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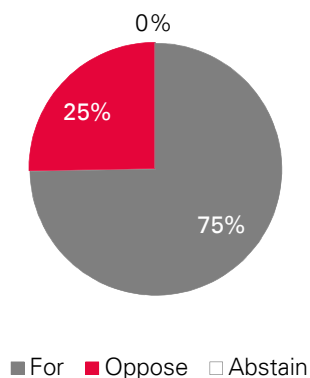
Ethos issues voting recommendation in accordance with its own voting guidelines (www.ethosfund.ch). Ethos' voting guidelines are based on the most relevant codes of best practice in corporate governance and on Ethos' Charter. Despite multiple verification the information provided cannot be guaranteed accurate. The analyses are intended to help investors (members or clients of Ethos or any other potential users) make informed decisions at companies' general meetings but cannot, in any way, be considered as a portfolio investment tool or advice for investing in securities.

1. Overview of the proxy analyses

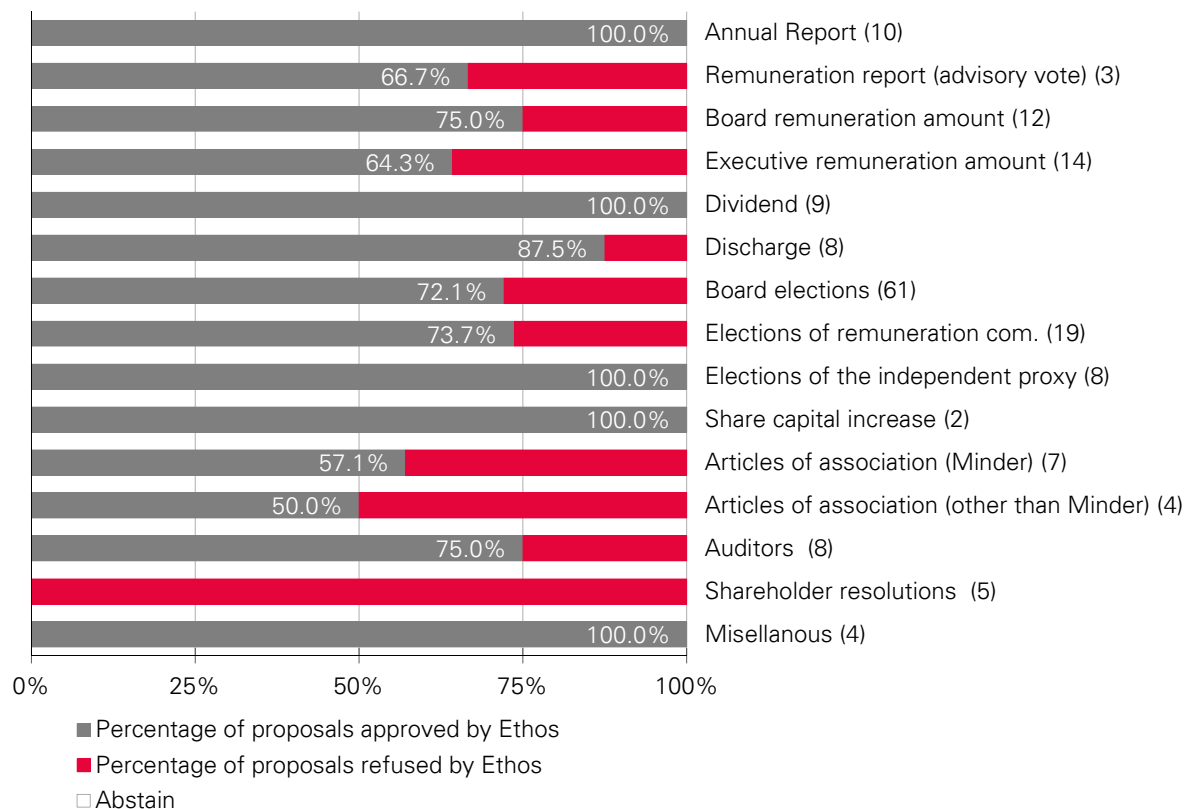
Period: Third quarter 2015

	Number of general meetings	Number of resolutions			
		Total	Yes	No	Abst.
Annual general meetings (AGM)	8	160	124	36	0
Extraordinary general meetings (EGM)	3	14	6	8	0
Total	11	174	130	44	0

