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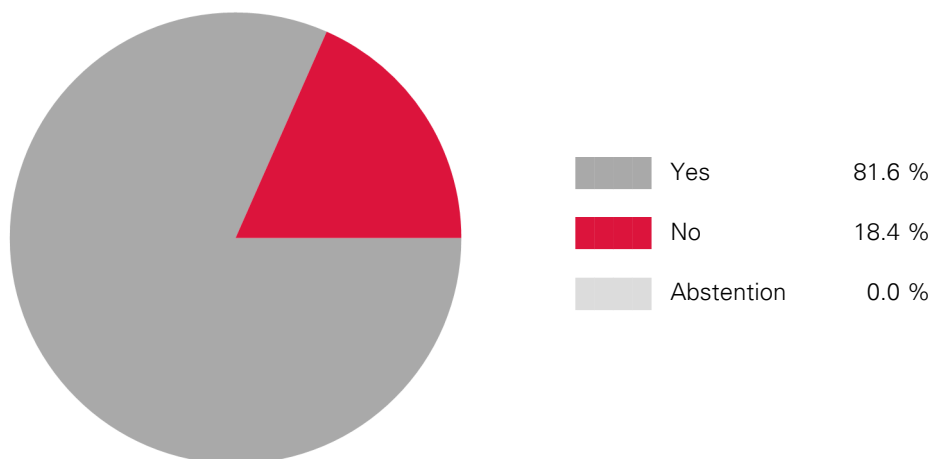
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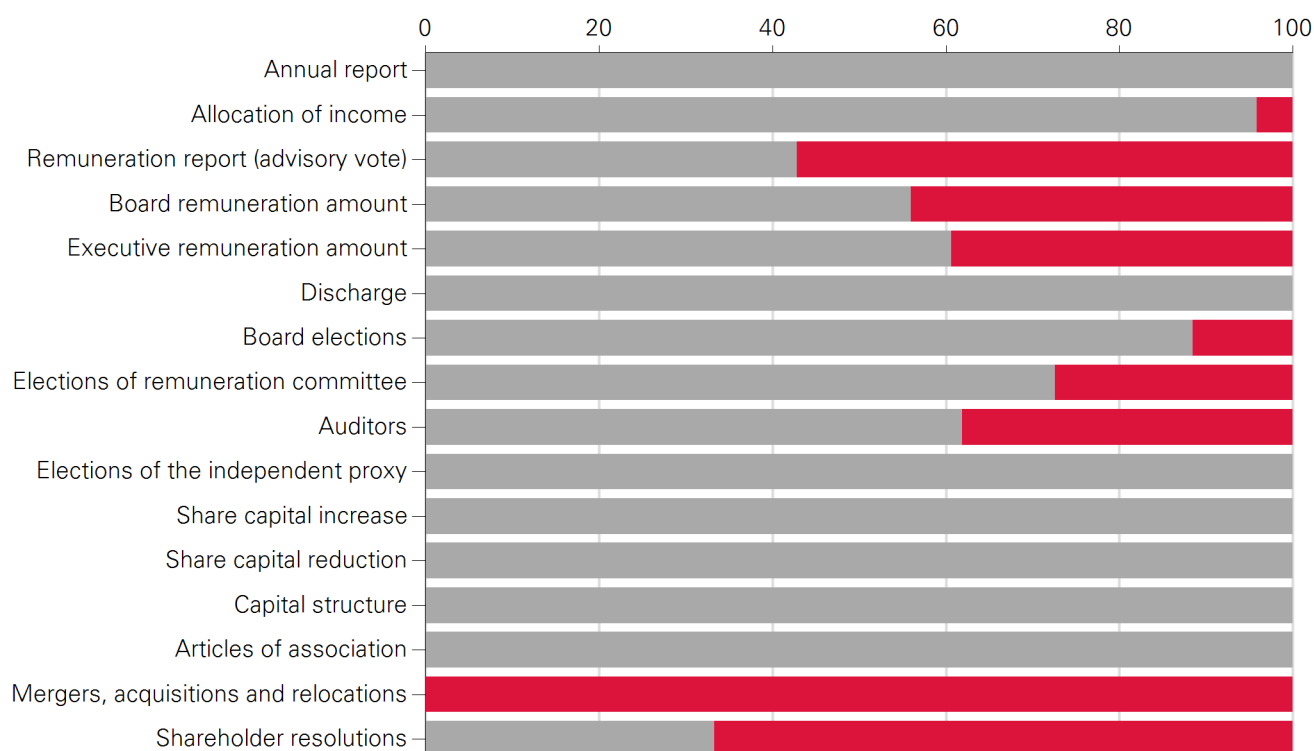
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	22	437	359	78	0
Extraordinary general meetings	4	9	5	4	0
Total	26	446	364	82	0

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



	Proposals approved		Proposals refused		Abstain		Number of proposals
Annual report	22	100.0%	0	0.0%	0	0.0%	22
Allocation of income	23	95.8%	1	4.2%	0	0.0%	24
Remuneration report (advisory vote)	6	42.9%	8	57.1%	0	0.0%	14
Board remuneration amount	14	56.0%	11	44.0%	0	0.0%	25
Executive remuneration amount	20	60.6%	13	39.4%	0	0.0%	33
Discharge	21	100.0%	0	0.0%	0	0.0%	21
Board elections	161	88.5%	21	11.5%	0	0.0%	182
Elections of remuneration committee	45	72.6%	17	27.4%	0	0.0%	62
Auditors	13	61.9%	8	38.1%	0	0.0%	21
Elections of the independent proxy	21	100.0%	0	0.0%	0	0.0%	21
Share capital increase	2	100.0%	0	0.0%	0	0.0%	2
Share capital reduction	3	100.0%	0	0.0%	0	0.0%	3
Capital structure	3	100.0%	0	0.0%	0	0.0%	3
Articles of association	9	100.0%	0	0.0%	0	0.0%	9
Mergers, acquisitions and relocations	0	0.0%	1	100.0%	0	0.0%	1
Shareholder resolutions	1	33.3%	2	66.7%	0	0.0%	3

