
Content

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

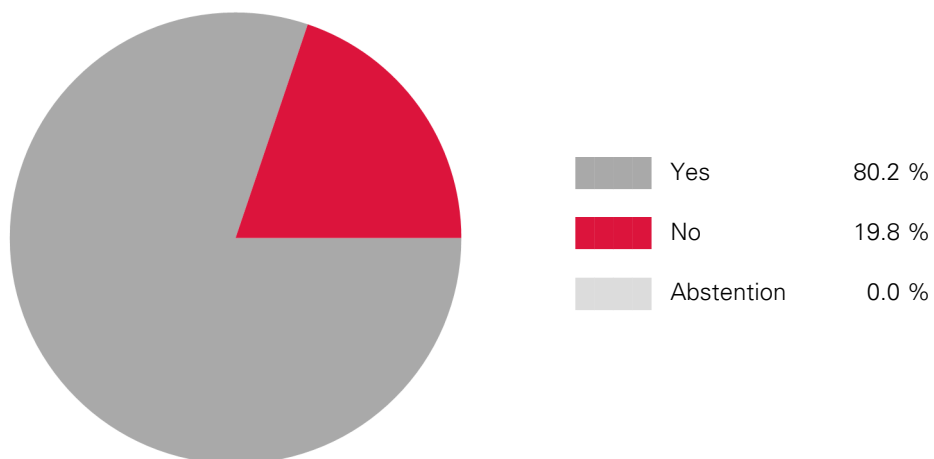
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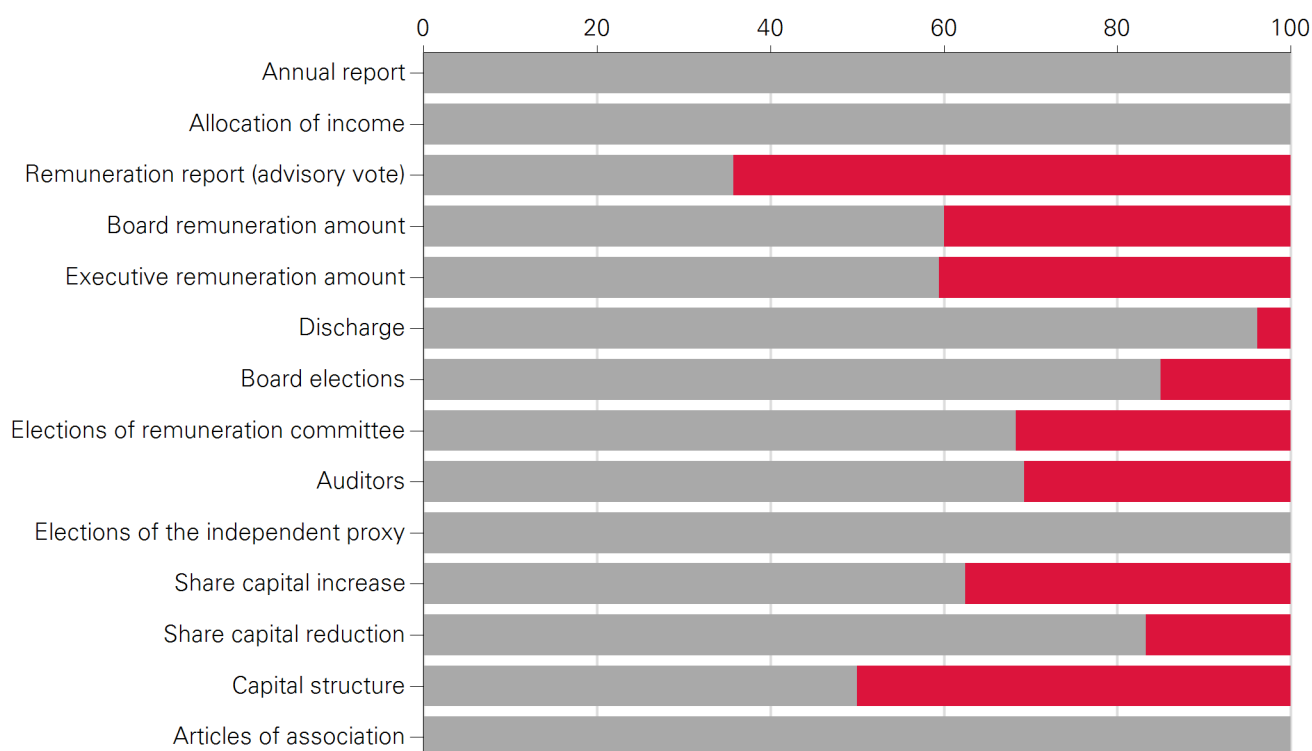
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	27	543	434	109	0
Extraordinary general meetings	3	7	7	0	0
Total	30	550	441	109	0

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



	Proposals approved	Proposals approved (%)	Proposals refused	Proposals refused (%)	Abstain	Abstain (%)	Number of proposals
Annual report	28	100.0%	0	0.0%	0	0.0%	28
Allocation of income	32	100.0%	0	0.0%	0	0.0%	32
Remuneration report (advisory vote)	5	35.7%	9	64.3%	0	0.0%	14
Board remuneration amount	18	60.0%	12	40.0%	0	0.0%	30
Executive remuneration amount	22	59.5%	15	40.5%	0	0.0%	37
Discharge	25	96.2%	1	3.8%	0	0.0%	26
Board elections	187	85.0%	33	15.0%	0	0.0%	220
Elections of remuneration committee	56	68.3%	26	31.7%	0	0.0%	82
Auditors	18	69.2%	8	30.8%	0	0.0%	26
Elections of the independent proxy	26	100.0%	0	0.0%	0	0.0%	26
Share capital increase	5	62.5%	3	37.5%	0	0.0%	8
Share capital reduction	5	83.3%	1	16.7%	0	0.0%	6
Capital structure	1	50.0%	1	50.0%	0	0.0%	2
Articles of association	13	100.0%	0	0.0%	0	0.0%	13

2 Overview of the voting recommendations

Type of General Meeting (Type)

