
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 - 3.2 Withdrawn board resolutions
 - 3.3 Most contested board resolutions
 - 3.4 Shareholder resolutions
- 4 **Detailed voting recommendations**

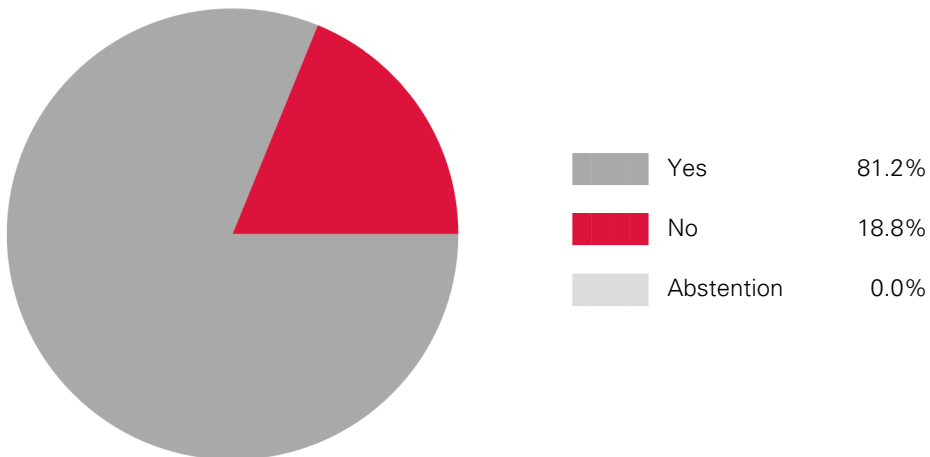
Contact

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

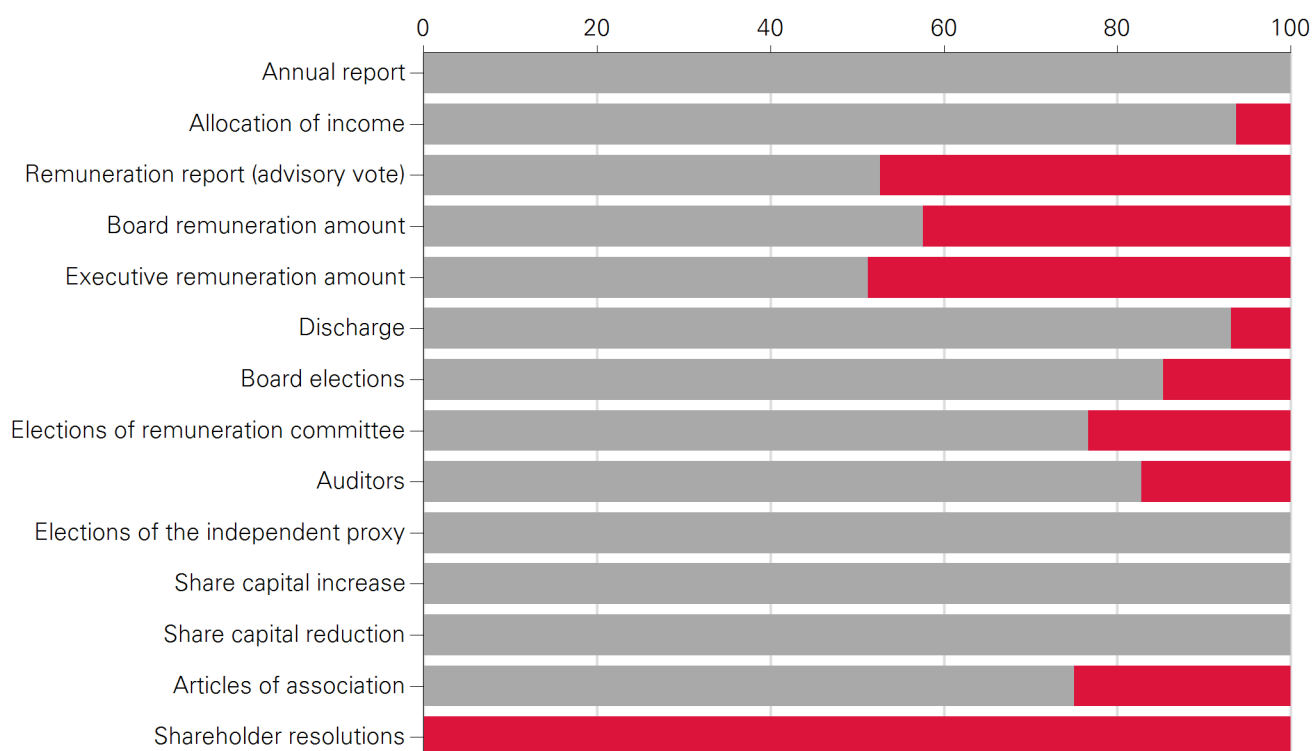
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	29	575	468	107	0
Extraordinary general meetings	3	9	6	3	0
Total	32	584	474	110	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	30	100.0%	0	0.0%	0	0.0%	30
Allocation of income	30	93.8%	2	6.3%	0	0.0%	32
Remuneration report (advisory vote)	10	52.6%	9	47.4%	0	0.0%	19
Board remuneration amount	19	57.6%	14	42.4%	0	0.0%	33
Executive remuneration amount	20	51.3%	19	48.7%	0	0.0%	39
Discharge	27	93.1%	2	6.9%	0	0.0%	29
Board elections	197	85.3%	34	14.7%	0	0.0%	231
Elections of remuneration committee	69	76.7%	21	23.3%	0	0.0%	90
Auditors	24	82.8%	5	17.2%	0	0.0%	29
Elections of the independent proxy	29	100.0%	0	0.0%	0	0.0%	29
Share capital increase	5	100.0%	0	0.0%	0	0.0%	5
Share capital reduction	5	100.0%	0	0.0%	0	0.0%	5
Articles of association	9	75.0%	3	25.0%	0	0.0%	12
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	Shareholder resolutions
ABB	24.03.2022	AGM	✓	✓	✗	✓	✗	✓	◐	✓	✓	✓		✓		
Also	18.03.2022	AGM	✓	✓	✗	✗	◐	✗	◐	✗	✓	✓			✓	
Autoneum	23.03.2022	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
BB Biotech	17.03.2022	AGM	✓	✓		✗		✓	✓	✓	✓	✓				
Belimo	28.03.2022	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Bell Food Group	22.03.2022	AGM	✓	✓	✓	✓	✓	✓	◐	✓	✓	✓				
Bellevue Group	22.03.2022	AGM	✓	✓		✗	◐	✓	✓	✓	✗	✓				
Bergbahnen Engelberg-Trübsee-Titlis	25.02.2022	AGM	✓	✓		✓	✓	✓	◐	◐	✓	✓				
Bobst	30.03.2022	AGM	✓	✗		✗	✗	✓	◐	◐	✓	✓			✗	
CPH	17.03.2022	AGM	✓	✗	✗	✗	✗	✓	◐	◐	✗	✓				
Dätwyler	16.03.2022	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓				
DKSH	17.03.2022	AGM	✓	✓		✓	✗	✓	✓	✓	✓	✓				
Givaudan	24.03.2022	AGM	✓	✓	✗	✓	◐	✓	✓	✓	✓	✓				
Hypothekbank Lenzburg	19.03.2022	AGM	✓	✓		✗	✓	✓	◐	◐	✗	✓				
Implenia	29.03.2022	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓				
Ina Invest Holding	30.03.2022	AGM	✓	✓	✓	✓	✓	✓	◐	✓	✓	✓				
Inficon	31.03.2022	AGM	✓	✓	✓	✓	✓	✓	◐	◐	✓	✓				
Intershop	31.03.2022	AGM	✓	✓		✓	✗	✗	✓	✓	✗	✓				✗
Leonteq	31.03.2022	AGM	✓	✓	✗	✗	◐	✓	✓	✓	✓	✓				
Meier Tobler	30.03.2022	AGM	✓	✓		✗	◐	✓	◐	◐	✗	✓				
Novartis	04.03.2022	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓		✓		
Novavest Real Estate	23.03.2022	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓		
PSP Swiss Property	31.03.2022	AGM	✓	✓	✗	✓	✓	✓	◐	◐	✓	✓				