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	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions
ABB	26.03.2020	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✓	✓				✓		
Also	24.03.2020	AGM	✓	✓	✗	✓	◐	✓	◐	✗	✓	✓						
AMS	24.01.2020	EGM											✓					
Autoneum	25.03.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
BB Biotech	19.03.2020	AGM	✓	✓		✗		✓	✓	✓	✗	✓						
Belimo	30.03.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
BelleVue Group	24.03.2020	AGM	✓	✓		✗	◐	✓	✓	✓	✗	✓						
Bergbahnen Engelberg-Trübsee-Titlis	27.03.2020	AGM	✓	✓		✓	✓	✓	◐	◐	✓	✓			✓	✓		
BFW Liegenschaften	10.01.2020	EGM														✓		
CPH	17.03.2020	AGM	✓	✓		✓	✓	✓	◐	◐	✗	✓		✓		✓		
Dätwyler	11.03.2020	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓						
Givaudan	25.03.2020	AGM	✓	✓	✗	✓	◐	✓	✓	✓	✓	✓						
Implenia	24.03.2020	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓				✓	✗	
Leonteq	31.03.2020	AGM	✓	✓	✗	✗	◐	✓	✓	✓	✓	✓						
MCH Group AG	29.01.2020	EGM																◐
Meier Tobler	25.03.2020	AGM	✓	✓		✗	✗	✓	◐	◐	✗	✓						
Mobimo	31.03.2020	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Newron Pharmaceuticals	31.03.2020	AGM	✓			✗			◐									
Novartis	28.02.2020	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✗	✓		✓				
Perrot Duval	06.02.2020	EGM		◐			✗											
Roche	17.03.2020	AGM	✓	✓		✗	✗	✓	◐	✗	✓	✓						
Schaffner	14.01.2020	AGM	✓	✓	✓	✓	✓	✓	✓	◐	✓	✓						
Schindler	19.03.2020	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	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions
SGS	24.03.2020	AGM	✓	✓	✓	✓	✓	✓	⚠	✓	✗	✓						
Swiss Prime Site	24.03.2020	AGM	✓	✓	✓	✓	✓	✓	⚠	⚠	✗	✓						
Vontobel	30.03.2020	AGM	✓	✓	✗	✗	⚠	✓	✓		✗	✓						

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	22	20	99.7 %
Allocation of income	24	21	99.4 %
Remuneration report (advisory vote)	14	13	89.3 %
Board remuneration amount	25	23	95.1 %
Executive remuneration amount	33	30	94.4 %
Discharge	21	20	98.9 %
Board elections	182	169	96.4 %
Elections of remuneration committee	62	59	94.5 %
Auditors	21	20	97.2 %
Elections of the independent proxy	21	20	99.5 %
Share capital increase	2	2	82.9 %
Share capital reduction	3	3	99.9 %
Capital structure	3	3	93.2 %
Articles of association	9	9	98.0 %
Mergers, acquisitions and relocations	1	1	96.5 %
Shareholder resolutions	3	3	24.1 %
All topics	446	416	95.8 %

3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Mobimo	31.03.2020	3.1	Renew authorised capital	FOR	66.2 %

3.3 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
SGS	24.03.2020	4.3.2	Re-elect Mr. Shelby R. du Pasquier to the remuneration committee	FOR	68.2 %
SGS	24.03.2020	4.3.1	Re-elect Mr. Ian Gallienne to the remuneration committee	FOR	69.5 %
SGS	24.03.2020	4.1.3	Re-elect Mr. Ian Gallienne	FOR	73.6 %
SGS	24.03.2020	4.1.1	Re-elect Mr. Paul Desmarais Jr.	FOR	76.1 %
SGS	24.03.2020	4.1.7	Re-elect Mr. Shelby R. du Pasquier	FOR	77.5 %
Schaffner	14.01.2020	5.1	Advisory vote on the remuneration report	FOR	77.6 %
BB Biotech	19.03.2020	6	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	79.3 %
Schaffner	14.01.2020	4.2.b	Re-elect Mr. Urs Kaufmann to the remuneration committee	OPPOSE	79.9 %
Vontobel	30.03.2020	7.1	Advisory vote on the remuneration report	OPPOSE	82.0 %
Novartis	28.02.2020	6.9	Re-elect Dr. iur. Andreas von Planta	FOR	82.0 %

4 Detailed voting recommendations

ABB

26.03.2020

AGM

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. The remuneration report is not in line with Ethos' guidelines.	✓ 84.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.7 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
5	Amend articles of association	FOR	FOR		✓ 99.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.9 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.	✓ 93.6 %
7	Elections to the board of directors				
7.1	Re-elect Dr. Matti Alahuhta	FOR	FOR		✓ 92.0 %
7.2	Re-elect Mr. Gunnar Brock	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 96.9 %
7.3	Re-elect Mr. David E. Constable	FOR	FOR		✓ 99.4 %
7.4	Re-elect Mr. Frederico F. Curado	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 93.0 %
7.5	Re-elect Mr. Lars Förberg	FOR	FOR		✓ 99.0 %
7.6	Re-elect Ms. Jennifer Li	FOR	FOR		✓ 99.5 %
7.7	Re-elect Ms. Geraldine Matchett	FOR	FOR		✓ 99.7 %
7.8	Re-elect Mr. David Meline	FOR	FOR		✓ 99.7 %
7.9	Re-elect Mr. Satish Pai	FOR	FOR		✓ 99.6 %