AGM Annual general meetings
EGM Extraordinary general meetings

Votings

✓ For
◐ Partly for
✗ Oppose
✕ Abstain

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association
ABB	29.03.2018	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✓	✓				✓
Addex Therapeutics	16.03.2018	EGM											✓		✓	✓
Also	27.03.2018	AGM	✓	✓	✗	✓	◐	✓	◐	✗	✓	✓				
Autoneum	28.03.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Bank Linth	27.03.2018	AGM	✓	✓		✓	✓	✓	◐		✗	✓				
BelleVue Group	20.03.2018	AGM	✓	✓		◐	◐	✓	✓	✓	✓	✓	✗			
Bergbahnen Engelberg-Trübsee-Titlis	23.03.2018	AGM	✓	✓		✓	✓	✓	◐	◐	✓	✓				
Bobst	28.03.2018	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓				✓
Cham Group	29.01.2018	EGM														✓
Clariant	19.03.2018	AGM	✓	✓	✗	✓	✗	✓	◐	✓	✗	✓				
Coltene	28.03.2018	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
CPH	14.03.2018	AGM	✓	✓		✗	✓	✓	◐	◐	✗	✓		✗		
Dätwyler	06.03.2018	AGM	✓	✓	✗	✗	✓	✓	✓	◐	✓	✓				
DKSH	22.03.2018	AGM	✓	✓		✓	✗	✓	✓	◐	✓	✓				
Givaudan	22.03.2018	AGM	✓	✓	✗	✓	◐	✓	✓	✓	✓	✓				
Hypothekarbank Lenzburg	17.03.2018	AGM	✓	✓		✓	✓	✓	◐	✓	✗	✓	✓			✓
Implenia	27.03.2018	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓				
Intershop	28.03.2018	AGM	✓	✓		✓	✗	✗	✓	✓	✗	✓				
Kudelski	15.03.2018	AGM	✓	✓		✗	✗	✓	◐	✗	✗	✓	✓			
Leonteq	28.03.2018	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓				✓
Meier Tobler	27.03.2018	AGM	✓	✓		✗	✗	✓	◐	◐	✗	✓				✓
Mobilezone	09.03.2018	EGM											✓			
Mobimo	27.03.2018	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓	✗	✓		✓

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association
Newron Pharmaceuticals	27.03.2018	AGM	✓										✗		✗	
Novartis	02.03.2018	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✗	✓		✓		
Roche	13.03.2018	AGM	✓	✓		✗	✗	✓	⊕	✗	✓	✓				
Schaffner	11.01.2018	AGM	✓	✓	✓	✓	✓	✓	✓	⊕	✓	✓				
Schindler	20.03.2018	AGM	✓	✓		✗	⊕	✓	⊕	⊕	✓	✓				
SGS	19.03.2018	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✓	✓				
Swiss Prime Site	27.03.2018	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	28	21	99.6 %
Allocation of income	32	24	99.6 %
Remuneration report (advisory vote)	14	13	84.4 %
Board remuneration amount	30	22	96.6 %
Executive remuneration amount	37	26	93.2 %
Discharge	26	20	98.6 %
Board elections	220	175	95.6 %
Elections of remuneration committee	82	67	94.6 %
Auditors	26	20	97.6 %
Elections of the independent proxy	26	20	99.5 %
Share capital increase	8	5	91.5 %
Share capital reduction	6	3	99.2 %
Capital structure	2	0	
Articles of association	13	7	99.5 %
All topics	550	423	95.9 %

3.2 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
ABB	29.03.2018	2	Advisory vote on the remuneration report	OPPOSE	62.2 %
SGS	19.03.2018	4.3.1	Re-elect Mr. August von Finck Sr. to the remuneration committee	OPPOSE	63.8 %
SGS	19.03.2018	4.3.2	Re-elect Mr. Ian Gallienne to the remuneration committee	OPPOSE	64.9 %
SGS	19.03.2018	4.1.2	Re-elect Mr. August von Finck Sr.	OPPOSE	65.7 %
Implenia	27.03.2018	1.2	Advisory vote on the remuneration report	OPPOSE	66.4 %
SGS	19.03.2018	4.1.4	Re-elect Mr. Ian Gallienne	FOR	67.0 %
SGS	19.03.2018	4.1.8	Re-elect Mr. Gérard Lamarche	OPPOSE	67.0 %
Implenia	27.03.2018	4.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	67.4 %
SGS	19.03.2018	4.1.1	Re-elect Mr. Paul Desmarais Jr.	FOR	67.7 %
SGS	19.03.2018	4.1.9	Re-elect Mr. Sergio Marchionne	OPPOSE	68.0 %

4 Detailed voting recommendations

ABB

29.03.2018

AGM

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 62.2 % The remuneration report is not in line with Ethos' guidelines.
3	Discharge board members and executive management	FOR	FOR	✓ 98.7 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
5.1	Amend articles of association: Purpose	FOR	FOR	✓ 99.7 %
5.2	Amend articles of association: Transitional provisions	FOR	FOR	✓ 99.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 92.4 % The information provided is insufficient. The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting. The remuneration structure is not in line with Ethos' guidelines.
7	Elections to the board of directors			
7.1	Re-elect Dr. Matti Alahuhta	FOR	FOR	✓ 99.4 %
7.2	Elect Mr. Gunnar Brock	FOR	● OPPOSE	✓ 96.3 % He is a representative of a significant shareholder who is sufficiently represented on the board.
7.3	Re-elect Mr. David E. Constable	FOR	FOR	✓ 98.8 %
7.4	Re-elect Mr. Frederico F. Curado	FOR	● OPPOSE	✓ 95.6 % He holds an excessive number of mandates.
7.5	Re-elect Mr. Lars Förberg	FOR	FOR	✓ 99.5 %
7.6	Elect Ms. Jennifer Li	FOR	FOR	✓ 97.4 %
7.7	Elect Ms. Geraldine Matchett	FOR	FOR	✓ 99.7 %
7.8	Re-elect Mr. David Meline	FOR	FOR	✓ 99.7 %
7.9	Re-elect Mr. Satish Pai	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos	Result
7.10	Re-elect Mr. Jacob Wallenberg	FOR	FOR	✓ 98.3 %
7.11	Re-elect Mr. Peter R. Voser as board member and chairman of the board	FOR	FOR	✓ 98.8 %
8	Elections to the remuneration committee			
8.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	✓ 97.5 %
8.2	Re-elect Mr. Frederico F. Curado to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee. ✓ 94.5 %
8.3	Elect Ms. Jennifer Li to the remuneration committee	FOR	FOR	✓ 97.9 %
9	Election of the independent proxy	FOR	FOR	✓ 99.9 %
10	Election of the auditors	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos	Result
1	Ordinary capital increase without pre-emptive rights	FOR	FOR	✓
2.1	Amend the allocation of the conditional share capital	FOR	FOR	✓
2.2	Introduction of an opting-out clause	FOR	FOR	✓

Also

27.03.2018

AGM

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The transparency of the remuneration report is insufficient. ✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ The structure and conditions of the plans do not respect Ethos' guidelines. The board of directors have excessive discretion with regard to awards and administration of the plan.
6.1	Elections to the board of directors			
6.1.a	Re-elect Prof. Peter Athanas	FOR	FOR	✓
6.1.b	Re-elect Mr. Walter P.J. Droege	FOR	FOR	✓
6.1.c	Re-elect Prof. Karl Hofstetter	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓
6.1.d	Re-elect Prof. Rudolf Marty	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines. ✓
6.1.e	Re-elect Mr. Frank Tanski	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓
6.1.f	Re-elect Dr. Ernest-W. Droege	FOR	FOR	✓
6.1.g	Re-elect Prof. Gustavo Möller-Hergt	FOR	● OPPOSE	He is also CEO. ✓