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Articles of association	Shareholder resolutions
Relief Therapeutics	28.01.2022	EGM				✘			✓							⬇️
Roche	15.03.2022	AGM	✓	✓		✘	✘	✓	⬇️	⬇️	✓	✓				
Schaffner	11.01.2022	AGM	✓	✓	✓	✓	✓	✓	✓	⬇️	✓	✓				
Schindler	22.03.2022	AGM	✓	✓		✘	✘	✓	⬇️	⬇️	✓	✓				
SFS Group	31.01.2022	EGM											✓			
SGS	29.03.2022	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Sika	25.01.2022	EGM											✓			
Swiss Prime Site	23.03.2022	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	
Swisscom	30.03.2022	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	30	27	99.3%
Allocation of income	32	29	99.1%
Remuneration report (advisory vote)	19	17	89.7%
Board remuneration amount	33	30	94.5%
Executive remuneration amount	39	34	92.9%
Discharge	29	26	98.4%
Board elections	231	205	96.4%
Elections of remuneration committee	90	80	94.9%
Auditors	29	26	97.7%
Elections of the independent proxy	29	26	99.4%
Share capital increase	5	1	99.2%
Share capital reduction	5	4	98.9%
Articles of association	12	11	97.7%
Shareholder resolutions	1	1	0.0%
All topics	584	517	96.1%

3.2 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos	Result
Novavest Real Estate	23.03.2022	9.2	Create a new authorised capital (if item 7 is not approved)	FOR	--
PSP Swiss Property	31.03.2022	7.1	Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	OPPOSE	--
PSP Swiss Property	31.03.2022	5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	OPPOSE	--
PSP Swiss Property	31.03.2022	7.3	Re-elect Mr. Josef Stadler to the remuneration committee	OPPOSE	--
PSP Swiss Property	31.03.2022	5.6	Re-elect Mr. Josef Stadler	OPPOSE	--

3.3 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
PSP Swiss Property	31.03.2022	2	Advisory vote on the remuneration report	OPPOSE	60.5%
BB Biotech	17.03.2022	4.2	Re-elect Dr. Clive A. Meanwell	FOR	75.3%
Swiss Prime Site	23.03.2022	9.2	Re-elect Mr. Ton Büchner as board chairman	FOR	76.4%
BB Biotech	17.03.2022	5.1	Re-elect Dr. Clive A. Meanwell to the remuneration committee	FOR	78.3%
Bergbahnen Engelberg-Trübsee-Titlis	25.02.2022	4.3.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	79.1%
Bergbahnen Engelberg-Trübsee-Titlis	25.02.2022	5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	79.1%
SGS	29.03.2022	4.1.4	Re-elect Mr. Ian Gallienne	FOR	79.2%
ABB	24.03.2022	7.10	Re-elect Mr. Peter R. Voser as board member and chairman	FOR	79.5%
PSP Swiss Property	31.03.2022	9	Binding prospective vote on the total remuneration of the executive management	FOR	79.8%
Schaffner	11.01.2022	5.1	Advisory vote on the remuneration report	FOR	80.8%

3.4 Shareholder resolutions

Company	GM date	Item	Item title	Ethos	Result
Intershop	31.03.2022		Shareholder proposal made during the AGM: extraordinary dividend	OPPOSE	0.0%

