

Generalversammlungen der SPI-Unternehmen

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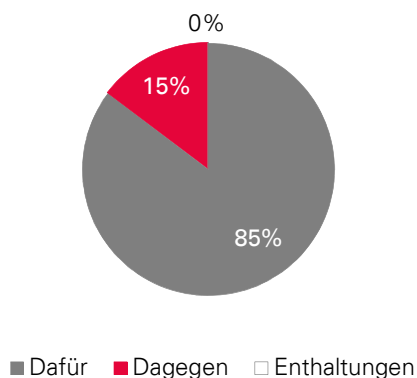
Die Analysen der Generalversammlungen basieren auf den Richtlinien zur Ausübung der Stimmrechte von Ethos. Diese orientieren sich an den wichtigsten Best-Practice-Kodizes sowie am Begriff der nachhaltigen Entwicklung gemäss Ethos Charta. Die Informationen stammen aus Quellen, die Anlegern und der Öffentlichkeit zugänglich sind: z.B. Geschäftsberichte, Internetseiten der Unternehmen sowie direkte Auskünfte der untersuchten Unternehmen. Obwohl die Angaben mehrfach geprüft wurden, kann ihre Richtigkeit nicht garantiert werden. Ethos lehnt jede Verantwortung für die Genauigkeit der veröffentlichten Informationen ab.

1. Zusammenfassung der analysierten Generalversammlungen

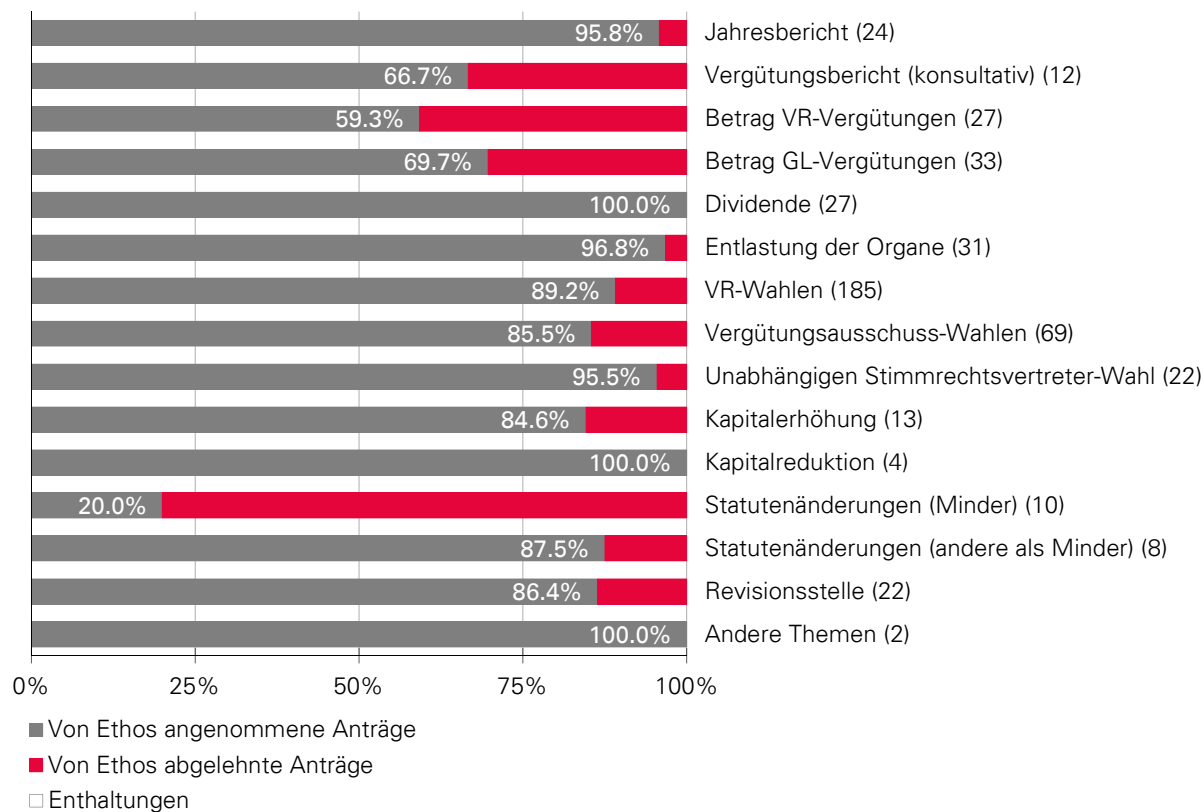
Periode: Erstes Quartal 2015

	Anzahl Generalversammlungen	Anzahl Anträge			
		Total	Ja	Nein	Enth.
Ordentliche Generalversammlungen	24	479	409	70	0
Ausserordentliche Generalversammlungen	3	10	8	2	0
Total	27	489	417	72	0

1.1 Zusammenfassung der Ethos Stimmempfehlungen



1.2 Ethos Stimmempfehlungen nach Themenkategorien



In Klammern: Anzahl Anträge

2. Ethos Stimmempfehlungen: Übersicht

- ✓ Dafür
- ✗ Dagegen
- E Enthaltungen
- Keine Abstimmung

Unternehmen	Datum	Typ	Jahresbericht	Vergütungsbericht (konsultativ)	Vergütungssysteme oder -pläne	Betrag VR-Vergütungen	Betrag GL-Vergütungen	Dividende	Entlastung der Organe	VR-Wahlen	Vergütungsausschuss-Wahlen	Unabhängigen Stimmrechtsvertreter-Wahl	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen (andere als Minder)	Statutenänderungen (Minder)	Revisionsstelle	Fusionen / Akquisitionen und Verlagerungen	Aktionärsanträge	Andere Themen
Advanced Digital Broadcast	20.03.2015	EGM	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Also	12.03.2015	AGM	✓	-	-	-	✗	✓	✓	✗	✗	✓	✓	-	-	✗	✓	-	-	-
Autoneum	26.03.2015	AGM	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Bellevue Group	16.03.2015	AGM	✓	-	-	✗	✗	✓	✗	✓	✗	✓	✓	-	✓	✗	✓	-	-	-
Bergbahnen Engelberg-Trübsee-Titlis	27.03.2015	AGM	✓	✓	-	✓	✓	✓	✓	✗	✓	✓	-	-	-	-	✓	-	-	-
Clariant	31.03.2015	AGM	✓	✗	-	✗	✗	✓	✓	✓	✓	✓	-	-	-	-	✗	-	-	-
Coltene	25.03.2015	AGM	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
COSMO Pharmaceuticals	06.02.2015	AGM	✗	-	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	✓
Cytos Biotechnology	16.03.2015	EGM	-	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	-	-
DKSH	31.03.2015	AGM	✓	-	-	✓	✗	✓	✓	✗	✗	✓	-	-	-	-	✗	✓	-	-
Georg Fischer	18.03.2015	AGM	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	-	-	✗	✗	✓	-	-	-
Givaudan	19.03.2015	AGM	✓	✗	-	✓	✗	✓	✓	✓	✓	✓	-	-	✓	-	✓	-	-	-
Huber+Suhner	31.03.2015	AGM	✓	-	-	✓	✓	✓	✓	✗	✗	✓	-	-	-	-	✗	-	-	-
Hypothekbank Lenzburg	21.03.2015	AGM	✓	-	-	✓	✓	✓	✓	✓	✓	✗	-	-	-	✗	✓	-	-	-
Implenia	24.03.2015	AGM	✓	✓	-	✓	✓	✓	✓	✗	✗	✓	✓	-	-	-	✓	✓	-	-
Kudelski	31.03.2015	AGM	✓	-	-	✗	✗	✓	✓	✗	✗	✓	-	-	-	✗	✓	-	-	-
Leclanché	05.01.2015	EGM	-	-	-	-	-	-	✓	-	-	-	✗	-	-	-	-	-	-	-
Micronas	27.03.2015	AGM	✓	✗	-	✗	✓	✓	✓	✓	✓	✓	-	-	✓	-	✗	-	-	-
Mobimo	26.03.2015	AGM	✓	✓	-	✗	✓	✓	✓	✓	✓	✓	✓	-	-	-	✓	-	-	✓
Newron Pharmaceuticals	24.03.2015	AGM	✓	-	-	-	-	-	-	-	-	-	✓	-	-	-	-	-	-	-
Novartis	27.02.2015	AGM	✓	✗	-	✓	✗	✓	✓	✓	✓	✓	-	✓	-	✗	✓	-	-	-
Orior	26.03.2015	AGM	✓	-	-	✗	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Roche	03.03.2015	AGM	✓	-	-	✗	✗	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Schaffner	15.01.2015	AGM	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Schindler	20.03.2015	AGM	✓	-	-	✗	✗	✓	✓	✗	-	✓	✓	-	-	-	✓	-	-	-
SGS	12.03.2015	AGM	✓	✓	-	✓	✓	✓	✓	✗	✗	✓	✓	-	-	-	✓	✓	-	-
Walter Meier	25.03.2015	AGM	✓	-	-	✓	✓	✓	✓	✓	✓	✓	✓	-	✓	-	✓	-	-	-

