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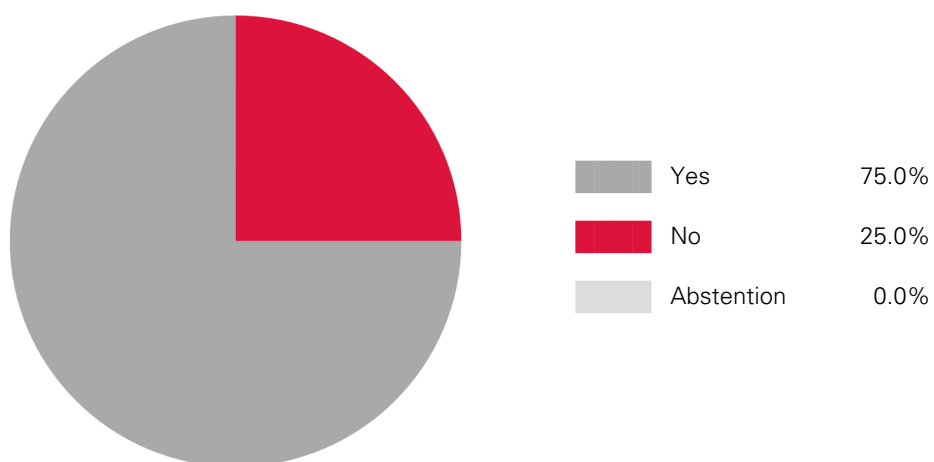
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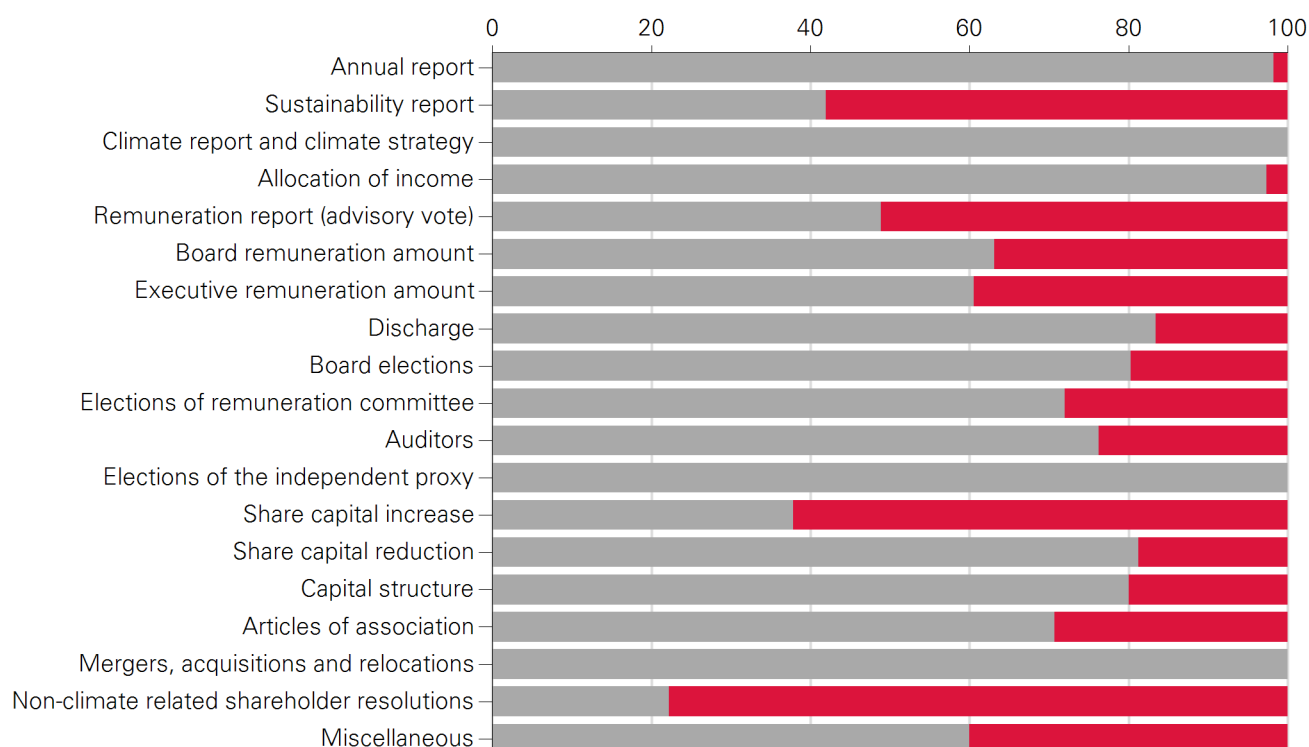
## 1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	161	3272	2460	812	0
Extraordinary general meetings	5	28	16	12	0
Annual and extraordinary general meetings	1	10	7	3	0
<b>Total</b>	<b>167</b>	<b>3310</b>	<b>2483</b>	<b>827</b>	<b>0</b>

### 1.1 Ethos voting positions



## 1.2 Ethos voting positions per category of proposal



	Proposals approved		Proposals refused		Abstain		Number of proposals
Annual report	164	98.2%	3	1.8%	0	0.0%	167
Sustainability report	47	42.0%	65	58.0%	0	0.0%	112
Climate report and climate strategy	1	100.0%	0	0.0%	0	0.0%	1
Allocation of income	182	97.3%	5	2.7%	0	0.0%	187
Remuneration report (advisory vote)	64	48.9%	67	51.1%	0	0.0%	131
Board remuneration amount	106	63.1%	62	36.9%	0	0.0%	168
Executive remuneration amount	144	60.5%	94	39.5%	0	0.0%	238
Discharge	141	83.4%	28	16.6%	0	0.0%	169
Board elections	872	80.2%	215	19.8%	0	0.0%	1087
Elections of remuneration committee	313	72.0%	122	28.0%	0	0.0%	435
Auditors	122	76.3%	38	23.8%	0	0.0%	160
Elections of the independent proxy	154	100.0%	0	0.0%	0	0.0%	154
Share capital increase	28	37.8%	46	62.2%	0	0.0%	74
Share capital reduction	13	81.3%	3	18.8%	0	0.0%	16
Capital structure	4	80.0%	1	20.0%	0	0.0%	5
Articles of association	111	70.7%	46	29.3%	0	0.0%	157
Mergers, acquisitions and relocations	3	100.0%	0	0.0%	0	0.0%	3
Non-climate related shareholder resolutions	8	22.2%	28	77.8%	0	0.0%	36
Miscellaneous	6	60.0%	4	40.0%	0	0.0%	10

## 2 Overview of the voting recommendations

### Type of General Meeting (Type)

AGM	Annual general meetings
EGM	Extraordinary general meetings
MIX	Annual and extraordinary general meetings

### Votings

✓	For
◐	Partly for
✗	Oppose
✕	Abstain

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
Accelleron Industries	07.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			
Addex Therapeutics	28.06.2024	AGM	✓			✓	✗	✗	✗	✓	◐	✗	✓	✓	✗			✓			
Adecco	11.04.2024	AGM	✓	✓		✓	✓	✗	✗	✓	✓	✓	✓	✓	✗			✓			
Adval Tech	16.05.2024	AGM	✓	✗		✓	✓	✗	✓	✓	◐	✓	✓	✓							
Aevis Victoria	27.05.2024	AGM	✓	✗		✓	✗	✗	✗	✗	◐	✗	✓	✓							
Alcon	08.05.2024	AGM	✓	✗		✓	✗	✓	✗	✓	◐	✓	✓	✓							
Allreal	19.04.2024	AGM	✓			✓	✓	✓	◐	✓	✓	✓	✓	✓	✓			◐			
Aluflexpack	22.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
ams-Osram	14.06.2024	AGM					✗			✓	✓		✓	✓		✓	✓	✓			✓
APG SGA	25.04.2024	AGM	✓			✗		✗	◐	✓	◐	◐	✓	✓				◐			
Arbonia	19.04.2024	AGM	✓	✗		✓	✗	✗	✗	✗	◐		✓	✓							
Arundel	29.05.2024	AGM	✓			✓	✓	✓	✓	✗	✗	✗	✗	✓	◐	✓		✗			✗
Aryzta	24.04.2024	AGM	✓	✗		✓	✗	✓	✗	✓	✓	✓	✓	✓	◐		✓	◐			
Ascom	16.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓							
ASmallWorld	26.04.2024	AGM	✓			✓		✗	◐	✗	✗	✗	✓	✓							
Autoneum	09.04.2024	AGM	✓	✓		✓	✓	✓	✓	✓	◐	◐	✗	✓	✓			✓			
Avolta	15.05.2024	AGM	✓	✗		✗	✗	✗	✗	✓	◐	✗	✓	✓	◐						
Bachem	24.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	◐	◐	✓	✓							
Baloise Holding	26.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓						✓	
Banque Cantonale de Genève	23.04.2024	AGM	✓	✗		✓				✓			✗								
Banque Cantonale du Jura	30.04.2024	AGM	✓			✓				✓			✓	✓				✗			

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
Banque Cantonale du Valais	26.04.2024	AGM	✓	✗		✓				✓			✓	✓							
Banque Cantonale Vaudoise	25.04.2024	AGM	✓	✓		✓		✓	✓	✓	✓		✓	✓				○			
Basilea	24.04.2024	AGM	✓			✓	✗	✗	✗	✓	✓	✓	✗	✓							
Bell Food Group	16.04.2024	AGM	✓			✓	✓	✓	✓	✓	○	✓	✓	✓				○			
Berner Kantonalbank	21.05.2024	AGM	✓	✓		✓		✗	✗	✓	✓	○	✓	✓				○			
BKW	22.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓							
BNS	26.04.2024	AGM	✓							✓	✓		✓								
Bossard	08.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✗	✓				○			
Bucher Industries	18.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✗	✓							
Burkhalter Holding	14.05.2024	AGM	✓	✓		✓		✗	○	✓	○	○	✗	✓							
BVZ Holding	12.04.2024	AGM	✗			✓		✓	✓	✓	✓	✓	✓	✓					✗		
Bystronic	17.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Calida	05.04.2024	AGM	✓	✓		✓	✗	✓	✗	✓	○	○	✓	✓	✗						
Cembra Money Bank	24.04.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Cicor Technologies	18.04.2024	AGM	✓	✗		✓	✓	✗	✗	✓	✓	✓	✓	✓							
Clariant	09.04.2024	AGM	✓	✓		✓	✗	✓	✗	✓	○	✓	✓	✓							
Coltene	17.04.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	○	✓	✓				○			
Comet Holding	19.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✗	✓							
Compagnie Financière Tradition	21.05.2024	AGM	✓			✓	✗	✗	✗	✗	○	✗	✓	✓	✗			✓			
Cosmo Pharmaceuticals	24.05.2024	AGM									○				✗	✗					
CPH	20.06.2024	EGM				✗		✗								✗		✗			
Curatis Holding	21.06.2024	AGM	✓			✓	✓	✓	✓		○	○	✓	✓			✗	○			
DocMorris	02.05.2024	AGM	✓	✗		✓	✗	✗	○	✓	✓	✓	✗	✓	✗			○			
Edisun Power Europe	26.04.2024	AGM	✓			✓		✓		✗	○	○	✓	✓				✗			
Elma Electronic	18.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	○	✓	✓	✓							
Emmi	11.04.2024	AGM	✓	✓		✓		✓	✓	✓	○	✓	✓	✓							
EPIC Suisse	25.04.2024	AGM	✓			✓	✗	✓	✗	✓	✓	✓	✓	✓							
Evolve	12.04.2024	AGM	✓			✓	✗	✓		✓	✓	✓	✓	✓				✗		✗	
Feintool International	23.04.2024	AGM	✓	✓		✓		✗	✓	✓	○	○	✓	✓							
Flughafen Zürich	22.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓							

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Forbo	05.04.2024	AGM	✓	✗		✓	✗	✗	✓	✓	✓	🟡	✓	✓	✗			✗			
Fundamenta Real Estate	10.04.2024	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Galenica	10.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓							
GAM Holding	15.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	🟡						
Geberit	17.04.2024	AGM	✓	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓							
Georg Fischer	17.04.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Glarner Kantonalbank	26.04.2024	AGM	✓			✓		✓		✓	🟡		✓	✓							✓
Groupe Minoteries	15.05.2024	AGM	✓			✓	✓	✓	✓	✓	🟡	🟡	✗	✓			✓		✗	✓	
Gurit	18.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	🟡	✗	✓	✓						
Helvetia	24.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
HIAG Immobilien	18.04.2024	AGM	✓			✓	✗	✗	✗	✓	🟡	✓	✗	✓	✓		🟡				
Highlight Event and Entertainment	28.06.2024	AGM	✓	✗			✗	✗	✗	✗	🟡	✓	✓	✓	✗	✓					
Hochdorf	15.05.2024	AGM	✓			✓	✗	✓	✗	✗	🟡	✓	✓	✓						✗	
Holcim	08.05.2024	AGM	✓	✓	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓							
Idorsia	13.06.2024	AGM	✓	✗		✓	✗	✗	✗	✓	✓	✓	✓	✓	✗						
Ina Invest Holding	03.04.2024	AGM	✓			✓	✓	✓	✓	✓	🟡	✓	✓	✓	✓		✓	✓			
Inficon	04.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	🟡	🟡	✓	✓			✓				
Interroll	03.05.2024	AGM	✓	✓		✓	✓	✓	✗	✓	🟡	✓	✓	✓							
Investis	18.04.2024	AGM	✓	✗		✓	✗	✗	✓	✓	🟡	✓	✓	✓							
IVF Hartmann	23.04.2024	AGM	✓			✓	✓	✓	✓	✗	🟡	🟡	✓	✓			🟡		🟡		
Julius Bär	11.04.2024	AGM	✓	✗		✓	✓	✓	🟡	✗	✓	✓	✗	✓	✓						
JungfrauBahn	17.05.2024	AGM	✓	✓		✓	✗	✓	✓	✓	✓	✓	✓	✓			🟡				
Kardex	25.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	🟡	🟡	✓	✓							
Komax	17.04.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✗	✓							
Kudelski	19.04.2024	AGM	✓	✗		✓	✗	✗	✗	✗	🟡	✗	✗	✓	✗		🟡				
Kühne + Nagel	08.05.2024	AGM	✓	✗		✓	✗	✗	✗	✓	🟡	✗	✓	✓	✗		🟡				
Kuros Biosciences	17.04.2024	AGM	✓			✓	✗	✗	🟡	✓	🟡	🟡	✗	✓	✗						
Lalique Group	28.06.2024	AGM	✓	✗		✓		✓	✓	✓	✓	✓	✓	✓					✓		
Landis+Gyr Group	25.06.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
lastminute.com	20.06.2024	AGM	✓	✗		✓	✗	✓	🟡	✓	🟡		✓			✗					✗
Leclanché	27.06.2024	AGM	✓			✓	✗	✓	✗	✗	🟡	🟡	✓	✓	🟡						

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
Lem	27.06.2024	AGM	✓	✓		✓	✗	✓	✓	✓	🟡	🟡	✓	✓							
Liechtensteinische Landesbank	19.04.2024	AGM	✓			✓				✓	✓		✓			✓					
Lindt & Sprüngli	18.04.2024	AGM	✓	✗		✓	✗	✗	✗	✓	🟡	✓	✗	✓	✗	✓					
Lonza	08.05.2024	AGM	✓	✓		✓	✓	✓	🟡	✓	✓	✓	✗	✓							
Luzerner Kantonalbank	15.04.2024	AGM	✓	✗		✓		✓	🟡	✓	✓	✓	✓	✓							
MCH Group AG	21.05.2024	AGM	✓	✓		✓	✗	✓	🟡	✓	🟡	🟡	✓	✓				✓			
Medacta Group	07.05.2024	AGM	✓	✗		✓	✗	🟡	🟡	✓	🟡	✗	✓	✓							
Medartis Holding	17.04.2024	AGM	✓	✓		✓	✗	✗	🟡	✓	🟡	✗	✗	✓							
MedMix	24.04.2024	AGM	✓	✗		✗	✓	✓	✗	✓	🟡	🟡	✓	✓							
Meier Tobler	09.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Metall Zug	26.04.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							✓
Meyer Burger	25.06.2024	AGM	✓	✗		✓	✗	✗	✗	✓	✓	✓	✗	✓	🟡		✓	🟡			
Mikron	23.04.2024	AGM	✓	✗		✓	✗	✓	🟡	✓	🟡	✓	✓	✓				✓			
mobilezone	03.04.2024	AGM	✓	✓		✓	✗	✓	✗	✓	🟡	✓	✓	✓	✗			✗			
Molecular Partners	17.04.2024	AGM	✓			✓	✗	✗	🟡	✓	🟡	🟡	✓	✓	✗						
Montana Aerospace	21.05.2024	AGM	✓	✗		✓	✗	✗	✗	✓	🟡	✗	✓	✓				✗			
Nestlé	18.04.2024	AGM	✓	✗		✓	✗	✓	✗	✓	🟡	✓	✓	✓		✓				✓	
Newron Pharmaceuticals	17.04.2024	MIX	✓					✗			✓				🟡			✗			✓
Novavest Real Estate	29.05.2024	EGM									✓	✓			✓				✓		
Orascom Development	13.05.2024	AGM	✓	✗		✓	✗	✓	✗	✓	🟡	✗	✓	✓							
Orell Füssli	07.05.2024	AGM	✓	✗		✓	✓	✗	✓	✓	✓	✓	✗	✓							
Orior	23.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Partners Group	22.05.2024	AGM	✓	✗		✓	✗	✗	🟡	✓	🟡	✓	✓	✓	✓						
Peach Property Group	14.05.2024	AGM	✓			✓	✗	✓	🟡	✓	✓	🟡	✗	✓							
Phoenix Mecano	24.05.2024	AGM	✓	✗		✓	✗	✗	✗	✗	🟡	🟡	✓	✓							
Pierer Mobility	19.04.2024	AGM				✓	✓	✓		✗			✓								✗
Plazza	03.04.2024	AGM	✓			✓	✗	✓	✓	✓	🟡	✗	✓	✓							
PolyPeptide Group	10.04.2024	AGM	✓	✗		✓	✗	✗	✗	✓	🟡	✗	✓	✓				✓			
Private Equity Holding	03.06.2024	AGM	✓			✓		✓		✗	🟡	🟡	✓	✓	✗			🟡		✗	
PSP Swiss Property	04.04.2024	AGM	✓			✓	✗	✓	✗	✓	✓	✓	✓	✓							
R&S Group Holding	28.05.2024	AGM	✓	✗		✓	✓	✓	✗	✓	🟡	✓	✓	✓	✗			🟡			

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
Relief Therapeutics	26.04.2024	EGM						✗	✗	✗					✗	✓		✓		○	
	27.06.2024	AGM	✓			✓	✗	✗	✗	✗	○	✗	✓	✓					✗		
Rieter	17.04.2024	AGM	✓	✗		✓	✗	✗	✗	✓	○	✓	✓	✓					✗		
Romande Energie	29.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	○	○	✓	✓				✓			
Sandoz Group	30.04.2024	AGM	✓	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓							
Santhera Pharmaceuticals	18.06.2024	AGM	✓			✓	✗	✗	✗	✓	○	✗	✗	✓				○			
Schlatter	07.05.2024	AGM	✓			✓		✓	✓	✗	○	✗	✗	✓		✓					
Schweiter Technologies	10.04.2024	AGM	✓	✗		✓	✓	✓	✓	✓	○	○	✓	✓							
Sensirion Holding	13.05.2024	AGM	✓	✗		✓	✓	✗	✓	✓	○	○	✓	✓							
SF Urban Properties	11.04.2024	AGM	✓			✓		✓	✗	✓	✓	✓	✓	✓							
SFS Group	24.04.2024	AGM	✓	✓		✓	✓	✓	✓	✓	○	○	✗	✓							
SHL Telemedicine	09.05.2024	EGM																			✗
Siegfried	18.04.2024	AGM	✓	✓			✗	✓	○	✓	✓	✓	✗	✓	✓	✓					
SIG Group	23.04.2024	AGM	✓	✓		✓	✓	✓	✗	✓	✓	✓	✓	✓							
SKAN Group	07.05.2024	AGM	✓	✗		✓	✓	✓	✗	✗	○	○	✓	✓							
SoftwareOne Holding	18.04.2024	AGM	✓	✗		✓	✗	✓	✗	✓	✓	✓	✓	✓						✗	✓
Sonova	11.06.2024	AGM	✓	✓		✓	✗	✓	✗	✓	✓	✓	✓	✓							
Spexis	28.06.2024	AGM	✗			✓		○	○		○	○	✓	✓	✗						
St.Galler Kantonalbank	01.05.2024	AGM	✓	✗		✓		✓	✓	✓	✓		✗	✓				○			
Stadler Rail	22.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	○	○	✓	✓							
StarragTornos Group	20.04.2024	AGM	✓	✗		✓	✗	✗	✗	✗	○	○	✗	✓							
Straumann	12.04.2024	AGM	✓	✓		✓	✗	✗	○	✓	○	○	✓	✓							
Sulzer	16.04.2024	AGM	✓	✗		✓	✗	✗	✗	✓	○	✓	✓	✓							
Swatch Group	08.05.2024	AGM	✓			✓		○	○	✗	○	○	✗	✓				✓			
Swiss Life	15.05.2024	AGM	✓	✗		✓	✓	✓	✓	✓	○	○	✗	✓		✓		✓			
Swiss Re	12.04.2024	AGM	✓	✓		✓	✓	✗	○	✓	✓	✓	✓	✓							
Swiss Steel Holding	04.04.2024	EGM													✓	✓		✓			
	23.05.2024	AGM	✓	✓		✓	✗	✗	✗	✗	✓	✓	✓	✓	✓		✓				
Swissquote	08.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	○	✓	✗	✓							
Tecan	18.04.2024	AGM	✓	✓		✓	✗	✓	✗	✓	✓	○	✓	✓				○			
Temenos	07.05.2024	AGM	✓	✓		✓	✗	✗	✗	✓	✓	✗	✗	✓	✗			○			



Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	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	Non-climate related shareholder resolutions	Miscellaneous
TX Group	19.04.2024	AGM	✓	✗		✓		✗	🟡	✓	🟡	✗	✗	✓				🟡			
U-blox	18.04.2024	AGM	✓	✓		✓	✓	✗	✓	✓	✓	✓	✓	✓	✗	✓					
UBS	24.04.2024	AGM	✓	✗		✓	✗	✗	✗	✓	✓	✓	🟡	✓	✗						
Valiant	22.05.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Varia US Properties	24.04.2024	AGM	✓			✓	✓	✓	✓	✓	🟡	✓	✓	✓	✗			🟡			
VAT Group	14.05.2024	AGM	✓	✗		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Vaudoise Assurances	06.05.2024	AGM	✓	✓		✓	✓	✓	✓	✓	🟡	✓	✓	✓							
Vetropack	25.04.2024	AGM	✓	✓		✗	✓	✓	✓	✗	🟡	🟡	✗	✓							
Villars Holding	15.05.2024	AGM	✗			✓		✓	✓	✗	🟡	✗	✗	✓							
Vontobel	09.04.2024	AGM	✓	✗		✓	✗	✗	🟡	✓	🟡	🟡	✗	✓							
VP Bank	26.04.2024	AGM	✓			✓				✓	✓		✓						✗		
VZ Holding	08.04.2024	AGM	✓	✗		✓		✓	✓	✓	🟡	🟡	✓	✓							
V-Zug Holding	23.04.2024	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓							
Warteck Invest	29.05.2024	AGM	✓			✓		✓	🟡	✓	✓	🟡	✗	✓				🟡			
WiSeKey	27.06.2024	AGM	✓			✓	✗	✗	✗	✗	🟡	✗	✓	✓	✗	✓					
Xlife Sciences	28.06.2024	AGM	✓			✓	✗	✗	✗	✓	🟡	✓	✓	✓				✓			
Ypsomed	26.06.2024	AGM	✓	✗		✓	✗	🟡	✓	✓	🟡	✓	✓	✓				✓			
Zehnder Group	11.04.2024	AGM	✓	✓		✓	✗	✗	✓	✓	✓	✓	✓	✓		✓					
Züblin Immobilien	27.06.2024	AGM	✓			✓	✓	✗	✓	✓	🟡	🟡	✓	✓				🟡			
Zug Estates	09.04.2024	AGM	✓			✓	✓	✓	✓	✓	🟡	🟡	✓	✓							
Zuger Kantonalbank	18.05.2024	AGM	✓			✓	✗	✓	✓	✓		✓		✓				✗			
Zurich Insurance Group	10.04.2024	AGM	✓	✗		✓	✗	✓	✗	✓	🟡	🟡	✓	✓							
Zwahlen & Mayr	24.04.2024	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	167	163	99.4%
Sustainability report	112	111	97.1%
Climate report and climate strategy	1	1	95.1%
Allocation of income	187	184	99.3%
Remuneration report (advisory vote)	131	130	84.9%
Board remuneration amount	168	162	95.1%
Executive remuneration amount	238	230	93.3%
Discharge	169	164	96.8%
Board elections	1087	1054	95.9%
Elections of remuneration committee	435	421	93.2%
Auditors	160	157	96.3%
Elections of the independent proxy	154	150	99.5%
Share capital increase	74	67	92.9%
Share capital reduction	16	16	98.9%
Capital structure	5	5	99.2%
Articles of association	157	155	96.1%
Mergers, acquisitions and relocations	3	2	98.1%
Non-climate related shareholder resolutions	36	33	45.9%
Miscellaneous	10	7	95.7%
<b>All topics</b>	<b>3310</b>	<b>3212</b>	<b>95.0%</b>

### 3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Relief Therapeutics	27.06.2024	3	Discharge board members and executive management	OPPOSE	9.1%
Temenos	07.05.2024	1.3	Advisory vote on the remuneration report	OPPOSE	33.6%
Groupe Minoteries	15.05.2024	6.5	Re-elect Mr. Karl Zeller	FOR	35.5%
Temenos	07.05.2024	5.4	Amend articles of association: Share capital, general meeting and notifications	OPPOSE	41.1%
DocMorris	02.05.2024	11.1	Advisory vote on the remuneration report	OPPOSE	42.2%
Ascom	16.04.2024	3	Advisory vote on the remuneration report	FOR	44.6%
SoftwareOne Holding	18.04.2024	3	Discharge board members and executive management	FOR	45.8%
ams-Osram	14.06.2024	5	Advisory vote on the remuneration report	OPPOSE	48.6%
Alcon	08.05.2024	5.1	Advisory vote on the remuneration report	OPPOSE	49.3%

### 3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos
Accelleron Industries	07.05.2024	8.1	Creation of a capital band	FOR
IVF Hartmann	23.04.2024	3.3	Subsidiary question	FOR
Newron Pharmaceuticals	17.04.2024	1	Remuneration of directors with special functions	OPPOSE
Newron Pharmaceuticals	17.04.2024	2	Authorised capital for general financing	FOR
Newron Pharmaceuticals	17.04.2024	3	Authorised capital for the employees	OPPOSE
Relief Therapeutics	27.06.2024	5.1.2	Re-elect Ms. Michelle Lock	WITHDRAWN
SoftwareOne Holding	18.04.2024	5.1	Re-elect Mr. Adam Warby as board chair	FOR
SoftwareOne Holding	18.04.2024	5.3	Tie-breaker vote	FOR
SoftwareOne Holding	18.04.2024	6.2	Re-elect Mr. José Alberto Duarte to the nomination and remuneration committee	FOR
SoftwareOne Holding	18.04.2024	6.1	Re-elect Ms. Marie-Pierre Rogers to the nomination and remuneration committee	FOR
SoftwareOne Holding	18.04.2024	6.4	Shareholder proposal: Elect Dr. Annabella Bassler to the nomination and remuneration committee	OPPOSE
SoftwareOne Holding	18.04.2024	6.3	Re-elect Mr. Adam Warby to the nomination and remuneration committee	FOR
SoftwareOne Holding	18.04.2024	4.7	Shareholder proposal: Elect Dr. Annabella Bassler	OPPOSE
SoftwareOne Holding	18.04.2024	4.1	Re-elect Mr. José Alberto Duarte	FOR
SoftwareOne Holding	18.04.2024	4.2	Re-elect Mr. Jim Freeman	FOR
SoftwareOne Holding	18.04.2024	4.3	Re-elect Ms. Marie-Pierre Rogers	FOR
SoftwareOne Holding	18.04.2024	4.6	Elect Mr. Till Streichert	FOR
SoftwareOne Holding	18.04.2024	4.4	Re-elect Ms. Elizabeth Theophille	FOR
SoftwareOne Holding	18.04.2024	4.5	Re-elect Mr. Adam Warby	FOR
Swiss Steel Holding	04.04.2024	4	Articles of association: Opting out	FOR

### 3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Sonova	11.06.2024	1.3	Advisory vote on the remuneration report	OPPOSE	51.5%
Kardex	25.04.2024	1.2	Advisory vote on the remuneration report	FOR	55.9%
DocMorris	02.05.2024	4.2	Amend articles of association: Increase the threshold of share capital required to add an item to the agenda of general meetings	OPPOSE	56.1%
Siegfried	18.04.2024	5.1	Advisory vote on the remuneration report	OPPOSE	57.8%
Forbo	05.04.2024	5.1	Advisory vote on the remuneration report	OPPOSE	58.6%
PSP Swiss Property	04.04.2024	2	Advisory vote on the remuneration report	OPPOSE	59.7%
Geberit	17.04.2024	8.1	Advisory vote on the remuneration report	OPPOSE	60.7%
Hochdorf	15.05.2024	4.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	62.4%
Hochdorf	15.05.2024	4.3	Advisory vote on the remuneration report	OPPOSE	63.2%
Montana Aerospace	21.05.2024	3	Advisory vote on the remuneration report	OPPOSE	64.1%

### 3.5 Shareholder resolutions

Company	GM date	Item	Item title	Ethos	Result
Evolva	12.04.2024	8.2	Shareholder resolution: Revocation of delisting	OPPOSE	97.2%
Relief Therapeutics	26.04.2024	1.2	Proposed for election by the shareholder GEM: Elect Mr. Gregory Van Beek	FOR	95.8%
Relief Therapeutics	26.04.2024	1.3	Proposed for election by the shareholder GEM: Elect Mr. Thomas Elzinga	FOR	95.7%
Relief Therapeutics	26.04.2024	1.1	Proposed for election by the shareholder GEM: Elect Mr. Peter de Svastich	OPPOSE	94.7%
Evolva	12.04.2024	8.1	Shareholder resolution: Company name	OPPOSE	94.7%
SoftwareOne Holding	18.04.2024	4.9	Shareholder proposal: Re-elect Dr. Daniel von Stockar	OPPOSE	87.6%
SoftwareOne Holding	18.04.2024	4.8	Shareholder proposal: Elect Ms. Andrea Sieber	OPPOSE	87.5%
SoftwareOne Holding	18.04.2024	6.6	Shareholder proposal: Elect Ms. Andrea Sieber to the nomination and remuneration committee	OPPOSE	83.3%
Baloise Holding	26.04.2024	6.1	Shareholder proposal: Removal of restrictions on registration and voting rights	FOR	78.2%
Baloise Holding	26.04.2024	6.3	Shareholder proposal: Amendment to qualified majority	FOR	77.0%
SoftwareOne Holding	18.04.2024	4.10	Shareholder proposal: Elect Mr. René Gilli	OPPOSE	65.5%
SoftwareOne Holding	18.04.2024	6.5	Shareholder proposal: Elect Mr. René Gilli to the nomination and remuneration committee	OPPOSE	65.2%
Baloise Holding	26.04.2024	6.2	Shareholder proposal: New regulation regarding nominees	FOR	65.0%

SoftwareOne Holding	18.04.2024	4.12	Shareholder proposal: Elect Dr. Till Spillmann	OPPOSE	64.7%
SoftwareOne Holding	18.04.2024	5.2	Shareholder proposal: Elect Dr. Daniel von Stockar as board chair	OPPOSE	64.7%
SoftwareOne Holding	18.04.2024	4.11	Shareholder proposal: Elect Mr. Jörg Riboni	OPPOSE	64.4%
Evolva	12.04.2024	8.3	Shareholder resolution: Introduction of an opting-out clause	OPPOSE	35.0%
Hochdorf	15.05.2024	5.7	Counterproposal made by a shareholder: elect Mr. Eduardo Montuori	OPPOSE	30.3%
Hochdorf	15.05.2024	5.6	Counterproposal made by a shareholder: elect Mr. Angelo Mastrolia as board member and chair	OPPOSE	27.8%
Hochdorf	15.05.2024	5.8	Counterproposal made by a shareholder: elect Mr. Giuseppe Mastrolia	OPPOSE	27.7%
Hochdorf	15.05.2024	5.10	Counterproposal made by a shareholder: elect Mr. Fabio Fazzari	OPPOSE	27.7%
Hochdorf	15.05.2024	5.9	Counterproposal made by a shareholder: elect Mr. Benedetta Mastrolia	OPPOSE	27.3%
Hochdorf	15.05.2024	5.11	Counterproposal made by a shareholder: elect Mr. Helmut Bösiger	OPPOSE	19.9%
Nestlé	18.04.2024	7	Shareholder proposal: amendment to the articles of association regarding sales of healthier and less healthy foods	FOR	11.1%
SoftwareOne Holding	18.04.2024	6.7	Shareholder proposal not on the agenda: Elect Dr. Till Spillmann to the nomination and remuneration committee	OPPOSE	9.6%
IVF Hartmann	23.04.2024	3.2	Shareholder proposal: dividend of CHF 5.00	OPPOSE	8.8%
IVF Hartmann	23.04.2024	8	Shareholder proposal: Special audit	FOR	8.2%
Groupe Minoteries	15.05.2024	6.8	Counterproposal made by a shareholder: elect Mr. Marc Müller	OPPOSE	0.6%
Groupe Minoteries	15.05.2024	5.2.2	Counterproposal made by a shareholder: dividend of CHF 15 per share	OPPOSE	0.5%
Groupe Minoteries	15.05.2024	6.7	Counterproposal made by a shareholder: elect Mr. Marcel Zahner	OPPOSE	0.4%
Private Equity Holding	03.06.2024		Counterproposal made by a shareholder: dividend of CHF 5 per share	OPPOSE	0.1%
Groupe Minoteries	15.05.2024	6.6	Counterproposal made by a shareholder: elect Dr. Thomas Spahni	OPPOSE	0.1%
Private Equity Holding	03.06.2024		Counterproposal made by a shareholder: board remuneration halved	OPPOSE	0.1%

## 4 Detailed voting recommendations

Accelleron Industries

07.05.2024

AGM

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Advisory vote on the remuneration report	FOR	FOR	✓ 91.1%
3	Approve sustainability report	FOR	FOR	✓ 99.8%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
5	Discharge board members and executive management	FOR	FOR	✓ 99.2%
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Oliver Riemenschneider as board member and chair	FOR	FOR	✓ 99.6%
6.1.2	Re-elect Dr. Bo Cerup-Simonson	FOR	FOR	✓ 97.7%
6.1.3	Re-elect Dr. Monika Krüsi Schädle	FOR	FOR	✓ 97.6%
6.1.4	Re-elect Mr. Stefano Pampalone	FOR	FOR	✓ 99.5%
6.1.5	Re-elect Ms. Gabriele Sons	FOR	FOR	✓ 94.1%
6.1.6	Re-elect Dr. Detlef Trefzger	FOR	FOR	✓ 99.5%
6.2	Elections to the remuneration committee			
6.2.1	Re-elect Dr. Bo Cerup-Simonson to the remuneration committee	FOR	FOR	✓ 97.3%
6.2.2	Re-elect Dr. Monika Krüsi Schädle to the remuneration committee	FOR	FOR	✓ 97.2%
6.2.3	Re-elect Ms. Gabriele Sons to the remuneration committee	FOR	FOR	✓ 92.2%
6.3	Re-elect Zehnder Bolliger & Partner as independent proxy	FOR	FOR	✓ 97.0%
6.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.7%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.1%
8.1	Creation of a capital band	WITH-DRAWN	● FOR	ITEM 8.1 was not submitted to shareholder vote.
8.2	Amend articles of association	FOR	FOR	✓ 97.7%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.9%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 78.9%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive options.</p>
3	Approve allocation of balance sheet result	FOR	FOR	✓ 98.2%
4	Discharge board members and executive management	FOR	FOR	✓ 93.3%
5	Elections to the board of directors			
5.1	Re-elect Dr. Vincent Lawton as board member and chair	FOR	● OPPOSE	<p>✓ 93.0%</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 15 years, various reasons) and the board independence is insufficient (0.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p>
5.2	Re-elect Prof. Dr. Raymond Hill	FOR	● OPPOSE	<p>✓ 96.0%</p> <p>He is 79 years old, which exceeds Ethos' guidelines.</p>
5.3	Re-elect Mr. Tim Dyer	FOR	● OPPOSE	<p>✓ 96.0%</p> <p>He is also a permanent member of the executive management (CEO).</p>
5.4	Re-elect Dr. Roger G. Mills	FOR	● OPPOSE	<p>✓ 95.6%</p> <p>He is also a permanent member of the executive management (Chief Medical Officer).</p>
5.5	Re-elect Mr. Jake Nunn	FOR	FOR	✓ 97.1%
5.6	Re-elect Dr. Isaac Manke	FOR	FOR	✓ 97.1%
6	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
6.1	Re-elect Dr. Vincent Lawton to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Lawton to the board of directors, Ethos cannot approve Dr. Lawton to the committee.</p> <p>He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.</p>	✓ 92.6%
6.2	Re-elect Prof. Dr. Raymond Hill to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Prof. Dr. pharm. Hill to the board of directors, Ethos cannot approve Prof. Dr. pharm. Hill to the committee.</p> <p>He was member of the remuneration committee during the past financial year and the exercise conditions for a variable remuneration plan were modified in the course of the financial year.</p>	✓ 95.6%
7	Re-elect BDO as auditors	FOR	FOR		✓ 98.6%
8	Re-elect Mr. Robert P. Briner as independent proxy	FOR	FOR		✓ 98.7%
9.1	Increase capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>The main features of an incentive plan that could be financed by the capital band are not in line with Ethos' guidelines for such plans.</p> <p>The dilution due to capital increases without pre-emptive rights in the past three years is excessive.</p>	✓ 92.2%
9.2	Create conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 92.2%
9.3	Amend articles of association				
9.3.1.1	Amend articles of association: Powers of the general meeting	FOR	FOR		✓ 97.7%



Item	Agenda	Board	Ethos		Result
9.3.1.2	Amend articles of association: general meeting	FOR	FOR		✓ 97.8%
9.3.1.3	Amend articles of association: Agenda	FOR	FOR		✓ 97.8%
9.3.2	Amend articles of association: Attributions of the board of directors	FOR	FOR		✓ 97.6%
9.3.3.1	Amend articles of association: Additional amounts in case of changes in the executive management	FOR	FOR		✓ 96.4%
9.3.3.2	Amend articles of association: Agreements with members of the board of directors and of the executive management	FOR	FOR		✓ 96.4%
9.3.3.3	Amend articles of association: Mandates outside the group	FOR	FOR		✓ 96.1%
10.1	Binding prospective vote on the total remuneration of the board of directors for 2024/25	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The non-executive directors receive options.</p>	✓ 93.6%
10.2	Binding prospective vote on the total remuneration of the executive management for 2025	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 remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓ 80.5%