4 Detailed voting recommendations

ABB

24.03.2022

AGM

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.	✓ 91.3%
3	Discharge board members and executive management	FOR	FOR		✓ 99.3%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
5	Reduce share capital via cancellation of shares	FOR	FOR		✓ 98.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.1%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 92.3%
7	Elections to the board of directors				
7.1	Re-elect Mr. Gunnar Brock	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.2%
7.2	Re-elect Mr. David E. Constable	FOR	FOR		✓ 99.6%
7.3	Re-elect Mr. Frederico F. Curado	FOR	FOR		✓ 99.6%
7.4	Re-elect Mr. Lars Förberg	FOR	FOR		✓ 92.5%
7.5	Re-elect Ms. Jennifer Xin-Zhe Li	FOR	FOR		✓ 93.0%
7.6	Re-elect Ms. Geraldine Matchett	FOR	FOR		✓ 99.7%
7.7	Re-elect Mr. David Meline	FOR	FOR		✓ 99.7%
7.8	Re-elect Mr. Satish Pai	FOR	FOR		✓ 99.6%
7.9	Re-elect Mr. Jacob Wallenberg	FOR	FOR		✓ 86.1%
7.10	Re-elect Mr. Peter R. Voser as board member and chairman	FOR	FOR		✓ 79.5%
8	Elections to the remuneration committee				
8.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR		✓ 99.3%
8.2	Re-elect Mr. Frederico F. Curado to the remuneration committee	FOR	FOR		✓ 99.1%
8.3	Re-elect Ms. Jennifer Xin-Zhe Li to the remuneration committee	FOR	FOR		✓ 99.1%

Item	Agenda	Board	Ethos	Result
9	Re-elect Zehnder Bolliger & Partner as independent proxy	FOR	FOR	✓ 99.0%
10	Re-elect KPMG as auditors	FOR	FOR	✓ 98.3%

Also

18.03.2022

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>	✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
5	Amend Articles of association: ESG committee	FOR	FOR		✓
6	Binding votes on the remuneration of the board of directors and the executive management				
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive excessive consultancy fees in a regular manner.	✓
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓
7	Elections to the board of directors				

Also

18.03.2022

AGM

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

Item	Agenda	Board	Ethos	Result
II	Specific instruction			
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4	Elections to the board of directors			
4.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 89.4%
4.2	Re-elect Mr. Rainer Schmückle	FOR	FOR	✓ 99.2%
4.3	Re-elect Ms. Liane Hirner	FOR	FOR	✓ 99.3%
4.4	Re-elect Mr. Norbert Indlekofer	FOR	FOR	✓ 95.6%
4.5	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 98.0%
4.6	Re-elect Mr. Oliver Streuli	FOR	FOR	✓ 89.8%
4.7	Re-elect Mr. Ferdinand Stutz	FOR	FOR	✓ 89.5%
5	Re-elect Mr. Hans-Peter Schwald as board chairman	FOR	FOR	✓ 91.4%
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 87.4%
6.2	Re-elect Mr. Oliver Streuli to the remuneration committee	FOR	FOR	✓ 87.9%
6.3	Re-elect Mr. Ferdinand Stutz to the remuneration committee	FOR	FOR	✓ 87.8%
6.4	Elect Mr. Norbert Indlekofer to the remuneration committee	FOR	FOR	✓ 95.5%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.5%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR	✓ 99.9%
9	Advisory vote on the remuneration report	FOR	FOR	✓ 85.1%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6%
11	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.5%

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	FOR	FOR	✓ 98.5%
4	Elections to the board of directors			
4.1	Re-elect Dr. Erich Hunziker as member and chairman of the board	FOR	FOR	✓ 95.4%
4.2	Re-elect Dr. Clive A. Meanwell	FOR	FOR	✓ 75.3%
4.3	Re-elect Prof. Dr. Mads Krogsgaard Thomsen	FOR	FOR	✓ 98.2%
4.4	Re-elect Dr. Thomas von Planta	FOR	FOR	✓ 96.7%
4.5	Elect Dr. Pearl S. Huang	FOR	FOR	✓ 98.3%
4.6	Elect Dr. Laura J. Hamill	FOR	FOR	✓ 98.3%
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Clive A. Meanwell to the remuneration committee	FOR	FOR	✓ 78.3%
5.2	Re-elect Prof. Dr. Mads Krogsgaard Thomsen to the remuneration committee	FOR	FOR	✓ 97.5%
6	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group. ✓ 85.7%
7	Re-elect Walder Wyss AG as independent proxy	FOR	FOR	✓ 98.2%
8	Elect Deloitte as auditors	FOR	FOR	✓ 98.8%

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

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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Discharge board members and executive management	FOR	FOR	✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Veit de Maddalena	FOR	FOR	✓ 97.5%
4.1.2	Re-elect Dr. iur. Daniel H. Sigg	FOR	FOR	✓ 89.6%
4.1.3	Re-elect Ms. Katrin Wehr-Seiter	FOR	FOR	✓ 97.4%
4.1.4	Re-elect Mr. Urs Schenker	FOR	FOR	✓ 98.9%
4.2	Re-elect Mr. Veit de Maddalena as board chairman	FOR	FOR	✓ 90.6%
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Ms. Katrin Wehr-Seiter to the remuneration committee	FOR	FOR	✓ 96.0%
4.3.2	Re-elect Mr. Urs Schenker to the remuneration committee	FOR	FOR	✓ 97.3%
4.3.3	Re-elect Mr. Veit de Maddalena to the remuneration committee	FOR	FOR	✓ 95.8%
4.4	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 99.7%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines. ✓ 94.9%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group. ✓ 97.4%
5.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration. ✓ 81.4%
5.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 88.6%

Item	Agenda	Board	Ethos	Result
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	<p>✓ 86.1%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 92.7%
2	Discharge board members and executive management	FOR	FOR		✓ 90.3%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 90.9%
4.1	Elections to the board of directors				
4.1.a	Re-elect Dr. Christoph Baumgartner	FOR	● OPPOSE	<p>He is not independent and the board independence is insufficient (42.9%).</p> <p>He is the chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 89.8%
4.1.b	Re-elect Ms. Dominique Gisin	FOR	FOR		✓ 94.6%
4.1.c	Re-elect Mr. Martin Odermatt	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (42.9%).</p>	✓ 92.8%
4.1.d	Re-elect Mr. Markus Thumiger	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (42.9%).</p> <p>He is the chairman of the nomination committee and the committee independence is insufficient.</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 92.6%
4.1.e	Re-elect Mr. Hans Wicki	FOR	FOR		✓ 84.3%
4.1.f	Re-elect Mr. Guido Zumbühl	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (42.9%).</p>	✓ 87.9%
4.1.g	Re-elect Mr. Patrick Zwyszig	FOR	FOR		✓ 94.0%
4.2	Re-elect Mr. Hans Wicki as board chairman	FOR	FOR		✓ 84.8%
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Markus Thumiger to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Thumiger to the board of directors, Ethos cannot approve Mr. Thumiger to the committee.</p>	✓ 89.9%