Also

27.03.2018

AGM

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

Item	Agenda	Board	Ethos	Result
II	Specific instructions			
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.8 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 95.0 %
4.2	Re-elect Mr. Rainer Schmückle	FOR	FOR	✓ 99.3 %
4.3	Re-elect Mr. Norbert Indlekofer	FOR	FOR	✓ 99.8 %
4.4	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 99.4 %
4.5	Re-elect Mr. This E. Schneider	FOR	FOR	✓ 94.2 %
4.6	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 99.8 %
4.7	Re-elect Mr. Ferdinand Stutz	FOR	FOR	✓ 97.1 %
5	Re-elect Mr. Hans-Peter Schwald as board chairman	FOR	FOR	✓ 98.3 %
6	Elections to the remuneration committee			
6.1	Re-elect Mr. This E. Schneider to the remuneration committee	FOR	FOR	✓ 94.9 %
6.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 93.0 %
6.3	Re-elect Mr. Ferdinand Stutz to the remuneration committee	FOR	FOR	✓ 94.1 %
7	Re-elect KPMG as auditors	FOR	FOR	✓ 99.1 %
8	Re-elect Mr. Ulrich B. Meyer as independent proxy	FOR	FOR	✓ 99.7 %
9	Advisory vote on the remuneration report	FOR	FOR	✓ 83.5 %
10	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.2 %
11	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members	FOR	FOR		✓
4	Elections to the board of directors and to the remuneration committee				
4.1	Re-elect Mr. Ralph Peter Siegl as board member, chairman of the board and member of the remuneration committee (single vote)	FOR	FOR		✓
4.2	Re-elect Dr. Gabriel Brenna	FOR	FOR		✓
4.3	Re-elect Ms. Beatrix Frey-Eigenmann	FOR	FOR		✓
4.4	Re-elect Dr. Karin Lenzlinger Diedenhofen as member of the board and of the remuneration committee (single vote)	FOR	FOR		✓
4.5	Re-elect Mr. Kurt Mäder	FOR	FOR		✓
4.6	Re-elect Mr. Urs Müller as member of the board and of the remuneration committee (single vote)	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
4.7	Re-elect Mr. Christoph Reich	FOR	FOR		✓
4.8	Re-election of the independent proxy	FOR	FOR		✓
4.9	Re-election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
5.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
5.2.b	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
6	Transact any other business	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of income	FOR	FOR		✓
4	Dividend distribution out of capital contribution reserves	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Thomas von Planta	FOR	FOR		✓
5.1.2	Re-elect Dr. Daniel H. Sigg	FOR	FOR		✓
5.1.3	Re-elect Dr. Mirjam Staub-Bisang	FOR	FOR		✓
5.1.4	Re-elect Dr. Rupert Hengster	FOR	FOR		✓
5.1.5	Elect Mr. Veit de Maddalena	FOR	FOR		✓
5.2	Re-elect Dr. Thomas von Planta as chairman of the board	FOR	FOR		✓
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Dr. Mirjam Staub-Bisang to the remuneration committee	FOR	FOR		✓
5.3.2	Re-elect Dr. Thomas von Planta to the remuneration committee	FOR	FOR		✓
5.4	Re-election of the independent proxy	FOR	FOR		✓
5.5	Re-election of the auditors	FOR	FOR		✓
6	Approve increase and renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
7	Binding votes on the remuneration of the board of directors and the executive management				
7.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive.	✓
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓
7.3	Binding retrospective vote on the 2017 consultancy fees of the board of directors	FOR	FOR		✓

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

Item	Agenda	Board	Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.5 %
2.	Discharge board members and executive management	FOR	FOR		✓ 99.4 %
3.	Approve allocation of income and dividend	FOR	FOR		✓ 96.4 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Ms. Marianne Fassbind	FOR	FOR		✓ 85.5 %
4.1.b	Re-elect Mr. Konrad Niederberger	FOR	FOR		✓ 79.6 %
4.1.c	Re-elect Mr. Martin Odermatt	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 90.9 %
4.1.d	Re-elect Mr. Markus Thumiger	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 94.0 %
4.1.e	Re-elect Mr. Hans Wicki	FOR	FOR		✓ 80.2 %
4.1.f	Re-elect Mr. Guido Zumbühl	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 87.0 %
4.2	Elect Ms. Dominique Gisin	FOR	FOR		✓ 96.5 %
4.3	Re-elect Hans Wicki as chairman of the board	FOR	FOR		✓ 79.0 %
4.4	Elections to the remuneration committee				
4.4.a	Re-elect Mr. Markus Thumiger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Thumiger to the board of directors, he cannot be elected to the committee.	✓ 95.3 %
4.4.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	FOR		✓ 85.9 %
4.4.c	Re-elect Mr. Guido Zumbühl to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, he cannot be elected to the committee.	✓ 81.1 %
4.5	Election of the auditors	FOR	FOR		✓ 92.0 %
4.6	Election of the independent proxy	FOR	FOR		✓ 98.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 86.2 %

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 90.3 %

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.	Discharge board members	FOR	FOR	✓
3.	Approve allocation of income and dividend	FOR	FOR	✓
4.	Elections to the board of directors			
4.1	Re-elect Mr. Alain Guttmann	FOR	FOR	✓
4.2	Re-elect Mr. Thierry de Kalbermatten	FOR	FOR	✓
4.3	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	✓
4.4	Re-elect Mr. Jürgen Brandt	FOR	FOR	✓
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓
4.6	Re-elect Mr. Patrice Bula	FOR	● OPPOSE	He holds an excessive number of mandates. ✓
4.7	Re-elect Alain Guttmann as chairman of the board	FOR	FOR	✓
5.	Elections to the remuneration committee			
5.1	Elect Prof. Dr. Gian-Luca Bona to the Remuneration Committee	FOR	FOR	✓
5.2	Elect Mr. Thierry de Kalbermatten to the Remuneration Committee	FOR	FOR	✓
6.	Amend articles of association	FOR	FOR	✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
7.2.1	Binding prospective vote: increase of the maximum total remuneration of the executive management for FY 2018	FOR	FOR	✓
7.2.2	Binding prospective vote on the total remuneration of the executive management for FY 2019	FOR	FOR	✓
8.	Election of the auditors	FOR	FOR	✓
9.	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Amend articles of association			
1.1	Amend articles of association - Name (art. 1)	FOR	FOR	✓ 100.0 %
1.2	Amend articles of association - Purpose (art. 2)	FOR	FOR	✓ 98.2 %
1.3	Amend articles of association - Share register and restrictions on the transfer of shares (art. 6)	FOR	FOR	✓ 100.0 %