3. Ergebnisse der Abstimmungen

3.1 Durchschnittliche Ergebnisse nach Themen

Anträge (Anzahl Anträge mit verfügbaren Ergebnissen)	Durchschnittliche Zustimmung
Jahresbericht (18 verfügbare Ergebnisse aus 24 abgestimmten Anträgen)	99.4%
Vergütungsbericht (konsultativ) (12 verfügbare Ergebnisse aus 12 abgestimmten Anträgen)	88.3%
Vergütungssysteme oder -pläne (0 verfügbare Ergebnisse aus 0 abgestimmten Anträgen)	NR
Betrag VR-Vergütungen (22 verfügbare Ergebnisse aus 27 abgestimmten Anträgen)	94.5%
Betrag GL-Vergütungen (26 verfügbare Ergebnisse aus 33 abgestimmten Anträgen)	94.9%
Dividende (23 verfügbare Ergebnisse aus 27 abgestimmten Anträgen)	99.6%
Entlastung der Organe (27 verfügbare Ergebnisse aus 31 abgestimmten Anträgen)	98.3%
VR-Wahlen (159 verfügbare Ergebnisse aus 185 abgestimmten Anträgen)	95.8%
Vergütungsausschuss-Wahlen (56 verfügbare Ergebnisse aus 69 abgestimmten Anträgen)	95.8%
Unabhängigen Stimmrechtsvertreter-Wahl (18 verfügbare Ergebnisse aus 22 abgestimmten Anträgen)	98.7%
Kapitalerhöhung (3 verfügbare Ergebnisse aus 13 abgestimmten Anträgen)	88.1%
Kapitalreduktion (3 verfügbare Ergebnisse aus 4 abgestimmten Anträgen)	99.6%
Statutenänderungen (Minder) (7 verfügbare Ergebnisse aus 10 abgestimmten Anträgen)	86.3%
Statutenänderungen (andere als Minder) (5 verfügbare Ergebnisse aus 8 abgestimmten Anträgen)	97.6%
Revisionsstelle (18 verfügbare Ergebnisse aus 22 abgestimmten Anträgen)	97.1%
Fusionen / Akquisitionen und Verlagerungen (0 verfügbare Ergebnisse aus 0 abgestimmten Anträgen)	NR
Andere Themen (1 verfügbares Ergebnis aus 2 abgestimmten Anträgen)	84.9%
Total ohne Aktionärsanträge	95.9%
Aktionärsanträge (0 verfügbare Ergebnisse aus 0 abgestimmten Anträgen)	NR
Total mit Aktionärsanträgen	95.9%

3.2 Die umstrittensten Anträge (ohne Aktionärsanträge)

Company	Gm Date	Item	Item Title	Ethos voting position	%FOR	Result
Mobimo	26.03.2015	6.2	Binding prospective vote on the total additional remuneration for board members and related persons	FOR	59.2%	Accepted
Georg Fischer	18.03.2015	1.2	Advisory vote on the remuneration report	FOR	59.5%	Accepted
Micronas	27.03.2015	6.1	Advisory vote on the remuneration report	OPPOSE	64.1%	Accepted
SGS	12.03.2015	4.3.1	Elect Mr. August von Finck Senior to the nomination and remuneration committee	OPPOSE	67.0%	Accepted
SGS	12.03.2015	4.1.9	Re-elect Mr. Gérard Lamarche	OPPOSE	68.1%	Accepted
SGS	12.03.2015	4.1.3	Re-elect Mr. August von Finck Senior	OPPOSE	69.4%	Accepted
SGS	12.03.2015	4.3.2	Elect Mr. Ian Gallienne to the nomination and remuneration committee	FOR	70.7%	Accepted
SGS	12.03.2015	4.1.2	Re-elect Mr. Paul Desmarais Jr.	FOR	71.4%	Accepted
SGS	12.03.2015	4.1.5	Re-elect Mr. Ian Gallienne	FOR	72.1%	Accepted

Company	Gm Date	Item	Item Title	Ethos voting position	%FOR	Result
SGS	12.03.2015	5	Amend articles of association: Implementation of the Minder ordinance	FOR	72.3%	Accepted
SGS	12.03.2015	4.2	Election of Mr. Sergio Marchionne as chairman of the board	FOR	73.0%	Accepted
SGS	12.03.2015	4.1.1	Re-elect Mr. Sergio Marchionne	FOR	73.1%	Accepted
SGS	12.03.2015	4.1.4	Re-elect Mr. August François von Finck Junior	FOR	74.3%	Accepted
SGS	12.03.2015	4.1.8	Elect Mr. Christopher Kirk	FOR	75.2%	Accepted
Bergbahnen Engelberg-T	27.03.2015	4.2	Elect Mr. Martin Odermatt	FOR	75.4%	Accepted
Bergbahnen Engelberg-T	27.03.2015	4.1.a	Re-elect Ms. Marianne Fassbind	OPPOSE	76.4%	Accepted
Implenia	24.03.2015	7	Amend articles of association: Authorised and conditional capital	FOR	77.4%	Accepted
Georg Fischer	18.03.2015	4.2	Partial amendment of the articles of association: Implementation of the Minder ordinance	OPPOSE	78.2%	Accepted
Bergbahnen Engelberg-T	27.03.2015	4.1.e	Re-elect Mr. Hans Wicki	FOR	80.3%	Accepted
Bergbahnen Engelberg-T	27.03.2015	4.1.d	Re-elect Mr. Markus Thumiger	FOR	80.4%	Accepted
DKSH	31.03.2015	4.	Amend articles of association: Implementation of the Minder ordinance	OPPOSE	81.0%	Accepted
Bergbahnen Engelberg-T	27.03.2015	4.1.b	Re-elect Dr. iur. Hans Hess	OPPOSE	81.3%	Accepted
DKSH	31.03.2015	5.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	82.1%	Accepted
DKSH	31.03.2015	6.3.3	Elect Mr. Robert Peugeot to the Remuneration Committee	OPPOSE	82.4%	Accepted
DKSH	31.03.2015	6.1.6	Re-elect Mr. Robert Peugeot	FOR	83.3%	Accepted
Coltene	25.03.2015	4.1.2	Re-elect Dr. iur. Robert C. Heberlein	FOR	84.7%	Accepted
Coltene	25.03.2015	4.3.2	Elect Dr. iur. Robert C. Heberlein to the Remuneration Committee	FOR	84.8%	Accepted
Mobimo	26.03.2015	1.3	Advisory vote on social and political donations	FOR	84.9%	Accepted
Coltene	25.03.2015	4.1.3	Re-elect Mr. Erwin Locher	FOR	85.6%	Accepted
Coltene	25.03.2015	4.1.1	Re-elect Mr. Nicklaus Henri Huber	FOR	85.6%	Accepted
Coltene	25.03.2015	4.2	Election of the chairman of the board	FOR	85.6%	Accepted
Coltene	25.03.2015	4.3.1	Elect Mr. Nicklaus Henri Huber to the Remuneration Committee	FOR	85.6%	Accepted
Coltene	25.03.2015	4.3.3	Elect Mr. Erwin Locher to the Remuneration Committee	FOR	85.6%	Accepted
Implenia	24.03.2015	1.2	Advisory vote on the remuneration report	FOR	85.7%	Accepted
Mobimo	26.03.2015	6.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	85.8%	Accepted
Huber+Suhner	31.03.2015	5.2	Elect Dr. iur. Peter Altorfer to the nomination and remuneration committee	OPPOSE	88.3%	Accepted
Bergbahnen Engelberg-T	27.03.2015	5.3	Binding prospective vote on the total remuneration of the executive management	FOR	88.4%	Accepted
Bergbahnen Engelberg-T	27.03.2015	4.6	Election of the independent proxy	FOR	88.7%	Accepted
Implenia	24.03.2015	6.2.a	Re-elect Mr. Calvin Grieder to the nomination and remuneration committee	OPPOSE	88.9%	Accepted