Item	Agenda	Board	Ethos	Result
4.3.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	FOR	✓ 79.1%
4.3.c	Re-elect Mr. Guido Zumbühl to the remuneration committee	FOR	● OPPOSE	✓ 87.3%
			As Ethos did not support the election of Mr. Zumbühl to the board of directors, Ethos cannot approve Mr. Zumbühl to the committee.	
4.4	Re-elect BDO as auditors	FOR	FOR	✓ 91.6%
4.5	Re-elect Ms. Brigitte Scheuber as independent proxy	FOR	FOR	✓ 94.0%
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	✓ 79.1%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 82.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4%
2	Discharge board members	FOR	FOR		✓ 99.2%
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the long-term interests of the company, its shareholders and its other stakeholders.	✓ 96.3%
4	Elections to the board of directors				
4.1	Re-elect Mr. Alain Guttmann	FOR	FOR		✓ 97.7%
4.2	Re-elect Mr. Thierry de Kalbermatten	FOR	FOR		✓ 96.3%
4.3	Re-elect Prof. Dr. Gian-Luca Bona	FOR	● OPPOSE	He is chairman of the nomination committee and the board has less than 20% women without adequate justification.	✓ 90.2%
4.4	Re-elect Mr. Jürgen Brandt	FOR	FOR		✓ 99.2%
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR		✓ 99.3%
4.6	Re-elect Mr. Alain Guttmann as board chairman	FOR	FOR		✓ 99.2%
5	Elections to the nomination and remuneration committee				
5.1	Re-elect Prof. Dr. Gian-Luca Bona to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Bona to the board of directors, Ethos cannot approve Prof. Dr. Bona to the committee.	✓ 81.7%
5.2	Re-elect Mr. Thierry de Kalbermatten to the nomination and remuneration committee	FOR	FOR		✓ 94.4%
6	Amend articles of association to introduce a long-term incentive plan	FOR	● OPPOSE	The vote on the maximum remuneration of the executive management is prospective and the articles of association will no longer include caps on the variable remuneration.	✓ 93.8%
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	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 94.5%
7.2	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.	✓ 92.4%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.1%

Bobst

30.03.2022

AGM

Item	Agenda	Board	Ethos	Result
9	Re-elect Ofisa Berney Associés SA as independent proxy	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation of the company.	✓ 99.6%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 99.4%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 98.5%
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The pay-for-performance connection is not demonstrated.	✓ 96.5%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Kaspar Kelterborn	FOR	FOR		✓ 100.0%
5.1.2	Re-elect Dr. Claudine Mollenkopf	FOR	FOR		✓ 99.9%
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.	✓ 97.5%
5.1.4	Re-elect Mr. Tim Talaat-Schnorf	FOR	● OPPOSE	He is the chairman of the nomination committee and the committee independence is insufficient.	✓ 99.2%
5.1.5	Re-elect Mr. Manuel Werder	FOR	FOR		✓ 98.2%
5.1.6	Re-elect Mr. Christian Wipf	FOR	FOR		✓ 99.6%
5.2	Re-elect Mr. Peter Schaub as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, Ethos cannot approve Mr. Schaub as chairman.	✓ 98.2%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Dr. Claudine Mollenkopf to the nomination and remuneration committee	FOR	FOR		✓ 99.3%

Item	Agenda	Board	Ethos		Result
5.3.2	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, Ethos cannot approve Mr. Schaub to the committee.	✓ 97.2%
5.3.3	Re-elect Mr. Tim Talaat-Schnorf to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Talaat-Schnorf to the board of directors, Ethos cannot approve Mr. Talaat-Schnorf to the committee.	✓ 97.7%
5.3.4	Re-elect Mr. Christian Wipf to the nomination and remuneration committee	FOR	FOR		✓ 97.9%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 51 years, which exceeds Ethos' guidelines.	✓ 96.7%
5.5	Elect Adlegem Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 97.7% The transparency of the remuneration report is insufficient. The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4	Elections to the board of directors			
4.1	Special meeting for holders of bearer shares			
4.1.1	Re-nominate Mr. Jens Breu as representative of bearer shareholders	FOR	FOR	✓ 99.8%
4.1.2	Re-nominate Mr. Martin Hirzel as representative of bearer shareholders	FOR	FOR	✓ 99.8%
4.1.3	Nominate Dr. Judith van Walsum as new representative of bearer shareholders	FOR	FOR	✓ 99.5%
4.2	Re-elect Dr. Paul J. Hälg as board member and chairman	FOR	FOR	✓ 99.6%
4.3	Re-elect Dr. Hanspeter Fässler	FOR	FOR	✓ 98.1%
4.4	Re-elect Mr. Claude R. Cornaz	FOR	FOR	✓ 99.3%
4.5	Re-elect Mr. Jürg Fedier	FOR	FOR	✓ 95.4%
4.6	Re-elect Dr. Gabi Huber	FOR	FOR	✓ 95.1%
4.7	Elect the candidates nominated by the special meeting (ITEMS 4.1.1, 4.1.2 and 4.1.3)			
4.7.1	Re-elect Mr. Jens Breu	FOR	FOR	✓ 99.8%
4.7.2	Re-elect Mr. Martin Hirzel	FOR	FOR	✓ 100.0%
4.7.3	Elect Dr. Judith van Walsum	FOR	FOR	✓ 100.0%
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Dr. Hanspeter Fässler to the nomination and remuneration committee	FOR	FOR	✓ 94.5%
5.2	Re-elect Mr. Claude R. Cornaz to the nomination and remuneration committee	FOR	FOR	✓ 94.8%
5.3	Re-elect Mr. Jens Breu to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.2%