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 remuneration report is not in line with Ethos' guidelines.	✓ 86.1 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.1 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.2	Approve distribution from the capital contribution reserves	FOR	FOR		✓ 100.0 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. chem. Günter von Au	FOR	FOR		✓ 98.8 %
4.1.2	Re-elect Prof. Dr. sc. Peter Chen	FOR	FOR		✓ 98.4 %
4.1.3	Re-elect Dr. chem. Hariolf Kottmann	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 89.6 %
4.1.4	Re-elect Dr. iur. Eveline Saupper	FOR	FOR		✓ 98.6 %
4.1.5	Re-elect Mr. Carlo G. Soave	FOR	FOR		✓ 98.5 %
4.1.6	Re-elect Mr. Peter Steiner	FOR	FOR		✓ 98.2 %
4.1.7	Re-elect Dr. Claudia Süßmuth Dyckerhoff	FOR	FOR		✓ 99.6 %
4.1.8	Re-elect Ms. Susanne Wamsler	FOR	FOR		✓ 99.1 %
4.1.9	Re-elect Dr. phil. Rudolf Wehrli	FOR	FOR		✓ 97.7 %
4.1.10	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 94.8 %
4.2	Re-elect Dr. phil. Rudolf Wehrli as chairman of the board	FOR	FOR		✓ 97.7 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Carlo G. Soave to the remuneration committee	FOR	FOR		✓ 96.0 %
4.3.2	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 96.4 %
4.3.3	Re-elect Dr. phil. Rudolf Wehrli to the remuneration committee	FOR	FOR		✓ 95.7 %
4.4	Election of the independent proxy	FOR	FOR		✓ 94.6 %
4.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 92.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 94.3 %

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The fixed remuneration is significantly higher than that of the peer group.</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 87.1 %</p>

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 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 90.7 %
4.1.b	Re-elect Mr. Erwin Locher	FOR	FOR	✓ 99.2 %
4.1.c	Re-elect Mr. Jürgen Rauch	FOR	FOR	✓ 89.9 %
4.1.d	Re-elect Mr. Matthew Robin	FOR	FOR	✓ 89.4 %
4.1.e	Re-elect Dr. iur. Astrid Waser	FOR	FOR	✓ 88.6 %
4.1.f	Re-elect Prof. Dr med. dent. Roland Weiger	FOR	FOR	✓ 99.6 %
4.2	Re-elect Mr. Niklaus Huber as chairman of the board	FOR	FOR	✓ 90.7 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Niklaus Huber to the remuneration committee	FOR	FOR	✓ 85.5 %
4.3.b	Re-elect Mr. Matthew Robin to the remuneration committee	FOR	FOR	✓ 89.2 %
4.3.c	Re-elect Prof. Dr med. dent. Roland Weiger to the remuneration committee	FOR	FOR	✓ 99.4 %
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 100.0 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 99.0 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3 %
7.3	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		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
3	Reduction of nominal value	FOR	● OPPOSE	The shareholders' right to place an item on the agenda of the general meeting is significantly undermined.	✓ 98.0 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 98.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.3 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. sc.nat. Mauro Gabella	FOR	FOR		✓ 99.9 %
6.1.2	Re-elect Mr. Kaspar Kelterborn	FOR	FOR		✓ 100.0 %
6.1.3	Re-elect Mr. Peter Andreas Schaub	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 99.7 %
6.1.4	Re-elect Mr. Tim Talaat-Schnorf	FOR	FOR		✓ 99.9 %
6.1.5	Re-elect Mr. Manuel Werder	FOR	FOR		✓ 99.9 %
6.1.6	Re-elect Mr. Christian Wipf	FOR	FOR		✓ 99.3 %
6.2	Re-elect Mr. Peter Andreas Schaub as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected as chairman.	✓ 99.7 %
6.3	Elections to the nomination and remuneration committee				
6.3.1	Re-elect Dr. sc.nat. Mauro Gabella to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %
6.3.2	Re-elect Mr. Tim Talaat-Schnorf to the nomination and remuneration committee	FOR	FOR		✓ 99.8 %
6.3.3	Re-elect Mr. Christian Wipf to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
6.3.4	Re-elect Mr. Peter Andreas Schaub to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schaub to the board of directors, he cannot be elected to the committee.	✓ 99.7 %
6.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 99.7 %
6.5	Election of the independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 95.6 % The remuneration report is not in line with Ethos' guidelines.
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4.1	Elections to the board of directors			
4.1.1	Special meeting for holders of bearer shares to nominate Mr. Jürg Fedier as representative of bearer shareholders	FOR	FOR	✓ 100.0 %
4.1.2	Re-elect Dr. sc. techn. Paul J. Hälg as member and chairman of the board	FOR	FOR	✓ 97.3 %
4.1.3	Re-elect Dr. sc. techn. Hanspeter Fässler	FOR	FOR	✓ 97.3 %
4.1.4	Re-elect Dr. iur. Gabi Huber	FOR	FOR	✓ 97.3 %
4.1.5	Re-elect Mr. Hanno Ulmer	FOR	FOR	✓ 96.9 %
4.1.6	Re-elect Mr. Zhiqiang Zhang	FOR	FOR	✓ 97.1 %
4.1.7	Elect Mr. Claude R. Cornaz	FOR	FOR	✓ 96.1 %
4.1.8	Re-elect the candidate (Mr. Jürg Fedier) nominated by the special meeting (agenda ITEM 4.1.1)	FOR	FOR	✓ 100.0 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. sc. techn. Hanspeter Fässler to the remuneration committee	FOR	● OPPOSE	✓ 94.7 % He is not independent (representative of an important shareholder, board tenure of 14 years) and the committee does not include at least 50% independent members.
4.2.2	Re-elect Dr. iur. Gabi Huber to the remuneration committee	FOR	FOR	✓ 96.8 %
4.2.3	Elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR	✓ 96.4 %
4.3	Election of the auditors	FOR	FOR	✓ 98.8 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 99.4 % The remuneration is significantly higher than that of the peer group.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p>	✓ 95.0 %
5.1	Elections to the board of directors				
5.1.a	Re-elect Dr. sc. tech. Jörg Wolle	FOR	FOR		✓ 99.6 %
5.1.b	Re-elect Dr. iur. Frank Ch. Gulich	FOR	FOR		✓ 99.8 %
5.1.c	Re-elect Mr. David Kamenetzky	FOR	FOR		✓ 99.8 %
5.1.d	Re-elect Mr. Adrian T. Keller	FOR	FOR		✓ 99.5 %
5.1.e	Re-elect Mr. Andreas W. Keller	FOR	FOR		✓ 99.6 %
5.1.f	Re-elect Mr. Robert Peugeot	FOR	FOR		✓ 84.0 %
5.1.g	Re-elect Prof. Dr. oec. publ. Theo Siegert	FOR	FOR		✓ 99.4 %
5.1.h	Re-elect Dr. oec. Hans Christoph Tanner	FOR	FOR		✓ 83.2 %
5.1.i	Elect Prof. Dr. Annette Köhler	FOR	FOR		✓ 99.8 %
5.1.j	Elect Ms. Eunice Zehnder-Lai	FOR	FOR		✓ 99.8 %
5.2	Re-elect Dr. Jörg Wolle as chairman of the board	FOR	FOR		✓ 99.8 %
5.3	Elections to the remuneration committee				
5.3.a	Re-elect Mr. Adrian T. Keller to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. The transparency of the remuneration report is deemed very insufficient.	✓ 97.3 %
5.3.b	Re-elect Dr. iur. Frank Ch. Gulich to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. The transparency of the remuneration report is deemed very insufficient.	✓ 98.0 %