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	FOR	✓ 77.9%
1.3	Approve sustainability report	FOR	FOR	✓ 99.3%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 99.1%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 90.5% The remuneration is significantly higher than that of a peer group.
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 90.2% 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.
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Jean-Christophe Deslarzes as board member and chair	FOR	FOR	✓ 79.3%
5.1.2	Re-elect Ms. Rachel Duan	FOR	FOR	✓ 84.7%
5.2.3	Re-elect Dr. Rainer Alexander Gut	FOR	FOR	✓ 83.2%
5.1.4	Re-elect Dr. Didier Lamouche	FOR	FOR	✓ 83.0%
5.1.5	Re-elect Ms. Kathleen P. Taylor	FOR	FOR	✓ 83.5%
5.1.6	Re-elect Ms. Sandhya Venugopal	FOR	FOR	✓ 99.6%
5.1.7	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 84.9%
5.1.8	Elect Mr. Stefano Grassi	FOR	FOR	✓ 99.7%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Ms. Rachel Duan to the remuneration committee	FOR	FOR	✓ 84.3%
5.2.2	Re-elect Dr. Didier Lamouche to the remuneration committee	FOR	FOR	✓ 76.3%
5.2.3	Re-elect Ms. Kathleen P. Taylor to the remuneration committee	FOR	FOR	✓ 82.9%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%
5.4	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.7%
6	Amend articles of association			
6.1	Mandatory amendments to the articles of association to reflect the revised Swiss law	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
6.2	Amend articles of association: Share register and share certificates	FOR	FOR		✓ 99.8%
6.3	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 90.1%
6.4	Amend articles of association: Further amendments	FOR	FOR		✓ 96.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.7%
3	Discharge board members and executive management	FOR	FOR		✓
4	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 97.8%
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 97.9%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The non-executive directors receive consultancy fees in a regular manner.</p>	✓ 97.1%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.4%
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.0%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. René Rothen	FOR	● OPPOSE	<p>He is not independent (former executive) and the board independence is insufficient (0.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 96.8%
6.1.2	Re-elect Mr. Hans Dreier	FOR	● OPPOSE	<p>He has been a member of the board for 36 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 36 years, consultancy fees) and the board independence is insufficient (0.0%).</p>	✓ 96.9%
6.1.3	Re-elect Mr. Christoph Hammer	FOR	FOR		✓ 99.7%
6.1.4	Elect Mr. Beat Ritler	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Mr. René Rothen as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Rothen to the board of directors, Ethos cannot approve Mr. Rothen as chair.	✓ 96.7%
6.3	Elections to the nomination and remuneration committee				
6.3.1	Re-elect Mr. Christoph Hammer to the nomination and remuneration committee	FOR	FOR		✓ 99.6%
6.3.2	Elect Mr. Beat Ritler to the nomination and remuneration committee	FOR	FOR		✓ 99.4%
6.4	Re-elect Muntwyler von May Notare as independent proxy	FOR	FOR		✓ 99.8%
6.5	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.7%

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	<p>✓ 98.3%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p>
3	Approve sustainability report	FOR	● OPPOSE	<p>✓ 99.7%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>
4	Approve allocation of balance sheet result	FOR	FOR	✓ 99.9%
5	Discharge board members and executive management	FOR	● OPPOSE	<p>✓ 97.2%</p> <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p>
6	Elections to the board of directors			
6.1	Re-elect Dr. Christian C. Wenger as board member and chair	FOR	FOR	✓ 99.1%
6.2	Re-elect Mr. Raymond Loretan	FOR	● OPPOSE	<p>✓ 99.3%</p> <p>He has been a member of the board for 18 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 18 years) and the board independence is insufficient (0.0%).</p>
6.3	Re-elect Mr. Antoine Hubert	FOR	FOR	✓ 99.7%
6.4	Re-elect Mr. Michel Reybier	FOR	● OPPOSE	<p>✓ 99.0%</p> <p>He is 79 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 13 years) and the board independence is insufficient (0.0%).</p>
6.5	Re-elect Mr. Antoine Kohler	FOR	● OPPOSE	<p>✓ 98.7%</p> <p>He is not independent (board tenure of 16 years) and the board independence is insufficient (0.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>

Item	Agenda	Board	Ethos		Result
6.6	Re-elect Dr. Cédric A. George	FOR	● OPPOSE	<p>He is not independent (board tenure of 14 years, business connections) and the board independence is insufficient (0.0%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p>	✓ 98.3%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Dr. Cédric A. George to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. med. George to the board of directors, Ethos cannot approve Dr. med. George to the committee.	✓ 98.3%
7.2	Re-elect Mr. Antoine Kohler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kohler to the board of directors, Ethos cannot approve Mr. Kohler to the committee.	✓ 98.7%
8	Re-elect Berney et Associés SA as auditors	FOR	FOR		✓ 99.7%
9	Re-elect Mr. Jacques-Daniel Noverraz as independent proxy	FOR	FOR		✓ 99.9%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.2%
11	Binding retrospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.2%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Discharge board members and executive management	FOR	FOR		✓ 99.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p> <p>The company does not submit its climate report to an annual vote and the climate report is not in line with Ethos' guidelines.</p>	✓ 94.9%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✗ 49.3%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.6%
5.3	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> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 91.8%
6	Elections to the board of directors				
6.1	Re-elect Mr. Michael Ball as board member and chair	FOR	FOR		✓ 96.8%
6.2	Re-elect Ms. Lynn Bleil	FOR	FOR		✓ 99.4%
6.3	Re-elect Dr. Raquel C. Bono	FOR	FOR		✓ 99.8%
6.4	Re-elect Dr. Arthur Cummings	FOR	FOR		✓ 99.2%
6.5	Re-elect Mr. David J. Endicott	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 93.4%
6.6	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR		✓ 98.6%
6.7	Re-elect Dr. Keith Grossman	FOR	FOR		✓ 93.9%



Item	Agenda	Board	Ethos	Result
6.8	Re-elect Mr. Scott Maw	FOR	FOR	✓ 98.8%
6.9	Re-elect Ms. Karen May	FOR	FOR	✓ 98.8%
6.10	Re-elect Ms. Ines Pöschel	FOR	FOR	✓ 98.3%
6.11	Re-elect Dr. Dieter Spälti	FOR	FOR	✓ 99.7%
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR	✓ 89.7%
7.2	Re-elect Mr. Scott Maw to the remuneration committee	FOR	FOR	✓ 90.5%
7.3	Re-elect Ms. Karen May to the remuneration committee	FOR	FOR	✓ 88.7%
7.4	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR	✓ 89.6%
8	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR	✓ 99.9%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve allocation of income and dividend			
2.1	Dividend from the retained earnings	FOR	FOR	✓ 100.0%
2.2	Dividend from the 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 Dr. Ralph-Thomas Honegger as member and chair of the board	FOR	FOR	✓ 98.8%
4.1.b	Re-elect Dr. Philipp Gmür	FOR	FOR	✓ 97.3%
4.1.c	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 80.4%
4.1.d	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 98.4%
4.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 99.8%
4.1.f	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 99.8%
4.1.g	Re-elect Mr. Jürg Stöckli	FOR	FOR	✓ 99.2%
4.1.h	Re-elect Ms. Anja Wyden Guelpa	FOR	FOR	✓ 99.8%
4.2	Elections to the nomination and remuneration committee			
4.2.a	Re-elect Dr. Philipp Gmür to the nomination and remuneration committee	FOR	FOR	✓ 96.6%
4.2.b	Re-elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 68.4%
4.2.c	Re-elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 96.3%
4.3	Re-elect Anwaltskanzlei André Weber as independent proxy	FOR	FOR	✓ 100.0%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 96.0%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
5.2	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 84.4%
5.3	Binding prospective vote on the fixed remuneration of the executive management (FY 2024)	FOR	FOR	✓ 99.1%
5.4	Binding prospective vote on the variable remuneration of the executive management (FY 2024)	FOR	● OPPOSE	The information provided is insufficient. ✓ 84.0%

Item	Agenda	Board	Ethos		Result
5.5	Binding prospective vote on the fixed remuneration of the executive management (FY 2025)	FOR	FOR		✓ 99.1%
5.6	Binding prospective vote on the variable remuneration of the executive management (FY 2025)	FOR	● OPPOSE	The information provided is insufficient.	✓ 83.9%
5.7	Advisory vote on the remuneration report	FOR	FOR		✓ 74.5%
6	Amend articles of association				
6.1	Amend articles of association: transfer of domicile	FOR	FOR		✓ 99.8%
6.2	Amend articles of association: remuneration	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 84.6%
6.3	Amend articles of association: capital band	FOR	FOR		✓ 99.1%
6.4	Amend articles of association: revised Swiss Code of Obligations	FOR	● OPPOSE	The amendment has a negative impact on the interests of the shareholders.  Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 74.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Approve sustainability report	FOR	FOR	✓ 99.8%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 93.4%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
5	Discharge board members and executive management	FOR	FOR	✓ 98.3%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.6%
6.2.i	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR	✓ 98.4%
6.2.ii	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.4%
7	Elections to the board of directors			
7.1	Re-elect Mr. Martin Ohneberg as board member and chair	FOR	FOR	✓ 98.5%
7.2	Re-elect Mr. Alois Bühler	FOR	FOR	✓ 99.7%
7.3	Re-elect Mr. Christian Hosp	FOR	FOR	✓ 92.1%
7.4	Re-elect Dr. Markus Vischer	FOR	FOR	✓ 99.6%
7.5	Re-elect Mr. Bernd Winter	FOR	FOR	✓ 99.6%
8	Elections to the nomination and remuneration committee			
8.1	Re-elect Mr. Christian Hosp to the nomination and remuneration committee	FOR	FOR	✓ 91.8%
8.2	Re-elect Mr. Martin Ohneberg to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
8.3	Re-elect Mr. Bernd Winter to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
9	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8%
10	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2	Discharge members of executive management	FOR	FOR	✓ 99.9%
3	Discharge board members	FOR	FOR	✓ 99.6%
4	Re-elect KPMG as auditors	FOR	FOR	✓ 92.8%
5	Advisory vote on the remuneration report	FOR	● OPPOSE	✗ 48.6%
6	Elections to the board of directors			
6.1	Re-elect Dr. Margarete Haase	FOR	FOR	✓ 92.5%
6.2	Re-elect Ms. Brigitte Ederer	FOR	FOR	✓ 93.5%
7	Approve reverse share split	FOR	FOR	✓ 100.0%
8	Approve issuance of financial instruments	FOR	FOR	✓ 97.6%
9	Create conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 97.6%
10	Amend articles of association: Publications	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Auditors report	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts			
2.1	Approve annual report	FOR	FOR	✓ 99.9%
2.2	Approve financial statements and accounts	FOR	FOR	✓ 99.9%
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. ✓ 96.9%
4	Discharge board members and executive management	FOR	FOR	✓ 98.9%
5	Elections to the board of directors			
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR	✓ 96.2%
5.2	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓ 96.2%
5.3	Re-elect Mr. David Bourg	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (33.3%). He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 91.5%
5.4	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 96.7%
5.5	Re-elect Ms. Jolanda Grob	FOR	FOR	✓ 96.6%
5.6	Re-elect Mr. Markus Scheidegger	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines. ✓ 93.2%
6	Re-elect Dr. Daniel Hofer as board chair	FOR	FOR	✓ 96.1%
7	Elections to the remuneration committee			
7.1	Re-elect Ms. Jolanda Grob to the remuneration committee	FOR	FOR	✓ 96.0%
7.2	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Scheidegger to the board of directors, Ethos cannot approve Mr. Scheidegger to the committee. ✓ 92.7%
	Binding votes on the remuneration of the board of directors and the executive management			
8	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group. ✓ 96.1%
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.1%

Item	Agenda	Board	Ethos		Result
10	Binding retrospective vote on the variable 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> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 90.2%
11	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.9%
12	Re-elect Mr. Costin van Berchem as independent proxy	FOR	FOR		✓ 99.9%
13	Amend articles of association				
13.1	Amend articles of association: share capital	FOR	FOR		✓ 99.7%
13.2	Amend articles of association: transferability of shares	FOR	FOR		✓ 99.8%
13.3	Amend articles of association: general meeting	FOR	FOR		✓ 99.6%
13.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 94.3%
13.5	Amend articles of association: board of directors	FOR	FOR		✓ 98.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts				
1.1	Approve annual report	FOR	FOR		✓ 99.9%
1.2	Approve statutory financial statements	FOR	FOR		✓ 98.6%
1.3	Approve consolidated financial statements	FOR	FOR		✓ 99.9%
2	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p> <p>The report does not include ambitious targets for all material topics.</p>	✓ 95.7%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 93.0%
4	Approve allocation of income	FOR	FOR		✓ 99.7%
5.1	Elections to the board of directors and to the remuneration committee				
5.1.1	Re-elect Mr. Alexander von Witzleben as board member, chair and member of the remuneration committee	FOR	● OPPOSE	<p>He chairs the board permanently and the general meeting cannot vote separately on the election of the chair of the board.</p> <p>He serves on the audit committee.</p> <p>He serves on the remuneration committee and the shareholders cannot vote separately on the election to the committee.</p>	✓ 71.8%
5.1.2	Re-elect Mr. Peter Barandun as board member and member of the remuneration committee	FOR	● OPPOSE	He chairs the nomination committee and the board has less than 20% women without adequate justification.	✓ 73.2%
5.1.3	Re-elect Mr. Peter Bodmer	FOR	FOR		✓ 96.4%
5.1.4	Re-elect Mr. Heinz Haller as board member and member of the remuneration committee	FOR	FOR		✓ 84.1%
5.1.5	Re-elect Mr. Markus Oppliger	FOR	FOR		✓ 97.9%
5.1.6	Re-elect Mr. Michael Pieper	FOR	FOR		✓ 97.6%
5.1.7	Re-elect Mr. Thomas Lozser	FOR	FOR		✓ 98.9%
5.1.8	Re-elect Dr. Carsten Voigtländer	FOR	FOR		✓ 98.9%
5.2	Re-elect Dr. Roland Keller as independent proxy	FOR	FOR		✓ 99.9%



Item	Agenda	Board	Ethos		Result
5.3	Re-elect KPMG as auditors	FOR	FOR		✓ 93.4%
6.1	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> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 70.4%
6.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the executive chair (who is not a member of the executive management) is excessive.</p>	✓ 86.7%
6.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 88.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.8%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 98.8%
3	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓ 98.1%
4.1.A	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 84.2%
4.1.B	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 84.2%
4.2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.5%
5.1	Elections to the board of directors				
5.1.A	Re-elect Mr. David Quint	FOR	● OPPOSE	He has permanent operational functions (CEO).	✓ 98.3%
5.1.B	Re-elect Mr. Ralph Beney	FOR	● OPPOSE	He has permanent operational functions (CFO).	✓ 98.5%
5.1.C	Re-elect Mr. Markus Müller	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (0.0%).	✓ 99.6%
5.2	Re-elect Mr. David Quint as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Quint to the board of directors, Ethos cannot approve Mr. Quint as chair.	✓ 98.5%
5.3	Elections to the nomination and remuneration committee				
5.3.A	Re-elect Mr. David Quint to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Quint to the board of directors, Ethos cannot approve Mr. Quint to the committee.</p> <p>He holds an executive function in the company.</p>	✓ 98.6%
5.3.B	Re-elect Mr. Ralph Beney to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Beney to the board of directors, Ethos cannot approve Mr. Beney to the committee.</p> <p>He holds an executive function in the company.</p>	✓ 98.6%

Item	Agenda	Board	Ethos		Result
5.3.C	Re-elect Mr. Markus Müller to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Müller to the board of directors, Ethos cannot approve Mr. Müller to the committee.	✓ 99.4%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 32 years, which exceeds Ethos' guidelines.	✓ 99.2%
7	Re-elect Dr. Roger Groner as independent proxy	FOR	FOR		✓ 100.0%
8	Capital reduction through reduction of the par value	FOR	FOR		✓ 99.6%
9	Amend articles of association				
9.1.1	Amend articles of association: Deletion of conditional share capital for board of directors, management and advisors	FOR	FOR		✓ 99.3%
9.1.2	Amend articles of association: Increase and amendment of conditional share capital for bondholders and other creditors	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 98.2%
9.1.3	Amend articles of association: Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 98.2%
9.2	Amend articles of association: New company law	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 98.2%
10.1	Delisting of the company	FOR	● OPPOSE	The proposal does not allow for a fair and equal treatment of minority shareholders.	✓ 99.1%

Item	Agenda	Board	Ethos		Result
10.2	Amend articles of association: Additional amendments conditional upon delisting	FOR	● OPPOSE	<p>The amendment has a negative impact on the governance of the company.</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p>	✓ 99.1%

Item	Agenda	Board	Ethos		Result
1.1	Re-appropriation of reserves	FOR	FOR		✓ 99.9%
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
1.3	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>Relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 90.6%
1.4	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 76.9%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8%
3	Discharge board members	FOR	FOR		✓ 98.7%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Urs Jordi as board member and chair	FOR	FOR		✓ 91.8%
4.1.2	Re-elect Mr. Heiner Kamps	FOR	FOR		✓ 99.3%
4.1.3	Re-elect Ms. H�el�ene Weber-Dubi	FOR	FOR		✓ 99.0%
4.1.4	Re-elect Dr. Alejandro Legarda Zarag�eta	FOR	FOR		✓ 99.0%
4.1.5	Elect Ms. Cornelia Gehrig	FOR	FOR		✓ 99.2%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Heiner Kamps to the remuneration committee	FOR	FOR		✓ 97.7%
4.2.2	Re-elect Ms. H�el�ene Weber-Dubi to the remuneration committee	FOR	FOR		✓ 97.4%
4.2.3	Elect Ms. Cornelia Gehrig to the remuneration committee	FOR	FOR		✓ 99.0%
4.3	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.5%
4.4	Re-elect Mr. Patrick O'Neill as independent proxy	FOR	FOR		✓ 99.7%
5.1.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.4%
5.1.2	Additional remuneration for the board of directors	FOR	FOR		✓ 96.5%
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>	✓ 84.4%

Item	Agenda	Board	Ethos		Result
6.1	Amend articles of association: company purpose	FOR	FOR		✓ 99.3%
6.2	Amend articles of association: shares and communication to shareholders	FOR	FOR		✓ 99.3%
6.3	Amend articles of association: shareholders meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.6%
6.4	Amend articles of association: board of directors and remuneration	FOR	FOR		✓ 96.2%
7.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 87.7%
7.2	Amend articles of association: conditional capital and capital band	FOR	FOR		✓ 98.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements of the holding and report of the statutory auditors	FOR	FOR		✓ 99.9%
2	Approve consolidated accounts and report of the statutory auditors	FOR	FOR		✓ 99.9%
3	Advisory vote on the remuneration report	FOR	FOR		✗ 44.6%
4	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 88.1%
5	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
6	Discharge board members	FOR	FOR		✓ 99.7%
7.1	Elections to the board of directors				
7.1.a	Re-elect Dr. Valentin Chapero Rueda	FOR	FOR		✓ 87.6%
7.1.b	Re-elect Ms. Nicole Burth Tschudi	FOR	FOR		✓ 94.2%
7.1.c	Re-elect Mr. Laurent Dubois	FOR	FOR		✓ 97.3%
7.1.d	Re-elect Mr. Jürg Fedier	FOR	FOR		✓ 99.6%
7.1.e	Re-elect Mr. Michael Reitermann	FOR	FOR		✓ 99.7%
7.1.f	Elect Dr. Monika Krüsi Schädle	FOR	FOR		✓ 99.5%
7.2	Re-elect Dr. Valentin Chapero Rueda as board chair	FOR	FOR		✓ 87.6%
7.3	Elections to the nomination and remuneration committee				
7.3.a	Re-elect Ms. Nicole Burth Tschudi to the nomination and remuneration committee	FOR	FOR		✓ 93.5%
7.3.b	Re-elect Mr. Laurent Dubois to the nomination and remuneration committee	FOR	FOR		✓ 96.7%
7.3.c	Elect Dr. Monika Krüsi Schädle to the nomination and remuneration committee	FOR	FOR		✓ 99.3%
7.4	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8%
7.5	Re-elect Mr. Franz Müller as independent proxy	FOR	FOR		✓ 99.9%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.8%
8.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.8%

Item	Agenda	Board	Ethos	Result
8.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.4%
8.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 88.3%



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	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.5%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.6%
4	Elections to the board of directors				
4.1	Re-elect Mr. Michael Manz as board member and chair	FOR	● OPPOSE	The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.	✓ 99.5%
4.2.1	Re-elect Mr. Jan Luescher	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  He serves on the audit committee.	✓ 98.8%
4.2.2	Re-elect Dr. Alexander Koenig (Dr. Fabian Höffer von Loewenfeld)	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of First Class & More International).	✓ 99.5%
4.2.3	Re-elect Mr. Christopher Hartley	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (25.0%).	✓ 99.5%
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Michael Manz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Manz to the board of directors, Ethos cannot approve Mr. Manz to the committee.	✓ 98.8%
5.2	Re-elect Dr. Alexander Koenig (Dr. Fabian Höffer von Loewenfeld) to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Koenig to the board of directors, Ethos cannot approve Dr. Koenig to the committee.	✓ 98.7%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.9%
7	Re-elect Bellpark Legal AG as independent proxy	FOR	FOR		✓ 99.5%
8	Binding votes on the remuneration of the board of directors and the executive management				
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The non-executive directors receive options.	✓ 98.8%
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.3%
8.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 98.5%

Item	Agenda	Board	Ethos	Result
8.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	<p>✓ 98.5%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Approve sustainability report	FOR	FOR		✓ 99.5%
4	Discharge board members and executive management	FOR	FOR		✓ 99.8%
5	Elections to the board of directors				
5.1	Re-elect Mr. Hans-Peter Schwald	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 89.2%
5.2	Re-elect Mr. Norbert Indlekofer	FOR	● OPPOSE	He chairs the nomination committee and the renewal and composition of the board are unsatisfactory.	✓ 92.6%
5.3	Re-elect Ms. Liane Hirner	FOR	FOR		✓ 99.6%
5.4	Re-elect Mr. Michael Pieper	FOR	FOR		✓ 94.9%
5.5	Re-elect Mr. Oliver Streuli	FOR	FOR		✓ 95.2%
5.6	Re-elect Mr. Ferdinand Stutz	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the board independence is insufficient (28.6%).	✓ 90.6%
5.7	Elect Mr. Martin Klöti	FOR	FOR		✓ 94.9%
6	Re-elect Mr. Hans-Peter Schwald as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schwald to the board of directors, Ethos cannot approve Mr. Schwald as chair.	✓ 90.1%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Norbert Indlekofer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Indlekofer to the board of directors, Ethos cannot approve Mr. Indlekofer to the committee.	✓ 90.6%
7.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schwald to the board of directors, Ethos cannot approve Mr. Schwald to the committee.	✓ 88.6%
7.3	Re-elect Mr. Oliver Streuli to the remuneration committee	FOR	FOR		✓ 95.0%
7.4	Re-elect Mr. Ferdinand Stutz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Stutz to the board of directors, Ethos cannot approve Mr. Stutz to the committee.	✓ 88.0%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 95.4%
9	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
10	Advisory vote on the remuneration report	FOR	FOR	✓ 86.9%
11	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6%
12	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 87.9%
13	Amend articles of association			
13.1	Articles of association: Cancellation of the capital band	FOR	FOR	✓ 99.3%
13.2	Articles of association: Permitted mandates	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 97.6%
1.3	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> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 75.0%
2	Approve allocation of income and 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.	✓ 97.8%
3	Discharge board members and executive management	FOR	FOR		✓ 99.6%
4	Amend the capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 96.7%
5	Amend the conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 99.9%
6	Elections to the board of directors				
6.1	Re-elect Mr. Juan Carlos Torres Carretero as board member and chair	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is 75 years old, which exceeds Ethos' guidelines.</p>	✓ 94.5%
6.2.1	Re-elect Dr. Xavier Bouton	FOR	FOR		✓ 99.9%
6.2.2	Re-elect Mr. Alessandro Benetton	FOR	FOR		✓ 99.8%
6.2.3	Re-elect Ms. Heekyung Jo Min	FOR	FOR		✓ 98.6%
6.2.4	Re-elect Mr. Sami Kahale	FOR	FOR		✓ 96.2%
6.2.5	Re-elect Mr. Enrico Laghi	FOR	● OPPOSE	He does not offer guarantees of irreproachable activities and attitude.	✓ 96.9%
6.2.6	Re-elect Mr. Luis Maroto Camino	FOR	FOR		✓ 99.5%
6.2.7	Re-elect Mr. Joaquín Moya-Angeler Cabrera	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 96.7%

Item	Agenda	Board	Ethos		Result
6.2.8	Re-elect Mr. Ranjan Sen	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 97.8%
6.2.9	Re-elect Ms. Mary J. Steele Guilfoile	FOR	FOR		✓ 99.4%
6.2.10	Re-elect Ms. Eugenia M. Ulasewicz	FOR	FOR		✓ 99.4%
6.3.1	Elect Dr. Katia Walsh	FOR	FOR		✓ 99.8%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Enrico Laghi to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Laghi to the board of directors, Ethos cannot approve Mr. Laghi to the committee.  He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 89.7%
7.2	Re-elect Mr. Luis Maroto Camino 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.	✓ 90.2%
7.3	Re-elect Mr. Joaquín Moya-Angeler Cabrera 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.	✓ 90.3%
7.4	Re-elect Ms. Eugenia M. Ulasewicz to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 90.7%
8	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.3%
9	Re-elect Altenburger Ltd. legal + tax as independent proxy	FOR	FOR		✓ 99.9%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.	✓ 93.9%
10.2	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 remuneration structure is not in line with Ethos' guidelines.  Past awards do not allow confirmation of the link between pay and performance.	✓ 92.3%

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		✓ 89.7%
1.3	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 97.9%
2	Discharge board members and executive management	FOR	FOR		✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.7%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.4%
5	Elections to the board of directors				
5.1	Re-elect Dr. Kuno Sommer as board member and chair	FOR	● OPPOSE	<p>He is not independent (board tenure of 12 years) and the board independence is insufficient (40.0%).</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p>	✓ 90.9%
5.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR		✓ 96.5%
5.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR		✓ 96.5%
5.4	Re-elect Dr. Steffen Lang	FOR	FOR		✓ 96.5%
5.5	Re-elect Dr. Alex Fässler	FOR	FOR		✓ 95.3%
6	Elections to the remuneration committee				
6.1	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Sommer to the board of directors, Ethos cannot approve Dr. Sommer to the committee.</p> <p>He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members.</p>	✓ 89.0%
6.2	Re-elect Ms. Nicole Grogg Hötzer to the remuneration committee	FOR	FOR		✓ 93.0%

Item	Agenda	Board	Ethos		Result
6.3	Re-elect Dr. Alex Fässler to the remuneration committee	FOR	● OPPOSE	He is not independent (linked to the company for more than 12 years) and the committee does not include at least 50% independent members.	✓ 84.9%
8	Re-elect Mazars as auditors	FOR	FOR		✓ 100.0%
9	Re-elect Mr. Paul Wiesli as independent proxy	FOR	FOR		✓ 99.9%



Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.5%
1.3	Approve sustainability report	FOR	● OPPOSE	✓ 86.7% The report is not prepared in accordance with a recognised standard.  The report and relevant indicators are not verified by an independent third party.  The report does not include ambitious and quantitative targets for all material topics.
2	Discharge board members and executive management	FOR	FOR	✓ 99.6%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.5%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Thomas von Planta as member and chair of the board of directors	FOR	FOR	✓ 89.0%
4.1.2	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 95.0%
4.1.3	Re-elect Dr. Maya Bundt	FOR	FOR	✓ 99.1%
4.1.4	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 98.3%
4.1.5	Re-elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR	✓ 98.8%
4.1.6	Re-elect Dr. Markus R. Neuhaus	FOR	FOR	✓ 94.7%
4.1.7	Re-elect Prof. Dr. Hans-Jörg Schmidt-Trenz	FOR	FOR	✓ 98.5%
4.1.8	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 95.9%
4.1.9	Elect Dr. Guido Fürer	FOR	FOR	✓ 99.3%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Christoph B. Gloor to the remuneration committee	FOR	FOR	✓ 97.3%
4.2.2	Re-elect Dr. Karin Lenzlinger Diedenhofen to the remuneration committee	FOR	FOR	✓ 97.8%
4.2.3	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 92.1%
4.2.4	Re-elect Prof. Dr. Hans-Jörg Schmidt-Trenz to the remuneration committee	FOR	FOR	✓ 97.4%
4.3	Re-elect Dr. Christophe Sarasin as independent proxy	FOR	FOR	✓ 99.7%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 97.5%

Item	Agenda	Board	Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.2%
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.5%
5.2.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 94.8%
6	Shareholder proposals				
6.1	Shareholder proposal: Removal of restrictions on registration and voting rights	OPPOSE	● FOR	<p>The resolution is clearly phrased and properly substantiated.</p> <p>The resolution aims at improving the company's corporate governance.</p> <p>The resolution is in line with the long-term interests of the majority of the company's stakeholders.</p>	✓ 78.2%
6.2	Shareholder proposal: New regulation regarding nominees	OPPOSE	● FOR	<p>The resolution is clearly phrased and properly substantiated.</p> <p>The resolution aims at improving the company's corporate governance.</p> <p>The resolution is in line with the long-term interests of the majority of the company's stakeholders.</p>	✗ 65.0%
6.3	Shareholder proposal: Amendment to qualified majority	OPPOSE	● FOR	<p>The resolution is clearly phrased and properly substantiated.</p> <p>The resolution aims at improving the company's corporate governance.</p> <p>The resolution is in line with the long-term interests of the majority of the company's stakeholders.</p>	✓ 77.0%

Item	Agenda	Board	Ethos		Result
1	Announcement of the votes represented, presentation of the secretary for the meeting and the scrutineers	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Approve sustainability report	FOR	● OPPOSE	The report does not include ambitious and quantitative targets for all material topics.	✓ 67.4%
5	Discharge board members	FOR	FOR		✓ 99.4%
6	Elections to the board of directors	NON-VOTING	NON-VOTING		
7	Re-elect Deloitte as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 91.7%

Item	Agenda	Board	Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Appointment of scrutineers	NON-VOTING	NON-VOTING	
3	Chair's speech	NON-VOTING	NON-VOTING	
4	Present annual report	NON-VOTING	NON-VOTING	
5	Present auditors' report	NON-VOTING	NON-VOTING	
6	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
7	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
8	Discharge board members	FOR	FOR	✓ 100.0%
9	Amend articles of association	FOR	<p>● OPPOSE</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✓ 99.9%
10	Elect FIDAG Jura SA as independent proxy	FOR	FOR	✓ 100.0%
11	Re-elect KPMG as auditors	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Chair's speech	NON-VOTING	NON-VOTING	
3	Appointment of scrutineers	NON-VOTING	NON-VOTING	
4	Management report and audit report	NON-VOTING	NON-VOTING	
5	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.5%
6	Approve allocation of income and dividend	FOR	FOR	✓ 98.6%
7	Approve sustainability report	FOR	● OPPOSE	<p>✓ 95.0%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>
8	Discharge board members	FOR	FOR	✓ 98.0%
9	Re-elect Deloitte as auditors	FOR	FOR	✓ 98.3%
10	Re-elect ECSA Fiduciaire SA as independent proxy	FOR	FOR	✓ 98.2%

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Management report	NON-VOTING	NON-VOTING	
3.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
3.2	Approve sustainability report	FOR	FOR	✓ 99.7%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
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	✓ 99.2%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.1%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.6%
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 99.0%
6	Discharge board members and executive management	FOR	FOR	✓ 99.6%
7	Amend articles of association			
7.1	Amend articles of association: General meeting	FOR	● OPPOSE	<p>✓ 90.6%</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>
7.2	Amend articles of association: Board of directors and remuneration	FOR	FOR	✓ 99.5%
7.3	Amend articles of association: Age limits for board and executive members	FOR	FOR	✓ 99.5%
	Elections to the board of directors			
8	Re-elect Mr. Jack Clemons	FOR	FOR	✓ 93.9%
9	Re-elect Dr. Christophe Wilhelm as independent proxy	FOR	FOR	✓ 99.8%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.6%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.1%
3	Discharge board members and executive management	FOR	FOR		✓ 96.7%
4	Elections to the board of directors				
4.a	Re-elect Mr. Domenico Scala as board member and chair	FOR	FOR		✓ 86.2%
4.b	Re-elect Mr. Leonard Kruimer	FOR	FOR		✓ 89.9%
4.c	Re-elect Dr. Martin Nicklasson	FOR	FOR		✓ 90.7%
4.d	Re-elect Dr. Nicole Onetto	FOR	FOR		✓ 96.3%
4.e	Re-elect Dr. Carole Sable	FOR	FOR		✓ 96.3%
4.f	Re-elect Dr. Thomas Werner	FOR	FOR		✓ 79.6%
5	Elections to the remuneration committee				
5.a	Re-elect Dr. Martin Nicklasson to the remuneration committee	FOR	FOR		✓ 89.2%
5.b	Re-elect Dr. Nicole Onetto to the remuneration committee	FOR	FOR		✓ 95.1%
5.c	Re-elect Dr. Thomas Werner to the remuneration committee	FOR	FOR		✓ 78.3%
6.a	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.	✓ 89.9%
6.b	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.  The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.	✓ 89.6%
6.c	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 86.8%
7	Re-elect Dr. Caroline Cron as independent proxy	FOR	FOR		✓ 99.5%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 24 years, which exceeds Ethos' guidelines.	✓ 86.8%

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		✓ 98.7%
2.1	Approve allocation of income 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	Amend articles of association: Company purpose	FOR	FOR		✓ 99.9%
4.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 98.2%
4.3	Amend articles of association: Mandatory changes	FOR	FOR		✓ 99.9%
4.4	Amend articles of association: Editorial changes	FOR	FOR		✓ 99.6%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5%
5.2	Approval of an additional amount for the total remuneration of the executive management for 2024	FOR	FOR		✓ 99.4%
5.3	Binding prospective vote on the total remuneration of the executive management for 2025	FOR	FOR		✓ 99.4%
6	Elections to the board of directors				
6.1	Re-elect Dr. Philipp Dautzenberg	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (16.7%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 98.4%
6.2	Re-elect Mr. Thomas Hinderer	FOR	FOR		✓ 99.7%
6.3	Re-elect Ms. Doris Leuthard	FOR	FOR		✓ 99.3%
6.4	Re-elect Mr. Werner Marti	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (16.7%).	✓ 97.9%
6.5	Re-elect Mr. Philipp Wyss	FOR	FOR		✓ 99.4%



Item	Agenda	Board	Ethos		Result
6.6	Re-elect Mr. Joos Sutter	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> <p>The board has not established a nomination committee and the composition of the board is unsatisfactory.</p>	✓ 98.6%
6.7	Re-elect Mr. Joos Sutter as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Sutter to the board of directors, Ethos cannot approve Mr. Sutter as chair.	✓ 98.4%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Thomas Hinderer to the remuneration committee	FOR	FOR		✓ 99.5%
7.2	Re-elect Mr. Philipp Wyss to the remuneration committee	FOR	FOR		✓ 99.2%
8	Re-elect Dr. Andreas Flückiger as independent proxy	FOR	FOR		✓ 99.9%
9	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report and financial statements	FOR	FOR		✓ 99.8%
2	Approve sustainability report	FOR	FOR		✓ 99.2%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.6%
4	Discharge board members	FOR	FOR		✓ 99.2%
5	Amend articles of association				
5.1	Amend articles of association: Company purpose	FOR	FOR		✓ 98.6%
5.2	Amend articles of association: Transfer of nominal shares	FOR	FOR		✓ 98.6%
5.3	Amend articles of association: General meeting	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 97.5%
5.4	Amend articles of association: Board of directors, executive management and remuneration	FOR	● OPPOSE	The employment contracts may include non-compete clauses not in line with Ethos' guidelines.	✓ 96.3%
5.5	Amend articles of association: Other amendments	FOR	FOR		✓ 98.3%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Stefan Bichsel	FOR	FOR		✓ 99.2%
6.1.2	Re-elect Mr. Gilles Frôté	FOR	FOR		✓ 99.3%
6.1.3	Re-elect Mr. Reto Heiz	FOR	FOR		✓ 99.2%
6.1.4	Re-elect Ms. Antoinette C. Hunziker-Ebneter	FOR	FOR		✓ 98.0%
6.1.5	Re-elect Prof. Dr. Christoph Lengwiler	FOR	FOR		✓ 99.4%
6.1.6	Re-elect Dr. Annelis Lüscher Hämmerli	FOR	FOR		✓ 99.3%
6.1.7	Re-elect Mr. Hugo Schürmann	FOR	FOR		✓ 99.3%
6.1.8	Re-elect Dr. Pascal Sieber	FOR	FOR		✓ 99.3%
6.1.9	Re-elect Dr. Danielle Villiger	FOR	FOR		✓ 99.3%
6.2	Re-elect Ms. Antoinette C. Hunziker-Ebneter as board chair	FOR	FOR		✓ 97.8%
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Gilles Frôté to the remuneration committee	FOR	FOR		✓ 98.8%
6.3.2	Re-elect Ms. Antoinette C. Hunziker-Ebneter to the remuneration committee	FOR	● OPPOSE	She receives a remuneration that is excessive.	✓ 96.5%

Item	Agenda	Board	Ethos		Result
6.3.3	Re-elect Dr. Danielle Villiger to the remuneration committee	FOR	FOR		✓ 98.8%
6.4	Elect Ms. Selina Müller as independent proxy	FOR	FOR		✓ 99.4%
6.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 96.8%
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 of the chair is significantly higher than that of a peer group.	✓ 95.5%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 89.5%

Item	Agenda	Board	Ethos		Result
1.a	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.b	Advisory vote on the remuneration report	FOR	FOR		✓ 95.4%
1.c	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>Relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious targets for all material topics.</p>	✓ 98.4%
2	Discharge board members and executive management	FOR	FOR		✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.5%
5.a	Elections to the board of directors				
5.a.1	Re-elect Dr. Carole Ackermann	FOR	FOR		✓ 99.2%
5.a.2	Re-elect Mr. Roger Baillod	FOR	FOR		✓ 99.0%
5.a.3	Re-elect Prof. Dr. Petra Denk	FOR	FOR		✓ 99.6%
5.a.4	Re-elect Ms. Rebecca Guntern Flückiger	FOR	FOR		✓ 99.4%
5.a.5	Re-elect Mr. Martin à Porta	FOR	FOR		✓ 99.7%
5.a.6	Re-elect Mr. Kurt Schär	FOR	FOR		✓ 98.9%
5.b	Re-elect Mr. Roger Baillod as board chair	FOR	FOR		✓ 98.9%
5.c	Elections to the nomination and remuneration committee				
5.c.1	Re-elect Mr. Roger Baillod to the nomination and remuneration committee	FOR	FOR		✓ 98.9%
5.c.2	Re-elect Ms. Rebecca Guntern Flückiger to the nomination and remuneration committee	FOR	FOR		✓ 99.1%
5.c.3	Re-elect Mr. Andreas Rickenbacher to the nomination and remuneration committee	FOR	FOR		✓ 99.1%
5.d	Re-elect Mr. Andreas Byland as independent proxy	FOR	FOR		✓ 100.0%
5.e	Elect PwC as auditors	FOR	FOR		✓ 99.1%