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

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
3	Discharge board members and executive management	FOR	FOR		✓ 99.7%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.2%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓ 85.1%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Wolfgang Baier	FOR	FOR		✓ 99.9%
5.1.2	Re-elect Mr. Jack Clemons	FOR	FOR		✓ 99.9%
5.1.3	Re-elect Mr. Marco Gadola	FOR	FOR		✓ 88.1%
5.1.4	Re-elect Mr. Adrian T. Keller	FOR	FOR		✓ 98.9%
5.1.5	Re-elect Mr. Andreas W. Keller	FOR	FOR		✓ 96.7%
5.1.6	Re-elect Prof. Dr. Annette G. Köhler	FOR	FOR		✓ 99.3%
5.1.7	Re-elect Dr. oec. Hans Christoph Tanner	FOR	FOR		✓ 98.2%
5.1.8	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR		✓ 95.3%
5.2	Re-elect Mr. Marco Gadola as board chairman	FOR	FOR		✓ 94.4%
5.3	Elections to the remuneration committee				
5.3.a.1	Re-elect Mr. Adrian T. Keller to the remuneration committee	FOR	FOR		✓ 93.1%
5.3.a.2	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR		✓ 91.9%
5.3.b	Elect Dr. oec. Hans Christoph Tanner to the remuneration committee	FOR	FOR		✓ 88.7%
6	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.6%
7	Re-elect Mr. Ernst A. Widmer as independent proxy	FOR	FOR		✓ 100.0%

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

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

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial accounts and auditor's report	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	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	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	✓
5.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Prof. Dr. Doris Agotai Schmid	FOR	FOR		✓
6.1.2	Re-elect Mr. Gerhard Hanhart	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.	✓
6.1.3	Re-elect Mr. Christoph Käppeli	FOR	FOR		✓
6.1.4	Re-elect Mr. Marco Killer	FOR	FOR		✓
6.1.5	Re-elect Dr. Andreas Kunzmann	FOR	● OPPOSE	He has permanent operational functions in a subsidiary (CEO of Lusee AG).	✓
6.1.6	Re-elect Mr. Josef Lingg	FOR	FOR		✓
6.1.7	Re-elect Mr. Christoph Schwarz	FOR	FOR		✓
6.1.8	Re-elect Ms. Therese Suter	FOR	FOR		✓
6.1.9	Re-elect Dr. Thomas Wietlisbach	FOR	FOR		✓
6.2	Elect Ms. Susanne Ziegler	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
6.3	Re-elect Mr. Gerhard Hanhart as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hanhart to the board of directors, Ethos cannot approve Mr. Hanhart as chairman.	✓
6.4	Elections to the nomination and remuneration committee				
6.4.1	Re-elect Mr. Josef Lingg to the nomination and remuneration committee	FOR	FOR		✓
6.4.2	Re-elect Ms. Therese Suter to the nomination and remuneration committee	FOR	● OPPOSE	She is not independent (board tenure of 15 years) and the committee does not include at least 50% independent members.	✓
6.4.3	Re-elect Dr. Thomas Wietlisbach to the nomination and remuneration committee	FOR	FOR		✓
6.5	Re-elect Ms. Yvonne Saxer Bohnenblust as independent proxy	FOR	FOR		✓
6.6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 27 years, which exceeds Ethos' guidelines.	✓
7	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 84.6%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 98.1%
3	Discharge board members and executive management	FOR	FOR		✓ 98.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.7%
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.	✓ 85.9%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Hans-Ulrich Meister as board member and chairman	FOR	FOR		✓ 97.3%
5.1.b	Re-elect Mr. Henner Mahlstedt	FOR	FOR		✓ 98.2%
5.1.c	Re-elect Mr. Kyrre Olaf Johansen	FOR	FOR		✓ 97.9%
5.1.d	Re-elect Prof. Dr. Laurent Vulliet	FOR	FOR		✓ 97.9%
5.1.e	Re-elect Prof. Dr. Martin A. Fischer	FOR	FOR		✓ 97.9%
5.1.f	Re-elect Ms. Barbara Lambert	FOR	FOR		✓ 98.2%
5.1.g	Elect Ms. Judith Bischof	FOR	FOR		✓ 98.3%
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Prof. Dr. Laurent Vulliet to the remuneration committee	FOR	FOR		✓ 91.2%
5.2.b	Re-elect Prof. Dr. Martin A. Fischer to the remuneration committee	FOR	FOR		✓ 91.2%
5.2.c	Elect Mr. Kyrre Olaf Johansen to the remuneration committee	FOR	FOR		✓ 97.3%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.6%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 96.5%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 98.0%
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.6%
3	Discharge board members and executive management	FOR	FOR	✓ 99.5%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.0%
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Stefan Mächler as board member and chairman	FOR	FOR	✓ 99.3%
5.1.b	Re-elect Dr. Christoph Caviezel	FOR	FOR	✓ 99.5%
5.1.c	Re-elect Mr. Hans-Ulrich Meister	FOR	● OPPOSE	✓ 95.0% He is not independent (business connections) and the board independence is insufficient (40.0%). He is the chairman of the audit committee and the committee independence is insufficient.
5.1.d	Re-elect Mr. André Wyss	FOR	FOR	✓ 99.2%
5.1.e	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 99.5%
5.2	Elections to the nomination and remuneration committee			
5.2.a	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the nomination and remuneration committee	FOR	FOR	✓ 97.5%
5.2.b	Re-elect Dr. Christoph Caviezel to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
5.2.c	Re-elect Mr. André Wyss to the nomination and remuneration committee	FOR	FOR	✓ 98.5%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.8%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.8%