Item	Agenda	Board	Ethos		Result
5.3.c	Re-elect Mr. Robert Peugeot to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory. The transparency of the remuneration report is deemed very insufficient.	✓ 83.9 %
5.3.d	Elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR		✓ 99.8 %
5.4	Election of the auditors	FOR	FOR		✓ 99.8 %
5.5	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.6 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 90.0 % The total remuneration of the CEO and the other members of the executive management is too high when compared to peers, due to excessive awards made under the long-term plan.
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.4 %
4	Discharge board members	FOR	FOR	✓ 97.1 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Victor Balli	FOR	FOR	✓ 99.3 %
5.1.2	Re-elect Prof. Dr.-Ing. Werner J. Bauer	FOR	FOR	✓ 98.1 %
5.1.3	Re-elect Ms. Lilian Fossum Biner	FOR	FOR	✓ 98.9 %
5.1.4	Re-elect Mr. Michael Carlos	FOR	FOR	✓ 97.7 %
5.1.5	Re-elect Ms. Ingrid Deltenre	FOR	FOR	✓ 99.1 %
5.1.6	Re-elect Mr. Calvin Grieder	FOR	FOR	✓ 99.0 %
5.1.7	Re-elect Mr. Thomas Rufer	FOR	FOR	✓ 99.6 %
5.2	Re-elect Mr. Calvin Grieder as chairman of the board	FOR	FOR	✓ 99.5 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Prof. Dr.-Ing. Werner J. Bauer to the remuneration committee	FOR	FOR	✓ 99.0 %
5.3.2	Re-elect Ms. Ingrid Deltenre to the remuneration committee	FOR	FOR	✓ 98.8 %
5.3.3	Re-elect Mr. Victor Balli to the remuneration committee	FOR	FOR	✓ 99.0 %
5.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.5	Election of the auditors	FOR	FOR	✓ 98.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0 %
6.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos		Result
6.2.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be effectively paid out in case of overachievement of targets 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 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Dividend and share capital reduction			
2.1	Approve allocation of income and dividend	FOR	FOR	✓
2.2	Reduce share capital via repayment of nominal value	FOR	FOR	✓
2.3	Reading to the general meeting of the auditors' report regarding the share capital reduction	FOR	FOR	✓
2.4	Completion of the share capital reduction	FOR	FOR	✓
3	Present financial statements and accounts	NON-VOTING	NON-VOTING	
4	Discharge board members and executive management	FOR	FOR	✓
5	Amend articles of association	FOR	FOR	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
7.1	Elections to the board of directors			
7.1.1	Re-elect Mr. René Brülhart	FOR	FOR	✓
7.1.2	Re-elect Mr. Gerhard Hanhart	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines. ✓
7.1.3	Re-elect Mr. Kaspar Hemmeler	FOR	FOR	✓
7.1.4	Re-elect Mr. Marco Killer	FOR	FOR	✓
7.1.5	Re-elect Mr. Josef Lingg	FOR	FOR	✓
7.1.6	Re-elect Ms. Ursula McCreight-Ernst	FOR	● OPPOSE	She has been a member of the board for 20 years, which exceeds Ethos' guidelines. ✓
7.1.7	Re-elect Mr. Christoph Schwarz	FOR	FOR	✓
7.1.8	Re-elect Ms. Therese Suter	FOR	FOR	✓
7.1.9	Re-elect Dr. Thomas Wietlisbach	FOR	FOR	✓
7.2	Elect Prof. Doris Agotai	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
7.3	Re-elect Mr. Gerhard Hanhart as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hanhart to the board of directors, he cannot be elected as chairman.	✓
7.4	Elections to the nomination and remuneration committee				
7.4.1	Elect Mr. Josef Lingg to the nomination and remuneration committee	FOR	FOR		✓
7.4.2	Re-elect Ms. Therese Suter to the nomination and remuneration committee	FOR	FOR		✓
7.4.3	Re-elect Dr. Thomas Wietlisbach to the nomination and remuneration committee	FOR	FOR		✓
7.5	Re-election of the independent proxy	FOR	FOR		✓
7.6	Re-election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
8	Miscellaneous	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	✓ 66.4 % 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	✓ 96.8 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 67.4 % The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Hans-Ulrich Meister as board member and chairman	FOR	FOR	✓ 99.8 %
5.1.2	Re-elect Mr. Henner Mahlstedt	FOR	FOR	✓ 97.1 %
5.1.3	Re-elect Ms. Ines Pöschel	FOR	FOR	✓ 95.3 %
5.1.4	Re-elect Mr. Kyrre Olaf Johansen	FOR	FOR	✓ 99.3 %
5.1.5	Re-elect Mr. Laurent Vulliet	FOR	FOR	✓ 98.4 %
5.1.6	Elect Prof. Dr. Martin A. Fischer	FOR	FOR	✓ 99.8 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Ms. Ines Pöschel to the remuneration committee	FOR	FOR	✓ 86.5 %
5.2.2	Re-elect Mr. Laurent Vulliet to the remuneration committee	FOR	FOR	✓ 91.5 %
5.2.3	Elect Prof. Dr. Martin A. Fischer to the remuneration committee	FOR	FOR	✓ 99.0 %
5.3	Re-elect Mr. Andreas G. Keller as independent proxy	FOR	FOR	✓ 99.8 %
5.4	Re-elect PwC as auditors	FOR	FOR	✓ 94.8 %

Item	Agenda	Board	Ethos		Result
1.1	Present annual report, consolidated financial statements and annual accounts of Intershop Holding AG	NON-VOTING	NON-VOTING		
1.2	Approve annual report and consolidated financial statements	FOR	FOR		✓ 100.0 %
1.3	Approve annual accounts of Intershop Holding AG	FOR	FOR		✓ 100.0 %
1.4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	● OPPOSE	<p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>The size of the board of directors has persistently remained below 4 members.</p>	✓ 94.2 %
3.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.7 %
3.b	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓ 85.5 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Dieter Marmet	FOR	FOR		✓ 99.8 %
4.1.b	Re-elect Mr. Charles Stettler	FOR	FOR		✓ 99.8 %
4.1.c	Elect Mr. Ernst Schaufelberger	FOR	FOR		✓ 100.0 %
4.2	Re-elect Mr. Dieter Marmet as chairman of the board	FOR	FOR		✓ 99.7 %
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Dieter Marmet to the remuneration committee	FOR	FOR		✓ 98.9 %
4.3.b	Re-elect Mr. Charles Stettler to the remuneration committee	FOR	FOR		✓ 94.5 %
4.3.c	Elect Mr. Ernst Schaufelberger to the remuneration committee	FOR	FOR		✓ 95.4 %
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 94.2 %

