPOSE | She holds an excessive number of mandates. | ✓ |
| 8.1.3 | Re-elect Dr. oec. publ. Rudolf Huber | FOR | FOR | | ✓ |
| 8.1.4 | Re-elect Mr. Mario F. Seris | FOR | FOR | | ✓ |
| 8.1.5 | Re-elect Mr. Thomas Studhalter | FOR | FOR | | ✓ |
| 8.1.6 | Re-elect Prof. Dr. oec. publ. Hans Peter Wehri | FOR | FOR | | ✓ |
| 8.1.7 | Elect Dr. iur. Gabrielle Nater-Bass | FOR | FOR | | ✓ |
| 8.2 | Re-elect Prof. Dr. oec. publ. Hans Peter Wehri as chairman of the board | FOR | FOR | | ✓ |
| 8.3 | Elections to the remuneration committee | | | | |
| 8.3.1 | Re-elect Mr. Christopher M. Chambers to the remuneration committee | FOR | FOR | | ✓ |
| 8.3.2 | Re-elect Dr. sc. tech. Barbara Frei-Spreiter to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Dr. sc. tech. Frei to the board of directors, she cannot be elected to the committee. | ✓ |
| 8.3.3 | Elect Dr. iur. Gabrielle Nater-Bass to the remuneration committee | FOR | FOR | | ✓ |
| 8.4 | Election of the independent proxy | FOR | FOR | | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|------|--------------------------|-------|----------|--|--------|
| 8.5 | Election of the auditors | FOR | ● OPPOSE | The audit firm has been in office for 20 years, which exceeds Ethos' guidelines. | ✓ |

| Item | Agenda | Board | Ethos | | Result |
|-------|--|-------|----------|---|----------|
| 1 | Approve annual report, financial statements and accounts | FOR | FOR | | ✓ 99.9 % |
| 2 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The remuneration report is not in line with Ethos' guidelines. | ✓ 83.4 % |
| 3.1 | Approve allocation of income | FOR | FOR | | ✓ 99.9 % |
| 3.2 | Distribution of dividend from reserves from capital contributions | FOR | FOR | | ✓ 99.9 % |
| 4 | Discharge board members and executive management | FOR | FOR | | ✓ 99.5 % |
| 5.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. | ✓ 90.2 % |
| 5.2 | Binding prospective vote on the total remuneration of the executive management | FOR | ● OPPOSE | The total amount allows for the payment of significantly higher remuneration than that of a peer group. | ✓ 88.2 % |
| 6.1 | Elections to the board of directors | | | | |
| 6.1.1 | Re-elect Mr. Franz Julen as board member and chairman | FOR | FOR | | ✓ 97.8 % |
| 6.1.2 | Re-elect Mr. Markus Fiechter | FOR | FOR | | ✓ 99.6 % |
| 6.1.3 | Re-elect Mr. Ernst Peter Ditsch | FOR | FOR | | ✓ 99.8 % |
| 6.1.4 | Re-elect Mr. Michael Kliger | FOR | FOR | | ✓ 99.7 % |
| 6.1.5 | Re-elect Ms. Cornelia Ritz Bossicard | FOR | FOR | | ✓ 99.5 % |
| 6.2 | Elect Ms. Insa Klasing | FOR | FOR | | ✓ 99.4 % |
| 6.3 | Elect Mr. Sascha Zahnd | FOR | FOR | | ✓ 99.2 % |
| 6.4 | Elections to the nomination and remuneration committee | | | | |
| 6.4.1 | Re-elect Mr. Markus Fiechter to the nomination and remuneration committee | FOR | FOR | | ✓ 99.1 % |
| 6.4.2 | Re-elect Mr. Michael Kliger to the nomination and remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 6.4.3 | Elect Ms. Insa Klasing to the nomination and remuneration committee | FOR | FOR | | ✓ 99.0 % |
| 6.5 | Election of the independent proxy | FOR | FOR | | ✓ 99.9 % |
| 6.6 | Re-elect Ernst & Young as auditors | FOR | FOR | | ✓ 97.6 % |

| 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 | | ✓ 99.8 % |
| 3 | Approve allocation of income and dividend | FOR | FOR | | ✓ 99.9 % |
| 4.1 | Binding prospective vote on the total remuneration of the board of directors | FOR | ● OPPOSE | The remuneration of the chairman is significantly higher than that of the peer group. | ✓ 98.0 % |
| 4.2 | Binding prospective vote on the total remuneration of the executive management | FOR | FOR | | ✓ 90.1 % |
| 4.3 | Advisory vote on the remuneration report | FOR | ● OPPOSE | The transparency of the remuneration report is insufficient. | ✓ 90.4 % |
| 5.1 | Elections to the board of directors | | | | |
| 5.1.1 | Re-elect Dr. oec. Hans-Peter Zehnder | FOR | FOR | | ✓ 98.6 % |
| 5.1.2 | Re-elect Mr. Thomas Benz | FOR | ● OPPOSE | He has been a member of the board for 26 years, which exceeds Ethos' guidelines. | ✓ 96.2 % |
| 5.1.3 | Re-elect Dr. iur. Urs Buchmann | FOR | FOR | | ✓ 99.4 % |
| 5.1.4 | Re-elect Mr. Riet Cadonau | FOR | FOR | | ✓ 92.1 % |
| 5.1.5 | Re-elect Mr. Jörg Walther | FOR | FOR | | ✓ 90.6 % |
| 5.1.6 | Re-elect Ms. Milva Zehnder | FOR | FOR | | ✓ 99.9 % |
| 5.2.1 | Elect Mr. Daniel Frutig | FOR | FOR | | ✓ 99.9 % |
| 5.2.2 | Elect Mr. Ivo Wechsler | FOR | FOR | | ✓ 98.5 % |
| 5.3 | Elections to the remuneration committee | | | | |
| 5.3.1 | Re-elect Mr. Thomas Benz to the remuneration committee | FOR | ● OPPOSE | As Ethos did not support the election of Mr. Benz to the board of directors, he cannot be elected to the committee. | ✓ 94.3 % |
| 5.3.2 | Re-elect Dr. iur. Urs Buchmann to the remuneration committee | FOR | FOR | | ✓ 97.5 % |
| 5.3.3 | Re-elect Mr. Riet Cadonau to the remuneration committee | FOR | ● OPPOSE | He holds an excessive number of mandates. | ✓ 91.7 % |
| 5.4 | Election of the independent proxy | FOR | FOR | | ✓ 100.0 % |
| 5.5 | Election of the auditors | FOR | FOR | | ✓ 99.9 % |

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.