Item	Agenda	Board	Ethos	Result
1	Opening of the general meeting and chairman's speech	NON-VOTING	NON-VOTING	
2	Presentation of Prof. Dr. Thomas J. Jordan, CEO	NON-VOTING	NON-VOTING	
3	Auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.7%
5	Discharge board members	FOR	FOR	✓ 99.4%
6	Elections to the board of directors			
6.1	Re-elect Ms. Vania Alleva	FOR	FOR	✓ 97.8%
6.2	Re-elect Prof. Dr. Rajna Gibson Brandon	FOR	FOR	✓ 98.8%
6.3	Re-elect Dr. Romeo Lacher	FOR	FOR	✓ 95.5%
6.4	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 98.8%
6.5	Re-elect Dr. Angelo Ranaldo	FOR	FOR	✓ 98.9%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Approve sustainability report	FOR	● OPPOSE	The report and relevant indicators are not verified by an independent third party.  The report does not include ambitious and quantitative targets for all material topics.	✓ 97.9%
2	Discharge board members and executive management	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.3%
4.3	Advisory vote on the remuneration report	FOR	FOR		✓ 88.0%
5.1	Elect Mr. Marcel Keller as representative of the registered A shares	FOR	FOR		✓ 99.9%
5.2	Elections to the board of directors				
5.2.1	Re-elect Dr. Thomas Schmuckli as board member and chair	FOR	FOR		✓ 94.7%
5.2.2	Re-elect Mr. Martin Kühn	FOR	FOR		✓ 99.9%
5.2.3	Re-elect Ms. Patricia Heidtman	FOR	FOR		✓ 99.8%
5.2.4	Re-elect Mr. David Dean	FOR	FOR		✓ 99.2%
5.2.5	Re-elect Ms. Petra Maria Ehmann	FOR	FOR		✓ 99.8%
5.2.6	Re-elect Mr. Marcel Keller	FOR	FOR		✓ 99.9%
5.2.7	Re-elect Prof. Dr. Ina Toegel	FOR	FOR		✓ 99.7%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. David Dean to the remuneration committee	FOR	FOR		✓ 97.7%
5.3.2	Re-elect Mr. Marcel Keller to the remuneration committee	FOR	FOR		✓ 98.9%
5.3.3	Re-elect Prof. Dr. Ina Toegel to the remuneration committee	FOR	FOR		✓ 98.7%
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 38 years, which exceeds Ethos' guidelines.	✓ 91.7%
7	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 99.9%
8	Amend articles of association				

Item	Agenda	Board	Ethos		Result
8.1	Amend articles of association: General meeting and shareholders	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 90.0%
8.2	Amend articles of association: Board of directors and executive management	FOR	FOR		✓ 99.8%
8.3	Amend articles of association: Other amendments	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
1.a	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
1.b	Approve sustainability report	FOR	● OPPOSE	<p>✓ 95.2%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The company does not submit its climate report to an annual vote and the climate report is not in line with Ethos' guidelines.</p>
2	Discharge board members and executive management	FOR	FOR	✓ 98.7%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.a	Re-elect Ms. Anita Hauser	FOR	FOR	✓ 91.3%
4.1.b	Re-elect Mr. Michael Hauser	FOR	FOR	✓ 92.2%
4.1.c	Re-elect Mr. Martin Hirzel	FOR	FOR	✓ 98.3%
4.1.d	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 94.6%
4.1.e	Re-elect Mr. Stefan Scheiber	FOR	FOR	✓ 94.2%
4.2	Elect Mr. Urs Kaufmann as board chair	FOR	FOR	✓ 86.9%
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Ms. Anita Hauser to the remuneration committee	FOR	FOR	✓ 85.8%
4.3.b	Elect Mr. Stefan Scheiber to the remuneration committee	FOR	FOR	✓ 93.7%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.8%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	<p>✓ 88.6%</p> <p>The audit firm has been in office for 40 years, which exceeds Ethos' guidelines.</p>
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.4%
5.2	Advisory vote on the remuneration report	FOR	FOR	✓ 72.2%
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9%
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.2%



Item	Agenda	Board	Ethos	Result	
1	Opening and announcements	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts				
2.1	Approve annual report	FOR	FOR	✓ 99.8%	
2.2	Approve the statutory accounts	FOR	FOR	✓ 99.8%	
2.3	Approve the consolidated accounts	FOR	FOR	✓ 99.7%	
2.4	Receive the auditor's report	NON-VOTING	NON-VOTING		
2.5	Approve sustainability report	FOR	FOR	✓ 99.3%	
3	Discharge board members				
3.1	Discharge Mr. Gaudenz F. Domenig	FOR	FOR	✓ 99.6%	
3.2	Discharge Mr. Marco Syfrig	FOR	FOR	✓ 98.6%	
3.3	Discharge Mr. Willy Hüppi	FOR	FOR	✓ 98.7%	
3.4	Discharge Ms. Michèle Novak-Moser	FOR	FOR	✓ 98.3%	
3.5	Discharge Ms. Nina Remmers	FOR	FOR	✓ 98.4%	
3.6	Discharge Mr. Diego Brüesch	FOR	FOR	✓ 98.9%	
4	Approve allocation of income and dividend				
4.1	Distribution of dividend from retained earnings and voluntary capital reserve	FOR	FOR	✓ 100.0%	
4.2	Distribution of dividend from capital contributions reserves	FOR	FOR	✓ 100.0%	
5	Elections to the board of directors				
5.1	Re-elect Mr. Gaudenz F. Domenig as board member and chair	FOR	FOR	✓ 90.7%	
5.2	Re-elect Mr. Marco Syfrig	FOR	● OPPOSE	<p>He has been a member of the board for 16 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 16 years, former executive, consultancy fees) and the board independence is insufficient (33.3%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>	<p>✓ 81.4%</p>
5.3	Re-elect Mr. Willy Hüppi	FOR	● OPPOSE	<p>He has been a member of the board for 18 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years, various reasons) and the board independence is insufficient (33.3%).</p>	<p>✓ 88.8%</p>

Item	Agenda	Board	Ethos		Result
5.4	Re-elect Ms. Michèle Novak-Moser	FOR	FOR		✓ 94.6%
5.5	Re-elect Ms. Nina Remmers	FOR	FOR		✓ 94.6%
5.6	Re-elect Mr. Diego Brüesch	FOR	FOR		✓ 87.0%
6	Elections to the remuneration committee				
6.4	Re-elect Mr. Gaudenz F. Domenig to the remuneration committee	FOR	FOR		✓ 90.5%
6.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hüppi to the board of directors, Ethos cannot approve Mr. Hüppi to the committee.	✓ 83.7%
6.3	Re-elect Ms. Michèle Novak-Moser to the remuneration committee	FOR	FOR		✓ 88.0%
7	Re-elect Mr. Dieter R. Brunner as independent proxy	FOR	FOR		✓ 99.9%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 86.9%
9	Binding votes on the remuneration of the board of directors and the executive management				
9.1	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive excessive consultancy fees in a regular manner.	✓ 91.1%
9.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 79.7%
9.3	Binding retrospective vote on the total variable 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.	✓ 76.4%

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts, and sustainability report	FOR	● OPPOSE	<p>✓ 93.8%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
5	Amend articles of association	FOR	● OPPOSE	<p>✓ 88.7%</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>
6.1	Elections to the board of directors			
6.1.2	Re-elect Dr. Carole Ackermann	FOR	FOR	✓ 99.6%
6.1.3	Re-elect Mr. Peter Arnold	FOR	FOR	✓ 99.8%
6.1.4	Re-elect Mr. Paul-Marc Julen	FOR	FOR	✓ 99.8%
6.1.5	Re-elect Mr. Christoph Ott	FOR	FOR	✓ 99.6%
6.1.6	Re-elect Mr. Patrick Z'Brun	FOR	FOR	✓ 99.4%
6.1.7	Elect Ms. Marie-Gabrielle Ineichen-Fleisch	FOR	FOR	✓ 99.5%
6.1.8	Elect Dr. Carole Schmied-Syz	FOR	FOR	✓ 98.8%
6.1.9	Elect Mr. Matthias In-Albon	FOR	FOR	✓ 99.6%
6.2	Re-elect Mr. Patrick Z'Brun as board chair	FOR	FOR	✓ 99.3%
6.3	Elections to the nomination and remuneration committee			
6.3.1	Re-elect Mr. Patrick Z'Brun to the nomination and remuneration committee	FOR	FOR	✓ 98.0%
6.3.2	Re-elect Dr. Carole Ackermann to the nomination and remuneration committee	FOR	FOR	✓ 98.2%

Item	Agenda	Board	Ethos	Result
6.3.3	Re-elect Mr. Peter Arnold to the nomination and remuneration committee	FOR	FOR	✓ 98.7%
6.4	Re-elect BDO as auditors	FOR	FOR	✓ 99.1%
6.5	Re-elect Ms. Chantal Carlen 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	FOR	✓ 98.4%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.6%
7.3	Binding prospective vote on the total remuneration of the board of directors for Q1 2025	FOR	FOR	✓ 98.0%
7.4	Binding prospective vote on the total remuneration of the executive management for Q1 2025	FOR	FOR	✓ 94.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve sustainability report	FOR	● OPPOSE	✓ 98.0% The report does not cover all material topics with quantitative indicators.  The report does not include ambitious and quantitative targets for all material topics.
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management	FOR	FOR	✓ 99.9%
5	Elections to the board of directors			
5.1	Re-elect Dr. Heinz O. Baumgartner	FOR	FOR	✓ 99.6%
5.2	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.5%
5.3	Re-elect Dr. Matthias Auer	FOR	FOR	✓ 92.8%
5.4	Re-elect Ms. Inge Delobelle	FOR	FOR	✓ 99.6%
5.5	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 99.2%
5.6	Re-elect Mr. Felix Schmidheiny	FOR	FOR	✓ 94.6%
5.7	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 97.7%
5.8	Re-elect Ms. Eva Zauke	FOR	FOR	✓ 99.9%
6	Re-elect Dr. Heinz O. Baumgartner as board chair	FOR	FOR	✓ 99.9%
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Urs Riedener to the remuneration committee	FOR	FOR	✓ 96.4%
7.2	Re-elect Ms. Inge Delobelle to the remuneration committee	FOR	FOR	✓ 98.2%
7.3	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 97.8%
8.1	Advisory vote on the remuneration report	FOR	FOR	✓ 93.7%
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.4%
8.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.1%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.9%
10	Re-elect SILK Rechtsanwälte as independent proxy	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
1.2-1.3	Approve allocation of income and dividend				
1.2	Dividend out of retained earnings	FOR	FOR		✓ 99.8%
1.3	Dividend from capital contributions reserves	FOR	FOR		✓ 99.8%
2.1	Elections to the board of directors				
2.1.1	Re-elect Mr. Felix Sulzberger as board member and chair	FOR	● OPPOSE	He is also member of the executive management (CEO) for an undefined period of time.	✓ 83.7%
2.1.2	Re-elect Mr. Gregor Greber	FOR	FOR		✓ 97.1%
2.1.3	Re-elect Mr. Allan Kellenberger	FOR	FOR		✓ 99.5%
2.1.4	Re-elect Mr. Thomas Stöcklin	FOR	FOR		✓ 96.1%
2.1.5	Elect Ms. Corinna Werkle	FOR	FOR		✓ 99.6%
2.2	Elections to the remuneration committee				
2.2.1	Re-elect Mr. Felix Sulzberger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Sulzberger to the board of directors, Ethos cannot approve Mr. Sulzberger to the committee.	✓ 76.5%
2.2.2	Elect Mr. Thomas Stöcklin to the remuneration committee	FOR	FOR		✓ 95.7%
2.2.3	Elect Ms. Corinna Werkle to the remuneration committee	FOR	FOR		✓ 99.3%
3	Re-elect KPMG as auditors	FOR	FOR		✓ 99.5%
4	Re-elect Grossenbacher Rechtsanwälte AG as independent proxy	FOR	FOR		✓ 99.9%
5	Discharge board members and executive management	FOR	FOR		✓ 98.8%
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.  The remuneration structure is not in line with Ethos' guidelines.	✓ 68.3%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.2%
6.3	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 79.8%
6.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 82.2%

Item	Agenda	Board	Ethos		Result
7	Approve sustainability report	FOR	FOR		✓ 99.3%
8	Amendment of the capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 82.1%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Approve sustainability report	FOR	FOR	✓ 99.8%
2	Advisory vote on the remuneration report	FOR	FOR	✓ 96.9%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.8%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Franco Morra	FOR	FOR	✓ 99.8%
5.1.2	Re-elect Mr. Marc Berg	FOR	FOR	✓ 99.7%
5.1.3	Re-elect Mr. Thomas Buess	FOR	FOR	✓ 99.6%
5.1.4	Re-elect Ms. Susanne Klöss-Braekler	FOR	FOR	✓ 99.5%
5.1.5	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.3%
5.2	Elect Ms. Sandra Hauser	FOR	FOR	✓ 99.6%
5.3	Re-elect Dr. Franco Morra as board chair	FOR	FOR	✓ 99.7%
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Ms. Susanne Klöss-Braekler to the nomination and remuneration committee	FOR	FOR	✓ 97.8%
5.4.2	Re-elect Mr. Marc Berg to the nomination and remuneration committee	FOR	FOR	✓ 98.4%
5.4.3	Re-elect Mr. Thomas Buess to the nomination and remuneration committee	FOR	FOR	✓ 98.3%
5.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.9%
5.6	Re-elect KPMG as auditors	FOR	FOR	✓ 92.1%
6	Create conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 95.0%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.9%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.8%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 96.8%
3	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 97.7%
4	Approve allocation of income and dividend	FOR	FOR		✓ 98.2%
5	Discharge board members and executive management	FOR	FOR		✓ 99.5%
6	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p>	✓ 83.2%
7	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The proposed increase relative to the previous year is excessive.</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>	✓ 95.0%
8	Elections to the board of directors				
8.1	Re-elect Mr. Daniel Frutig	FOR	FOR		✓ 99.6%
8.2	Re-elect Ms. Norma Corio	FOR	FOR		✓ 95.6%
8.3	Re-elect Ms. Denise Koopmans	FOR	FOR		✓ 95.5%
8.4	Re-elect Mr. Konstantin Ryzhkov	FOR	FOR		✓ 99.4%
9	Elections to the remuneration committee				
9.1	Re-elect Mr. Daniel Frutig to the remuneration committee	FOR	FOR		✓ 99.0%
9.2	Re-elect Mr. Konstantin Ryzhkov to the remuneration committee	FOR	FOR		✓ 99.0%
10	Re-elect KPMG as auditors	FOR	FOR		✓ 97.0%
11	Re-elect Etude Athemis as independent proxy	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Approve sustainability report	FOR	FOR		✓ 99.6%
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 83.3%
2	Discharge board members and executive management	FOR	FOR		✓ 99.5%
3.1	Approve allocation of income	FOR	FOR		✓ 99.9%
3.2	Distribution through capital reduction by way of par value reduction	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Ahmed Mohamed Al Umar	FOR	FOR		✓ 92.0%
4.1.2	Re-elect Dr. Günter von Au	FOR	● OPPOSE	He is not independent (board tenure of 12 years, various reasons) and the board independence is insufficient (36.4%).  He chairs the nomination committee and the composition of the board is unsatisfactory.	✓ 81.0%
4.1.3	Re-elect Mr. Roberto Gualdoni	FOR	FOR		✓ 93.5%
4.1.4	Elect Mr. Jens Lohmann	FOR	FOR		✓ 94.1%
4.1.5	Re-elect Mr. Thilo Mannhardt	FOR	FOR		✓ 99.7%
4.1.6	Re-elect Mr. Geoffery Merszei	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (36.4%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 94.5%
4.1.7	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 99.3%
4.1.8	Re-elect Mr. Peter Steiner	FOR	FOR		✓ 88.1%
4.1.9	Re-elect Dr. Claudia Süßmuth Dyckerhoff	FOR	FOR		✓ 94.1%
4.1.10	Re-elect Ms. Susanne Wamsler	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the board independence is insufficient (36.4%).	✓ 93.4%
4.1.11	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 95.2%
4.2	Re-elect Dr. Günter von Au as board chair	FOR	● OPPOSE	As Ethos did not support the election of Dr. chem. von Au to the board of directors, Ethos cannot approve Dr. chem. von Au as chair.	✓ 78.4%

Item	Agenda	Board	Ethos	Result
4.3	Elections to the remuneration committee			
4.3.1	Elect Mr. Jens Lohmann to the remuneration committee	FOR	FOR	✓ 93.1%
4.3.2	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 94.0%
4.3.3	Re-elect Dr. Claudia Süssmuth Dyckerhoff to the remuneration committee	FOR	FOR	✓ 89.4%
4.3.4	Re-elect Mr. Konstantin Winterstein to the remuneration committee	FOR	FOR	✓ 89.7%
4.4	Re-elect Dr. Balthasar Settelen as independent proxy	FOR	FOR	✓ 99.9%
4.5	Re-elect KPMG as auditors	FOR	FOR	✓ 99.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 91.4%  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.

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2.1	Approve allocation of income	FOR	FOR	✓ 100.0%
2.2	Distribution of dividend from capital contributions reserves	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Niklaus H. Huber as board member and chair	FOR	FOR	✓ 97.5%
4.1.2	Re-elect Mr. Jürgen Rauch	FOR	FOR	✓ 97.5%
4.1.3	Re-elect Dr. Astrid Waser	FOR	FOR	✓ 96.2%
4.1.4	Re-elect Prof. Dr. Allison Zwingenberger	FOR	FOR	✓ 97.4%
4.1.5	Re-elect Mr. Matthias Altendorf	FOR	FOR	✓ 99.9%
4.1.6	Re-elect Mr. Daniel Bühler	FOR	FOR	✓ 99.7%
4.1.7	Elect Mr. Edgar Schönbächler	FOR	FOR	✓ 99.5%
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Jürgen Rauch to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 91.2%
4.2.2	Re-elect Prof. Dr. Allison Zwingenberger to the nomination and remuneration committee	FOR	FOR	✓ 93.3%
4.2.3	Elect Mr. Edgar Schönbächler to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
5	Re-elect Dr. Michael Schöbi as independent proxy	FOR	FOR	✓ 99.9%
6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.5%
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 91.8%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.6%
7.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 94.8%
8	Approve sustainability report	FOR	FOR	✓ 99.7%
9	Amendments to the articles of association			
9.1	Amend articles of association: Share register	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
9.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.3%
9.3	Amend articles of association: General meeting and notifications to shareholders	FOR	FOR		✓ 99.9%
9.4	Amend articles of association: Board of directors and auditors	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Approve sustainability report	FOR	● OPPOSE	<p>Relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 89.3%
4	Discharge board members and executive management	FOR	FOR		✓ 99.2%
5	Elections to the board of directors				
5.1	Re-elect Mr. Paul Boudre	FOR	FOR		✓ 98.3%
5.2	Elect Mr. Paul Boudre as board chair	FOR	FOR		✓ 98.3%
5.3	Re-elect Dr. Mariel Hoch	FOR	FOR		✓ 99.6%
5.4	Re-elect Mr. Patrick Jany	FOR	FOR		✓ 99.6%
5.5	Re-elect Mr. Heinz Kundert	FOR	FOR		✓ 99.3%
5.6	Re-elect Ms. Irene Lee	FOR	FOR		✓ 99.8%
5.7	Re-elect Dr. Edeltraud Leibrock	FOR	FOR		✓ 99.8%
5.8	Elect Mr. Benjamin Loh	FOR	FOR		✓ 98.2%
6	Elections to the remuneration committee				
6.1	Re-elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR		✓ 98.9%
6.2	Elect Mr. Heinz Kundert to the remuneration committee	FOR	FOR		✓ 99.1%
6.3	Elect Mr. Benjamin Loh to the remuneration committee	FOR	FOR		✓ 98.0%
7	Re-elect HütteLAW as independent proxy	FOR	FOR		✓ 99.9%
8	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓ 78.2%
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.9%
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.7%
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 97.7%

Item	Agenda	Board	Ethos	Result
9.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.3%
9.5	Advisory vote on the remuneration report	FOR	FOR	✓ 97.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 98.5%
4	Amendments to the articles of association				
4.1	Amend articles of association: Company purpose	FOR	FOR		✓ 100.0%
4.2	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital increase exceeding 20% of the issued capital.	✓ 95.7%
4.3	Increase conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 95.7%
4.4	Amend articles of association: notices to shareholders	FOR	FOR		✓ 100.0%
4.5	Amend articles of association: other amendments	FOR	FOR		✓ 97.3%
5	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 95.7%
6	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓ 98.4%
7	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.	✓ 95.7%
8	Elections to the board of directors				
8.1	Re-elect Mr. Patrick Combes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.1%
8.2	Re-elect Mr. Christian Baillet	FOR	FOR		✓ 100.0%
8.3	Re-elect Mr. Alain Blanc-Brude	FOR	● OPPOSE	He is 78 years old, which exceeds Ethos' guidelines.	✓ 98.6%



Item	Agenda	Board	Ethos		Result
8.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	<p>He has been a member of the board for 27 years, which exceeds Ethos' guidelines.</p> <p>He is 87 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (representative of an important shareholder, board tenure of 27 years) and the board independence is insufficient (37.5%).</p>	✓ 98.2%
8.5	Re-elect Mr. Christian Goecking	FOR	● OPPOSE	<p>He has been a member of the board for 27 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 27 years) and the board independence is insufficient (37.5%).</p>	✓ 98.4%
8.6	Re-elect Mr. Marco Illy	FOR	FOR		✓ 100.0%
8.7	Re-elect Mr. Robert Pennone	FOR	● OPPOSE	<p>He has been a member of the board for 27 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 27 years) and the board independence is insufficient (37.5%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 98.0%
8.8	Elect Mr. Christophe Hémon	FOR	FOR		✓ 99.5%
9	Re-elect Mr. Patrick Combes as board chair	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Combes to the board of directors, Ethos cannot approve Mr. Combes as chair.</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p>	✓ 96.2%
10	Elections to the remuneration committee				
10.1	Re-elect Mr. Robert Pennone to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Pennone to the board of directors, Ethos cannot approve Mr. Pennone to the committee.</p>	✓ 97.5%
10.2	Re-elect Mr. Christian Goecking to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Goecking to the board of directors, Ethos cannot approve Mr. Goecking to the committee.</p>	✓ 97.5%

Item	Agenda	Board	Ethos		Result
11	Re-elect Mr. Robert Pennone as chair of the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Pennone to the board of directors, Ethos cannot approve Mr. Pennone to the committee.	✓ 97.5%
12	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
13	Re-elect Dr. Christophe Wilhelm as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Opening of the AGM	NON-VOTING	NON-VOTING		
2	Update on financial statements 2023	NON-VOTING	NON-VOTING		
	Elections to the board of directors				
3.i	Elect Mr. Giovanni di Napoli	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.3%
3.ii	Elect Mr. Niall Donnelly	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓ 98.6%
4.i	Re-elect Mr. Alessandro Della Chà as member and chair of the board	FOR	FOR		✓ 95.9%
4.ii	Re-elect Mr. Mauro S. Ajani	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 18 years, various reasons) and the board independence is insufficient (28.6%).	✓ 97.2%
4.iii	Re-elect Dr. Maria Grazia Roncarolo	FOR	FOR		✓ 96.2%
4.iv	Elect Ms. Silvana Perretta	FOR	FOR		✓ 98.3%
4.v	Elect Mr. John O'Dea	FOR	FOR		✓ 98.2%
5.i	Approve renewal of authorisation to issue ordinary shares for financing purposes	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.	✓ 98.0%
5.ii	Approve renewal of authorisation to issue ordinary shares for employee participation	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 93.2%
5.iii	Approve renewal of authorisation to issue preference shares	FOR	● OPPOSE	Anti-takeover provision not in line with the long-term interests of the majority of the company's stakeholders.	✓ 92.1%
6	Authorise the board of directors to limit or exclude pre-emptive rights	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 92.2%
7	Approve authorisation to buyback shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.3%
8	Closing of the AGM	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Reduction of the share capital via reduction of nominal value	FOR	● OPPOSE	The spin-off is not consistent with the long-term interests of the majority of the company's stakeholders.	✓ 97.6%
2	Approve dividend in kind	FOR	● OPPOSE	The spin-off is not consistent with the long-term interests of the majority of the company's stakeholders.	✓ 97.7%
3	Amend articles of association: company name	FOR	● OPPOSE	The amendment is related to the proposed spin-off that is not consistent with the long-term interests of the majority of the company's stakeholders.	✓ 97.6%
4	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.	✓ 87.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2.1	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
2.2	Set off of legal reserves against losses carried forward	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Marian Borovsky	FOR	FOR		✓ 99.9%
4.1.2	Re-elect Mr. Günter Graubach	FOR	● OPPOSE	He is also a permanent member of the executive management (Chief Corporate Development Officer).	✓ 99.9%
4.1.3	Re-elect Dr. Roland Rutschmann	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.8%
4.1.4	Re-elect Dr. Silvio Inderbitzin	FOR	FOR		✓ 99.9%
4.2	Re-elect Dr. Marian Borovsky as board chair	FOR	FOR		✓ 99.9%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Günter Graubach to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Graubach to the board of directors, Ethos cannot approve Mr. Graubach to the committee.	✓ 99.7%
4.3.2	Re-elect Dr. Roland Rutschmann to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Rutschmann to the board of directors, Ethos cannot approve Dr. Rutschmann to the committee.	✓ 99.8%
4.3.3	Re-elect Dr. Marian Borovsky to the remuneration committee	FOR	FOR		✓ 99.9%
4.4	Elect Mazars as auditors	FOR	FOR		✓ 99.8%
4.5	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 100.0%
5.1	Amend articles of association: share transfer restriction	FOR	FOR		✓ 100.0%
5.2	Amend articles of association: other amendments	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 99.8%
6.1	Advisory vote on the remuneration report	FOR	FOR		✓ 97.7%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.7%

Item	Agenda	Board	Ethos	Result
6.3	Binding prospective vote on the fixed remuneration of the executive management for 2024	FOR	FOR	✓ 96.8%
6.4	Binding prospective vote on the variable remuneration of the executive management for 2024	FOR	FOR	✓ 96.8%
6.5	Binding prospective vote on the total remuneration of the executive management for 2025	FOR	FOR	✓ 96.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 98.6%
3	Discharge board members and executive management	FOR	FOR		✓ 95.8%
4	Amend articles of association				
4.1	Amend articles of association: General meetings	FOR	FOR		✓ 98.8%
4.2	Amend articles of association: Increase the threshold of share capital required to add an item to the agenda of general meetings	FOR	● OPPOSE	The amendment has a negative impact on the rights of the shareholders.	✓ 56.1%
4.3	Amend articles of association: Editorial adjustments	FOR	FOR		✓ 98.1%
5	Amend conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.	✓ 89.8%
6	Elections to the board of directors				
6.1	Re-elect Mr. Walter Oberhänsli as board member and chair	FOR	FOR		✓ 95.8%
6.2	Re-elect Prof. Dr. Andréa Belliger	FOR	FOR		✓ 97.4%
6.3	Re-elect Prof. Stefan Feuerstein	FOR	FOR		✓ 92.3%
6.4	Re-elect Ms. Rongrong Hu	FOR	FOR		✓ 96.5%
6.5	Re-elect Dr. Christian Mielsch	FOR	FOR		✓ 97.2%
6.6	Re-elect Mr. Florian Seubert	FOR	FOR		✓ 77.5%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Ms. Rongrong Hu to the nomination and remuneration committee	FOR	FOR		✓ 96.1%
7.2	Re-elect Mr. Walter Oberhänsli to the nomination and remuneration committee	FOR	FOR		✓ 95.0%
7.3	Re-elect Mr. Florian Seubert to the nomination and remuneration committee	FOR	FOR		✓ 73.8%
8	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓ 97.6%
9	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 76.7%

Item	Agenda	Board	Ethos		Result
10	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	<p>✓ 90.6%</p>
11.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✗ 42.2%</p>
11.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration is significantly higher than that of a peer group.</p>	<p>✓ 86.4%</p>
11.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>Past awards do not allow confirmation of the link between pay and performance.</p>	<p>✓ 74.8%</p>
11.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<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>✓ 85.2%</p>
11.5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		<p>✓ 91.9%</p>



Item	Agenda	Board	Ethos		Result
1	Welcome	NON-VOTING	NON-VOTING		
2	Reporting on the 2023 financial year	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.8%
4	Approve allocation of income and dividend				
4.1	Approve allocation of income	FOR	FOR		✓ 100.0%
4.2	Approve dividend out of capital contributions reserves	FOR	FOR		✓ 99.6%
5	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 94.1%
6	Elections to the board of directors				
6.1	Re-elect Mr. Horst Mahmoudi as board member and chair	FOR	● OPPOSE	He is also CEO and the combination of functions is not strictly limited in time.	✓ 99.0%
6.2.1	Re-elect Mr. Fulvio Micheletti	FOR	● OPPOSE	He chairs the nomination committee and the board has less than 20% women without adequate justification.	✓ 95.2%
6.2.2	Re-elect Mr. Reto Klotz	FOR	FOR		✓ 96.2%
6.2.3	Re-elect Mr. José Luis Chorro Lopez	FOR	● OPPOSE	He has a major conflict of interest that is incompatible with his role as board member.	✓ 97.1%
6.2.4	Re-elect Mr. Marc Klingelfuss	FOR	FOR		✓ 98.4%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Mr. Fulvio Micheletti to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Micheletti to the board of directors, Ethos cannot approve Mr. Micheletti to the committee.	✓ 95.1%
7.2	Re-elect Mr. Reto Klotz to the nomination and remuneration committee	FOR	FOR		✓ 96.9%
7.3	Elect Mr. Marc Klingelfuss to the nomination and remuneration committee	FOR	FOR		✓ 98.3%
8	Re-elect BDO as auditors	FOR	FOR		✓ 99.1%
9	Re-elect Mr. Christoph Lerch as independent proxy	FOR	FOR		✓ 100.0%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.4%

Item	Agenda	Board	Ethos	Result	
11	Amend articles of association	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	<p>✓ 95.6%</p>

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 99.1%
1.3	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p>	✓ 99.8%
2	Approve allocation of balance sheet result and dividend	FOR	FOR		✓ 98.5%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.6%
5	Elections to the board of directors				
5.1	Re-elect Mr. Martin Wipfli	FOR	● OPPOSE	He chairs the board, the board is too small and there is no woman on the board without adequate justification.	✓ 99.2%
5.2	Re-elect Mr. Walter Häusermann	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 99.8%
5.3	Re-elect Mr. Bruno Cathomen	FOR	FOR		✓ 99.9%
5.4	Elect Mr. Andy Egger	FOR	FOR		✓ 99.8%
5.5	Re-elect Mr. Martin Wipfli as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Wipfli to the board of directors, Ethos cannot approve Mr. Wipfli as chair.	✓ 99.0%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Bruno Cathomen to the remuneration committee	FOR	FOR		✓ 99.8%
6.2	Elect Mr. Andy Egger to the remuneration committee	FOR	FOR		✓ 99.9%
7	Re-elect MLL Meyerlustenberger Lachenal Froriep as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect BDO as auditors	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Approve sustainability report	FOR	FOR	✓ 99.9%
2	Discharge board members	FOR	FOR	✓ 99.6%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
4	Binding votes on the remuneration of the board of directors and the executive management			
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4%
4.2	Binding prospective vote on the total remuneration of the agricultural committee	FOR	FOR	✓ 99.6%
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.3%
4.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 89.4%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Urs Riedener as board member and chair	FOR	FOR	✓ 93.1%
5.1.2	Re-elect Ms. Monique Bourquin	FOR	FOR	✓ 99.4%
5.1.3	Re-elect Mr. Dominik Bürgy	FOR	FOR	✓ 99.7%
5.1.4	Re-elect Mr. Thomas Grüter	FOR	FOR	✓ 98.1%
5.1.5	Re-elect Ms. Christina Johansson	FOR	● OPPOSE	She holds an excessive number of mandates. ✓ 95.4%
5.1.6	Re-elect Ms. Nadja Lang	FOR	FOR	✓ 99.6%
5.1.7	Re-elect Mr. Hubert Muff	FOR	FOR	✓ 94.2%
5.1.8	Re-elect Ms. Diana Strebel	FOR	FOR	✓ 97.8%
5.1.9	Re-elect Mr. Werner Weiss	FOR	FOR	✓ 93.9%
5.2	Elections to the nomination and remuneration committee			
5.2.1	Re-elect Mr. Urs Riedener to the nomination and remuneration committee	FOR	FOR	✓ 94.5%
5.2.2	Re-elect Ms. Monique Bourquin to the nomination and remuneration committee	FOR	FOR	✓ 98.3%
5.2.3	Re-elect Mr. Thomas Grüter to the nomination and remuneration committee	FOR	FOR	✓ 95.5%
5.2.4	Elect Mr. Dominik Bürgy to the nomination and remuneration committee	FOR	FOR	✓ 99.6%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos	Result
7	Re-elect Mr. Pascal Engelberger as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts and sustainability report	FOR	FOR	✓ 100.0%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 93.9% The remuneration structure is not in line with Ethos' guidelines.
3	Approve allocation of income	FOR	FOR	✓ 100.0%
4	Approve distribution of dividend	FOR	FOR	✓ 100.0%
5	Discharge board members and executive management	FOR	FOR	✓ 100.0%
6	Elections to the board of directors			
6.1.1	Re-elect Mr. Ron Greenbaum	FOR	FOR	✓ 98.8%
6.1.2	Re-elect Dr. Stefan Breitenstein	FOR	FOR	✓ 99.1%
6.1.3	Re-elect Mr. Andreas Schneiter	FOR	FOR	✓ 100.0%
6.1.4	Re-elect Ms. Leta Bolli Kennel	FOR	FOR	✓ 100.0%
6.2	Re-elect Mr. Ron Greenbaum as board chair	FOR	FOR	✓ 98.7%
6.3	Elections to the nomination and remuneration committee			
6.3.1	Re-elect Dr. Stefan Breitenstein to the nomination and remuneration committee	FOR	FOR	✓ 98.1%
6.3.2	Re-elect Mr. Ron Greenbaum to the nomination and remuneration committee	FOR	FOR	✓ 95.6%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 100.0%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 93.9% The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.
8	Re-elect ADROIT Attorneys 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		✓ 96.7%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 94.5%
3	Discharge board members and executive management	FOR	FOR		✓ 93.4%
4	Approve allocation of balance sheet result	FOR	FOR		✓ 97.3%
5	Elections to the board of directors				
5.1.1	Re-elect Dr. Beat In-Albon	FOR	FOR		✓ 97.1%
5.1.2	Re-elect Mr. Stephan Schindler	FOR	FOR		✓ 97.2%
5.2	Re-elect Mr. Stephan Schindler as board chair	FOR	FOR		✓ 97.2%
5.3	Elections to the remuneration committee				
5.3.1	Elect Dr. Beat In-Albon to the remuneration committee	FOR	FOR		✓ 97.0%
5.3.2	Elect Mr. Stephan Schindler to the remuneration committee	FOR	FOR		✓ 96.6%
5.4	Re-elect Mazars as auditors	FOR	FOR		✓ 98.7%
5.5	Re-elect Dr. Oscar Olano as independent proxy	FOR	FOR		✓ 97.3%
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 83.3%
7	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.4%
8.1	Shareholder resolution: Company name	FOR	● OPPOSE	The resolution is not in line with the long-term interests of the majority of the company's stakeholders.	✓ 94.7%
8.2	Shareholder resolution: Revocation of delisting	FOR	● OPPOSE	The resolution is not in line with the long-term interests of the majority of the company's stakeholders.	✓ 97.2%
8.3	Shareholder resolution: Introduction of an opting-out clause	NO RECOMME ND.	● OPPOSE	The resolution is not in line with the long-term interests of the majority of the company's stakeholders.	✗ 35.0%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
1.2	Approve sustainability report	FOR	FOR		✓ 99.5%
2	Discharge board members and executive management	FOR	FOR		✓ 99.5%
3	Approve allocation of income and dividend				
3.a	Approve dividend from retained earnings	FOR	FOR		✓ 99.7%
3.b	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.7%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.  The non-executive directors receive variable remuneration.	✓ 92.1%
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 93.6%
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Alexander von Witzleben	FOR	● OPPOSE	He holds an excessive number of mandates.  He is not independent (representative of an important shareholder, board tenure of 26 years) and the board independence is insufficient (40.0%).	✓ 92.9%
5.a.2	Re-elect Dr. Marcus Bollig	FOR	FOR		✓ 99.6%
5.a.3	Re-elect Mr. Norbert Indlekofer	FOR	FOR		✓ 96.2%
5.a.4	Re-elect Mr. Heinz Loosli	FOR	FOR		✓ 99.5%
5.a.5	Elect Mr. Martin Klöti	FOR	FOR		✓ 97.6%
5.b	Re-elect Mr. Alexander von Witzleben as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, Ethos cannot approve Mr. von Witzleben as chair.	✓ 92.9%
5.c	Elections to the nomination and remuneration committee				
5.c.1	Re-elect Mr. Alexander von Witzleben to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Witzleben to the board of directors, Ethos cannot approve Mr. von Witzleben to the committee.  He is not independent (representative of an important shareholder, board tenure of 26 years) and the committee does not include at least 50% independent members.	✓ 92.6%



Item	Agenda	Board	Ethos	Result
5.c.2	Re-elect Mr. Norbert Indlekofer to the nomination and remuneration committee	FOR	FOR	✓ 94.6%
5.c.3	Elect Mr. Martin Klöti to the nomination and remuneration committee	FOR	FOR	✓ 97.3%
5.d	Re-elect COT Treuhand AG as independent proxy	FOR	FOR	✓ 99.7%
5.e	Re-elect KPMG as auditors	FOR	FOR	✓ 98.8%

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Presentation of the auditors report on the financial statement	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
4	Approve sustainability report	FOR	● OPPOSE	<p>✓ 96.8%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p> <p>There is a deterioration in key indicators on material issues over a 3-year period.</p>
5	Advisory vote on the remuneration report	FOR	FOR	✓ 89.9%
6	Discharge board members	FOR	FOR	✓ 99.3%
7	Approve allocation of income and dividend			
7.a	Approve dividend from retained earnings	FOR	FOR	✓ 100.0%
7.b	Approve dividend from capital contributions reserves	FOR	FOR	✓ 92.6%
8.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5%
8.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.3%
9.1	Elections to the board of directors			
9.1.a	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	✓ 99.6%
9.1.b	Re-elect Mr. Josef Felder	FOR	FOR	✓ 96.2%
9.1.c	Re-elect Mr. Stephan Gemkow	FOR	FOR	✓ 99.9%
9.1.d	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 96.5%
9.1.e	Re-elect Ms. Claudia Pletscher	FOR	FOR	✓ 99.5%
9.2.a	Re-elect Mr. Josef Felder as board chair	FOR	FOR	✓ 96.2%
9.3	Elections to the nomination and remuneration committee			
9.3.a	Re-elect Mr. Vincent Albers to the nomination and remuneration committee	FOR	FOR	✓ 91.6%
9.3.b	Re-elect Mr. Guglielmo L. Brentel to the nomination and remuneration committee	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos	Result
9.3.c	Re-elect Ms. Claudia Pletscher to the nomination and remuneration committee	FOR	FOR	✓ 95.8%
9.3.d	Re-elect Mr. Josef Felder to the nomination and remuneration committee	FOR	FOR	✓ 98.2%
9.4	Re-elect Ms. Marianne Sieger as independent proxy	FOR	FOR	✓ 100.0%
9.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
1.2	Approve sustainability report	FOR	● OPPOSE	<p>Relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p> <p>There is a deterioration in key indicators on material issues over a 3-year period.</p> <p>The company does not submit its climate report to an annual vote and the climate report is not in line with Ethos' guidelines.</p>	✓ 93.4%
2	Discharge board members and executive management	FOR	FOR		✓ 99.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Amend articles of association				
4.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 71.0%
4.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.3%
4.3	Amend articles of association: Further amendments	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 93.2%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 58.6%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.	✓ 89.0%
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.5%
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 77.2%
5.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 96.2%