Company	Gm Date	Item	Item Title	Ethos voting position	%FOR	Result
Bergbahnen Engelberg-T	27.03.2015	4.4.c	Re-elect Mr. Guido Zumbühl to the remuneration committee	FOR	88.9%	Accepted
Implenia	24.03.2015	6.1.c	Re-elect Mr. Calvin Grieder	OPPOSE	89.1%	Accepted
Georg Fischer	18.03.2015	8	Binding prospective vote on the total remuneration of the executive management	FOR	89.3%	Accepted
Bergbahnen Engelberg-T	27.03.2015	5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	89.6%	Accepted
Huber+Suhner	31.03.2015	4.6	Re-elect Mr. George H. Müller	OPPOSE	89.9%	Accepted
Schindler	20.03.2015	4.3	Binding retrospective vote on the variable remuneration of the board of directors	OPPOSE	89.9%	Accepted

4. Stimmberrichte pro Unternehmen

Advanced Digital Broadcast (EGM)

20.03.2015

Item	Item title	Board position	Ethos position	Voting results
	Background to the EGM	-		-
1.	Amend the Articles of association	FOR	FOR	NA
2.	Authorisation for the company to enter into an upstream guarantee agreement	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Approve allocation of income and dividend	FOR	FOR	NA	
3	Discharge board members and executive management	FOR	FOR	NA	
4.1	Approve renewal of authorised capital	FOR	FOR	NA	
4.2	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	NA	<p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
5.3	Binding prospective vote on the variable remuneration of the executive management	FOR	OPPOSE	NA	<p>The information provided is insufficient.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>
6.1	Individual elections to the board of directors	-		-	
6.1.a	Re-elect Prof. Dr. Peter Athanas	FOR	FOR	NA	
6.1.b	Re-elect Dr. Olaf Berlien	FOR	FOR	NA	

6.1.c	Re-elect Mr. Walter P.J. Droege	FOR	FOR	NA	
6.1.d	Re-elect Prof. Dr. iur. Karl Hofstetter	FOR	OPPOSE	NA	He is a representative of a significant shareholder who is sufficiently represented on the board.
6.1.e	Re-elect Prof. Dr. Rudolf Marty	FOR	OPPOSE	NA	He has been a member of the board for 22 years, which exceeds Ethos' guidelines.
6.1.f	Re-elect Prof. Dr. Ing. Gustavo Möller-Hergt (CEO)	FOR	OPPOSE	NA	The board independence is not sufficient (14.3 %).
6.1.g	Re-elect Mr. Frank Tanski	FOR	FOR	NA	
6.2	Re-elect Prof. Dr. Ing. Gustavo Möller-Hergt as chairman of the board	FOR	OPPOSE	NA	He is also CEO and the combination of functions is permanent.
6.3	Individual elections to the remuneration committee	-		-	
6.3.a	Re-elect Prof. Dr. Peter Athanas to the remuneration committee	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.
6.3.b	Re-elect Mr. Walter P.J. Droege to the remuneration committee	FOR	FOR	NA	
6.3.c	Re-elect Mr. Frank Tanski to the remuneration committee	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder, business connections) and the majority of the committee members are not independent.
6.4	Re-elect the auditors	FOR	FOR	NA	
6.5	Re-elect the independent proxy	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results
II	Specific Instructions	-		-
1	Approve annual report, financial statements and accounts	FOR	FOR	99%
2	Approve allocation of income and dividend	FOR	FOR	100%
3	Discharge board members and executive management	FOR	FOR	99%
4	Elections to the board of directors	-		-
4.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	95%
4.2	Re-elect Mr. Rainer Schmückle	FOR	FOR	99%
4.3	Re-elect Mr. Michael Pieper	FOR	FOR	99%
4.4	Re-elect Mr. This Ernst Schneider	FOR	FOR	99%
4.5	Re-elect Mr. Peter Spuhler	FOR	FOR	99%
4.6	Re-elect Mr. Ferdinand Stutz	FOR	FOR	100%
5	Re-elect Mr. Hans-Peter Schwald as board chairman	FOR	FOR	98%
6	Elections to the remuneration committee	-		NA
6.1	Re-elect Mr. This Ernst Schneider to the remuneration committee	FOR	FOR	100%
6.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	98%
6.3	Re-elect Mr. Ferdinand Stutz to the remuneration committee	FOR	FOR	100%
7	Election of the auditors	FOR	FOR	99%
8	Election of the independent proxy	FOR	FOR	100%
	Remuneration	-		-

9	Advisory vote on the remuneration report	FOR	FOR	99%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%
11	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and auditors report	FOR	FOR	NA	
2.	Discharge board members and executive management	FOR	OPPOSE	NA	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Dr. iur. Thomas von Planta	FOR	FOR	NA	
4.1.2	Re-elect Dr. iur. Daniel H. Sigg	FOR	FOR	NA	
4.1.3	Elect Dr. iur. Mirjam Staub-Bisang	FOR	FOR	NA	
4.2	Election of the chairman of the board	FOR	FOR	NA	
4.3	Elections to the remuneration committee	-		-	
4.3.1	Elect Dr. iur. Thomas von Planta to the Remuneration Committee	FOR	OPPOSE	NA	He is not independent (consultancy fees) and the majority of the committee members are not independent.
4.3.2	Elect Dr. iur. Daniel H. Sigg to the Remuneration Committee	FOR	FOR	NA	
4.3.3	Elect Dr. iur. Mirjam Staub-Bisang to the Remuneration Committee	FOR	FOR	NA	
4.4	Election of the independent proxy	FOR	FOR	NA	

4.5	Election of the auditors	FOR	FOR	NA	
5.	Approve renewal of authorised capital	FOR	FOR	NA	
6.	Amend Articles of association	-		-	
6.1	Amend articles of association: Implementation of the Minder ordinance on general matters	FOR	OPPOSE	NA	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The proposed maximum number of mandates is excessive.</p>
6.2	Amend articles of association: Implementation of the Minder ordinance on remuneration	FOR	OPPOSE	NA	<p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p>
6.3	Articles of association general changes	FOR	FOR	NA	
7.	Binding votes on the remuneration of the board of directors and the executive management	-		-	
7.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	OPPOSE	NA	The global amount of remuneration is significantly higher than that of the peer group.
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	OPPOSE	NA	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
7.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	NA	