Item	Agenda	Board	Ethos	Result
7.11	Re-elect Mr. Jacob Wallenberg	FOR	FOR	✓ 92.4 %
7.10	Re-elect Mr. Peter R. Voser as board member and chairman	FOR	FOR	✓ 97.6 %
8	Elections to the remuneration committee			
8.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	✓ 99.0 %
8.2	Re-elect Mr. Frederico F. Curado to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee. ✓ 93.9 %
8.3	Re-elect Ms. Jennifer Li to the remuneration committee	FOR	FOR	✓ 99.2 %
9	Re-elect Dr. iur. Hans Zehnder as independent proxy	FOR	FOR	✓ 99.0 %
10	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8 %

Also

24.03.2020

AGM

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>✓</p> <p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The 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>
6.1	Elections to the board of directors			
6.1.a	Re-elect Prof. Peter Athanas	FOR	FOR	✓
6.1.b	Re-elect Mr. Walter P.J. Droege	FOR	FOR	✓
6.1.c	Re-elect Prof. Rudolf Marty	FOR	● OPPOSE	<p>✓</p> <p>He has been a member of the board for 27 years, which exceeds Ethos' guidelines.</p>
6.1.d	Re-elect Mr. Frank Tanski	FOR	● OPPOSE	<p>✓</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
6.1.e	Re-elect Dr. Ernest-W. Droege	FOR	FOR	✓
6.1.f	Re-elect Prof. Gustavo Möller-Hergt	FOR	● OPPOSE	<p>✓</p> <p>He is also a permanent member of the executive management (CEO).</p>

Also

24.03.2020

AGM

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Prof. Gustavo Möller-Hergt as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Prof. Möller-Hergt to the board of directors, he cannot be elected as chairman.	✓
6.3	Elections to the nomination and remuneration committee				
6.3.a	Re-elect Prof. Peter Athanas to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓
6.3.b	Re-elect Mr. Walter P.J. Droege to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓
6.3.c	Re-elect Mr. Frank Tanski to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is very insufficient.	✓
6.4	Election of the auditors	FOR	FOR		✓
6.5	Re-election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Ordinary share capital increase	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos	Result
II	Specific instructions			
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Approve allocation of income	FOR	FOR	✓ 99.2 %
3	Discharge board members and executive management	FOR	FOR	✓ 97.4 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 97.7 %
4.2	Re-elect Mr. Rainer Schmückle	FOR	FOR	✓ 98.8 %
4.3	Re-elect Mr. Norbert Indlekofer	FOR	FOR	✓ 99.0 %
4.4	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 95.5 %
4.5	Re-elect Mr. This E. Schneider	FOR	FOR	✓ 93.5 %
4.6	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 94.3 %
4.7	Re-elect Mr. Ferdinand Stutz	FOR	FOR	✓ 97.9 %
5	Re-elect Mr. Hans-Peter Schwald as board chairman	FOR	FOR	✓ 97.1 %
6	Elections to the remuneration committee			
6.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	✓ 90.8 %
6.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 94.6 %
6.3	Re-elect Mr. Ferdinand Stutz to the remuneration committee	FOR	FOR	✓ 95.8 %
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.6 %
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR	✓ 99.8 %
9	Advisory vote on the remuneration report	FOR	FOR	✓ 89.2 %
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 91.9 %
11	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 91.8 %

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	✓ 99.8 %
3	Discharge board members	FOR	FOR	✓ 98.8 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Erich Hunziker as member and chairman of the board	FOR	FOR	✓ 97.1 %
4.2	Re-elect Dr. Clive A. Meanwell	FOR	FOR	✓ 90.0 %
4.3	Re-elect Dr. Thomas von Planta	FOR	FOR	✓ 90.5 %
4.4	Elect Prof. Mads Krogsgaard Thomsen	FOR	FOR	✓ 98.7 %
4.5	Elect Dr. Susan Galbraith	FOR	FOR	✓ 99.2 %
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Clive A. Meanwell to the remuneration committee	FOR	FOR	✓ 90.5 %
5.2	Elect Dr. Thomas von Planta to the remuneration committee	FOR	FOR	✓ 90.4 %
6	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. ✓ 79.3 %
7	Re-election of the independent proxy	FOR	FOR	✓ 98.3 %
8	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines. ✓ 86.4 %

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	✓ 100.0 %
3	Advisory vote on the remuneration report	FOR	FOR	✓ 87.4 %
4	Discharge board members	FOR	FOR	✓ 99.1 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.1 %
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Adrian Altenburger	FOR	FOR	✓ 97.2 %
6.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓ 94.9 %
6.1.3	Re-elect Ms. Sandra Emme	FOR	FOR	✓ 96.8 %
6.1.4	Re-elect Mr. Urban Linsi	FOR	FOR	✓ 96.2 %
6.1.5	Re-elect Dr. oec. Martin Zwyszig	FOR	FOR	✓ 95.4 %
6.2	Elect Mr. Stefan Ranstrand	FOR	FOR	✓ 97.1 %
6.3.1	Re-elect Mr. Patrick Burkhalter as chairman of the board	FOR	FOR	✓ 95.4 %
6.3.2	Re-elect Dr. oec. Martin Zwyszig as deputy chairman of the board	FOR	FOR	✓ 98.2 %
6.4	Elections to the remuneration committee			
6.4.1	Re-elect Prof. Adrian Altenburger to the remuneration committee	FOR	FOR	✓ 96.9 %
6.4.2	Re-elect Ms. Sandra Emme to the remuneration committee	FOR	FOR	✓ 96.6 %
6.5	Election of the independent proxy	FOR	FOR	✓ 99.3 %
6.6	Election of the auditors	FOR	FOR	✓ 98.5 %