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

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report and consolidated financial statements	FOR	FOR		✓ 100.0%
1.2	Approve annual accounts of Intershop Holding AG	FOR	FOR		✓ 100.0%
1.3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
	Shareholder proposal made during the AGM: extraordinary dividend	OPPOSE	OPPOSE		✗ 0.0%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.	✓ 96.6%
3	Binding votes on the remuneration of the board of directors and the executive management				
3.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.3%
3.b	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.	✓ 84.5%
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Ernst Schaufelberger	FOR	FOR		✓ 96.3%
4.1.b	Re-elect Mr. Kurt Ritz	FOR	FOR		✓ 96.1%
4.1.c	Elect Dr. iur. Christoph Nater	FOR	FOR		✓ 98.5%
4.2	Elect Mr. Ernst Schaufelberger as board chairman	FOR	FOR		✓ 95.4%
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Ernst Schaufelberger to the remuneration committee	FOR	FOR		✓ 91.7%
4.3.b	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR		✓ 95.4%
4.3.c	Elect Dr. iur. Christoph Nater to the remuneration committee	FOR	FOR		✓ 98.4%
4.4	Re-elect BFMS Rechtsanwälte as independent proxy	FOR	FOR		✓ 100.0%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 30 years, which exceeds Ethos' guidelines.	✓ 88.1%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 94.2%
2	Discharge board members and executive management	FOR	FOR		✓ 98.4%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Christopher M. Chambers	FOR	FOR		✓ 99.8%
4.1.2	Re-elect Ms. Sylvie Davidson	FOR	FOR		✓ 99.8%
4.1.3	Re-elect Ms. Susana Gomez Smith	FOR	FOR		✓ 99.7%
4.1.4	Re-elect Mr. Richard A. Laxer	FOR	FOR		✓ 99.7%
4.1.5	Re-elect Mr. Philippe Le Baquer	FOR	FOR		✓ 99.7%
4.1.6	Re-elect Dr. Thomas R. Meier	FOR	FOR		✓ 99.8%
4.1.7	Re-elect Mr. Dominik Schärer	FOR	FOR		✓ 99.1%
4.1.8	Re-elect Dr. Philippe A. Weber	FOR	FOR		✓ 98.7%
4.2	Re-elect Mr. Christopher M. Chambers as board chairman	FOR	FOR		✓ 99.9%
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Ms. Susana Gomez Smith to the nomination and remuneration committee	FOR	FOR		✓ 98.6%
4.3.2	Re-elect Mr. Richard A. Laxer to the nomination and remuneration committee	FOR	FOR		✓ 94.7%
4.3.3	Re-elect Dr. Philippe A. Weber to the nomination and remuneration committee	FOR	FOR		✓ 98.6%
5	Elect Deloitte as auditors	FOR	FOR		✓ 98.2%
6	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 100.0%
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	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 96.6%
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.8%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 92.9%

Item	Agenda	Board	Ethos	Result
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 93.7%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2.1	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
2.2	Approve reimbursement from capital contribution reserves	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 97.5%
4	Elections to the board of directors				
4.a	Re-elect Mr. Silvan Gian-Reto Meier	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 97.0%
4.b	Re-elect Mr. Heinz Roth	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (25.0%). He is the chairman of the audit committee, is not independent and the committee independence is insufficient.	✓ 98.1%
4.c	Re-elect Mr. Heinz Wiedmer	FOR	FOR		✓ 99.6%
4.d	Re-elect Mr. Alexander Zschokke	FOR	FOR		✓ 99.7%
5	Re-elect Mr. Silvan Gian-Reto Meier as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Mr. Meier to the board of directors, Ethos cannot approve Mr. Meier as chairman.	✓ 93.8%
6	Elections to the remuneration committee				
6.a	Re-elect Mr. Silvan Gian-Reto Meier to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Meier to the board of directors, Ethos cannot approve Mr. Meier to the committee.	✓ 95.6%
6.b	Re-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, Ethos cannot approve Mr. Roth to the committee.	✓ 96.8%
6.c	Re-elect Mr. Heinz Wiedmer to the remuneration committee	FOR	FOR		✓ 98.2%
6.d	Re-elect Mr. Alexander Zschokke to the remuneration committee	FOR	FOR		✓ 98.4%
7	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.8%
8	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 43 years, which exceeds Ethos' guidelines.	✓ 97.5%
9	Binding votes on the remuneration of the board of directors and the executive management				
9.1	Binding retrospective vote on the total remuneration of the executive management (FY 2021)	FOR	FOR		✓ 92.6%

Item	Agenda	Board	Ethos		Result
9.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of a peer group.	✓ 91.6%
9.3	Binding prospective vote on the total remuneration of the executive management (FY 2023)	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 91.6%

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

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

Item	Agenda	Board	Ethos	Result	
1	Approve annual report, financial statements and accounts	FOR	FOR	✓	
2	Advisory vote on the remuneration report	FOR	FOR	✓	
3	Approve allocation of balance sheet result	FOR	FOR	✓	
4	Discharge board members and executive management	FOR	FOR	✓	
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Gian Reto Lazzarini	FOR	FOR	✓	
5.1.b	Re-elect Dr. Markus Neff	FOR	FOR	✓	
5.1.c	Re-elect Mr. Stefan Hiestand	FOR	FOR	✓	
5.1.d	Re-elect Mr. Daniel Ménard	FOR	FOR	✓	
5.1.e	Elect Ms. Floriana Scarlato	FOR	FOR	✓	
5.2	Re-elect Mr. Gian Reto Lazzarini as board chairman	FOR	FOR	✓	
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Dr. Markus Neff to the remuneration committee	FOR	FOR	✓	
5.3.b	Re-elect Mr. Daniel Ménard to the remuneration committee	FOR	FOR	✓	
5.4	Re-elect Jermann Künzli Rechtsanwälte as independent proxy	FOR	FOR	✓	
5.5	Re-elect PricewaterhouseCoopers as auditors	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	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓
7	Reduce share capital via repayment of nominal value	FOR	FOR	✓	
8	Cancellation of the existing authorised capital	FOR	FOR	✓	
9.1	Create a new authorised capital	FOR	FOR	✓	
9.2	Create a new authorised capital (if item 7 is not approved)	WITH-DRAWN	● FOR	As ITEM 7 was approved by shareholders, ITEM 9.2 was not submitted to vote.	–