Item	Agenda	Board	Ethos		Result
6	Elections to the board of directors				
6.1	Re-elect Mr. This E. Schneider	FOR	FOR		✓ 96.2%
6.2	Re-elect Mr. Michael Pieper	FOR	FOR		✓ 88.0%
6.3	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓ 91.3%
6.4	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 99.7%
6.5	Re-elect Mr. Vincent Studer	FOR	FOR		✓ 89.0%
6.6	Elect Mr. Jörg Kampmeyer	FOR	FOR		✓ 99.5%
6.7	Elect Mr. Bernhard Merki	FOR	FOR		✓ 99.1%
7	Elections to the remuneration committee				
7.1	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 80.8%
7.2	Re-elect Mr. Michael Pieper 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.	✓ 77.1%
7.3	Elect Mr. Bernhard Merki to the remuneration committee	FOR	FOR		✓ 98.7%
8	Re-elect KPMG as auditors	FOR	FOR		✓ 99.7%
9	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.8%
3	Approve dividend out of capital contribution reserves	FOR	FOR	✓ 99.8%
4	Discharge board members and executive management	FOR	FOR	✓ 99.6%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Andreas Spahni as member and chair of the board	FOR	FOR	✓ 90.5%
5.1.2	Re-elect Mr. Frédéric de Boer	FOR	FOR	✓ 99.6%
5.1.3	Re-elect Mr. Niels Roefs	FOR	FOR	✓ 99.7%
5.1.4	Re-elect Mr. Hadrian Rosenberg	FOR	FOR	✓ 99.7%
5.1.5	Elect Ms. Ramona Lindenmann	FOR	FOR	✓ 99.6%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Niels Roefs to the remuneration committee	FOR	FOR	✓ 99.6%
5.2.2	Re-elect Mr. Hadrian Rosenberg to the remuneration committee	FOR	FOR	✓ 99.6%
5.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.6%
5.4	Re-elect Mr. Stephan Huber as independent proxy	FOR	FOR	✓ 99.7%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3%
6.3	Advisory vote on the remuneration report	FOR	FOR	✓ 99.4%
7	Creation of a capital band	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Approve sustainability report	FOR	● OPPOSE	<p>✓ 88.7%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The company does not submit its climate report to an annual vote and the climate report is not in line with Ethos' guidelines.</p>
3	Discharge board members and executive management	FOR	FOR	✓ 99.2%
4	Approve allocation of income and dividend			
4.1	Approve dividend from retained earnings	FOR	FOR	✓ 99.8%
4.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.8%
5	Advisory vote on the remuneration report	FOR	FOR	✓ 94.0%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.6%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.9%
7.1	Elections to the board of directors			
7.1.a	Re-elect Dr. Markus R. Neuhaus as board member and chair	FOR	FOR	✓ 98.8%
7.1.b	Re-elect Ms. Pascale Bruderer	FOR	FOR	✓ 98.5%
7.1.c	Re-elect Mr. Bertrand Jungo	FOR	FOR	✓ 98.7%
7.1.d	Re-elect Ms. Judith Meier	FOR	FOR	✓ 99.3%
7.1.e	Re-elect Prof. Dr. Solange Peters	FOR	FOR	✓ 99.3%
7.1.f	Re-elect Dr. Andreas Walde	FOR	FOR	✓ 97.9%
7.1.g	Re-elect Mr. Jörg Zulauf	FOR	FOR	✓ 99.4%
7.2	Elections to the remuneration committee			
7.2.a	Re-elect Mr. Bertrand Jungo to the remuneration committee	FOR	FOR	✓ 97.7%
7.2.b	Re-elect Ms. Pascale Bruderer to the remuneration committee	FOR	FOR	✓ 98.0%
7.2.c	Re-elect Prof. Dr. Solange Peters to the remuneration committee	FOR	FOR	✓ 98.7%
7.2.d	Re-elect Dr. Andreas Walde to the remuneration committee	FOR	FOR	✓ 97.2%
7.3	Re-elect Walder Wyss AG as independent proxy	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos	Result
7.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 86.0%



Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 98.6%
1.3	Approve sustainability report	FOR	FOR	✓ 99.4%
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.5%
3.1	Discharge new board members elected at the 2023 EGM	FOR	FOR	✓ 71.2%
3.2	Discharge executive management	FOR	FOR	✓ 89.4%
4.1	Ordinary increase of the share capital	FOR	FOR	✓ 85.5%
4.2	Create conditional capital for the employees	FOR	FOR	✓ 83.1%
4.3	Modification of the capital band	FOR	● OPPOSE	✓ 84.6%
The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.				
5	Elections to the board of directors			
5.1	Re-elect Mr. Antoine Spillmann as board member and chair	FOR	FOR	✓ 69.6%
5.2	Re-elect Mr. Anthony Maarek	FOR	FOR	✓ 69.6%
5.3	Re-elect Mr. Jeremy Smouha	FOR	FOR	✓ 99.2%
5.4	Re-elect Mr. Carlos Esteve	FOR	FOR	✓ 90.4%
5.5	Elect Ms. Inès de Dinechin	FOR	FOR	✓ 90.7%
5.6	Elect Ms. Anne Empain	FOR	FOR	✓ 72.5%
5.7	Elect Ms. Donatella Ceccarelli	FOR	FOR	✓ 90.8%
6	Elections to the remuneration committee			
6.1	Elect Ms. Inès de Dinechin to the remuneration committee	FOR	FOR	✓ 99.3%
6.2	Elect Ms. Anne Empain to the remuneration committee	FOR	FOR	✓ 81.1%
6.3	Elect Mr. Carlos Esteve to the remuneration committee	FOR	FOR	✓ 99.0%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 88.9%
7.2	Binding retrospective vote on the share-based remuneration of the board of directors for the period from the 2023 EGM to the 2024 AGM	FOR	FOR	✓ 88.9%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 90.0%

Item	Agenda	Board	Ethos	Result
7.4	Binding prospective vote a one-off long-term variable remuneration of the executive management	FOR	FOR	✓ 85.8%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 98.4%
9	Re-elect Mr. Tobias Rohner as independent proxy	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Approve sustainability report	FOR	FOR	✓ 99.7%
4	Discharge board members	FOR	FOR	✓ 98.1%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Albert M. Baehny as member and chair of the board	FOR	FOR	✓ 89.0%
5.1.2	Re-elect Mr. Thomas Bachmann	FOR	FOR	✓ 98.1%
5.1.3	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 93.7%
5.1.4	Re-elect Dr. Werner Karlen	FOR	FOR	✓ 98.0%
5.1.5	Re-elect Ms. Bernadette Koch	FOR	FOR	✓ 96.1%
5.1.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 95.3%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 89.7%
5.2.2	Re-elect Mr. Thomas Bachmann to the remuneration committee	FOR	FOR	✓ 93.5%
5.2.3	Re-elect Dr. Werner Karlen to the remuneration committee	FOR	FOR	✓ 93.3%
6	Re-elect hba Rechtsanwälte AG as independent proxy	FOR	FOR	✓ 99.9%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 87.7%
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 60.7% The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.  The use of the remuneration approved is not considered as being in line with the proposal put forward at the previous annual general meeting.
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.2%
8.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 89.1% 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.

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 82.9%
1.3	Approve sustainability report	FOR	FOR	✓ 99.5%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4	Elections to the board of directors			
4.1	Re-elect Dr. Peter Hackel	FOR	FOR	✓ 99.8%
4.2	Re-elect Dr. Eveline Saupper	FOR	FOR	✓ 99.6%
4.3	Re-elect Ms. Ayano Senaha	FOR	FOR	✓ 99.8%
4.4	Re-elect Mr. Yves Serra	FOR	FOR	✓ 95.4%
4.5	Re-elect Ms. Michelle Wen	FOR	FOR	✓ 99.8%
4.6	Re-elect Ms. Monica de Virgiliis	FOR	FOR	✓ 99.7%
4.7	Elect Ms. Annika Paasikivi	FOR	FOR	✓ 99.7%
4.8	Elect Mr. Stefan Räbsamen	FOR	FOR	✓ 76.4%
5.1	Re-elect Mr. Yves Serra as board chair	FOR	FOR	✓ 95.2%
5.2	Elections to the remuneration committee			
5.2.1	Elect Ms. Annika Paasikivi to the remuneration committee	FOR	FOR	✓ 99.2%
5.2.2	Re-elect Dr. Eveline Saupper to the remuneration committee	FOR	FOR	✓ 97.2%
5.2.3	Re-elect Ms. Michelle Wen to the remuneration committee	FOR	FOR	✓ 99.1%
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9%
7	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.2%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 91.8%
9	Re-elect weber, schaub & partner AG as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report and financial statements	FOR	FOR	✓ 99.6%
2	Binding retrospective vote on the remuneration of the board of directors	FOR	FOR	✓ 98.5%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
4	Discharge board members and executive management	FOR	FOR	✓ 99.5%
5	Amendments to the regulations regarding the compensation of the board of directors and of the executive management	FOR	FOR	✓ 97.0%
6.1	Elections to the board of directors			
6.1.1	Re-elect Dr. Urs P. Gnos as member and chair of the board	FOR	FOR	✓ 99.3%
6.1.2	Re-elect Mr. Rudolf Stäger	FOR	● OPPOSE	✓ 97.6% He chairs the nomination committee, is not independent and the committee independence is insufficient.  He chairs the nomination committee and the renewal and composition of the board are unsatisfactory.
6.1.3	Re-elect Ms. Sonja Stirnimann	FOR	FOR	✓ 99.4%
6.1.4	Re-elect Dr. Dominic Rau	FOR	FOR	✓ 99.0%
6.1.5	Re-elect Mr. Benjamin Mühlemann	FOR	FOR	✓ 98.9%
6.1.6	Re-elect Dr. Konrad Heinrich Marti	FOR	FOR	✓ 99.4%
6.2	Elect Dr. Markus Heer (representative of the canton)	FOR	FOR	✓ 99.2%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 97.4%
8	Re-elect Mr. Giuseppe Mongiovi as independent proxy	FOR	FOR	✓ 99.2%

Item	Agenda	Board	Ethos	Result
1	Attendance announcement of the AGM	NON-VOTING	NON-VOTING	
2	Approve minutes of the 2023 AGM	FOR	FOR	✓ 82.6%
3	Present financial statements and accounts 2023	NON-VOTING	NON-VOTING	
4	Present auditors report	NON-VOTING	NON-VOTING	
5.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 88.2%
5.2.1	Approve allocation of income and dividend	FOR	FOR	✓ 81.6%
5.2.2	Counterproposal made by a shareholder: dividend of CHF 15 per share	OPPOSE	OPPOSE	✗ 0.5%
5.3	Discharge board members and executive management	FOR	FOR	✓ 77.5%
6	Elections to the board of directors			
6.1	Re-elect Ms. Céline Amaudruz as member and chair of the board	FOR	FOR	✓ 77.8%
6.2	Re-elect Mr. Emmanuel Séquin	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines. ✓ 78.1%
6.3	Re-elect Mr. Olivier Schucht	FOR	FOR	✓ 78.5%
6.4	Re-elect Mr. François Sunier	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines. ✓ 93.9%
6.5	Re-elect Mr. Karl Zeller	FOR	FOR	✗ 35.5%
6.6	Counterproposal made by a shareholder: elect Dr. Thomas Spahni	OPPOSE	OPPOSE	✗ 0.1%
6.7	Counterproposal made by a shareholder: elect Mr. Marcel Zahner	OPPOSE	OPPOSE	✗ 0.4%
6.8	Counterproposal made by a shareholder: elect Mr. Marc Müller	OPPOSE	OPPOSE	✗ 0.6%
7	Elections to the remuneration committee			
7.1	Re-elect Ms. Céline Amaudruz to the remuneration committee	FOR	FOR	✓ 77.1%
7.2	Re-elect Mr. Emmanuel Séquin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Séquin to the board of directors, Ethos cannot approve Mr. Séquin to the committee. ✓ 77.5%
8.1	Advisory vote on the remuneration report	FOR	FOR	✓ 71.4%
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 73.5%

Item	Agenda	Board	Ethos		Result
8.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 79.6%
8.3.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 79.0%
9	Re-elect Mr. Cyrille Bugnon as independent proxy	FOR	FOR		✓ 80.8%
10	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 28 years, which exceeds Ethos' guidelines.	✓ 89.3%
11.1	Amend articles of association: Shareholder representation	FOR	FOR		✓ 76.6%
11.2	Amend articles of association: Company purpose	FOR	FOR		✓ 75.0%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.9%
4	Elections to the board of directors			
4.1	Re-elect Mr. Philippe Royer as board member and chair	FOR	FOR	✓ 95.6%
4.2.1	Re-elect Dr. Stefan Breitenstein	FOR	FOR	✓ 91.0%
4.2.2	Re-elect Dr. Bettina Gerharz-Kalte	FOR	FOR	✓ 98.5%
4.2.3	Re-elect Mr. Niklaus H. Huber	FOR	FOR	✓ 98.0%
4.2.4	Re-elect Mr. Andreas Evertz	FOR	FOR	✓ 99.7%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Dr. Bettina Gerharz-Kalte to the nomination and remuneration committee	FOR	FOR	✓ 92.9%
4.3.2	Re-elect Mr. Niklaus H. Huber to the nomination and remuneration committee	FOR	FOR	✓ 92.2%
4.3.3	Re-elect Mr. Philippe Royer to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 89.2%
4.4	Re-elect Brunner Knobel Attorneys-at-law as independent proxy	FOR	FOR	✓ 99.9%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 30 years, which exceeds Ethos' guidelines. ✓ 86.9%
5	Creation of a capital band	FOR	FOR	✓ 97.7%
6	Approve sustainability report	FOR	● OPPOSE	The report and relevant indicators are not verified by an independent third party. ✓ 96.3%  The report does not cover all material topics with quantitative indicators.
7	Advisory vote on the remuneration report	FOR	FOR	✓ 90.1%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8%
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.6%
10	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.9%



Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 75.8%
1.3	Approve sustainability report	FOR	FOR	✓ 99.4%
2	Discharge board members and executive management	FOR	FOR	✓ 99.5%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4	Elections to the board of directors			
4.1	Re-elect Dr. Thomas Schmuckli as board member and chair	FOR	FOR	✓ 98.5%
4.2.1	Re-elect Dr. Hans Künzle	FOR	FOR	✓ 97.9%
4.2.2	Re-elect Dr. René Cotting	FOR	FOR	✓ 98.5%
4.2.3	Re-elect Mr. Beat Fellmann	FOR	FOR	✓ 99.4%
4.2.4	Re-elect Dr. Ivo Furrer	FOR	FOR	✓ 98.6%
4.2.5	Re-elect Mr. Luigi Lubelli	FOR	FOR	✓ 99.5%
4.2.6	Re-elect Dr. Gabriela Maria Payer	FOR	FOR	✓ 96.3%
4.2.7	Re-elect Dr. Andreas von Planta	FOR	FOR	✓ 97.5%
4.2.8	Re-elect Ms. Regula Wallimann	FOR	FOR	✓ 98.1%
4.2.9	Re-elect Dr. Yvonne Wicki Macus	FOR	FOR	✓ 99.1%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Dr. Hans Künzle to the nomination and remuneration committee	FOR	FOR	✓ 91.1%
4.3.2	Re-elect Dr. Gabriela Maria Payer to the nomination and remuneration committee	FOR	FOR	✓ 89.4%
4.3.3	Re-elect Dr. Andreas von Planta to the nomination and remuneration committee	FOR	FOR	✓ 90.9%
4.3.4	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR	✓ 91.3%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.1%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.0%
5.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 94.2%
6	Re-elect Advokatur & Notariat Bachmann as independent proxy	FOR	FOR	✓ 99.9%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend				
2.1	Approve allocation of income	FOR	FOR		✓ 99.9%
2.2	Approve dividend from retained earnings	FOR	FOR		✓ 99.9%
2.3	Approve dividend from capital contributions reserves	FOR	FOR		✓ 100.0%
3	Discharge board members	FOR	FOR		✓ 99.7%
4	Elections to the board of directors				
4.1	Re-elect Dr. Felix Grisard	FOR	FOR		✓ 93.7%
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR		✓ 98.9%
4.3	Re-elect Dr. Jvo Grundler	FOR	● OPPOSE	He is also a permanent member of the executive management (General Counsel).	✓ 82.7%
4.4	Re-elect Mr. Balz Halter	FOR	FOR		✓ 99.2%
4.5	Re-elect Ms. Anja Meyer	FOR	FOR		✓ 97.8%
4.6	Re-elect Mr. Micha Blattmann	FOR	FOR		✓ 98.2%
4.7	Re-elect Dr. Felix Grisard as board chair	FOR	FOR		✓ 92.2%
4.8	Re-elect Mr. Balz Halter as board vice-chair	FOR	FOR		✓ 99.2%
5	Elections to the remuneration committee				
5.1	Re-elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR		✓ 86.7%
5.2	Re-elect Mr. Balz Halter to the remuneration committee	FOR	FOR		✓ 88.3%
5.3	Re-elect Ms. Anja Meyer to the remuneration committee	FOR	FOR		✓ 86.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.	✓ 83.1%
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.  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.	✓ 81.2%

Item	Agenda	Board	Ethos		Result
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 74.7%
7	Re-elect Mr. Oscar Battegay as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 23 years, which exceeds Ethos' guidelines.	✓ 91.5%
9	Amend articles of association				
9.1	Amend articles of association: creation of a capital band	FOR	FOR		✓ 92.9%
9.2	Amend articles of association: powers of the general meeting	FOR	FOR		✓ 100.0%
9.3	Amend articles of association: convening the general meeting	FOR	FOR		✓ 99.9%
9.4	Amend articles of association: virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 91.5%
9.5	Amend articles of association: special quorum	FOR	FOR		✓ 99.9%
9.6	Amend articles of association: editorial change (board of directors)	FOR	FOR		✓ 100.0%
9.7	Amend articles of association: irrevocable tasks of the board	FOR	FOR		✓ 100.0%
9.8	Amend articles of association: organisation and minutes	FOR	FOR		✓ 100.0%
9.9	Amend articles of association: editorial change (reimbursement of expenses)	FOR	FOR		✓ 99.9%
9.10	Amend articles of association: editorial change (additional remuneration)	FOR	FOR		✓ 99.8%

## Highlight Event and Entertainment

28.06.2024

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve sustainability report	FOR	● OPPOSE	The report was not made available sufficiently in advance of the general meeting.	✓ 99.9%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 99.9%
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.9%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Bernhard Burgener	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.9%
5.1.b	Re-elect Mr. Peter von Büren	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.9%
5.1.c	Re-elect Mr. Clive Ng	FOR	FOR		✓ 100.0%
5.1.d	Re-elect Ms. Edda Kraft	FOR	FOR		✓ 100.0%
5.1.e	Re-elect Mr. Stefan Wehrenberg	FOR	FOR		✓ 100.0%
5.2	Re-elect Mr. Bernhard Burgener as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burgener to the board of directors, Ethos cannot approve Mr. Burgener as chair.	✓ 98.9%
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Ms. Edda Kraft to the remuneration committee	FOR	FOR		✓ 100.0%
5.3.b	Re-elect Mr. Stefan Wehrenberg to the remuneration committee	FOR	FOR		✓ 100.0%
6	Re-elect Mazars as auditors	FOR	FOR		✓ 100.0%
7	Re-elect Ms. Silvia Margraf as independent proxy	FOR	FOR		✓ 100.0%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.9%
8.2	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 remuneration committee or the board of directors have excessive discretion with regard to awards.	✓ 98.9%
9	Capital reduction through reduction of the par value	FOR	FOR		✓ 100.0%

## Highlight Event and Entertainment

28.06.2024

AGM

Item	Agenda	Board	Ethos	Result
10	Renewal of the capital band	FOR	<p>● OPPOSE</p> <p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	<p>✓ 98.9%</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 81.9%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 81.8%
3	Discharge board members and executive management	FOR	● OPPOSE	<p>The external auditors' report reveals serious deficiencies of the internal control system.</p> <p>There is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓ 68.1%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 69.1%
4.2	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>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 62.4%
4.3	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> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 63.2%
5	Elections to the board of directors				
5.1	Re-elect Mr. Jürg Oleas as board member and chair	FOR	FOR		✓ 77.0%
5.2	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓ 81.8%
5.3	Re-elect Mr. Thierry Philardeau	FOR	FOR		✓ 71.8%
5.4	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓ 77.3%
5.5	Re-elect Mr. Ralph Peter Siegl	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 81.0%
5.6	Counterproposal made by a shareholder: elect Mr. Angelo Mastrolia as board member and chair	OPPOSE	OPPOSE		✗ 27.8%
5.7	Counterproposal made by a shareholder: elect Mr. Eduardo Montuori	OPPOSE	OPPOSE		✗ 30.3%
5.8	Counterproposal made by a shareholder: elect Mr. Giuseppe Mastrolia	OPPOSE	OPPOSE		✗ 27.7%

Item	Agenda	Board	Ethos	Result
5.9	Counterproposal made by a shareholder: elect Mr. Benedetta Mastrolia	OPPOSE	OPPOSE	✗ 27.3%
5.10	Counterproposal made by a shareholder: elect Mr. Fabio Fazzari	OPPOSE	OPPOSE	✗ 27.7%
5.11	Counterproposal made by a shareholder: elect Mr. Helmut Bösigler	OPPOSE	OPPOSE	✗ 19.9%
6	Elections to the nomination and remuneration committee			
6.1	Re-elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR	✓ 95.3%
6.2	Re-elect Mr. Jürg Oleas to the nomination and remuneration committee	FOR	FOR	✓ 81.2%
7	Re-elect Dr. Urban Bieri as independent proxy	FOR	FOR	✓ 99.7%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 96.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration structure is not in line with Ethos' guidelines.	✓ 91.1%
1.3	Approve sustainability report	FOR	FOR		✓ 99.0%
1.4	Advisory vote on the climate report	FOR	FOR		✓ 95.1%
2	Discharge board members and executive management	FOR	FOR		✓ 96.7%
3	Approve allocation of income and dividend				
3.1	Approve allocation of income	FOR	FOR		✓ 99.9%
3.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.9%
4.1-4.2	Elections to the board of directors				
4.1.1	Re-elect Dr. Jan Jenisch as member and chair of the board	FOR	FOR		✓ 96.7%
4.1.2	Re-elect Prof. Dr. Philippe Block	FOR	FOR		✓ 99.7%
4.1.3	Re-elect Mr. Kim Fausing	FOR	FOR		✓ 99.4%
4.1.4	Re-elect Ms. Leanne Geale	FOR	FOR		✓ 99.5%
4.1.5	Re-elect Ms. Naina Lal Kidwai	FOR	FOR		✓ 96.8%
4.1.6	Re-elect Dr. Ilias Läber	FOR	FOR		✓ 99.3%
4.1.7	Re-elect Mr. Jürg Oleas	FOR	FOR		✓ 99.5%
4.1.8	Re-elect Ms. Claudia Sender Ramirez	FOR	FOR		✓ 99.3%
4.1.9	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen	FOR	FOR		✓ 98.2%
4.2.1	Elect Ms. Catrin Hinkel	FOR	FOR		✓ 99.5%
4.2.2	Elect Mr. Michael H. McGarry	FOR	FOR		✓ 99.3%
4.3-4.4	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Dr. Ilias Läber to the nomination and remuneration committee	FOR	FOR		✓ 98.3%
4.3.2	Re-elect Mr. Jürg Oleas to the nomination and remuneration committee	FOR	FOR		✓ 98.5%
4.3.3	Re-elect Ms. Claudia Sender Ramirez to the nomination and remuneration committee	FOR	FOR		✓ 98.4%
4.3.4	Re-elect Ms. Hanne Birgitte Breinbjerg Sørensen to the nomination and remuneration committee	FOR	FOR		✓ 97.4%



Item	Agenda	Board	Ethos		Result
4.4.1	Elect Mr. Michael H. McGarry to the nomination and remuneration committee	FOR	FOR		✓ 98.7%
4.5.1	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.7%
4.5.2	Re-elect Dr. Sabine Burkhalter Kaimakliotis as independent proxy	FOR	FOR		✓ 99.9%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.	✓ 92.6%
5.2	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.	✓ 91.7%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 89.6%
1.3	Approve sustainability report	FOR	● OPPOSE	The report and relevant indicators are not verified by an independent third party.  The report does not cover all material topics with quantitative indicators.  The report does not include ambitious and quantitative targets for all material topics.	✓ 95.5%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.7%
3	Discharge board members and executive management	FOR	FOR		✓ 95.6%
4.1	Increase of the conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 92.4%
4.2	Amend articles of association: Exclusion of pre-emptive rights	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital increase exceeding 20% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 88.4%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Jean-Paul Clozel	FOR	FOR		✓ 94.5%
5.1.2	Re-elect Dr. Srishti Gupta	FOR	FOR		✓ 98.6%
5.1.3	Re-elect Dr. Sophie Kornowski-Bonnet	FOR	FOR		✓ 98.6%
5.1.4	Re-elect Mr. Sandy Mahatme	FOR	FOR		✓ 99.5%
5.1.5	Re-elect Dr. Mathieu Simon	FOR	FOR		✓ 98.7%

Item	Agenda	Board	Ethos		Result
5.1.6	Elect Mr. Filius Bart	FOR	FOR		✓ 98.8%
5.2	Elect Dr. Jean-Paul Clozel as board chair	FOR	FOR		✓ 94.4%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Dr. Srishti Gupta to the nomination and remuneration committee	FOR	FOR		✓ 97.6%
5.3.2	Re-elect Dr. Sophie Kornowski-Bonnet to the nomination and remuneration committee	FOR	FOR		✓ 98.4%
5.3.3	Re-elect Dr. Mathieu Simon to the nomination and remuneration committee	FOR	FOR		✓ 97.4%
6.1	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.	✓ 94.1%
6.2	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 remuneration structure is not in line with Ethos' guidelines.	✓ 90.7%
7	Re-elect Bachmann Partner Sachwalter und Treuhand as independent proxy	FOR	FOR		✓ 99.9%
8	Elect Deloitte as auditors	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 95.1%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
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	✓ 98.5%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.6%
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Stefan Mächler as member and chair of the board	FOR	FOR	✓ 97.3%
5.1.b	Re-elect Dr. Christoph Caviezel	FOR	FOR	✓ 99.7%
5.1.c	Re-elect Mr. Hans-Ulrich Meister	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (40.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>
5.1.d	Re-elect Mr. André Wyss	FOR	FOR	✓ 99.6%
5.1.e	Re-elect Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 99.4%
5.2	Elections to the nomination and remuneration committee			
5.2.a	Re-elect Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
5.2.b	Re-elect Dr. Christoph Caviezel to the nomination and remuneration committee	FOR	FOR	✓ 99.3%
5.2.c	Re-elect Mr. André Wyss to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
5.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.8%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.7%
6	Merger of Ina Invest AG with Ina Invest Holding			
6.1	Approval of the merger agreement - merger resolution	FOR	FOR	✓ 99.6%
6.2	Approval of an ordinary capital increase	FOR	FOR	✓ 99.6%
6.3	Amend articles of association: Adjust the capital band	FOR	FOR	✓ 96.5%

Item	Agenda	Board	Ethos	Result
6.4	Amend articles of association: Change of company name	FOR	FOR	✓ 99.6%
6.5	Amend articles of association: Company purpose	FOR	FOR	✓ 99.6%
6.6	Amend articles of association: Formulate the transfer restriction on Ina Invest Holding shares	FOR	FOR	✓ 99.6%
6.7	Amend articles of association: Introduce a nomination right for Implenia	FOR	FOR	✓ 99.5%
6.8	Amend articles of association: Election of the chair of the board	FOR	FOR	✓ 99.6%
6.9	Amend articles of association: Important resolutions	FOR	FOR	✓ 99.4%
6.10	Amend articles of association: Introduce a selective opting up	FOR	FOR	✓ 99.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 96.5%
3	Discharge board members	FOR	FOR		✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
5	Elections to the board of directors				
5.1	Re-elect Dr. Beat E. Lüthi as board member and chair	FOR	FOR		✓ 96.6%
5.2	Re-elect Ms. Vanessa Frey	FOR	FOR		✓ 88.8%
5.3	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	<p>He is not independent (board tenure of 14 years, various reasons) and the board independence is insufficient (20.0%).</p> <p>He chairs the nomination committee and the composition of the board is unsatisfactory.</p>	✓ 79.7%
5.4	Re-elect Dr. Reto Suter	FOR	FOR		✓ 99.8%
5.5	Re-elect Mr. Lukas Winkler	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (20.0%).	✓ 84.9%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siegrist to the board of directors, Ethos cannot approve Mr. Siegrist to the committee.	✓ 76.4%
6.2	Re-elect Dr. Reto Suter to the nomination and remuneration committee	FOR	FOR		✓ 96.7%
6.3	Re-elect Mr. Lukas Winkler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Winkler to the board of directors, Ethos cannot approve Mr. Winkler to the committee.	✓ 80.9%
7	Re-elect Baur Hürlimann AG as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect KPMG as auditors	FOR	FOR		✓ 99.9%
9	Advisory vote on the remuneration report	FOR	FOR		✓ 93.2%
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos	Result
11	Binding prospective vote on the 2024 total remuneration of the executive management	FOR	FOR	✓ 95.8%
12	Amend articles of association	FOR	FOR	✓ 99.9%
13	Binding prospective vote on the 2025 total remuneration of the executive management	FOR	FOR	✓ 95.8%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Approve sustainability report	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.7%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 66.4%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 87.0%
5	Elections to the board of directors				
5.1	Re-elect Mr. Paul Zumbühl as board member and chair	FOR	FOR		✓ 79.3%
5.2	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 85.4%
5.3	Re-elect Mr. Ingo Specht	FOR	● OPPOSE	He has permanent operational functions.	✓ 91.8%
5.4	Re-elect Dr. Elena Cortona	FOR	FOR		✓ 100.0%
5.5	Re-elect Mr. Markus Asch	FOR	FOR		✓ 96.0%
5.6	Re-elect Ms. Susanne Schreiber	FOR	FOR		✓ 100.0%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Markus Asch to the remuneration committee	FOR	FOR		✓ 91.7%
6.2	Re-elect Mr. Stefano Mercorio to the remuneration committee	FOR	FOR		✓ 84.0%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 96.4%
8	Re-elect Mr. Francesco Adami as independent proxy	FOR	FOR		✓ 100.0%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 98.1%
4	Discharge board members and executive management	FOR	FOR		✓ 100.0%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Albert M. Bæhny	FOR	FOR		✓ 99.8%
5.1.2	Re-elect Ms. Corine Blesi	FOR	FOR		✓ 99.9%
5.1.3	Re-elect Mr. Stéphane Bonvin	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.0%
5.1.4	Re-elect Mr. Christian Gellerstad	FOR	FOR		✓ 99.9%
5.1.5	Re-elect Dr. Thomas Vettiger	FOR	FOR		✓ 99.6%
5.2	Re-elect Dr. Thomas Vettiger as board chair	FOR	FOR		✓ 98.4%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Albert M. Bæhny to the remuneration committee	FOR	FOR		✓ 99.7%
5.3.2	Re-elect Ms. Corine Blesi to the remuneration committee	FOR	FOR		✓ 99.8%
5.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
5.5	Re-elect KPMG as auditors	FOR	FOR		✓ 100.0%
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 93.6%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 98.0%
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.9%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 97.2%
3.1	Approve allocation of income and dividend	FOR	FOR		✓ 95.1%
3.2	Shareholder proposal: dividend of CHF 5.00	OPPOSE	OPPOSE		✗ 8.8%
3.3	Subsidiary question	WITH-DRAWN	● FOR	As ITEM 3.2 was rejected by shareholders, ITEM 3.3 was not submitted to vote.	–
3.4	Special dividend	FOR	FOR		✓ 99.5%
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 96.6%
5.1	Elections to the board of directors				
5.1.a	Re-elect Ms. Cornelia Ritz Bossicard	FOR	FOR		✓ 95.3%
5.1.b	Re-elect Mr. Stefan Grote	FOR	FOR		✓ 96.5%
5.1.c	Re-elect Dr. Aldo C. Schellenberg	FOR	FOR		✓ 97.0%
5.1.d	Re-elect Mr. Martin Walther	FOR	FOR		✓ 96.6%
5.2	Elect Mr. Oliver Neubrand	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 95.5%
5.3	Re-elect Ms. Cornelia Ritz Bossicard as board chair	FOR	FOR		✓ 96.7%
5.4	Elections to the nomination and remuneration committee				
5.4.a	Re-elect Ms. Cornelia Ritz Bossicard to the nomination and remuneration committee	FOR	FOR		✓ 95.1%
5.4.b	Elect Dr. Aldo C. Schellenberg to the nomination and remuneration committee	FOR	FOR		✓ 96.7%
5.4.c	Elect Mr. Oliver Neubrand to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Neubrand to the board of directors, Ethos cannot approve Mr. Neubrand to the committee.	✓ 95.6%
5.5	Re-elect Dr. Jürg Martin as independent proxy	FOR	FOR		✓ 97.4%
5.6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 95.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.9%

Item	Agenda	Board	Ethos		Result
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 96.7%
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.5%
7	Amendments to the articles of association				
7.1	Amend articles of association: Share register and capital increases	FOR	FOR		✓ 96.7%
7.2	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 95.4%
7.3	Amend articles of association: Majority of the votes	FOR	● OPPOSE	The amendment has a negative impact on the rights of the shareholders.	✓ 96.2%
7.4	Amend articles of association: External mandates and remuneration	FOR	FOR		✓ 96.7%
7.5	Amend articles of association: Other amendments	FOR	FOR		✓ 96.7%
8	Shareholder proposal: Special audit	OPPOSE	● FOR	<p>The resolution is clearly phrased and properly substantiated.</p> <p>The resolution aims at improving the company's corporate governance.</p> <p>The resolution is in line with the long-term interests of the majority of the company's stakeholders.</p>	✗ 8.2%

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	FOR		✓ 93.8%
1.3	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 92.7%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.6%
3	Discharge board members and executive management	FOR	● OPPOSE	There is a deterioration of the company's financial situation due to large impairments.	✓ 81.7%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.9%
4.2.1	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 97.0%
4.2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.3%
4.2.3	Additional amount for the executive management	FOR	● OPPOSE	The remuneration committee or the board of directors have excessive discretion with regard to awards.	✓ 90.7%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Romeo Lacher	FOR	FOR		✓ 95.4%
5.1.2	Re-elect Mr. Richard M. Campbell-Breden	FOR	FOR		✓ 93.7%
5.1.3	Re-elect Mr. Jürg Hunziker	FOR	FOR		✓ 99.4%
5.1.4	Re-elect Ms. Kathryn Shih	FOR	FOR		✓ 98.1%
5.1.5	Re-elect Mr. Tomás Varela Muiña	FOR	FOR		✓ 98.9%
5.1.6	Re-elect Ms. Eunice Zehnder-Lai	FOR	FOR		✓ 98.1%
5.1.7	Re-elect Ms. Olga Zoutendijk	FOR	FOR		✓ 99.0%
5.2.1	Elect Mr. Bruce Fletcher	FOR	FOR		✓ 99.9%
5.2.2	Elect Mr. Andrea Sambo	FOR	FOR		✓ 99.8%
5.3	Re-elect Dr. Romeo Lacher as board chair	FOR	FOR		✓ 92.4%
5.4	Elections to the nomination and remuneration committee				
5.4.1	Re-elect Mr. Richard M. Campbell-Breden to the nomination and remuneration committee	FOR	FOR		✓ 93.0%

Item	Agenda	Board	Ethos		Result
5.4.2	Elect Mr. Bruce Fletcher to the nomination and remuneration committee	FOR	FOR		✓ 99.6%
5.4.3	Re-elect Ms. Kathryn Shih to the nomination and remuneration committee	FOR	FOR		✓ 98.0%
5.4.4	Re-elect Ms. Eunice Zehnder-Lai to the nomination and remuneration committee	FOR	FOR		✓ 98.0%
6	Re-elect KPMG as auditors	FOR	● OPPOSE	The auditor failed to identify proven weaknesses in the internal control system that have had a significant negative impact on the company's financial results.	✓ 87.3%
7	Re-elect Mr. Marc Nater as independent proxy	FOR	FOR		✓ 100.0%
8	Create conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 98.5%

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 transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 78.5%
3	Approve sustainability report	FOR	FOR		✓ 98.9%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
5	Amend articles of association				
5.1	Amend articles of association: General amendments	FOR	FOR		✓ 99.8%
5.2	Amend articles of association: Adaptations to the new company law	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 91.0%
5.3	Amend articles of association: Editorial amendments	FOR	FOR		✓ 99.7%
6	Discharge board members and executive management	FOR	FOR		✓ 98.9%
7	Elections to the board of directors				
7.1	Re-elect Mr. Heinz Karrer as member and chair of the board	FOR	FOR		✓ 89.6%
7.2.1	Elect Mr. Daniel Binder	FOR	FOR		✓ 99.4%
7.2.2	Re-elect Dr. Catrina Luchsinger Gähwiler	FOR	FOR		✓ 96.2%
7.2.3	Re-elect Ms. Catherine Mühlemann	FOR	FOR		✓ 97.8%
7.2.4	Re-elect Mr. Hanspeter Rüfenacht	FOR	FOR		✓ 88.7%
7.2.5	Re-elect Mr. Thomas Ruoff	FOR	FOR		✓ 98.5%
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Ms. Catherine Mühlemann to the nomination and remuneration committee	FOR	FOR		✓ 97.1%
8.2	Re-elect Mr. Hanspeter Rüfenacht to the nomination and remuneration committee	FOR	FOR		✓ 82.9%
8.3	Re-elect Mr. Thomas Ruoff to the nomination and remuneration committee	FOR	FOR		✓ 84.4%
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.4%
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 88.5%
10.1	Re-elect Dr. Melchior Glatthard as independent proxy	FOR	FOR		✓ 98.8%

Item	Agenda	Board	Ethos	Result
10.2	Re-elect the substitute of the independent proxy	FOR	FOR	✓ 98.7%
11	Re-elect BDO as auditors	FOR	FOR	✓ 99.3%

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		✓ 55.9%
1.3	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 95.7%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.5%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Philipp Buhofer	FOR	FOR		✓ 99.7%
4.1.2	Re-elect Mr. Eugen Elmiger	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 83.9%
4.1.3	Re-elect Dr. Andreas Häberli	FOR	FOR		✓ 100.0%
4.1.4	Re-elect Ms. Jennifer Maag	FOR	FOR		✓ 99.4%
4.1.5	Re-elect Ms. Maria Teresa Vacalli	FOR	FOR		✓ 99.8%
4.1.6	Re-elect Dr. Felix A. Thöni	FOR	FOR		✓ 99.9%
4.2	Re-elect Dr. Felix A. Thöni as board chair	FOR	FOR		✓ 99.6%
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Mr. Philipp Buhofer to the nomination and remuneration committee	FOR	FOR		✓ 94.2%
4.3.2	Re-elect Ms. Maria Teresa Vacalli to the nomination and remuneration committee	FOR	FOR		✓ 96.6%
4.3.3	Elect Mr. Eugen Elmiger to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Elmiger to the board of directors, Ethos cannot approve Mr. Elmiger to the committee.	✓ 83.4%
4.4	Re-elect Wenger & Vieli AG as independent proxy	FOR	FOR		✓ 99.8%
4.5	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5%



Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Approve sustainability report	FOR	FOR	✓ 99.5%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4	Approve allocation of income and dividend	FOR	FOR	✓ 96.5%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Beat Kälin as board chair	FOR	FOR	✓ 98.8%
5.1.2	Re-elect Mr. David Dean	FOR	FOR	✓ 99.0%
5.1.3	Re-elect Dr. Andreas Häberli	FOR	FOR	✓ 97.2%
5.1.4	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 99.4%
5.1.5	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR	✓ 97.4%
5.1.6	Re-elect Dr. Jürg Werner	FOR	FOR	✓ 98.4%
5.2	Elect Ms. Annette Heimlicher	FOR	FOR	✓ 99.4%
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Dr. Andreas Häberli to the nomination and remuneration committee	FOR	FOR	✓ 96.7%
5.3.2	Re-elect Dr. Beat Kälin to the nomination and remuneration committee	FOR	FOR	✓ 96.5%
5.3.3	Re-elect Prof. Dr. Roland Siegwart to the nomination and remuneration committee	FOR	FOR	✓ 91.0%
5.4	Re-elect Tschümperlin Lötscher as independent proxy	FOR	FOR	✓ 99.7%
5.5	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 30 years, which exceeds Ethos' guidelines. ✓ 84.5%
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 81.2%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5%
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 93.9%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Approve sustainability report	FOR	● OPPOSE	<p>✓ 99.7%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 97.6%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
2	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0%
3	Discharge board members and executive management	FOR	● OPPOSE	<p>✓ 98.2%</p> <p>The external auditors' report reveals serious deficiencies of the internal control system.</p> <p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p>
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓ 99.4%</p> <p>The remuneration of the chair is significantly higher than that of a peer group.</p>