1.1 Ethos' voting positions



1.2 Ethos' voting positions per category of proposal



In brackets (number of resolutions)

2. Overview of the voting recommendations

- ✓ For
- ✗ Oppose
- A Abstain
- Non-voting

Companies	Date	Type	Annual Report	Remuneration report (advisory vote)	Remuneration systems or plans	Board remuneration amount	Executive remuneration amount	Dividend	Discharge	Board elections	Elections of remuneration com.	Elections of the independent proxy	Share capital increase	Share capital reduction	Articles of association (other than Minder)	Articles of association (Minder)	Auditors	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
AFG Arbonia-Forster	11.09.2015	EGM	-	-	-	-	-	-	-	-	-	-	✓	-	-	✗	-	-	-	-
Burckhardt Compression	04.07.2015	AGM	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	✓	-	✓	✓	✗	-	-	-
Carlo Gavazzi	28.07.2015	AGM	✓	-	-	✓	✗	✓	✓	✓	✓	✓	-	-	-	✓	✓	-	-	-
Ems-Chemie	08.08.2015	AGM	✓	-	-	✓	✓	✓	✗	✓	-	✓	-	-	-	✗	✗	-	-	-
Logitech	09.09.2015	AGM	✓	✗	-	✗	✗	✓	✓	✓	✓	✓	-	-	-	-	✓	-	-	-
Perrot Duval	24.09.2015	AGM	✓	-	-	✓	✓	✓	✓	✗	✓	✓	-	-	-	✓	✓	-	-	-
Richemont	16.09.2015	AGM	✓	-	-	✗	✗	✓	✓	✗	✗	✓	-	-	-	✓	✓	-	-	-
SHL Telemedicine	10.09.2015	EGM	-	-	-	-	✗	-	-	-	-	-	-	-	✗	-	-	-	-	✓
Sika	24.07.2015	EGM	-	-	-	✓	-	-	-	-	-	-	-	-	-	-	-	-	✗	-
USI Group	15.09.2015	AGM	✓	✓	-	✓	✓	✓	✓	✗	✗	✓	-	-	-	-	✓	-	-	-
Ypsomed	01.07.2015	AGM	✓	-	-	✗	✓	✓	✓	✓	✓	✓	-	-	✗	✗	✓	-	-	-

3. Voting results

3.1 Average approval rate by GM topic

Type of board proposal (number of proposals with available results)	Average approval rate
Annual Report (4 results available out of 10 proposals)	100.0%
Remuneration report (advisory vote) (2 results available out of 3 proposals)	72.9%
Remuneration systems or plans (0 results available out of 0 proposals)	NR
Board remuneration amount (8 results available out of 12 proposals)	89.4%
Executive remuneration amount (7 results available out of 14 proposals)	96.8%
Dividend (4 results available out of 9 proposals)	100.0%
Discharge (2 results available out of 8 proposals)	99.7%
Board elections (26 results available out of 61 proposals)	99.4%
Elections of remuneration com. (8 results available out of 19 proposals)	99.0%
Elections of the independent proxy (4 results available out of 8 proposals)	99.9%
Share capital increase (2 results available out of 2 proposals)	96.1%
Share capital reduction (0 results available out of 0 proposals)	NR
Articles of association (Minder) (4 results available out of 7 proposals)	92.0%
Articles of association (other than Minder) (3 results available out of 4 proposals)	98.9%
Auditors (4 results available out of 8 proposals)	96.5%
Mergers, acquisitions and relocations (0 results available out of 0 proposals)	NR
Misellaneous (0 results available out of 4 proposals)	NA
Total without shareholder resolutions	96.9%
Shareholder resolutions (5 results available out of 5 proposals)	13.4%
Total with shareholder resolutions	92.8%