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 60.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Discharge board members and executive management	FOR	FOR		✓ 99.2%
5	Elections to the board of directors				
5.1	Re-elect Dr. rer. pol. Luciano Gabriel	FOR	FOR		✓ 96.1%
5.2	Re-elect Ms. Corinne Denzler	FOR	FOR		✓ 99.5%
5.3	Re-elect Mr. Adrian Dudle	FOR	FOR		✓ 97.9%
5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	WITH-DRAWN	● OPPOSE	<p>ITEM 5.4 was not submitted to vote as the director announced prior to the meeting that he would not stand for re-election as board member. Ethos initially recommended to OPPOSE for the following reasons:</p> <p>He is 79 years old, which exceeds Ethos' guidelines.</p> <p>He is the chairman of the audit committee, is not independent and the committee independence is insufficient.</p>	–
5.5	Re-elect Mr. Henrik Saxborn	FOR	FOR		✓ 99.1%
5.6	Re-elect Mr. Josef Stadler	WITH-DRAWN	● OPPOSE	<p>ITEM 5.6 was not submitted to vote as the director announced prior to the meeting that he would not stand for re-election as board member. Ethos initially recommended to OPPOSE for the following reason:</p> <p>He is chairman of the nomination committee and the board has less than 20% women without adequate justification.</p>	–
5.7	Re-elect Mr. Aviram Wertheim	FOR	FOR		✓ 95.4%
5.8	Elect Mr. Mark Abramson	FOR	FOR		✓ 97.7%
6	Re-elect Dr. rer. pol. Luciano Gabriel as board chairman	FOR	FOR		✓ 94.8%
7	Elections to the remuneration committee				

Item	Agenda	Board	Ethos	Result	
7.1	Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	WITH-DRAWN	● OPPOSE	ITEM 7.1 was not submitted to vote as the director announced prior to the meeting that he would not stand for re-election as board member. Ethos initially recommended to OPPOSE for the following reason: As Ethos did not support the election of Prof. Dr. iur. Forstmoser to the board of directors, Ethos cannot approve Prof. Dr. iur. Forstmoser to the committee.	–
7.2	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR		✓ 98.5%
7.3	Re-elect Mr. Josef Stadler to the remuneration committee	WITH-DRAWN	● OPPOSE	ITEM 7.3 was not submitted to vote as the director announced prior to the meeting that he would not stand for re-election as board member. Ethos initially recommended to OPPOSE for the following reason: As Ethos did not support the election of Mr. Stadler to the board of directors, Ethos cannot approve Mr. Stadler to the committee.	–
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 90.3%
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 79.8%
10	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.9%
11	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elect Ms. Michelle Lock	FOR	FOR		✓ 97.4%
2	Binding vote on the total remuneration of the board of directors for the term of office 2021/2022	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group. The non-executive directors receive options.	✓ 86.3%
3	Amendments to the articles of association				
3.a	Amendment of article 2: Purpose	FOR	FOR		✓ 98.8%
3.b	Amendment of article 3a bis: Authorised capital	FOR	FOR		✓ 95.2%
3.c	Amendment of article 3b: Conditional capital	FOR	FOR		✓ 94.9%
3.d	Amendment of article 15: Important decisions	FOR	● OPPOSE	The amendment has a negative impact on the rights and interests of minority shareholders.	✓ 97.0%
3.e	Amendment of other articles	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 97.9%

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

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

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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Urs Kaufmann as board member and chairman	FOR	FOR	✓ 93.8%
4.1.b	Re-elect Mr. Philipp Buhofer	FOR	FOR	✓ 98.7%
4.1.c	Re-elect Mr. Gerhard Pegam	FOR	FOR	✓ 99.1%
4.1.d	Re-elect Ms. Andrea Tranel	FOR	FOR	✓ 99.9%
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR	✓ 98.4%
4.2.b	Re-elect Mr. Urs Kaufmann to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 90.7%
4.3	Re-elect Mr. Jean-Claude Cattin as independent proxy	FOR	FOR	✓ 100.0%
4.4	Re-elect BDO as auditors	FOR	FOR	✓ 99.9%
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 80.8%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 80.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.0%
3	Discharge board members and executive management	FOR	FOR		✓ 97.1%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is excessive.	✓ 85.4%
4.2	Binding vote on the variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 93.0%
4.3	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 86.3%
4.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.1%
5	Elections to the board of directors				
5.1	Re-elect Mr. Silvio Napoli as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent. He chairs the nomination committee.	✓ 88.8%
5.2	Elect Ms. Petra Winkler	FOR	● OPPOSE	She has permanent operational functions (General Counsel).	✓ 92.7%
5.3.1	Re-elect Mr. Alfred N. Schindler	FOR	FOR		✓ 87.8%
5.3.2	Re-elect Prof. Dr. Pius Baschera	FOR	FOR		✓ 92.3%
5.3.3	Re-elect Mr. Erich Ammann	FOR	● OPPOSE	He is considered executive by the company. The board includes too many executive directors compared to market practice in Switzerland. He serves on the audit committee. The board independence is not sufficient (15.4%).	✓ 86.6%
5.3.4	Re-elect Mr. Luc Bonnard	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines.	✓ 86.5%
5.3.5	Re-elect Mr. Patrice Bula	FOR	FOR		✓ 98.1%
5.3.6	Re-elect Prof. Dr. Monika Bütler	FOR	FOR		✓ 98.9%

Item	Agenda	Board	Ethos		Result
5.3.7	Re-elect Ms. Orit Gadiesh	FOR	● OPPOSE	She is not independent (former executive) and the board independence is insufficient (15.4%).	✓ 92.9%
5.3.8	Re-elect Mr. Adam Keswick	FOR	● OPPOSE	He holds an excessive number of mandates. He is not independent (business connections) and the board independence is insufficient (15.4%).	✓ 86.8%
5.3.9	Re-elect Mr. Günter Schäuble	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (15.4%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 90.4%
5.3.10	Re-elect Mr. Tobias B. Staehelin	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Human Resources).	✓ 93.1%
5.3.11	Re-elect Ms. Carole Vischer	FOR	FOR		✓ 87.0%
5.4	Elections to the remuneration committee				
5.4.1	Re-elect Prof. Dr. Pius Baschera to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the committee does not include at least 50% independent members.	✓ 88.8%
5.4.2	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR		✓ 94.7%
5.4.3	Re-elect Mr. Adam Keswick to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Keswick to the board of directors, Ethos cannot approve Mr. Keswick to the committee.	✓ 86.5%
5.5	Re-elect Dr. Adrian von Segesser as independent proxy	FOR	FOR		✓ 99.0%
5.6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.1%