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		✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Veit de Maddalena	FOR	FOR		✓ 96.9 %
4.1.2	Re-elect Dr. Daniel H. Sigg	FOR	FOR		✓ 96.7 %
4.1.3	Re-elect Ms. Katrin Wehr-Seiter	FOR	FOR		✓ 98.1 %
4.1.4	Re-elect Mr. Urs Schenker	FOR	FOR		✓ 97.7 %
4.2	Re-elect Mr. Veit de Maddalena as chairman of the board	FOR	FOR		✓ 97.5 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Ms. Katrin Wehr-Seiter to the remuneration committee	FOR	FOR		✓ 97.8 %
4.3.2	Re-elect Mr. Urs Schenker to the remuneration committee	FOR	FOR		✓ 98.0 %
4.3.3	Re-elect Mr. Veit de Maddalena to the remuneration committee	FOR	FOR		✓ 97.8 %
4.4	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
4.5	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 98.5 %
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 the peer group.	✓ 95.0 %
5.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The non-executive directors receive variable remuneration.	✓ 83.6 %
5.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR		✓ 88.0 %

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 information provided is insufficient.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	<p>✓ 86.8 %</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7 %
2	Discharge board members and executive management	FOR	FOR		✓ 97.8 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 96.1 %
4	Approve share split	FOR	FOR		✓ 89.7 %
5	Amend articles of association to reflect share split under item 4	FOR	FOR		✓ 90.1 %
6	Amend articles of association: Deletion of art. 29	FOR	FOR		✓ 91.4 %
7.1	Elections to the board of directors				
7.1.a	Re-elect Dr. iur. Christoph Baumgartner	FOR	FOR		✓ 90.7 %
7.1.b	Re-elect Ms. Dominique Gisin	FOR	FOR		✓ 94.0 %
7.1.c	Re-elect Mr. Martin Odermatt	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 90.1 %
7.1.d	Re-elect Mr. Markus Thumiger	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 88.1 %
7.1.e	Re-elect Mr. Hans Wicki	FOR	FOR		✓ 85.0 %
7.1.f	Re-elect Mr. Guido Zumbühl	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (42.9%).	✓ 87.5 %
7.1.g	Re-elect Mr. Patrick Zwysig	FOR	FOR		✓ 94.3 %
7.2	Re-elect Mr. Hans Wicki as chairman of the board	FOR	FOR		✓ 87.1 %
7.3	Elections to the remuneration committee				
7.3.a	Re-elect Mr. Markus Thumiger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Thumiger to the board of directors, he cannot be elected to the committee.	✓ 87.2 %
7.3.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	FOR		✓ 82.0 %
7.3.c	Re-elect Mr. Guido Zumbühl to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, he cannot be elected to the committee.	✓ 85.4 %
7.4	Re-elect BDO as auditors	FOR	FOR		✓ 99.0 %

Item	Agenda	Board	Ethos	Result
7.5	Re-elect Brigitte Scheuber as independent proxy	FOR	FOR	✓ 98.2 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 92.4 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 88.5 %
9	Brief overview of the course of business; Future prospects	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Amend articles of association: corporate purpose (art. 3)	FOR	FOR	✓ 97.8 %
2	Other amendments to the articles of association	FOR	FOR	✓ 97.2 %

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	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 100.0 %
4	Approve allocation of income	FOR	FOR	✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 93.0 %
6.1	Elections to the board of directors			
6.1.1	Re-elect Dr. sc.nat. Mauro Gabella	FOR	FOR	✓ 92.1 %
6.1.2	Re-elect Mr. Kaspar Kelterborn	FOR	FOR	✓ 100.0 %
6.1.3	Re-elect Mr. Peter Schaub	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 91.3 %
6.1.4	Re-elect Mr. Tim Talaat-Schnorf	FOR	FOR	✓ 99.0 %
6.1.5	Re-elect Mr. Manuel Werder	FOR	FOR	✓ 99.2 %
6.1.6	Re-elect Mr. Christian Wipf	FOR	FOR	✓ 99.0 %
6.2	Re-elect Mr. Peter Schaub as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected as chairman. ✓ 91.2 %
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Dr. sc.nat. Mauro Gabella to the nomination and remuneration committee	FOR	FOR	✓ 92.0 %
6.3.2	Re-elect Mr. Tim Talaat-Schnorf to the nomination and remuneration committee	FOR	FOR	✓ 92.0 %
6.3.3	Re-elect Mr. Christian Wipf to the nomination and remuneration committee	FOR	FOR	✓ 92.0 %
6.3.4	Re-elect Mr. Peter Schaub to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected to the committee. ✓ 91.2 %