3.2 Board proposals with less than 90% approval rate

Company	Gm Date	Item	Item Title	Ethos voting position	%FOR	Result
Sika	24.07.2015	4	Binding prospective vote on the total remuneration of the board of directors	FOR	31.5%	Rejected
Burckhardt Compression	04.07.2015	7.7	Advisory vote on the remuneration report	FOR	65.9%	Accepted
Logitech	09.09.2015	2	Advisory vote on executive remuneration	OPPOSE	80.0%	Accepted
Logitech	09.09.2015	9	Binding prospective vote on the total remuneration of the executive management	OPPOSE	85.7%	Accepted
AFG Arbonia-Forster	11.09.2015	3	Amend articles of association: Maximum number of mandates	OPPOSE	86.8%	Accepted
Logitech	09.09.2015	8	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	88.4%	Accepted
Burckhardt Compression	04.07.2015	5.4	Amend articles of association: Implementation of the Minder ordinance	FOR	89.9%	Accepted

4. Detailed voting recommendations

AFG Arbonia-Forster (EGM)

11.09.2015

Item	Item title	Board position	Ethos position	Voting results	
	Background to the EGM	-		-	
1	Report on the business	NON-VOTING	NON-VOTING	-	
2	Ordinary capital increase	FOR	FOR	99%	
3	Amend articles of association: Maximum number of mandates	FOR	OPPOSE	87%	The proposed maximum number of mandates is excessive.

Item	Item title	Board position	Ethos position	Voting results
1	Welcome and opening remarks	NON-VOTING	NON-VOTING	-
2	Approve annual report, financial statements and accounts	FOR	FOR	100%
3	Approve allocation of income and dividend	FOR	FOR	100%
4	Discharge board members and executive management	FOR	FOR	100%
5	Amend articles of association	-		-
5.1	Approve renewal of authorised capital	FOR	FOR	93%
5.2	Modify the submission period to add an item to the agenda	FOR	FOR	100%
5.3	Deletion of article 25 (acquisition of assets)	FOR	FOR	100%
5.4	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	90%
6.1	Elections to the board of directors	-		-
6.1.1	Re-elect Mr. Valentin Vogt	FOR	FOR	100%
6.1.2	Re-elect Mr. Hans Hess	FOR	FOR	100%
6.1.3	Re-elect Mr. Urs Leinhäuser	FOR	FOR	100%
6.1.4	Re-elect Dr. Monika Krüsi	FOR	FOR	100%
6.1.5	Re-elect Dr. Stephan Bross	FOR	FOR	100%
6.2	Election of the chairman of the board	FOR	FOR	100%
6.3	Elections to the remuneration committee	-		-
6.3.1	Re-elect Mr. Hans Hess to the remuneration committee	FOR	FOR	99%
6.3.2	Re-elect Dr. Stephan Bross to the remuneration committee	FOR	FOR	99%

6.4	Re-elect the auditors	FOR	OPPOSE	92%	The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.
6.5	Re-elect the independent proxy	FOR	FOR	100%	
7	Binding votes on the remuneration of the board of directors and the executive management	-		-	
7.1	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR	97%	
7.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	99%	
7.3	Binding prospective vote on the fixed remuneration of the board of directors (FY 2015)	FOR	FOR	99%	
7.4	Binding prospective vote on the fixed remuneration of the board of directors (FY 2016)	FOR	FOR	99%	
7.5	Binding prospective vote on the fixed remuneration of the executive management (FY 2015)	FOR	FOR	99%	
7.6	Binding prospective vote on the fixed remuneration of the executive management (FY 2016)	FOR	FOR	99%	
7.7	Advisory vote on the remuneration report	FOR	FOR	66%	