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

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 83.9%
2	Discharge board members and executive management	FOR	FOR	✓ 97.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Calvin Grieder	FOR	FOR	✓ 98.7%
4.1.2	Re-elect Dr. Sami Atiya	FOR	FOR	✓ 98.8%
4.1.3	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	✓ 94.8%
4.1.4	Re-elect Mr. Ian Gallienne	FOR	FOR	✓ 79.2%
4.1.5	Re-elect Mr. Tobias Hartmann	FOR	FOR	✓ 99.0%
4.1.6	Re-elect Mr. Shelby R. du Pasquier	FOR	FOR	✓ 99.6%
4.1.7	Re-elect Ms. Kory Sorenson	FOR	FOR	✓ 94.0%
4.1.8	Re-elect Ms. Janet S. Vergis	FOR	FOR	✓ 99.6%
4.1.9	Elect Ms. Phyllis Ka Yan Cheung	FOR	FOR	✓ 99.8%
4.2.1	Re-elect Mr. Calvin Grieder as board chairman	FOR	FOR	✓ 98.2%
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. Sami Atiya to the remuneration committee	FOR	FOR	✓ 99.4%
4.3.2	Re-elect Mr. Ian Gallienne to the remuneration committee	FOR	FOR	✓ 82.5%
4.3.3	Re-elect Ms. Kory Sorenson to the remuneration committee	FOR	FOR	✓ 96.0%
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.8%
4.5	Re-elect Jeandin & Defacqz as independent proxy	FOR	FOR	✓ 100.0%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.8%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.1%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.0%
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.9%

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

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	FOR	✓ 89.2%
3	Discharge board members and executive management	FOR	FOR	✓ 99.0%
4	Decrease in capital by nominal value reduction with partial repayment to shareholders	FOR	FOR	✓ 99.5%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
6	Change of registered office	FOR	FOR	✓ 98.9%
7	Amendments to the articles of association			
7.1	Amendment of article 9 paras. 3 and 4: thresholds to convene an EGM and add items on the agenda	FOR	FOR	✓ 98.1%
7.2	Amendment of articles 8 sec. 4, 10 para.5 and 34: basis to adopt resolutions about the report on non-financial matters	FOR	FOR	✓ 99.9%
7.3	Amendment of article 3 paras. 3, 4 and 5: contributions in kind and transfers of assets	FOR	FOR	✓ 100.0%
7.4	Amendment of article 3 para. 2: conversion of registered shares	FOR	FOR	✓ 99.9%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.5%
9.1	Elections to the board of directors			
9.1.1	Re-elect Mr. Ton Büchner	FOR	FOR	✓ 84.9%
9.1.2	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 93.0%
9.1.3	Re-elect Ms. Barbara A. Knoflach	FOR	FOR	✓ 99.6%
9.1.4	Re-elect Dr. Gabrielle Nater-Bass	FOR	FOR	✓ 99.5%
9.1.5	Re-elect Mr. Mario F. Seris	FOR	FOR	✓ 99.5%
9.1.6	Re-elect Mr. Thomas Studhalter	FOR	FOR	✓ 98.6%
9.1.7	Elect Ms. Brigitte Walter	FOR	FOR	✓ 99.8%
9.2	Re-elect Mr. Ton Büchner as board chairman	FOR	FOR	✓ 76.4%
9.3	Elections to the nomination and remuneration committee			
9.3.1	Re-elect Mr. Christopher M. Chambers to the nomination and remuneration committee	FOR	FOR	✓ 94.1%

Item	Agenda	Board	Ethos	Result
9.3.2	Re-elect Dr. Gabrielle Nater-Bass to the nomination and remuneration committee	FOR	FOR	✓ 99.4%
9.3.3	Elect Ms. Barbara A. Knoflach to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
9.4	Re-elect Mr. Paul Wiesli as independent proxy	FOR	FOR	✓ 100.0%
9.5	Re-elect KPMG as auditors	FOR	FOR	✓ 93.1%

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	✓ 95.6%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4	Elections to the board of directors			
4.1	Re-elect Dr. Roland Abt	FOR	FOR	✓ 98.9%
4.2	Re-elect Mr. Alain Carrupt	FOR	FOR	✓ 99.9%
4.3	Re-elect Mr. Guus Dekkers	FOR	FOR	✓ 99.9%
4.4	Re-elect Dr. Frank Esser	FOR	FOR	✓ 99.3%
4.5	Re-elect Dr. Barbara Frei-Spreiter	FOR	FOR	✓ 98.7%
4.6	Re-elect Ms. Sandra Lathion-Zweifel	FOR	FOR	✓ 97.3%
4.7	Re-elect Ms. Anna Mossberg	FOR	FOR	✓ 94.7%
4.8	Re-elect Mr. Michael Rechsteiner	FOR	FOR	✓ 99.1%
4.9	Re-elect Mr. Michael Rechsteiner as board chairman	FOR	FOR	✓ 99.8%
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Roland Abt to the remuneration committee	FOR	FOR	✓ 99.3%
5.2	Re-elect Dr. Frank Esser to the remuneration committee	FOR	FOR	✓ 99.7%
5.3	Re-elect Dr. Barbara Frei-Spreiter to the remuneration committee	FOR	FOR	✓ 99.0%
5.4	Re-elect Mr. Michael Rechsteiner to the remuneration committee	FOR	FOR	✓ 99.6%
5.5	Re-elect Dr. Renzo Simoni to the remuneration committee	FOR	FOR	✓ 97.8%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.7%
7	Re-elect Reber Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.7%

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.