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		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 95.2 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 98.6 %
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 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>	✓ 94.5 %
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 23 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 23 years) and the board independence is insufficient (25.0%).</p>	✓ 96.1 %
5.2	Re-elect Dr. iur. Patrick Foetisch	FOR	● OPPOSE	<p>He has been a member of the board for 26 years, which exceeds Ethos' guidelines.</p> <p>He is 85 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 26 years, consultancy fees) and the board independence is insufficient (25.0%).</p>	✓ 96.0 %

Item	Agenda	Board	Ethos		Result
5.3	Re-elect Mr. André Kudelski	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 97.8 %
5.4	Re-elect Dr. sc. tech. Marguerite Kudelski	FOR	FOR		✓ 97.3 %
5.5	Re-elect Mr. Pierre Lescure	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (25.0%).	✓ 96.1 %
5.6	Re-elect Mr. Alec Ross	FOR	FOR		✓ 99.8 %
5.7	Re-elect Mr. Claude Smadja	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (25.0%).	✓ 95.0 %
5.8	Re-elect Mr. Alexandre Zeller	FOR	FOR		✓ 99.8 %
6	Re-elect Mr. André Kudelski as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Kudelski to the board of directors, he cannot be elected as chairman.	✓ 96.3 %
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Dr. iur. 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, he cannot be elected to the committee.	✓ 95.9 %
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, he cannot be elected to the committee.	✓ 96.1 %
7.3	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, he cannot be elected to the committee.	✓ 95.0 %
7.4	Re-elect Mr. Alexandre Zeller 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 deemed very unsatisfactory.	✓ 97.7 %
8	Election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
9	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 93.8 %
10	Approve renewal of authorised capital	FOR	FOR		✓ 98.2 %
11	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE The remuneration report is not in line with Ethos' guidelines.	✓ 77.3 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.0 %
3.1	Approve allocation of income	FOR	FOR	✓ 98.5 %
3.2	Approve allocation of capital contributions reserves	FOR	FOR	✓ 98.5 %
4	Amend articles of association	FOR	FOR	✓ 99.3 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. Jörg Behrens	FOR	FOR	✓ 98.9 %
5.1.2	Re-elect Mr. Paulo Brügger	FOR	FOR	✓ 99.0 %
5.1.3	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 99.6 %
5.1.4	Re-elect Mr. Vince Chandler	FOR	FOR	✓ 89.2 %
5.1.5	Re-elect Mr. Patrick de Figueiredo	FOR	FOR	✓ 98.1 %
5.1.6	Re-elect Mr. Hans Isler	FOR	FOR	✓ 98.3 %
5.1.7	Re-elect Mr. Thomas R. Meier	FOR	FOR	✓ 98.8 %
5.2	Elect Mr. Richard A. Laxer	FOR	FOR	✓ 98.7 %
5.3	Re-elect Mr. Christopher M. Chambers as board chairman	FOR	FOR	✓ 98.7 %
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Mr. Vince Chandler to the nomination and remuneration committee	FOR	FOR	✓ 84.7 %
5.4.2	Re-elect Mr. Hans Isler to the nomination and remuneration committee	FOR	FOR	✓ 93.9 %
5.5	Elect Mr. Richard A. Laxer to the nomination and remuneration committee	FOR	FOR	✓ 98.5 %
6	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 99.2 %
7	Re-elect Proxy Voting GmbH as independent proxy	FOR	FOR	✓ 99.5 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE The remuneration is significantly higher than that of the peer group.	✓ 95.9 %

Item	Agenda	Board	Ethos		Result
8.2	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.	✓ 89.1 %

Item	Agenda	Board	Ethos	Result	
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓	
2.1	Approve allocation of income	FOR	FOR	✓	
2.2	Approve dividend from the capital contribution reserves	FOR	FOR	✓	
3.	Discharge board members and executive management	FOR	FOR	✓	
4.	Amend articles of association: Corporate name	FOR	FOR	✓	
5.	Amend articles of association: Registered office	FOR	FOR	✓	
6.	Amend articles of association: art. 5	FOR	FOR	✓	
7.	Elections to the board of directors				
7.1	Re-elect Mr. Alfred Gaffal	FOR	FOR	✓	
7.2	Re-elect Mr. Silvan G.-R. Meier	FOR	FOR	✓	
7.3	Re-elect Mr. Simon Oakland	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
7.4	Re-elect Mr. Heinz Roth	FOR	FOR	✓	
7.5	Re-elect Mr. Heinz Wiedmer	FOR	FOR	✓	
8.	Re-elect Silvan G.-R. Meier as chairman of the board	FOR	FOR	✓	
9.	Elections to the remuneration committee				
9.1	Re-elect Mr. Alfred Gaffal to the remuneration committee	FOR	FOR	✓	
9.2	Re-elect Mr. Silvan G.-R. Meier to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, former executive) and the committee does not include at least 50% independent members.</p> <p>He is not independent and the committee includes all board members.</p>	✓
9.3	Elect Mr. Simon Oakland to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Oakland to the board of directors, he cannot be elected to the committee.</p>	✓

Item	Agenda	Board	Ethos		Result
9.4	Re-elect Mr. Heinz Roth to the remuneration committee	FOR	FOR		✓
9.5	Elect Mr. Heinz Wiedmer to the remuneration committee	FOR	FOR		✓
10.	Election of the independent proxy	FOR	FOR		✓
11.	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
12.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓
12.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos	Result
1	Ordinary capital increase with guaranteed pre-emptive rights	FOR	FOR	✓ 83.0 %

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	The remuneration report is not in line with Ethos' guidelines.	✓ 80.9 %
2.1	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 100.0 %
4.1	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓ 83.2 %
4.2	Amend articles of association: Agenda items	FOR	FOR		✓ 99.9 %
5	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Peter Barandun	FOR	FOR		✓ 98.2 %
6.1.b	Re-elect Mr. Daniel Crausaz	FOR	FOR		✓ 99.7 %
6.1.c	Re-elect Mr. Brian Fischer	FOR	FOR		✓ 99.6 %
6.1.d	Re-elect Mr. Bernard Michel Guillelmon	FOR	FOR		✓ 91.9 %
6.1.e	Re-elect Mr. Wilhelm L. Hansen	FOR	FOR		✓ 90.5 %
6.1.f	Re-elect Mr. Peter Andreas Schaub	FOR	FOR		✓ 89.1 %
6.1.g	Re-elect Mr. Georges Theiler as member and chairman of the board	FOR	FOR		✓ 88.6 %
6.2	Elections to the remuneration committee				
6.2.a	Re-elect Mr. Bernard Michel Guillelmon to the remuneration committee	FOR	FOR		✓ 99.2 %
6.2.b	Re-elect Mr. Wilhelm L. Hansen to the remuneration committee	FOR	FOR		✓ 97.9 %
6.2.c	Re-elect Mr. Peter Andreas Schaub to the remuneration committee	FOR	FOR		✓ 92.1 %
6.3	Election of the auditors	FOR	FOR		✓ 98.3 %
6.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 83.7 %