7.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	OPPOSE	NA	The information provided is insufficient. The requested amount does not allow to respect Ethos' guidelines.
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Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	98%	
2	Discharge board members and executive management	FOR	FOR	94%	
3	Approve allocation of income and dividend	FOR	FOR	97%	
	Elections to the board of directors	-		-	
4.1.a	Re-elect Ms. Marianne Fassbind	FOR	OPPOSE	76%	She has been a member of the board for 21 years, which exceeds Ethos' guidelines.
4.1.b	Re-elect Dr. iur. Hans Hess	FOR	OPPOSE	81%	He has been a member of the board for 34 years, which exceeds Ethos' guidelines.
4.1.c	Re-elect Mr. Konrad Niederberger	FOR	FOR	93%	
4.1.d	Re-elect Mr. Markus Thumiger	FOR	FOR	80%	
4.1.e	Re-elect Mr. Hans Wicki	FOR	FOR	80%	
4.1.f	Re-elect Mr. Guido Zumbühl	FOR	FOR	91%	
4.2	Elect Mr. Martin Odermatt	FOR	FOR	75%	
4.3	Re-elect Dr. iur. Hans Hess as board chairman	FOR	OPPOSE	91%	Ethos cannot support the election of Dr. iur. Hess to the board of directors.
4.4	Elections to the remuneration committee	-		-	
4.4.a	Re-elect Mr. Markus Thumiger to the remuneration committee	FOR	FOR	92%	
4.4.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	FOR	91%	

4.4.c	Re-elect Mr. Guido Zumbühl to the remuneration committee	FOR	FOR	89%
4.5	Election of the auditors	FOR	FOR	95%
4.6	Election of the independent proxy	FOR	FOR	89%
5.	Remuneration	-		-
5.1	Advisory vote on the remuneration report	FOR	FOR	91%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	90%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	88%

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	OPPOSE	89%	The structure of the remuneration is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	FOR	100%	
3.1	Approve allocation of income	FOR	FOR	100%	
3.2	Approve distribution from the capital contribution reserves	FOR	FOR	100%	
4	Elections to the board of directors	-		-	
4.1.1	Re-elect Dr. chem. Günter von Au	FOR	FOR	99%	
4.1.2	Re-elect Prof. Dr. sc. Peter Chen	FOR	FOR	100%	
4.1.3	Re-elect Dr. iur. Peter R. Isler	FOR	FOR	100%	
4.1.4	Re-elect Dr. iur. Dominik S. Koechlin	FOR	FOR	100%	
4.1.5	Re-elect Dr. chem. Hariolf Kottmann	FOR	FOR	98%	
4.1.6	Re-elect Mr. Carlo G. Soave	FOR	FOR	100%	
4.1.7	Re-elect Dr. phil. Rudolf Wehrli	FOR	FOR	100%	
4.1.8	Re-elect Mr. Konstantin Winterstein	FOR	FOR	96%	
4.1.9	Elect Ms. Susanne Wamsler	FOR	FOR	99%	
4.2	Election of the chairman of the board	FOR	FOR	100%	
4.3	Elections to the remuneration committee	-		-	
4.3.1	Elect Dr. iur. Dominik S. Koechlin to the remuneration committee	FOR	FOR	100%	

4.3.2	Elect Mr. Carlo G. Soave to the remuneration committee	FOR	FOR	100%	
4.3.3	Elect Dr. phil. Rudolf Wehrli to the remuneration committee	FOR	FOR	100%	
4.4	Election of the independent proxy	FOR	FOR	100%	
4.5	Election of the auditors	FOR	OPPOSE	90%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	93%	The global amount of remuneration is significantly higher than that of the peer group.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	90%	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%
2.	Approve allocation of income and dividend	FOR	FOR	100%
3.	Discharge board members and executive management	FOR	FOR	100%
4.1	Elections to the board of directors	-	-	-
4.1.1	Re-elect Mr. Nicklaus Henri Huber	FOR	FOR	86%
4.1.2	Re-elect Dr. iur. Robert C. Heberlein	FOR	FOR	85%
4.1.3	Re-elect Mr. Erwin Locher	FOR	FOR	86%
4.1.4	Re-elect Mr. Matthew Robin	FOR	FOR	99%
4.1.5	Re-elect Prof. Dr med. dent. Roland Weiger	FOR	FOR	99%
4.2	Election of the chairman of the board	FOR	FOR	86%
4.3	Elections to the remuneration committee	-	-	-
4.3.1	Elect Mr. Nicklaus Henri Huber to the Remuneration Committee	FOR	FOR	86%
4.3.2	Elect Dr. iur. Robert C. Heberlein to the Remuneration Committee	FOR	FOR	85%
4.3.3	Elect Mr. Erwin Locher to the Remuneration Committee	FOR	FOR	86%
4.3.4	Elect Mr. Matthew Robin to the Remuneration Committee	FOR	FOR	99%
4.3.5	Elect Prof. Dr med. dent. Roland Weiger to the Remuneration Committee	FOR	FOR	99%
5.	Election of the independent proxy	FOR	FOR	100%
6.	Election of the auditors	FOR	FOR	100%

7.1	Advisory vote on the remuneration report	FOR	FOR	100%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	100%
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	100%

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Item	Item title	Board position	Ethos position	Voting results	
AGM.1	Approve statutory financial statements	FOR	OPPOSE	NA	The information presented to the shareholders is insufficient.
AGM.2	Approve authorisation to purchase and sale shares	FOR	FOR	NA	
EGM.1	Amend articles of association	FOR	FOR	98%	

Item	Item title	Board position	Ethos position	Voting results
	Background to the EGM	-		-
1.	Ordinary capital increase combined with reduction of nominal value	FOR	FOR	NA
2.	Amendment of conditional and authorised capital	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.1	Approve allocation of income	FOR	FOR	100%	
2.2	Approve dividend	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	100%	
4.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	81%	The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration. The proposed maximum number of mandates is excessive.
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	82%	The information provided is insufficient.
6.1	Elections to the board of directors	-		-	
6.1.1	Re-elect Mr. Adrian T. Keller	FOR	FOR	100%	
6.1.2	Re-elect Mr. Rainer-Marc Frey	FOR	FOR	100%	
6.1.3	Re-elect Dr. iur. Frank Ch. Gulich	FOR	FOR	100%	
6.1.4	Re-elect Mr. David Kamenetzky	FOR	FOR	100%	
6.1.5	Re-elect Mr. Andreas W. Keller	FOR	FOR	100%	
6.1.6	Re-elect Mr. Robert Peugeot	FOR	FOR	83%	
6.1.7	Re-elect Prof. Dr. Theo Siegert	FOR	FOR	100%	
6.1.8	Re-elect Dr. oec. Hans Christoph Tanner	FOR	FOR	100%	