Item	Item title	Board position	Ethos position	Voting results
1	Approve annual report, financial statements and accounts	FOR	FOR	NA
2	Approve allocation of income and dividend	FOR	FOR	NA
3	Discharge board members	FOR	FOR	NA
4	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA
5.1	Elections to the board of directors	-		-
5.1.1	Re-elect Ms. Valeria Gavazzi	FOR	FOR	NA
5.1.2	Re-elect Mr. Federico Foglia	FOR	FOR	NA
5.1.3	Re-elect Mr. Stefano Premoli Trovati	FOR	FOR	NA
5.2	Re-elect Ms. Valeria Gavazzi as board chairman	FOR	FOR	NA
5.3.1	Special meeting of the bearer shareholders: Re-elect Mr. Daniel Hirschi as representative of the bearer shareholders	FOR	FOR	NA
5.3.2	Election of the representative of the bearer shareholders to the board of directors	FOR	FOR	NA
5.4	Elections to the remuneration committee	-		-
5.4.1	Re-elect Mr. Daniel Hirschi to the remuneration committee	FOR	FOR	NA
5.4.2	Re-elect Mr. Stefano Premoli Trovati to the remuneration committee	FOR	FOR	NA
5.4.3	Re-elect Mr. Federico Foglia to the remuneration committee	FOR	FOR	NA
6.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	NA

6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	NA	The information provided is insufficient. The proposed increase relative to the previous year is excessive and not justified.
6.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	NA	
7	Election of the independent proxy	FOR	FOR	NA	
8	Election of the auditors	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1.	Welcome and presentation of the business evolution	NON-VOTING	NON-VOTING	-	
2.	Constatations related to the general meeting	NON-VOTING	NON-VOTING	-	
3.1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
3.2.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	100%	
3.2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	96%	
4.	Approve allocation of income and dividend	FOR	FOR	100%	
5.	Discharge board members and executive management	FOR	OPPOSE	NA	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
6.1	Elections to the board of directors	-		-	
6.1.a	Re-elect Dr. ing. Ulf Berg as board chairman and as member of the remuneration committee	FOR	FOR	99%	
6.1.b	Re-elect Ms. Magdalena Martullo-Blocher	FOR	FOR	100%	
6.1.c	Re-elect Mr. Bernhard Merki as board member and member of the remuneration committee	FOR	FOR	100%	
6.1.d	Re-elect Dr. Joachim Streu as board member and member of the remuneration committee	FOR	FOR	99%	

6.2	Election of the auditors	FOR	OPPOSE	94%	<p>The external auditor's non-audit fees exceed audit fees.</p> <p>The aggregate fees paid to the external auditor for non audit services during the most recent three years exceed 50% of the aggregate fees paid for audit services during the same period.</p>
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6.3	Election of the independent proxy	FOR	FOR	100%	
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7.	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	93%	<p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The employment contracts may include non-compete clauses not in line with Ethos' guidelines.</p> <p>The proposed maximum number of mandates seems excessive in light of the insufficient transparency regarding the different categories of mandates.</p>
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Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	100%	
2	Advisory vote on executive remuneration	FOR	OPPOSE	80%	The structure of the remuneration is not in line with Ethos' guidelines.
3	Approve allocation of income and dividend	FOR	FOR	100%	
4	Discharge board members and executive management	FOR	FOR	100%	
5	Elections to the board of directors	-		-	
5.A	Re-elect Mr. Kee-Lock Chua	FOR	FOR	99%	
5.B	Re-elect Mr. Bracken Darrell (CEO)	FOR	FOR	96%	
5.C	Re-elect Ms. Sally M. Davis	FOR	FOR	99%	
5.D	Re-elect Mr. Guerrino De Luca	FOR	FOR	99%	
5.E	Re-elect Mr. Didier Hirsch	FOR	FOR	99%	
5.F	Re-elect Dr. Neil Hunt	FOR	FOR	100%	
5.G	Re-elect Mr. Dimitri Panayotopoulos	FOR	FOR	99%	
5.H	Elect Dr. Edouard Bugnion	FOR	FOR	100%	
5.I	Elect Ms. Sue Gove	FOR	FOR	100%	
5.J	Elect Dr. Lung Yeh	FOR	FOR	99%	
6	Re-elect Mr. Guerrino De Luca as board chairman	FOR	FOR	99%	
7	Elections to the remuneration committee	-		-	
7.A	Re-elect Ms. Sally M. Davis to the remuneration committee	FOR	FOR	95%	
7.B	Re-elect Dr. Neil Hunt to the remuneration committee	FOR	FOR	99%	