Item	Agenda	Board	Ethos	Result
8.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.9 %
8.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Increase of share capital without pre-emptive rights	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
3	Creation of American Depositary Shares	FOR	● OPPOSE	The board of directors has excessive discretion.	✓

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		✓ 98.5 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.7 %
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.	✓ 93.3 %
5.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The remuneration report is not in line with Ethos' guidelines.	✓ 91.9 %
6	Elections to the board of directors				
6.1	Re-elect Dr. Jörg Reinhardt as board member and chairman of the board	FOR	FOR		✓ 98.8 %
6.2	Re-elect Dr. Nancy C. Andrews	FOR	FOR		✓ 99.5 %
6.3	Re-elect Dr. Dimitri Azar	FOR	FOR		✓ 99.0 %
6.4	Re-elect Mr. Ton Büchner	FOR	FOR		✓ 99.2 %
6.5	Re-elect Prof. Dr. oec. Srikant Datar	FOR	FOR		✓ 93.5 %
6.6	Re-elect Ms. Elizabeth Doherty	FOR	FOR		✓ 99.3 %
6.7	Re-elect Ms. Ann M. Fudge	FOR	FOR		✓ 98.4 %
6.8	Re-elect Mr. Frans van Houten	FOR	FOR		✓ 97.3 %
6.9	Re-elect Dr. iur. Andreas von Planta	FOR	FOR		✓ 96.0 %
6.10	Re-elect Prof. Dr. Charles L. Sawyers	FOR	FOR		✓ 99.1 %
6.11	Re-elect Dr. Enrico Vanni	FOR	FOR		✓ 98.1 %
6.12	Re-elect Mr. William T. Winters	FOR	FOR		✓ 99.0 %
7	Elections to the remuneration committee				
7.1	Re-elect Prof. Dr. oec. Srikant Datar to the remuneration committee	FOR	FOR		✓ 92.6 %
7.2	Re-elect Ms. Ann M. Fudge to the remuneration committee	FOR	FOR		✓ 97.9 %

Item	Agenda	Board	Ethos		Result
7.3	Re-elect Dr. Enrico Vanni to the remuneration committee	FOR	FOR		✓ 97.8 %
7.4	Re-elect Mr. William T. Winters to the remuneration committee	FOR	FOR		✓ 98.5 %
8	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 94.8 %
9	Election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
	Binding votes on the remuneration of the board of directors and the executive management				
2.1	Binding retrospective vote on the annual bonus of the executive management	FOR	● OPPOSE	<p>The amount that will effectively be paid out in April 2018 is significantly higher than the amount requested at the general meeting.</p> <p>The proposed awards do not confirm the link between pay and performance.</p>	✓ 99.6 %
2.2	Binding retrospective vote on the annual bonus of the board chairman	FOR	● OPPOSE	The non-executive chairman receives variable remuneration.	✓ 99.5 %
3	Discharge board members	FOR	FOR		✓ 99.8 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
5	Elections to the board of directors and the remuneration committee				
5.1	Re-elect Dr. Christoph Franz as board member and chairman	FOR	FOR		✓ 99.9 %
5.2	Re-elect Dr. Christoph Franz to the remuneration committee	FOR	● OPPOSE	<p>He receives a remuneration that is excessive and not in line with generally accepted best practice standards.</p> <p>The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.</p>	✓ 99.7 %
5.3	Re-elect Mr. André Hoffmann as board member	FOR	FOR		✓ 99.9 %
5.4	Re-elect Sir John Irving Bell as board member	FOR	FOR		✓ 99.9 %
5.5	Re-elect Ms. Julie Brown as board member	FOR	FOR		✓ 100.0 %
5.6	Re-elect Mr. Paul Bulcke as board member	FOR	FOR		✓ 100.0 %
5.7	Re-elect Ms. Anita Hauser as board member	FOR	FOR		✓ 100.0 %
5.8	Re-elect Dr. Richard P. Lifton as board member	FOR	FOR		✓ 100.0 %
5.9	Re-elect Dr. Andreas Oeri as board member	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
5.10	Re-elect Mr. Bernard Poussot as board member	FOR	FOR		✓ 100.0 %
5.11	Re-elect Dr. Severin Schwan as board member	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.8 %
5.12	Re-elect Dr. Claudia Süssmuth Dyckerhoff as board member	FOR	FOR		✓ 100.0 %
5.13	Re-elect Mr. Peter R. Voser as board member	FOR	FOR		✓ 99.8 %
5.14	Re-elect Mr. André Hoffmann to the remuneration committee	FOR	● OPPOSE	The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.	✓ 99.6 %
5.15	Re-elect Dr. Richard P. Lifton to the remuneration committee	FOR	● OPPOSE	The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.	✓ 99.8 %
5.16	Re-elect Mr. Bernard Poussot to the remuneration committee	FOR	● OPPOSE	The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.	✓ 99.7 %
5.17	Re-elect Mr. Peter R. Voser to the remuneration committee	FOR	● OPPOSE	The remuneration system is deemed very unsatisfactory and the bonuses that will be paid out to the chairman and to the CEO in April 2018 are not in line with the amounts submitted to shareholder vote.	✓ 99.7 %
6	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 99.6 %
7	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The fixed remuneration is significantly higher than that of the peer group. The remuneration structure is not in line with Ethos' guidelines.	✓ 99.6 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
9	Election of the auditors	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2.a	Approve allocation of income	FOR	FOR		✓ 100.0 %
2.b	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Urs Kaufmann as member and chairman of the board	FOR	FOR		✓ 98.6 %
4.1.b	Re-elect Mr. Philipp Buhofer	FOR	FOR		✓ 99.7 %
4.1.c	Re-elect Mr. Gerhard Pegam	FOR	FOR		✓ 98.9 %
4.1.d	Re-elect Dr. Suzanne Thoma	FOR	FOR		✓ 98.4 %
4.1.e	Re-elect Mr. Georg Wechsler	FOR	FOR		✓ 99.1 %
4.2	Elections to the remuneration committee				
4.2.a	Re-elect Mr. Urs Kaufmann to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 96.2 %
4.2.b	Re-elect Dr. Suzanne Thoma to the remuneration committee	FOR	FOR		✓ 97.9 %
4.2.c	Elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR		✓ 99.1 %
4.3	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %
4.4	Re-election of the auditors	FOR	FOR		✓ 99.8 %
5.a	Advisory vote on the remuneration report	FOR	FOR		✓ 83.5 %
5.b	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.8 %
5.c	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.6 %
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The potential remuneration of the executive members of the board (who are not members of the executive management) is excessive.</p>	✓ 96.9 %
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.6 %
4.3	Binding vote on the variable remuneration of the board of directors	FOR	● OPPOSE	<p>The non-executive directors receive significant consulting fees.</p> <p>The remuneration of the executive members of the board (who are not members of the executive management) is excessive.</p>	✓ 90.2 %
4.4	Binding vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The maximum amount that can be effectively paid out in case of overachievement of targets is significantly higher than the amount requested at the general meeting.</p> <p>The effective annual bonus does not allow confirmation of the link between pay and performance.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 90.9 %
Elections to the board of directors					
5.1	Re-elect Mr. Silvio Napoli as board member and chairman	FOR	FOR		✓ 93.3 %