Item	Agenda	Board	Ethos		Result
4.2	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> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓ 97.6%
5	Elections to the board of directors				
5.1	Re-elect Mr. Laurent Dassault	FOR	● OPPOSE	<p>He has been a member of the board for 29 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 29 years) and the board independence is insufficient (25.0%).</p>	✓ 98.8%
5.2	Re-elect Dr. Patrick Foetisch	FOR	● OPPOSE	<p>He has been a member of the board for 32 years, which exceeds Ethos' guidelines.</p> <p>He is 91 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 32 years, consultancy fees) and the board independence is insufficient (25.0%).</p> <p>He chairs the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 97.5%
5.3	Re-elect Prof. Dr. Michael Hengartner	FOR	FOR		✓ 100.0%
5.4	Re-elect Mr. André Kudelski	FOR	● OPPOSE	He has permanent operational functions (CEO).	✓ 99.4%
5.5	Re-elect Dr. Marguerite Kudelski	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
5.6	Re-elect Mr. Pierre Lescure	FOR	● OPPOSE	<p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is 79 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (25.0%).</p>	✓ 98.8%
5.7	Re-elect Mr. Alec Ross	FOR	FOR		✓ 100.0%
5.8	Re-elect Mr. Claude Smadja	FOR	● OPPOSE	<p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>He is 79 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 25 years) and the board independence is insufficient (25.0%).</p> <p>He chairs the audit committee, the committee independence is insufficient and the company is facing serious problems related to the internal control system.</p>	✓ 98.8%
6	Re-elect Mr. André Kudelski as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kudelski to the board of directors, Ethos cannot approve Mr. Kudelski as chair.	✓ 99.4%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Dr. Patrick Foetisch to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Foetisch to the board of directors, Ethos cannot approve Dr. iur. Foetisch to the committee.	✓ 97.5%
7.2	Re-elect Mr. Pierre Lescure to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Lescure to the board of directors, Ethos cannot approve Mr. Lescure to the committee.	✓ 98.8%
7.3	Re-elect Mr. Alec Ross to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 99.7%
7.4	Re-elect Mr. Claude Smadja to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Smadja to the board of directors, Ethos cannot approve Mr. Smadja to the committee.	✓ 98.8%
8	Re-elect Mr. Olivier Colomb as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	<p>The audit firm has been in office for 39 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 97.0%
10	Amend articles of association				
10.1	Creation of a capital band	FOR	● OPPOSE	<p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓ 97.5%
10.2	Amend articles of association: General meetings	FOR	FOR		✓ 97.9%
10.3	Amend articles of association: Thresholds for convening and submitting items at the general meeting	FOR	FOR		✓ 100.0%
10.4	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 98.5%
10.5	Amend articles of association: Organisation of the board of directors and the executive management	FOR	FOR		✓ 100.0%
10.6	Amend articles of association: Decisions of the board of directors	FOR	FOR		✓ 100.0%
10.7	Amend articles of association: Further adaptations to the new company law	FOR	FOR		✓ 100.0%
11	Miscellaneous	NON-VOTING	NON-VOTING		

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	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 96.7%
4	Elections to the board of directors			
4.1.a	Re-elect Mr. Dominik Bürgy	FOR	FOR	✓ 99.6%
4.1.b	Re-elect Mr. Karl Gernandt	FOR	● OPPOSE	✓ 87.6% He is not independent (representative of an important shareholder, board tenure of 16 years, various reasons) and the board independence is insufficient (44.4%).  He chairs the nomination committee, is not independent and the committee independence is insufficient.
4.1.c	Re-elect Mr. Klaus-Michael Kühne	FOR	● OPPOSE	✓ 91.8% He has been a member of the board for 49 years, which exceeds Ethos' guidelines.  He is 87 years old, which exceeds Ethos' guidelines.
4.1.d	Re-elect Mr. Tobias B. Staehelin	FOR	● OPPOSE	✓ 97.0% He is a representative of a shareholder who is sufficiently represented on the board.  He is not independent (representative of an important shareholder) and the board independence is insufficient (44.4%).
4.1.e	Re-elect Ms. Hauke Stars	FOR	● OPPOSE	✓ 90.5% She holds an excessive number of mandates.
4.1.f	Re-elect Dr. Martin Wittig	FOR	FOR	✓ 98.5%
4.1.g	Re-elect Dr. Jörg Wolle	FOR	● OPPOSE	✓ 92.0% He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (44.4%).  The composition of the board is unsatisfactory.
4.2.a	Elect Ms. Anne-Catherine Berner	FOR	FOR	✓ 99.0%
4.2.b	Elect Mr. Dominik de Daniel	FOR	FOR	✓ 98.4%
4.3	Re-elect Dr. Jörg Wolle as board chair	FOR	● OPPOSE	✓ 91.6% As Ethos did not support the election of Dr. sc. tech. Wolle to the board of directors, Ethos cannot approve Dr. sc. tech. Wolle as chair.
4.4	Elections to the nomination and remuneration committee			

Item	Agenda	Board	Ethos		Result
4.4.a	Re-elect Mr. Karl Gernandt to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gernandt to the board of directors, Ethos cannot approve Mr. Gernandt to the committee.	✓ 80.2%
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kühne to the board of directors, Ethos cannot approve Mr. Kühne to the committee.	✓ 80.1%
4.4.c	Re-elect Ms. Hauke Stars to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Stars to the board of directors, Ethos cannot approve Ms. Stars to the committee.	✓ 89.0%
4.5	Re-elect Mr. Stefan Mangold as independent proxy	FOR	FOR		✓ 100.0%
4.6	Elect KPMG as auditors	FOR	FOR		✓ 90.4%
5	Approve sustainability report	FOR	● OPPOSE	The report does not cover all material topics with quantitative indicators.  The report does not include ambitious and quantitative targets for all material topics.	✓ 97.6%
6	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 77.1%
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.	✓ 96.5%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 80.1%
8	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase exceeding 20% of the issued capital.  The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 92.1%
9	Amendment of the articles of association				
9.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.8%
9.2	Amend articles of association: Shares, announcements and place of jurisdiction	FOR	FOR		✓ 98.8%
9.3	Amend articles of association: General meeting, reserve and distribution of profits	FOR	FOR		✓ 99.8%
9.4	Amend articles of association: Board of directors and remuneration	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 97.5%



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> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Approve allocation of balance sheet result	FOR	FOR		✓
5	Elections to the board of directors				
5.a	Re-elect Prof. Dr. Clemens van Blitterswijk as board member and chair	FOR	FOR		✓
5.b	Elect Mr. Albert Arp	FOR	FOR		✓
5.c	Elect Mr. Chris Fair	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.d	Re-elect Prof. Dr. Joost de Bruijn	FOR	● OPPOSE	He is also a permanent member of the executive management (President of Innovation & Strategy).	✓
5.e	Re-elect Mr. Oliver Walker	FOR	● OPPOSE	He chairs the nomination committee and the board has less than 20% women without adequate justification.	✓
6	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓
7.a	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>	✓
7.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
7.c	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos		Result
7.d	Binding prospective vote on the shares and options 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> <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>	✓
8	Elections to the remuneration committee				
8.a	Elect Mr. Albert Arp to the remuneration committee	FOR	FOR		✓
8.b	Re-elect Prof. Dr. Clemens van Blitterswijk to the remuneration committee	FOR	FOR		✓
8.c	Re-elect Mr. Oliver Walker to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Walker to the board of directors, Ethos cannot approve Mr. Walker to the committee.	✓
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓
10	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓
11	Increase conditional capital for the employees	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve sustainability report	FOR	● OPPOSE	<p>✓</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>
3	Approve allocation of balance sheet result	FOR	FOR	✓
4	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
6	Discharge board members and executive management	FOR	FOR	✓
7	Elections to the board of directors			
7.a	Re-elect Mr. Silvio W. Denz	FOR	FOR	✓
7.b	Re-elect Mr. Roland Weber	FOR	FOR	✓
7.c	Re-elect Mr. Claudio Denz	FOR	FOR	✓
7.d	Re-elect Mr. Jan Kollros	FOR	FOR	✓
7.e	Re-elect Mr. Yugnesh Kumar Agrawal	FOR	FOR	✓
7.f	Re-elect Mr. Philippe Vidal	FOR	FOR	✓
7.g	Re-elect Mr. Silvio W. Denz as board chair	FOR	FOR	✓
8	Elections to the remuneration committee			
8.a	Re-elect Mr. Silvio W. Denz to the remuneration committee	FOR	FOR	✓
8.b	Re-elect Mr. Roland Weber to the remuneration committee	FOR	FOR	✓
8.c	Re-elect Mr. Jan Kollros to the remuneration committee	FOR	FOR	✓
9	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
10	Approve delisting of shares from SIX Swiss Exchange	FOR	FOR	✓
11	Re-elect Deloitte as auditors and elect SEFID Revision AG as new auditors	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
1.2	Approve sustainability report	FOR	FOR	✓ 98.3%
1.3	Advisory vote on the remuneration report	FOR	FOR	✓ 86.4%
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.8%
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.8%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 93.5%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 83.5%
5.1.2	Re-elect Mr. Eric A. Elzvik	FOR	FOR	✓ 91.5%
5.1.3	Re-elect Mr. Peter Bason	FOR	FOR	✓ 99.5%
5.1.4	Re-elect Mr. Peter Mainz	FOR	FOR	✓ 93.4%
5.1.5	Re-elect Mr. Andreas Spreiter	FOR	FOR	✓ 96.6%
5.1.6	Re-elect Ms. Christina Stercken	FOR	FOR	✓ 98.2%
5.1.7	Re-elect Ms. Laureen Tolson	FOR	FOR	✓ 94.7%
5.1.8	Re-elect Ms. Audrey Zibelman	FOR	FOR	✓ 99.6%
5.2	Re-elect Mr. Andreas Umbach as board chair	FOR	FOR	✓ 78.8%
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Eric A. Elzvik to the remuneration committee	FOR	FOR	✓ 95.7%
5.3.2	Re-elect Mr. Peter Mainz to the remuneration committee	FOR	FOR	✓ 97.9%
5.3.3	Re-elect Ms. Laureen Tolson to the remuneration committee	FOR	FOR	✓ 99.1%
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.2%
5.5	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR	✓ 98.4%

Item	Agenda	Board	Ethos		Result
1	Opening and announcements	NON-VOTING	NON-VOTING		
2	Present financial statements and accounts	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and allocation of balance sheet result	FOR	FOR		✓ 100.0%
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
5	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p> <p>There is a deterioration in key indicators on material issues over a 3-year period.</p>	✓ 99.1%
6	Discharge board members and executive management	FOR	FOR		✓ 100.0%
7	Approve share buyback programme	FOR	● OPPOSE	<p>The company can proceed to selective share repurchases.</p> <p>The main features of a participation plan financed by the share repurchase are not in line with Ethos' guidelines for these plans.</p>	✓ 99.1%
8	Elections to the board of directors				
8.1	Re-elect Mr. Luca Concone	FOR	● OPPOSE	He has permanent operational functions (CEO).	✓ 99.1%
8.2	Re-elect Ms. Maria Teresa Rangheri	FOR	● OPPOSE	She has permanent operational functions (Executive Corporate Director).	✓ 99.1%
8.3	Re-elect Mr. Yann Rousset as board member and chair	FOR	FOR		✓ 99.2%
8.4	Re-elect Mr. Marco Forasassi Torresani	FOR	FOR		✓ 99.3%
8.5	Re-elect Mr. Cyril Ranque	FOR	FOR		✓ 99.1%
8.6	Elect Ms. Giulia Sattin	FOR	FOR		✓ 100.0%
9	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 100.0%
10	Binding prospective vote on the variable remuneration of the executive directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.1%
11	Binding prospective vote on the other remuneration of the executive directors	FOR	FOR		✓ 100.0%
12	Approve remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 98.8%

Item	Agenda	Board	Ethos	Result	
13	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> <p>The remuneration report is not in line with Ethos' guidelines.</p>	<p>✓ 97.9%</p>
14	Re-elect KPMG as auditors	FOR	FOR	<p>✓ 99.2%</p>	
15	Discussion of dividend policy	NON-VOTING	NON-VOTING		
16	Discussion of the Company's compliance with the Dutch Corporate Governance Code	NON-VOTING	NON-VOTING		
17	Any other business	NON-VOTING	NON-VOTING		
18	Closing	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 97.5%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration report is not in line with Ethos' guidelines.</p>
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	● OPPOSE	<p>✓ 99.6%</p> <p>The company is in a situation of over indebtedness and there is a material uncertainty on the ability of the company to continue as a going concern.</p>
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Lex Bentner	FOR	FOR	✓ 99.9%
4.1.2	Re-elect Mr. Abdallah Chatila	FOR	FOR	✓ 99.6%
4.1.3	Re-elect Mr. Marc Lepièce	FOR	● OPPOSE	<p>✓ 99.7%</p> <p>Insufficient information is provided concerning the nominee.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.4	Re-elect Mr. Christophe Manset	FOR	● OPPOSE	<p>✓ 98.0%</p> <p>Insufficient information is provided concerning the nominee.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.1.5	Re-elect Mr. Shanu Sherwani	FOR	● OPPOSE	<p>✓ 98.0%</p> <p>Insufficient information is provided concerning the nominee.</p> <p>He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.2	Re-elect Mr. Lex Bentner as board member and chair	FOR	FOR	✓ 99.9%



Item	Agenda	Board	Ethos		Result
4.3	Elections to the nomination and remuneration committee				
4.3.1	Elect Mr. Lex Bentner to the nomination and remuneration committee	FOR	FOR		✓ 99.9%
4.3.3	Re-elect Mr. Christophe Manset to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Manset to the board of directors, Ethos cannot approve Mr. Manset to the committee.	✓ 97.6%
4.3.2	Re-elect Mr. Marc Lepièce to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Lepièce to the board of directors, Ethos cannot approve Mr. Lepièce to the committee.	✓ 99.1%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.8%
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>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 99.5%
6	Re-elect Mr. Manuel Isler as independent proxy	FOR	FOR		✓ 100.0%
7	Re-elect Mazars as auditors	FOR	FOR		✓ 100.0%
8.1	Background to the financial restructuring measures	NON-VOTING	NON-VOTING		
8.2.1	Capital increase for conversion of "Golden Partner SA" claim	FOR	FOR		✓ 99.8%
8.2.2	Capital increase for conversion of other loans	FOR	● OPPOSE	The potential dilution is excessive.	✓ 99.6%
9.1	Increase conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The potential dilution is excessive.	✓ 97.8%
9.2	Amend capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓ 97.8%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 74.9%
1.3	Approve sustainability report	FOR	FOR		✓ 99.7%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.6%
4	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6%
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 85.1%
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 99.4%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.6%
6	Elections to the board of directors				
6.1.1	Re-elect Dr. Ilan Cohen	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (28.6%).	✓ 86.5%
6.1.2	Re-elect Mr. François Gabella	FOR	FOR		✓ 89.8%
6.1.3	Re-elect Mr. Andreas Hürlimann as board member and chair	FOR	FOR		✓ 86.6%
6.1.4	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 92.7%
6.1.5	Re-elect Mr. Ueli Wampfler	FOR	● OPPOSE	He has been a member of the board for 17 years, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (28.6%).  He chairs the audit committee, is not independent and the committee independence is insufficient.	✓ 83.1%
6.1.6	Re-elect Dr. Werner C. Weber	FOR	FOR		✓ 89.8%
6.2.1	Elect Dr. Libo Zhang	FOR	FOR		✓ 99.8%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Mr. Andreas Hürlimann to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the committee does not include at least 50% independent members.	✓ 82.6%

Item	Agenda	Board	Ethos	Result
7.2	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR	✓ 85.8%
7.3	Re-elect Dr. Werner C. Weber to the nomination and remuneration committee	FOR	FOR	✓ 86.9%
8	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR	✓ 100.0%
9	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 97.8%

Item	Agenda	Board	Ethos	Result
2	Annual report and financial accounts for the year 2023 as well as the auditors' report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.1%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
5	Discharge board members and executive management	FOR	FOR	✓ 99.4%
6	Elections to the board of directors			
6.1	Re-elect Mr. Georg Wohlwend as board chair	FOR	FOR	✓ 99.7%
6.2	Re-elect Dr. Richard Senti	FOR	FOR	✓ 98.8%
6.3	Re-elect Mr. Thomas Russenberger	FOR	FOR	✓ 97.4%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 98.5%
8	Approve share buyback programme	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.1%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 66.8%
3	Approve sustainability report	FOR	● OPPOSE	The report is not prepared in accordance with a recognised standard.  The report does not cover all material topics with quantitative indicators.	✓ 95.0%
4	Discharge board members and executive management	FOR	FOR		✓ 97.5%
5	Approve allocation of income and dividend	FOR	FOR		✓ 98.5%
6	Reduction of share capital and participation capital	FOR	FOR		✓ 97.4%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Ernst Tanner as board member and chair	FOR	● OPPOSE	He has been a member of the board for 31 years, which exceeds Ethos' guidelines.  He is 78 years old, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 31 years) and the board independence is insufficient (42.9%).	✓ 79.1%
7.1.2	Re-elect Dr. Dieter Weisskopf	FOR	FOR		✓ 87.1%
7.1.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	FOR		✓ 86.5%
7.1.4	Re-elect Ms. Elisabeth Gürtler	FOR	● OPPOSE	She is not independent (representative of an important shareholder, board tenure of 15 years) and the board independence is insufficient (42.9%).  She is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 83.9%
7.1.5	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 97.0%
7.1.6	Re-elect Mr. Silvio W. Denz	FOR	FOR		✓ 92.6%
7.1.7	Re-elect Ms. Monique Bourquin	FOR	FOR		✓ 87.4%
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Ms. Monique Bourquin to the nomination and remuneration committee	FOR	FOR		✓ 75.6%

Item	Agenda	Board	Ethos		Result
7.2.2	Re-elect Dr. Rudolf K. Sprüngli to the nomination and remuneration committee	FOR	FOR		✓ 79.5%
7.2.3	Re-elect Mr. Silvio W. Denz to the nomination and remuneration committee	FOR	FOR		✓ 85.2%
7.3	Re-elect Dr. Patrick Schleiffer as independent proxy	FOR	FOR		✓ 98.5%
7.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 91.1%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chair of the board (who is not member of the executive management) is excessive.	✓ 91.2%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 87.6%
9	Amend articles of association: conditional capital	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 78.4%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
2	Approve sustainability report	FOR	FOR	✓ 99.5%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 96.3%
4	Discharge board members and executive management	FOR	FOR	✓ 98.0%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
6.1	Elections to the board of directors			
6.1.a	Re-elect Dr. Marion Helmes	FOR	FOR	✓ 97.4%
6.1.b	Re-elect Dr. Angelica Kohlmann	FOR	FOR	✓ 98.9%
6.1.c	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 95.2%
6.1.d	Re-elect Prof. Dr. Roger M. Nitsch	FOR	FOR	✓ 99.2%
6.1.e	Re-elect Ms. Barbara Richmond	FOR	FOR	✓ 98.9%
6.1.f	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR	✓ 98.2%
6.1.g	Re-elect Prof. Dr. Olivier Verscheure	FOR	FOR	✓ 99.6%
6.2	Elect Mr. Jean-Marc Huët	FOR	FOR	✓ 99.0%
6.3	Elect Mr. Jean-Marc Huët as board chair	FOR	FOR	✓ 99.0%
6.4	Elections to the remuneration committee			
6.4.a	Re-elect Dr. Angelica Kohlmann to the remuneration committee	FOR	FOR	✓ 98.6%
6.4.b	Re-elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 93.8%
6.4.c	Re-elect Mr. Jürgen B. Steinemann to the remuneration committee	FOR	FOR	✓ 98.0%
7	Re-elect Deloitte as auditors for 2025	FOR	● OPPOSE	The proposed re-election of the auditors for the next financial year does not allow an informed assessment of the auditor's independence.                     ✓ 92.7%
8	Re-elect ThomannFischer as independent proxy	FOR	FOR	✓ 99.9%
9	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.6%
10.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.7%

Item	Agenda	Board	Ethos	Result
10.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 88.8%</p>



Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.3%
2	Approve sustainability report	FOR	● OPPOSE	<p>✓ 97.1%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>
3	Binding votes on the remuneration of the board of directors and the executive management			
3.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.9%
3.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>✓ 90.5%</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>
3.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.2%
4	Discharge board members and executive management	FOR	FOR	✓ 98.0%
5	Approve allocation of income and dividend	FOR	FOR	✓ 97.7%
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Markus Hongler	FOR	FOR	✓ 97.6%
6.1.2	Re-elect Dr. Martha Scheiber	FOR	FOR	✓ 97.7%
6.1.3	Re-elect Prof. Dr. Andreas Dietrich	FOR	FOR	✓ 97.9%
6.1.4	Re-elect Dr. Erica Dubach Spiegler	FOR	FOR	✓ 97.9%
6.1.5	Re-elect Mr. Andreas Emmenegger	FOR	FOR	✓ 98.0%
6.1.6	Re-elect Mr. Marc Gläser	FOR	FOR	✓ 97.6%
6.1.7	Re-elect Mr. Roger Studer	FOR	FOR	✓ 97.9%
6.1.8	Re-elect Ms. Nicole Willimann Vyskocil	FOR	FOR	✓ 97.5%
6.2	Re-elect Mr. Markus Hongler as board chair	FOR	FOR	✓ 97.7%
6.3	Elections to the nomination and remuneration committee			

Item	Agenda	Board	Ethos	Result
6.3.1	Re-elect Dr. Martha Scheiber to the nomination and remuneration committee	FOR	FOR	✓ 97.1%
6.3.2	Re-elect Mr. Markus Hongler to the nomination and remuneration committee	FOR	FOR	✓ 97.1%
6.3.3	Elect Mr. Marc Gläser to the nomination and remuneration committee	FOR	FOR	✓ 97.3%
6.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 96.9%
6.5	Elect Dr. Raphaël Haas as independent proxy	FOR	FOR	✓ 97.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve sustainability report	FOR	FOR		✓ 99.9%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 99.9%
5.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.7%
5.2	Amend articles of association: Board of directors	FOR	FOR		✓ 99.8%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Markus Breitenmoser	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (16.7%).	✓ 99.8%
6.1.2	Re-elect Mr. James R. Murdoch	FOR	FOR		✓ 99.9%
6.1.3	Re-elect Mr. Jeffrey Palker	FOR	FOR		✓ 98.5%
6.1.4	Re-elect Mr. Andrea Zappia as board member and chair	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 99.0%
6.2	Elections to the nomination and remuneration committee				
6.2.1	Re-elect Mr. Jeffrey Palker to the nomination and remuneration committee	FOR	FOR		✓ 98.2%
6.2.2	Re-elect Mr. Raphael Wyniger to the nomination and remuneration committee	FOR	FOR		✓ 98.9%
6.2.3	Re-elect Mr. Andrea Zappia to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zappia to the board of directors, Ethos cannot approve Mr. Zappia to the committee.	✓ 98.7%
6.3	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8%
6.4	Re-elect NEOVIUS as independent proxy	FOR	FOR		✓ 100.0%
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 97.8%
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6%
7.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	Past awards do not allow confirmation of the link between pay and performance.	✓ 97.6%
7.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
7.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.6%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 98.9%
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 96.4%
2	Approve allocation of income and dividend				
2.1	Approve dividend from retained earnings	FOR	FOR		✓ 100.0%
2.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.1%
4	Elections to the board of directors				
4.1	Re-elect Mr. Alberto Siccardi	FOR	● OPPOSE	He is 80 years old, which exceeds Ethos' guidelines.	✓ 92.4%
4.2	Re-elect Ms. Maria Luisa Siccardi Tonolli	FOR	● OPPOSE	She has a major conflict of interest that is incompatible with her role as board member.	✓ 89.8%
4.3	Re-elect Mr. Victor Waldemar Balli	FOR	FOR		✓ 98.4%
4.4	Re-elect Mr. Riccardo Braglia	FOR	FOR		✓ 99.6%
4.5	Re-elect Dr. Philippe A. Weber	FOR	FOR		✓ 96.5%
5	Re-elect Mr. Alberto Siccardi as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siccardi to the board of directors, Ethos cannot approve Mr. Siccardi as chair.	✓ 87.7%
6	Elections to the remuneration committee				
6.1	Re-elect Dr. Philippe A. Weber to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.	✓ 93.5%

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Mr. Riccardo Braglia to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.	✓ 97.0%
7	Re-elect Dr. Fulvio Pelli as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.6%
9.1.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.8%
9.1.b	Binding prospective vote on the consulting fees of the board of directors	FOR	● OPPOSE	The requested amount allow for the payment of consulting fees to non-executive directors.	✓ 80.6%
9.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.8%
9.2.b	Binding retrospective vote on the short-term variable 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.	✓ 98.8%
9.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income	FOR	FOR		✓ 99.9%
3	Discharge board members	FOR	FOR		✓ 99.3%
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 94.8%
4.2	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.	✓ 97.1%
4.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.7%
4.3.2	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 96.0%
5	Approve sustainability report	FOR	FOR		✓ 99.9%
6	Elections to the board of directors				
6.1	Re-elect Mr. Marco Gadola as board member and chair	FOR	● OPPOSE	He holds an excessive number of mandates.  He is not independent (representative of an important shareholder, various reasons) and the board independence is insufficient (37.5%).	✓ 95.5%
6.2	Re-elect Dr. Thomas Straumann	FOR	FOR		✓ 100.0%
6.3	Re-elect Mr. Willi Miesch	FOR	FOR		✓ 99.9%
6.4	Re-elect Mr. Damien Tappy	FOR	FOR		✓ 99.4%
6.5	Re-elect Ms. Nadia Tarolli Schmidt	FOR	FOR		✓ 99.9%
6.6	Re-elect Mr. Ciro Roemer	FOR	FOR		✓ 91.5%
6.7	Elect Ms. Jennifer Dean	FOR	FOR		✓ 99.9%
6.8	Elect Ms. Martha Shadan	FOR	FOR		✓ 99.9%
7	Elections to the remuneration committee				
7.1	Elect Mr. Marco Gadola to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gadola to the board of directors, Ethos cannot approve Mr. Gadola to the committee.	✓ 95.7%
7.2	Re-elect Mr. Damien Tappy to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 95.1%

Item	Agenda	Board	Ethos	Result
8	Re-elect NEOVIUS as independent proxy	FOR	FOR	✓ 100.0%
9	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	✓ 96.3% The audit firm has been in office for 20 years, which exceeds Ethos' guidelines.



Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 79.2%
1.3	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious targets for all material topics.</p>	✓ 97.2%
2	Approve allocation of income and 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.	✓ 97.7%
3	Discharge board members and executive management	FOR	FOR		✓ 99.1%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.2%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 96.2%
5	Elections to the board of directors				
5.1	Re-elect Mr. Rob ten Hoedt as board member and chair	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 80.7%
5.2.1	Re-elect Mr. Marco Musetti	FOR	● OPPOSE	He chairs the audit committee, is not independent and the committee independence is insufficient.	✓ 95.3%
5.2.2	Re-elect Ms. Barbara Angehrn Pavik	FOR	FOR		✓ 99.7%
5.2.3	Re-elect Dr. René Willi	FOR	● OPPOSE	He will be a permanent member of the executive management (CEO).	✓ 97.6%
5.2.4	Re-elect Mr. Daniel Flammer	FOR	FOR		✓ 88.2%
5.2.5	Re-elect Mr. David Metzger	FOR	FOR		✓ 92.0%
5.3	Elect Ms. Susanne Hundsbæk-Pedersen	FOR	FOR		✓ 99.6%
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Ms. Barbara Angehrn Pavik to the nomination and remuneration committee	FOR	FOR		✓ 99.2%
6.2	Re-elect Mr. Rob ten Hoedt to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. ten Hoedt to the board of directors, Ethos cannot approve Mr. ten Hoedt to the committee.	✓ 78.8%

Item	Agenda	Board	Ethos	Result
6.3	Re-elect Mr. David Metzger to the nomination and remuneration committee	FOR	FOR	✓ 89.1%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.6%
8	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
1.2	Approve sustainability report	FOR	● OPPOSE	✓ 97.9% The report and relevant indicators are not verified by an independent third party.  The report does not cover all material topics with quantitative indicators.  The report does not include ambitious and quantitative targets for all material topics.
1.3	Advisory vote on the remuneration report	FOR	FOR	✓ 90.0%
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.3%
2.2	Approve reimbursement from capital contribution reserves	FOR	FOR	✓ 99.7%
3	Discharge board members and executive management	FOR	FOR	✓ 97.7%
4	Elections to the board of directors			
4.1.a	Re-elect Mr. Silvan Gian-Reto Meier	FOR	FOR	✓ 98.8%
4.1.b	Re-elect Mr. Heinz Wiedmer	FOR	FOR	✓ 98.8%
4.1.c	Re-elect Mr. Alexander Zschokke	FOR	FOR	✓ 99.3%
4.2	Elect Ms. Andrea Tranel	FOR	FOR	✓ 99.7%
5	Re-elect Mr. Silvan Gian-Reto Meier as board chair	FOR	FOR	✓ 99.1%
6	Elections to the remuneration committee			
6.1.a	Re-elect Mr. Silvan Gian-Reto Meier to the remuneration committee	FOR	FOR	✓ 98.2%
6.1.b	Re-elect Mr. Heinz Wiedmer to the remuneration committee	FOR	FOR	✓ 94.9%
6.1.c	Re-elect Mr. Alexander Zschokke to the remuneration committee	FOR	FOR	✓ 98.8%
6.2	Elect Ms. Andrea Tranel to the remuneration committee	FOR	FOR	✓ 99.5%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.8%
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 99.7%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.6%

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	✓ 98.4%
1.3	Approve sustainability report	FOR	FOR	✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
3	Advisory vote on a payment of CHF 450'000 for CO2-compensating or investments measures	FOR	FOR	✓ 99.9%
4	Discharge board members and executive management	FOR	FOR	✓ 99.9%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 98.6%
5.1.2	Re-elect Mr. Dominik Berchtold	FOR	FOR	✓ 99.6%
5.1.3	Re-elect Mr. David Dean	FOR	FOR	✓ 100.0%
5.1.4	Re-elect Dr. Bernhard Eschermann	FOR	FOR	✓ 99.7%
5.1.5	Re-elect Ms. Claudia Pletscher	FOR	FOR	✓ 99.9%
5.1.5.1	Re-elect Ms. Claudia Pletscher as representative of registered B shareholders	FOR	FOR	✓ 98.9%
5.2.1	Re-elect Mr. Martin Wipfli as board chair	FOR	FOR	✓ 98.5%
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Dominik Berchtold to the nomination and remuneration committee	FOR	FOR	✓ 98.9%
5.3.2	Re-elect Dr. Bernhard Eschermann to the nomination and remuneration committee	FOR	FOR	✓ 99.3%
5.4	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 100.0%
5.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.9%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.9%
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.8%
1.2	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 94.2%
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 81.9%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 97.5%
3	Discharge board members and executive management	FOR	FOR		✓ 95.9%
4.1	Approve capital increase for the implementation of the reverse share split	FOR	FOR		✓ 96.5%
4.2	Approve reverse share split	FOR	FOR		✓ 96.4%
4.3	Adjustment of the existing capital band	FOR	FOR		✓ 95.8%
5	Increase the existing conditional capital for the employees	FOR	● OPPOSE	<p>The potential dilution is excessive.</p> <p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p>	✓ 90.4%
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. Franz Richter as board member and chair	FOR	FOR		✓ 82.7%
6.1.2	Re-elect Mr. Andreas R. Herzog	FOR	FOR		✓ 88.2%
6.1.3	Re-elect Mr. Mark Kerekes	FOR	FOR		✓ 85.2%
6.2	Elections to the nomination and remuneration committee				
6.2.1	Elect Dr. Franz Richter to the nomination and remuneration committee	FOR	FOR		✓ 82.3%
6.2.2	Re-elect Mr. Andreas R. Herzog to the nomination and remuneration committee	FOR	FOR		✓ 87.5%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 86.3%
8	Re-elect Mr. André Weber as independent proxy	FOR	FOR		✓ 98.2%
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 90.4%

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.  The remuneration structure is not in line with Ethos' guidelines.	✓ 86.5%
10.1	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 75.8%
10.2	Amend articles of association: Notifications to shareholders	FOR	FOR		✓ 96.5%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 94.2%
1.3	Approve sustainability report	FOR	● OPPOSE	The report is not prepared in accordance with a recognised standard.  The report and relevant indicators are not verified by an independent third party.  The report does not include ambitious and quantitative targets for all material topics.	✓ 98.9%
2	Discharge board members and executive management	FOR	FOR		✓ 99.8%
3	Approve allocation of income and dividend				
3.1	Approve dividend	FOR	FOR		✓ 100.0%
3.2	Approve allocation of income	FOR	FOR		✓ 100.0%
4	Articles of association: Relocation of the registered office	FOR	FOR		✓ 98.8%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Paul Zumbühl	FOR	FOR		✓ 97.3%
5.1.2	Re-elect Dr. Andreas Casutt	FOR	FOR		✓ 99.2%
5.1.3	Re-elect Mr. Hans-Michael Hauser	FOR	FOR		✓ 99.8%
5.1.4	Re-elect Dr. Alexandra Bendler	FOR	FOR		✓ 99.6%
5.1.5	Re-elect Mr. Hans-Christian Schneider	FOR	FOR		✓ 99.2%
5.2	Re-elect Mr. Paul Zumbühl as board chair	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 94.6%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Dr. Andreas Casutt to the remuneration committee	FOR	FOR		✓ 98.3%
5.3.2	Re-elect Mr. Hans-Christian Schneider to the remuneration committee	FOR	FOR		✓ 98.1%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.4%
6.2.1	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
6.2.2	Binding retrospective vote on the allocation of shares to 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>	✓ 98.4%
7	Re-elect Mr. Urs Lanz as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect BDO as auditors	FOR	FOR		✓ 99.9%



Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Approve sustainability report	FOR	FOR		✓ 99.7%
2	Discharge board members and executive management	FOR	FOR		✓ 99.8%
3.1	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3.2	Approve distribution out of capital contribution reserves	FOR	FOR		✓ 100.0%
4.	Amend articles of association				
4.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 90.1%
4.2	Amend articles of association: General meeting, board of directors, remunerations and further amendments	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 91.1%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.  The remuneration structure is not in line with Ethos' guidelines.	✓ 80.8%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.8%
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 91.7%
6.1	Elections to the board of directors				
6.1a	Re-elect Mr. Olaf Swantee	FOR	FOR		✓ 99.8%
6.1b	Re-elect Ms. Gabriela Theus	FOR	FOR		✓ 99.8%
6.1c	Re-elect Mr. Michael Haubrich	FOR	FOR		✓ 99.7%
6.1d	Re-elect Ms. Lea Sonderegger	FOR	FOR		✓ 99.7%
6.1e	Re-elect Mr. Markus Bernhard	FOR	● OPPOSE	He has permanent operational functions.	✓ 90.7%
6.2	Re-elect Mr. Olaf Swantee as board chair	FOR	FOR		✓ 99.8%
6.3	Elections to the nomination and remuneration committee				
6.3a	Re-elect Mr. Olaf Swantee to the nomination and remuneration committee	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos	Result
6.3b	Re-elect Mr. Michael Haubrich to the nomination and remuneration committee	FOR	FOR	✓ 99.0%
6.3c	Re-elect Ms. Lea Sonderegger to the nomination and remuneration committee	FOR	FOR	✓ 98.8%
6.4	Re-elect Hodgskin Rechtsanwälte as independent proxy	FOR	FOR	✓ 97.8%
6.5	Re-elect BDO as auditors	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.	✓ 80.0%
3	Approve allocation balance sheet result	FOR	FOR		✓ 99.3%
4	Approve allocation of reserves	FOR	FOR		✓ 99.2%
5	Discharge board members and executive management	FOR	FOR		✓ 98.9%
6.1	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 78.8%
6.2	Increase conditional capital for the employees	FOR	● OPPOSE	The proposed capital increase exceeds the maximum percentage accepted by local standards of best practice, or the company's needs.	✓ 82.9%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. William M. Burns	FOR	● OPPOSE	He is 77 years old, which exceeds Ethos' guidelines.  He chairs the nomination committee and the board has less than 20% women without adequate justification.	✓ 93.8%
7.1.2	Re-elect Dr. Agnete B. Fredriksen	FOR	FOR		✓ 96.5%
7.1.3	Re-elect Dr. Dominik Höchli	FOR	FOR		✓ 96.5%
7.1.4	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓ 96.5%
7.1.5	Re-elect Mr. Sandip Kapadia	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 94.8%
7.1.6	Re-elect Dr. Vito J. Palombella	FOR	FOR		✓ 96.5%
7.1.7	Re-elect Mr. Michael Vasconcelles	FOR	FOR		✓ 96.4%
7.1.8	Re-elect Dr. Patrick Amstutz	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.0%
7.2	Re-elect Mr. William M. Burns as board chair	FOR	● OPPOSE	As Ethos did not support the election of Dr. Amstutz to the board of directors, Ethos cannot approve Dr. Amstutz as chair.	✓ 93.8%
7.3	Elections to the nomination and remuneration committee				

Item	Agenda	Board	Ethos		Result
7.3.1	Re-elect Mr. William M. Burns to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burns to the board of directors, Ethos cannot approve Mr. Burns to the committee.	✓ 90.0%
7.3.2	Re-elect Mr. Steven H. Holtzman to the nomination and remuneration committee	FOR	FOR		✓ 95.9%
7.3.3	Re-elect Mr. Michael Vasconcelles to the nomination and remuneration committee	FOR	FOR		✓ 95.9%
8	Re-elect KPMG as auditors	FOR	FOR		✓ 95.1%
9	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.7%
10.1	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.	✓ 94.0%
10.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.2%
10.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.  Past awards do not allow confirmation of the link between pay and performance.	✓ 93.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 99.4%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p> <p>The non-executive directors receive options.</p>	✓ 64.1%
4	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
5	Discharge board members and executive management	FOR	FOR		✓ 99.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓ 83.5%
6.2	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>	✓ 96.5%
7.1	Elections to the board of directors				
7.1.1	Re-elect Prof. Dr. Michael Tojner as board member and co-chair	FOR	● OPPOSE	<p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p> <p>The corporate governance of the company is unsatisfactory and the dialogue with the shareholders does not lead to the desired outcomes.</p>	✓ 71.5%
7.1.2	Re-elect Dr. Thomas Williams as board member and co-chair	FOR	● OPPOSE	<p>He is not independent (various reasons) and the board independence is insufficient (0.0%).</p> <p>The corporate governance of the company is unsatisfactory and the dialogue with the shareholders does not lead to the desired outcomes.</p>	✓ 71.3%

Item	Agenda	Board	Ethos		Result
7.1.3	Re-elect Mr. Christian Hosp	FOR	● OPPOSE	<p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p>	✓ 72.1%
7.1.4	Re-elect Dr. Markus Vischer	FOR	FOR		✓ 73.4%
7.1.5	Re-elect Mr. Helmut Wieser	FOR	FOR		✓ 79.9%
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Prof. Dr. Michael Tojner to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Prof. Dr. Tojner to the board of directors, Ethos cannot approve Prof. Dr. Tojner to the committee.</p> <p>He receives a remuneration that is not in line with generally accepted best practice standards.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p>	✓ 67.6%
7.2.2	Re-elect Dr. Thomas Williams to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Williams to the board of directors, Ethos cannot approve Dr. Williams to the committee.</p> <p>He receives a remuneration that is not in line with generally accepted best practice standards.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p>	✓ 71.3%