7.C	Elect Mr. Dimitri Panayotopoulos to the remuneration committee	FOR	FOR	99%	
8	Binding prospective vote on the total remuneration of the board of directors	FOR	OPPOSE	88%	<p>The global amount of remuneration is significantly higher than that of the peer group.</p> <p>The remuneration of the executive chairman is not in line with Ethos' guidelines.</p>
9	Binding prospective vote on the total remuneration of the executive management	FOR	OPPOSE	86%	<p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>
10	Election of the auditors	FOR	FOR	100%	
11	Election of the independent proxy	FOR	FOR	100%	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report	FOR	FOR	NA	
2.a	Approve financial statements 2014/15	FOR	FOR	NA	
2.b	Approve consolidated financial statements 2014/15	FOR	FOR	NA	
3.	Approve allocation of income and dividend	FOR	FOR	NA	
4.	Discharge board members	FOR	FOR	NA	
5.1	Elections to the board of directors	-		-	
5.1.a	Re-elect Mr. Nicolas Eichenberger	FOR	FOR	NA	
5.1.b	Re-elect Mr. Roland Wartenweiler	FOR	FOR	NA	
5.1.c	Re-elect Mr. Frédéric Potelle	FOR	FOR	NA	
5.1.d	Re-elect Mr. Luca Bozzo	FOR	FOR	NA	
5.1.e	Election of the chairman of the board	FOR	OPPOSE	NA	He is also CEO and the combination of functions is permanent.
5.2	Elections to the remuneration committee	-		-	
5.2.a	Elect Mr. Frédéric Potelle to the Remuneration Committee	FOR	FOR	NA	
5.2.b	Elect Mr. Luca Bozzo to the Remuneration Committee	FOR	FOR	NA	
5.3	Election of the independent proxy	FOR	FOR	NA	
5.4	Election of the auditors	FOR	FOR	NA	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	NA	

7.	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA
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Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Approve allocation of income and dividend	FOR	FOR	NA	
3	Discharge board members	FOR	FOR	NA	
4	Elections to the board of directors	-		-	
4.1	Re-elect Dr. Johann Rupert as board chairman	FOR	FOR	NA	
4.2	Re-elect Mr. Jean-Blaise Eckert	FOR	OPPOSE	NA	<p>He is not independent (representative of an important shareholder, business connections) and the board independence is insufficient (11.1 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.3	Re-elect Mr. Bernard Fornas (co-CEO)	FOR	OPPOSE	NA	<p>The board includes too many executive directors (3) compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (11.1%).</p>
4.4	Re-elect Mr. Yves-André Istel	FOR	OPPOSE	NA	<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 (11.1%).</p>

4.5	Re-elect Mr. Richard Lepeu (co-CEO)	FOR	OPPOSE	NA	<p>The board includes too many executive directors (3) compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (11.1%).</p>
4.6	Re-elect Mr. Ruggero Magnoni	FOR	OPPOSE	NA	<p>He is not independent (representative of an important shareholder, various reasons) and the board independence is insufficient (11.1 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
4.7	Re-elect Mr. Josua Malherbe	FOR	OPPOSE	NA	<p>He is not independent (various reasons) and the board independence is insufficient (11.1%).</p>
4.8	Re-elect Mr. Simon Murray	FOR	OPPOSE	NA	<p>He is not independent (board tenure of 12 years) and the board independence is insufficient (11.1%).</p>
4.9	Re-elect Mr. Alain Dominique Perrin	FOR	OPPOSE	NA	<p>He is not independent (board tenure of 12 years, consultancy fees) and the board independence is insufficient (11.1%).</p>
4.10	Re-elect Mr. Guillaume Pictet	FOR	FOR	NA	
4.11	Re-elect Mr. Norbert Platt	FOR	OPPOSE	NA	<p>He is not independent (consultancy fees) and the board independence is insufficient (11.1%).</p>