Item	Agenda	Board	Ethos		Result
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 49 years, which exceeds Ethos' guidelines.	✓ 99.4 %
6.5	Re-elect Bürger & Müller as independent proxy	FOR	FOR		✓ 100.0 %
7	Amend articles of association	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	✓ 95.6 % The pay-for-performance connection is not demonstrated.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 97.4 %
4	Elections to the board of directors			
4.1	Special meeting for holders of bearer shares			
4.1.1	Nominate Mr. Jürg Fedier as representative of bearer shareholders	FOR	FOR	✓ 100.0 %
4.1.2	Nominate Mr. Jens Breu as representative of bearer shareholders	FOR	FOR	✓ 100.0 %
4.2	Re-elect Dr. sc. techn. Paul J. Hälg as member and chairman of the board	FOR	FOR	✓ 95.6 %
4.3	Re-elect Dr. sc. techn. Hanspeter Fässler	FOR	FOR	✓ 96.4 %
4.4	Re-elect Mr. Claude R. Cornaz	FOR	FOR	✓ 94.8 %
4.5	Re-elect Dr. iur. Gabi Huber	FOR	FOR	✓ 95.8 %
4.6	Re-elect Mr. Hanno Ulmer	FOR	FOR	✓ 94.8 %
4.7	Re-elect Mr. Zhiqiang Zhang	FOR	FOR	✓ 96.6 %
4.8	Elect the candidates nominated by the special meeting (ITEMS 4.1.1 and 4.1.2)			
4.8.1	Re-elect Mr. Jürg Fedier	FOR	FOR	✓ 99.8 %
4.8.2	Re-elect Mr. Jens Breu	FOR	FOR	✓ 99.8 %
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Dr. sc. techn. Hanspeter Fässler to the nomination and remuneration committee	FOR	FOR	✓ 95.5 %
5.2	Re-elect Mr. Claude R. Cornaz to the nomination and remuneration committee	FOR	FOR	✓ 94.8 %
5.3	Elect Mr. Jens Breu to the nomination and remuneration committee	FOR	FOR	✓ 99.1 %
6	Election of the auditors	FOR	FOR	✓ 100.0 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 98.6 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE The remuneration report is not in line with Ethos' guidelines.	✓ 91.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4	Discharge board members	FOR	FOR	✓ 98.3 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Victor Balli	FOR	FOR	✓ 99.5 %
5.1.2	Re-elect Prof. Dr. ing. Werner J. Bauer	FOR	FOR	✓ 98.6 %
5.1.3	Re-elect Ms. Lilian Fossum Biner	FOR	FOR	✓ 96.3 %
5.1.4	Re-elect Mr. Michael Carlos	FOR	FOR	✓ 96.9 %
5.1.5	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 98.9 %
5.1.6	Re-elect Mr. Calvin Grieder	FOR	FOR	✓ 99.5 %
5.1.7	Re-elect Mr. Thomas Rufer	FOR	FOR	✓ 99.5 %
5.2.1	Elect Dr. oec. Olivier A. Filliol	FOR	FOR	✓ 99.4 %
5.2.2	Elect Ms. Sophie Gasperment	FOR	FOR	✓ 94.4 %
5.3	Re-elect Mr. Calvin Grieder as chairman of the board	FOR	FOR	✓ 99.5 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Prof. Dr. ing. Werner J. Bauer to the remuneration committee	FOR	FOR	✓ 98.6 %
5.4.2	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR	✓ 99.1 %
5.4.3	Re-elect Mr. Victor Balli to the remuneration committee	FOR	FOR	✓ 98.9 %
5.5	Re-elect Mr. Manuel Isler as independent proxy	FOR	FOR	✓ 97.9 %
5.6	Re-elect Deloitte as auditors	FOR	FOR	✓ 98.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.2 %
6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.9 %

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>✓ 93.4 %</p>

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 92.7 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.5 %
3	Approve special dividend in kind to implement the spin-off of Ina Invest Holding	FOR	● OPPOSE	The information available regarding the transaction is not sufficient to make an informed decision.	✓ 96.5 %
4	Discharge board members and executive management	FOR	FOR		✓ 98.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 90.3 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	✓ 93.6 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Hans-Ulrich Meister as board member and chairman	FOR	FOR		✓ 98.4 %
6.1.2	Re-elect Mr. Henner Mahlstedt	FOR	FOR		✓ 99.5 %
6.1.3	Re-elect Ms. Ines Pöschel	FOR	FOR		✓ 98.1 %
6.1.4	Re-elect Mr. Kyrre Olaf Johansen	FOR	FOR		✓ 98.2 %
6.1.5	Re-elect Prof. Dr. Laurent Vulliet	FOR	FOR		✓ 99.1 %
6.1.6	Re-elect Prof. Dr. Martin A. Fischer	FOR	FOR		✓ 99.5 %
6.1.7	Re-elect Ms. Barbara Lambert	FOR	FOR		✓ 99.2 %
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR		✓ 97.5 %
6.2.2	Re-elect Prof. Dr. Laurent Vulliet to the remuneration committee	FOR	FOR		✓ 98.5 %
6.2.3	Re-elect Prof. Dr. Martin A. Fischer to the remuneration committee	FOR	FOR		✓ 98.8 %

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Item	Agenda	Board	Ethos	Result
6.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9 %
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.9 %
7	Amend articles of association: Change of registered office	FOR	FOR	✓ 99.5 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 94.2 % The remuneration report is not in line with Ethos' guidelines.
2	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
	Elections to the board of directors			
4.1.1	Re-elect Dr. Jörg Behrens	FOR	FOR	✓ 99.8 %
4.1.2	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 99.8 %
4.1.3	Re-elect Mr. Patrick de Figueiredo	FOR	FOR	✓ 99.5 %
4.1.4	Re-elect Ms. Susana Gomez Smith	FOR	FOR	✓ 99.7 %
4.1.5	Re-elect Mr. Richard A. Laxer	FOR	FOR	✓ 99.6 %
4.1.6	Re-elect Dr. Thomas R. Meier	FOR	FOR	✓ 99.8 %
4.1.7	Re-elect Mr. Dominik Schärer	FOR	FOR	✓ 99.8 %
4.2	Elect Dr. Philippe A. Weber	FOR	FOR	✓ 98.9 %
4.3	Re-elect Mr. Christopher M. Chambers as board chairman	FOR	FOR	✓ 99.8 %
	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Ms. Susana Gomez Smith to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
4.4.2	Re-elect Mr. Richard A. Laxer to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
4.5	Elect Dr. Philippe A. Weber to the nomination and remuneration committee	FOR	FOR	✓ 98.6 %
5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.6 %
6	Re-elect Proxy Voting GmbH as independent proxy	FOR	FOR	✓ 99.9 %
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	✓ 97.3 % The remuneration is significantly higher than that of the peer group.
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.4 %