Item	Agenda	Board	Ethos		Result
7.2.3	Re-elect Mr. Christian Hosp to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Hosp to the board of directors, Ethos cannot approve Mr. Hosp to the committee.</p> <p>He receives a remuneration that is not in line with generally accepted best practice standards.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p>	✓ 71.9%
7.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
7.4	Re-elect KPMG as auditors	FOR	FOR		✓ 99.2%
8	Amend articles of association: Remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient to assess the variable remuneration plans' features and functioning.</p> <p>The structure and conditions of the variable remuneration 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>	✓ 90.5%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 83.8%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
1.3	Approve sustainability report	FOR	● OPPOSE	<p>✓ 91.2%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p> <p>The company does not submit its climate report to an annual vote and the climate report is not in line with Ethos' guidelines.</p> <p>The company is subject to serious controversies which are not addressed in the sustainability report.</p>
2	Discharge board members and executive management	FOR	FOR	✓ 98.0%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Paul Bulcke as member and chair of the board	FOR	FOR	✓ 87.5%
4.1.2	Re-elect Dr. Ulf Mark Schneider	FOR	● OPPOSE	<p>✓ 90.2%</p> <p>He is also a permanent member of the executive management (CEO).</p>
4.1.3	Re-elect Dr. Renato Fassbind	FOR	FOR	✓ 98.9%
4.1.4	Re-elect Mr. Pablo Isla Álvarez de Tejera	FOR	FOR	✓ 94.4%
4.1.5	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR	✓ 98.9%
4.1.6	Re-elect Mr. Dick Boer	FOR	FOR	✓ 98.4%
4.1.7	Re-elect Mr. Dinesh C. Paliwal	FOR	FOR	✓ 98.2%
4.1.8	Re-elect Ms. Hanne de Mora	FOR	FOR	✓ 99.4%
4.1.9	Re-elect Ms. Lindiwe Majele Sibanda	FOR	FOR	✓ 99.3%
4.1.10	Re-elect Ms. Chris Leong	FOR	FOR	✓ 99.2%
4.1.11	Re-elect Mr. Luca Maestri	FOR	FOR	✓ 99.2%
4.1.12	Re-elect Mr. Rainer M. Blair	FOR	FOR	✓ 99.5%
4.1.13	Re-elect Ms. Marie-Gabrielle Ineichen-Fleisch	FOR	FOR	✓ 98.3%



Item	Agenda	Board	Ethos		Result
4.2	Elect Ms. Geraldine Matchett	FOR	FOR		✓ 99.6%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Dick Boer to the remuneration committee	FOR	FOR		✓ 94.2%
4.3.2	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 97.1%
4.3.3	Re-elect Mr. Pablo Isla Álvarez de Tejera to the remuneration committee	FOR	FOR		✓ 92.7%
4.3.4	Re-elect Mr. Dinesh C. Paliwal to the remuneration committee	FOR	FOR		✓ 96.6%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.5%
4.5	Re-elect Hartmann Dreyer as independent proxy	FOR	FOR		✓ 99.7%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.4%
5.2	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>	✓ 87.8%
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.6%
7	Shareholder proposal: amendment to the articles of association regarding sales of healthier and less healthy foods	OPPOSE	● FOR	<p>The resolution is clearly phrased and properly substantiated.</p> <p>The resolution aims to enhance the company's social responsibility.</p> <p>The resolution is in line with the long-term interests of the majority of the company's stakeholders.</p>	✗ 11.1%

Item	Agenda	Board	Ethos		Result
Annual general meeting					
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Elections to the board of directors				
2.1	Determination of the number of members of the board of directors	FOR	FOR		✓
2.2	Elect Ms. Margarita Chavez	FOR	FOR		✓
2.3	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
3	Election of the board of statutory auditors ("Collegio Sindacale")				
3.1	Elect a Statutory Auditor ("sindaco effettivo")	FOR	FOR		✓
3.2	Elect an Alternate Auditor ("sindaco supplente")	FOR	FOR		✓
3.3	Determination of the remuneration of the statutory auditors	FOR	FOR		✓
Extraordinary general meeting					
1	Remuneration of directors with special functions	WITH-DRAWN	● OPPOSE	Items related to the extraordinary part of the general meeting have been withdrawn as the required quorum has not been reached. Ethos initially recommended to OPPOSE for the following reason:  The amendment has a negative impact on the interests of the shareholders.	-
2	Authorised capital for general financing	WITH-DRAWN	● FOR	Items related to the extraordinary part of the general meeting have been withdrawn as the required quorum has not been reached.	-
3	Authorised capital for the employees	WITH-DRAWN	● OPPOSE	Items related to the extraordinary part of the general meeting have been withdrawn as the required quorum has not been reached. Ethos initially recommended to OPPOSE for the following reasons:  The amendment has a negative impact on the interests of the shareholders. The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.  The potential dilution is excessive.	-

Item	Agenda	Board	Ethos	Result
1	Merger between Novavest Real Estate AG and SenioResidenz AG	FOR	FOR	✓ 96.5%
2	Ordinary capital increase	FOR	FOR	✓ 96.4%
3	Create conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 96.3%
4	Renewal of capital band	FOR	FOR	✓ 97.8%
5	Elections to the board of directors			
5.1.a	Elect Mr. Thomas Sojak	FOR	FOR	✓ 99.9%
5.1.b	Elect Ms. Claudia Suter	FOR	FOR	✓ 99.9%
5.2	Elect Mr. Thomas Sojak as board chair	FOR	FOR	✓ 99.9%
5.3	Elect Ms. Claudia Suter to the remuneration committee	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8%
1.2	Approve sustainability report	FOR	● OPPOSE	The report does not cover all material topics with quantitative indicators.  The report does not include ambitious and quantitative targets for all material topics.	✓ 99.7%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8%
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.  The remuneration structure is not in line with Ethos' guidelines.	✓ 97.8%
4	Discharge board members and executive management	FOR	FOR		✓ 91.6%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.4%
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.  Past awards do not allow confirmation of the link between pay and performance.	✓ 99.2%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Naguib S. Sawiris as member and chair of the board	FOR	● OPPOSE	He chairs the nomination committee and the board has less than 20% women without adequate justification.	✓ 99.1%
6.1.2	Re-elect Dr. Franz Egle	FOR	● OPPOSE	He has been a member of the board for 16 years, which exceeds Ethos' guidelines.	✓ 99.6%
6.1.3	Re-elect Mr. Jürgen Fischer	FOR	FOR		✓ 99.3%
6.1.4	Re-elect Dr. Eskandar Tooma	FOR	FOR		✓ 99.3%
6.1.5	Re-elect Mr. Amine Omar Tazi-Riffi	FOR	FOR		✓ 99.7%
6.1.6	Re-elect Ms. Maria Davidson	FOR	FOR		✓ 99.7%
6.2	Elections to the nomination and remuneration committee				
6.2.1	Re-elect Mr. Naguib S. Sawiris to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 98.7%

Item	Agenda	Board	Ethos		Result
6.2.2	Re-elect Mr. Jürgen Fischer to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 98.7%
6.2.3	Re-elect Dr. Eskandar Tooma to the nomination and remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 98.8%
6.3	Re-elect Ms. Barbara Merz Wipfli as independent proxy	FOR	FOR		✓ 99.9%
6.4	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 93.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.5%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Martin Folini as board member and chair	FOR	FOR		✓ 99.3%
4.1.2	Re-elect Ms. Mirjana Blume	FOR	FOR		✓ 99.4%
4.1.3	Re-elect Dr. Thomas Moser	FOR	FOR		✓ 99.5%
4.1.4	Re-elect Dr. Luka Müller	FOR	FOR		✓ 99.5%
4.1.5	Re-elect Mr. Johannes Schaede	FOR	FOR		✓ 99.4%
4.2	Elect Ms. Pascale Bruderer	FOR	FOR		✓ 98.7%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Dr. Martin Folini to the remuneration committee	FOR	FOR		✓ 98.3%
4.3.2	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR		✓ 98.8%
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 93.5%
4.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.8%
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 94.1%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 90.8%
5.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.6%
5.3.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 95.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
2	Approve sustainability report	FOR	FOR	✓ 99.8%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 93.0%
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
5	Discharge board members and executive management	FOR	FOR	✓ 99.8%
6.1	Elections to the board of directors			
6.1.a	Re-elect Mr. Remo Brunschwiler as board member and chair	FOR	FOR	✓ 97.9%
6.1.b	Re-elect Mr. Markus Vögeli	FOR	FOR	✓ 99.8%
6.1.c	Elect Mr. Felix Burkhard	FOR	FOR	✓ 99.8%
6.1.d	Re-elect Ms. Monika Friedli-Walser	FOR	FOR	✓ 94.7%
6.1.e	Elect Dr. Patrick Müller	FOR	FOR	✓ 98.1%
6.1.f	Re-elect Ms. Monika Schüpbach	FOR	FOR	✓ 99.6%
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Ms. Monika Friedli-Walser to the remuneration committee	FOR	FOR	✓ 93.1%
6.2.b	Re-elect Mr. Remo Brunschwiler to the remuneration committee	FOR	FOR	✓ 96.5%
6.2.c	Elect Dr. Patrick Müller to the remuneration committee	FOR	FOR	✓ 96.7%
6.3	Elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.8%
6.4	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5%
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.6%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.8%
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 94.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 95.7%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.0%
4	Creation of a capital band	FOR	FOR		✓ 92.3%
5	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 84.0%
6.1	Binding vote on the fixed remuneration of the board of directors for the term of office 2024/2025	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 94.0%
6.2	Binding vote on the long-term remuneration granted to the board of directors for the term of office 2023/2024	FOR	● OPPOSE	<p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 92.1%
6.3	Binding vote on other remuneration for the board of directors for the term of office 2023/2024	FOR	● OPPOSE	The remuneration of the executive members of the board (who are not members of the executive management) is excessive.	✓ 92.4%
6.4	Binding vote on the base remuneration of the executive management for 2025	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of a peer group.	✓ 92.1%
6.5	Binding vote on the long-term remuneration granted to the executive management in 2023	FOR	● OPPOSE	<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 requested amount does not allow to respect Ethos' guidelines.</p>	✓ 88.2%
6.6	Binding vote on the long-term remuneration of the former members of the executive management for 2023	FOR	● OPPOSE	The information provided is insufficient.	✓ 90.7%



Item	Agenda	Board	Ethos		Result
6.7	Binding vote on other remuneration for the executive management for 2023	FOR	FOR		✓ 96.1%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Steffen Meister (executive) as board member and chair	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓ 78.2%
7.1.2	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 88.9%
7.1.3	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 92.2%
7.1.4	Re-elect Ms. Anne Lester	FOR	FOR		✓ 93.6%
7.1.5	Re-elect Ms. Gaëlle Olivier	FOR	FOR		✓ 92.3%
7.1.6	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 92.2%
7.1.7	Re-elect Ms. Flora Zhao	FOR	FOR		✓ 83.8%
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Ms. Flora Zhao to the nomination and remuneration committee	FOR	FOR		✓ 80.1%
7.2.2	Re-elect Ms. Anne Lester to the nomination and remuneration committee	FOR	FOR		✓ 90.4%
7.2.3	Elect Ms. Gaëlle Olivier to the nomination and remuneration committee	FOR	FOR		✓ 92.6%
7.3	Re-elect Hotz & Goldmann as independent proxy	FOR	FOR		✓ 99.9%
7.4	Re-elect KPMG as auditors	FOR	FOR		✓ 90.6%

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	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 90.1%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
4	Discharge board members and executive management	FOR	FOR		✓ 99.2%
5.1	Elections to the board of directors				
5.1.1	Elect Ms. Anette Benner	FOR	FOR		✓ 96.2%
5.1.2	Elect Mr. Michael Zahn	FOR	FOR		✓ 96.6%
5.1.3	Elect Mr. Cyrill Schneuwly	FOR	FOR		✓ 97.5%
5.1.4	Elect Mr. Beat Frischknecht	FOR	FOR		✓ 97.4%
5.1.5	Elect Mr. John Ruane	FOR	FOR		✓ 91.5%
5.2	Elect Mr. Michael Zahn as board chair	FOR	FOR		✓ 96.0%
6	Elections to the remuneration committee				
6.1	Elect Ms. Anette Benner to the remuneration committee	FOR	FOR		✓ 96.1%
6.2	Elect Mr. Beat Frischknecht to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 96.2%
6.3	Elect Mr. John Ruane to the remuneration committee	FOR	FOR		✓ 90.9%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 96.2%
8	Re-elect Dr. Daniel Ronzani as independent proxy	FOR	FOR		✓ 99.6%
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.6%
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.4%
9.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 94.2%
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 94.2%
4	Approve allocation of income and dividend				
4.1	Payment of an ordinary dividend	FOR	FOR		✓ 100.0%
4.2	Payment of an extraordinary dividend	FOR	FOR		✓ 100.0%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Benedikt A. Goldkamp as board member and chair	FOR	● OPPOSE	<p>He serves on the audit committee.</p> <p>The board independence is not sufficient (33.3%).</p> <p>The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.</p>	✓ 74.9%
5.1.2	Re-elect Dr. Florian Ernst	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (33.3%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the audit committee and the company is facing serious problems related to the accounts and the internal control system.</p>	✓ 79.0%

Item	Agenda	Board	Ethos		Result
5.1.3	Re-elect Dr. Martin Furrer	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years, business connections) and the board independence is insufficient (33.3%).</p>	✓ 76.5%
5.1.4	Re-elect Ms. Claudine Hatebur de Calderón	FOR	FOR		✓ 86.1%
5.1.5	Re-elect Dr. Anna Hocker	FOR	FOR		✓ 96.2%
5.1.6	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	<p>He has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 21 years) and the board independence is insufficient (33.3%).</p>	✓ 80.1%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. iur. Martin Furrer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Furrer to the board of directors, Ethos cannot approve Dr. iur. Furrer to the committee.	✓ 76.3%
5.2.2	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siegrist to the board of directors, Ethos cannot approve Mr. Siegrist to the committee.	✓ 78.0%
5.2.3	Elect Ms. Claudine Hatebur de Calderón to the remuneration committee	FOR	FOR		✓ 84.7%
5.3	Re-elect Mr. Hans Rudi Alder as independent proxy	FOR	FOR		✓ 100.0%
5.4	Re-elect BDO as auditors	FOR	FOR		✓ 99.9%
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 84.3%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chair is significantly higher than that of a peer group.</p> <p>The remuneration of the executive chair (who is not a member of the executive management) is excessive.</p>	✓ 92.7%
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 93.4%

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 88.0%
4	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 98.6%
5	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 100.0%
6	Approval of the remuneration report	FOR	FOR		✓ 96.4%
7	Approval of the remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 94.8%
8	Elect Deloitte as auditors and KPMG as auditors for the sustainability report	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1	Re-elect Mr. Peter Lehmann as board member and chair	FOR	FOR		✓ 98.5%
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR		✓ 100.0%
4.3	Re-elect Mr. Martin Byland	FOR	● OPPOSE	As the committee has no chair, Ethos considers him co-responsible for the absence of women on the board and therefore cannot support his re-election.	✓ 97.7%
4.4	Re-elect Mr. Dominik Weber	FOR	● OPPOSE	As the committee has no chair, Ethos considers him co-responsible for the absence of women on the board and therefore cannot support his re-election.	✓ 94.1%
4.5	Re-elect Mr. Felix Schmidheiny	FOR	FOR		✓ 93.9%
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Martin Byland to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Byland to the board of directors, Ethos cannot approve Mr. Byland to the committee.	✓ 95.0%
5.2	Re-elect Mr. Dominik Weber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Weber to the board of directors, Ethos cannot approve Mr. Weber to the committee.	✓ 93.3%
6	Re-elect KPMG as auditors	FOR	FOR		✓ 99.2%
7	Re-elect SILK Rechtsanwälte as independent proxy	FOR	FOR		✓ 100.0%
8.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 92.7%
8.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.7%
8.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.7%

Item	Agenda	Board	Ethos	Result
1	Amend articles of association: consultancy fees for board members	FOR	FOR	✓ 98.8%
2.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 97.1%</p> <p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
2.3	Approve sustainability report	FOR	● OPPOSE	<p>✓ 97.9%</p> <p>The report is not prepared in accordance with a recognised standard.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>
3	Discharge board members and executive management	FOR	FOR	✓ 99.2%
4	Approve allocation of balance sheet result	FOR	FOR	✓ 99.3%
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Peter Wilden	FOR	● OPPOSE	<p>✓ 96.1%</p> <p>He is not independent (business connections) and the board independence is insufficient (16.7%).</p> <p>He has a major conflict of interest that is incompatible with his role as board member.</p>
5.1.2	Re-elect Prof. Dr. Patrick Aebischer	FOR	● OPPOSE	<p>✓ 96.8%</p> <p>He is not independent (conflict of interests) and the board independence is insufficient (16.7%).</p>
5.1.3	Re-elect Dr. Beat In-Albon	FOR	FOR	✓ 99.3%
5.1.4	Re-elect Ms. Jane Salik	FOR	● OPPOSE	<p>✓ 96.2%</p> <p>She has been a member of the board for 21 years, which exceeds Ethos' guidelines.</p>
5.1.5	Re-elect Mr. Erik Schropp	FOR	FOR	✓ 95.1%

Item	Agenda	Board	Ethos		Result
5.1.6	Re-elect Dr. Philippe A. Weber	FOR	● OPPOSE	<p>He is not independent (consultancy fees) and the board independence is insufficient (16.7%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and the renewal and composition of the board are unsatisfactory.</p>	✓ 93.8%
5.2	Re-elect Dr. Peter Wilden as board chair	FOR	● OPPOSE	As Ethos did not support the election of Dr. Wilden to the board of directors, Ethos cannot approve Dr. Wilden as chair.	✓ 86.8%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Dr. Philippe A. Weber to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Weber to the board of directors, Ethos cannot approve Dr. Weber to the committee.	✓ 82.6%
5.3.2	Re-elect Dr. Peter Wilden to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Wilden to the board of directors, Ethos cannot approve Dr. Wilden to the committee.	✓ 91.5%
5.4	Re-elect BDO as auditors	FOR	FOR		✓ 99.7%
5.5	Re-elect ADROIT Attorneys as independent proxy	FOR	FOR		✓ 99.8%
6.1	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.	✓ 97.5%
6.2	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 higher than the amount requested at the general meeting.</p>	✓ 97.2%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 97.0%
3.1	Elections to the board of directors				
3.1.1	Re-elect Dr. Hans Baumgartner as board member and chair	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.  He has permanent operational functions.  The board has not established a nomination committee and the renewal and composition of the board are unsatisfactory.	✓ 90.6%
3.1.2	Re-elect Mr. Martin Eberhard	FOR	FOR		✓ 97.5%
3.1.3	Re-elect Dr. Petra Salesny	FOR	● OPPOSE	She has a major conflict of interest that is incompatible with her role as board member.	✓ 95.2%
3.1.4	Re-elect Mr. Fidelis Götz	FOR	FOR		✓ 98.7%
3.2	Elections to the remuneration committee				
3.2.1	Re-elect Mr. Martin Eberhard to the remuneration committee	FOR	FOR		✓ 97.2%
3.2.2	Re-elect Dr. Petra Salesny to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Salesny to the board of directors, Ethos cannot approve her to the committee.	✓ 94.8%
3.2.3	Re-elect Mr. Fidelis Götz to the remuneration committee	FOR	FOR		✓ 98.8%
3.3	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 99.8%
3.4	Elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 94.0%
	Counterproposal made by a shareholder: dividend of CHF 5 per share	OPPOSE	OPPOSE		✗ 0.1%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
	Binding votes on the remuneration of the board of directors and the delegate of the board of directors				
	Counterproposal made by a shareholder: board remuneration halved	OPPOSE	OPPOSE		✗ 0.1%
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.9%

Item	Agenda	Board	Ethos		Result
6	Binding prospective vote on the remuneration of the delegate of the board of directors	FOR	FOR		✓ 98.0%
7	Amend articles of association: change of domicile	FOR	FOR		✓ 99.8%
8	Amend articles of association (revision of the Code of Obligations)				
8.1	Creation of a capital band	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.</p>	✓ 92.1%
8.2	Amend articles of association: shares	FOR	FOR		✓ 99.7%
8.3	Amend articles of association: general meetings	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.9%
8.4	Amend articles of association: board of directors	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 59.7% The remuneration structure is not in line with Ethos' guidelines.
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Discharge board members and executive management	FOR	FOR	✓ 98.8%
5	Elections to the board of directors			
5.1	Re-elect Dr. Luciano Gabriel	FOR	FOR	✓ 94.7%
5.2	Re-elect Mr. Henrik Saxborn	FOR	FOR	✓ 92.3%
5.3	Re-elect Mr. Mark Abramson	FOR	FOR	✓ 99.8%
5.4	Re-elect Ms. Corinne Denzler	FOR	FOR	✓ 97.7%
5.5	Re-elect Mr. Adrian Dudle	FOR	FOR	✓ 97.7%
5.6	Elect Ms. Katharina Lichtner	FOR	FOR	✓ 91.9%
6	Re-elect Dr. Luciano Gabriel as board chair	FOR	FOR	✓ 94.7%
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Henrik Saxborn to the remuneration committee	FOR	FOR	✓ 91.5%
7.2	Re-elect Ms. Corinne Denzler to the remuneration committee	FOR	FOR	✓ 98.2%
7.3	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR	✓ 98.1%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3%
9	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 67.2% The total amount allows for the payment of significantly higher remuneration than that of a peer group.
10	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.3%
11	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9%

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		✓ 82.7%
3	Approve allocation of balance sheet result and distribution of dividend	FOR	FOR		✓ 100.0%
4	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 97.4%
5	Discharge board members and executive management	FOR	FOR		✓ 100.0%
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Heinz Kundert	FOR	FOR		✓ 94.4%
6.1.2	Re-elect Dr. Beatrix Natter	FOR	FOR		✓ 99.9%
6.1.3	Re-elect Mr. Andreas Leutenegger	FOR	● OPPOSE	<p>He is not independent (CEO of VT5 until December 2023, various reasons) and the board independence is insufficient (20.0%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 87.9%
6.1.4	Re-elect Mr. Gregor Greber	FOR	FOR		✓ 88.3%
6.1.5	Re-elect Dr. Rolf Lanz	FOR	FOR		✓ 96.5%
6.2	Re-elect Mr. Heinz Kundert as board chair	FOR	FOR		✓ 96.3%
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Dr. Beatrix Natter to remuneration committee	FOR	FOR		✓ 99.9%
6.3.2	Re-elect Dr. Rolf Lanz to the remuneration committee	FOR	FOR		✓ 94.3%
6.4	Re-elect Deloitte as auditors	FOR	FOR		✓ 100.0%
6.5	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓ 100.0%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
7.2	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>	✓ 87.5%
8.1	Creation of a capital band	FOR	● OPPOSE	<p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 79.0%
8.2	Increase of the authority to exclude subscription rights by an additional 10% in case of acquisitions	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓ 79.0%
9.1	Amend articles of association: company purpose	FOR	FOR		✓ 100.0%
9.2	Amend articles of association: general meetings	FOR	● OPPOSE	<p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✓ 79.7%
9.3	Amend articles of association: remuneration	FOR	FOR		✓ 100.0%
9.4	Amend articles of association: other changes	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
	Background to the EGM				
1	Elections to the board of directors				
1.1	Proposed for election by the shareholder GEM: Elect Mr. Peter de Svastich	FOR	● OPPOSE	First appointment to the board. Mr. de Svastich is 80 years old, which exceeds Ethos' guidelines.	✓ 94.7%
1.2	Proposed for election by the shareholder GEM: Elect Mr. Gregory Van Beek	FOR	FOR		✓ 95.8%
1.3	Proposed for election by the shareholder GEM: Elect Mr. Thomas Elzinga	FOR	FOR		✓ 95.7%
2	Reduce share capital via reduction of nominal value	FOR	FOR		✓ 94.8%
3	Increase of the capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓ 89.9%
4	Increase of the conditional capital	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓ 90.3%
5.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration can be significantly higher than that of a peer group.  The non-executive directors can receive options.	✓ 91.6%
5.2	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.	✓ 91.8%
6.1	Discharge board members and executive management for the financial year 2022	FOR	● OPPOSE	The company is in a situation of capital loss and there is a material uncertainty on the ability of the company to continue as a going concern.	✓ 93.8%
6.2	Discharge board members and executive management for the financial year 2023	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions.	✓ 93.8%
7	Amend articles of association: revised Swiss Code of Obligations	FOR	FOR		✓ 97.0%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.0%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 97.9%
3	Discharge board members and executive management	FOR	● OPPOSE	There is a material uncertainty on the ability of the company to continue as a going concern.	✗ 9.1%
4.1	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.  The non-executive directors receive options.	✓ 94.6%
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.  Past awards do not allow confirmation of the link between pay and performance.  The remuneration committee or the board of directors have excessive discretion with regard to awards.	✓ 94.4%
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.  The remuneration structure is not in line with Ethos' guidelines.	✓ 90.9%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Raghuram Selvaraju	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (0.0%).	✓ 95.4%
5.1.2	Re-elect Ms. Michelle Lock	WITH-DRAWN	WITH-DRAWN		–
5.1.3	Re-elect Mr. Peter de Svastich	FOR	● OPPOSE	He is 79 years old, which exceeds Ethos' guidelines.  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 95.4%
5.1.4	Re-elect Mr. Gregory Van Beek	FOR	● OPPOSE	He chairs the audit committee, is not independent and the committee independence is insufficient.	✓ 93.7%
5.1.5	Re-elect Mr. Thomas Elzinga	FOR	FOR		✓ 93.3%

Item	Agenda	Board	Ethos		Result
5.2	Re-elect Dr. Raghuram Selvaraju as board chair	FOR	● OPPOSE	As Ethos did not support the election of Dr. Selvaraju to the board of directors, Ethos cannot approve Dr. Selvaraju as chair.	✓ 95.3%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Elect Mr. Peter de Svastich to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. de Svastich to the board of directors, Ethos cannot approve Mr. de Svastich to the committee.	✓ 95.3%
5.3.2	Re-elect Dr. Raghuram Selvaraju to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Selvaraju to the board of directors, Ethos cannot approve Dr. Selvaraju to the committee.	✓ 94.0%
5.4	Re-elect Mr. Thomas Hua as independent proxy	FOR	FOR		✓ 98.1%
5.5	Re-elect Mazars as auditors	FOR	FOR		✓ 98.2%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious targets for all material topics.</p> <p>The company does not submit its climate report to an annual vote and the climate report is not in line with Ethos' guidelines.</p>	✓ 95.4%
3	Discharge board members and executive management	FOR	FOR		✓ 98.9%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 80.3%
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration is significantly higher than that of a peer group.</p>	✓ 94.7%
5.3	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>	✓ 91.1%
6	Elections to the board of directors				
6.1	Re-elect Mr. Peter Spuhler	FOR	FOR		✓ 98.7%
6.2	Re-elect Mr. Hans-Peter Schwald	FOR	FOR		✓ 95.0%
6.3	Re-elect Mr. Roger Baillod	FOR	FOR		✓ 99.4%
6.4	Re-elect Mr. Carl Illi	FOR	FOR		✓ 99.3%
6.5	Re-elect Ms. Sarah Kreienbühl	FOR	FOR		✓ 94.4%
6.6	Re-elect Mr. Daniel Grieder	FOR	FOR		✓ 97.6%
6.7	Re-elect Mr. Thomas Oetterli	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 91.6%
6.8	Elect Ms. Jennifer Maag	FOR	FOR		✓ 98.8%
7	Re-elect Mr. Thomas Oetterli as board chair	FOR	● OPPOSE	He is also CEO and the combination of functions is not strictly limited in time.	✓ 86.6%

Item	Agenda	Board	Ethos	Result
8	Elections to the remuneration committee			
8.1	Re-elect Ms. Sarah Kreienbühl to the remuneration committee	FOR	FOR	✓ 92.0%
8.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 93.0%
8.3	Elect Mr. Daniel Grieder to the remuneration committee	FOR	FOR	✓ 97.0%
9	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR	✓ 99.7%
10	Re-elect KPMG as auditors	FOR	FOR	✓ 99.9%
11	Amend articles of association	FOR	● OPPOSE	✓ 95.6% The amendment has a negative impact on the governance of the company.

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Approve sustainability report	FOR	FOR	✓ 99.5%
1.3	Advisory vote on the remuneration report	FOR	FOR	✓ 94.8%
2	Discharge board members and executive management	FOR	FOR	✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.5%
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Nicolas Fulpius	FOR	FOR	✓ 99.7%
4.1.2	Re-elect Mr. Stéphane Gard	FOR	FOR	✓ 99.5%
4.1.3	Re-elect Prof. Dr. Guy Mustaki	FOR	FOR	✓ 95.9%
4.1.4	Re-elect Mr. Alphonse-Marie Veuthey	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the board independence is insufficient (22.2%). ✓ 91.8%
4.2	Appointment of Ms. Sofia de Meyer to the board of directors by the Vaud cantonal government	NON-VOTING	NON-VOTING	
4.3	Re-appointment of Ms. Anne Bobillier, Mr. Xavier Company and Mr. Olivier Gfeller to the board of directors by the Vaud cantonal government	NON-VOTING	NON-VOTING	
4.4	Re-elect Prof. Dr. Guy Mustaki as board chair	FOR	FOR	✓ 95.8%
4.5	Elections to the nomination and remuneration committee			
4.5.1	Re-elect Ms. Anne Bobillier to the nomination and remuneration committee	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members. ✓ 91.4%
4.5.2	Re-elect Mr. Olivier Gfeller to the nomination and remuneration committee	FOR	FOR	✓ 96.4%
4.5.3	Re-elect Mr. Alphonse-Marie Veuthey to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Veuthey to the board of directors, Ethos cannot approve Mr. Veuthey to the committee. ✓ 91.6%
4.6	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.5%
4.7	Re-elect Mr. Gabriel Cottier as independent proxy	FOR	FOR	✓ 99.8%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.7%

Item	Agenda	Board	Ethos	Result
6.1	Amend articles of association: Company purpose	FOR	FOR	✓ 96.5%
6.2	Amend articles of association: Nominee clause	FOR	FOR	✓ 95.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.2%
2	Approve sustainability report	FOR	FOR	✓ 98.5%
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
4	Discharge board members and executive management	FOR	FOR	✓ 98.4%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Gilbert Ghostine as board member and chair	FOR	FOR	✓ 99.7%
5.1.2	Re-elect Dr. Karen Hübscher	FOR	FOR	✓ 99.8%
5.1.3	Re-elect Dr. Shamiram Feinglass	FOR	FOR	✓ 99.7%
5.1.4	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 98.7%
5.1.5	Re-elect Dr. Aarti Shah	FOR	FOR	✓ 99.6%
5.1.6	Re-elect Mr. Yannis Skoufalos	FOR	FOR	✓ 98.5%
5.1.7	Re-elect Ms. Maria Varsellona	FOR	FOR	✓ 99.6%
5.2.1	Elect Dr. Mathai Mammen	FOR	FOR	✓ 99.6%
5.2.2	Elect Mr. Graeme D. Pitkethly	FOR	FOR	✓ 99.6%
5.2.3	Elect Mr. Michael Rechsteiner	FOR	FOR	✓ 99.6%
5.3	Elections to the nomination and remuneration committee			
5.3.1.1	Re-elect Mr. Urs Riedener to the nomination and remuneration committee	FOR	FOR	✓ 99.2%
5.3.1.2	Re-elect Dr. Aarti Shah to the nomination and remuneration committee	FOR	FOR	✓ 99.4%
5.3.1.3	Re-elect Mr. Yannis Skoufalos to the nomination and remuneration committee	FOR	FOR	✓ 98.3%
5.3.1.4	Re-elect Ms. Maria Varsellona to the nomination and remuneration committee	FOR	FOR	✓ 99.4%
5.3.2	Elect Mr. Michael Rechsteiner to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 92.9%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines. ✓ 87.1%
6.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. The remuneration structure is not in line with Ethos' guidelines. ✓ 88.0%
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos	Result
8	Re-elect Proxy Advoro Zurich as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.9%
2	Approve allocation of balance sheet result and offset of losses	FOR	FOR		✓ 98.0%
3	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> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 85.7%
4.a	Discharge board members	FOR	FOR		✓ 96.6%
4.b	Discharge members of the executive management	FOR	FOR		✓ 95.7%
5	Amend articles of association				
5.a	Amend articles of association: General meetings and communication with shareholders	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.4%
5.b	Amend articles of association: Board of directors and remuneration	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 94.8%
5.c	Amend articles of association: Transfer restriction	FOR	FOR		✓ 96.8%
5.d	Amend articles of association: Contributions in kind and place of jurisdiction	FOR	FOR		✓ 97.3%
6	Elections to the board of directors				
6.a	Re-elect Dr. Thomas Meier as board member and chair	FOR	● OPPOSE	The board has not established a nomination committee and has less than 20% women without adequate justification.	✓ 90.2%
6.b	Re-elect Mr. Philipp Gutzwiller	FOR	FOR		✓ 96.9%
6.c	Re-elect Mr. Bradley Meyer	FOR	● OPPOSE	He is not independent (shareholder representative) and the board independence is insufficient (25.0%).	✓ 93.8%
6.d	Re-elect Mr. Otto Schwarz	FOR	FOR		✓ 96.8%
7	Elections to the remuneration committee				
7.a	Re-elect Dr. Thomas Meier to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Meier to the board of directors, Ethos cannot approve Dr. bio. Meier to the committee.	✓ 85.8%
7.b	Re-elect Mr. Bradley Meyer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Meyer to the board of directors, Ethos cannot approve Mr. Meyer to the committee.	✓ 89.3%

Item	Agenda	Board	Ethos		Result
8	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.	✓ 92.5%
9.a	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.  The proposed increase relative to the previous year is excessive.	✓ 86.8%
9.b	Binding retrospective vote on the short-term variable 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.	✓ 90.9%
9.c	Binding prospective vote on the long-term variable 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.	✓ 82.3%
10	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 90.1%
11	Re-elect Dr. Balthasar Settelen as independent proxy	FOR	FOR		✓ 99.4%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Appropriation of the balance sheet result	FOR	FOR		✓ 100.0%
3	Capital reduction through reduction of the par value and distribution of a dividend	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓ 99.8%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	<p>He chairs the nomination committee and the composition of the board is unsatisfactory.</p> <p>He chairs the nomination committee and the board has less than 20% women without adequate justification.</p>	✓ 97.8%
5.1.b	Re-elect Mr. Ruedi Huber	FOR	FOR		✓ 98.8%
5.1.c	Re-elect Mr. Paul Zumbühl	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He has been a member of the board for 17 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 17 years) and the board independence is insufficient (33.3%).</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 99.6%
5.2	Re-elect Mr. Paul Zumbühl as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, Ethos cannot approve Mr. Zumbühl as chair.	✓ 97.9%
5.3	Elections to the nomination and remuneration committee				
5.3.a	Re-elect Mr. Michael Hauser to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hauser to the board of directors, Ethos cannot approve Mr. Hauser to the committee.	✓ 97.5%
5.3.b	Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, Ethos cannot approve Mr. Zumbühl to the committee.	✓ 99.5%

Item	Agenda	Board	Ethos		Result
5.4	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit firm has been in office for 61 years, which exceeds Ethos' guidelines.	✓ 96.3%
5.5	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 100.0%
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	FOR		✓ 95.6%
6.2.a	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 93.5%
6.2.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.4%

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Review of the 2023 financial year	NON-VOTING	NON-VOTING	
3.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
3.2	Approve sustainability report	FOR	● OPPOSE	<p>✓ 95.3%</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>
4	Advisory vote on the remuneration report	FOR	FOR	✓ 82.4%
5	Discharge board members and executive management	FOR	FOR	✓ 99.9%
6	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
7.1	Elections to the board of directors			
7.1.1	Re-elect Dr. Daniel Bossard	FOR	FOR	✓ 99.3%
7.1.2	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 94.4%
7.1.3	Re-elect Mr. Lars van der Haegen	FOR	FOR	✓ 99.8%
7.1.4	Re-elect Dr. Jacques Sanche	FOR	● OPPOSE	<p>✓ 86.5%</p> <p>He is not independent (board tenure of 13 years) and the board independence is insufficient (42.9%).</p> <p>He chairs the nomination committee, is not independent and the committee independence is insufficient.</p> <p>He chairs the nomination committee and the board has less than 20% women without adequate justification.</p>
7.1.5	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 92.9%
7.1.6	Re-elect Mr. Stephan Widrig	FOR	FOR	✓ 99.9%
7.1.7	Re-elect Dr. Heinz O. Baumgartner as board member and chair	FOR	FOR	✓ 92.1%
7.2	Elections to the remuneration committee			
7.2.1	Re-elect Dr. Daniel Bossard to the remuneration committee	FOR	FOR	✓ 96.0%
7.2.2	Re-elect Ms. Vanessa Frey to the remuneration committee	FOR	FOR	✓ 90.6%
7.2.3	Re-elect Dr. Jacques Sanche to the remuneration committee	FOR	● OPPOSE	<p>✓ 83.5%</p> <p>As Ethos did not support the election of Dr. oec. Sanche to the board of directors, Ethos cannot approve Dr. oec. Sanche to the committee.</p>

Item	Agenda	Board	Ethos	Result
7.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 100.0%
7.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.7%
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.0%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.4%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 73.8%
1.3	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 93.0%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 96.6%
3	Discharge board members and executive management	FOR	FOR		✓ 95.3%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Moritz Lechner as board member and co-chair	FOR	FOR		✓ 88.2%
4.1.2	Re-elect Dr. Felix Mayer as board member and co-chair	FOR	FOR		✓ 87.3%
4.1.3	Re-elect Ms. Ricarda Demarmels	FOR	FOR		✓ 99.5%
4.1.4	Re-elect Dr. Anja König	FOR	FOR		✓ 95.2%
4.1.5	Re-elect Dr. Franz Studer	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 87.4%
4.1.6	Elect Mr. Henri Mrejen	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 86.0%
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Dr. Moritz Lechner to the nomination and remuneration committee	FOR	FOR		✓ 78.6%
4.2.2	Re-elect Dr. Felix Mayer to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 26 years, various reasons) and the committee does not include at least 50% independent members.	✓ 72.4%
4.2.3	Elect Dr. Anja König to the nomination and remuneration committee	FOR	FOR		✓ 94.9%
4.3	Re-elect KPMG as auditors	FOR	FOR		✓ 95.2%
4.4	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 96.5%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.	✓ 93.9%

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.1%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 77.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
	Approve allocation of income and dividend				
2	Dividend out of retained earnings	FOR	FOR		✓ 100.0%
3	Dividend out of capital contributions reserves	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 99.9%
5	Elections to the board of directors				
5.1	Re-elect Dr. Hans-Peter Bauer	FOR	FOR		✓ 94.3%
5.2	Re-elect Mr. Andreas Hämmerli	FOR	FOR		✓ 94.7%
5.3	Re-elect Dr. Anja Römer	FOR	FOR		✓ 94.7%
5.4	Re-elect Ms. Carolin Schmäuser	FOR	FOR		✓ 89.2%
5.5	Re-elect Mr. Alexander Vögele as member and chair of the board	FOR	FOR		✓ 92.5%
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Andreas Hämmerli to the remuneration committee	FOR	FOR		✓ 94.6%
6.2	Re-elect Dr. Anja Römer to the remuneration committee	FOR	FOR		✓ 94.6%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.1%
8	Re-elect Mr. Pablo Bünger as independent proxy	FOR	FOR		✓ 100.0%
9	Binding votes on the remuneration of the board of directors and the executive management				
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.9%
9.2.1	Binding prospective vote on the total remuneration of the executive management (FY 2025)	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>	✓ 92.1%
9.2.2	Binding prospective vote on the total remuneration of the executive management (FY 2024)	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>	✓ 91.5%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
2	Approve sustainability report	FOR	FOR	✓ 99.9%
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2%
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.2%
3.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 96.5%
3.4	Advisory vote on the remuneration report	FOR	FOR	✓ 86.6%
4	Discharge board members and executive management	FOR	FOR	✓ 99.8%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.9%
6	Elections to the board of directors			
6.a	Re-elect Dr. Peter Bauschatz	FOR	FOR	✓ 99.4%
6.b	Re-elect Mr. Niklaus H. Huber	FOR	FOR	✓ 97.9%
6.c	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 95.6%
6.d	Re-elect Mr. Thomas Oetterli as board member and chair	FOR	● OPPOSE	✓ 91.8%  He holds an excessive number of mandates.  He is not independent (board tenure of 13 years) and the board independence is insufficient (37.5%).
6.e	Re-elect Ms. Manuela Suter	FOR	FOR	✓ 99.9%
6.f	Re-elect Mr. Fabian Tschan	FOR	FOR	✓ 99.0%
6.g	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.6%
6.h	Elect Ms. Tanja Birner	FOR	FOR	✓ 99.6%
7	Elections to the nomination and remuneration committee			
7.a	Re-elect Mr. Niklaus H. Huber to the nomination and remuneration committee	FOR	FOR	✓ 91.6%
7.b	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	● OPPOSE	✓ 91.0%  He is not independent (board tenure of 12 years) and the committee does not include at least 50% independent members.
8	Re-elect Bürki Bolt Rechtsanwälte as independent proxy	FOR	FOR	✓ 99.9%