4.12	Re-elect Mr. Alan Quasha	FOR	OPPOSE	NA	He is not independent (board tenure of 15 years) and the board independence is insufficient (11.1%).
4.13	Re-elect Ms. Maria Ramos	FOR	FOR	NA	
4.14	Re-elect Lord Renwick of Clifton	FOR	OPPOSE	NA	He is 78 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 20 years) and the board independence is insufficient (11.1%).
4.15	Re-elect Mr. Jan Rupert	FOR	FOR	NA	
4.16	Re-elect Mr. Gary Saage (CFO)	FOR	OPPOSE	NA	The board includes too many executive directors (3) compared to market practice in Switzerland. The board independence is not sufficient (11.1%).
4.17	Re-elect Prof. Jürgen E. Schrempp	FOR	OPPOSE	NA	He is not independent (representative of an important shareholder, board tenure of 12 years) and the board independence is insufficient (11.1 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
4.18	Re-elect Arthur Charles Valerian Wellesley, Duke of Wellington	FOR	OPPOSE	NA	He is not independent (board tenure of 15 years) and the board independence is insufficient (11.1%).
5	Elections to the remuneration committee	-		-	

5.1	Re-elect Lord Renwick of Clifton to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Lord Renwick of Clifton to the board of directors.
5.2	Re-elect Mr. Yves-André Istel to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Istel to the board of directors.
5.3	Re-elect Arthur Charles Valerian Wellesley, Duke of Wellington, to the remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Wellesley, Duke of Wellington to the board of directors.
6	Election of the auditors	FOR	FOR	NA	
7	Election of the independent proxy	FOR	FOR	NA	
8	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR	NA	
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	OPPOSE	NA	The global amount of remuneration is significantly higher than that of the peer group.
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	OPPOSE	NA	The information provided is insufficient. The fixed remuneration is significantly higher than that of a peer group.
9.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	OPPOSE	NA	The requested amount does not allow to respect Ethos' guidelines.

Item	Item title	Board position	Ethos position	Voting results	
	Background to the EGM	-		-	
1.a	Approval of the transaction	FOR	FOR	NA	
1.b.A	Director run-off insurance	FOR	FOR	NA	
1.b.B	Co-CEO run-off insurance (if required)	NON-VOTING	NON-VOTING	-	
1.c	Option acceleration for directors	FOR	FOR	NA	
1.d	Compensation of Mr. Ziv Carthy	FOR	OPPOSE	NA	The remuneration committee or the board of directors have excessive discretion with regard to awards.
2	Amendment to the compensation policy	FOR	OPPOSE	NA	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.
3	Compensation of Mr. Oren Most (chairman)	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
	Background to the EGM	-		-	
1	Schenker-Winkler Holding's proposals: Dismiss 3 board members	-		-	
1.1	Dismiss Dr. sc. techn. Paul J. Hälg (chairman)	OPPOSE	OPPOSE	13%	
1.2	Dismiss Ms. Monika Ribar	OPPOSE	OPPOSE	13%	
1.3	Dismiss Mr. Daniel J. Sauter	OPPOSE	OPPOSE	13%	
2	Schenker-Winkler Holding's proposal: Elect Dr. iur. Max C. Roesle to the board of directors	OPPOSE	OPPOSE	14%	
3	Schenker-Winkler Holding's proposal: Elect Dr. iur. Max C. Roesle as board chairman	OPPOSE	OPPOSE	-	Dr. Roesle was not elected to the board of directors under ITEM 2. Since only a member of the board can be elected as chairman, ITEM 3 was not submitted to shareholder vote.
4	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	31%	