Item	Agenda	Board	Ethos		Result
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 89.1 %
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 96.2 %

Item	Agenda	Board	Ethos	Result
1	Disclosure of information by the board of directors	NON-VOTING	NON-VOTING	
2	AMG Group's proposal: disclosure of the company ledgers	OPPOSE	OPPOSE	✘ 22.1 %
3	AMG Group's proposal: instigate a special audit on strategy	OPPOSE	● FOR	<p>✘ 23.0 %</p> <p>The resolution is clearly phrased and properly substantiated.</p> <p>The resolution is in line with the long-term interests of the majority of the company's stakeholders.</p>
4	AMG Group's proposal: amend articles of association	OPPOSE	OPPOSE	✘ 27.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2.b	Board proposal: no dividend	FOR	FOR		✓ 99.7 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.3 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Silvan Gian-Reto Meier	FOR	FOR		✓ 96.3 %
4.2	Re-elect Mr. Heinz Roth	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (25.0%).	✓ 98.5 %
4.3	Re-elect Mr. Heinz Wiedmer	FOR	FOR		✓ 98.7 %
4.4	Re-elect Mr. Alexander Zschokke	FOR	FOR		✓ 96.1 %
5	Re-elect Mr. Silvan Gian-Reto Meier as chairman of the board	FOR	FOR		✓ 96.4 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Silvan Gian-Reto Meier to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, former executive) and the committee does not include at least 50% independent members. He receives a remuneration that is excessive.	✓ 95.7 %
6.2	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, he cannot be elected to the committee.	✓ 98.0 %
6.3	Re-elect Mr. Heinz Wiedmer to the remuneration committee	FOR	FOR		✓ 98.3 %
6.4	Re-elect Mr. Alexander Zschokke to the remuneration committee	FOR	FOR		✓ 96.0 %
7	Re-election of the independent proxy	FOR	FOR		✓ 100.0 %
8	Re-election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 41 years, which exceeds Ethos' guidelines.	✓ 99.2 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 94.6 %

Item	Agenda	Board	Ethos		Result
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.7 %

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	✓ 93.4 %
2	Approve allocation of income	FOR	FOR	✓ 99.9 %
3.1	Renew authorised capital	FOR	FOR	✗ 66.2 %
3.2	Cancel conditional capital	FOR	FOR	✓ 99.9 %
4	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 99.9 %
5	Amend articles of association			
5.1	Remove article regarding contributions in kind, re-number articles	FOR	FOR	✓ 100.0 %
5.2	Remuneration of the board of directors	FOR	FOR	✓ 97.3 %
5.3	Remuneration committee	FOR	FOR	✓ 99.2 %
6	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
7.1	Elections to the board of directors			
7.1.a	Re-elect Dr. iur. Christoph Caviezel	FOR	FOR	✓ 99.6 %
7.1.b	Re-elect Mr. Daniel Crausaz	FOR	FOR	✓ 99.6 %
7.1.c	Re-elect Mr. Brian Fischer	FOR	FOR	✓ 99.0 %
7.1.d	Re-elect Mr. Bernard Michel Guillelmon	FOR	FOR	✓ 98.7 %
7.1.e	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 99.6 %
7.1.f	Re-elect Mr. Peter Schaub as board member and chairman	FOR	FOR	✓ 98.6 %
7.1.g	Elect Dr. oec. Martha Scheiber	FOR	FOR	✓ 99.0 %
7.2	Elections to the remuneration committee			
7.2.a	Re-elect Mr. Bernard Michel Guillelmon to the remuneration committee	FOR	FOR	✓ 98.6 %
7.2.b	Elect Mr. Brian Fischer to the remuneration committee	FOR	FOR	✓ 98.9 %
7.2.c	Re-elect Ms. Bernadette Koch to the remuneration committee	FOR	FOR	✓ 99.2 %
7.3	Election of the auditors	FOR	FOR	✓ 96.6 %
7.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.3 %

Item	Agenda	Board	Ethos	Result
9.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Elections to the board of directors				
2.1	Re-elect Dr. Ulrich Köstlin as member and chairman of the board	FOR	FOR		✓
2.2	Re-elect Mr. Stefan Weber	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
2.3	Re-elect Dr. Patrick Langlois	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the board independence is insufficient.	✓
2.4	Re-elect Dr. Robert Holland	FOR	FOR		✓
2.5	Re-elect Dr. Luca Benatti	FOR	FOR		✓
2.6	Re-elect Dr. J. Donald deBethizy	FOR	FOR		✓
2.7	Binding prospective vote on the remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.3 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.8 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.	✓ 91.8 %
5.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 92.2 %
6	Elections to the board of directors				
6.1	Re-elect Dr. Jörg Reinhardt as board member and chairman	FOR	FOR		✓ 96.2 %
6.2	Re-elect Dr. Nancy C. Andrews	FOR	FOR		✓ 99.6 %
6.3	Re-elect Mr. Ton Büchner	FOR	FOR		✓ 98.2 %
6.4	Re-elect Mr. Patrice Bula	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.9 %
6.5	Re-elect Prof. Dr. oec. Srikant Datar	FOR	FOR		✓ 86.5 %
6.6	Re-elect Ms. Elizabeth Doherty	FOR	FOR		✓ 98.8 %
6.7	Re-elect Ms. Ann Marie Fudge	FOR	FOR		✓ 97.8 %
6.8	Re-elect Mr. Frans van Houten	FOR	FOR		✓ 98.6 %
6.9	Re-elect Dr. iur. Andreas von Planta	FOR	FOR		✓ 82.0 %
6.10	Re-elect Prof. Dr. Charles L. Sawyers	FOR	FOR		✓ 98.4 %
6.11	Re-elect Dr. Enrico Vanni	FOR	FOR		✓ 97.7 %
6.12	Re-elect Mr. William T. Winters	FOR	FOR		✓ 98.4 %
6.13	Elect Ms. Bridgette Heller	FOR	FOR		✓ 99.4 %
6.14	Elect Dr. Simon Moroney	FOR	FOR		✓ 98.3 %
7	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
7.1	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Bula to the board of directors, he cannot be elected to the committee.	✓ 92.0 %
7.2	Re-elect Prof. Dr. oec. Srikant Datar to the remuneration committee	FOR	FOR		✓ 87.4 %
7.3	Re-elect Dr. Enrico Vanni to the remuneration committee	FOR	FOR		✓ 97.4 %
7.4	Re-elect Mr. William T. Winters to the remuneration committee	FOR	FOR		✓ 98.1 %
7.5	Elect Ms. Bridgette Heller to the remuneration committee	FOR	FOR		✓ 98.6 %
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 93.2 %
9	Re-elect Peter Andreas Zahn as independent proxy	FOR	FOR		✓ 99.7 %