6.1.9	Re-elect Dr. sc. tech. Jörg Wolle	FOR	OPPOSE	98%	The board independence is not sufficient (44.4 %).
6.2	Election of the chairman of the board	FOR	FOR	100%	
6.3	Elections to the remuneration committee	-		-	
6.3.1	Elect Mr. Andreas W. Keller to the Remuneration Committee	FOR	FOR	98%	
6.3.2	Elect Dr. iur. Frank Ch. Gulich to the Remuneration Committee	FOR	FOR	100%	
6.3.3	Elect Mr. Robert Peugeot to the Remuneration Committee	FOR	OPPOSE	82%	He holds an excessive number of mandates. He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.
6.4	Election of the auditors	FOR	FOR	100%	
6.5	Election of the independent proxy	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	FOR	59%	
2	Appropriation of retained earnings 2014 and dividend distribution	-	-	-	
2.1	Appropriation of retained earnings	FOR	FOR	100%	
2.2	Approve allocation of capital contribution reserves and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
4.1	Amend articles of association: reduction of the minimum and maximum board size	FOR	OPPOSE	93%	The number proposed is not adequate for the size of the company.
4.2	Partial amendment of the articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	78%	The vote on the maximum amount is prospective and the remuneration caps set in the articles of association exceed those of Ethos. The amount available for new members of the executive management is excessive.
5	Elections to the board of directors	-	-	-	
5.1.1	Re-elect Dr. iur. Hubert Achermann	FOR	FOR	100%	
5.1.2	Re-elect Prof. Dr. sc. math. Roman Boutellier	FOR	FOR	97%	
5.1.3	Re-elect Mr. Gerold Bühler	FOR	FOR	97%	
5.1.4	Re-elect Mr. Ulrich Graf	FOR	FOR	97%	
5.1.5	Re-elect Mr. Andreas N. Koopmann	FOR	FOR	100%	

5.1.6	Re-elect Mr. Roger Michaelis	FOR	FOR	100%
5.1.7	Re-elect Ms. Jasmin Staiblin	FOR	FOR	99%
5.1.8	Re-elect Mr. Zhiqiang Zhang	FOR	FOR	100%
5.2	Elect Dr. iur. Eveline Saupper	FOR	FOR	100%
6.1	Election of the chairman of the board	FOR	FOR	100%
6.2	Elections to the remuneration committee	-	-	-
6.2.1	Elect Mr. Ulrich Graf to the Remuneration Committee	FOR	FOR	98%
6.2.2	Elect Dr. iur. Eveline Saupper to the Remuneration Committee	FOR	FOR	99%
6.2.3	Elect Ms. Jasmin Staiblin to the Remuneration Committee	FOR	FOR	99%
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	99%
8	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	89%
9	Election of the auditors	FOR	FOR	99%
10	Election of the independent proxy	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Advisory vote on the remuneration report	FOR	OPPOSE	92%	The structure of the remuneration is not in line with Ethos' guidelines.
3	Approve allocation of income and dividend	FOR	FOR	99%	
4	Discharge board members and executive management	FOR	FOR	97%	
5	Changes to the articles of association	-		-	
5.1	Shareholders' resolutions requiring a qualified majority	FOR	FOR	99%	
5.2	Qualifications of auditors	FOR	FOR	99%	
6.1	Election of existing board members	-		-	
6.1.1	Re-elect Dr. iur. Jürg Witmer	FOR	FOR	95%	
6.1.2	Re-elect Mr. André Sérénus Hoffmann	FOR	FOR	97%	
6.1.3	Re-elect Ms. Lilian Fossum Biner	FOR	FOR	99%	
6.1.4	Re-elect Mr. Peter W. Kappeler	FOR	FOR	99%	
6.1.5	Re-elect Mr. Thomas Rufer	FOR	FOR	99%	
6.1.6	Re-elect Prof. Dr. ing. Werner J. Bauer	FOR	FOR	99%	
6.1.7	Re-elect Mr. Calvin Grieder	FOR	FOR	98%	
6.2	Election of new board members	-		-	
6.2.1	Elect Mr. Michael Carlos	FOR	FOR	99%	
6.2.2	Elect Ms. Ingrid Deltenre	FOR	FOR	99%	

6.3	Election of Dr. iur. Jürg Witmer as chairman of the board	FOR	FOR	95%	
6.4	Elections to the remuneration committee	-		-	
6.4.1	Elect Mr. André Sérénus Hoffmann to the Remuneration Committee	FOR	FOR	97%	
6.4.2	Elect Mr. Peter W. Kappeler to the Remuneration Committee	FOR	FOR	99%	
6.4.3	Elect Prof. Dr. ing. Werner J. Bauer to the Remuneration Committee	FOR	FOR	98%	
6.5	Election of the independent proxy	FOR	FOR	99%	
6.6	Election of the auditors	FOR	FOR	99%	
7	Binding votes on the remuneration of the board of directors and the executive management	-		-	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	96%	
7.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	98%	
7.2.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management.	FOR	OPPOSE	93%	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
4	Elections to the board of directors	-		-	
4.1	Re-elect Dr. sc. techn. Beat Kälin and elect him as board chairman	FOR	FOR	100%	
4.2	Re-elect Dr. iur. Peter Altorfer	FOR	OPPOSE	92%	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.
4.3	Re-elect Prof. Dr. oec. Monika Bütler	FOR	FOR	100%	
4.4	Re-elect Dr. Christoph Fässler	FOR	FOR	95%	
4.5	Re-elect Mr. Urs Kaufmann (CEO)	FOR	OPPOSE	96%	The board independence is not sufficient (42.9 %).
4.6	Re-elect Mr. George H. Müller	FOR	OPPOSE	90%	He is not independent (board tenure of 14 years, business connections) and the board independence is insufficient (42.9 %).
4.7	Re-elect Mr. Rolf Seiffert	FOR	FOR	99%	
5	Elections to the nomination and remuneration committee	-		-	
5.1	Re-elect Dr. sc. techn. Beat Kälin to the nomination and remuneration committee	FOR	FOR	99%	

5.2	Elect Dr. iur. Peter Altorfer to the nomination and remuneration committee	FOR	OPPOSE	88%	Ethos did not support the election of Dr. iur. Altorfer to the board of directors.
6	Binding votes on the remuneration of the board of directors and the executive management	-		-	
6.1	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	100%	
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	100%	
6.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	99%	
6.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	97%	
7	Election of the auditors	FOR	OPPOSE	91%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
8	Election of the independent proxy	FOR	FOR	97%	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	-	
2	Approve allocation of income and dividend	FOR	FOR	-	
3	Present financial statements and accounts	NON-VOTING	NON-VOTING	-	
4	Discharge board members and executive management	FOR	FOR	-	
5	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	-	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>In case of refusal of the amounts by the shareholders, a new vote may be held at the same general meeting.</p> <p>The proposed maximum number of mandates is excessive.</p>
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	-	
6.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	-	
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	-	
7.1	Elections to the board of directors	-		-	
7.1.a	Re-elect Mr. Gerhard Hanhart	FOR	FOR	-	
7.1.b	Re-elect Mr. Kaspar Andreas Hemmeler	FOR	FOR	-	
7.1.c	Re-elect Mr. Marco Killer	FOR	FOR	-	

7.1.d	Re-elect Ms. Ursula McCreight-Ernst	FOR	FOR	-	
7.1.e	Re-elect Mr. Christoph Schwarz	FOR	FOR	-	
7.1.f	Re-elect Ms. Therese Suter	FOR	FOR	-	
7.1.g	Re-elect Dr. iur. Thomas Wietlisbach	FOR	FOR	-	
7.1.h	Re-elect Mr. Ulrich Ziegler	FOR	FOR	-	
7.2.a	Elect Mr. Josef Lingg	FOR	FOR	-	
7.2.b	Elect Prof. Dr. Simone Westerfeld	FOR	FOR	-	
7.3	Election of Mr. Gerhard Hanhart as chairman of the board	FOR	FOR	-	
7.4	Elections to the remuneration committee	FOR	FOR	-	
7.4.a	Elect Ms. Therese Suter to the remuneration committee	FOR	FOR	-	
7.4.b	Elect Dr. iur. Thomas Wietlisbach to the remuneration committee	FOR	FOR	-	
7.4.c	Re-elect Mr. Ulrich Ziegler to the remuneration committee	FOR	FOR	-	
7.5	Re-election of the independent proxy	FOR	OPPOSE	-	The nominee's independence is not guaranteed.
7.6	Re-election of the auditors	FOR	FOR	-	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
1.2	Advisory vote on the remuneration report	FOR	FOR	86%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
4	Amend articles of association: Implementation of the Minder ordinance and right to add an item to the agenda	FOR	FOR	97%	
5	Binding votes on the remuneration of the board of directors and the executive management	-	-	-	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	96%	
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	99%	
6.1	Elections to the board of directors	-	-	-	
6.1.a	Re-elect Dr. iur. Hubert Achermann and elect him as board chairman	FOR	FOR	97%	
6.1.b	Re-elect Ms. Chantal Balet Emery	FOR	FOR	99%	
6.1.c	Re-elect Mr. Calvin Grieder	FOR	OPPOSE	89%	He holds an excessive number of mandates.
6.1.d	Re-elect Mr. Hans-Beat Gürtler	FOR	FOR	99%	
6.1.e	Re-elect Dr. iur. Patrick Hünenwadel	FOR	FOR	99%	
6.1.f	Elect Mr. Henner Mahlstedt	FOR	FOR	99%	