Item	Agenda	Board	Ethos	Result
9	Re-elect PricewaterhouseCoopers as auditors	FOR	<p>● OPPOSE</p> <p>The audit firm has been in office for 31 years, which exceeds Ethos' guidelines.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	<p>✓ 94.0%</p>

Item	Agenda	Board	Ethos	Result
1	Amend the remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines. ✓
2	Transact any other business	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0%
1.2	Approve sustainability report	FOR	FOR	✓ 100.0%
2.1	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 99.2%
2.2	Adjustment of the capital band	FOR	FOR	✓ 96.2%
3	Increase of the conditional capital for the employees	FOR	FOR	✓ 98.5%
4	Discharge board members	FOR	FOR	✓ 99.6%
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 57.8% The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6%
5.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.6%
5.3.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 91.6%
5.3.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 92.2% 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 requested amount does not allow to respect Ethos' guidelines.
6.1	Elections to the board of directors			
6.1.1	Re-elect Dr. Alexandra Brand	FOR	FOR	✓ 98.4%
6.1.2	Re-elect Ms. Elodie Cingari	FOR	FOR	✓ 99.6%
6.1.3	Re-elect Ms. Isabelle Welton	FOR	FOR	✓ 99.6%
6.1.4	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR	✓ 99.2%
6.1.5	Re-elect Dr. Andreas Casutt	FOR	FOR	✓ 99.6%
6.1.6	Re-elect Dr. Martin Schmid	FOR	FOR	✓ 99.2%
6.1.7	Re-elect Dr. Beat R. Walti	FOR	FOR	✓ 98.2%
6.2	Re-elect Dr. Andreas Casutt as board chair	FOR	FOR	✓ 99.3%
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Ms. Isabelle Welton to the remuneration committee	FOR	FOR	✓ 95.5%
6.3.2	Re-elect Dr. Martin Schmid to the remuneration committee	FOR	FOR	✓ 95.3%

Item	Agenda	Board	Ethos		Result
6.3.3	Re-elect Dr. Beat R. Walti to the remuneration committee	FOR	FOR		✓ 95.3%
7	Re-elect Mr. Rolf Freiermuth as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 104 years, which exceeds Ethos' guidelines.	✓ 81.5%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve sustainability report	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.2%
4	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
5	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.9%
6.1	Advisory vote on the remuneration report	FOR	FOR		✓ 90.6%
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.0%
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 90.0%
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Andreas Umbach	FOR	FOR		✓ 97.1%
7.1.2	Re-elect Prof. Dr. Werner J. Bauer	FOR	FOR		✓ 97.1%
7.1.3	Re-elect Mr. Wah-Hui Chu	FOR	FOR		✓ 96.9%
7.1.4	Re-elect Dr. Mariel Hoch	FOR	FOR		✓ 94.3%
7.1.5	Re-elect Ms. Florence Jeantet	FOR	FOR		✓ 99.9%
7.1.6	Re-elect Mr. Laurens Last	FOR	FOR		✓ 99.0%
7.1.7	Re-elect Mr. Abdallah Al Obeikan	FOR	FOR		✓ 98.0%
7.1.8	Re-elect Ms. Martine Snels	FOR	FOR		✓ 99.0%
7.1.9	Re-elect Mr. Matthias Währen	FOR	FOR		✓ 98.9%
7.2	Elect Mr. Thomas Dittrich	FOR	FOR		✓ 97.8%
7.3	Re-elect Mr. Andreas Umbach as board chair	FOR	FOR		✓ 95.9%
7.4	Elections to the remuneration committee				
7.4.1	Re-elect Mr. Wah-Hui Chu to the remuneration committee	FOR	FOR		✓ 97.0%
7.4.2	Re-elect Mr. Matthias Währen to the remuneration committee	FOR	FOR		✓ 97.9%
7.4.3	Elect Prof. Dr. Werner J. Bauer to the remuneration committee	FOR	FOR		✓ 95.6%
8	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 96.3%
3	Discharge board members and executive management	FOR	● OPPOSE	An investigation has been instituted against a member of the board of directors concerning the conduct of the company's affairs.	✓ 95.6%
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
5	Elections to the board of directors				
5.1.1	Re-elect Dr. Beat E. Lüthi as board member and elect him as chair	FOR	FOR		✓ 94.8%
5.1.2	Re-elect Mr. Oliver Baumann	FOR	FOR		✓ 99.6%
5.1.3	Re-elect Ms. Cornelia Gehrig	FOR	FOR		✓ 100.0%
5.1.4	Re-elect Mr. Thomas Huber	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 92.9%
5.1.5	Re-elect Mr. Gregor Plattner	FOR	FOR		✓ 90.8%
5.1.6	Re-elect Mr. Patrick Schär	FOR	FOR		✓ 84.1%
6	Elections to the nomination and remuneration committee				
6.1.1	Re-elect Mr. Oliver Baumann to the nomination and remuneration committee	FOR	FOR		✓ 97.2%
6.1.2	Re-elect Dr. Beat E. Lüthi to the nomination and remuneration committee	FOR	FOR		✓ 91.4%
6.1.3	Elect Mr. Gregor Plattner to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 85.7%
7	Advisory vote on the remuneration report	FOR	FOR		✓ 82.6%
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.1%
9	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.5%
10	Re-elect BDO as auditors	FOR	FOR		✓ 98.2%
11	Re-elect v.FISCHER Recht AG as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
1.2	Approve sustainability report	FOR	● OPPOSE	The report and relevant indicators are not verified by an independent third party.  The report does not include ambitious and quantitative targets for all material topics.	✓ 96.4%
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 66.5%
2	Approve allocation of income and dividend	FOR	FOR		✓ 98.4%
3	Discharge board members and executive management	FOR	FOR		✗ 45.8%
4	Elections to the board of directors				
4.1	Re-elect Mr. José Alberto Duarte	WITH-DRAWN	● FOR	ITEM 4.1 was not submitted to vote, as shareholders rather supported the slate of nominees proposed by the funding shareholders under ITEMS 4.8 to 4.12.	–
4.2	Re-elect Mr. Jim Freeman	WITH-DRAWN	● FOR	ITEM 4.2 was not submitted to vote, as shareholders rather supported the slate of nominees proposed by the funding shareholders under ITEMS 4.8 to 4.12.	–
4.3	Re-elect Ms. Marie-Pierre Rogers	WITH-DRAWN	● FOR	ITEM 4.3 was not submitted to vote, as shareholders rather supported the slate of nominees proposed by the funding shareholders under ITEMS 4.8 to 4.12.	–
4.4	Re-elect Ms. Elizabeth Theophille	WITH-DRAWN	● FOR	ITEM 4.4 was not submitted to vote, as shareholders rather supported the slate of nominees proposed by the funding shareholders under ITEMS 4.8 to 4.12.	–
4.5	Re-elect Mr. Adam Warby	WITH-DRAWN	● FOR	ITEM 4.5 was not submitted to vote, as shareholders rather supported the slate of nominees proposed by the funding shareholders under ITEMS 4.8 to 4.12.	–
4.6	Elect Mr. Till Streichert	WITH-DRAWN	● FOR	ITEM 4.6 was not submitted to vote, as shareholders rather supported the slate of nominees proposed by the funding shareholders under ITEMS 4.8 to 4.12.	–

Item	Agenda	Board	Ethos		Result
4.7	Shareholder proposal: Elect Dr. Annabella Bassler	WITH-DRAWN	● OPPOSE	ITEM 4.7 was not submitted to shareholder vote, since Dr. Bassler announced five days prior the AGM that she would not stand for election.  Ethos initially recommended to OPPOSE for the following reason:  The shareholder proposal is not in the long term interest of all stakeholders.	–
4.8	Shareholder proposal: Elect Ms. Andrea Sieber	FOR	● OPPOSE	The shareholder proposal is not in the long term interest of all stakeholders.	✓ 87.5%
4.9	Shareholder proposal: Re-elect Dr. Daniel von Stockar	FOR	● OPPOSE	The shareholder proposal is not in the long term interest of all stakeholders.	✓ 87.6%
4.10	Shareholder proposal: Elect Mr. René Gilli	OPPOSE	OPPOSE		✓ 65.5%
4.11	Shareholder proposal: Elect Mr. Jörg Riboni	OPPOSE	OPPOSE		✓ 64.4%
4.12	Shareholder proposal: Elect Dr. Till Spillmann	OPPOSE	OPPOSE		✓ 64.7%
5	Election of the chairperson of the board of directors				
5.1	Re-elect Mr. Adam Warby as board chair	WITH-DRAWN	● FOR	ITEM 5.1 was not submitted to vote, as shareholders rather supported the election of the chair proposed by the funding shareholders under ITEM 5.2.	–
5.2	Shareholder proposal: Elect Dr. Daniel von Stockar as board chair	OPPOSE	OPPOSE		✓ 64.7%
5.3	Tie-breaker vote	WITH-DRAWN	● FOR	ITEM 5.1 was not submitted to vote as a tie-breaker vote was not necessary.	–
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Ms. Marie-Pierre Rogers to the nomination and remuneration committee	WITH-DRAWN	● FOR	ITEM 6.1 was not submitted to vote as Ms. Rogers was not re-elected as board member.	–
6.2	Re-elect Mr. José Alberto Duarte to the nomination and remuneration committee	WITH-DRAWN	● FOR	ITEM 6.2 was not submitted to vote as Mr. Duarte was not re-elected as board member.	–
6.3	Re-elect Mr. Adam Warby to the nomination and remuneration committee	WITH-DRAWN	● FOR	ITEM 6.3 was not submitted to vote as Mr. Warby was not re-elected as board member.	–
6.4	Shareholder proposal: Elect Dr. Annabella Bassler to the nomination and remuneration committee	WITH-DRAWN	● OPPOSE	ITEM 6.4 was not submitted to shareholder vote, since Dr. Bassler announced five days prior the AGM that she would not stand for election.	–
6.5	Shareholder proposal: Elect Mr. René Gilli to the nomination and remuneration committee	OPPOSE	OPPOSE		✓ 65.2%
6.6	Shareholder proposal: Elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	● OPPOSE	The shareholder proposal is not in the long term interest of all stakeholders.	✓ 83.3%



Item	Agenda	Board	Ethos		Result
6.7	Shareholder proposal not on the agenda: Elect Dr. Till Spillmann to the nomination and remuneration committee	FOR	● OPPOSE	This proposal was announced only a few days before the AGM, which is insufficient for shareholders to vote in an informed manner.	✘ 9.6%
7	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✔ 99.8%
8	Re-elect Ernst & Young as auditors	FOR	FOR		✔ 94.8%
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✔ 84.8%
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<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>	✔ 72.2%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Approve sustainability report	FOR	FOR	✓ 99.8%
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 51.5% 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	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 99.7%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Robert F. Spoerry as board member and chair	FOR	FOR	✓ 91.1%
4.1.2	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 94.1%
4.1.3	Re-elect Mr. Gregory Behar	FOR	FOR	✓ 95.2%
4.1.4	Re-elect Ms. Lynn Bleil	FOR	FOR	✓ 94.8%
4.1.5	Re-elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 92.7%
4.1.6	Re-elect Mr. Roland Diggelmann	FOR	FOR	✓ 91.1%
4.1.7	Re-elect Ms. Julie Tay	FOR	FOR	✓ 94.3%
4.1.8	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 89.4%
4.1.9	Re-elect Mr. Adrian Widmer	FOR	FOR	✓ 99.8%
4.2	Elect Mr. Gilbert Achermann	FOR	FOR	✓ 99.7%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Roland Diggelmann to the nomination and remuneration committee	FOR	FOR	✓ 80.3%
4.3.2	Re-elect Dr. Lukas Braunschweiler to the nomination and remuneration committee	FOR	FOR	✓ 82.0%
4.3.3	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 85.2%
4.3.4	Re-elect Ms. Julie Tay to the nomination and remuneration committee	FOR	FOR	✓ 85.3%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.9%
4.5	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR	✓ 100.0%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.2%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 87.0% The remuneration structure is not in line with Ethos' guidelines.

Item	Agenda	Board	Ethos		Result
1	Approve unaudited annual report, financial statements and accounts	FOR	● OPPOSE	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Increase of the capital band	FOR	● OPPOSE	The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.  The authorisation allows a capital increase exceeding 20% of the issued capital.	✓
4	Increase of the conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.  In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.	✓
5	Elections to the board of directors				
5.a	Re-elect Dr. Jeffrey D. Wager as board member and chair	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓
5.b	Re-elect Dr. Dennis A. Ausiello	FOR	● OPPOSE	He is 79 years old, which exceeds Ethos' guidelines.	✓
5.c	Re-elect Mr. Bernard Bollag	FOR	● OPPOSE	He chairs the audit committee, is not independent and the committee independence is insufficient.	✓
5.d	Re-elect Dr. Robert W. Clarke	FOR	● OPPOSE	He chairs the nomination committee and the board has less than 20% women without adequate justification.	✓
5.e	Re-elect Dr. Dan Hartman	FOR	FOR		✓
5.f	Re-elect Dr. Kuno Sommer	FOR	FOR		✓
5.g	Elect Mr. Carl-Åke Carlsson	FOR	FOR		✓
6	Re-elect Deloitte as auditors	FOR	FOR		✓
7	Re-elect Mr. Marius Meier as independent proxy	FOR	FOR		✓
8	Elections to the remuneration committee				
8.a	Re-elect Dr. Dennis A. Ausiello to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Ausiello to the board of directors, Ethos cannot approve Dr. Ausiello to the committee.	✓
8.b	Re-elect Dr. Robert W. Clarke to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Clarke to the board of directors, Ethos cannot approve Dr. Clarke to the committee.	✓

Item	Agenda	Board	Ethos		Result
8.c	Re-elect Dr. Kuno Sommer to the remuneration committee	FOR	FOR		✓
9	Binding votes on the remuneration of the board of directors and the executive management				
9.a	Binding prospective vote on the fixed cash remuneration of the board of directors	FOR	FOR		✓
9.b	Binding prospective vote on the options for the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
9.c	Binding prospective vote on the cash remuneration of the executive management	FOR	FOR		✓
9.d	Binding prospective vote on the options for the executive management	FOR	● OPPOSE	The information provided is insufficient.  The structure and conditions of the plans do not respect Ethos' guidelines.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve sustainability report	FOR	● OPPOSE	The report and relevant indicators are not verified by an independent third party.  The report does not cover all material topics.	✓ 98.5%
3	Discharge board members	FOR	FOR		✓ 99.8%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
5	Elections to the board of directors				
5.1	Re-elect Mr. Roland Ledergerber as board member, board chair and member of the remuneration committee	FOR	FOR		✓ 92.2%
5.2	Re-elect Mr. Rolf Birrer	FOR	FOR		✓ 99.7%
5.3	Re-elect Prof. Dr. Andrea Cornelius	FOR	FOR		✓ 99.7%
5.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board and of the remuneration committee	FOR	FOR		✓ 98.0%
5.5	Re-elect Mr. Daniel Ott	FOR	FOR		✓ 99.9%
5.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR		✓ 94.7%
5.7	Elect Prof. Dr. Cornelia Stengel	FOR	FOR		✓ 99.6%
5.8	Elect Mr. Ivo Wechsler as member of the board and of the remuneration committee	FOR	FOR		✓ 93.6%
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	FOR		✓ 98.3%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.3%
6.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 94.9%
7	Re-elect rtwp Rechtsanwälte & Notare as independent proxy	FOR	FOR		✓ 99.2%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.	✓ 95.7%
9	Amend articles of association				

Item	Agenda	Board	Ethos		Result
9.1	Amend articles of association: Company purpose	FOR	FOR		✓ 99.4%
9.2	Amend articles of association: Share capital	FOR	FOR		✓ 99.3%
9.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 97.7%
9.4	Articles of association: Board of directors and executive management	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9%
1.2	Approve sustainability report	FOR	FOR	✓ 99.7%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members and executive management	FOR	FOR	✓ 99.3%
4	Elections to the board of directors			
4.1	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 90.4%
4.2	Re-elect Mr. Hans-Peter Schwald	FOR	● OPPOSE	He has been a member of the board for 35 years, which exceeds Ethos' guidelines. ✓ 83.9%
4.3	Re-elect Ms. Barbara Egger-Jenzer	FOR	FOR	✓ 96.8%
4.4	Re-elect Dr. Christoph Franz	FOR	● OPPOSE	He is not independent (board tenure of 13 years, various reasons) and the board independence is insufficient (40.0%).  He chairs the nomination committee, is not independent and the committee independence is insufficient. ✓ 89.9%
4.5	Re-elect Mr. Wojciech Kostrzewa	FOR	FOR	✓ 94.8%
4.6	Re-elect Ms. Doris Leuthard	FOR	FOR	✓ 99.0%
4.7	Re-elect Mr. Kurt Rüegg	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 22 years, consultancy fees) and the board independence is insufficient (40.0%).  He chairs the audit committee, is not independent and the committee independence is insufficient. ✓ 89.7%
4.8	Re-elect Prof. Dr. Stefan Asenkerschbaumer	FOR	FOR	✓ 99.7%
4.9	Elect Ms. Danijela Karelse	FOR	FOR	✓ 96.4%
4.10	Elect Mr. Niko Warbanoff	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (40.0%). ✓ 92.5%
5	Re-elect Mr. Peter Spuhler as board chair	FOR	FOR	✓ 89.6%
6	Elections to the remuneration committee			
6.1	Re-elect Ms. Barbara Egger-Jenzer to the remuneration committee	FOR	FOR	✓ 96.6%

Item	Agenda	Board	Ethos		Result
6.2	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. rer. pol. Franz to the board of directors, Ethos cannot approve Dr. rer. pol. Franz to the committee.	✓ 88.1%
6.3	Re-elect Mr. Peter Spuhler to the remuneration committee	FOR	FOR		✓ 85.9%
6.4	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schwald to the board of directors, Ethos cannot approve Mr. Schwald to the committee.	✓ 83.7%
7	Re-elect KPMG as auditors	FOR	FOR		✓ 97.9%
8	Re-elect Mr. Ulrich B. Mayer as independent proxy	FOR	FOR		✓ 99.9%
9	Advisory vote on the remuneration report	FOR	FOR		✓ 86.5%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.7%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 89.0%



Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
1.2	Approve sustainability report	FOR	● OPPOSE	The report and relevant indicators are not verified by an independent third party.  The report does not cover all material topics.	✓ 94.8%
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The non-executive directors receive variable remuneration.	✓ 92.4%
2	Approve allocation of balance sheet result and dividend				
2.1	Dividend from retained earnings	FOR	FOR		✓ 99.4%
2.2	Dividend from capital contributions reserves	FOR	FOR		✓ 99.9%
3	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 83.4%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 92.6%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 93.4%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter Fust	FOR	● OPPOSE	He has been a member of the board for 36 years, which exceeds Ethos' guidelines.  He is 83 years old, which exceeds Ethos' guidelines.	✓ 93.7%
5.1.2	Re-elect Mr. Adrian Stürm	FOR	FOR		✓ 98.7%
5.1.3	Re-elect Mr. Michael Hauser	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 85.6%
5.1.4	Re-elect Mr. Christian Androschin	FOR	FOR		✓ 97.6%
5.1.5	Re-elect Mr. Bernhard Iseli	FOR	FOR		✓ 98.6%
5.1.6	Re-elect Mr. Till Fust	FOR	FOR		✓ 97.6%
5.2	Re-elect Mr. Michael Hauser as board chair	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓ 92.2%
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Walter Fust to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fust to the board of directors, Ethos cannot approve Mr. Fust to the committee.	✓ 89.2%
5.3.2	Re-elect Mr. Bernhard Iseli to the remuneration committee	FOR	FOR		✓ 98.4%

Item	Agenda	Board	Ethos		Result
5.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 43 years, which exceeds Ethos' guidelines.	✓ 90.4%
5.5	Elect rtwp as independent proxy	FOR	FOR		✓ 99.8%

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	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 90.2%
1.3	Approve sustainability report	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.1%
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.	✓ 89.8%
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.7%
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 91.9%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 91.3%
6	Elections to the board of directors				
6.1	Re-elect Ms. Petra Rumpf as board member and elect her as chair	FOR	FOR		✓ 98.8%
6.2	Re-elect Dr. Olivier A. Filliol	FOR	FOR		✓ 99.9%
6.3	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 65.8%
6.4	Re-elect Dr. Thomas Straumann	FOR	FOR		✓ 98.7%
6.5	Re-elect Ms. Regula Wallimann	FOR	FOR		✓ 99.6%
6.6	Elect Ms. Xiaoqun Clever-Steg	FOR	FOR		✓ 99.7%
6.7	Elect Mr. Stefan Meister	FOR	FOR		✓ 99.9%
7	Elections to the nomination and remuneration committee				
7.1	Elect Dr. Olivier A. Filliol to the nomination and remuneration committee	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
7.2	Re-elect Mr. Marco Gadola to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Gadola to the board of directors, Ethos cannot approve Mr. Gadola to the committee.	✓ 65.3%
7.3	Re-elect Ms. Regula Wallimann to the nomination and remuneration committee	FOR	FOR		✓ 99.4%
8	Re-elect NEOVIUS as independent proxy	FOR	FOR		✓ 100.0%
9	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The transparency of the remuneration report is insufficient.</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 92.4%
2	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 96.6%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Discharge board members and executive management	FOR	FOR		✓ 99.1%
5.1	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.	✓ 95.3%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<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>	✓ 95.1%
6	Elections to the board of directors				
6.1	Re-elect Dr. Suzanne Thoma as board member and chair	FOR	● OPPOSE	She is also a permanent member of the executive management (CEO).	✓ 85.2%
6.2.1	Re-elect Mr. David Metzger	FOR	FOR		✓ 99.3%
6.2.2	Re-elect Mr. Alexey V. Moskov	FOR	FOR		✓ 96.9%
6.2.3	Re-elect Mr. Markus Kammüller	FOR	FOR		✓ 99.7%
6.2.4	Re-elect Dr. Prisca Havranek-Kosicek	FOR	FOR		✓ 97.6%
6.2.5	Re-elect Dr. Hariolf Kottmann	FOR	FOR		✓ 97.4%
6.2.6	Re-elect Mr. Per Utnegaard	FOR	FOR		✓ 93.3%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Alexey V. Moskov to the remuneration committee	FOR	FOR		✓ 93.9%

Item	Agenda	Board	Ethos	Result
7.2	Re-elect Mr. Markus Kammüller to the remuneration committee	FOR	FOR	✓ 98.8%
7.3	Re-elect Dr. Hariolf Kottmann to the remuneration committee	FOR	FOR	✓ 96.1%
8	Re-elect KPMG as auditors	FOR	FOR	✓ 97.5%
9	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts and sustainability report	FOR	FOR		✓ 98.7%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 73.1%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.0%
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1.1	Binding prospective vote on the fixed remuneration of the board of directors (for board functions)	FOR	FOR		✓ 94.7%
4.1.2	Binding prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 87.5%
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.6%
4.3	Binding retrospective vote on the total variable remuneration of the executive members of the board of directors	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  Past awards do not allow confirmation of the link between pay and performance.	✓ 67.1%
4.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  Past awards do not allow confirmation of the link between pay and performance.	✓ 67.3%
5	Elections to the board of directors				
5.1	Re-elect Ms. Nayla Hayek	FOR	● OPPOSE	She chairs the audit committee, is not independent and the committee independence is insufficient.  She has permanent operational functions.	✓ 71.4%
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	He has been a member of the board for 29 years, which exceeds Ethos' guidelines.  He is 78 years old, which exceeds Ethos' guidelines.	✓ 84.7%
5.3	Re-elect Ms. Daniela Aeschlimann	FOR	FOR		✓ 74.9%

Item	Agenda	Board	Ethos		Result
5.4	Re-elect Mr. Nick Hayek Jr.	FOR	● OPPOSE	He has permanent operational functions.  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 77.0%
5.5	Re-elect Prof. Dr. Claude Nicollier	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines.  He is 80 years old, which exceeds Ethos' guidelines.	✓ 85.7%
5.6	Re-elect Dr. Jean-Pierre Roth	FOR	● OPPOSE	He is 78 years old, which exceeds Ethos' guidelines.	✓ 85.1%
5.7	Elect Mr. Marc A. Hayek	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO of Blancpain).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 75.5%
5.8	Re-elect Ms. Nayla Hayek as board chair	FOR	● OPPOSE	As Ethos did not support the election of Ms. Hayek to the board of directors, Ethos cannot approve Ms. Hayek as chair.	✓ 71.2%
6	Elections to the remuneration committee				
6.1	Re-elect Ms. Nayla Hayek to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Hayek to the board of directors, Ethos cannot approve Ms. Hayek to the committee.	✓ 68.1%
6.2	Re-elect Mr. Ernst Tanner to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tanner to the board of directors, Ethos cannot approve Mr. Tanner to the committee.	✓ 74.5%
6.3	Re-elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓ 73.2%
6.4	Re-elect Mr. Nick Hayek Jr. to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hayek Jr. to the board of directors, Ethos cannot approve Mr. Hayek Jr. to the committee.	✓ 67.9%
6.5	Re-elect Prof. Dr. Claude Nicollier to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. h.c. Nicollier to the board of directors, Ethos cannot approve Prof. Dr. h.c. Nicollier to the committee.	✓ 82.5%
6.6	Re-elect Dr. Jean-Pierre Roth to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. oec. Roth to the board of directors, Ethos cannot approve Dr. oec. Roth to the committee.	✓ 81.0%
6.7	Elect Mr. Marc A. Hayek to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hayek to the board of directors, Ethos cannot approve Mr. Hayek to the committee.	✓ 73.4%



Item	Agenda	Board	Ethos		Result
7	Elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 98.9%
8	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 32 years, which exceeds Ethos' guidelines.	✓ 86.2%
9	Amend articles of association	FOR	FOR		✓ 80.1%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 95.5%
1.3	Approve sustainability report	FOR	● OPPOSE	<p>Relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious and quantitative targets for all material topics.</p>	✓ 91.1%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
3	Discharge board members	FOR	FOR		✓ 98.9%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.6%
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.2%
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR		✓ 95.2%
5	Elections to the board of directors				
5.1	Re-elect Dr. Rolf Dörig as board member and chair	FOR	● OPPOSE	He has been a member of the board for 16 years, which exceeds Ethos' guidelines.	✓ 89.8%
5.2	Re-elect Mr. Thomas Buess	FOR	FOR		✓ 98.8%
5.3	Re-elect Prof. Dr. Monika Büttler	FOR	FOR		✓ 98.2%
5.4	Re-elect Ms. Philomena Colatrella	FOR	FOR		✓ 98.7%
5.5	Re-elect Dr. Adrienne Corboud Fumagalli	FOR	FOR		✓ 98.7%
5.6	Re-elect Prof. Dr. Damir Filipovic	FOR	FOR		✓ 95.4%
5.7	Re-elect Mr. Stefan Loacker	FOR	FOR		✓ 98.3%
5.8	Re-elect Mr. Severin Moser	FOR	FOR		✓ 99.1%
5.9	Re-elect Prof. Dr. Henry M. Peter	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.	✓ 87.7%
5.10	Re-elect Dr. Martin Schmid	FOR	FOR		✓ 94.7%
5.11	Re-elect Ms. Franziska Tschudi Sauber	FOR	● OPPOSE	She has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓ 88.9%
5.12	Re-elect Dr. Klaus Tschüscher	FOR	FOR		✓ 90.2%
	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.13	Re-elect Dr. Martin Schmid to the remuneration committee	FOR	FOR		✓ 93.4%
5.14	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Tschudi Sauber to the board of directors, Ethos cannot approve Ms. Tschudi Sauber to the committee.	✓ 86.7%
5.15	Re-elect Dr. Klaus Tschütscher to the remuneration committee	FOR	FOR		✓ 88.5%
6	Re-elect Zürcher Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.5%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 22 years, which exceeds Ethos' guidelines.	✓ 80.5%
8	Amend articles of association	FOR	FOR		✓ 98.2%
9	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.3%

Item	Agenda	Board	Ethos	Result
1.1	Advisory vote on the remuneration report	FOR	FOR	✓ 90.4%
1.2	Approve sustainability report	FOR	FOR	✓ 98.6%
1.3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.3%
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 93.5%
4	Discharge board members	FOR	FOR	✓ 98.2%
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Jacques de Vaucleroy as board member and chair	FOR	FOR	✓ 94.0%
5.1.2	Re-elect Ms. Karen Gavan	FOR	FOR	✓ 98.7%
5.1.3	Re-elect Ms. Vanessa Lau	FOR	FOR	✓ 98.7%
5.1.4	Re-elect Mr. Joachim Oechslin	FOR	FOR	✓ 99.1%
5.1.5	Re-elect Ms. Deanna Ong	FOR	FOR	✓ 98.6%
5.1.6	Re-elect Mr. Jay Ralph	FOR	FOR	✓ 98.7%
5.1.7	Re-elect Dr. Jörg Reinhardt	FOR	FOR	✓ 98.6%
5.1.8	Re-elect Mr. Philip K. Ryan	FOR	FOR	✓ 98.8%
5.1.9	Re-elect Ms. Pia Tischhauser	FOR	FOR	✓ 99.1%
5.1.10	Re-elect Mr. Sir Paul Tucker	FOR	FOR	✓ 98.8%
5.1.11	Re-elect Mr. Larry Zimpleman	FOR	FOR	✓ 98.6%
5.1.12	Elect Ms. Geraldine Matchett	FOR	FOR	✓ 98.7%
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Ms. Karen Gavan to the remuneration committee	FOR	FOR	✓ 95.3%
5.2.2	Re-elect Ms. Deanna Ong to the remuneration committee	FOR	FOR	✓ 95.2%
5.2.3	Re-elect Mr. Jay Ralph to the remuneration committee	FOR	FOR	✓ 93.2%
5.2.4	Re-elect Dr. Jörg Reinhardt to the remuneration committee	FOR	FOR	✓ 95.4%
5.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR	✓ 99.5%
5.4	Re-elect KPMG as auditors	FOR	FOR	✓ 99.2%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓ 83.2%</p> <p>The remuneration is significantly higher than that of a peer group.</p> <p>The remuneration of the chair exceeds the average remuneration of the members of the executive management (excl. CEO) without adequate justification.</p>

Item	Agenda	Board	Ethos	Result	
6.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	<p>✓ 83.7%</p>

Item	Agenda	Board	Ethos	Result
1	Reduce share capital via reduction of nominal value	FOR	FOR	✓ 99.8%
2	Ordinary increase of the share capital	FOR	FOR	✓ 99.8%
3	Articles of association: Right to nominate candidates for election to the board of directors	FOR	FOR	✓ 99.3%
4	Articles of association: Opting out	WITH-DRAWN	● FOR	ITEM 4 was withdrawn by the board due to lack of necessity and not submitted to vote. -

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 pay-for-performance connection is not demonstrated.  The remuneration structure is not in line with Ethos' guidelines.	✓ 99.5%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
4	Discharge board members and executive management	FOR	● OPPOSE	There is a strong deterioration of the company's financial situation due to successive poor financial results.	✓ 99.7%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Jens Alder	FOR	FOR		✓ 99.3%
5.1.b	Elect Dr. Rainer Alexander Gut	FOR	FOR		✓ 99.9%
5.1.c	Elect Mr. Karl Haider	FOR	FOR		✓ 99.8%
5.1.d	Elect Mr. Martin Lindqvist	FOR	FOR		✓ 100.0%
5.1.e	Re-elect Mr. David Metzger	FOR	FOR		✓ 99.5%
5.1.f	Re-elect Mr. Mario Rossi	FOR	FOR		✓ 99.8%
5.1.g	Re-elect Dr. Michael Schwarzkopf	FOR	FOR		✓ 99.8%
5.2	Re-elect Mr. Jens Alder as board chair, presumably until 7 October 2024	FOR	FOR		✓ 99.2%
5.3	Elect Mr. Martin Lindqvist as board chair, latest as of 8 October 2024	FOR	FOR		✓ 100.0%
5.4	Elections to the remuneration committee				
5.4.a	Re-elect Mr. Jens Alder to the remuneration committee	FOR	FOR		✓ 99.3%
5.4.b	Elect Dr. Rainer Alexander Gut to the remuneration committee	FOR	FOR		✓ 99.8%
5.4.c	Elect Mr. Martin Lindqvist to the remuneration committee	FOR	FOR		✓ 99.9%
5.4.d	Re-elect Dr. Michael Schwarzkopf to the remuneration committee	FOR	FOR		✓ 99.7%
5.5	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.8%
5.6	Re-elect Adlegem Rechtsanwälte as independent proxy	FOR	FOR		✓ 99.9%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The proposed increase relative to the previous year is excessive and not justified.	✓ 99.4%

Item	Agenda	Board	Ethos		Result
6.2	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>	✓ 99.4%
7	Approve sustainability report	FOR	FOR		✓ 99.9%
8.1	Ordinary capital increase	FOR	FOR		✓ 99.8%
8.2	Approve reverse share split	FOR	FOR		✓ 99.8%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 92.2%
3	Approve sustainability report	FOR	FOR		✓ 99.6%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
5	Discharge board members and executive management	FOR	FOR		✓ 98.9%
6.1	Elections to the board of directors				
6.1.a	Re-elect Dr. Markus Dennler as board member and chair	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines.	✓ 94.4%
6.1.b	Re-elect Mr. Jean-Christophe Pernollet	FOR	FOR		✓ 99.6%
6.1.c	Re-elect Dr. Beat Oberlin	FOR	FOR		✓ 97.2%
6.1.d	Re-elect Dr. Monica Dell'Anna	FOR	FOR		✓ 99.6%
6.1.e	Re-elect Mr. Michael Ploog	FOR	FOR		✓ 93.1%
6.1.f	Re-elect Mr. Paolo Buzzi	FOR	FOR		✓ 95.9%
6.1.g	Re-elect Ms. Demetra Kalogerou	FOR	FOR		✓ 99.8%
6.1.h	Re-elect Ms. Esther Finidori	FOR	FOR		✓ 99.8%
6.2	Elections to the nomination and remuneration committee				
6.2.a	Re-elect Dr. Beat Oberlin to the nomination and remuneration committee	FOR	FOR		✓ 93.4%
6.2.b	Re-elect Dr. Monica Dell'Anna to the nomination and remuneration committee	FOR	FOR		✓ 99.3%
6.2.c	Re-elect Mr. Paolo Buzzi to the nomination and remuneration committee	FOR	FOR		✓ 95.6%
6.3	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 25 years, which exceeds Ethos' guidelines.	✓ 83.3%
6.4	Re-elect Mr. Juan Carlos Gil as independent proxy	FOR	FOR		✓ 99.7%
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.3%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3%
2	Approve sustainability report	FOR	FOR	✓ 99.7%
3	Approve allocation of income and dividend			
3.a	Approve dividend from retained earnings	FOR	FOR	✓ 99.7%
3.b	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.7%
4	Discharge board members and executive management	FOR	FOR	✓ 96.5%
5	Amend articles of association			
5.1	Amend articles of association: Company purpose	FOR	FOR	✓ 99.8%
5.2	Amend articles of association: adaptation to the new company law	FOR	FOR	✓ 99.2%
5.3	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	✓ 77.4% The amendment allows the company to organise a virtual general meeting without any adequate justification.
5.4	Amend articles of association: Increase in maximum number of members of the board of directors	FOR	FOR	✓ 99.4%
5.5	Amend articles of association: Editorial amendments and corrections	FOR	FOR	✓ 99.8%
	Elections to the board of directors			
6	Elect Ms. Monica Manotas	FOR	FOR	✓ 99.0%
7.a	Re-elect Dr. Lukas Braunschweiler	FOR	FOR	✓ 99.3%
7.b	Re-elect Ms. Myra Eskes	FOR	FOR	✓ 98.9%
7.c	Re-elect Dr. Oliver Fetzter	FOR	FOR	✓ 96.2%
7.d	Re-elect Mr. Matthias Gillner	FOR	FOR	✓ 99.3%
7.e	Re-elect Dr. Karen Hübscher	FOR	FOR	✓ 83.9%
7.f	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 94.7%
7.g	Re-elect Dr. Daniel R. Marshak	FOR	FOR	✓ 98.9%
8	Re-elect Dr. Lukas Braunschweiler as board chair	FOR	FOR	✓ 99.3%
9	Elections to the remuneration committee			
9.a	Re-elect Ms. Myra Eskes to the remuneration committee	FOR	FOR	✓ 96.7%
9.b	Re-elect Dr. Oliver Fetzter to the remuneration committee	FOR	● OPPOSE	✓ 83.0% He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.