Item	Agenda	Board	Ethos		Result
5.2	Elect Mr. Michael Nilles as new board member	FOR	● OPPOSE	<p>He is considered executive by the company.</p> <p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (25.0%).</p>	✓ 93.9 %
5.3	Elect Mr. Erich Ammann as new board member	FOR	● OPPOSE	<p>He is considered executive by the company.</p> <p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (25%).</p>	✓ 93.8 %
5.4.1	Re-elect Mr. Alfred N. Schindler (chairman emeritus) as board member	FOR	FOR		✓ 93.2 %
5.4.2	Re-elect Prof. Dr. Pius Baschera as board member	FOR	FOR		✓ 96.1 %
5.4.3	Re-elect Mr. Luc Bonnard as board member	FOR	FOR		✓ 93.0 %
5.4.4	Re-elect Prof. Dr. Monika Bütler as board member	FOR	FOR		✓ 99.2 %
5.4.5	Re-elect Mr. Patrice Bula as board member	FOR	FOR		✓ 99.2 %
5.4.6	Re-elect Dr. Rudolf W. Fischer as board member	FOR	● OPPOSE	<p>He is not independent (former executive) and the board independence is insufficient (25%).</p> <p>He has held an executive function in the company during the last three years and the board includes too many executive directors (4).</p>	✓ 93.5 %
5.4.7	Re-elect Mr. Anthony Nightingale as board member	FOR	FOR		✓ 95.9 %
5.4.8	Re-elect Mr. Tobias Staehelin as board member	FOR	FOR		✓ 95.5 %
5.4.9	Re-elect Ms. Carole Vischer as board member	FOR	FOR		✓ 94.8 %
5.5	Elections to the remuneration committee				
5.5.1	Re-elect Prof. Dr. Pius Baschera to the remuneration committee	FOR	FOR		✓ 93.7 %

Item	Agenda	Board	Ethos	Result
5.5.2	Re-elect Mr. Patrice Bula to the remuneration committee	FOR	FOR	✓ 96.3 %
5.5.3	Re-elect Dr. Rudolf W. Fischer to the remuneration committee	FOR	● OPPOSE As Ethos did not support the election of Dr. oec. publ. Fischer to the board of directors, he cannot be elected to the committee.	✓ 91.7 %
5.6	Re-elect Dr. Adrian von Segesser as independent proxy	FOR	FOR	✓ 99.0 %
5.7	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 99.0 %

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		✓ 89.8 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.3 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR		✓ 67.7 %
4.1.2	Re-elect Mr. August von Finck Sr.	FOR	● OPPOSE	He is 88 years old, which exceeds Ethos' guidelines. He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 65.7 %
4.1.3	Re-elect Mr. August François von Finck Jr.	FOR	FOR		✓ 71.1 %
4.1.4	Re-elect Mr. Ian Gallienne	FOR	FOR		✓ 67.0 %
4.1.5	Re-elect Dr. Cornelius Grupp	FOR	FOR		✓ 99.6 %
4.1.6	Re-elect Dr. rer. pol. Peter Kalantzis	FOR	FOR		✓ 96.1 %
4.1.7	Re-elect Mr. Christopher Kirk	FOR	FOR		✓ 73.6 %
4.1.8	Re-elect Mr. Gérard Lamarche	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 67.0 %
4.1.9	Re-elect Mr. Sergio Marchionne	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 68.0 %
4.1.10	Re-elect Mr. Shelby R. du Pasquier	FOR	FOR		✓ 81.0 %
4.2.1	Re-elect Mr. Sergio Marchionne as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Marchionne to the board of directors, he cannot be elected as chairman.	✓ 68.4 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. August von Finck Sr. to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. von Finck Sr. to the board of directors, he cannot be elected to the committee.	✓ 63.8 %

Item	Agenda	Board	Ethos		Result
4.3.2	Re-elect Mr. Ian Gallienne 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.	✓ 64.9 %
4.3.3	Re-elect Mr. Shelby R. du Pasquier to the remuneration committee	FOR	FOR		✓ 80.6 %
4.4	Election of the auditors	FOR	FOR		✓ 99.2 %
4.5	Election of the independent proxy	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 fixed remuneration of the executive management	FOR	FOR		✓ 75.6 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 96.0 %
5.4	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	✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 91.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
5	Approve distribution from the capital contribution reserves	FOR	FOR	✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.9 %
7	Approve increase and renewal of authorised capital	FOR	FOR	✓ 96.6 %
8	Approve increase of the conditional capital	FOR	FOR	✓ 96.5 %
9.1	Elections to the board of directors			
9.1.1	Re-elect Dr. Elisabeth Bourqui	FOR	FOR	✓ 99.0 %
9.1.2	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 99.2 %
9.1.3	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR	✓ 95.6 %
9.1.4	Re-elect Mr. Mario F. Seris	FOR	FOR	✓ 98.4 %
9.1.5	Re-elect Mr. Klaus Rudolf Wecken	FOR	FOR	✓ 98.7 %
9.1.6	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	FOR	✓ 98.3 %
9.1.7	Elect Dr. sc. tech. Barbara Frei-Spreiter	FOR	FOR	✓ 99.4 %
9.1.8	Elect Mr. Thomas Studhalter	FOR	FOR	✓ 99.6 %
9.2	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli as chairman of the board	FOR	FOR	✓ 98.2 %
9.3	Elections to the remuneration committee			
9.3.1	Re-elect Dr. Elisabeth Bourqui to the remuneration committee	FOR	FOR	✓ 99.3 %
9.3.2	Re-elect Mr. Christopher M. Chambers to the remuneration committee	FOR	FOR	✓ 99.0 %
9.3.3	Re-elect Mr. Mario F. Seris to the remuneration committee	FOR	FOR	✓ 96.0 %
9.3.4	Elect Dr. sc. tech. Barbara Frei-Spreiter to the remuneration committee	FOR	FOR	✓ 99.3 %
9.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
9.5	Election of the auditors	FOR	FOR	✓ 98.3 %

Disclaimer

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