6.2	Elections to the nomination and remuneration committee	-	-	-	
6.2.a	Re-elect Mr. Calvin Grieder to the nomination and remuneration committee	FOR	OPPOSE	89%	Ethos did not support the election of Mr. Grieder to the board of directors.
6.2.b	Elect Ms. Chantal Balet Emery to the nomination and remuneration committee	FOR	FOR	98%	
6.2.c	Elect Mr. Henner Mahlstedt to the nomination and remuneration committee	FOR	FOR	99%	
6.3	Re-election of the independent proxy	FOR	FOR	100%	
6.7	Re-election of the auditors	FOR	FOR	93%	
7	Amend articles of association: Authorised and conditional capital	FOR	FOR	77%	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	100%	
4	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	95%	<p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p>
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	95%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p>

5.2	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	95%	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not confirm the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>
6	Elections to the board of directors	-		-	
6.1	Re-elect Mr. Laurent Dassault	FOR	OPPOSE	96%	<p>He holds an excessive number of mandates.</p> <p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (44.4 %).</p>
6.2	Re-elect Prof. Dr. rer. pol. Joseph Deiss	FOR	FOR	100%	
6.3	Re-elect Dr. iur. Patrick Foetisch	FOR	OPPOSE	96%	<p>He has been a member of the board for 23 years, which exceeds Ethos' guidelines.</p> <p>He is 82 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 23 years, consultancy fees) and the board independence is insufficient (44.4 %).</p>

6.4	Re-elect Mr. André Kudelski (CEO)	FOR	FOR	100%	
6.5	Re-elect Dr. sc. tech. Marguerite Kudelski	FOR	FOR	97%	
6.6	Re-elect Mr. Pierre Lescure	FOR	FOR	100%	
6.7	Re-elect Mr. Alec Ross	FOR	FOR	100%	
6.8	Re-elect Mr. Claude Smadja	FOR	FOR	97%	
6.9	Re-elect Mr. Alexandre Zeller	FOR	FOR	100%	
7	Election of the chairman of the board	FOR	OPPOSE	95%	He is also CEO and the combination of functions is permanent.
8	Elections to the remuneration committee	-		-	
8.1	Elect Prof. Dr. rer. pol. Joseph Deiss to the remuneration committee	FOR	FOR	100%	
8.2	Elect Dr. iur. Patrick Foetisch to the remuneration committee	FOR	OPPOSE	96%	Ethos did not support the election of Dr. iur. Foetisch to the board of directors. He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.
8.3	Elect Mr. Pierre Lescure to the remuneration committee	FOR	OPPOSE	100%	He was member of the remuneration committee during the past financial year and the remuneration system of the company is deemed very unsatisfactory.
8.4	Elect Mr. Claude Smadja to the remuneration committee	FOR	OPPOSE	96%	He was member of the remuneration committee during the past financial year and the amounts paid out are not in line with the company's performance.
8.5	Elect Mr. Alexandre Zeller to the remuneration committee	FOR	FOR	100%	

9	Election of the independent proxy	FOR	FOR	100%
10	Election of the auditors	FOR	FOR	97%
11	Miscellaneous	NON-VOTING	NON-VOTING	-

Item	Item title	Board position	Ethos position	Voting results	
	Background to the EGM	-		-	
1.1	Amendment to the conditional capital reserved for convertible loans	FOR	FOR	NA	
1.2	Amendment to the conditional capital reserved for employee participation purposes	FOR	OPPOSE	NA	The transparency of the share-based plan that will be covered by the requested capital is insufficient. The potential dilution is excessive.
2	Increase of and amendment to the authorised capital	FOR	FOR	NA	
3	Ordinary capital increase	FOR	OPPOSE	NA	The additional dilution (14%) is excessive and not adequately justified.
4	Elections to the board of directors	-		-	
4.1	Elect Mr. Scott Macaw	FOR	FOR	NA	
4.2	Elect Mr. Robert Robertsson	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Approve allocation of income	FOR	FOR	100%	
3.	Approve dividend	FOR	FOR	99%	
4.	Discharge board members	FOR	FOR	100%	
5.1	Elections to the board of directors	-		-	
5.1.1	Re-elect Mr. Heinrich W. Kreuzer	FOR	FOR	100%	
5.1.2	Re-elect Mr. Lucas A. Grolimund	FOR	FOR	99%	
5.1.3	Re-elect Dr. phys. Dieter G. Seipler	FOR	FOR	99%	
5.2	Elect Ms. Stefanie Kahle-Galonske	FOR	FOR	99%	
5.3	Election of the chairman of the board	FOR	FOR	100%	
5.4	Elections to the remuneration committee	-		-	
5.4.1	Elect Mr. Heinrich W. Kreuzer to the Remuneration Committee	FOR	FOR	99%	
5.4.2	Elect Dr. phys. Dieter G. Seipler to the Remuneration Committee	FOR	FOR	99%	
5.5	Election of the independent proxy	FOR	FOR	100%	
5.6	Election of the auditors	FOR	OPPOSE	97%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.

6.1	Advisory vote on the remuneration report	FOR	OPPOSE	64%	The information provided to the shareholders is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	96%	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	97%	
7.	Amend Articles of association	FOR	FOR	98%	

Item	Item title	Board position	Ethos position	Voting results
1.1	Approve annual report, financial statements and accounts	FOR	FOR	100%
1.2	Advisory vote on the remuneration report	FOR	FOR	98%
1.3	Advisory vote on social and political donations	FOR	FOR	85%
2.1	Approve allocation of income and dividend	FOR	FOR	100%
3.	Discharge board members and executive management	FOR	FOR	93%
3.1	Discharge Mr. Daniel Crausaz	FOR	FOR	-
3.2	Discharge Mr. Brian Fischer	FOR	FOR	-
3.3	Discharge Mr. Bernard Guillelmon	FOR	FOR	-
3.4	Discharge Mr. Wilhelm Hansen	FOR	FOR	-
3.5	Discharge Mr. Paul Rambert	FOR	FOR	-
3.6	Discharge Mr. Peter Schaub	FOR	FOR	-
3.7	Discharge Mr. Georges Theiler	FOR	FOR	-
3.8	Discharge Mr. Urs Ledermann	FOR	FOR	-
3.9	Discharge all executive members	FOR	FOR	-
4.	Approve renewal of authorised capital	FOR	FOR	95%
5.1	Elections to the board of directors	-		-
5.1.a	Re-elect Mr. Daniel Crausaz	FOR	FOR	100%
5.1.b	Re-elect Mr. Brian Fischer	FOR	FOR	100%
5.1.c	Re-elect Mr. Bernard Michel Guillelmon	FOR	FOR	100%
5.1.d	Re-elect Mr. Wilhelm L. Hansen	FOR	FOR	100%