Item	Agenda	Board	Ethos		Result
9.c	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.	✓ 81.2%
9.d	Re-elect Dr. Daniel R. Marshak to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.	✓ 88.5%
10	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.0%
11	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 100.0%
12.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 77.4%
12.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.5%
12.3	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 remuneration structure is not in line with Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✓ 85.7%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Approve sustainability report	FOR	FOR		✓ 100.0%
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✗ 33.6%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 98.8%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.	✓ 92.7%
4.2	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.  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.	✓ 84.3%
5	Amend articles of association				
5.1	Amend articles of association: Registered office	FOR	FOR		✓ 100.0%
5.2	Amend articles of association: Company purpose	FOR	FOR		✓ 100.0%
5.3	Creation of a capital band and of a capital conditional	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 90.7%
5.4	Amend articles of association: Share capital, general meeting and notifications	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✗ 41.1%
5.5	Amend articles of association: Board of directors, remuneration and external mandates	FOR	FOR		✓ 98.9%
6	Elections to the board of directors				
6.1.1	Elect Ms. Laurie Readhead	FOR	FOR		✓ 99.9%
6.1.2	Elect Dr. Michael Gorriz	FOR	FOR		✓ 99.9%
6.2.1	Re-elect Mr. Thibault de Tersant	FOR	FOR		✓ 98.5%
6.2.2	Re-elect Dr. Peter Spenser	FOR	FOR		✓ 96.3%
6.2.3	Re-elect Mr. Maurizio Carli	FOR	FOR		✓ 95.2%

Item	Agenda	Board	Ethos		Result
6.2.4	Re-elect Ms. Cecilia Hultén	FOR	FOR		✓ 95.5%
6.2.5	Re-elect Mr. Xavier Cauchois	FOR	FOR		✓ 97.3%
6.2.6	Re-elect Ms. Dorothée Deuring	FOR	FOR		✓ 98.1%
7	Elections to the remuneration committee				
7.1	Re-elect Dr. Peter Spenser 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 during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p>	✓ 80.8%
7.2	Re-elect Mr. Maurizio Carli 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 during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p>	✓ 79.7%
7.3	Re-elect Ms. Cecilia Hultén to the remuneration committee	FOR	● OPPOSE	<p>She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p>	✓ 80.1%
7.4	Re-elect Ms. Dorothée Deuring to the remuneration committee	FOR	● OPPOSE	<p>She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.</p> <p>She was member of the remuneration committee during the past financial year and no satisfactory improvements have been made following a significantly contested vote on remuneration at a previous general meeting.</p>	✓ 82.4%

Item	Agenda	Board	Ethos		Result
8	Elect KBLex SA as independent proxy	FOR	FOR		✓ 100.0%
9	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The audit firm has been in office for 21 years, which exceeds Ethos' guidelines.	✓ 77.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Discharge board members and executive management	FOR	FOR		✓ 99.9%
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Pietro P. Supino-Coninx as board member and chair	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓ 93.2%
4.1.2	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (42.9%).  He chairs the nomination committee, is not independent and the committee independence is insufficient.  He is the lead director, but has a conflict of interest (former executive).	✓ 93.1%
4.1.3	Re-elect Ms. Pascale Bruderer	FOR	FOR		✓ 94.1%
4.1.4	Re-elect Dr. Stephanie Caspar	FOR	FOR		✓ 93.8%
4.1.5	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓ 94.5%
4.1.6	Re-elect Dr. Sverre Munck	FOR	FOR		✓ 94.2%
4.1.7	Re-elect Mr. Konstantin Richter	FOR	FOR		✓ 93.8%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Martin Kall to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kall to the board of directors, Ethos cannot approve Mr. Kall to the committee.	✓ 92.2%
4.2.2	Re-elect Ms. Pascale Bruderer to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 92.2%
4.2.3	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	● OPPOSE	She is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.  She was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 92.2%
4.3	Re-elect Dr. Gabriela Wyss as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
4.4	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 98.9%
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group. ✓ 98.2%
5.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.7%
5.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. Past awards do not allow confirmation of the link between pay and performance. ✓ 91.2%
6.1	Amend articles of association: company purpose	FOR	FOR	✓ 99.9%
6.2	Amend articles of association: bundled items	FOR	FOR	✓ 99.9%
6.3	Amend articles of association: general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 91.9%
6.4	Amend articles of association: editorial changes	FOR	FOR	✓ 99.9%
7	Approve sustainability report	FOR	● OPPOSE	The report is not prepared in accordance with a recognised standard. The report and relevant indicators are not verified by an independent third party. The report does not cover all material topics with quantitative indicators. The report does not include ambitious and quantitative targets for all material topics. ✓ 98.7%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve sustainability report	FOR	FOR		✓ 99.7%
3	Approve allocation of income	FOR	FOR		✓ 99.6%
4	Discharge board members and executive management	FOR	FOR		✓ 98.6%
5.1	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 99.6%
5.2	Modification of the capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 83.6%
5.3	Increase the conditional capital for the employees	FOR	● OPPOSE	The potential dilution is excessive.	✓ 90.6%
6	Elections to the board of directors				
6.1	Re-elect Mr. André Müller as board member and chair	FOR	FOR		✓ 99.6%
6.2	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 89.9%
6.3	Re-elect Mr. Markus Borchert	FOR	FOR		✓ 95.8%
6.4	Re-elect Ms. Karin Sonnenmoser	FOR	FOR		✓ 99.6%
6.5	Re-elect Ms. Elke Eckstein	FOR	FOR		✓ 99.0%
6.6	Elect Mr. Fabian Rauch	FOR	FOR		✓ 98.7%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR		✓ 88.6%
7.2	Re-elect Mr. Markus Borchert to the nomination and remuneration committee	FOR	FOR		✓ 91.7%
8.1	Advisory vote on the remuneration report	FOR	FOR		✓ 94.4%
8.2	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.	✓ 91.4%
8.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 94.2%
9	Re-elect KBT Treuhand AG as independent proxy	FOR	FOR		✓ 98.1%
10	Re-elect KPMG as auditors	FOR	FOR		✓ 94.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 83.5%
3	Approve sustainability report	FOR	● OPPOSE	The report does not cover all material topics with quantitative indicators.  The report does not include ambitious and quantitative targets for all material topics.	✓ 93.4%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.4%
5	Create conditional capital for the conversion of convertible bonds	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 10% of the issued capital.	✓ 90.9%
6	Discharge board members and executive management	FOR	FOR		✓ 94.8%
7	Elections to the board of directors				
7.1	Re-elect Mr. T. Colm Kelleher as board member and chair	FOR	FOR		✓ 96.0%
7.2	Re-elect Mr. Lukas Gähwiler	FOR	FOR		✓ 98.6%
7.3	Re-elect Mr. Jeremy Anderson	FOR	FOR		✓ 98.4%
7.4	Re-elect Ms. Claudia Böckstiegel	FOR	FOR		✓ 99.1%
7.5	Re-elect Mr. William Dudley	FOR	FOR		✓ 99.0%
7.6	Re-elect Mr. Patrick Firmenich	FOR	FOR		✓ 98.5%
7.7	Re-elect Prof. Dr. Fred Hu	FOR	FOR		✓ 97.2%
7.8	Re-elect Mr. Mark Hughes	FOR	FOR		✓ 99.2%
7.9	Re-elect Ms. Nathalie Rachou	FOR	FOR		✓ 99.1%
7.10	Re-elect Ms. Julie G. Richardson	FOR	FOR		✓ 98.0%
7.11	Re-elect Ms. Jeanette Wong	FOR	FOR		✓ 97.9%
7.12	Elect Ms. Gail Kelly	FOR	FOR		✓ 99.1%
8	Elections to the remuneration committee				
8.1	Re-elect Ms. Julie G. Richardson to the remuneration committee	FOR	FOR		✓ 92.8%
8.2	Re-elect Ms. Jeanette Wong to the remuneration committee	FOR	FOR		✓ 95.6%
8.3	Elect Prof. Dr. Fred Hu to the remuneration committee	FOR	FOR		✓ 97.0%
9.1	Binding retrospective vote on the remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of a peer group.	✓ 89.7%

Item	Agenda	Board	Ethos		Result
9.2	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.	✓ 89.8%
9.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.</p>	✓ 88.4%
9.4	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.	✓ 91.0%
10.1	Re-elect ADB Altorfer Duss & Beilstein AG as independent proxy	FOR	FOR		✓ 99.5%
10.2	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 26 years, which exceeds Ethos' guidelines.	✓ 93.1%
10.3	Re-elect BDO as special auditors	FOR	FOR		✓ 98.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.9%
2	Approve sustainability report	FOR	● OPPOSE	<p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p> <p>The report does not include ambitious targets for all material topics.</p>	✓ 91.3%
3	Advisory vote on the remuneration report	FOR	FOR		✓ 84.6%
4	Discharge board members and executive management	FOR	FOR		✓ 96.3%
5	Approve allocation of income and dividend	FOR	FOR		✓ 96.4%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 90.5%
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 90.2%
6.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 82.9%
7	Elections to the board of directors				
7.1	Re-elect Mr. Markus Gygax as board member and chair	FOR	FOR		✓ 93.8%
7.2	Re-elect Prof. Dr. Christoph B. Bühler	FOR	FOR		✓ 96.2%
7.3	Re-elect Ms. Barbara Artmann	FOR	FOR		✓ 96.3%
7.4	Re-elect Dr. Maya Bundt	FOR	FOR		✓ 94.0%
7.5	Re-elect Mr. Roger Harlacher	FOR	FOR		✓ 95.2%
7.6	Re-elect Dr. Roland Herrmann	FOR	FOR		✓ 96.6%
7.7	Re-elect Ms. Marion Khüny	FOR	FOR		✓ 96.5%
7.8	Re-elect Mr. Ronald Trächsel	FOR	FOR		✓ 96.6%
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Dr. Maya Bundt to the nomination and remuneration committee	FOR	FOR		✓ 93.4%
8.2	Re-elect Mr. Markus Gygax to the nomination and remuneration committee	FOR	FOR		✓ 92.7%
8.3	Re-elect Mr. Roger Harlacher to the nomination and remuneration committee	FOR	FOR		✓ 95.3%

Item	Agenda	Board	Ethos	Result
9	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 87.5%
10	Re-elect burckhardt AG as independent proxy	FOR	FOR	✓ 97.1%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
3	Advisory vote on the remuneration report	FOR	FOR		✓ 99.0%
4	Discharge board members and executive management	FOR	FOR		✓ 100.0%
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Manuel Leuthold	FOR	● OPPOSE	He chairs the board, which has no woman without adequate justification.	✓ 92.7%
5.1.b	Re-elect Mr. Jaume Martos Sabater	FOR	● OPPOSE	He has permanent operational functions (CEO of Stoneweg).	✓ 98.0%
5.1.c	Re-elect Mr. Patrick Richard	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.0%
5.1.d	Re-elect Mr. Taner Alicehic	FOR	● OPPOSE	He has a major conflict of interest that is incompatible with his role as board member.	✓ 98.8%
5.1.e	Re-elect Mr. Stefan Buser	FOR	FOR		✓ 95.5%
5.1.f	Re-elect Mr. Dany Roizman	FOR	FOR		✓ 99.9%
5.1.g	Re-elect Dr. Beat Schwab	FOR	FOR		✓ 100.0%
5.1.h	Re-elect Mr. Grégoire Baudin	FOR	FOR		✓ 99.9%
5.2	Re-elect Mr. Manuel Leuthold as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Leuthold to the board of directors, Ethos cannot approve Mr. Leuthold as chair.	✓ 92.0%
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Mr. Stefan Buser to the remuneration committee	FOR	FOR		✓ 95.4%
5.3.b	Re-elect Dr. Beat Schwab to the remuneration committee	FOR	FOR		✓ 99.8%
5.4	Re-elect KPMG as auditors	FOR	FOR		✓ 99.8%
5.5	Re-elect Buis Bürgi AG as independent proxy	FOR	FOR		✓ 100.0%
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5%
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.5%
7	Creation of a capital band	FOR	● OPPOSE	The authorisation allows a capital reduction of more than 5% of the issued capital without adequate justification.	✓ 94.2%
8	Amend articles of association				

Item	Agenda	Board	Ethos		Result
8.1	Amend articles of association: general meeting	FOR	● OPPOSE	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>	✓ 83.3%
8.2	Amend articles of association: remuneration	FOR	FOR		✓ 99.6%
8.3	Amend articles of association: general amendments	FOR	● OPPOSE	<p>The amendment has a negative impact on the rights of the shareholders.</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p>	✓ 90.8%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.5%
1.2	Approve sustainability report	FOR	● OPPOSE	✓ 93.9% The report and relevant indicators are not verified by an independent third party.  The report does not include ambitious and quantitative targets for all material topics.
2	Approve allocation of income and dividend			
2.1	Approve allocation of income	FOR	FOR	✓ 100.0%
2.2	Approve dividend	FOR	FOR	✓ 99.9%
3	Discharge board members and executive management	FOR	FOR	✓ 97.1%
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Martin Komischke as board member and chair	FOR	FOR	✓ 97.3%
4.1.2	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 97.0%
4.1.3	Re-elect Mr. Karl Schlegel	FOR	FOR	✓ 98.8%
4.1.4	Re-elect Dr. Hermann Gerlinger	FOR	FOR	✓ 97.5%
4.1.5	Re-elect Dr. Libo Zhang	FOR	FOR	✓ 85.6%
4.1.6	Re-elect Mr. Daniel Lippuner	FOR	FOR	✓ 99.0%
4.1.7	Re-elect Prof. Dr. Petra Denk	FOR	FOR	✓ 98.5%
4.1.8	Elect Mr. Thomas Piliszczuk	FOR	FOR	✓ 98.9%
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Urs Leinhäuser to the nomination and remuneration committee	FOR	FOR	✓ 95.8%
4.2.2	Re-elect Dr. Hermann Gerlinger to the nomination and remuneration committee	FOR	FOR	✓ 96.6%
4.2.3	Re-elect Dr. Libo Zhang to the nomination and remuneration committee	FOR	FOR	✓ 76.9%
5	Re-elect Mr. Roger Föhn as independent proxy	FOR	FOR	✓ 100.0%
6	Re-elect KPMG as auditors	FOR	FOR	✓ 97.9%
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 88.4%
7.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.9%
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.0%



Item	Agenda	Board	Ethos	Result
7.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 97.8%
7.5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6%

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Auditor's report	NON-VOTING	NON-VOTING	
3	Approve annual report and statutory financial statements	FOR	FOR	✓ 99.7%
4	Approve consolidated financial statements	FOR	FOR	✓ 99.7%
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.7%
6	Advisory vote on the remuneration report	FOR	FOR	✓ 98.7%
7	Approve sustainability report	FOR	FOR	✓ 99.6%
8	Discharge board members and executive management	FOR	FOR	✓ 99.7%
9	Elections to the board of directors			
9.1	Re-elect Mr. Philippe Hebeisen	FOR	FOR	✓ 99.6%
9.2	Re-elect Mr. Martin Albers	FOR	FOR	✓ 99.7%
9.3	Re-elect Ms. Nathalie Bourquenoud	FOR	FOR	✓ 99.7%
9.4	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR	✓ 99.5%
9.5	Re-elect Ms. Eftychia Fischer	FOR	FOR	✓ 99.7%
9.6	Re-elect Mr. Peter Kofmel	FOR	● OPPOSE	<p>He has been a member of the board for 25 years, which exceeds Ethos' guidelines.</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>
9.7	Re-elect Mr. Cédric Moret	FOR	FOR	✓ 99.7%
9.8	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 99.6%
10	Re-elect Mr. Philippe Hebeisen as board chair	FOR	FOR	✓ 99.3%
11	Elections to the remuneration committee			
11.1	Re-elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
11.2	Re-elect Ms. Nathalie Bourquenoud to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
11.3	Re-elect Mr. Cédric Moret to the nomination and remuneration committee	FOR	FOR	✓ 99.5%
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5%

Item	Agenda	Board	Ethos	Result
12.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.5%
13	Re-elect ACTA Notaires et Associés as independent proxy	FOR	FOR	✓ 99.6%
14	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
1.1	Approve sustainability report	FOR	FOR		✓ 99.8%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 97.6%
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation of the company and the announced closure of the production site in Saint-Prex.	✓ 97.7%
4.1	Advisory vote on the remuneration report	FOR	FOR		✓ 92.8%
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.5%
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.6%
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR		✓ 97.9%
5.1.2	Re-elect Mr. Claude R. Cornaz as board member and chair	FOR	FOR		✓ 96.1%
5.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR		✓ 97.9%
5.1.4	Re-elect Mr. Richard Fritschi	FOR	FOR		✓ 96.3%
5.1.5	Re-elect Ms. Raffaella Marzi	FOR	FOR		✓ 98.5%
5.1.6	Re-elect Dr. Diane Nicklas	FOR	FOR		✓ 99.9%
5.1.7	Re-elect Mr. Jean-Philippe Rochat	FOR	● OPPOSE	He has been a member of the board for 18 years, which exceeds Ethos' guidelines.	✓ 95.6%
5.1.8	Elect Mr. Urs Ryffel	FOR	FOR		✓ 98.7%
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 26 years) and the committee does not include at least 50% independent members.	✓ 90.2%
5.2.2	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	FOR		✓ 93.2%
5.2.3	Re-elect Ms. Raffaella Marzi to the remuneration committee	FOR	FOR		✓ 96.6%
5.3	Re-elect Proxy Voting Services GmbH as independent proxy	FOR	FOR		✓ 100.0%
5.4	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The audit firm has been in office for 29 years, which exceeds Ethos' guidelines.	✓ 88.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient.  The board of directors refuses to disclose important information.	✓ 100.0%
2	Binding votes on the remuneration of the board of directors and the executive management				
2.a	Binding retrospective vote on the remuneration of the board of directors	FOR	FOR		✓ 99.8%
2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.8%
3	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 99.9%
4	Approve allocation of income and dividend	FOR	FOR		✓ 97.2%
5	Elections to the board of directors				
5.a	Re-elect Dr. Patrick L. Krauskopf as board member and chair	FOR	FOR		✓ 99.8%
5.b	Re-elect Mr. Pascal Blanquet	FOR	● OPPOSE	He is not independent (board tenure of 13 years) and the board independence is insufficient (20.0%).	✓ 99.9%
5.c	Re-elect Mr. Jacques Stephan	FOR	FOR		✓ 100.0%
5.d	Re-elect Mr. Bertrand Raemy	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (20.0%).	✓ 99.9%
5.e	Re-elect Ms. Valérie Stephan	FOR	FOR		✓ 99.9%
6	Elections to the remuneration committee				
6.a	Re-elect Mr. Pascal Blanquet to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Blanquet to the board of directors, Ethos cannot approve Mr. Blanquet to the committee.	✓ 99.9%
6.b	Re-elect Mr. Bertrand Raemy to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Raemy to the board of directors, Ethos cannot approve Mr. Raemy to the committee.	✓ 99.9%
7	Re-elect Mr. Nicolas Passaplan as independent proxy	FOR	FOR		✓ 100.0%
8	Re-elect KPMG as auditors	FOR	● OPPOSE	The audit report does not include material key audit matters.	✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7%
2	Approve sustainability report	FOR	● OPPOSE	The report does not cover all material topics with quantitative indicators.  The report does not include ambitious and quantitative targets for all material topics.	✓ 98.0%
3	Discharge board members and executive management	FOR	FOR		✓ 99.2%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.6%
5	Elections to the board of directors				
5.1	Re-elect Mr. Andreas Utermann	FOR	FOR		✓ 94.9%
5.2	Re-elect Mr. Bruno Heinrich Basler	FOR	● OPPOSE	He has been a member of the board for 19 years, which exceeds Ethos' guidelines.  He chairs the nomination committee, is not independent and the committee independence is insufficient.	✓ 93.2%
5.3	Re-elect Dr. Maja Regula Baumann	FOR	FOR		✓ 98.9%
5.4	Re-elect Dr. Elisabeth Bourqui	FOR	FOR		✓ 99.1%
5.5	Elect Ms. Kristine Braden	FOR	FOR		✓ 99.5%
5.6	Re-elect Mr. David Alan Cole	FOR	FOR		✓ 99.3%
5.7	Elect Ms. Annika Falkengren	FOR	FOR		✓ 97.8%
5.8	Re-elect Mr. Stefan Erich Loacker	FOR	FOR		✓ 98.5%
5.9	Elect Ms. Mary Pang	FOR	FOR		✓ 99.4%
5.10	Re-elect Mr. Björn Wettergren	FOR	FOR		✓ 94.6%
6	Re-elect Mr. Andreas Utermann as board chair	FOR	FOR		✓ 94.1%
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Mr. Bruno Heinrich Basler to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Basler to the board of directors, Ethos cannot approve Mr. Basler to the committee.	✓ 89.3%
7.2	Elect Ms. Annika Falkengren to the nomination and remuneration committee	FOR	FOR		✓ 97.8%
7.3	Re-elect Mr. Andreas Utermann to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (high remuneration) and the committee does not include at least 50% independent members.  He receives a remuneration that is excessive.	✓ 88.6%

Item	Agenda	Board	Ethos	Result
7.4	Re-elect Mr. Björn Wettergren to the nomination and remuneration committee	FOR	FOR	✓ 90.7%
8	Re-elect Vischer AG as independent proxy	FOR	FOR	✓ 99.8%
9	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	✓ 93.5% The audit firm has been in office for 41 years, which exceeds Ethos' guidelines.
10.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 81.9% The transparency of the remuneration report is insufficient.  The pay-for-performance connection is not demonstrated.  The remuneration structure is not in line with Ethos' guidelines.
10.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.0% The remuneration is significantly higher than that of a peer group.
10.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.6%
10.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	✓ 92.5% 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.
10.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.6%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2%
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
3	Discharge board members, executive management and statutory auditors	FOR	FOR	✓ 98.9%
4	Elections to the board of directors			
4.1	Re-elect Mr. Philipp Elkuch	FOR	FOR	✓ 89.6%
4.2	Elect Dr. Dirk Klee	FOR	FOR	✓ 97.8%
4.3	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.0%
5	Amend articles of association: Virtual general meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 98.8%



Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
1.2	Approve sustainability report	FOR	● OPPOSE	<p>The report is not prepared in accordance with a recognised standard.</p> <p>The report and relevant indicators are not verified by an independent third party.</p> <p>The report does not cover all material topics with quantitative indicators.</p>	✓ 98.2%
2.	Discharge board members and executive management	FOR	FOR		✓ 99.6%
3.	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Elections to the board of directors				
4.1	Re-elect Mr. Roland Iff	FOR	● OPPOSE	<p>He has been a member of the board for 18 years, which exceeds Ethos' guidelines.</p> <p>He chairs the audit committee, is not independent and the committee independence is insufficient.</p>	✓ 92.4%
4.2	Re-elect Dr. Albrecht Langhart	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.	✓ 91.2%
4.3	Re-elect Mr. Roland Ledergerber	FOR	FOR		✓ 97.1%
4.4	Re-elect Mr. Olivier de Perregaux	FOR	FOR		✓ 97.4%
4.5	Elect Ms. Nadia Tarolli Schmidt	FOR	FOR		✓ 99.4%
4.6	Elect Ms. Henriette Wendt	FOR	FOR		✓ 99.4%
4.2	Re-elect Mr. Matthias Daniel Reinhart as member and chair of the board	FOR	FOR		✓ 98.2%
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR		✓ 93.2%
4.3.2	Re-elect Mr. Matthias Daniel Reinhart 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.	✓ 92.3%
4.3.3	Re-elect Mr. Roland Iff to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Iff to the board of directors, Ethos cannot approve Mr. Iff to the committee.	✓ 91.3%
5.	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 100.0%
6.	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.9%

Item	Agenda	Board	Ethos	Result
7	Binding votes on the remuneration of the board of directors and the executive management			
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 100.0%
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 91.1%
7.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 87.3%

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8%
1.2	Approve sustainability report	FOR	FOR	✓ 99.6%
1.3	Advisory vote on the remuneration report	FOR	FOR	✓ 92.5%
2	Approve allocation of balance sheet result	FOR	FOR	✓ 99.0%
3	Discharge board members and executive management	FOR	FOR	✓ 99.4%
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Oliver Riemenschneider	FOR	FOR	✓ 99.1%
4.1.2	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR	✓ 99.5%
4.1.3	Re-elect Ms. Prisca Hafner	FOR	FOR	✓ 98.7%
4.1.4	Re-elect Mr. Tobias Knechtle	FOR	FOR	✓ 99.7%
4.1.5	Re-elect Ms. Petra Rumpf	FOR	FOR	✓ 99.7%
4.1.6	Re-elect Dr. Jürg Werner	FOR	FOR	✓ 96.0%
4.2	Re-elect Mr. Oliver Riemenschneider as board chair	FOR	FOR	✓ 98.9%
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Ms. Prisca Hafner to the nomination and remuneration committee	FOR	FOR	✓ 96.9%
4.3.2	Re-elect Dr. Jürg Werner to the nomination and remuneration committee	FOR	FOR	✓ 93.9%
4.4	Re-elect Blum & Partner AG as independent proxy	FOR	FOR	✓ 99.7%
4.5	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.9%
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.9%
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.7%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
4.1	Re-elect Mr. Kurt Ritz as board member and elect him as chair	FOR	FOR		✓ 96.1%
4.2	Re-elect Mr. Stephan A. Müller	FOR	FOR		✓ 99.9%
4.3	Re-elect Ms. Tanja Temel	FOR	FOR		✓ 99.8%
4.4	Re-elect Dr. Roland Müller	FOR	FOR		✓ 99.8%
	Elections to the remuneration committee				
4.5	Re-elect Mr. Kurt Ritz to the remuneration committee	FOR	FOR		✓ 95.3%
4.6	Re-elect Mr. Stephan A. Müller to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee includes all board members.	✓ 97.8%
4.7	Re-elect Ms. Tanja Temel to the remuneration committee	FOR	FOR		✓ 99.2%
4.8	Re-elect Dr. Roland Müller to the remuneration committee	FOR	FOR		✓ 99.2%
	Binding votes on the remuneration of the board of directors and the executive management				
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.7%
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.1%
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient as the company does not respect the accrual principle.	✓ 88.2%
7	Amend articles of association				
7.1	Amend articles of association: Share capital and transferability of the shares	FOR	FOR		✓ 99.7%
7.2	Amend articles of association: General meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 89.7%
7.3	Amend articles of association: Board of directors and executive management	FOR	FOR		✓ 99.9%
7.4	Amend articles of association: Further adjustments	FOR	FOR		✓ 99.8%
8	Re-elect SwissLegal Dürr + Partner as independent proxy	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
9	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.	✓ 94.4%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0%
2	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓ 97.3%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.0%
4	Reduction of nominal value of the shares	FOR	FOR		✓ 98.6%
5	Renew capital band subsequent to the reduction of nominal value	FOR	● OPPOSE	<p>The authorisation allows a capital increase without pre-emptive rights exceeding 10% of the issued capital.</p> <p>The authorisation allows a capital increase exceeding 20% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The dilution due to capital increases without pre-emptive rights in the past three years is excessive.</p>	✓ 96.1%
6	Elections to the board of directors				
6.1.1	Re-elect Mr. Carlos Creus Moreira	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 98.6%
6.1.2	Re-elect Mr. Peter Ward	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (12.5%).	✓ 98.2%
6.1.3	Re-elect Ms. Maria Pia Aqueveque Jabbaz	FOR	FOR		✓ 98.8%
6.1.4	Re-elect Mr. David Fergusson	FOR	● OPPOSE	He chairs the nomination committee and the composition of the board is unsatisfactory.	✓ 97.4%
6.1.5	Re-elect Mr. Jean-Philippe Ladisa	FOR	● OPPOSE	He chairs the audit committee, is not independent and the committee independence is insufficient.	✓ 97.5%
6.2.1	Elect Mr. Philippe Doubre	FOR	● OPPOSE	<p>He is 89 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (various reasons) and the board independence is insufficient (12.5%).</p>	✓ 98.6%
6.2.2	Elect Mr. Philippe Diego Monnier	FOR	FOR		✓ 98.8%
6.2.3	Elect Mr. John O'Hara	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓ 98.7%

Item	Agenda	Board	Ethos		Result
7	Re-elect Mr. Carlos Creus Moreira as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Moreira to the board of directors, Ethos cannot approve Mr. Moreira as chair.	✓ 98.6%
8	Elections to the nomination and remuneration committee				
8.1.1	Re-elect Mr. David Fergusson to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (various reasons) and the committee does not include at least 50% independent members.  He was member of the remuneration committee during the past financial year and the remuneration system is very unsatisfactory.	✓ 97.9%
8.2.1	Elect Mr. Philippe Doubre to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Doubre to the board of directors, Ethos cannot approve Mr. Doubre to the committee.	✓ 98.5%
8.2.2	Elect Mr. Jean-Philippe Ladisa to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Ladisa to the board of directors, Ethos cannot approve Mr. Ladisa to the committee.	✓ 98.4%
9	Re-elect BDO as auditors	FOR	FOR		✓ 98.2%
10	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.2%
11	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration report is not in line with Ethos' guidelines.	✓ 95.5%
12.1	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.  The non-executive directors receive options.	✓ 95.2%
12.2	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.  Past awards do not allow confirmation of the link between pay and performance.  The remuneration committee or the board of directors have excessive discretion with regard to awards.	✓ 97.6%

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0%
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 96.3%
3	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 99.6%
5	Elections to the board of directors				
5.1	Re-elect Mr. Mark S. Müller	FOR	FOR		✓ 99.9%
5.2	Re-elect Mr. Oliver R. Baumann	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.4%
5.3	Re-elect Ms. Désirée Dosch	FOR	FOR		✓ 99.9%
5.4	Re-elect Dr. Norbert Windhab	FOR	FOR		✓ 99.9%
5.5	Re-elect Mr. David L. Deck	FOR	● OPPOSE	He has permanent operational functions.	✓ 97.4%
6	Re-elect Mr. David L. Deck as board chair	FOR	● OPPOSE	As Ethos did not support the election of Mr. Deck to the board of directors, Ethos cannot approve Mr. Deck as chair.	✓ 97.1%
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Mark S. Müller to the remuneration committee	FOR	FOR		✓ 98.9%
7.2	Re-elect Dr. Norbert Windhab to the remuneration committee	FOR	FOR		✓ 99.0%
8	Re-elect BDO as auditors	FOR	FOR		✓ 99.8%
9	Re-elect Mr. Urs Hänggli as independent proxy	FOR	FOR		✓ 100.0%
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 95.9%
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 95.5%
11	Amend articles of association: communications to shareholders	FOR	FOR		✓ 99.8%



Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3	Approve sustainability report	FOR	● OPPOSE	The report is not prepared in accordance with a recognised standard.  The report and relevant indicators are not verified by an independent third party.	✓ 98.2%
4	Discharge board members and executive management	FOR	FOR		✓ 99.9%
5	Amend articles of association: time periods for remuneration	FOR	FOR		✓ 97.3%
6.a	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 84.7%
6.b	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓ 99.7%
6.c	Binding prospective vote on the long-term variable remuneration of the board of directors	FOR	● OPPOSE	The maximum amount that can be potentially paid out is significantly higher than the amount requested at the general meeting.  The non-executive directors receive variable remuneration.	✓ 85.2%
6.d	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.7%
6.e	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.7%
6.f	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 99.5%
7.a	Elections to the board of directors				
7.a.1	Re-elect Mr. Gilbert Achermann as board member and chair	FOR	FOR		✓ 98.3%
7.a.2	Re-elect Mr. Paul R. Fonteyne	FOR	FOR		✓ 99.2%
7.a.3	Re-elect Dr. Martin Münchbach	FOR	FOR		✓ 99.9%
7.a.4	Re-elect Ms. Betül Susamis Unaran	FOR	FOR		✓ 99.9%
7.a.5	Re-elect Mr. Simon Michel	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).  He serves on the audit committee.	✓ 90.4%
7.b	Elections to the nomination and remuneration committee				
7.b.1	Re-elect Mr. Gilbert Achermann to the nomination and remuneration committee	FOR	FOR		✓ 96.9%

Item	Agenda	Board	Ethos	Result
7.b.2	Re-elect Mr. Paul R. Fonteyne to the nomination and remuneration committee	FOR	FOR	✓ 94.5%
7.c	Re-elect Dr. Peter Stähli as independent proxy	FOR	FOR	✓
7.d	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.0%

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		✓ 99.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chair is significantly higher than that of a peer group.	✓ 96.1%
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.2%
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.  The remuneration structure is not in line with Ethos' guidelines.	✓ 95.3%
5	Approve sustainability report	FOR	FOR		✓ 99.8%
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.4%
7.1	Elections to the board of directors				
7.1.1	Re-elect Dr. Hans-Peter Zehnder as board member and chair	FOR	FOR		✓ 92.3%
7.1.2	Re-elect Dr. Urs Buchmann	FOR	FOR		✓ 98.5%
7.1.3	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 96.3%
7.1.4	Re-elect Ms. Sandra Emme	FOR	FOR		✓ 97.1%
7.1.5	Re-elect Ms. Milva Inderbitzin-Zehnder	FOR	FOR		✓ 92.0%
7.1.6	Re-elect Mr. Jörg Walther	FOR	FOR		✓ 99.8%
7.1.7	Re-elect Mr. Ivo Wechsler	FOR	FOR		✓ 99.9%
7.2	Elections to the nomination and remuneration committee				
7.2.1	Re-elect Mr. Riet Cadonau to the nomination and remuneration committee	FOR	FOR		✓ 93.0%
7.2.2	Re-elect Ms. Sandra Emme to the nomination and remuneration committee	FOR	FOR		✓ 95.9%
7.2.3	Re-elect Ms. Milva Inderbitzin-Zehnder to the nomination and remuneration committee	FOR	FOR		✓ 90.8%
7.3	Re-elect Mr. Werner Schib as independent proxy	FOR	FOR		✓ 100.0%
7.4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6%
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 70.7%
2	Approve allocation of balance sheet result	FOR	FOR		✓ 99.9%
3	Approve dividend from capital contribution reserves	FOR	FOR		✓ 100.0%
4	Discharge board members and executive management	FOR	FOR		✓ 98.7%
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Markus Wesnitzer	FOR	● OPPOSE	<p>He has been a member of the board for 18 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years) and the board independence is insufficient (25.0%).</p>	✓ 96.7%
5.1.2	Re-elect Mr. Nicolas Gross	FOR	FOR		✓ 92.9%
5.1.3	Re-elect Mr. Yves Rossier	FOR	FOR		✓ 92.7%
5.1.4	Re-elect Mr. David C. Schärli	FOR	● OPPOSE	He chairs the audit committee, is not independent and the committee independence is insufficient.	✓ 90.4%
5.2	Re-elect Dr. Markus Wesnitzer as board chair	FOR	● OPPOSE	As Ethos did not support the election of Dr. rer. pol. Wesnitzer to the board of directors, Ethos cannot approve Dr. rer. pol. Wesnitzer as chair.	✓ 96.7%
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Dr. Markus Wesnitzer to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. rer. pol. Wesnitzer to the board of directors, Ethos cannot approve Dr. Wesnitzer to the committee.	✓ 95.0%
5.3.2	Re-elect Mr. Nicolas Gross to the nomination and remuneration committee	FOR	FOR		✓ 90.9%
5.3.3	Re-elect Mr. Yves Rossier to the nomination and remuneration committee	FOR	FOR		✓ 91.4%
5.3.4	Re-elect Mr. David C. Schärli to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schärli to the board of directors, Ethos cannot approve Mr. Schärli to the committee.	✓ 88.8%
5.4	Re-elect Adtrexa AG as independent proxy	FOR	FOR		✓ 100.0%
5.5	Re-elect SWA Swiss Auditors as auditors	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
6.1	Amend articles of association: Various amendments	FOR	● OPPOSE	The amendment has a negative impact on the rights of the shareholders.  Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 99.2%
6.2	Amend articles of association: Authorized capital	FOR	FOR		✓ 99.6%
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.	✓ 78.7%
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 77.8%

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		✓ 90.9%
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.9%
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.0%
4	Discharge board members and executive management	FOR	FOR		✓ 99.9%
5.1	Appoint Mr. Martin Wipfli as representative of the holders of registered shares B	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the board independence is insufficient (40.0%).	✓ 72.8%
5.2	Elections to the board of directors				
5.2.1	Re-elect Dr. Beat Schwab	FOR	FOR		✓ 100.0%
5.2.2	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR		✓ 99.4%
5.2.3	Re-elect Mr. Johannes Stöckli	FOR	FOR		✓ 98.4%
5.2.4	Re-elect Mr. Martin Wipfli	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the board independence is insufficient (40.0%).	✓ 88.5%
5.2.5	Re-elect Dr. Joëlle Zimmerli	FOR	FOR		✓ 98.9%
5.3	Re-elect Dr. Beat Schwab as board chair	FOR	FOR		✓ 99.9%
5.4	Elections to the nomination and remuneration committee				
5.4.1	Re-elect Prof. Dr. Annelies Häcki Buhofer to the nomination and remuneration committee	FOR	FOR		✓ 93.2%
5.4.2	Re-elect Mr. Johannes Stöckli to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee does not include at least 50% independent members.	✓ 90.4%
5.5	Re-elect Blum & Partner AG as independent proxy	FOR	FOR		✓ 99.9%
5.6	Elect KPMG as auditors	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve annual report and financial statements	FOR	FOR		✓ 99.2%
2	Discharge board members and executive management	FOR	FOR		✓ 98.4%
3	Approve allocation of income and dividend	FOR	FOR		✓ 97.3%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.	✓ 86.6%
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.7%
6	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 94.4%
7	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 91.1%
8	Amend articles of association	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.  The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.1%
9	Elections to the remuneration committee				
9.1	Re-elect Dr. Jacques Bossart to the remuneration committee	FOR	FOR		✓ 97.1%
9.2	Re-elect Dr. Annette Luther to the remuneration committee	FOR	FOR		✓ 96.4%
9.3	Re-elect Dr. Urs Rügsegger to the remuneration committee	FOR	FOR		✓ 95.1%
10	Re-elect Mr. René Peyer as independent proxy	FOR	FOR		✓ 98.4%

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.5%
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 80.7%
1.3	Approve sustainability report	FOR	● OPPOSE	The report does not cover all material topics with quantitative indicators.  The report does not include ambitious and quantitative targets for all material topics.	✓ 91.6%
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.7%
3	Discharge board members and executive management	FOR	FOR		✓ 98.2%
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Michel M. Liès as board member and chair	FOR	FOR		✓ 98.4%
4.1.2	Re-elect Ms. Joan Amble	FOR	● OPPOSE	She has attended too few board meetings without satisfactory explanation.	✓ 89.3%
4.1.3	Re-elect Ms. Catherine P. Bessant	FOR	FOR		✓ 97.2%
4.1.4	Re-elect Dr. Christoph Franz	FOR	FOR		✓ 98.3%
4.1.5	Re-elect Dr. Michael Halbherr	FOR	FOR		✓ 99.4%
4.1.6	Re-elect Dr. Sabine Keller-Busse	FOR	FOR		✓ 99.1%
4.1.7	Re-elect Dr. Monica Mächler	FOR	FOR		✓ 98.6%
4.1.8	Re-elect Mr. Kishore Mahbubani	FOR	● OPPOSE	He is 76 years old, which exceeds Ethos' guidelines.	✓ 91.4%
4.1.9	Re-elect Dr. Peter Maurer	FOR	FOR		✓ 99.2%
4.1.10	Re-elect Ms. Jasmin Staiblin	FOR	FOR		✓ 98.7%
4.1.11	Re-elect Mr. Barry Stowe	FOR	FOR		✓ 99.4%
4.1.12	Elect Mr. John Rafter	FOR	FOR		✓ 99.4%
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Michel M. Liès to the remuneration committee	FOR	FOR		✓ 96.6%
4.2.2	Re-elect Ms. Catherine P. Bessant to the remuneration committee	FOR	FOR		✓ 96.4%
4.2.3	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	FOR		✓ 92.2%
4.2.4	Re-elect Dr. Sabine Keller-Busse to the remuneration committee	FOR	FOR		✓ 96.4%
4.2.5	Re-elect Mr. Kishore Mahbubani to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Mahbubani to the board of directors, Ethos cannot approve Mr. Mahbubani to the committee.	✓ 88.7%



Item	Agenda	Board	Ethos		Result
4.2.6	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR		✓ 96.1%
4.3	Re-elect Anwaltskanzlei Keller as independent proxy	FOR	FOR		✓ 99.8%
4.4	Re-elect Ernst & Young as auditors	FOR	FOR		✓ 99.4%
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.0%
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 85.6%

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Present auditors' reports	NON-VOTING	NON-VOTING		
3.a	Approve annual report	FOR	FOR		✓ 100.0%
3.b	Approve statutory and consolidated financial statements	FOR	FOR		✓ 100.0%
3.c	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0%
3.d	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a significant risk for the company and its shareholders.	✓
4.a	Elections to the board of directors				
4.a.1	Re-elect Mr. Yves Bosson as board member and chair	FOR	● OPPOSE	He is not independent (ex CFO) and the board independence is insufficient (0.0%).  He chairs the audit committee, is not independent and the committee independence is insufficient.	✓
4.a.2	Re-elect Mr. Francesco Punzo	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.a.3	Re-elect Mr. Christian Charpin	FOR	● OPPOSE	He is also a permanent member of the executive management (Deputy CEO).	✓
4.b	Elections to the remuneration committee				
4.b.1	Re-elect Mr. Francesco Punzo to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Punzo to the board of directors, Ethos cannot approve Mr. Punzo to the committee.  He holds an executive function in the company.	✓
4.b.2	Re-elect Mr. Christian Charpin to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Charpin to the board of directors, Ethos cannot approve Mr. Charpin to the committee.  He holds an executive function in the company.	✓
4.c	Re-elect Mazars as auditors	FOR	FOR		✓ 100.0%
4.d	Re-elect Mr. Laurent Nicod as independent proxy	FOR	FOR		✓ 100.0%
5.a	Binding votes on the remuneration of the board of directors and the executive management				
5.a.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos		Result
5.a.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

## Disclaimer

Ethos issues voting recommendation in accordance with its own voting guidelines ([www.ethosfund.ch](http://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.