Item	Agenda	Board	Ethos		Result
1	Allocation to the legal reserve	FOR	FOR		✓
2	Allocation of reserves from capital contributions and retained earnings and payment of an extraordinary dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓
3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
	Binding votes on the remuneration of the board of directors and the executive management			
2.1	Binding retrospective vote on the annual bonus of the executive management	FOR	● OPPOSE	✓ 99.7 % The amount that will effectively be paid out in March 2020 is significantly higher than the amount requested at the general meeting. The requested amount does not allow to respect Ethos' guidelines.
2.2	Binding retrospective vote on the annual bonus of the board chairman	FOR	● OPPOSE	✓ 99.0 % The amount that will effectively be paid out in March 2020 is significantly higher than the amount requested at the general meeting. The non-executive chairman receives variable remuneration.
3	Discharge board members	FOR	FOR	✓ 100.0 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
5	Elections to the board of directors and the remuneration committee			
5.1	Re-elect Dr. Christoph Franz as board member and chairman	FOR	FOR	✓ 99.5 %
5.2	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	● OPPOSE	✓ 99.3 % He receives a remuneration that is not in line with generally accepted best practice standards. He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory. He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.
5.3	Re-elect Mr. André Hoffmann as board member	FOR	FOR	✓ 99.7 %
5.4	Re-elect Ms. Julie Brown as board member	FOR	FOR	✓ 100.0 %
5.5	Re-elect Mr. Paul Bulcke as board member	FOR	FOR	✓ 100.0 %
5.6	Re-elect Prof. Dr. Hans Clevers as board member	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
5.7	Re-elect Ms. Anita Hauser as board member	FOR	FOR		✓ 100.0 %
5.8	Re-elect Dr. Richard P. Lifton as board member	FOR	FOR		✓ 100.0 %
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).	✓ 99.9 %
5.11	Re-elect Dr. Claudia Süßmuth Dyckerhoff as board member	FOR	FOR		✓ 100.0 %
5.12	Elect Dr. Jörg Duschmalé as board member	FOR	FOR		✓ 100.0 %
5.13	Elect Dr. Patrick Frost as board member	FOR	FOR		✓ 100.0 %
5.14	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>	✓ 99.4 %
5.15	Re-elect 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>	✓ 99.8 %
5.16	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>	✓ 99.8 %

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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 94.8 %
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 member and chairman of the board	FOR	FOR	✓ 83.2 %
4.1.b	Re-elect Mr. Philipp Buhofer	FOR	FOR	✓ 98.5 %
4.1.c	Re-elect Mr. Gerhard Pegam	FOR	FOR	✓ 99.2 %
4.1.d	Re-elect Mr. Georg Wechsler	FOR	FOR	✓ 99.2 %
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR	✓ 98.9 %
4.2.b	Re-elect Mr. Urs Kaufmann to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 79.9 %
4.3	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
4.4	Re-election of the auditors	FOR	FOR	✓ 99.8 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 77.6 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.6 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.3 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.8 %
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.	✓ 90.5 %
4.2	Binding vote on the variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 96.0 %
4.3	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 96.7 %
4.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.1 %
	Elections to the board of directors				
5.1	Re-elect Mr. Silvio Napoli as board member and chairman	FOR	FOR		✓ 93.2 %
5.2	Elect Ms. Orit Gadiesh as board member	FOR	● OPPOSE	She is considered executive by the company. The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (18.2%).	✓ 95.1 %
5.3.1	Re-elect Mr. Alfred N. Schindler (chairman emeritus) as board member	FOR	FOR		✓ 92.8 %
5.3.2	Re-elect Prof. Dr. Pius Baschera as board member	FOR	FOR		✓ 94.1 %