5.1.e	Re-elect Mr. Peter Andreas Schaub	FOR	FOR	99%	
5.1.f	Elect Mr. Peter Barandun	FOR	FOR	100%	
5.1.g	Re-elect Mr. Georges Theiler as member and chairman	FOR	FOR	100%	
5.2	Elections to the remuneration committee	-		-	
5.1.a	Elect Mr. Bernard Michel Guillelmon to the Remuneration Committee	FOR	FOR	99%	
5.2.b	Elect Mr. Wilhelm L. Hansen to the Remuneration Committee	FOR	FOR	100%	
5.2.c	Elect Mr. Peter Andreas Schaub to the Remuneration Committee	FOR	FOR	98%	
5.3	Election of the auditors	FOR	FOR	99%	
5.4	Election of the independent proxy	FOR	FOR	100%	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	86%	The global amount of remuneration is significantly higher than that of the peer group.
6.2	Binding prospective vote on the total additional remuneration for board members and related persons	FOR	FOR	59%	
7.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	95%	
7.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	95%	
8.	Retirement of Mr. Paul Rambert from the board of directors	NON-VOTING	NON-VOTING	-	

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	NA
2	Increase of share capital without pre-emptive rights	FOR	FOR	NA
3	Increase of share capital without pre-emptive rights	FOR	FOR	NA

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2.	Discharge board members and executive management	FOR	FOR	99%	
3.	Approve allocation of income and dividend	FOR	FOR	100%	
4.	Reduce share capital via cancellation of shares	FOR	FOR	100%	
5.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	94%	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The employment contracts may include non-compete clauses not in line with Ethos' guidelines.</p> <p>The proposed maximum number of mandates is excessive.</p>
6.	Votes on the remuneration of the board of directors and the executive management	-	-	-	
6.1	Binding prospective vote on the remuneration of the Board from 2015 AGM to 2016 AGM	FOR	FOR	98%	

6.2	Binding prospective vote on the total remuneration of the executive management for the financial year 2016	FOR	OPPOSE	94%	The fixed remuneration is significantly higher than that of a peer group. The structure and conditions of the plans do not respect Ethos' guidelines.
6.3	Advisory vote on the 2014 remuneration report	FOR	OPPOSE	91%	The structure of the remuneration is not in line with Ethos' guidelines.
7.	Elections to the board of directors	-		-	
7.1	Re-elect Dr. Jörg Reinhardt as board chairman	FOR	FOR	99%	
7.2	Re-elect Dr. Dimitri Azar	FOR	FOR	100%	
7.3	Re-elect Prof. Dr. Verena Briner	FOR	FOR	100%	
7.4	Re-elect Prof. Dr. oec. Srikant Datar	FOR	FOR	97%	
7.5	Re-elect Ms. Ann M. Fudge	FOR	FOR	99%	
7.6	Re-elect Mr. Pierre Landolt	FOR	FOR	98%	
7.7	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	99%	
7.8	Re-elect Prof. Dr. Charles L. Sawyers	FOR	FOR	100%	
7.9	Re-elect Dr. Enrico Vanni	FOR	FOR	99%	
7.10	Re-elect Mr. William Winters	FOR	FOR	100%	
7.11	Elect Dr. Nancy C. Andrews	FOR	FOR	100%	
8.	Elections to the compensation committee	-		-	
8.1	Re-elect Prof. Dr. oec. Srikant Datar to the compensation committee	FOR	FOR	98%	
8.2	Re-elect Ms. Ann M. Fudge to the compensation committee	FOR	FOR	99%	
8.3	Re-elect Dr. Enrico Vanni to the compensation committee	FOR	FOR	98%	

8.4	Elect Mr. William Winters to the compensation committee	FOR	FOR	99%
9.	Re-election of the auditors	FOR	FOR	99%
10.	Re-election of the independent proxy	FOR	FOR	100%

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	NA
2	Approve allocation of income and dividend	FOR	FOR	NA
3	Discharge board members and executive management	FOR	FOR	NA
4.1	Elections to the board of directors	-		NA
4.1.a	Re-elect Mr. Rolf U. Sutter (as member and chairman in one vote)	FOR	FOR	NA
4.1.b	Re-elect Mr. Rolf Friedli	FOR	FOR	NA
4.1.c	Re-elect Mr. Christoph Clavadetscher	FOR	FOR	NA
4.1.d	Re-elect Prof. Dr. rer. pol. Edgar Fluri	FOR	FOR	NA
4.1.e	Re-elect Mr. Dominik Sauter	FOR	FOR	NA
4.1.f	Re-elect Ms. Monika Walser	FOR	FOR	NA
4.2	Elections to the remuneration committee	-		-
4.2.a	Re-elect Mr. Christoph Clavadetscher to the remuneration committee	FOR	FOR	NA
4.2.b	Re-elect Mr. Rolf Friedli to the remuneration committee	FOR	FOR	NA
4.2.c	Re-elect Mr. Rolf U. Sutter to the remuneration committee	FOR	FOR	NA
4.3	Re-election of the auditors	FOR	FOR	NA
4.4	Re-election of the independent proxy	FOR	FOR	NA

5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	NA	The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.
5.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	NA	
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
	WARNING: Non-voting Equity Securities (ISIN: CH0012032048; Sedol: 7110388) carry no voting rights	-		-	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
	Binding votes on the remuneration of the board of directors and the executive management	-		-	
2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	OPPOSE	100%	The proposed awards do not confirm the link between pay and performance.
2.2	Binding retrospective vote on the short-term variable remuneration of the board of directors	FOR	OPPOSE	100%	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
3	Discharge board members	FOR	FOR	100%	
4	Approve allocation of income and dividend	FOR	FOR	100%	
5	Elections to the board of directors and the remuneration committee	-		-	
5.1	Re-elect Dr. rer. pol. Christoph Franz as board chairman	FOR	FOR	100%	
5.2	Re-elect Dr. rer. pol. Christoph Franz to the remuneration committee	FOR	FOR	100%	
5.3	Re-elect Mr. André Hoffmann	FOR	FOR	100%	
5.4	Re-elect Mr. André Hoffmann to the remuneration committee	FOR	FOR	100%	
5.5	Re-elect Prof. Dr. sc. tech. Pius Baschera	FOR	FOR	100%	

5.6	Re-elect Prof. Sir John Irving Bell	FOR	FOR	100%	
5.7	Re-elect Mr. Paul Bulcke	FOR	FOR	100%	
5.8	Re-elect Dr. DeAnne S. Julius	FOR	FOR	100%	
5.9	Re-elect Dr. Andreas Oeri	FOR	FOR	100%	
5.10	Re-elect Dr. iur. Severin Schwan	FOR	FOR	100%	
5.11	Re-elect Mr. Peter R. Voser	FOR	FOR	100%	
5.12	Re-elect Mr. Peter R. Voser to the remuneration committee	FOR	FOR	100%	
5.13	Re-elect Prof. Dr. oec. Beatrice Weder di Mauro	FOR	FOR	100%	
5.14	Elect Mr. Bernard Poussot	FOR	FOR	100%	
5.15	Elect Mr. Bernard Poussot to the remuneration committee	FOR	FOR	100%	
5.16	Elect Dr. Richard P. Lifton	FOR	FOR	100%	
6	Binding prospective vote on the fixed remuneration of the board of directors	FOR	OPPOSE	100%	<p>The proposed increase is excessive or not justified.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>
7	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	OPPOSE	100%	<p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>
8	Election of the independent proxy	FOR	FOR	100%	
9	Election of the auditors	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results
1.	Approve Annual Report, Financial Statements and Accounts and acknowledgment of the Auditors' Reports	FOR	FOR	100%
2.a	Approve Allocation of Income	FOR	FOR	100%
2.b	Approve dividend paid out from the capital contribution reserves	FOR	FOR	99%
3.	Discharge Board Members and Executive Management	FOR	FOR	100%
4.1	Elections to the Board of Directors	-	-	-
4.1.a	Re-elect Mr. Daniel Hirschi	FOR	FOR	100%
4.1.b	Re-elect Dr. sc. techn. Herbert Baechler	FOR	FOR	100%
4.1.c	Re-elect Mr. Gerhard Pegam	FOR	FOR	100%
4.1.d	Re-elect Dr. sc. tech. Suzanne Thoma	FOR	FOR	99%
4.1.e	Re-elect Mr. Georg Wechsler	FOR	FOR	100%
4.2	Election of the chairman of the board	FOR	FOR	100%
4.3	Elections to the Remuneration Committee	-	-	-
4.3.a	Elect Mr. Daniel Hirschi to the Remuneration Committee	FOR	FOR	100%
4.3.b	Elect Dr. sc. techn. Herbert Baechler to the Remuneration Committee	FOR	FOR	100%
4.3.c	Elect Dr. sc. tech. Suzanne Thoma to the Remuneration Committee	FOR	FOR	100%
4.4	Election of the Independent Proxy	FOR	FOR	100%
4.5	Re-elect Auditors	FOR	FOR	96%