Item	Item title	Board position	Ethos position	Voting results	
1	Approve annual report, financial statements and accounts	FOR	FOR	NA	
2	Approve allocation of balance sheet result	FOR	FOR	NA	
3	Discharge board members and executive management	FOR	FOR	NA	
4.1	Binding votes on the remuneration of the board of directors and the executive management	-	-	-	
4.1.A	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	NA	
4.1.B	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	NA	
4.2	Advisory vote on the remuneration report	FOR	FOR	NA	
5.1	Elections to the board of directors	-	-	-	
5.1.A	Re-elect Dr. Volkert Klaucke	FOR	FOR	NA	
5.1.B	Re-elect Dr. Doraiswamy Srinivas	FOR	OPPOSE	NA	<p>He is not independent (business connections) and the board independence is insufficient (20.0 %).</p> <p>He has a major conflict of interest that is incompatible with his role as board member.</p>
5.1.C	Re-elect Mr. David Quint	FOR	OPPOSE	NA	<p>He is not independent (business connections) and the board independence is insufficient (20.0 %).</p> <p>He has a major conflict of interest that is incompatible with his role as board member.</p>

5.1.D	Re-elect Mr. William W. Vanderfelt	FOR	FOR	NA	
5.1.E	Re-elect Mr. Ravi Singh	FOR	FOR	NA	
5.2	Re-elect Dr. Volkert Klaucke as board chairman	FOR	FOR	NA	
5.3	Elections to the nomination and remuneration committee	-		-	
5.3.A	Re-elect Dr. Volkert Klaucke to the nomination and remuneration committee	FOR	OPPOSE	NA	He holds an executive function in the company.
5.3.B	Re-elect Mr. David Quint to the nomination and remuneration committee	FOR	OPPOSE	NA	Ethos did not support the election of Mr. Quint to the board of directors. He is not independent (business connections) and the majority of the committee members are not independent.
5.3.C	Re-elect Mr. William W. Vanderfelt to the nomination and remuneration committee	FOR	FOR	NA	
6	Election of the auditors	FOR	FOR	NA	
7	Election of the independent proxy	FOR	FOR	NA	
8	Approve dividend	FOR	FOR	NA	

Item	Item title	Board position	Ethos position	Voting results	
1.	Approve annual report, financial statements and accounts.	FOR	FOR	100%	
2.	Approve allocation of income and dividend	FOR	FOR	100%	
3.	Discharge board members and executive management	FOR	FOR	NA	
4.	Remuneration	-		-	
4.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	100%	
4.b	Binding retrospective vote on the variable remuneration of the board of directors	FOR	OPPOSE	99%	The non-executive directors receive remuneration other than a fixed amount paid in cash or in shares.
4.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	98%	
4.d	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	100%	
5.	Elections to the board of directors	-		-	
5.a.1	Re-elect Dr. h.c. Willy Michel	FOR	FOR	100%	
5.a.2	Re-elect Prof. Dr. rer. pol. Norbert Thom	FOR	FOR	100%	
5.a.3	Re-elect Mr. Anton J. Kräuliger	FOR	FOR	100%	
5.a.4	Re-elect Mr. Gerhart Isler	FOR	FOR	100%	
5.b	Re-election of Dr. h.c. Willy Michel as chairman of the board	FOR	FOR	100%	
5.c	Elections to the remuneration committee	-		-	
5.c.1	Re-elect Mr. Anton J. Kräuliger to the remuneration committee	FOR	FOR	100%	

5.c.2	Re-elect Prof. Dr. rer. pol. Norbert Thom to the remuneration committee	FOR	FOR	100%	
5.c.3	Re-elect Mr. Gerhart Isler to the remuneration committee	FOR	FOR	100%	
5.d	Election of the independent proxy	FOR	FOR	100%	
5.e	Election of the auditors	FOR	FOR	100%	
6.a	Amend articles of association: Implementation of the Minder ordinance	FOR	OPPOSE	98%	<p>The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.</p> <p>The amount available for new members of the executive management is excessive.</p> <p>The proposed maximum number of mandates is excessive.</p>
6.b	Amend articles of association with regard to limitation of voting rights	FOR	OPPOSE	97%	The amendment has a negative impact on the rights or interests of all or some of the shareholders.