Item	Agenda	Board	Ethos		Result
5.3.3	Re-elect Mr. Erich Ammann as board member	FOR	● OPPOSE	<p>He was CFO of the company until 2018 and he chairs the audit committee.</p> <p>He is considered executive by the company.</p> <p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (18.2%).</p>	✓ 90.9 %
5.3.4	Re-elect Mr. Luc Bonnard as board member	FOR	FOR		✓ 92.3 %
5.3.5	Re-elect Mr. Patrice Bula as board member	FOR	FOR		✓ 98.2 %
5.3.6	Re-elect Prof. Dr. Monika Bütler as board member	FOR	FOR		✓ 99.1 %
5.3.7	Re-elect Dr. Rudolf W. Fischer as board member	FOR	● OPPOSE	<p>He is not independent (former executive) and the board independence is insufficient (18.2%).</p>	✓ 92.4 %
5.3.8	Re-elect Mr. Tobias B. Staehelin as board member	FOR	FOR		✓ 95.6 %
5.3.9	Re-elect Ms. Carole Vischer as board member	FOR	FOR		✓ 94.5 %
5.4	Elections to the remuneration committee				
5.4.1	Re-elect Prof. Dr. Pius Baschera to the remuneration committee	FOR	FOR		✓ 91.7 %
5.4.2	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR		✓ 96.2 %
5.4.3	Re-elect Dr. Rudolf W. Fischer to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Fischer to the board of directors, he cannot be elected to the committee.</p>	✓ 91.0 %
5.5	Re-elect Dr. Adrian von Segesser independent proxy	FOR	FOR		✓ 99.3 %
5.6	Elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.8 %

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	✓ 93.1 %
2	Discharge board members and executive management	FOR	FOR	✓ 98.5 %
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. Paul Desmarais Jr.	FOR	FOR	✓ 76.1 %
4.1.2	Re-elect Mr. August François von Finck Jr.	FOR	FOR	✓ 93.0 %
4.1.3	Re-elect Mr. Ian Gallienne	FOR	FOR	✓ 73.6 %
4.1.4	Re-elect Mr. Calvin Grieder	FOR	FOR	✓ 95.4 %
4.1.5	Re-elect Dr. Cornelius Grupp	FOR	FOR	✓ 97.7 %
4.1.6	Re-elect Mr. Gérard Lamarche	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 93.4 %
4.1.7	Re-elect Mr. Shelby R. du Pasquier	FOR	FOR	✓ 77.5 %
4.1.8	Re-elect Ms. Kory Sorenson	FOR	FOR	✓ 92.3 %
4.1.9	Elect Dr. Sami Atiya	FOR	FOR	✓ 98.5 %
4.1.10	Elect Mr. Tobias Hartmann	FOR	FOR	✓ 95.6 %
4.2.1	Elect Mr. Calvin Grieder as chairman of the board	FOR	FOR	✓ 95.4 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Ian Gallienne to the remuneration committee	FOR	FOR	✓ 69.5 %
4.3.2	Re-elect Mr. Shelby R. du Pasquier to the remuneration committee	FOR	FOR	✓ 68.2 %
4.3.3	Elect Ms. Kory Sorenson to the remuneration committee	FOR	FOR	✓ 97.4 %
4.4	Re-elect Deloitte as auditors	FOR	● OPPOSE	The audit firm has been in office for 20 years, which exceeds Ethos' guidelines. ✓ 94.6 %
4.5	Re-elect Jeandin & Defacqz as independent proxy	FOR	FOR	✓ 98.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.1 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.6 %

Item	Agenda	Board	Ethos	Result
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 87.5 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.4 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.7 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Christopher M. Chambers	FOR	FOR		✓ 98.7 %
6.1.2	Re-elect Dr. sc. techn. Barbara Frei-Spreiter	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 90.1 %
6.1.3	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR		✓ 87.3 %
6.1.4	Re-elect Dr. iur. Gabrielle Nater-Bass	FOR	FOR		✓ 99.1 %
6.1.5	Re-elect Mr. Mario F. Seris	FOR	FOR		✓ 93.7 %
6.1.6	Re-elect Mr. Thomas Studhalter	FOR	FOR		✓ 99.1 %
6.1.7	Elect Mr. Ton Büchner as board member	FOR	FOR		✓ 99.1 %
6.2	Elect Mr. Ton Büchner as chairman of the board	FOR	FOR		✓ 99.0 %
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Christopher M. Chambers to the remuneration committee	FOR	FOR		✓ 98.6 %
6.3.2	Re-elect Dr. sc. techn. Barbara Frei-Spreiter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. sc. techn. Frei-Spreiter to the board of directors, she cannot be elected to the committee.	✓ 90.3 %
6.3.3	Re-elect Dr. iur. Gabrielle Nater-Bass to the remuneration committee	FOR	FOR		✓ 99.1 %
6.4	Election of the independent proxy	FOR	FOR		✓ 99.7 %
6.5	Election of the auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 89.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors and the nomination and remuneration committee			
4.1	Re-elect Mr. Herbert J. Scheidt as board member and chairman	FOR	FOR	✓ 99.1 %
4.2	Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 96.8 %
4.3	Re-elect Dr. Maja Baumann as board member	FOR	FOR	✓ 99.4 %
4.4	Re-elect Dr. Elisabeth Bourqui as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 98.3 %
4.5	Re-elect Mr. David Cole as board member	FOR	FOR	✓ 100.0 %
4.6	Re-elect Mr. Stefan Loacker as board member	FOR	FOR	✓ 100.0 %
4.7	Re-elect Dr. Frank Schnewlin as board member	FOR	FOR	✓ 99.7 %
4.8	Re-elect Ms. Clara C. Streit as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 97.9 %
4.9	Re-elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 97.7 %
5	Re-elect Vischer AG as independent proxy	FOR	FOR	✓ 100.0 %
6	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 37 years, which exceeds Ethos' guidelines. ✓ 96.8 %
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines. ✓ 82.0 %
7.2	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 the peer group. ✓ 93.7 %

Item	Agenda	Board	Ethos	Result
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.0 %
7.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines. ✓ 92.5 %
7.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.2 %
7.6	Binding retrospective vote on an additional amount for the 2016 long-term variable remuneration of the executive management	FOR	FOR	✓ 83.1 %

Disclaimer

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