5.a	Advisory Vote on the Remuneration Report for financial year 2013/14	FOR	FOR	98%
5.b	Approval of the maximum aggregate amount of compensation for board members for the 2015/16 financial year	FOR	FOR	98%
5.c	Approval of the maximum aggregate amount of compensation for members of the executive board for the 2015/16 financial year	FOR	FOR	97%

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	99%	
2	Approve allocation of income and dividend	FOR	FOR	100%	
3	Discharge board members and executive management	FOR	FOR	99%	
4	Binding votes on the remuneration of the board of directors and the executive management	-		-	
4.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	OPPOSE	96%	The remuneration of the executive members of the board (excluding the executive management) is excessive or is not in line with Ethos' guidelines.
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%	
4.3	Binding retrospective vote on the variable remuneration of the board of directors	FOR	OPPOSE	90%	The directors receive remuneration other than a fixed amount paid in cash or in shares.
4.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	OPPOSE	91%	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.
	Elections to the board of directors and the remuneration committee	-		-	
5.1	Elect Mr. Patrice Bula as board member	FOR	FOR	99%	
5.2	Re-elect Mr. Alfred N. Schindler (executive) as board member and chairman	FOR	FOR	99%	
5.3.1	Re-elect Prof. Dr. Pius Baschera as board member and member of the remuneration committee	FOR	FOR	98%	

5.3.2	Re-elect Dr. oec. publ. Rudolf W. Fischer (executive) as board member and member of the remuneration committee	FOR	OPPOSE	91%	He holds an executive function in company. The board includes too many executive directors (4) compared to market practice in Switzerland.
5.3.3	Re-elect Mr. Rolf Schweiger as board member and member of the remuneration committee	FOR	FOR	98%	
5.4.1	Re-elect Prof. Dr. oec. Monika Bütler as board member	FOR	FOR	99%	
5.4.2	Re-elect Ms. Carole Vischer as board member	FOR	FOR	99%	
5.4.3	Re-elect Mr. Luc Bonnard as board member	FOR	FOR	99%	
5.4.4	Re-elect Prof. Dr. iur. Karl Hofstetter (Group General Counsel) as board member	FOR	OPPOSE	96%	The board of directors includes too many executive directors compared to market practice in Switzerland.
5.4.5	Re-elect Mr. Anthony Nightingale as board member	FOR	FOR	98%	
5.4.6	Re-elect Mr. Jürgen Tinggren (executive) as board member	FOR	OPPOSE	98%	The board includes too many executive directors (4) compared to market practice in Switzerland.
5.4.7	Re-elect Prof. Dr. oec. Klaus W. Wellershoff as board member	FOR	FOR	99%	
5.5	Election of the independent proxy	FOR	FOR	99%	
5.6	Election of the auditors	FOR	FOR	99%	
6	Capital reduction	-		-	
6.1	Reduction of the share capital	FOR	FOR	99%	
6.2	Reduction of the participation capital	FOR	FOR	99%	

Item	Item title	Board position	Ethos position	Voting results	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	96%	
1.2	Advisory vote on the remuneration report	FOR	FOR	94%	
2	Discharge board members and executive management	FOR	FOR	92%	
3	Approve allocation of income and dividend	FOR	FOR	97%	
4.1	Elections to the board of directors	-		-	
4.1.1	Re-elect Mr. Sergio Marchionne	FOR	FOR	73%	
4.1.2	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	71%	
4.1.3	Re-elect Mr. August von Finck Senior	FOR	OPPOSE	69%	<p>He is 85 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (20.0 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.4	Re-elect Mr. August François von Finck Junior	FOR	FOR	74%	
4.1.5	Re-elect Mr. Ian Gallienne	FOR	FOR	72%	
4.1.6	Re-elect Dr. Cornelius Grupp	FOR	FOR	97%	
4.1.7	Re-elect Dr. rer. pol. Peter Kalantzis	FOR	FOR	93%	
4.1.8	Elect Mr. Christopher Kirk	FOR	FOR	75%	

4.1.9	Re-elect Mr. Gérard Lamarche	FOR	OPPOSE	68%	He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
4.1.10	Re-elect Mr. Shelby R. du Pasquier	FOR	FOR	95%	
4.2	Election of Mr. Sergio Marchionne as chairman of the board	FOR	FOR	73%	
4.3	Elections to the nomination and remuneration committee	-		-	
4.3.1	Elect Mr. August von Finck Senior to the nomination and remuneration committee	FOR	OPPOSE	67%	Ethos did not support the election of Mr. von Finck Senior to the board of directors. He is not independent (representative of an important shareholder, board tenure of 17 years) and the majority of the committee members are not independent.
4.3.2	Elect Mr. Ian Gallienne to the nomination and remuneration committee	FOR	FOR	71%	
4.3.3	Elect Mr. Shelby R. du Pasquier to the nomination and remuneration committee	FOR	FOR	95%	
4.4	Election of the auditors	FOR	FOR	96%	
4.5	Election of the independent proxy	FOR	FOR	96%	
5	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	72%	
6	Approve renewal of authorised capital	FOR	FOR	91%	
7	Remuneration matters	-		-	

7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	95%
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	95%
7.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	94%
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	90%

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	NA
2	Approve allocation of income and dividend	FOR	FOR	NA
3	Discharge board members and executive management	FOR	FOR	NA
4	Reduce share capital via cancellation of shares	FOR	FOR	NA
5	Elections to the board of directors	-		-
5.1	Re-elect Mr. Alfred Gaffal	FOR	FOR	NA
5.2	Re-elect Mr. Silvan G.-R. Meier	FOR	FOR	NA
5.3	Re-elect Mr. Jochen Nutz (CEO)	FOR	FOR	NA
5.4	Re-elect Mr. Heinz Roth	FOR	FOR	NA
5.5	Re-elect Mr. Paul Witschi	FOR	FOR	NA
6	Re-elect Mr. Silvan G.-R. Meier as board chairman	FOR	FOR	NA
7	Elections to the remuneration committee	-		-
7.1	Re-elect Mr. Alfred Gaffal to the remuneration committee	FOR	FOR	NA
7.2	Re-elect Mr. Silvan G.-R. Meier to the remuneration committee	FOR	FOR	NA
7.3	Re-elect Mr. Heinz Roth to the remuneration committee	FOR	FOR	NA
7.4	Re-elect Mr. Paul Witschi to the remuneration committee	FOR	FOR	NA
8	Election of the independent proxy	FOR	FOR	NA
9	Election of the auditors	FOR	FOR	NA

10	Binding votes on the remuneration of the board of directors and the executive management	-	-	-
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA