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 - 3.3 Withdrawn resolutions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

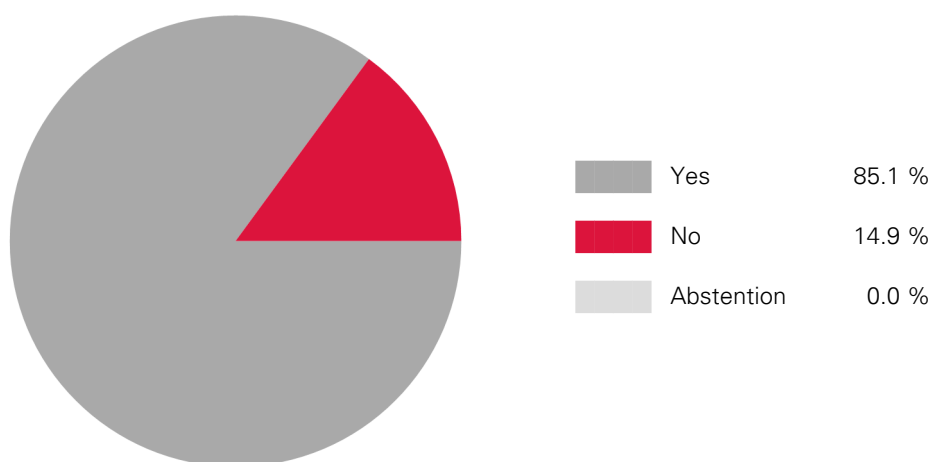
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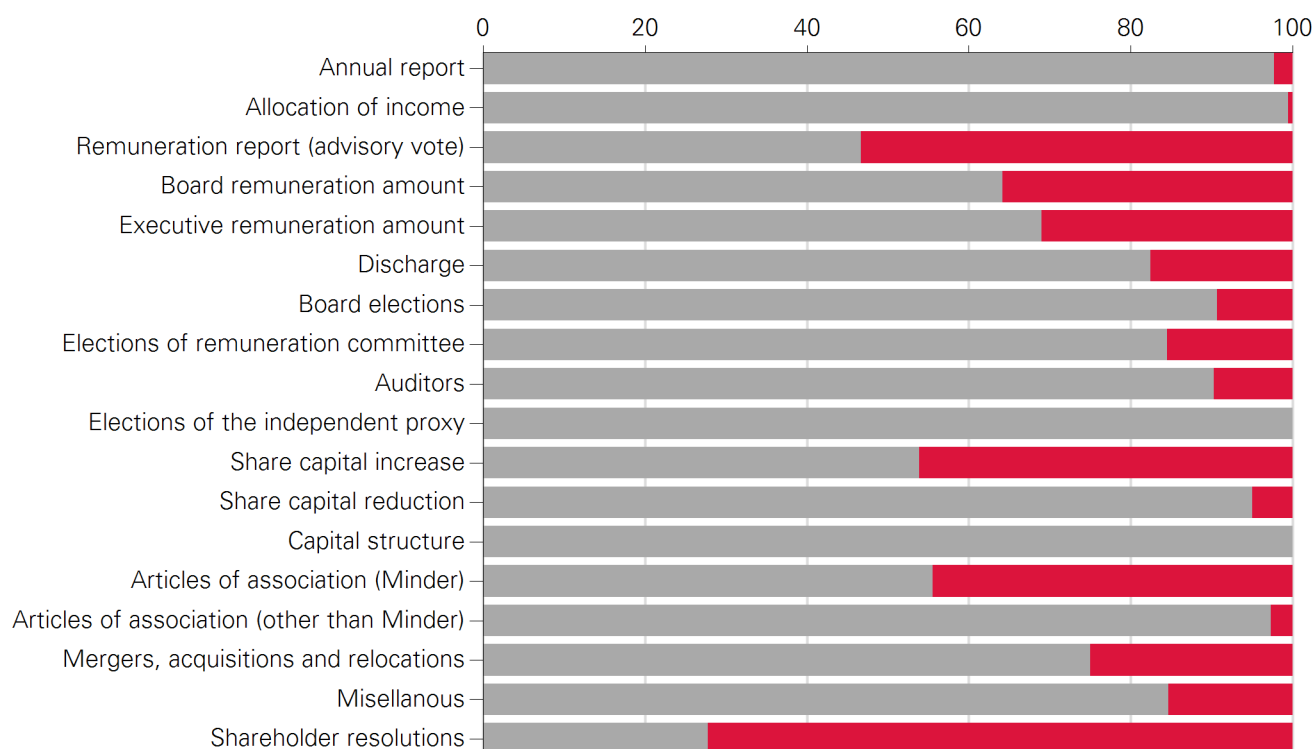
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	160	3033	2583	450	0
Extraordinary general meetings	1	7	7	0	0
Annual and extraordinary general meetings	1	12	6	6	0
Total	162	3052	2596	456	0

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



	■ Proposals approved		■ Proposals refused		■ Abstain		Number of proposals
Annual report	170	97.7 %	4	2.3 %	0	0.0 %	174
Allocation of income	189	99.5 %	1	0.5 %	0	0.0 %	190
Remuneration report (advisory vote)	42	46.7 %	48	53.3 %	0	0.0 %	90
Board remuneration amount	109	64.1 %	61	35.9 %	0	0.0 %	170
Executive remuneration amount	151	68.9 %	68	31.1 %	0	0.0 %	219
Discharge	150	82.4 %	32	17.6 %	0	0.0 %	182
Board elections	998	90.6 %	103	9.4 %	0	0.0 %	1101
Elections of remuneration committee	366	84.5 %	67	15.5 %	0	0.0 %	433
Auditors	148	90.2 %	16	9.8 %	0	0.0 %	164
Elections of the independent proxy	150	100.0 %	0	0.0 %	0	0.0 %	150
Share capital increase	35	53.8 %	30	46.2 %	0	0.0 %	65
Share capital reduction	19	95.0 %	1	5.0 %	0	0.0 %	20
Capital structure	4	100.0 %	0	0.0 %	0	0.0 %	4
Articles of association (Minder)	10	55.6 %	8	44.4 %	0	0.0 %	18
Articles of association (other than Minder)	36	97.3 %	1	2.7 %	0	0.0 %	37
Mergers, acquisitions and relocations	3	75.0 %	1	25.0 %	0	0.0 %	4
Misellaneous	11	84.6 %	2	15.4 %	0	0.0 %	13
Shareholder resolutions	5	27.8 %	13	72.2 %	0	0.0 %	18

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	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 (Minder)	Articles of association (other than Minder)	Mergers, acquisitions and relocations	Miscellaneous	Shareholder resolutions
ABB	21.04.2016	AGM	✓	✓	✗	✓	✗	✓	○	○	✓	✓		✓			✓			
Actelion	04.05.2016	AGM	✓	✓	✗	✓	✗	✓	○	○	✓	✓	✓	✓						
Addex Therapeutics	23.06.2016	AGM	✓	✓	✗	✗	✗	✗	✓	✓	✓	✓	✗							
Adecco	21.04.2016	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓		✓			✓			
Adval Tech	19.05.2016	AGM	✓			✓	✓	✓	✓	✓	✓	✓								
AFG Arbonia-Forster	22.04.2016	AGM	✓	✓	✗	✓	✗	✓	○		✓	✓	✓			○				
Airesis	09.06.2016	AGM	✓	✓	✓	✗	✗	✗	○	✓	✓	✓								
Airopack Technology Group	23.06.2016	AGM	✓	✓		✗	✗	✓	○	✓	✓	✓	○				✓			
Allreal	15.04.2016	AGM	✓	✓	✓	✓	✓	✓	○	✓	✓	✓	✓							
AMS	02.06.2016	AGM		✓	✓			✓	✓		✓		✓							
APG SGA	24.05.2016	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓								
Ascom	13.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Bachem	18.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓								
Bâloise	29.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓								
Bank Coop	25.04.2016	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓				✓				
Bank Linth	20.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓								
Banque Cantonale de Genève	26.04.2016	AGM	✓	✓				✓			✓						✓			
Banque Cantonale du Jura	28.04.2016	AGM	✓	✓				✓			✓									
Banque Cantonale du Valais	11.05.2016	AGM	✓	✓				✓			✓						✓			
Banque Cantonale Vaudoise	21.04.2016	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 (Minder)	Articles of association (other than Minder)	Mergers, acquisitions and relocations	Miscellaneous	Shareholder resolutions
Banque Profil de Gestion	20.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✗			✓				
Basilea	21.04.2016	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓	✓			✓				
Belimo	25.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Bell	19.04.2016	AGM	✓	✓	✓	✓	✓	✓	○	✓	✓	✓			✓		✓			
Berner Kantonalbank	17.05.2016	AGM	✓	✓		✗	✓	✓	✓	✓	✓	✓								
BFW Liegenschaften	27.04.2016	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓								
BKW	13.05.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
BNS	29.04.2016	AGM	✓	✓				✓	✓		✓									✓
Bobst	06.04.2016	AGM	✓	✓		✗	✓	✓	✓	✓	✓	✓								
Bossard	11.04.2016	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓								
Bucher Industries	15.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓								
Burkhalter Holding	20.05.2016	AGM	✓	✓		✓	✓	✓	○	✓	✓	✓	✓							
BVZ Holding	14.04.2016	AGM	✓	✓		✓	✓	✓	○	○	✓	✓								
Calida	21.04.2016	AGM	✓	✓	✗	✓	✗	✓	○	✓	✓	✓		✓						✓
Cassiopea	04.04.2016	AGM	✓																	
Cembra Money Bank	27.04.2016	AGM	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓				○				
Cham Paper Group Hldg	04.05.2016	AGM	✓	✓	✓	✗	✓	✓	○	✓	✓	✓								
Charles Vögele	18.05.2016	AGM	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓								
CI Com	27.06.2016	AGM	✗	✓		✗		✗	✗	✗	✓	✓								
Cicor Technologies	19.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗				✓			
Clariant	21.04.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✗	✓								
Comet Holding	21.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓				✓			
Compagnie Financière Tradition	19.05.2016	AGM	✓	✓		✗	✗	✓	○	✗	✓	✓								
Conzzeta	26.04.2016	AGM	✓	✓	✓	✓	✓	✓	○	○	✗	✓								
COSMO Pharmaceuticals	12.05.2016	MIX	○	✓	✗			✗	✗		✓							✗	✗	
Credit Suisse Group	29.04.2016	AGM	✓	○	✗	✗	✗	✗	✓	✓	✓	✓	✓							
Dätwyler	05.04.2016	AGM	✓	✓	✗	✗	✓	✓	○	○	✓	✓								
Dufry	28.04.2016	AGM	✓	✓	✗	✗	✗	✓	✓	○	✓	✓								
Edisun Power Europe	20.05.2016	AGM	✓	✓		✓	✓	✓	✓	○	✓	✓								
EFG International	29.04.2016	AGM	✓	✓		✗	✗	✓	○	○	✓	✓	✗			✗		✓		
Elma Electronic	21.04.2016	AGM	✓	✓		✗	✓	✓	○	✓	✓	✓								

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Emmi	21.04.2016	AGM	✓	✓		✓	✓	✓	⊕	✓	✓	✓							✓	
Evolva	13.05.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗						✓	
Feintool International	19.04.2016	AGM	✓	✓		✗	✓	✓	⊕	⊕	✓	✓	✓							
Flughafen Zürich	28.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓			✓					
Forbo	29.04.2016	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓		✓						
Galenica	28.04.2016	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓	✓							
GAM Holding	27.04.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	✓						
Gategroup	14.04.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓			✓				✗
Geberit	06.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓						
Glarner Kantonalbank (GLKB)	29.04.2016	AGM	✓	✓		✓		✓	✓		✓						✓		✓	
Goldbach Group	07.04.2016	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✓	✓	✓							
Gottex Fund Management	22.06.2016	AGM	✗						⊕		✗		⊕						✓	
Groupe Minoteries	09.06.2016	AGM	✓	✓	✓	✗	✗	✓	⊕	⊕	✓	✓							✓	
Gurit	14.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Helvetia	22.04.2016	AGM	✓	✓		⊕	✓	✓	✓	✓	✓	✓								
Hiag Immobilien	19.04.2016	AGM	✓	✓	✓	✗	✓	✓	✓	✓	✗	✓	✓							
Highlight Event and Entertainment	13.06.2016	AGM	✓	✓	✓	✓	⊕	✗	⊕	✗	✓	✓	✗				✓			
Hochdorf	06.05.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✗							
Huber+Suhner	06.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓								
Hügli	25.05.2016	AGM	✓	✓	✗	✗	✓	✓	⊕	⊕	✓	✓								
Inficon	28.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓								
Interroll	13.05.2016	AGM	✓	✓		✓	✗	✓	⊕	⊕	✓	✓								
IVF Hartmann	19.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Julius Bär	13.04.2016	AGM	✓	✓	✗	✓	⊕	✓	✓	✓	✓	✓								
JungfrauBahn	23.05.2016	AGM	✓	✓		✗	✓	✓	⊕	⊕	✓	✓								
Kardex	21.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓			✓			
Komax	12.05.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓			✗
Kühne + Nagel	03.05.2016	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✓	✓	✗							
Kuoni	27.06.2016	AGM	✓	✓		✓	✗	✓	✓	✓	✓	✓				✗			✓	
	02.05.2016	EGM							✓	✓							✓			
Kuros Biosciences	16.06.2016	AGM	✓	✓		⊕	⊕	✓	✓	✓	✓	✓	✗		✓					

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LafargeHolcim	12.05.2016	AGM	✓	✓	✗	✓	✗	✗	⦿	✓	✓	✓								
lastminute.com	04.05.2016	AGM		✓		✓	✓	✓	✓		✓		✓	✗						
Leclanché	04.05.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	⦿				✓		✓	⦿
Lem	30.06.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Liechtensteinische Landesbank	04.05.2016	AGM	✓	✓				✓	✓		✓									
LifeWatch	15.04.2016	AGM	✓	✓		✗	✓	✗	⦿	⦿	✓	✓	⦿							
Lindt & Sprüngli	21.04.2016	AGM	✓	✓	✗	✓	✗	✓	⦿	⦿	✓	✓								
Lonza	22.04.2016	AGM	✓	✓	✓	✓	⦿	✓	✓	✓	✓	✓								
Looser Holding	21.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓				✓		
Luzerner Kantonalbank	18.05.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓			✓			
MCH Group AG	22.04.2016	AGM	✓	✓		✓	✓	✓	⦿	⦿	✗	✓								
Metall Zug	29.04.2016	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓								
Meyer Burger	03.05.2016	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓							
Mikron	12.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								✓
Mobilezone	07.04.2016	AGM	✓	✓		✓	✓	✗	✓	✓	✓	✓								
Molecular Partners	20.04.2016	AGM	✓	✓		✓	⦿	✓	⦿	⦿	✓	✓	✗							
Nestlé	07.04.2016	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓		✓						
OC Oerlikon Corporation	05.04.2016	AGM	✓	✓		✓	⦿	✗	⦿	⦿	✓	✓								
Orascom Development	09.05.2016	AGM	✗	✓	✗	✓	✗	✗	✓	✗	✗	✓	✗			✗	✓			
Orell Füssli	28.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓		✓	
Orior	12.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓							
Panalpina	10.05.2016	AGM	✓	✓	✗	✗	✗	✓	✓	⦿	✓	✓								
Pargesa	03.05.2016	AGM	✓	✓		✗	✓	✓	⦿	⦿	✓	✓	✗							
Partners Group	11.05.2016	AGM	✓	✓	✗	✗	✗	✓	⦿	⦿	✓	✓					✓			
Pax	20.04.2016	AGM	✓	✓		✓	⦿	✗	✓	✓	✓	✓					✓			
Peach Property Group	21.04.2016	AGM	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓								
Perfect Holding	27.05.2016	AGM	✓	✓		✓	✓	✗	✓	✓	✓	✓	✓	✓						
Phoenix Mecano	20.05.2016	AGM	✓	✓	✓	✗	✓	✓	⦿	⦿	✗	✓					✓			
Plazza	24.05.2016	AGM	✓	✓		✓	✓	✓	⦿	⦿	✓	✓								
Repower	12.05.2016	AGM	✓	✓	✓			✓	✓		✓						✓			
Rieter	06.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							

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Romande Energie	24.05.2016	AGM	✓	✓	✓	✓	✓	✓	⊕	✓	✓	✓	✗							
Santhera Pharmaceuticals	11.05.2016	AGM	✓	✓	✗	✗	✓	⊕	✓	✓	✓	✓	✗			✓				
Schlatter	03.05.2016	AGM	✓	✓		✓	⊕	✓	✓	✓	✓	✓								
Schmolz + Bickenbach	03.05.2016	AGM	✓	✓	✗	✗	✗	✗	⊕	⊕	✗	✓	✗				✓			
Schweiter Technologies	03.05.2016	AGM	✓	✓		✓	✗	✓	✓	✓	✗	✓								
SFS Group	20.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Siegfried	15.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓								
Sika	12.04.2016	AGM	✓	✓	✓	✓	✓	⊕	⊕	⊕	✓	✓								⊕
Sonova	14.06.2016	AGM	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓		✓						
Spice Private Equity	28.06.2016	AGM	✓	✓		✓		✓	✓	⊕	✓	✓	✗				✓			
St.Galler Kantonalbank	27.04.2016	AGM	✓	✓		✓	⊕	✓	✓		✗	✓								
Starrag Group	23.04.2016	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓	✓				✓			
Straumann	08.04.2016	AGM	✓	✓	✗	✗	⊕	✓	✓	✓	✓	✓	✓			✗				
Sulzer	07.04.2016	AGM	✓	✓	✗	✓	✗	✓	⊕	✓	✓	✓								
Sunrise	15.04.2016	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓				✓			
Swatch Group	11.05.2016	AGM	✓	✓		⊕	⊕	✓	⊕	⊕	✓	✓								
Swiss Finance & Property Investment	12.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓						✓
Swiss Life	26.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Swiss Prime Site	12.04.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓							
Swiss Re	22.04.2016	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✓	✓		✓			✓			
Swisscom	06.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Swissmetal Industries	30.06.2016	AGM	✓					✓	✓	✓	✓	✓								✓
Swissquote	13.05.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Syngenta	26.04.2016	AGM	✓	✓	✗	✗	✗	✗	⊕	✓	✓	✓		✓						
Tamedia	08.04.2016	AGM	✓	✓		✗	✗	✓	⊕	⊕	✓	✓								✓
Tecan	13.04.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓							
Temenos	10.05.2016	AGM	✓	✓		✗	✗	✓	✓	✗	✗	✓								
THERAMetrics	25.05.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✗	✓	✓	⊕				✓	✓		
Tornos	13.04.2016	AGM	✓	✓		✗	✗	✓	⊕	⊕	✓	✓								
Transocean	12.05.2016	AGM	✓	✓	✗	✗	✗	✗	⊕	⊕	✓	✓	✗							
U-blox	26.04.2016	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 (Minder)	Articles of association (other than Minder)	Mergers, acquisitions and relocations	Miscellaneous	Shareholder resolutions
UBS	10.05.2016	AGM	✓	✓	✗	✗	⊕	✓	⊕	⊕	✗	✓								
Valartis Group	28.06.2016	AGM	✓	✓	✗	✗	✓	✗	✓	✓	✓	✓								
Valiant	18.05.2016	AGM	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓								
Valora	14.04.2016	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓	✓							
Vaudoise Assurances	09.05.2016	AGM	✓	✓		✓	✓	✓	⊕	✓	✓	✓								
Vetropack	11.05.2016	AGM	✓	✓	✓	✓	✓	✓	⊕	⊕	✓	✓								
Villars Holding	12.05.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓								
Von Roll	13.04.2016	AGM	✓			✓	⊕	✗	⊕	⊕	✓	✓	⊕				✓			
Vontobel	19.04.2016	AGM	✓	✓		✗	⊕	✓	✓		✓	✓								
VP Bank	29.04.2016	AGM	✓	✓				✓	✓		✓				✓				✗	
VZ Holding	12.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓								
Warteck Invest	25.05.2016	AGM	✓	✓		✓	✓	✗	✓	✓	✓	✓								
Ypsomed	29.06.2016	AGM	✓	✓		⊕	✓	✓	✓	✓	✓	✓								
Zehnder Group	06.04.2016	AGM	✓	✓	✗	✗	✓	✓	⊕	⊕	✓	✓								
Züblin Immobilien	21.06.2016	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✓	✓				✗	✗			
Zug Estates	12.04.2016	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓								
Zuger Kantonalbank	30.04.2016	AGM	✓	✓			✓	✓		✓	✓	✓								
Zwahlen & Mayr	28.04.2016	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	174	110	99.2 %
Allocation of income	190	131	99.5 %
Remuneration report (advisory vote)	90	68	88.6 %
Board remuneration amount	170	111	92.9 %
Executive remuneration amount	219	141	93.9 %
Discharge	182	122	91.9 %
Board elections	1101	770	96.7 %
Elections of remuneration committee	433	287	95.7 %
Auditors	164	103	96.9 %
Elections of the independent proxy	150	98	98.7 %
Share capital increase	65	39	90.0 %
Share capital reduction	20	16	99.4 %
Capital structure	4	3	99.6 %
Articles of association (Minder)	18	12	97.4 %
Articles of association (other than Minder)	37	19	96.6 %
Mergers, acquisitions and relocations	4	3	98.3 %
Misellaneous	13	6	97.9 %
Shareholder resolutions	18	10	35.7 %
All topics	3052	2049	95.6 %

3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
Sika	12.04.2016	3.5	Discharge Ms. Monika Ribar	FOR	18.7 %
Sika	12.04.2016	3.9	Discharge Mr. Christoph Tobler	FOR	20.4 %
Sika	12.04.2016	3.6	Discharge Mr. Daniel J. Sauter	FOR	20.5 %
Sika	12.04.2016	3.2	Discharge Mr. Frits van Dijk	FOR	20.6 %
Sika	12.04.2016	3.7	Discharge Prof. Dr. sc. techn. Ulrich W. Suter	FOR	20.7 %
Sika	12.04.2016	3.3	Discharge Dr. sc. techn. Paul J. Hälgi	FOR	20.8 %
Sika	12.04.2016	5.2	Advisory vote on the remuneration report	FOR	33.1 %
Sika	12.04.2016	5.3	Binding vote on the total remuneration of the board of directors for the period from the 2016 AGM to the 2017 AGM	FOR	33.5 %
Sika	12.04.2016	5.1	Binding vote on the total remuneration of the board of directors for the period from the 2015 AGM to the 2016 AGM	FOR	33.5 %
Sika	12.04.2016	4.6	Re-elect Dr. Max Brändli as the independent proxy	FOR	33.8 %
LifeWatch	15.04.2016	9.1	Binding retrospective vote on the total remuneration of the board of directors for financial year 2015	OPPOSE	35.7 %
Swiss Prime Site	12.04.2016	2.	Advisory vote on the remuneration report	OPPOSE	48.7 %

3.3 Withdrawn resolutions

Company	GM date	Item	Item title	Ethos	Result
BFW Liegenschaften	27.04.2016	4.1.d	Elect Mr. Serge Aerne	OPPOSE	--
BFW Liegenschaften	27.04.2016	5.1	Binding prospective vote on the total remuneration of the board of directors (FY 2016)	FOR	--
COSMO Pharmaceuticals	12.05.2016	AGM.4	Approve allocation of income and dividend	FOR	--
Gategroup	14.04.2016	5.4	Elect Mr. Nils Engel to the Remuneration Committee	OPPOSE	--
Gategroup	14.04.2016	9.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	--
Hochdorf	06.05.2016	8.	Create a pool of conditional capital for the conversion of convertible bonds	OPPOSE	--
Komax	12.05.2016	4.2.2	Shareholder proposal: Elect Mr. Gerard van Kesteren	OPPOSE	--
Komax	12.05.2016	4.4.1	Shareholder proposal: Elect Mr. Andreas R. Herzog to the Remuneration Committee	OPPOSE	--
Komax	12.05.2016	4.4.2	Shareholder proposal: Elect Mr. Gerard van Kesteren to the Remuneration Committee	OPPOSE	--
LifeWatch	15.04.2016	5.5	Elect Mr. John Doulis	FOR	--
LifeWatch	15.04.2016	5.4	Elect Dr. med. Didier Hoch	FOR	--
LifeWatch	15.04.2016	7.3	Elect Mr. John Doulis to the Remuneration Committee	FOR	--
LifeWatch	15.04.2016	7.2	Elect Dr. med. Didier Hoch to the Remuneration Committee	FOR	--
LifeWatch	15.04.2016	6.	Re-elect Mr. Patrick Schildknecht as board chairman	FOR	--
Zwahlen & Mayr	28.04.2016	4.a3	Re-elect Mr. Pierpaolo Rossetto	FOR	--

3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
U-blox	26.04.2016	7.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	53.5 %
Calida	21.04.2016	3.3	Advisory vote on the remuneration report	OPPOSE	57.6 %
Gategroup	14.04.2016	1.3	Advisory vote on the remuneration report	OPPOSE	58.0 %
Temenos	10.05.2016	5.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	58.3 %
Temenos	10.05.2016	5.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	59.1 %
LifeWatch	15.04.2016	9.2	Binding prospective vote on the total remuneration of the board of directors for financial year 2016	OPPOSE	59.8 %
ABB	21.04.2016	10.2	Elect Mr. Frederico F. Curado to the remuneration committee	OPPOSE	61.5 %
ABB	21.04.2016	9.3	Elect Mr. Frederico F. Curado	OPPOSE	62.5 %
LifeWatch	15.04.2016	4.1	Discharge Mr. Patrick Schildknecht	OPPOSE	63.1 %
LifeWatch	15.04.2016	10.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	63.9 %

4 Detailed voting recommendations

ABB

21.04.2016

AGM

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 76.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.6 %
4	Approve allocation of income	FOR	FOR		✓ 99.0 %
5	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.0 %
6	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 99.3 %
7	Amendment to the articles of association related to the capital reduction	FOR	FOR		✓ 99.3 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.5 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be 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.	✓ 80.8 %
9	Elections to the board of directors				
9.1	Re-elect Dr. Matti Alahuhta	FOR	FOR		✓ 98.9 %
9.2	Re-elect Mr. David E. Constable	FOR	FOR		✓ 98.7 %
9.3	Elect Mr. Frederico F. Curado	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 62.5 %
9.4	Elect Ms. Robyn Denholm	FOR	FOR		✓ 99.1 %
9.5	Re-elect Mr. Louis R. Hughes	FOR	FOR		✓ 97.0 %
9.6	Elect Mr. David Meline	FOR	FOR		✓ 99.2 %
9.7	Elect Mr. Satish Pai	FOR	FOR		✓ 99.1 %
9.8	Re-elect Mr. Michel de Rosen	FOR	FOR		✓ 97.4 %
9.9	Re-elect Mr. Jacob Wallenberg	FOR	FOR		✓ 98.1 %
9.10	Re-elect Ms. Ying Yeh	FOR	FOR		✓ 99.0 %

Item	Agenda	Position VR	Position Ethos	Result
9.11	Re-elect Mr. Peter R. Voser as chairman of the board	FOR	FOR	✓ 99.1 %
10	Elections to the remuneration committee			
10.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	✓ 98.5 %
10.2	Elect Mr. Frederico F. Curado to the remuneration committee	FOR	● OPPOSE	✓ 61.5 % As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee. He holds an excessive number of mandates.
10.3	Re-elect Mr. Michel de Rosen to the remuneration committee	FOR	FOR	✓ 96.9 %
10.4	Re-elect Ms. Ying Yeh to the remuneration committee	FOR	FOR	✓ 98.5 %
11	Election of the independent proxy	FOR	FOR	✓ 99.3 %
12	Election of the auditors	FOR	FOR	✓ 98.5 %

Item	Agenda	Position VR	Position 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 structure of the remuneration is not in line with Ethos' guidelines.	✓ 93.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.0 %
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.6 %
5	Approve renewal of authorised capital	FOR	FOR		✓ 93.8 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. pharm. Jean-Pierre Garnier	FOR	FOR		✓ 96.4 %
6.1.2	Re-elect Dr. med. Jean-Paul Clozel	FOR	FOR		✓ 96.9 %
6.1.3	Re-elect Mr. Juhani Anttila	FOR	FOR		✓ 99.7 %
6.1.4	Re-elect Mr. Robert Bertolini	FOR	FOR		✓ 99.9 %
6.1.5	Re-elect Mr. John J. Greisch	FOR	FOR		✓ 99.5 %
6.1.6	Re-elect Prof. Dr. rer. nat. Peter Gruss	FOR	FOR		✓ 99.9 %
6.1.7	Re-elect Dr. oec. Michael Jacobi	FOR	FOR		✓ 99.3 %
6.1.8	Re-elect Mr. Jean Malo	FOR	FOR		✓ 97.3 %
6.1.9	Re-elect Mr. David Stout	FOR	FOR		✓ 99.9 %
6.1.10	Re-elect Ms. Herna Verhagen	FOR	● OPPOSE	She holds an excessive number of mandates.	✓ 96.3 %
6.2	Re-elect Dr. pharm. Jean-Pierre Garnier as board chairman	FOR	FOR		✓ 96.8 %
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Ms. Herna Verhagen to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Ms. Verhagen to the board of directors, she cannot be elected to the committee. She holds an excessive number of mandates.	✓ 95.5 %
6.3.2	Re-elect Dr. pharm. Jean-Pierre Garnier to the remuneration committee	FOR	FOR		✓ 95.9 %
6.3.3	Re-elect Mr. John J. Greisch to the remuneration committee	FOR	FOR		✓ 99.4 %

Item	Agenda	Position VR	Position Ethos		Result
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.1 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 94.4 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %
9	Election of the auditors	FOR	FOR		✓ 98.4 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.	✓
5	Elections to the board of directors				
5.1	Re-elect Prof. Dr. Vincent Lawton as board member and chairman	FOR	FOR		✓
5.2	Re-elect Prof. Dr. Raymond Hill	FOR	FOR		✓
5.3	Re-elect Mr. Tim Dyer (CEO)	FOR	FOR		✓
6	Elections to the remuneration committee				
6.1	Re-elect Prof. Dr. Vincent Lawton to the remuneration committee	FOR	FOR		✓
6.2	Re-elect Prof. Dr. Raymond Hill to the remuneration committee	FOR	FOR		✓
7	Election of the auditors	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9	Amend articles of association: Authorised and conditional capital				
9.1	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 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 25% of the issued share capital.	✓

Item	Agenda	Position VR	Position Ethos		Result
9.2	Approve increase of conditional capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 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 25% of the issued share capital.</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>	✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration paid out to one of the members is significantly higher than that of the peer group.</p> <p>The non-executive directors can receive options</p>	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p>	✓

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 86.3 %
2	Approve allocation of balance sheet result and dividend				
2.1	Approve allocation of balance sheet result	FOR	FOR		✓ 99.2 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 96.9 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested for the chairman is significantly higher than that of the peer group.	✓ 94.5 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The maximum amount that can be granted can potentially significantly exceed the amount requested at the general meeting.	✓ 93.3 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR		✓ 98.0 %
5.1.2	Re-elect Dr. Dominique-Jean Chertier	FOR	FOR		✓ 98.5 %
5.1.3	Re-elect Mr. Jean-Christophe Deslarzes	FOR	FOR		✓ 98.1 %
5.1.4	Re-elect Dr. oec. publ. Rainer Alexander Gut	FOR	FOR		✓ 97.9 %
5.1.5	Re-elect Dr. sci. tech. Didier Lamouche	FOR	FOR		✓ 98.5 %
5.1.6	Re-elect Dr. iur. h.c. Thomas O'Neill	FOR	FOR		✓ 98.2 %
5.1.7	Re-elect Mr. David Prince	FOR	FOR		✓ 98.2 %
5.1.8	Re-elect Dr. psy. Wanda Rapaczynski	FOR	FOR		✓ 98.4 %
5.1.9	Re-elect Ms. Kathleen P. Taylor	FOR	FOR		✓ 98.5 %
5.2	Elections to the remuneration committee				

Item	Agenda	Position VR	Position Ethos	Result
5.2.1	Re-elect Dr. oec. publ. Rainer Alexander Gut to the remuneration committee	FOR	FOR	✓ 99.1 %
5.2.2	Re-elect Dr. iur. h.c. Thomas O'Neill to the remuneration committee	FOR	FOR	✓ 98.9 %
5.2.3	Re-elect Dr. psy. Wanda Rapaczynski to the remuneration committee	FOR	FOR	✓ 99.4 %
5.2.4	Elect Mr. Jean-Christophe Deslarzes to the remuneration committee	FOR	FOR	✓ 99.4 %
5.3	Election of the independent proxy	FOR	FOR	✓ 92.5 %
5.4	Election of the auditors	FOR	FOR	✓ 98.6 %
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.2 %
7.1	Amend articles of association: Corporate seat	FOR	FOR	✓ 92.4 %
7.2	Amend articles of association: Corporate name	FOR	FOR	✓ 92.3 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Allocation of balance sheet result	NON-VOTING	NON-VOTING	
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Willy Michel	FOR	FOR	✓
5.1.2	Re-elect Mr. Michael Pieper	FOR	FOR	✓
5.1.3	Re-elect Mr. Hans Dreier	FOR	FOR	✓
5.1.4	Re-elect Dr. Roland Waibel	FOR	FOR	✓
5.2	Re-elect Mr. Willy Michel as board chairman	FOR	FOR	✓
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Willy Michel to the nomination and remuneration committee	FOR	FOR	✓
5.3.2	Re-elect Mr. Michael Pieper to the nomination and remuneration committee	FOR	FOR	✓
5.3.3	Re-elect Dr. Roland Waibel to the nomination and remuneration committee	FOR	FOR	✓
5.4	Election of the independent proxy	FOR	FOR	✓
5.5	Election of the auditors	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts				
1.1	Approve annual report	FOR	FOR		✓ 99.8 %
1.2	Approve statutory financial statements	FOR	FOR		✓ 99.8 %
1.3	Approve consolidated financial statements	FOR	FOR		✓ 99.8 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.0 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.8 %
4.1	Elections to the board of directors and to the remuneration committee				
4.1.1	Re-elect Mr. Alexander von Witzleben as board member, chairman, and member of the remuneration committee	FOR	● OPPOSE	He is CEO and there is no indication that the combination of functions is temporary. He serves on the audit committee and the remuneration committee.	✓ 74.1 %
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the remuneration committee	FOR	FOR		✓ 98.5 %
4.1.3	Re-elect Mr. Peter Bodmer as board member	FOR	FOR		✓ 99.4 %
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the remuneration committee	FOR	FOR		✓ 98.3 %
4.1.5	Re-elect Mr. Markus Oppliger as board member	FOR	FOR		✓ 85.8 %
4.1.6	Re-elect Mr. Michael Pieper as board member	FOR	FOR		✓ 89.1 %
4.1.7	Re-elect Mr. Christian Stambach as board member	FOR	FOR		✓ 88.6 %
4.2	Election of the independent proxy	FOR	FOR		✓ 99.9 %
4.3	Election of the auditors	FOR	FOR		✓ 99.5 %
5.1	Increase in authorised capital	FOR	FOR		✓ 84.1 %
5.2	Increase in conditional capital	FOR	FOR		✓ 82.4 %
5.3	Amend articles of association: Description of the executive remuneration system	FOR	FOR		✓ 99.2 %
5.4	Amend articles of association: Modality for the remuneration votes	FOR	● OPPOSE	The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.	✓ 87.7 %

Item	Agenda	Position VR	Position Ethos		Result
5.5	Amend articles of association: Loans to the members of the board of directors and the executive management	FOR	FOR		✓ 98.8 %
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	In view of the financial results of the company and the relocation of several Swiss sites to Easter European countries, Ethos considers that no bonus should have been paid.	✓ 73.2 %
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2 %
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount (including 60'000 shares) reserved for Mr. von Witzleben (as chairman and interim CEO) is excessive.	✓ 92.2 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members	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>	✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested for one or several members is significantly higher than that of the peer group.	✓
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 remunerations than those of a peer group.</p>	✓
4.3	Advisory vote on the remuneration report	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Marc-Henri Beausire	FOR	FOR		✓
5.1.2	Re-elect Mr. Pierre Duboux	FOR	FOR		✓
5.1.3	Re-elect Dr. Urs Linsi	FOR	FOR		✓
5.2	Election of the chairman of the board	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Pierre Duboux to the remuneration committee	FOR	FOR		✓
6.2	Re-elect Dr. Urs Linsi to the remuneration committee	FOR	FOR		✓
7	Election of the auditors	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result	
1	Approve annual report, financial statements and accounts	FOR	FOR	✓	
2	Approve allocation of loss	FOR	FOR	✓	
3	Discharge board members and executive management	FOR	FOR	✓	
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Antoine Kohler	FOR	FOR	✓	
4.1.2	Re-elect Mr. Quint Kelders	FOR	FOR	✓	
4.1.3	Re-elect Dr. Attila A. Tamer	FOR	FOR	✓	
4.2.1	Elect Mr. Okko Filius	FOR	● OPPOSE	<p>He is not independent (business connections) and the board independence is insufficient (0.0 %).</p> <p>He has a major conflict of interest that is incompatible with his role as board member.</p>	✓
4.2.2	Elect Mr. Robert Seminara	FOR	FOR	✓	
4.2.3	Elect Mr. Ralf Ackermann	FOR	FOR	✓	
4.2.4	Elect Mr. Lorenzo Levi	FOR	FOR	✓	
4.3	Re-elect Mr. Antoine Kohler as chairman of the board	FOR	FOR	✓	
4.4	Elections to the nomination and remuneration committee				
4.4.1	Re-elect Mr. Antoine Kohler to the nomination and remuneration committee	FOR	FOR	✓	
4.4.2	Elect Mr. Okko Filius to the nomination and remuneration committee	FOR	FOR	✓	
4.4.3	Elect Mr. Lorenzo Levi to the nomination and remuneration committee	FOR	FOR	✓	
5	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The non-executive directors receive options</p>	✓
6	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>	✓
7	Election of the auditors	FOR	FOR	✓	
8	Election of the independent proxy	FOR	FOR	✓	
9	Ordinary capital increase	FOR	FOR	✓	

Item	Agenda	Position VR	Position Ethos		Result
10	Create a pool of conditional capital	FOR	● OPPOSE	The proposed increase exceeds one-third of the capital.	✓
11	Amend Art. 17 of the articles of association	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Approve distribution from capital contribution reserves	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
	Elections to the board of directors			
5.1.a	Re-elect Mr. Bruno Bettoni	FOR	FOR	✓ 86.1 %
5.1.b	Re-elect Dr. rer. pol. Ralph-Thomas Honegger	FOR	FOR	✓ 89.1 %
5.1.c	Re-elect Mr. Albert Leiser	FOR	FOR	✓ 99.2 %
5.1.d	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 95.6 %
5.1.e	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 89.3 %
5.2.a	Elect Ms. Andrea Sieber	FOR	FOR	✓ 87.7 %
5.2.b	Elect Mr. Thomas Stenz	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (14.3 %). ✓ 89.3 %
5.3	Election of the chairman of the board	FOR	FOR	✓ 86.1 %
5.4	Elections to the nomination and remuneration committee			
5.4.a	Re-elect Dr. rer. pol. Ralph-Thomas Honegger to the nomination and remuneration committee	FOR	FOR	✓ 87.4 %
5.4.b	Elect Mr. Bruno Bettoni to the nomination and remuneration committee	FOR	FOR	✓ 81.5 %
5.5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.6	Election of the auditors	FOR	FOR	✓ 99.9 %
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 87.0 %
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.5 %
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.5 %
7	Approve renewal of authorised capital	FOR	FOR	✓ 93.4 %

Item	Agenda	Position VR	Position Ethos	Result
1.	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3.	Discharge members of the management board	FOR	FOR	✓ 99.9 %
4.	Discharge members of the supervisory board	FOR	FOR	✓ 99.7 %
5.	Approve remuneration of the members of the supervisory board	FOR	FOR	✓ 99.8 %
6.	Election of the auditors	FOR	FOR	✓ 96.9 %
7.	Elections to the supervisory board			
7.a	Elect Mr. Loh Kin Wah	FOR	FOR	✓ 98.7 %
7.b	Re-elect Mr. Jacob Jacobsson	FOR	FOR	✓ 99.9 %
8.	Cancellation of existing and creation of a new authorised capital	FOR	FOR	✓ 92.0 %
9.	Report concerning volume, purchase and sale of own stocks	NON-VOTING	NON-VOTING	

Item	Agenda	Position VR	Position Ethos	Result
1	Auditors report	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	✓ 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. Daniel Hofer	FOR	FOR	✓ 96.5 %
5.2	Re-elect Mr. Robert Schmidli	FOR	FOR	✓ 99.2 %
5.3	Re-elect Mr. Markus Scheidegger	FOR	FOR	✓ 96.7 %
5.4	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓ 95.6 %
5.5	Re-elect Mr. Stéphane Prigent	FOR	● OPPOSE He is not independent and the board independence is insufficient (20.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 92.4 %
6	Re-elect Dr. Daniel Hofer as chairman of the board	FOR	FOR	✓ 96.2 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Robert Schmidli to the remuneration committee	FOR	FOR	✓ 99.0 %
7.2	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	FOR	✓ 95.4 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.5 %
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 98.7 %
11	Election of the auditors	FOR	FOR	✓ 98.9 %
12	Election of the independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	Position VR	Position Ethos	Result
1.	Approve 2015 annual report, statutory financial statements and accounts	FOR	FOR	✓ 100.0 %
2.	Approve 2015 consolidated financial statements	FOR	FOR	✓ 100.0 %
3.	Advisory vote on the remuneration report	FOR	FOR	✓ 97.5 %
4.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
5.	Discharge board members	FOR	FOR	✓ 99.8 %
6.1	Elections to the board of directors			
6.1.a	Re-elect Mr. Juhani Anttila	FOR	FOR	✓ 98.4 %
6.1.b	Re-elect Dr. tech. Jukka Tapani Bergqvist	FOR	FOR	✓ 98.8 %
6.1.c	Re-elect Dr. Harald Deutsch	FOR	FOR	✓ 98.8 %
6.1.d	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 98.9 %
6.1.e	Re-elect Ms. Christina Stercken	FOR	FOR	✓ 98.9 %
6.1.f	Re-elect Mr. Andreas Umbach	FOR	FOR	✓ 98.9 %
6.1.g	Elect Dr. rer. nat. Valentin Chapero Rueda	FOR	FOR	✓ 99.8 %
6.2	Election of the chairman of the board	FOR	FOR	✓ 98.5 %
6.3	Elections to the remuneration committee			
6.3.a	Elect Dr. tech. Jukka Tapani Bergqvist to the Remuneration Committee	FOR	FOR	✓ 99.8 %
6.3.b	Elect Dr. Harald Deutsch to the Remuneration Committee	FOR	FOR	✓ 99.8 %
6.3.c	Elect Mr. Andreas Umbach to the Remuneration Committee	FOR	FOR	✓ 99.8 %
6.4	Election of the auditors	FOR	FOR	✓ 96.6 %
6.5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
7.	Binding votes on the remuneration of the board of directors and the executive management			
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
7.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.6 %
7.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.5 %
7.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 99.5 %

Item	Agenda	Position VR	Position 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 and dividend	FOR	FOR	✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
5.	Elections to the board of directors			
5.1	Re-elect Dr. Kuno Sommer as chairman	FOR	FOR	✓
5.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	✓
5.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	✓
5.4	Re-elect Dr. iur. Thomas Burckhardt	FOR	FOR	✓
5.5	Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger	FOR	FOR	✓
5.6	Re-elect Dr. phil. Rolf Nyfeler	FOR	FOR	✓
6.	Elections to the remuneration committee			
6.1	Elect Dr. Kuno Sommer to the Remuneration Committee	FOR	FOR	✓
6.2	Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the Remuneration Committee	FOR	FOR	✓
6.3	Elect Dr. phil. Rolf Nyfeler to the Remuneration Committee	FOR	FOR	✓
7.	Election of the auditors	FOR	<p>● OPPOSE</p> <p>During the year under review, the fees paid to the audit firm for non-audit services exceed those for audit services.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓
8.	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. iur. Michael Becker	FOR	FOR	✓ 99.6 %
4.1.2	Re-elect Dr. iur. Andreas Beerli	FOR	FOR	✓ 99.6 %
4.1.3	Re-elect Dr. med. Georges-Antoine de Boccard	FOR	FOR	✓ 99.1 %
4.1.4	Re-elect Dr. iur. Andreas Burckhardt	FOR	FOR	✓ 94.1 %
4.1.5	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 98.8 %
4.1.6	Re-elect Ms. Karin Keller-Sutter	FOR	FOR	✓ 99.1 %
4.1.7	Re-elect Mr. Werner Kummer	FOR	FOR	✓ 91.0 %
4.1.8	Re-elect Mr. Thomas Pleines	FOR	FOR	✓ 99.6 %
4.1.9	Elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 99.1 %
4.1.10	Elect Mr. Hugo Lasat	FOR	FOR	✓ 99.0 %
4.2	Re-elect Dr. iur. Andreas Burckhardt as chairman of the board	FOR	FOR	✓ 95.0 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. med. Georges-Antoine de Boccard to the remuneration committee	FOR	FOR	✓ 99.1 %
4.3.2	Re-elect Ms. Karin Keller-Sutter to the remuneration committee	FOR	FOR	✓ 99.1 %
4.3.3	Re-elect Mr. Thomas Pleines to the remuneration committee	FOR	FOR	✓ 99.2 %
4.3.4	Elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the remuneration committee	FOR	FOR	✓ 99.1 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
4.5	Election of the auditors	FOR	FOR	✓ 99.2 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 65.0 %
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.8 %
5.2.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 92.3 %

Item	Agenda	Position VR	Position 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	FOR	FOR	✓ 99.2 %
4.	Change in the Articles of association	FOR	FOR	✓ 99.6 %
5.1.1	Number of board members	FOR	FOR	✓ 99.7 %
5.1.2	Elections to the board of directors			
5.1.2.a	Re-elect Mr. Reto Conrad	FOR	FOR	✓ 99.8 %
5.1.2.b	Re-elect Dr. iur. Sebastian Frehner	FOR	● OPPOSE	✓ 98.9 % He is not independent (representative of an important shareholder) and the board independence is insufficient (22.2 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
5.1.2.c	Re-elect Mr. Jan Goepfert	FOR	FOR	✓ 99.7 %
5.1.2.d	Re-elect Dr. oec. Jacqueline Henn Overbeck	FOR	FOR	✓ 99.8 %
5.1.2.e	Re-elect Ms. Christine Keller	FOR	● OPPOSE	✓ 98.9 % She is not independent (representative of an important shareholder) and the board independence is insufficient (22.2 %). She is a representative of a significant shareholder who is sufficiently represented on the board.
5.1.2.f	Re-elect Dr. rer. pol. Andreas Sturm	FOR	FOR	✓ 99.6 %
5.1.2.g	Re-elect Mr. Martin Tanner	FOR	FOR	✓ 99.8 %
5.1.2.h	Re-elect Prof. Dr. oec. Christian Wunderlin	FOR	FOR	✓ 99.6 %
5.1.2.i	Re-elect Dr. rer. pol. Ralph Lewin	FOR	FOR	✓ 99.7 %
5.2	Election of the chairman of the board	FOR	FOR	✓ 99.7 %
5.3.1	Number of members in the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
5.3.2	Elections to the nomination and remuneration committee			
5.3.2.a	Elect Dr. rer. pol. Ralph Lewin to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %

Item	Agenda	Position VR	Position Ethos	Result
5.3.2.b	Elect Dr. oec. Jacqueline Henn Overbeck to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
5.3.2.c	Elect Dr. rer. pol. Andreas Sturm to the nomination and remuneration committee	FOR	FOR	✓ 99.6 %
5.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.3	Election of the auditors	FOR	FOR	✓ 99.8 %
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	✓ 99.4 %

Item	Agenda	Position VR	Position 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 and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Gabriel Brenna	FOR	FOR	✓
4.1.2	Re-elect Dr. Heinz Knecht	FOR	FOR	✓
4.1.3	Re-elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR	✓
4.1.4	Re-elect Mr. Kurt Mäder	FOR	FOR	✓
4.1.5	Re-elect Mr. Christoph Reich	FOR	FOR	✓
4.1.6	Re-elect Mr. Ralph Peter Siegl	FOR	FOR	✓
4.1.7	Elect Ms. Beatrix Frey-Eigenmann	FOR	FOR	✓
4.2	Election of the chairman of the board	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. Heinz Knecht to the remuneration committee	FOR	FOR	✓
4.3.2	Elect Dr. Karin Lenzlinger Diedenhofen to the remuneration committee	FOR	FOR	✓
4.3.3	Re-elect Mr. Ralph Peter Siegl to the remuneration committee	FOR	FOR	✓
4.4	Election of the independent proxy	FOR	FOR	✓
4.5	Election of the auditors	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Chairman's Speech	NON-VOTING	NON-VOTING	
2	Announcement of the votes represented, presentation of the secretary for the meeting and the scrutineers	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
5	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
6	Amend articles of association: introduction of a single class of registered shares	FOR	FOR	✓ 98.7 %
7	Election of the auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Position VR	Position Ethos	Result
1	Opening of the meeting	NON-VOTING	NON-VOTING	
2	Present annual report	NON-VOTING	NON-VOTING	
3	Present auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓
5	Approve allocation of income and dividend	FOR	FOR	✓
6	Discharge board members	FOR	FOR	✓
7	Election of the auditors	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Chairman'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	✓
6	Approve allocation of income and dividend	FOR	FOR	✓
7	Discharge board members and executive management	FOR	FOR	✓
8	Election of the auditors	FOR	FOR	✓
9	Amendments to the articles of association	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Management report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.7 %
4	Approve allocation of income and dividend			
4.1	Approve allocation of income and ordinary dividend	FOR	FOR	✓ 97.8 %
4.2	Approve dividend from capital contribution reserves	FOR	FOR	✓ 97.7 %
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	✓ 96.7 %
5.2	Binding retrospective vote on the variable remuneration of the chairman of the board of directors	FOR	FOR	✓ 91.6 %
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.6 %
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 95.8 %
5.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.0 %
6	Discharge board members and executive management	FOR	FOR	✓ 97.3 %
7	Elect Mr. Jacques Clemons to the board of directors	FOR	FOR	✓ 80.7 %
8	Election of the independent proxy	FOR	FOR	✓ 97.6 %
9	Election of the auditors	FOR	FOR	✓ 97.4 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members	FOR	FOR		✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4	Create a pool of conditional capital for the employees	FOR	● OPPOSE	The transparency of the share-based plan for which the requested capital is intended is insufficient. The potential dilution is excessive.	✓
5	Amend articles of association: Implementation of the Minder ordinance	FOR	FOR		✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Nicolò Angileri	FOR	FOR		✓
6.1.2	Re-elect Ms. Geneviève Berclaz	FOR	FOR		✓
6.1.3	Re-elect Mr. Fabio Candeli	FOR	FOR		✓
6.1.4	Re-elect Mr. Emmanuele Emanuele	FOR	FOR		✓
6.1.5	Re-elect Mr. Ivan Mazuranic	FOR	FOR		✓
6.2	Re-elect Mr. Ivan Mazuranic as board chairman	FOR	FOR		✓
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Fabio Candeli to the remuneration committee	FOR	FOR		✓
6.3.2	Re-elect Mr. Ivan Mazuranic to the remuneration committee	FOR	FOR		✓
7	Election of the independent proxy	FOR	FOR		✓
8	Election of the auditors	FOR	FOR		✓
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
1.a	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.b	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
2	Carry forward the accumulated deficit	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Elections to the board of directors				
4.a	Re-elect Prof. Dr. med. Daniel Lew	FOR	FOR		✓
4.b	Re-elect Dr. pharm. Martin Nicklasson	FOR	FOR		✓
4.c	Re-elect Dr. iur. Thomas Rinderknecht	FOR	FOR		✓
4.d	Re-elect Mr. Domenico Scala	FOR	FOR		✓
4.e	Re-elect Mr. Steven D. Skolsky	FOR	FOR		✓
4.f	Re-elect Dr. chem. Thomas Werner	FOR	FOR		✓
5	Election of Mr. Domenico Scala as chairman of the board	FOR	FOR		✓
6	Elections to the remuneration committee				
6.a	Re-elect Dr. pharm. Martin Nicklasson to the remuneration committee	FOR	FOR		✓
6.b	Re-elect Mr. Steven D. Skolsky to the remuneration committee	FOR	FOR		✓
6.c	Re-elect Dr. chem. Thomas Werner to the remuneration committee	FOR	FOR		✓
7.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group.	✓
7.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
7.c	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9	Election of the auditors	FOR	FOR		✓
10.a	Amend articles of association	FOR	FOR		✓
10.b	Approve renewal of authorised capital	FOR	FOR		✓

Item	Agenda	Position VR	Position 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.	Advisory vote on the remuneration report	FOR	FOR	✓ 78.7 %
4.	Discharge board members	FOR	FOR	✓ 93.4 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Adrian Altenburger	FOR	FOR	✓ 96.7 %
5.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓ 98.6 %
5.1.3	Re-elect Mr. Martin Hess	FOR	FOR	✓ 95.3 %
5.1.4	Re-elect Prof. Dr. oec. publ. Hans Peter Wehri	FOR	FOR	✓ 93.7 %
5.1.5	Re-elect Dr. oec. Martin Zwyszig	FOR	FOR	✓ 98.9 %
5.2.1	Election of the chairman of the board	FOR	FOR	✓ 92.2 %
5.2.2	Election of the deputy chairman of the board	FOR	FOR	✓ 98.8 %
5.3	Elections to the remuneration committee			
5.3.1	Elect Mr. Martin Hess to the Remuneration Committee	FOR	FOR	✓ 95.4 %
5.3.2	Elect Mr. Adrian Altenburger to the Remuneration Committee	FOR	FOR	✓ 98.1 %
5.3.3	Elect Mr. Patrick Burkhalter to the Remuneration Committee	FOR	FOR	✓ 97.8 %
5.4	Election of the independent proxy	FOR	FOR	✓ 96.7 %
5.5	Election of the auditors	FOR	FOR	✓ 94.1 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.7 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.6 %

Item	Agenda	Position VR	Position 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	✓ 99.6 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Amend articles of association (share split)	FOR	FOR	✓ 99.1 %
4.2	Amend articles of association (conditions to file a shareholder resolution)	FOR	FOR	✓ 99.8 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.6 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.5 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Jörg Ackermann	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 16 years) and the board independence is insufficient (33.3 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
6.2	Re-elect Mr. Leo Ebnetter	FOR	FOR	✓ 99.8 %
6.3	Re-elect Dr. oec. publ. Irene Kaufmann-Brändli	FOR	FOR	✓ 99.9 %
6.4	Re-elect Mr. Andreas Land	FOR	FOR	✓ 99.9 %
6.5	Re-elect Mr. Werner Marti	FOR	FOR	✓ 99.5 %
6.6	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 99.9 %
7	Re-elect Mr. Hansueli Loosli as chairman of the board	FOR	FOR	✓ 99.9 %
8	Elections to the remuneration committee			
8.1	Re-elect Mr. Leo Ebnetter to the Remuneration Committee	FOR	FOR	✓ 99.8 %
8.2	Re-elect Mr. Andreas Land to the Remuneration Committee	FOR	FOR	✓ 99.9 %
9	Election of the independent proxy	FOR	FOR	✓ 99.9 %
10	Election of the auditors	FOR	FOR	✓ 99.4 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Daniel Charles Bloch	FOR	FOR	✓ 99.8 %
4.1.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter	FOR	FOR	✓ 99.9 %
4.1.3	Re-elect Mr. Peter Siegenthaler	FOR	FOR	✓ 99.8 %
4.1.4	Re-elect Dr. Rudolf Stämpfli	FOR	FOR	✓ 99.6 %
4.1.5	Re-elect Mr. Peter Wittwer	FOR	FOR	✓ 99.8 %
4.1.6	Elect Dr. Eva Jaisli	FOR	FOR	✓ 99.7 %
4.1.7	Elect Prof. Dr. Christoph Lengwiler	FOR	FOR	✓ 99.6 %
4.1.8	Elect Dr. Jürg Rebsamen	FOR	FOR	✓ 99.8 %
4.2	Election of the chairman of the board	FOR	FOR	✓ 99.9 %
4.3	Elections to the remuneration committee			
4.3.1	Elect Ms. Antoinette C. Hunziker-Ebnetter to the remuneration committee	FOR	FOR	✓ 99.7 %
4.3.2	Elect Mr. Daniel Charles Bloch to the remuneration committee	FOR	FOR	✓ 99.7 %
4.3.3	Elect Mr. Peter Wittwer to the remuneration committee	FOR	FOR	✓ 99.7 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
4.5	Election of the auditors	FOR	FOR	✓ 99.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 95.4 % The information provided by the company is insufficient. The non-executive directors receive variable remuneration.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.2 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.1	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 100.0 %
3	Discharge board members				
3.a	Discharge Mr. Hans Jörg Brun	FOR	FOR		✓ 100.0 %
3.b	Discharge Mr. Beat Frischknecht	FOR	FOR		✓ 99.7 %
3.c	Discharge André Robert Spathelf	FOR	FOR		✓ 100.0 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Hans Jörg Brun	FOR	FOR		✓ 100.0 %
4.1.b	Re-elect Mr. Beat Frischknecht	FOR	FOR		✓ 99.5 %
4.1.c	Re-elect Mr. André Robert Spathelf	FOR	FOR		✓ 100.0 %
4.1.d	Elect Mr. Serge Aerne	WITHDRAW N	● OPPOSE	He has a major conflict of interest that is incompatible with his role as board member.	—
4.2	Election of the chairman of the board	FOR	FOR		✓ 100.0 %
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Hans Jörg Brun to the remuneration committee	FOR	FOR		✓ 100.0 %
4.3.b	Re-elect Mr. André Robert Spathelf to the remuneration committee	FOR	FOR		✓ 100.0 %
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Election of the auditors	FOR	FOR		✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors (FY 2016)	WITHDRAW N	● FOR	This item was withdrawn from the agenda.	—
5.2	Binding prospective vote on the total remuneration of the board of directors (FY 2017)	FOR	FOR		✓ 99.4 %
5.3	Binding prospective vote on the total remuneration of the executive management (FY 2017)	FOR	FOR		✓ 99.4 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 95.9 %
3	Discharge board members	FOR	FOR	✓ 99.8 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
5.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3 %
5.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.7 %
6.a	Elections to the board of directors			
6.a.1	Re-elect Mr. Urs Gasche	FOR	FOR	✓ 99.4 %
6.a.2	Re-elect Mr. Hartmut Geldmacher	FOR	FOR	✓ 99.7 %
6.a.3	Re-elect Mr. Marc-Alain Affolter	FOR	FOR	✓ 99.8 %
6.a.4	Re-elect Dr. iur. Georges Bindschedler	FOR	FOR	✓ 99.7 %
6.a.5	Re-elect Mr. Kurt Schär	FOR	FOR	✓ 99.7 %
6.a.6	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 99.8 %
6.a.7	Elect Mr. Paul-Albert Nobs	FOR	FOR	✓ 99.7 %
6.b	Re-elect Mr. Urs Gasche as board chairman	FOR	FOR	✓ 99.4 %
6.c	Elections to the nomination and remuneration committee			
6.c.1	Re-elect Mr. Urs Gasche to the nomination and remuneration committee	FOR	FOR	✓ 96.1 %
6.c.2	Re-elect Ms. Barbara Egger-Jenzer to the nomination and remuneration committee	FOR	FOR	✓ 96.4 %
6.c.3	Re-elect Dr. iur. Georges Bindschedler to the nomination and remuneration committee	FOR	FOR	✓ 99.6 %
6.d	Election of the independent proxy	FOR	FOR	✓ 99.9 %
6.e	Election of the auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 96.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 95.6 %
3	Discharge board members	FOR	FOR	✓ 95.0 %
4	Elections to the board of directors			
4.1	Re-elect Prof. Dr. oec. Monika Bütler	FOR	FOR	✓ 94.9 %
4.2	Re-elect Mr. Heinz Karrer	FOR	FOR	✓ 92.2 %
4.3	Re-elect Dr. oec. Daniel Lampart	FOR	FOR	✓ 91.4 %
4.4	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 94.5 %
4.5	Re-elect Prof. Dr. oec. Cédric Tille	FOR	FOR	✓ 94.7 %
5	Election of the auditors	FOR	FOR	✓ 94.4 %
6	Proposal by the shareholder group Collectif AAA+: Access to the shareholder register and the minutes of general meetings	OPPOSE	● FOR	The resolution aims at facilitating the exercise of shareholder rights and duties. ✗ 5.0 %

Item	Agenda	Position VR	Position 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 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 Dr. ing. Ulf Berg	FOR	FOR	✓
4.4	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	✓
4.5	Re-elect Mr. Jürgen Brandt	FOR	FOR	✓
4.6	Elect Mr. Philip Mosimann	FOR	FOR	✓
4.7	Election of the 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	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group. ✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
7.	Election of the auditors	FOR	FOR	✓
8.	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos		Result
1	Report on the 2015 fiscal year	NON-VOTING	NON-VOTING		
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 89.5 %
2.3	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
2.4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3.1	Elections to the board of directors				
3.1.1	Re-elect Dr. Thomas Schmuckli-Grob	FOR	FOR		✓ 99.8 %
3.1.2	Re-elect Mr. Anton Lauber	FOR	FOR		✓ 99.4 %
3.1.3	Re-elect Ms. Helen Wetter-Bossard	FOR	FOR		✓ 99.8 %
3.1.4	Re-elect Prof. Dr. Stefan Michel	FOR	FOR		✓ 99.9 %
3.1.5	Re-elect Ms. Mariateresa Vacalli	FOR	FOR		✓ 99.8 %
3.1.6	Re-elect Dr. phil. René Cotting	FOR	FOR		✓ 99.8 %
3.1.7	Re-elect Mr. Daniel Lippuner	FOR	FOR		✓ 99.8 %
3.2	Re-elect Prof. Dr. Stefan Michel as representative of the registered A shares	FOR	FOR		✓ 99.6 %
3.3	Elections to the remuneration committee				
3.3.1	Re-elect Prof. Dr. Stefan Michel to the remuneration committee	FOR	FOR		✓ 99.7 %
3.3.2	Re-elect Ms. Helen Wetter-Bossard to the remuneration committee	FOR	FOR		✓ 99.7 %
3.3.3	Re-elect Ms. Mariateresa Vacalli to the remuneration committee	FOR	FOR		✓ 99.7 %
3.4	Election of the independent proxy				
3.4.1	Election of René Peyer as independent proxy	FOR	FOR		✓ 99.9 %
3.4.2	Election of Christoph Schweiger as substitute of the independent proxy	FOR	FOR		✓ 99.8 %
3.5	Election of the auditors	FOR	FOR		✓ 98.2 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration planned for one or several members is significantly higher than that of the peer group. The non-executive directors receive variable remuneration.	✓ 95.1 %

Item	Agenda	Position VR	Position Ethos	Result
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.1 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Ernst Bärtschi	FOR	FOR	✓ 99.7 %
4.1.b	Re-elect Mr. Claude R. Cornaz	FOR	FOR	✓ 84.7 %
4.1.c	Re-elect Ms. Anita Hauser Maron	FOR	FOR	✓ 88.0 %
4.1.d	Re-elect Mr. Michael Hauser	FOR	FOR	✓ 88.3 %
4.1.e	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR	✓ 99.6 %
4.1.f	Re-elect Mr. Valentin Vogt	FOR	FOR	✓ 99.7 %
4.2	Elect Mr. Philip Mosimann as member and chairman of the board	FOR	FOR	✓ 88.3 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	FOR	✓ 84.5 %
4.3.b	Re-elect Ms. Anita Hauser Maron to the remuneration committee	FOR	FOR	✓ 88.1 %
4.3.c	Re-elect Mr. Valentin Vogt to the remuneration committee	FOR	FOR	✓ 99.6 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.9 %
4.5	Election of the auditors	FOR	● OPPOSE	✓ 95.0 % On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.0 %
5.2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.6 %
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.7 %
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.9 %

Item	Agenda	Position VR	Position Ethos	Result
1	Opening of the general meeting	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓
3	Discharge board members	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Mr. Gaudenz F. Domenig	FOR	FOR	✓
5.2	Re-elect Mr. Marco Syfrig (CEO)	FOR	● OPPOSE	The board independence is not sufficient (0%). ✓
5.3	Re-elect Mr. Willy Hüppi	FOR	FOR	✓
5.4	Re-elect Mr. Peter Weigelt	FOR	FOR	✓
6	Re-elect Mr. Gaudenz F. Domenig as board chairman	FOR	FOR	✓
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Gaudenz F. Domenig to the remuneration committee	FOR	FOR	✓
7.2	Re-elect Mr. Willy Hüppi to the remuneration committee	FOR	FOR	✓
7.3	Re-elect Mr. Peter Weigelt to the remuneration committee	FOR	FOR	✓
8	Create authorised capital	FOR	FOR	✓
9	Election of the independent proxy	FOR	FOR	✓
10	Election of the auditors	FOR	FOR	✓
11.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
11.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
11.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result	
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %	
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %	
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %	
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Balthasar Meier	FOR	FOR	✓ 100.0 %	
5.a.2	Re-elect Mr. Hans-Rudolf Mooser	FOR	FOR	✓ 92.8 %	
5.a.3	Re-elect Mr. Christoph Ott	FOR	FOR	✓ 99.9 %	
5.a.4	Re-elect Mr. Jean-Pierre Schmid	FOR	● OPPOSE	<p>He has been a member of the board for 26 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 26 years) and the board independence is insufficient (33.3 %).</p>	✓ 90.1 %
5.a.5	Re-elect Mr. Roberto Seiler	FOR	● OPPOSE	<p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 22 years) and the board independence is insufficient (33.3 %).</p>	✓ 97.1 %
5.a.6	Elect Mr. Patrick Z'Brun	FOR	FOR	✓ 99.9 %	
5.b	Election of the chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected as chairman.	✓ 90.1 %
5.c	Elections to the remuneration committee				
5.c.1	Elect Mr. Jean-Pierre Schmid to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (board tenure of 26 years) and the majority of the committee members are not independent.</p>	✓ 90.0 %
5.c.2	Elect Mr. Balthasar Meier to the remuneration committee	FOR	FOR	✓ 99.8 %	

Item	Agenda	Position VR	Position Ethos		Result
5.c.3	Elect Mr. Hans-Rudolf Mooser to the remuneration committee	FOR	● OPPOSE	He is not independent (former executive) and the majority of the committee members are not independent.	✓ 90.0 %
5.d	Election of the auditors	FOR	FOR		✓ 99.8 %
5.e	Election of the independent proxy	FOR	FOR		✓ 100.0 %
6	Binding votes on the remuneration of the board of directors and the executive management				
6.a	Binding prospective vote on the total remuneration of the board of directors (FY 2016)	FOR	FOR		✓ 99.5 %
6.b	Binding prospective vote on the total remuneration of the executive management (FY 2016)	FOR	FOR		✓ 98.9 %
6.c	Binding prospective vote on the total remuneration of the board of directors (Q1 2017)	FOR	FOR		✓ 99.5 %
6.d	Binding prospective vote on the total remuneration of the executive management (Q1 2017)	FOR	FOR		✓ 91.9 %

Item	Agenda	Position VR	Position Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Present the reports of the statutory auditor	NON-VOTING	NON-VOTING		
3.1	Approve annual report	FOR	FOR		✓ 99.9 %
3.2	Approve financial statements and consolidated accounts	FOR	FOR		✓ 99.4 %
3.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 57.6 %
3.4	Allocation of income	FOR	FOR		✓ 99.7 %
3.5	Reduce share capital via repayment of nominal value	FOR	FOR		✓ 97.6 %
3.6	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.7 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.2 %
5	Elections to the board of directors				
5.1	Re-elect Dr. Thomas Lustenberger as board member and chairman of the board (single vote)	FOR	FOR		✓ 97.7 %
5.2.a.1	Re-elect Mr. Erich Kellenberger	FOR	FOR		✓ 99.3 %
5.2.a.2	Re-elect Mr. Beat Grüring	FOR	FOR		✓ 98.3 %
5.2.a.3	Re-elect Ms. Marianne Tesler	FOR	FOR		✓ 98.3 %
5.2.a.4	Re-elect Mr. Marco Gadola	FOR	FOR		✓ 98.2 %
5.2.a.5	Re-elect Mr. Hans-Kristian Hoejsgaard	FOR	FOR		✓ 98.2 %
5.2.b	Re-elect Mr. Felix Sulzberger	OPPOSE	● FOR	The resolution is in line with the long-term interests of the majority of the company's stakeholders.	✗ 40.2 %
5.3.a	Elect Mr. Jean-Paul Rigaudeau	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓ 68.2 %
5.3.b	Elect Mr. Stefan Portmann	FOR	FOR		✓ 98.7 %
5.4	Elections to the remuneration committee				
5.4.a	Re-elect Mr. Beat Grüring to the remuneration committee	FOR	FOR		✓ 77.5 %
5.4.b	Elect Ms. Marianne Tesler to the remuneration committee	FOR	FOR		✓ 99.5 %
5.4.c	Elect Mr. Hans-Kristian Hoejsgaard to the remuneration committee	FOR	FOR		✓ 98.2 %
6	Election of the auditors	FOR	FOR		✓ 98.8 %
7	Election of the independent proxy	FOR	FOR		✓ 98.7 %

Item	Agenda	Position VR	Position Ethos		Result
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	FOR		✔ 76.6 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✔ 66.7 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve financial statements	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.2 %
3.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
3.2	Distribution out of capital contribution reserves	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. oec. Felix A. Weber	FOR	FOR	✓ 100.0 %
5.1.2	Re-elect Prof. Dr. Peter Athanas	FOR	FOR	✓ 99.8 %
5.1.3	Re-elect Mr. Urs Baumann	FOR	FOR	✓ 99.9 %
5.1.4	Re-elect Mr. Denis Hall	FOR	FOR	✓ 99.9 %
5.1.5	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.9 %
5.2.1	Elect Ms. Katrina Machin	FOR	FOR	✓ 99.8 %
5.2.2	Elect Mr. Ben Tellings	FOR	FOR	✓ 99.8 %
5.3	Re-elect Dr. oec. Felix A. Weber as chairman of the board	FOR	FOR	✓ 100.0 %
5.4	Elections to the nomination and remuneration committee			
5.4.1	Re-elect Mr. Urs Baumann to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
5.4.2	Elect Ms. Katrina Machin to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
5.4.3	Elect Mr. Ben Tellings to the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
5.5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.6	Election of the auditors	FOR	FOR	✓ 98.7 %
6	Amend articles of association			
6.1	Amendment related to the compensation of the management board (nomination and remuneration committee)	FOR	FOR	✓ 99.7 %
6.2	Amendment related to the duration and notice period of employment and similar agreements	FOR	FOR	✓ 99.6 %
6.3	Amendment related to the compensation principles for the board of directors	FOR	FOR	✓ 99.7 %

Item	Agenda	Position VR	Position Ethos		Result
6.4	Amendment related to the compensation of the management board	FOR	● OPPOSE	The vote on the maximum amount is prospective and the articles of association do not include caps on the variable remuneration.	✓ 96.3 %
6.5	Implementation of share purchase plans for employees of the Bank	FOR	● OPPOSE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 97.2 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested for one or several members is significantly higher than that of the peer group.	✓ 95.2 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.2 %

Item	Agenda	Position VR	Position 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	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
4	Advisory vote on the remuneration report	FOR	FOR		✓ 99.8 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided by the company is insufficient.	✓ 97.4 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.9 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Philipp Buhofer as board member and chairman of the board	FOR	FOR		✓ 99.8 %
6.1.2	Re-elect Dr. oec. Felix A. Thöni	FOR	FOR		✓ 100.0 %
6.1.3	Re-elect Mr. Urs Ziegler	FOR	FOR		✓ 100.0 %
6.1.4	Re-elect Mr. Niklaus Peter Nüesch	FOR	FOR		✓ 99.9 %
6.1.5	Elect Ms. Susanne Oste (CEO)	FOR	● OPPOSE	The board independence is not sufficient (40.0 %).	✓ 98.3 %
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR		✓ 98.9 %
6.2.2	Elect Dr. oec. Felix A. Thöni to the remuneration committee	FOR	FOR		✓ 99.9 %
6.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
6.4	Election of the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 99.0 %
3	Allocation of loss	FOR	FOR		✓ 99.5 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.3 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.5 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 89.8 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Max E. Katz as board member and chairman	FOR	FOR		✓ 99.1 %
6.2	Re-elect Dr. Ulla Ertelt	FOR	FOR		✓ 99.2 %
6.3	Re-elect Prof. Dr. Matthias Freise	FOR	FOR		✓ 99.2 %
6.4	Re-elect Mr. Remo Masala	FOR	FOR		✓ 97.2 %
6.5	Elect Mr. Christophe Spadone	FOR	FOR		✓ 98.8 %
7	Elections to the remuneration committee				
7.1	Elect Mr. Christophe Spadone to the remuneration committee	FOR	FOR		✓ 99.6 %
7.2	Re-elect Dr. Ulla Ertelt to the remuneration committee	FOR	FOR		✓ 99.6 %
8	Election of the independent proxy	FOR	FOR		✓ 98.9 %
9	Election of the auditors	FOR	FOR		✓ 99.6 %

Item	Agenda	Position VR	Position Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	● OPPOSE	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
4	Approve allocation of income	FOR	FOR		✓
	Elections to the board of directors				
5	Re-elect Mr. Alain Dumenil	FOR	● OPPOSE	He was implicated in a serious controversy in the past and does not have a good reputation. He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0 %).	✓
6	Re-elect Mr. Patrick Engler (CFO) as board member and chairman of the board	FOR	● OPPOSE	He serves on the remuneration committee. The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (0.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
7	Re-elect Mr. Michel Réthoret (CEO)	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (0.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
8	End of mandate as director of Mr. Claude Chabanel	NON-VOTING	NON-VOTING		

Item	Agenda	Position VR	Position Ethos		Result
9	End of mandate as director of Mr. Michel Favre	NON-VOTING	NON-VOTING		
10	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided by the company is insufficient.	✓
11	Elections to the remuneration committee				
11.1	Re-elect Mr. Alain Dumenil to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Dumenil to the board of directors, he cannot be elected to the committee. He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.	✓
11.2	Re-elect Mr. Patrick Engler (CFO) to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Engler to the board of directors, he cannot be elected to the committee. He holds an executive function in the company.	✓
12	Election of the auditors	FOR	FOR		✓
13	Election of the independent proxy	FOR	FOR		✓
14	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Position VR	Position Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.	Approve allocation of income	FOR	FOR	✓
3.	Discharge board members and executive management	FOR	FOR	✓
4.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
5.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓
6.	Advisory vote on the remuneration report	FOR	FOR	✓
7.	Remove article 5 septies from the articles of association	FOR	FOR	✓
8.	Approve renewal of authorised capital	FOR	● OPPOSE	✓ The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 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 25% of the issued share capital.
9.	Elections to the board of directors			
9.1	Re-elect Mr. Heinrich J. Essing as chairman	FOR	FOR	✓
9.2	Re-elect Mr. Robert Demuth	FOR	FOR	✓
9.3	Re-elect Mr. Andreas Dill	FOR	FOR	✓
9.4	Re-elect Mr. Erich Haefeli	FOR	FOR	✓
10.	Elections to the remuneration committee			
10.1	Elect Mr. Heinrich J. Essing to the Remuneration Committee	FOR	FOR	✓
10.2	Elect Mr. Robert Demuth to the Remuneration Committee	FOR	FOR	✓
10.3	Elect Mr. Andreas Dill to the Remuneration Committee	FOR	FOR	✓
11.	Election of the auditors	FOR	FOR	✓
12.	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Position VR	Position 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 structure of the remuneration is not in line with Ethos' guidelines.	✓ 88.2 %
2.	Discharge board members and executive management	FOR	FOR		✓ 99.4 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.2	Approve distribution from the capital contribution reserves	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. chem. Günter von Au	FOR	FOR		✓ 92.3 %
4.1.2	Re-elect Prof. Dr. sc. Peter Chen	FOR	FOR		✓ 99.8 %
4.1.3	Re-elect Dr. chem. Hariolf Kottmann (CEO)	FOR	FOR		✓ 96.6 %
4.1.4	Re-elect Mr. Carlo G. Soave	FOR	FOR		✓ 99.8 %
4.1.5	Re-elect Ms. Susanne Wamsler	FOR	FOR		✓ 99.8 %
4.1.6	Re-elect Dr. phil. Rudolf Wehrli	FOR	FOR		✓ 99.7 %
4.1.7	Re-elect Mr. Konstantin Winterstein	FOR	FOR		✓ 90.5 %
4.1.8	Elect Dr. iur. Eveline Saupper	FOR	FOR		✓ 98.2 %
4.1.9	Elect Dr. Claudia Süssmuth Dyckerhoff	FOR	FOR		✓ 99.7 %
4.1.10	Elect Mr. Peter Steiner	FOR	FOR		✓ 97.8 %
4.2	Election of the chairman of the board	FOR	FOR		✓ 99.8 %
4.3	Elections to the remuneration committee				
4.3.1	Elect Mr. Carlo G. Soave to the Remuneration Committee	FOR	FOR		✓ 99.7 %
4.3.2	Elect Dr. iur. Eveline Saupper to the Remuneration Committee	FOR	FOR		✓ 98.2 %
4.3.3	Elect Dr. phil. Rudolf Wehrli to the Remuneration Committee	FOR	FOR		✓ 99.4 %
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 88.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.9 %

Item	Agenda	Position VR	Position Ethos		Result
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 remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 90.2 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.a	Approve allocation of income	FOR	FOR	✓
2.b	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Elections to the board of directors and to the remuneration committee			
4.1	Re-elect Mr. Hans Hess to the board	FOR	FOR	✓
4.2	Re-elect Mr. Hans Hess as chairman of the board	FOR	FOR	✓
4.3	Re-elect Prof. Dr. Gian-Luca Bona to the board	FOR	FOR	✓
4.4	Re-elect Mr. Lucas A. Grolimund to the board	FOR	FOR	✓
4.5	Re-elect Mr. Rolf Huber to the board	FOR	FOR	✓
4.6	Re-elect Mr. Rolf Huber to the remuneration committee	FOR	FOR	✓
5.1	Elect Dr. Mariel Hoch to the board	FOR	FOR	✓
5.2	Elect Dr. Mariel Hoch to the remuneration committee	FOR	FOR	✓
5.3	Elect Dr. Franz Richter to the board	FOR	FOR	✓
6	Election of the independent proxy	FOR	FOR	✓
7	Election of the auditors	FOR	FOR	✓
8.1	Creation of an authorised capital	FOR	FOR	✓
8.2	Amend articles of association: Article 15	FOR	FOR	✓
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	✓
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
9.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position 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 and executive management	FOR	FOR		✓
4.	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided by the company is insufficient. The non-executive directors receive options.	✓
5.	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. The remuneration committee or the board of directors have excessive discretion with regard to awards.	✓
6.	Elections to the board of directors				
6.1	Re-elect Mr. Patrick Combes (CEO)	FOR	FOR		✓
6.2	Re-elect Dr. iur. François Carrard	FOR	● OPPOSE	He is 78 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 19 years, business connections) and the board independence is insufficient (0.0 %).	✓
6.3	Re-elect Mr. Hervé de Carmoy	FOR	● OPPOSE	He is 78 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 19 years) and the board independence is insufficient (0.0 %).	✓
6.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	He is 79 years old, which exceeds Ethos' guidelines. He is not independent (representative of an important shareholder, board tenure of 19 years) and the board independence is insufficient (0.0 %).	✓
6.5	Re-elect Mr. Christian Goecking	FOR	FOR		✓
6.6	Re-elect Dr. h.c. oec. Pierre Languetin	FOR	● OPPOSE	He is 93 years old, which exceeds Ethos' guidelines. He is not independent (board tenure of 21 years) and the board independence is insufficient (0.0 %).	✓

Item	Agenda	Position VR	Position Ethos		Result
6.7	Re-elect Mr. Robert Pennone	FOR	FOR		✓
6.8	Re-elect Mr. Urs Schneider	FOR	FOR		✓
7.	Election of the chairman of the board	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓
8.	Elections to the remuneration committee				
8.1	Elect Dr. iur. François Carrard to the Remuneration Committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. iur. Carrard to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (board tenure of 19 years, business connections) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient.</p>	✓
8.2	Elect Mr. Christian Goecking to the Remuneration Committee	FOR	● OPPOSE	<p>He is not independent (board tenure of 19 years) and the majority of the committee members are not independent.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient.</p>	✓
9.	Election of the auditors	FOR	FOR		✓
10.	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.1 %
3	Discharge board members and executive management	FOR	FOR	✓ 87.7 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Ernst Bärtschi	FOR	FOR	✓ 95.4 %
4.2	Re-elect Dr. oec. Roland Abt	FOR	FOR	✓ 99.3 %
4.3	Re-elect Dr. iur. Matthias Auer	FOR	FOR	✓ 95.2 %
4.4	Re-elect Mr. Werner Dubach	FOR	● OPPOSE	✓ 93.3 % He has been a member of the board for 23 years, which exceeds Ethos' guidelines.
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓ 98.9 %
4.6	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 90.0 %
4.7	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 93.2 %
4.8	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 95.0 %
5	Election of the chairman of the board	FOR	FOR	✓ 85.9 %
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Werner Dubach to the remuneration committee	FOR	● OPPOSE	✓ 81.6 % As Ethos did not support the election of Mr. Dubach to the board of directors, he cannot be elected to the committee. He is not independent (board tenure of 23 years) and the majority of the committee members are not independent.
6.2	Re-elect Mr. Philip Mosimann to the remuneration committee	FOR	FOR	✓ 99.1 %
6.3	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 94.1 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 95.5 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.1 %

Item	Agenda	Position VR	Position Ethos		Result
8	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 94.3 %
9	Election of the independent proxy	FOR	FOR		✓ 99.3 %

Item	Agenda	Position VR	Position Ethos		Result
AGM.1	Approve annual report	FOR	● OPPOSE	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓
AGM.2	Approve consolidated financial statements	FOR	FOR		✓
AGM.3	Approve statutory financial statements	FOR	FOR		✓
AGM.4	Approve allocation of income and dividend	WITHDRAW N	● FOR	This item was withdrawn from the agenda.	—
AGM.5	Discharge board members	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions.	✓
AGM.6	Discharge auditors	FOR	FOR		✓
AGM.7	Re-elections to the board of directors	FOR	● OPPOSE	Grouped elections of directors. The composition of the board of directors is not in line with Ethos' guidelines.	✓
AGM.8	Re-election of Mazars Luxembourg as auditors	FOR	FOR		✓
	EGM: Change of registered seat				
EGM.1	Corporate governance structure of Cosmo Pharmaceuticals N.V.	FOR	● OPPOSE	Several features of the new corporate governance structure entail significant risks for minority shareholders.	✓
EGM.2	Merger by absorption of Cosmo Pharmaceuticals S.A. (Luxembourg) by Cosmo Pharmaceuticals N.V (Netherlands)	FOR	● OPPOSE	The cross-boarder merger is mainly motivated by tax reasons, which is not in the interests of the global society. The new structure of the Group (which will be subject to Dutch corporate law, Irish taxes, and Swiss listing rules) creates opacity. Ethos has serious concerns over the new corporate governance structure.	✓
EGM.3	Remuneration policy for the members of the board of directors	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
EGM.4	Election of BDO Audit & Assurance B.V. as auditors	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
1.1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 79.4 %
1.3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 94.8 %
2	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the management of the company's affairs.	✓ 86.4 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.3 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	● OPPOSE	The allocation of income and the dividend distribution are not consistent with the company's financial situation and perspectives.	✓ 96.8 %
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	● OPPOSE	The remuneration requested for one or several members is significantly higher than that of the peer group.	✓ 83.3 %
4.2.1	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.	✓ 81.5 %
4.2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration paid out to one or several members is significantly higher than that of a peer group.	✓ 85.1 %
4.2.3	Binding prospective vote on the long-term 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.	✓ 82.9 %
5.1	Increase of the authorised capital for stock dividend or scrip dividend	FOR	FOR		✓ 88.7 %
5.2	Approve increase and renewal of authorised capital for future acquisitions	FOR	FOR		✓ 87.1 %

Item	Agenda	Position VR	Position Ethos	Result
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Urs Rohner as chairman and member of the board (single vote)	FOR	FOR	✓ 92.2 %
6.1.2	Re-elect Mr. Jassim Bin Hamad Al Thani	FOR	FOR	✓ 94.0 %
6.1.3	Re-elect Dr. Iris Bohnet	FOR	FOR	✓ 94.4 %
6.1.4	Re-elect Ms. Noreen Doyle	FOR	FOR	✓ 93.0 %
6.1.5	Re-elect Mr. Andreas N. Koopmann	FOR	FOR	✓ 94.1 %
6.1.6	Re-elect Mr. Jean Lanier	FOR	FOR	✓ 93.5 %
6.1.7	Re-elect Ms. Seraina Maag	FOR	FOR	✓ 94.5 %
6.1.8	Re-elect Mr. Kaikhushru Shiavax Nargolwala	FOR	FOR	✓ 93.9 %
6.1.9	Re-elect Dr. Severin Schwan	FOR	FOR	✓ 94.3 %
6.1.10	Re-elect Mr. Richard E. Thornburgh	FOR	FOR	✓ 92.6 %
6.1.11	Re-elect Mr. John Tiner	FOR	FOR	✓ 94.3 %
6.1.12	Elect Dr. Rainer Alexander Gut	FOR	FOR	✓ 94.3 %
6.1.13	Elect Mr. Joaquin J. Ribeiro	FOR	FOR	✓ 94.6 %
6.2	Elections to the remuneration committee			
6.2.1	Re-elect Dr. Iris Bohnet to the Remuneration Committee	FOR	FOR	✓ 94.1 %
6.2.2	Re-elect Mr. Andreas N. Koopmann to the Remuneration Committee	FOR	FOR	✓ 94.1 %
6.2.3	Re-elect Mr. Jean Lanier to the Remuneration Committee	FOR	FOR	✓ 93.5 %
6.2.4	Re-elect Mr. Kaikhushru Shiavax Nargolwala to the Remuneration Committee	FOR	FOR	✓ 93.7 %
6.3	Election of the auditors	FOR	FOR	✓ 93.7 %
6.4	Election of the special auditors	FOR	FOR	✓ 94.9 %
6.5	Election of the independent proxy	FOR	FOR	✓ 95.3 %

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
2.	Approve allocation of income and dividend	FOR	FOR		✓
3.	Discharge board members and executive management	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.1	Special meeting for holders of bearer shares				
4.1.1.a	Nominate Dr. Ernst Lienhard as representative of bearer shareholders	FOR	FOR		✓
4.1.1.b	Nominate Mr. Jürg Fedier as representative of bearer shareholders	FOR	FOR		✓
4.1.2	Re-elect Mr. Ulrich Graf as chairman	FOR	FOR		✓
4.1.3	Re-elect Mr. Hans R. Rüegg	FOR	FOR		✓
4.1.4	Re-elect Dr. sc. techn. Hanspeter Fässler	FOR	FOR		✓
4.1.5	Re-elect Mr. Ernst F. Odermatt	FOR	FOR		✓
4.1.6	Re-elect Dr. iur. Gabi Huber	FOR	FOR		✓
4.1.7	Re-elect Mr. Hanno Ulmer	FOR	FOR		✓
4.1.8	Elect Mr. Zhiqiang Zhang	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
4.1.9	Re-elect the candidates nominated by the special meeting (agenda ITEM 4.1.1)				
4.1.9.a	Re-elect Dr. Ernst Lienhard	FOR	FOR		✓
4.1.9.b	Re-elect Mr. Jürg Fedier	FOR	FOR		✓
4.2	Elections to the remuneration committee				
4.2.1	Elect Dr. sc. techn. Hanspeter Fässler to the Remuneration Committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 12 years) and the majority of the committee members are not independent.	✓
4.2.2	Elect Dr. iur. Gabi Huber to the Remuneration Committee	FOR	FOR		✓
4.2.3	Elect Mr. Hanno Ulmer to the Remuneration Committee	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
4.3	Election of the auditors	FOR	FOR		✓
4.4	Election of the independent proxy	FOR	FOR		✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group.	✓
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 91.2 %
2.	Approve allocation of income	FOR	FOR		✓ 98.3 %
3.	Discharge board members and executive management	FOR	FOR		✓ 96.9 %
4.	Elections to the board of directors				
4.1	Re-elect Mr. Juan Carlos Torres Carretero as chairman	FOR	FOR		✓ 84.7 %
4.2.1	Re-elect Mr. Luis Andrés Holzer Neumann	FOR	FOR		✓ 97.0 %
4.2.2	Re-elect Mr. Jorge Born	FOR	FOR		✓ 98.6 %
4.2.3	Re-elect Dr. oec. Xavier Bouton	FOR	FOR		✓ 99.7 %
4.2.4	Re-elect Mr. Julián Díaz González (CEO)	FOR	FOR		✓ 97.4 %
4.2.5	Re-elect Mr. George Koutsolioutsos	FOR	FOR		✓ 96.0 %
4.2.6	Re-elect Mr. Joaquin Moya-Angeler Cabrera	FOR	FOR		✓ 99.6 %
4.3.1	Elect Ms. Heekyung (Jo) Min	FOR	FOR		✓ 99.9 %
4.3.2	Elect Ms. Claire Chiang	FOR	FOR		✓ 99.8 %
5.	Elections to the remuneration committee				
5.1	Elect Mr. Jorge Born 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.	✓ 97.0 %
5.2	Elect Dr. oec. Xavier Bouton 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.	✓ 97.6 %
5.3	Elect Ms. Heekyung (Jo) Min to the Remuneration Committee	FOR	FOR		✓ 99.8 %
6.	Election of the auditors	FOR	FOR		✓ 98.6 %
7.	Election of the independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Position VR	Position Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.</p> <p>The chairman receives a bonus.</p>	✓ 91.2 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 94.8 %

Item	Agenda	Position VR	Position Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Present financial statements and accounts	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Discharge board members and executive management	FOR	FOR	✓
6	Elections to the board of directors			
6.a	Re-elect Mr. Rainer Isenrich as member and chairman of the board (single vote)	FOR	FOR	✓
6.b	Re-elect Mr. Hans Nef	FOR	FOR	✓
6.c	Re-elect Mr. Fulvio Micheletti	FOR	FOR	✓
7	Elections to the remuneration committee			
7.a	Re-elect Mr. Hans Nef to the remuneration committee	FOR	FOR	✓
7.b	Re-elect Mr. Fulvio Micheletti to the remuneration committee	FOR	FOR	✓
7.c	Re-elect Mr. Rainer Isenrich to the remuneration committee	FOR	<p>● OPPOSE</p> <p>He does not meet Ethos' independence criteria (CEO) and the committee includes all board members.</p> <p>He holds an executive function in the company.</p>	✓
8	Election of the auditors	FOR	FOR	✓
9	Election of the independent proxy	FOR	FOR	✓
10.1.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
10.1.b	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
10.2.a	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
10.2.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve distribution of preferred dividend	FOR	FOR		✓ 100.0 %
3.1	Approve allocation of income	FOR	FOR		✓ 100.0 %
3.2	Dividend by way of distribution out of capital contribution reserves	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
5	Capital increases for the purpose of the partial financing of the acquisition of BSI				
5.1	Ordinary capital increase with pre-emptive rights	FOR	FOR		✓ 98.0 %
5.2	Creation of authorised capital	FOR	FOR		✓ 97.8 %
6	Increase the pool of 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.	✓ 84.0 %
7	Amend articles of association	FOR	● OPPOSE	The amendment has a negative impact on the rights or interests of all or some of the shareholders. The voting modalities include the possibility to vote on changes to the remuneration retrospectively, even though the maximum amount has already been accepted.	✓ 98.4 %
8	Binding votes on the remuneration of the board of directors and the executive management				
8.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.	✓ 97.6 %
8.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 80.9 %

Item	Agenda	Position VR	Position Ethos		Result
8.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration planned for and paid out to one or several members is significantly higher than that of a peer group. The proposed increase relative to the previous year is excessive and not justified.	✓ 80.0 %
8.4	Binding retrospective vote on the short-term 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.	✓ 78.9 %
9	Elections to the board of directors				
9.1.1	Re-elect Dr. Susanne Brandenberger	FOR	FOR		✓ 100.0 %
9.1.2	Re-elect Dr. iur. Niccolò H. Burki	FOR	FOR		✓ 100.0 %
9.1.3	Re-elect Mr. Emmanuel Leonard Bussetil	FOR	FOR		✓ 98.9 %
9.1.4	Re-elect Mr. Erwin R. Caduff	FOR	FOR		✓ 98.8 %
9.1.5	Re-elect Mr. Michael Norland Higgin	FOR	FOR		✓ 100.0 %
9.1.6	Re-elect Dr. Spiro J. Latsis	FOR	FOR		✓ 98.6 %
9.1.7	Re-elect Dr. rer. pol. Bernd-A. von Maltzan	FOR	FOR		✓ 99.8 %
9.1.8	Re-elect Dr. Périclès-Paul Petalas	FOR	FOR		✓ 98.9 %
9.1.9	Re-elect Mr. John Williamson	FOR	FOR		✓ 99.8 %
9.1.10	Re-elect Mr. Daniel K. Zuberbühler	FOR	FOR		✓ 98.8 %
9.2.1	Elect Mr. Steve Michael Jacobs	FOR	FOR		✓ 98.7 %
9.2.2	Elect Mr. Roberto Isolani	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 97.5 %
9.3	Elect Mr. John Williamson as chairman of the board	FOR	FOR		✓ 99.8 %
10	Elections to the nomination and remuneration committee				
10.1	Re-elect Dr. iur. Niccolò H. Burki to the nomination and remuneration committee	FOR	FOR		✓ 100.0 %
10.2	Re-elect Mr. Emmanuel Leonard Bussetil to the nomination and remuneration committee	FOR	FOR		✓ 85.4 %

Item	Agenda	Position VR	Position Ethos	Result
10.3	Re-elect Mr. Erwin R. Caduff to the nomination and remuneration committee	FOR	FOR	✓ 99.0 %
10.4	Re-elect Dr. Périclès-Paul Petalas to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. ✓ 84.0 %
10.5	Re-elect Mr. John Williamson to the nomination and remuneration committee	FOR	FOR	✓ 85.2 %
11	Election of the independent proxy	FOR	FOR	✓ 100.0 %
12	Election of the auditors	FOR	FOR	✓ 99.0 %

Item	Agenda	Position VR	Position 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		✓ 99.8 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 99.7 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.8 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.9 %
5.2	Re-elect Mr. Walter Häusermann	FOR	FOR		✓ 99.9 %
5.3	Re-elect Mr. David J. Schnell	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (0.0 %).	✓ 99.8 %
5.4	Re-elect Mr. Rudolf W. Weber	FOR	FOR		✓ 99.9 %
5.5	Elect Mr. Peter Hotz	FOR	FOR		✓ 99.9 %
5.6	Election of the chairman of the board	FOR	FOR		✓ 99.9 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Rudolf W. Weber to the remuneration committee	FOR	FOR		✓ 99.8 %
6.2	Re-elect Mr. Martin Wipfli to the remuneration committee	FOR	FOR		✓ 99.8 %
7	Election of the independent proxy	FOR	FOR		✓ 100.0 %
8	Election of the auditors	FOR	FOR		✓ 99.9 %

Item	Agenda	Position VR	Position 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	✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
4.2	Binding prospective vote on the total remuneration of the Agricultural Council	FOR	FOR	✓
4.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Konrad Graber as chairman	FOR	FOR	✓
5.1.2	Re-elect Mr. Thomas Oehen-Bühlmann	FOR	FOR	✓
5.1.3	Re-elect Mr. Christian Arnold-Fässler	FOR	FOR	✓
5.1.4	Re-elect Mr. Stephan H. Baer	FOR	FOR	✓
5.1.5	Re-elect Ms. Monique Bourquin	FOR	FOR	✓
5.1.6	Re-elect Mr. Niklaus Meier	FOR	FOR	✓
5.1.7	Re-elect Mr. Josef Schmidli	FOR	● OPPOSE He is not independent (board tenure of 13 years, business connections) and the board independence is insufficient (44.4 %).	✓
5.1.8	Re-elect Mr. Franz Steiger	FOR	FOR	✓
5.1.9	Re-elect Ms. Diana Strebel	FOR	FOR	✓
5.2	Elections to the remuneration committee			
5.2.1	Elect Mr. Konrad Graber to the Remuneration Committee	FOR	FOR	✓
5.2.2	Elect Mr. Stephan H. Baer to the Remuneration Committee	FOR	FOR	✓
5.2.3	Elect Mr. Thomas Oehen-Bühlmann to the Remuneration Committee	FOR	FOR	✓
6.	Election of the auditors	FOR	FOR	✓
7.	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.9 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 83.7 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.8 %
4	Approve allocation of balance sheet result	FOR	FOR		✓ 99.2 %
5.1	Approve creation of authorised capital	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 25% of the issued share capital.	✓ 74.3 %
5.2.a	Approve increase of conditional capital for the employees	FOR	● OPPOSE	The potential dilution is excessive.	✓ 75.7 %
5.2.b	Approve expansion of the use of conditional capital for the employees to include equity-based instruments other than options	FOR	FOR		✓ 92.1 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Sir Tom McKillop	FOR	FOR		✓ 98.8 %
6.1.2	Re-elect Dr. Claus Braestrup	FOR	FOR		✓ 98.8 %
6.1.3	Re-elect Mr. Martin Gertsch	FOR	FOR		✓ 99.3 %
6.1.4	Re-elect Mr. Neil Goldsmith	FOR	FOR		✓ 95.8 %
6.1.5	Re-elect Dr. Jutta Heim	FOR	FOR		✓ 98.6 %
6.1.6	Re-elect Dr. Ganesh M. Kishore	FOR	FOR		✓ 98.0 %
6.1.7	Re-elect Dr. Stuart Strathdee	FOR	FOR		✓ 97.7 %
6.1.8	Re-elect Dr. Thomas Videbaek	FOR	FOR		✓ 97.4 %
6.1.9	Elect Mr. Gerard Hoetmer	FOR	FOR		✓ 98.6 %
6.2	Re-elect Sir Tom McKillop as board chairman	FOR	FOR		✓ 98.5 %
7	Elections to the remuneration committee				
7.1	Re-elect Dr. Claus Braestrup to the remuneration committee	FOR	FOR		✓ 97.8 %
7.2	Re-elect Dr. Thomas Videbaek to the remuneration committee	FOR	FOR		✓ 98.0 %
8	Election of the auditors	FOR	FOR		✓ 98.4 %
9	Election of the independent proxy	FOR	FOR		✓ 99.3 %
10	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 95.4 %

Item	Agenda	Position VR	Position Ethos	Result
11	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 94.0 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.a	Approve allocation of income	FOR	FOR	✓
2.b	Approve distribution of reserves from capital contributions	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ The remuneration requested and paid out to one or several members is significantly higher than that of the peer group. The non-executive directors receive variable remuneration. The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.
4.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
5.a	Elections to the board of directors			
5.a.1	Re-elect Mr. Alexander von Witzleben	FOR	FOR	✓
5.a.2	Re-elect Dr. Michael Soormann	FOR	FOR	✓
5.a.3	Re-elect Dr. Thomas Erb	FOR	FOR	✓
5.a.4	Re-elect Mr. Wolfgang Feil	FOR	● OPPOSE	✓ He is not independent (board tenure of 13 years) and the board independence is insufficient (28.6 %).
5.a.5	Re-elect Dr. Thomas Muhr	FOR	FOR	✓
5.a.6	Re-elect Dr. Kurt E. Stirnemann	FOR	FOR	✓
5.a.7	Elect Dr. Rolf-Dieter Kempis	FOR	● OPPOSE	✓ He is not independent (representative of an important shareholder) and the board independence is insufficient (14.3 %). He is a representative of a significant shareholder who is sufficiently represented on the board.
5.b	Election of the chairman of the board	FOR	FOR	✓
5.c	Elections to the remuneration committee			

Item	Agenda	Position VR	Position Ethos		Result
5.c.1	Re-elect Mr. Alexander von Witzleben to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 18 years) and the majority of the committee members are not independent.	✓
5.c.2	Re-elect Dr. Michael Soormann to the remuneration committee	FOR	FOR		✓
5.c.3	Re-elect Mr. Wolfgang Feil to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Feil to the board of directors, he cannot be elected to the committee. He is not independent (board tenure of 13 years) and the majority of the committee members are not independent.	✓
5.d	Election of the independent proxy	FOR	FOR		✓
5.e	Election of the auditors	FOR	FOR		✓
6	Authorised capital increase	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
1.	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2.	Presentation of the auditors report on the financial statements	NON-VOTING	NON-VOTING	
3.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
4.	Advisory vote on the remuneration report	FOR	FOR	✓ 98.2 %
5.	Discharge board members	FOR	FOR	✓ 99.3 %
6.a	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
6.b	Approve distribution of reserves from capital contributions	FOR	FOR	✓ 93.2 %
7.	Approve share split	FOR	FOR	✓ 99.7 %
8.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8 %
8.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.8 %
9.a	Elections to the board of directors			
9.a.1	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	✓ 100.0 %
9.a.2	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 80.0 %
9.a.3	Re-elect Dr. iur. Kaspar Schiller	FOR	FOR	✓ 81.7 %
9.a.4	Re-elect Mr. Andreas G. Schmid	FOR	FOR	✓ 78.0 %
9.a.5	Re-elect Mr. Ulrik Svensson	FOR	FOR	✓ 79.2 %
9.b	Election of the chairman of the board	FOR	FOR	✓ 83.5 %
9.c	Elections to the remuneration committee			
9.c.1	Elect Mr. Vincent Albers to the Remuneration Committee	FOR	FOR	✓ 78.2 %
9.c.2	Elect Dr. iur. Eveline Saupper to the Remuneration Committee	FOR	FOR	✓ 78.7 %
9.c.3	Elect Dr. iur. Kaspar Schiller to the Remuneration Committee	FOR	FOR	✓ 81.7 %
9.c.4	Elect Mr. Andreas G. Schmid to the Remuneration Committee	FOR	FOR	✓ 77.7 %
9.d	Election of the independent proxy	FOR	FOR	✓ 100.0 %
9.e	Election of the auditors	FOR	● OPPOSE	✓ 96.2 % During the year under review, the fees paid to the audit firm for non-audit services exceed those for audit services. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Position VR	Position 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 and dividend	FOR	FOR		✓
4	Reduce share capital via cancellation of shares	FOR	FOR		✓
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓
5.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided by the company is insufficient. The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6	Elections to the board of directors				
6.1	Re-elect Mr. This Ernst Schneider	FOR	FOR		✓
6.2	Re-elect Dr. iur. Peter Altorfer	FOR	FOR		✓
6.3	Re-elect Mr. Michael Pieper	FOR	FOR		✓
6.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓
6.5	Re-elect Dr. Reto Müller	FOR	FOR		✓
6.6	Re-elect Mr. Vincent Studer	FOR	FOR		✓
7	Elections to the remuneration committee				
7.1	Elect Dr. iur. Peter Altorfer to the Remuneration Committee	FOR	FOR		✓
7.2	Elect Ms. Claudia Coninx-Kaczynski to the Remuneration Committee	FOR	FOR		✓
7.3	Elect Mr. Michael Pieper to the Remuneration Committee	FOR	FOR		✓
8	Election of the auditors	FOR	FOR		✓
9	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
III	Specific instructions				
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.5 %
2	Discharge board members and executive management	FOR	FOR		✓ 98.3 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.7 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 93.3 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 93.5 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.8 %
6	Approve renewal of authorised capital	FOR	FOR		✓ 97.6 %
7.1	Elections to the board of directors				
7.1.a	Re-elect Mr. Etienne Jornod as board member and chairman	FOR	FOR		✓ 96.7 %
7.1.b	Re-elect Mr. This Ernst Schneider	FOR	FOR		✓ 84.4 %
7.1.c	Re-elect Ms. Daniela Bosshardt-Hengartner	FOR	FOR		✓ 98.0 %
7.1.d	Re-elect Prof. Dr. Michel Burnier	FOR	FOR		✓ 98.3 %
7.1.e	Re-elect Dr. iur. Romeo Cerutti	FOR	FOR		✓ 98.3 %
7.1.f	Re-elect Mr. Marc de Garidel	FOR	FOR		✓ 98.4 %
7.1.g	Re-elect Dr. pharm. Sylvie Grégoire	FOR	FOR		✓ 98.4 %
7.1.h	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR		✓ 96.9 %
7.1.i	Re-elect Mr. Stefano Pessina	FOR	FOR		✓ 98.0 %
7.2	Elections to the remuneration committee				
7.2.a	Re-elect Ms. Daniela Bosshardt-Hengartner to the remuneration committee	FOR	FOR		✓ 98.2 %
7.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR		✓ 98.1 %
7.2.c	Re-elect Mr. This Ernst Schneider to the remuneration committee	FOR	FOR		✓ 82.7 %
7.3	Election of the independent proxy	FOR	FOR		✓ 98.7 %
7.4	Election of the auditors	FOR	FOR		✓ 97.4 %

Item	Agenda	Position VR	Position 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 information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 78.2 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.9 %
5	Creation of authorised capital	FOR	FOR		✓ 77.5 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Johannes Antoine de Gier as board member and chairman	FOR	FOR		✓ 97.3 %
6.2	Re-elect Mr. Diego du Monceau de Bergendal	FOR	FOR		✓ 99.5 %
6.3	Re-elect Mr. Hugh Scott-Barrett	FOR	FOR		✓ 99.9 %
6.4	Elect Ms. Nancy Mistretta	FOR	FOR		✓ 99.9 %
6.5	Elect Mr. Ezra S. Field	FOR	FOR		✓ 99.9 %
6.6	Elect Mr. Benjamin Meuli	FOR	FOR		✓ 99.9 %
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Diego du Monceau de Bergendal to the remuneration committee	FOR	FOR		✓ 99.5 %
7.2	Elect Ms. Nancy Mistretta to the remuneration committee	FOR	FOR		✓ 99.8 %
7.3	Elect Mr. Benjamin Meuli to the remuneration committee	FOR	FOR		✓ 99.8 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.6 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration planned for and paid out to one or several members is significantly higher than that of a peer group.	✓ 95.1 %

Item	Agenda	Position VR	Position Ethos		Result
8.3	Binding prospective vote on the total variable 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 and administration of the plan.</p>	✓ 93.0 %
9	Election of the auditors	FOR	FOR		✓ 99.3 %
10	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Position VR	Position Ethos		Result
	Additional proposal made during the AGM: request for a special audit	OPPOSE	OPPOSE		✗ 31.0 %
1.1	Approve annual report and consolidated accounts	FOR	FOR		✓ 99.9 %
1.2	Approve annual financial statements	FOR	FOR		✓ 99.9 %
1.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 58.0 %
2.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
2.2	Appropriation of Reserve from Capital Contributions and Dividend Payment	FOR	FOR		✓ 99.9 %
3.	Discharge board members and executive management	FOR	FOR		✓ 81.3 %
4.	Elections to the board of directors				
4.A	Elections to the board of directors: proposal of the board				
4.1	Re-elect Mr. Andreas G. Schmid as chairman	FOR	FOR		✓ 68.1 %
4.2	Re-elect Mr. David Barger	FOR	FOR		✓ 82.3 %
4.3	Re-elect Mr. Remo Brunschwiler	FOR	FOR		✓ 76.0 %
4.4	Re-elect Mr. Gerard van Kesteren	FOR	FOR		✓ 99.5 %
4.5	Re-elect Mr. Frederick W. Reid	FOR	FOR		✓ 80.6 %
4.6	Re-elect Ms. Julie Southern	FOR	FOR		✓ 82.1 %
4.7	Re-elect Mr. Anthonie Stal	FOR	FOR		✓ 78.2 %
4.B	Elections to the board of directors: proposal of the requesting shareholders				
4.8	Elect Mr. Rudolph Bohli	OPPOSE	OPPOSE		✗ 25.7 %
4.9	Elect Mr. Nils Engel	OPPOSE	OPPOSE		✗ 25.2 %
5.A	Elections to the remuneration committee: proposal of the board				
5.1	Elect Ms. Julie Southern to the Remuneration Committee	FOR	FOR		✓ 81.8 %
5.2	Elect Mr. Frederick W. Reid to the Remuneration Committee	FOR	FOR		✓ 80.2 %
5.3	Elect Mr. Anthonie Stal to the Remuneration Committee	FOR	FOR		✓ 75.6 %
5.B	Elections to the remuneration committee: proposal of the requesting shareholders				

Item	Agenda	Position VR	Position Ethos		Result
5.4	Elect Mr. Nils Engel to the Remuneration Committee	WITHDRAW N	● OPPOSE	This item was withdrawn from the agenda.	—
6.	Election of the independent proxy	FOR	FOR		✓ 99.4 %
7.	Election of the auditors	FOR	FOR		✓ 94.9 %
8.1	Approve renewal of authorised capital	FOR	FOR		✓ 80.4 %
8.2	Amend Articles of association regarding remuneration	FOR	FOR		✓ 96.5 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 81.6 %
9.2	Binding prospective vote on the total remuneration of the executive management	WITHDRAW N	● OPPOSE	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.	—

Item	Agenda	Position VR	Position 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	FOR	FOR	✓ 99.3 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Albert M. Baehny as board member and chairman	FOR	FOR	✓ 98.8 %
4.1.2	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 98.9 %
4.1.3	Re-elect Mr. Thomas M. Hübner	FOR	FOR	✓ 99.5 %
4.1.4	Re-elect Mr. Hartmut Reuter	FOR	FOR	✓ 99.3 %
4.1.5	Re-elect Mr. Jorgen Tang-Jensen	FOR	FOR	✓ 99.5 %
4.1.6	Elect Ms. Regi Aalstad	FOR	FOR	✓ 99.4 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Hartmut Reuter to the nomination and remuneration committee	FOR	FOR	✓ 99.3 %
4.2.2	Re-elect Mr. Jorgen Tang-Jensen to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
4.2.3	Elect Ms. Regi Aalstad to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 96.1 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 96.5 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.0 %
8	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.8 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
2	Amend articles of association	FOR	FOR	✓ 99.6 %
3	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
4.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4.2	Approve donation to the investment fund of the "Stiftung der Glarner Kantonalbank für ein starkes Glarnerland"	FOR	FOR	✓ 98.9 %
5	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Martin Leutenegger as chairman of the board	FOR	FOR	✓ 99.7 %
6.2	Re-elect Dr. oec. Rolf Widmer	FOR	FOR	✓ 99.6 %
6.3	Re-elect Mr. Peter Rufibach	FOR	FOR	✓ 99.1 %
6.4	Re-elect Mr. Theo Prinz	FOR	FOR	✓ 99.3 %
6.5	Re-elect Mr. Jürg Zimmermann	FOR	FOR	✓ 99.4 %
6.6	Re-elect Mr. Rudolf Stäger	FOR	FOR	✓ 99.2 %
6.7	Re-elect Dr. iur. Urs P. Gnos	FOR	FOR	✓ 99.4 %
7	Election of the auditors	FOR	FOR	✓ 98.8 %

Item	Agenda	Position VR	Position 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		✓ 99.9 %
2.	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
3.	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
4	Approve renewal of authorised capital	FOR	FOR		✓ 68.3 %
5.	Elections to the board of directors				
5.1.a	Re-elect Mr. Jens Alder as member and chairman of the board (single vote)	FOR	FOR		✓ 99.8 %
5.1.b	Re-elect Dr. Beat Curti	FOR	● OPPOSE	<p>He has been a member of the board for 31 years, which exceeds Ethos' guidelines.</p> <p>He is 79 years old, which exceeds Ethos' guidelines.</p>	✓ 98.4 %
5.1.c	Re-elect Dr. Patrick Eberle	FOR	FOR		✓ 97.8 %
5.1.d	Re-elect Dr. Valentin Chapero Rueda	FOR	FOR		✓ 98.5 %
5.1.e	Re-elect Ms. Mirjana Blume	FOR	FOR		✓ 97.8 %
5.1.f	Re-elect Dr. Erica Dubach Spiegler	FOR	FOR		✓ 99.9 %
5.1.g	Elect Mr. Arndt Groth	FOR	FOR		✓ 100.0 %
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Mr. Jens Alder to the remuneration committee	FOR	FOR		✓ 99.9 %
5.2.b	Re-elect Dr. Beat Curti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Curti to the board of directors, he cannot be elected to the committee.	✓ 98.3 %
5.2.c	Elect Mr. Arndt Groth to the remuneration committee	FOR	FOR		✓ 99.9 %
5.3	Election of the auditors	FOR	FOR		✓ 99.9 %
5.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.8 %
7.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.6 %

Item	Agenda	Position VR	Position Ethos	Result
7.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 99.8 %
8	Miscellaneous	NON-VOTING	NON-VOTING	

Item	Agenda	Position VR	Position Ethos		Result
1.	Elect chairman of the AGM	FOR	FOR		✓
2.	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient.	✓
3.	Election of the auditors	FOR	● OPPOSE	The auditor had not identified fraud or proven weaknesses in the internal control system that have had a significant negative impact on the company's result.	✓
Elections to the board of directors					
4.	Re-elect Mr. Arpad Busson	FOR	FOR		✓
5.	Re-elect Mr. Eric Bissonnier	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓
6.	Re-elect Mr. Michael W. O. Garrett	FOR	FOR		✓
7.	Re-elect Mr. Tiberto Ruy Brandolini d'Adda	FOR	FOR		✓
8.	Re-elect Dr. Kevin Maloney	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.	✓
9.	Re-elect Mr. Chris Preston	FOR	FOR		✓
10.	Re-elect Mr. David Staples	FOR	● OPPOSE	He is the chairman of the audit committee and the company is facing serious problems related to the internal control system.	✓
11.	Capital increase authorisation	FOR	FOR		✓ 99.7 %
12.	Renew the pool of capital for the employees	FOR	● OPPOSE	The transparency of the share-based plan for which the requested capital is intended is insufficient.	✓

Item	Agenda	Position VR	Position Ethos		Result
1.	Attendance announcement of the annual meeting	NON-VOTING	NON-VOTING		
2.	Approve minutes of the 2015 annual meeting	FOR	FOR		✓
3.	Present financial statements and accounts	NON-VOTING	NON-VOTING		
4.	Present auditors report	NON-VOTING	NON-VOTING		
5.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
5.2	Approve allocation of income and dividend	FOR	FOR		✓
5.3.1	Discharge board members	FOR	FOR		✓
5.3.2	Discharge auditor	FOR	FOR		✓
6.1	Advisory vote on the remuneration report	FOR	FOR		✓
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided by the company is insufficient.	✓
6.3.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
6.3.2	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
7.	Elections to the board of directors				
7.1	Re-elect Mr. Pierre-Marcel Revaz	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (28.6 %).	✓
7.2	Re-elect Mr. François Sunier	FOR	FOR		✓
7.3	Re-elect Ms. Dominique Amaudruz	FOR	FOR		✓
7.4	Re-elect Mr. Rémy A. Bersier	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines. He is not independent (board tenure of 21 years) and the board independence is insufficient (28.6 %).	✓
7.5	Re-elect Mr. Emmanuel Séquin	FOR	FOR		✓
7.6	Re-elect Mr. Pierre-François Veillon	FOR	FOR		✓
8.	Re-elect Dr. iur. Michel Amaudruz as board chairman	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
9.	Elections to the remuneration committee			
9.1	Elect Dr. iur. Michel Amaudruz to the Remuneration Committee	FOR	FOR	✓
9.2	Elect Mr. Pierre-Marcel Revaz to the Remuneration Committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Revaz to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (board tenure of 16 years) and the majority of the committee members are not independent.</p>
10.	Election of the independent proxy	FOR	FOR	✓
11.	Election of the auditors	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.	Approve allocation of income	FOR	FOR	✓ 100.0 %
3.	Approve dividend	FOR	FOR	✓ 100.0 %
4.	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
	Elections to the board of directors			
5.1	Re-elect Mr. Mr. Peter Leupp as chairman	FOR	FOR	✓ 100.0 %
5.2.1	Re-elect Dr. iur. Stefan Breitenstein	FOR	FOR	✓ 100.0 %
5.2.2	Re-elect Mr. Nicklaus Henri Huber	FOR	FOR	✓ 99.9 %
5.2.3	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 100.0 %
5.2.4	Re-elect Mr. Peter Pauli	FOR	FOR	✓ 99.9 %
5.3	Elections to the remuneration committee			
5.3.1	Elect Dr. iur. Stefan Breitenstein to the Remuneration Committee	FOR	FOR	✓ 99.9 %
5.3.2	Elect Mr. Nicklaus Henri Huber to the Remuneration Committee	FOR	FOR	✓ 99.2 %
5.3.3	Elect Mr. Urs Kaufmann to the Remuneration Committee	FOR	FOR	✓ 99.9 %
5.3.4	Elect Mr. Mr. Peter Leupp to the Remuneration Committee	FOR	FOR	✓ 99.8 %
5.3.5	Elect Mr. Peter Pauli to the Remuneration Committee	FOR	FOR	✓ 99.8 %
5.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Election of the auditors	FOR	FOR	✓ 96.9 %
6.	Advisory vote on the remuneration report	FOR	FOR	✓ 87.3 %
7.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8 %
8.	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.8 %
9.	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 99.8 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
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 Dr. oec. Pierin Vincenz as chairman	FOR	FOR	✓ 80.9 %
4.2.1	Re-elect Dr. oec. Hans-Jürg Bernet	FOR	FOR	✓ 99.7 %
4.2.2	Re-elect Mr. Jean-René Fournier	FOR	FOR	✓ 82.7 %
4.2.3	Re-elect Dr. oec. Patrik Gisel	FOR	FOR	✓ 81.2 %
4.2.4	Re-elect Dr. Hans Künzle	FOR	FOR	✓ 82.7 %
4.2.5	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR	✓ 99.8 %
4.2.6	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 99.7 %
4.2.7	Re-elect Ms. Doris Russi Schurter	FOR	FOR	✓ 82.7 %
4.2.8	Re-elect Mr. Herbert J. Scheidt	FOR	FOR	✓ 83.9 %
4.2.9	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	✓ 99.3 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. oec. Hans-Jürg Bernet to the remuneration committee	FOR	FOR	✓ 99.3 %
4.3.2	Re-elect ct Dr. Gabriela Payer to the remuneration committee	FOR	FOR	✓ 99.4 %
4.3.3	Re-elect Ms. Doris Russi Schurter to the remuneration committee	FOR	FOR	✓ 81.5 %
4.3.4	Elect Dr. iur. Andreas von Planta to the remuneration committee	FOR	FOR	✓ 99.0 %
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓ 98.6 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.6 %
5.3	Binding retrospective vote on the short-term variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration. ✓ 90.8 %
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.0 %
6	Election of the independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	Position VR	Position Ethos	Result
7	Election of the auditors	FOR	FOR	✓ 99.0 %

Item	Agenda	Position VR	Position 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	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Felix Grisard	FOR	FOR	✓ 99.8 %
4.2	Re-elect Ms. Salome Grisard Varnholt	FOR	FOR	✓ 100.0 %
4.3	Re-elect Mr. John Martin Manser	FOR	FOR	✓ 100.0 %
4.4	Re-elect Dr. Walter Jakob	FOR	FOR	✓ 100.0 %
4.5	Election of the chairman of the board	FOR	FOR	✓ 99.8 %
5	Elections to the remuneration committee			
5.1	Re-elect Ms. Salome Grisard Varnholt to the remuneration committee	FOR	FOR	✓ 99.5 %
5.2	Re-elect Dr. Walter Jakob to the remuneration committee	FOR	FOR	✓ 99.8 %
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group. ✓ 93.0 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.4 %
6.3	Advisory vote on the remuneration report	FOR	FOR	✓ 99.4 %
7	Approve renewal of authorised capital	FOR	FOR	✓ 98.7 %
8	Election of the independent proxy	FOR	FOR	✓ 100.0 %
9	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 94.8 %

Item	Agenda	Position VR	Position Ethos		Result
1	General informations	NON-VOTING	NON-VOTING		
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.2	Advisory vote on the remuneration report	FOR	FOR		✓
3	Approve allocation of loss	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Bernhard Burgener	FOR	FOR		✓
5.1.2	Re-elect Mr. Peter von Büren	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (25.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
5.1.3	Re-elect Mr. Martin Wagner	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 12 years, former executive) and the board independence is insufficient (25.0 %). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
5.1.4	Elect Dr. René Eichenberger	FOR	FOR		✓
5.2	Re-elect Mr. Bernhard Burgener as chairman of the board	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent. The board has not established a nomination committee and the composition of the board is unsatisfactory.	✓
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Bernhard Burgener to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓

Item	Agenda	Position VR	Position Ethos		Result
5.3.2	Re-elect Mr. Martin Wagner to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Wagner to the board of directors, he cannot be elected to the committee. He is not independent (representative of an important shareholder, board tenure of 12 years, former executive) and the majority of the committee members are not independent.	✓
6	Election of the auditors	FOR	FOR		✓
7	Election of the independent proxy	FOR	FOR		✓
8.1	Binding prospective vote on the total remuneration of the board of directors for 2016	FOR	FOR		✓
8.2	Binding prospective vote on the total remuneration of the board of directors for 2017	FOR	FOR		✓
8.3	Binding prospective vote on the total remuneration of the executive management for 2016	FOR	FOR		✓
8.4	Binding prospective vote on the total remuneration of the executive management for 2017	FOR	● OPPOSE	The information provided is insufficient. The proposed increase relative to the previous year is excessive and not justified.	✓
9	Amendment of the articles of association: change of domicile	FOR	FOR		✓
10	Amendment of the articles of association: corporate purpose	FOR	FOR		✓
11	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.	✓
12	Editorial changes of the articles of association	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
2.1	Approve allocation of income	FOR	FOR		✓ 99.6 %
2.2	Approve dividend out of the capital contribution reserves	FOR	FOR		✓ 99.4 %
3.	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 88.9 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.2 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 93.0 %
Elections to the board of directors					
5.1	Re-elect Ms. Meike Bütikofer	FOR	FOR		✓
5.2	Re-elect Mr. Josef Leu	FOR	FOR		✓
5.3	Re-elect Dr. iur. Walter Locher	FOR	FOR		✓
5.4	Re-elect Mr. Niklaus Sauter	FOR	FOR		✓
5.5	Re-elect Prof. Dr. Holger Karl-Herbert Till	FOR	FOR		✓
5.6	Re-elect Dr. sc. techn. Anton von Weissenfluh	FOR	FOR		✓
5.7	Elect Dr. Daniel Suter	FOR	FOR		✓
5.8	Election of the chairman of the board	FOR	FOR		✓
Elections to the remuneration committee					
5.9	Elect Dr. sc. techn. Anton von Weissenfluh to the Remuneration Committee	FOR	FOR		✓
5.10	Elect Mr. Josef Leu to the Remuneration Committee	FOR	FOR		✓
5.11	Elect Mr. Niklaus Sauter to the Remuneration Committee	FOR	FOR		✓
6.	Election of the independent proxy	FOR	FOR		✓
7.	Election of the auditors	FOR	FOR		✓
8.	Create a pool of conditional capital for the conversion of convertible bonds	WITHDRAW N	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.	—

Item	Agenda	Position VR	Position 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	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4	Elections to the board of directors			
4.1	Re-elect Dr. sc. techn. Beat Kälin as board member and chairman	FOR	FOR	✓ 99.2 %
4.2	Re-elect Prof. Dr. oec. Monika Bütler	FOR	FOR	✓ 99.2 %
4.3	Re-elect Dr. Christoph Fässler	FOR	FOR	✓ 97.9 %
4.4	Re-elect Mr. Urs Kaufmann (CEO)	FOR	FOR	✓ 98.8 %
4.5	Re-elect Mr. George H. Müller	FOR	FOR	✓ 98.2 %
4.6	Re-elect Mr. Rolf Seiffert	FOR	FOR	✓ 99.9 %
4.7	Elect Mr. Jörg Walther	FOR	FOR	✓ 97.5 %
5	Elections to the nomination and remuneration committee			
5.1	Re-elect Dr. sc. techn. Beat Kälin to the nomination and remuneration committee	FOR	FOR	✓ 98.8 %
5.2	Elect Dr. Christoph Fässler to the nomination and remuneration committee	FOR	FOR	✓ 97.6 %
6	Binding votes on the remuneration of the board of directors and the executive management			
6.1	Binding prospective vote on the cash remuneration of the board of directors	FOR	FOR	✓ 99.4 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.4 %
6.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	✓ 99.3 %
6.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 94.7 %
7	Election of the auditors	FOR	● OPPOSE	✓ 87.2 % During the year under review, the fees paid to the audit firm for non-audit services exceed those for audit services. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
8	Election of the independent proxy	FOR	FOR	✓ 99.8 %

Item	Agenda	Position VR	Position 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 information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 97.9 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4	Elections to the board of directors				
4.1	Re-elect Dr. oec. Ernst Lienhard as representative of the bearer shareholders	FOR	FOR		✓ 99.3 %
4.2.1	Re-elect Dr. iur. Andreas Binder	FOR	FOR		✓ 99.9 %
4.2.2	Re-elect Dr. iur. Ida Hardegger	FOR	FOR		✓ 99.9 %
4.2.3	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR		✓ 99.9 %
4.2.4	Re-elect Dr. oec. Ernst Lienhard	FOR	FOR		✓ 99.9 %
4.2.5	Re-elect Dr. Alexander Stoffel	FOR	● OPPOSE	He has been a member of the board for 50 years and is 88 years old, which exceeds Ethos' guidelines.	✓ 99.5 %
4.2.6	Re-elect Dr. Jean Gérard Villot	FOR	FOR		✓ 99.9 %
4.3	Re-elect Dr. Jean Gérard Villot as board chairman	FOR	FOR		✓ 100.0 %
5	Elections to the remuneration committee				
5.1	Re-elect Dr. iur. Andreas Binder to the remuneration committee	FOR	FOR		✓ 100.0 %
5.2	Re-elect Dr. iur. Ida Hardegger to the remuneration committee	FOR	FOR		✓ 100.0 %
5.3	Re-elect Prof. Dr. oec. Christoph Lechner to the remuneration committee	FOR	● OPPOSE	He does not meet Ethos' independence criteria (board tenure of 15 years) and the committee includes all board members.	✓ 99.6 %
5.4	Re-elect Dr. oec. Ernst Lienhard to the remuneration committee	FOR	● OPPOSE	He does not meet Ethos' independence criteria (board tenure of 15 years) and the committee includes all board members.	✓ 99.6 %

Item	Agenda	Position VR	Position Ethos		Result
5.5	Re-elect Dr. Alexander Stoffel to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Stoffel to the board of directors, he cannot be elected to the committee.	✓ 99.6 %
5.6	Re-elect Dr. Jean Gérard Villot to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓ 99.1 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 99.6 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.8 %
7	Election of the auditors	FOR	FOR		✓ 100.0 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members	FOR	FOR	✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors and the nomination and remuneration committee			
4.1	Re-elect Dr. Beat E. Lüthi as board member and chairman	FOR	FOR	✓ 98.0 %
4.2	Re-elect Dr. ing. Richard Fischer as board member	FOR	FOR	✓ 83.1 %
4.3	Re-elect Dr. ing. Richard Fischer to the nomination and remuneration committee	FOR	FOR	✓ 83.2 %
4.4	Re-elect Ms. Vanessa Frey as board member	FOR	FOR	✓ 80.1 %
4.5	Re-elect Mr. Beat M. Siegrist as board member	FOR	FOR	✓ 98.0 %
4.6	Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee	FOR	FOR	✓ 97.9 %
4.7	Re-elect Dr. iur. Thomas Staehelin as board member	FOR	FOR	✓ 83.2 %
4.8	Re-elect Dr. iur. Thomas Staehelin to the nomination and remuneration committee	FOR	FOR	✓ 83.4 %
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 99.9 %
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.6 %
8	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 79.2 %

Item	Agenda	Position VR	Position 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 and executive management	FOR	FOR		✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
4.2	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>	✓
5.	Elections to the board of directors				
5.1	Re-elect Mr. Urs Tanner as board chairman	FOR	FOR		✓
5.2	Re-elect Mr. Paolo Bottini	FOR	FOR		✓
5.3	Re-elect Mr. Philippe Dubois	FOR	FOR		✓
5.4	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓
5.5	Re-elect Mr. Ingo Specht	FOR	FOR		✓
5.6	Re-elect Prof. Dr. h. c. Horst Wildemann	FOR	● OPPOSE	He is not independent (board tenure of 17 years) and the board independence is insufficient (16.7 %).	✓
6.	Elections to the remuneration committee				
6.1	Elect Mr. Urs Tanner to the Remuneration Committee	FOR	FOR		✓
6.2	Elect Prof. Dr. h. c. Horst Wildemann to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. h. c. Wildemann to the board of directors, he cannot be elected to the committee.	✓
7.	Election of the auditors	FOR	FOR		✓
8.	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.4 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 98.5 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.1 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Dr. Rinaldo Riguzzi	FOR	FOR	✓ 99.5 %
5.1.b	Re-elect Dr. med. Walter Schweizer	FOR	FOR	✓ 99.1 %
5.1.c	Re-elect Mr. Andreas Joehle	FOR	FOR	✓ 99.5 %
5.1.d	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR	✓ 99.3 %
5.1.e	Re-elect Mr. Michel Kuehn	FOR	FOR	✓ 99.6 %
5.1.f	Re-elect Ms. Rita Ziegler	FOR	FOR	✓ 98.3 %
5.2	Re-elect Dr. Rinaldo Riguzzi as chairman of the board	FOR	FOR	✓ 99.4 %
5.3	Elections to the nomination and remuneration committee			
5.3.a	Re-elect Dr. Rinaldo Riguzzi to the nomination and remuneration committee	FOR	FOR	✓ 99.0 %
5.3.b	Re-elect Dr. med. Walter Schweizer to the nomination and remuneration committee	FOR	FOR	✓ 99.0 %
5.3.c	Re-elect Mr. Fritz Hirsbrunner to the nomination and remuneration committee	FOR	FOR	✓ 99.1 %
5.4	Election of the independent proxy	FOR	FOR	✓ 98.8 %
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	✓ 97.2 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.2 %
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.1 %

Item	Agenda	Position VR	Position 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 information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 91.2 %
2.	Approve allocation of income and dividend	FOR	FOR		✓ 99.6 %
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		✓ 99.1 %
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.1 %
4.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 94.4 %
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.9 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Daniel J. Sauter	FOR	FOR		✓ 98.2 %
5.1.2	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 98.9 %
5.1.3	Re-elect Mr. Andreas Amschwand	FOR	FOR		✓ 98.8 %
5.1.4	Re-elect Dr. Heinrich Baumann	FOR	FOR		✓ 99.1 %
5.1.5	Re-elect Mr. Paul Man-Yiu Chow	FOR	FOR		✓ 99.4 %
5.1.6	Re-elect Ms. Claire Giraut	FOR	FOR		✓ 99.5 %
5.1.7	Re-elect Mr. Gareth Penny	FOR	FOR		✓ 98.2 %
5.1.8	Re-elect Mr. Charles Stonehill	FOR	FOR		✓ 99.4 %
5.2	Elect Ms. Ann Almeida	FOR	FOR		✓ 99.4 %
5.3	Election of the chairman of the board	FOR	FOR		✓ 98.3 %
5.4	Elections to the remuneration committee				
5.4.1	Elect Ms. Ann Almeida to the Remuneration Committee	FOR	FOR		✓ 99.4 %
5.4.2	Elect Mr. Gilbert Achermann to the Remuneration Committee	FOR	FOR		✓ 98.8 %
5.4.3	Elect Dr. Heinrich Baumann to the Remuneration Committee	FOR	FOR		✓ 99.2 %
5.4.4	Elect Mr. Gareth Penny to the Remuneration Committee	FOR	FOR		✓ 97.8 %

Item	Agenda	Position VR	Position Ethos	Result
6.	Election of the auditors	FOR	FOR	✓ 98.7 %
7.	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.2 %
4	Elections to the board of directors				
4.a	Re-elect Prof. Dr. Thomas Bieger as member and chairman of the board (single vote)	FOR	FOR		✓ 99.7 %
4.b.1	Re-elect Mr. Peter Baumann	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7 %).	✓ 97.4 %
4.b.2	Re-elect Mr. Nils Graf	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7 %).	✓ 96.7 %
4.b.3	Re-elect Mr. Bruno Hofweber	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7 %).	✓ 97.8 %
4.b.4	Re-elect Dr. Jürg Rieben	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.	✓ 93.3 %
4.b.5	Re-elect Mr. Ueli Winzenried	FOR	FOR		✓ 99.0 %
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Peter Baumann to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Baumann to the board of directors, he cannot be elected to the committee.	✓ 96.7 %
5.2	Re-elect Prof. Dr. Thomas Bieger to the remuneration committee	FOR	FOR		✓ 98.7 %
5.3	Re-elect Mr. Ueli Winzenried to the remuneration committee	FOR	FOR		✓ 99.3 %
6.a	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided by the company is insufficient. The non-executive directors receive variable remuneration.	✓ 95.8 %
6.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.9 %

Item	Agenda	Position VR	Position Ethos	Result
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Election of the auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Position VR	Position Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 72.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3.1	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 100.0 %
3.2	Amend articles of association	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
5	Elections to the board of directors			
5.1.1	Re-elect Mr. Philipp Buhofer	FOR	FOR	✓ 94.7 %
5.1.2	Re-elect Mr. Jakob Bleiker	FOR	FOR	✓ 99.8 %
5.1.3	Re-elect Mr. Ulrich Looser	FOR	FOR	✓ 99.8 %
5.1.4	Re-elect Dr. Felix A. Thöni	FOR	FOR	✓ 98.0 %
5.1.5	Re-elect Mr. Walter T. Vogel	FOR	FOR	✓ 99.8 %
5.2	Election of the chairman of the board	FOR	FOR	✓ 93.7 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Philipp Buhofer to the remuneration committee	FOR	FOR	✓ 93.7 %
5.3.2	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	✓ 99.2 %
5.3.3	Elect Dr. Felix A. Thöni to the remuneration committee	FOR	FOR	✓ 97.5 %
5.3.4	Re-elect Mr. Walter T. Vogel to the remuneration committee	FOR	FOR	✓ 95.7 %
5.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Election of the auditors	FOR	FOR	✓ 99.4 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.9 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.7 %

Item	Agenda	Position VR	Position Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.8 %
2.	Discharge board members and executive management	FOR	FOR		✓ 98.2 %
3.	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4.	Elections				
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. sc. techn. Beat Kälin as board chairman	FOR	FOR		✓ 98.7 %
4.1.2	Re-elect Mr. David Dean	FOR	FOR		✓ 99.4 %
4.1.3	Re-elect Mr. Kurt Härrli	FOR	FOR		✓ 98.4 %
4.1.4	Re-elect Mr. Daniel Hirschi	FOR	FOR		✓ 82.9 %
4.1.5	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR		✓ 99.2 %
4.2.1	Shareholder proposal: Elect Mr. Andreas R. Herzog	OPPOSE	OPPOSE		✗ 22.2 %
4.2.2	Shareholder proposal: Elect Mr. Gerard van Kesteren	WITHDRAW N	● OPPOSE	This item was withdrawn from the agenda.	—
4.3	Elections to the remuneration committee				
4.3.1	Elect Mr. Daniel Hirschi to the Remuneration Committee	FOR	FOR		✓ 85.8 %
4.3.2	Elect Dr. sc. techn. Beat Kälin to the Remuneration Committee	FOR	FOR		✓ 89.2 %
4.3.3	Elect Prof. Dr. Roland Siegwart to the Remuneration Committee	FOR	FOR		✓ 86.8 %
4.4.1	Shareholder proposal: Elect Mr. Andreas R. Herzog to the Remuneration Committee	WITHDRAW N	● OPPOSE	This item was withdrawn from the agenda.	—
4.4.2	Shareholder proposal: Elect Mr. Gerard van Kesteren to the Remuneration Committee	WITHDRAW N	● OPPOSE	This item was withdrawn from the agenda.	—
4.5	Election of the independent proxy	FOR	FOR		✓ 98.9 %
4.6	Election of the auditors	FOR	FOR		✓ 95.4 %
5.1	Advisory vote on the remuneration report	FOR	FOR		✓ 98.3 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.8 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.6 %
6.	Articles of association: increase of the shares registration and voting rights limit from 5% to 15%	FOR	FOR		✓ 97.5 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Renato Fassbind	FOR	FOR	✓ 99.5 %
4.1.b	Re-elect Mr. Jürgen Fitschen	FOR	FOR	✓ 99.3 %
4.1.c	Re-elect Mr. Karl Gernandt	FOR	FOR	✓ 87.3 %
4.1.d	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR	✓ 97.0 %
4.1.e	Re-elect Mr. Hans U. Lerch	FOR	FOR	✓ 99.0 %
4.1.f	Re-elect Dr. Thomas Staehelin	FOR	● OPPOSE	He has been a member of the board for 38 years, which exceeds Ethos' guidelines. ✓ 87.1 %
4.1.g	Re-elect Dr. Martin Wittig	FOR	FOR	✓ 99.6 %
4.1.h	Re-elect Dr. Jörg Wolle	FOR	FOR	✓ 99.0 %
4.2	Elect Ms. Hauke Stars	FOR	FOR	✓ 93.4 %
4.3	Election of the chairman of the board	FOR	FOR	✓ 90.8 %
4.4	Elections to the remuneration committee			
4.4.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. ✓ 82.0 %
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	FOR	✓ 86.6 %
4.4.c	Re-elect Mr. Hans U. Lerch to the remuneration committee	FOR	FOR	✓ 98.9 %
4.5	Election of the independent proxy	FOR	FOR	✓ 99.6 %
4.6	Election of the auditors	FOR	FOR	✓ 99.3 %
5	Approve renewal of authorised capital	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 25% of the issued share capital. ✓ 89.2 %

Item	Agenda	Position VR	Position Ethos		Result
6.1	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p>	✓ 84.4 %
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration paid out to one or several members is significantly higher than that of the peer group.</p> <p>The remuneration of the executive chairman (who is not member of the executive management) is excessive.</p>	✓ 92.5 %
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p>	✓ 88.0 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4	Elections to the board of directors			
4.1.1	Re-elect Dr. ing. Ulf Berg	FOR	FOR	✓
4.1.2	Re-elect Mr. Michael Bauer	FOR	FOR	✓
4.1.3	Re-elect Dr. iur. Thomas Geiser	FOR	FOR	✓
4.2	Re-elect Dr. ing. Ulf Berg as chairman of the board	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.1	Elect Dr. ing. Ulf Berg to the remuneration committee	FOR	FOR	✓
4.3.2	Elect Mr. Michael Bauer to the remuneration committee	FOR	FOR	✓
4.4	Election of the independent proxy	FOR	FOR	✓
4.5	Election of the auditors	FOR	FOR	✓
5	Amend articles of association	FOR	● OPPOSE	✓ The proposed maximum number of mandates is considered excessive, i.e. it does not guarantee a sufficient availability.
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6.2	Binding prospective vote on the total remuneration of the advisory board	FOR	FOR	✓
6.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ The information provided is insufficient. Past awards and the amounts released after the performance period do not allow confirmation of the link between pay and performance.

Item	Agenda	Position VR	Position Ethos	Result
	Background to the EGM			
1.1	Elections to the board of directors			
1.1.1	Elect Dr. ing. Ulf Berg	FOR	FOR	✓ 86.8 %
1.1.2	Elect Mr. Michael Bauer	FOR	FOR	✓ 83.2 %
1.1.3	Elect Dr. iur. Thomas Geiser	FOR	FOR	✓ 85.7 %
1.2	Elect Dr. ing. Ulf Berg as chairman of the board	FOR	FOR	✓ 87.2 %
1.3	Elections to the remuneration committee			
1.3.1	Elect Dr. ing. Ulf Berg to the remuneration committee	FOR	FOR	✓ 87.2 %
1.3.2	Elect Mr. Michael Bauer to the remuneration committee	FOR	FOR	✓ 83.2 %
2	Amendment of the articles of association	FOR	FOR	✓ 99.9 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓
4.b	Binding prospective vote on the options of the board of directors	FOR	● OPPOSE	The non-executive directors receive options	✓
4.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
4.d	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. Past awards and the amounts released after the performance/blocking period do not allow confirmation of the link between pay and performance.	✓
4.e	Binding prospective vote on options for the executive management	FOR	● OPPOSE	The information provided is insufficient. The structure and conditions of the plans do not respect Ethos' guidelines.	✓
5	Elections to the board of directors				
5.a	Re-elect Dr. Christian Itin as board member and chairman	FOR	FOR		✓
5.b	Re-elect Mr. Didier Cowling (CEO)	FOR	FOR		✓
5.c	Re-elect Dr. Arnd Kaltofen-Ehmann	FOR	FOR		✓
5.d	Re-elect Dr. Jörg Neermann	FOR	FOR		✓
5.e	Re-elect Dr. Gerhard Ries	FOR	FOR		✓
5.f	Re-elect Mr. Harry Welten (CFO)	FOR	FOR		✓
5.g	Elect Ms. Leanna Caron	FOR	FOR		✓
6	Elections to the remuneration committee				
6.a	Re-elect Dr. Arnd Kaltofen-Ehmann to the remuneration committee	FOR	FOR		✓
6.b	Elect Dr. Gerhard Ries to the remuneration committee	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
7	Election of the independent proxy	FOR	FOR	✓
8	Election of the auditors	FOR	FOR	✓
9	Approve reverse share split	FOR	FOR	✓
10	Approve increase and adjustment of the conditional capital for the employees	FOR	● OPPOSE	<p>✓</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> <p>The potential dilution is excessive.</p>
11	Approve increase and adjustment of the authorised capital	FOR	● OPPOSE	<p>✓</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 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 25% of the issued share capital.</p>

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.1 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 90.2 %
2	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions. There is a strong deterioration of the company's financial situation due to poor financial results and large impairments.	✓ 91.8 %
3.1	Approve allocation of income	FOR	FOR		✓ 98.1 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 98.1 %
4.1	Elections to the board of directors				
4.1.1	Elect Dr. Beat W. Hess as member and chairman of the board (single vote)	FOR	FOR		✓ 98.0 %
4.1.2	Re-elect Mr. Bertrand Collomb	FOR	● OPPOSE	He is not independent (former executive) and the board independence is insufficient (42.9 %).	✓ 95.6 %
4.1.3	Re-elect Mr. Philippe P. Dauman	FOR	● OPPOSE	He is not independent (various reasons) and the board independence is insufficient (42.9 %).	✓ 95.7 %
4.1.4	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR		✓ 92.0 %
4.1.5	Re-elect Mr. Oscar Fanjul Martin	FOR	FOR		✓ 97.6 %
4.1.6	Re-elect Dr. Rainer Alexander Gut	FOR	FOR		✓ 98.0 %
4.1.7	Re-elect Mr. Bruno Lafont	FOR	FOR		✓ 97.1 %
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.	✓ 91.7 %
4.1.9	Re-elect Mr. Adrian Loader	FOR	FOR		✓ 97.7 %
4.1.10	Re-elect Mr. Nassef Sawiris	FOR	FOR		✓ 97.4 %
4.1.11	Re-elect Dr. Thomas Schmidheiny	FOR	FOR		✓ 97.5 %
4.1.12	Re-elect Ms. Hanne B. Breinbjerg Sorensen	FOR	FOR		✓ 98.0 %
4.1.13	Re-elect Dr. Dieter Spälti	FOR	FOR		✓ 96.8 %

Item	Agenda	Position VR	Position Ethos	Result
4.2.1	Elect Mr. Jürg Oleas	FOR	FOR	✓ 98.0 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Paul Desmarais Jr. to the remuneration committee	FOR	FOR	✓ 92.6 %
4.3.2	Re-elect Mr. Oscar Fanjul Martin to the remuneration committee	FOR	FOR	✓ 97.5 %
4.3.3	Re-elect Mr. Adrian Loader to the remuneration committee	FOR	FOR	✓ 97.6 %
4.4.1	Elect Mr. Nassef Sawiris to the remuneration committee	FOR	FOR	✓ 97.3 %
4.4.2	Elect Ms. Hanne B. Breinbjerg Sorensen to the remuneration committee	FOR	FOR	✓ 97.7 %
4.5.1	Election of the auditors	FOR	FOR	✓ 97.7 %
4.5.2	Election of the independent proxy	FOR	FOR	✓ 98.1 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 93.0 % The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.

Item	Agenda	Position VR	Position Ethos	Result
	WARNING: The proxy card only includes the agenda items 3 to 9 (numbered 1 to 7 on the proxy card)			
1	Opening and announcements	NON-VOTING	NON-VOTING	
2	Discussion of board compensation during the 2015 financial year	NON-VOTING	NON-VOTING	
3	Approve annual accounts and allocation of income	FOR	FOR	✓ 100.0 %
4	Discharge board members	FOR	FOR	✓ 100.0 %
5	Approve renewal of authorised capital	FOR	FOR	✓ 99.9 %
6	Approve extension of share buyback programme	FOR	● OPPOSE	The transparency of the share-based plan is insufficient. ✓ 99.8 %
7	Elections to the board of directors			
7.a	Re-elect Mr. Ottonel Popesco	FOR	FOR	✓ 100.0 %
7.b	Re-elect Mr. Fabio Cannavale	FOR	FOR	✓ 100.0 %
7.c	Re-elect Mr. Francesco Signoretti	FOR	FOR	✓ 100.0 %
7.d	Re-elect Mr. Roberto Italia	FOR	FOR	✓ 100.0 %
7.e	Re-elect Ms. Julia Bron	FOR	FOR	✓ 100.0 %
7.f	Re-elect Mr. Minter Dial	FOR	FOR	✓ 100.0 %
7.g	Re-elect Mr. Fabio Selmoni	FOR	FOR	✓ 100.0 %
8	Vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
9	Election of the auditors	FOR	FOR	✓ 100.0 %
10	Discussion of dividend policy	NON-VOTING	NON-VOTING	
11	Discussion of Dutch Corporate Governance Code	NON-VOTING	NON-VOTING	
12	Closing	NON-VOTING	NON-VOTING	

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓
2	Discharge board members	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4	Elections to the board of directors				
4.1.1	Re-elect Mr. Jim Atack	FOR	FOR		✓
4.1.2	Re-elect Mr. Mr. Stefan A. Müller	FOR	FOR		✓
4.1.3	Re-elect Mr. Scott Macaw	FOR	FOR		✓
4.1.4	Re-elect Mr. Robert Robertsson	FOR	FOR		✓
4.1.5	Re-elect Mr. Adam Said	FOR	FOR		✓
4.1.6	Re-elect Mr. Peter G. Wodtke	FOR	FOR		✓
4.2	Shareholder's proposals by Golden Partner International SA SPF				
4.2.1	Elect Mr. David Anthony Ishag	FOR	● OPPOSE	He is the representative of Golden Partner International SA SPF whose beneficial owner is unknown.	✓
4.2.2	Elect Mr. Bénédicte Fontanet	OPPOSE	OPPOSE		✗
4.3	Election of the chairman of the board	FOR	FOR		✓
4.4	Elections to the remuneration committee				
4.4.1	Re-elect Mr. Jim Atack to the remuneration committee	FOR	FOR		✓
4.4.2	Re-elect Mr. Mr. Stefan A. Müller to the remuneration committee	FOR	FOR		✓
4.4.3	Elect Mr. Adam Said to the remuneration committee	FOR	FOR		✓
4.4.4	Re-elect Mr. Scott Macaw to the remuneration committee	FOR	FOR		✓
5	Election of the auditors	FOR	FOR		✓
6	Election of the independent proxy	FOR	FOR		✓
7	Set-off of capital contribution reserves with accumulated losses	FOR	FOR		✓
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
9	Approve renewal and increase of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.	✓
10	Increase of the conditional capital for the conversion of convertible bonds	FOR	FOR		✓
11	Removal of article 3bis paragraphs 1 to 13 of the articles of association	FOR	FOR		✓
12	Removal of the opting-up clause (article 5)	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	FOR	✓
2.	Approve allocation of income and dividend	FOR	FOR	✓
3.	Discharge board members and executive management	FOR	FOR	✓
4.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓
5.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
6.	Elections to the board of directors			
6.1	Re-elect Dr. ing. Ilan Cohen	FOR	FOR	✓
6.2	Re-elect Dr. ing. Norbert Hess	FOR	FOR	✓
6.3	Re-elect Mr. Ulrich Looser	FOR	FOR	✓
6.4	Re-elect Mr. Ueli Wampfler	FOR	FOR	✓
6.5	Re-elect Mr. Andreas Hürlimann as board chairman	FOR	FOR	✓
7.	Elections to the remuneration committee			
7.1	Elect Dr. ing. Norbert Hess to the Remuneration Committee	FOR	FOR	✓
7.2	Elect Mr. Ulrich Looser to the Remuneration Committee	FOR	FOR	✓
8.	Election of the independent proxy	FOR	FOR	✓
9.	Election of the auditors	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1.	Opening	NON-VOTING	NON-VOTING	
2.	Presentation of the annual report and of the auditor's report	NON-VOTING	NON-VOTING	
3.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
4.	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
5.	Discharge board members, the executive management and the auditors	FOR	FOR	✓ 99.8 %
6.	Re-elect Dr. iur. Patrizia Hostenstein	FOR	FOR	✓ 99.7 %
7.	Election of the auditors	FOR	FOR	✓ 98.9 %

Item	Agenda	Position VR	Position Ethos		Result
1.	Approve annual report, statutory accounts and auditor's report	FOR	FOR		✓ 99.9 %
2.	Approve consolidated financial statements	FOR	FOR		✓ 99.9 %
3.	Approve allocation of income	FOR	FOR		✓ 99.9 %
4.	Discharge board members and executive management				
4.1	Discharge Mr. Patrick Schildknecht	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 63.1 %
4.2	Discharge Mr. Thomas Rühle	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 97.8 %
4.3	Discharge Mr. Antoine Hubert	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 94.5 %
4.4	Discharge Dr. Stephan Rietiker	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 92.6 %
4.5	Discharge Mr. Mike Turchi	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 98.3 %
4.6	Discharge Ms. Stephanie Kravetz	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 91.8 %
4.7	Discharge Dr. Dominik Aronsky	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 97.4 %
4.8	Discharge Mr. Stefan Voft	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 98.2 %
4.9	Discharge Mr. Yair Tal	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 98.1 %
5.	Elections to the board of directors				

Item	Agenda	Position VR	Position Ethos		Result
5.1	Re-elect Mr. Patrick Schildknecht	FOR	FOR		✓ 72.3 %
5.2	Re-elect Mr. Thomas Rühle	FOR	FOR		✓ 99.8 %
5.3	Elect Mr. Raymond W. Cohen	FOR	FOR		✓ 99.8 %
5.4	Elect Dr. med. Didier Hoch	WITHDRAW N	● FOR	This item was withdrawn from the agenda.	—
5.5	Elect Mr. John Doulis	WITHDRAW N	● FOR	This item was withdrawn from the agenda.	—
	Re-elect Mr. Antoine Hubert	FOR	● OPPOSE	This proposal was not disclosed in the agenda.	✓ 87.1 %
	Elect Mr. Robert Bider	FOR	● OPPOSE	This proposal was not disclosed in the agenda.	✓ 87.4 %
	Elect Mr. Antoine Kohler	FOR	● OPPOSE	This proposal was not disclosed in the agenda.	✓ 84.9 %
	Elect Mr. Jinsheng Dong	FOR	● OPPOSE	This proposal was not disclosed in the agenda.	✓ 97.0 %
6.	Re-elect Mr. Patrick Schildknecht as board chairman	WITHDRAW N	● FOR	This item was withdrawn from the agenda.	—
	Elect Mr. Robert Bider as board chairman	FOR	● OPPOSE	This proposal was not disclosed in the agenda.	✓ 88.0 %
7.	Elections to the remuneration committee				
7.1	Re-elect Mr. Thomas Rühle to the Remuneration Committee	FOR	FOR		✓ 99.5 %
7.2	Elect Dr. med. Didier Hoch to the Remuneration Committee	WITHDRAW N	● FOR	This item was withdrawn from the agenda.	—
7.3	Elect Mr. John Doulis to the Remuneration Committee	WITHDRAW N	● FOR	This item was withdrawn from the agenda.	—
	Re-elect Mr. Antoine Hubert to the Remuneration Committee	FOR	● OPPOSE	This proposal was not disclosed in the agenda.	✓ 85.2 %
	Elect Mr. Raymond W. Cohen to the Remuneration Committee	FOR	● OPPOSE	This proposal was not disclosed in the agenda.	✓ 91.4 %
8.1	Ordinary share capital increase	FOR	FOR		✓ 87.4 %
8.2	Create a pool of conditional capital for the employees	FOR	● OPPOSE	The capital requested is intended to fund a share-based incentive plan the main characteristics of which are incompatible with Ethos' guidelines.	✓ 67.1 %
9.1	Binding retrospective vote on the total remuneration of the board of directors for financial year 2015	FOR	● OPPOSE	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.	✗ 35.7 %
9.2	Binding prospective vote on the total remuneration of the board of directors for financial year 2016	FOR	● OPPOSE	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.	✓ 59.8 %

Item	Agenda	Position VR	Position Ethos		Result
9.3	Binding prospective vote on the total remuneration of the board of directors for financial year 2017	FOR	● OPPOSE	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.	✓ 81.3 %
10.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 65.1 %
10.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 63.9 %
11.	Election of the independent proxy	FOR	FOR		✓ 99.9 %
12.	Election of the auditors	FOR	FOR		✓ 96.2 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 89.5 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
4	Approve allocation of income and dividend				
4.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
4.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 99.8 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Ernst Tanner (CEO) as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓ 89.5 %
5.2	Re-elect Mr. Antonio Bulgheroni	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines. He is the lead director, but has a conflict of interest (representative of an important shareholder, operational functions until 2007).	✓ 85.7 %
5.3	Re-elect Dr. oec. Rudolf K. Sprüngli	FOR	FOR		✓ 87.0 %
5.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 99.5 %
5.5	Re-elect Ms. Petra Schadeberg-Herrmann	FOR	FOR		✓ 90.9 %
5.6	Elect Dr. iur. Thomas Rinderknecht	FOR	FOR		✓ 98.7 %
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Dr. oec. Rudolf K. Sprüngli to the nomination and remuneration committee	FOR	FOR		✓ 86.9 %
6.2	Re-elect Mr. Antonio Bulgheroni to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Bulgheroni to the board of directors, he cannot be elected to the committee.	✓ 84.1 %
6.3	Re-elect Ms. Elisabeth Gürtler to the nomination and remuneration committee	FOR	FOR		✓ 98.9 %
7	Election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Position VR	Position Ethos		Result
8	Election of the auditors	FOR	FOR		✓ 99.3 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.3 %
9.2	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>	✓ 94.0 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 95.8 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.4 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Prof. Dr. med. Patrick Aebischer	FOR	FOR	✓ 99.5 %
5.1.b	Re-elect Prof. Dr. Ing. Werner J. Bauer	FOR	FOR	✓ 99.1 %
5.1.c	Re-elect Mr. Thomas Ebeling	FOR	FOR	✓ 96.8 %
5.1.d	Re-elect Mr. Jean-Daniel Gerber	FOR	FOR	✓ 99.2 %
5.1.e	Re-elect Ms. Barbara Richmond	FOR	FOR	✓ 99.6 %
5.1.f	Re-elect Ms. Margot Scheltema	FOR	FOR	✓ 99.4 %
5.1.g	Re-elect Dr. phil. Rolf Soiron	FOR	FOR	✓ 98.2 %
5.1.h	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR	✓ 99.1 %
5.1.i	Re-elect Dr. chem. Antonio Trius	FOR	FOR	✓ 99.5 %
5.2	Elect Mr. Christoph Mäder	FOR	FOR	✓ 99.1 %
5.3	Re-elect Dr. phil. Rolf Soiron as chairman of the board	FOR	FOR	✓ 98.4 %
5.3	Elections to the remuneration committee			
5.3.a	Re-elect Mr. Thomas Ebeling to the remuneration committee	FOR	FOR	✓ 96.7 %
5.3.b	Re-elect Mr. Jean-Daniel Gerber to the remuneration committee	FOR	FOR	✓ 99.3 %
5.3.c	Elect Mr. Christoph Mäder to the remuneration committee	FOR	FOR	✓ 99.5 %
5.3.d	Re-elect Mr. Jürgen B. Steinemann to the remuneration committee	FOR	FOR	✓ 99.0 %
6	Election of the auditors	FOR	FOR	✓ 97.3 %
7	Election of the independent proxy	FOR	FOR	✓ 99.8 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6 %
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.1 %
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.4 %

Item	Agenda	Position VR	Position Ethos		Result
9.3	Binding prospective vote on the long-term 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>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 93.3 %

Item	Agenda	Position VR	Position 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	✓ 99.7 %
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Rudolf Huber	FOR	FOR	✓ 97.5 %
4.1.2	Re-elect Mr. Rudolf Hadorn	FOR	FOR	✓ 99.9 %
4.1.3	Re-elect Ms. Marcella Looser-Paardekooper	FOR	FOR	✓ 99.5 %
4.1.4	Re-elect Mr. Thomas Lozser	FOR	FOR	✓ 99.8 %
4.1.5	Re-elect Dr. Christian C. Wenger	FOR	FOR	✓ 98.2 %
4.1.6	Re-elect Mr. Paul Zumbühl	FOR	FOR	✓ 99.9 %
4.2	Election of the chairman of the board	FOR	FOR	✓ 97.5 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Paul Zumbühl to the remuneration committee	FOR	FOR	✓ 99.9 %
4.3.2	Elect Ms. Marcella Looser-Paardekooper to the remuneration committee	FOR	FOR	✓ 99.5 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
4.5	Election of the auditors	FOR	FOR	✓ 100.0 %
5.1	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital. ✓ 92.5 %
5.2	Amendment to the articles of association	FOR	FOR	✓ 96.6 %
6	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 99.9 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.1 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.6 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
3.1	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5.1	Approve allocation of income	FOR	FOR	✓
5.2	Reduce share capital via repayment of nominal value	FOR	FOR	✓
6	Amend articles of association	FOR	FOR	✓
7	Elections to the board of directors			
7.1	Re-elect Mr. Mark Bachmann as member and chairman of the board (single vote)	FOR	FOR	✓
7.2.1	Re-elect Prof. Dr. Andreas Dietrich	FOR	FOR	✓
7.2.2	Re-elect Mr. Josef Felder	FOR	FOR	✓
7.2.3	Re-elect Mr. Adrian Gut	FOR	FOR	✓
7.2.4	Re-elect Mr. Max Pfister	FOR	FOR	✓
7.2.5	Re-elect Ms. Doris Russi Schurter	FOR	FOR	✓
7.2.6	Re-elect Dr. Martha Scheiber	FOR	FOR	✓
7.3	Elect Mr. Andreas Emmenegger	FOR	FOR	✓
7.4	Elections to the remuneration committee			
7.4.1	Re-elect Mr. Josef Felder to the remuneration committee	FOR	FOR	✓
7.4.2	Re-elect Mr. Max Pfister to the remuneration committee	FOR	FOR	✓
7.4.3	Re-elect Mr. Mark Bachmann to the remuneration committee	FOR	FOR	✓
8	Election of the auditors	FOR	FOR	✓
9	Election of the independent proxy	FOR	FOR	✓
10	Information regarding 2016 financial year	NON-VOTING	NON-VOTING	

Item	Agenda	Position VR	Position 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 and executive management	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.1	Elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
4.1.2	Elect Mr. Andreas Widmer	FOR	FOR		✓
4.1.3	Re-elect Mr. René C. Jäggi	FOR	FOR		✓
4.1.4	Re-elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR		✓
4.1.5	Re-elect Dr. Ulrich Vischer	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.	✓
4.2	Election of the chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected as chairman.	✓
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Dr. Ulrich Vischer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Vischer to the board of directors, he cannot be elected to the committee.	✓
4.3.2	Re-elect Mr. Thomas Weber to the remuneration committee	FOR	FOR		✓
4.3.3	Elect Mr. René C. Jäggi to the remuneration committee	FOR	FOR		✓
4.3.4	Elect Ms. Carmen Walker Späh to the remuneration committee	FOR	FOR		✓
4.4	Election of the auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed those for audit services. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓
4.5	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
6	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
7	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position 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 information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p>	✓ 98.9 %
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	Re-elect Mr. Heinz M. Buhofer	FOR	FOR		✓ 100.0 %
4.1.2	Re-elect Ms. Marga Gyger	FOR	FOR		✓ 100.0 %
4.1.3	Re-elect Dr. sc. techn. Peter Terwiesch	FOR	FOR		✓ 100.0 %
4.1.4	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.5 %
4.2	Election of the chairman of the board	FOR	FOR		✓ 99.9 %
4.3	Elections to the remuneration committee				
4.3.1	Elect Mr. Heinz M. Buhofer to the Remuneration Committee	FOR	FOR		✓ 99.7 %
4.3.2	Elect Dr. sc. techn. Peter Terwiesch to the Remuneration Committee	FOR	FOR		✓ 100.0 %
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Election of the auditors	FOR	FOR		✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided by the company is insufficient.</p> <p>The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p>	✓ 99.4 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p>	✓ 99.4 %

Item	Agenda	Position VR	Position Ethos		Result
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.4 %

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.6 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 73.7 %
2	Approve allocation of balance sheet result	FOR	FOR		✓ 97.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 95.8 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Peter M. Wagner as board member and chairman	FOR	FOR		✓ 95.0 %
4.1.2	Re-elect Dr. iur. Alexander Vogel	FOR	FOR		✓ 95.2 %
4.1.3	Re-elect Ms. Wanda Eriksen-Grundbacher	FOR	FOR		✓ 96.8 %
4.1.4	Re-elect Mr. Peter Pauli (CEO)	FOR	FOR		✓ 94.9 %
4.1.5	Re-elect Dr. Franz Richter	FOR	FOR		✓ 97.0 %
4.1.6	Re-elect Mr. Heinz Roth	FOR	FOR		✓ 95.5 %
4.1.7	Re-elect Prof. Dr. Konrad Wegener	FOR	FOR		✓ 95.8 %
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Dr. iur. Alexander Vogel to the nomination and remuneration committee	FOR	FOR		✓ 93.6 %
4.2.2	Re-elect Ms. Wanda Eriksen-Grundbacher to the nomination and remuneration committee	FOR	FOR		✓ 96.2 %
4.2.3	Elect Dr. Franz Richter to the nomination and remuneration committee	FOR	FOR		✓ 96.4 %
5	Election of the auditors	FOR	FOR		✓ 95.9 %
6	Election of the independent proxy	FOR	FOR		✓ 98.6 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 92.0 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 90.2 %
8	Approve renewal of authorised capital	FOR	FOR		✓ 95.0 %

Item	Agenda	Position VR	Position Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓
1.2	Advisory vote on the remuneration report	FOR	FOR	✓
2	Discharge board members and executive management	FOR	FOR	✓
3.1	Approve allocation of income	FOR	FOR	✓
3.2	Distribution of dividend from reserves from capital contributions	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR	✓
4.1.2	Re-elect Dr. sc. tech. Eduard Rikli	FOR	FOR	✓
4.1.3	Re-elect Mr. Patrick Kilchmann	FOR	FOR	✓
4.1.4	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓
4.1.5	Elect Mr. Hans-Michael Hauser	FOR	FOR	✓
4.2	Re-elect Mr. Heinrich C. Spoerry as chairman of the board	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Patrick Kilchmann to the remuneration committee	FOR	FOR	✓
4.3.2	Elect Dr. iur. Andreas Casutt to the remuneration committee	FOR	FOR	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2.1	Binding prospective vote on the total fixed and short-term variable remuneration of the executive management	FOR	FOR	✓
5.2.2	Binding prospective vote on the allocation of shares to the executive management	FOR	FOR	✓
6	Election of the independent proxy	FOR	FOR	✓
7	Election of the auditors	FOR	FOR	✓
8	Shareholder proposal regarding the transfer of delisting competence	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1.1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
1.2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
1.3	Approve financial statements and accounts of Mobilezone AG	FOR	FOR	✓ 99.7 %
1.4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	● OPPOSE	✓ 93.9 % The size of the board of directors has persistently remained below 4 members.
3.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8 %
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.7 %
3.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 85.0 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Urs Theo Fischer	FOR	FOR	✓ 99.6 %
4.1.b	Re-elect Mr. Cyrill Schneuwly	FOR	FOR	✓ 99.6 %
4.1.c	Elect Mr. Andreas M. Blaser	FOR	FOR	✓ 99.6 %
4.2	Re-elect the chairman of the board	FOR	FOR	✓ 99.8 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Urs Theo Fischer to the remuneration committee	FOR	FOR	✓ 99.6 %
4.3.b	Re-elect Mr. Cyrill Schneuwly to the remuneration committee	FOR	FOR	✓ 99.6 %
4.3.c	Elect Mr. Andreas M. Blaser to the remuneration committee	FOR	FOR	✓ 99.8 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
4.5	Election of the auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Position VR	Position Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.	Approve appropriation of results	FOR	FOR		✓
3.	Discharge board members and executive management	FOR	FOR		✓
4.	Approve renewal of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 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 25% of the issued share capital.</p>	✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Jörn Aldag as chairman	FOR	FOR		✓
5.1.2	Elect Mr. Jeffrey H. Buchalter	FOR	FOR		✓
5.1.3	Re-elect Dr. med. Göran A. Ando	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, he holds 70'000 options) and the board independence is insufficient (12.5 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.1.4	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓
5.1.5	Re-elect Dr. William A. Lee	FOR	● OPPOSE	<p>He is not independent (he holds 70'000 options) and the board independence is insufficient (12.5 %).</p>	✓
5.1.6	Re-elect Prof. Dr. Andreas Plückthun	FOR	FOR		✓
5.1.7	Re-elect Dr. med. Petri Vainio	FOR	FOR		✓
5.1.8	Re-elect Dr. Christian Zahnd (CEO)	FOR	● OPPOSE	<p>The board independence is not sufficient (12.5 %).</p>	✓
5.2	Elections to the remuneration committee				
5.2.1	Elect Mr. Jörn Aldag to the Remuneration Committee	FOR	● OPPOSE	<p>He is not independent (he holds 150'000 options) and the majority of the committee members are not independent.</p>	✓

Item	Agenda	Position VR	Position Ethos		Result
5.2.2	Elect Dr. William A. Lee to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Lee to the board of directors, he cannot be elected to the committee. He is not independent (he holds 70'000 options) and the majority of the committee members are not independent.	✓
5.2.3	Elect Dr. med. Petri Vainio to the Remuneration Committee	FOR	FOR		✓
6.	Election of the auditors	FOR	FOR		✓
7.	Election of the independent proxy	FOR	FOR		✓
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
8.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Position VR	Position 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 structure of the remuneration is not in line with Ethos' guidelines.	✓ 84.5 %
2	Discharge board members and executive management	FOR	FOR		✓ 97.8 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Peter Brabeck-Letmathe	FOR	FOR		✓ 95.5 %
4.1.2	Re-elect Mr. Paul Bulcke	FOR	FOR		✓ 96.9 %
4.1.3	Re-elect Mr. Andreas N. Koopmann	FOR	FOR		✓ 95.9 %
4.1.4	Re-elect Dr. iur. Beat W. Hess	FOR	FOR		✓ 99.1 %
4.1.5	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 99.4 %
4.1.6	Re-elect Mr. Steven George Hoch	FOR	FOR		✓ 99.4 %
4.1.7	Re-elect Ms. Naina Lal Kidwai	FOR	FOR		✓ 99.4 %
4.1.8	Re-elect Dr. oec. Jean-Pierre Roth	FOR	FOR		✓ 98.3 %
4.1.9	Re-elect Ms. Ann Veneman	FOR	FOR		✓ 99.5 %
4.1.10	Re-elect Mr. Count Henri de La Croix de Castries	FOR	FOR		✓ 98.7 %
4.1.11	Re-elect Ms. Ms. Eva Cheng	FOR	FOR		✓ 99.1 %
4.1.12	Re-elect Dr. Ruth K. Oniang'o	FOR	FOR		✓ 99.4 %
4.1.13	Re-elect Prof. Dr. med. Patrick Aebischer	FOR	FOR		✓ 99.0 %
4.2	Re-elect Mr. Peter Brabeck-Letmathe as chairman of the board	FOR	FOR		✓ 96.1 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Dr. iur. Beat W. Hess to the remuneration committee	FOR	FOR		✓ 98.6 %
4.3.2	Re-elect Mr. Andreas N. Koopmann to the remuneration committee	FOR	FOR		✓ 96.0 %
4.3.3	Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee	FOR	FOR		✓ 98.4 %
4.3.4	Elect Prof. Dr. med. Patrick Aebischer to the remuneration committee	FOR	FOR		✓ 98.9 %
4.4	Election of the auditors	FOR	FOR		✓ 97.6 %
4.5	Election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Position VR	Position Ethos		Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided by the company is insufficient.</p> <p>The remuneration planned for one or several members 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>	✓ 92.7 %
5.2	Binding prospective vote on the total 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>	✓ 91.0 %
6	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.1 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2.1	Approve allocation of income	FOR	FOR		✓ 99.8 %
2.2	Distribution of dividend from reserves from capital contributions	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 94.1 %
4	Elections to the board of directors				
4.1.1	Re-elect Prof. Dr. Michael Süss as chairman of the board	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 93.2 %
4.1.2	Re-elect Mr. Gerhard Pegam	FOR	FOR		✓ 99.6 %
4.1.3	Re-elect Mr. Hans Ziegler	FOR	FOR		✓ 99.2 %
4.2.1	Elect Dr. Jean Botti	FOR	FOR		✓ 99.6 %
4.2.2	Elect Mr. David Metzger	FOR	FOR		✓ 97.5 %
4.2.3	Elect Mr. Alexey V. Moskov	FOR	FOR		✓ 93.5 %
5	Elections to the nomination and remuneration committee				
5.1.1	Re-elect Prof. Dr. Michael Süss to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. Süss to the board of directors, he cannot be elected to the committee. He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.	✓ 80.0 %
5.1.2	Re-elect Mr. Hans Ziegler to the nomination and remuneration committee	FOR	FOR		✓ 97.8 %
5.2	Elect Mr. Alexey V. Moskov to the nomination and remuneration committee	FOR	FOR		✓ 81.8 %
6	Election of the auditors	FOR	FOR		✓ 98.7 %
7	Election of the independent proxy	FOR	FOR		✓ 99.8 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 95.5 %
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 83.0 %

Item	Agenda	Position VR	Position Ethos		Result
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✔ 78.2 %

Item	Agenda	Position VR	Position Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The annual report was not made available sufficiently in advance of the general meeting.	✓
2.	Approve allocation of income	FOR	FOR		✓
3.	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓
4.	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
5.1	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.	✓
5.2	Increase the pool of conditional capital	FOR	● OPPOSE	The transparency of the share-based plan for which the requested capital is intended is insufficient.	✓
5.3	Amend Articles of association: formal amendments	FOR	FOR		✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
6.2	Binding prospective vote on the total remuneration of the executive management for 2016	FOR	● OPPOSE	The information provided is insufficient. The total amount allows for the payment of significantly higher remunerations than those of a peer group. 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. The remuneration committee or the board of directors have excessive discretion with regard to awards	✓

Item	Agenda	Position VR	Position Ethos		Result
6.3	Binding prospective vote on the total remuneration of the executive management for 2017	FOR	● OPPOSE	The information provided is insufficient.	✓
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Samih Sawiris	FOR	FOR		✓
7.1.2	Re-elect Ms. Carolina Müller-Möhl	FOR	FOR		✓
7.1.3	Re-elect Mr. Adil Douiri	FOR	FOR		✓
7.1.4	Re-elect Dr. Franz Egle	FOR	FOR		✓
7.1.5	Re-elect Mr. Jürgen Fischer	FOR	FOR		✓
7.1.6	Re-elect Mr. Marco Sieber	FOR	FOR		✓
7.1.7	Re-elect Mr. Jürg Weber	FOR	FOR		✓
7.2	Elect Mr. Naguib Sawiris	FOR	FOR		✓
7.3	Election of the chairman of the board	FOR	FOR		✓
7.4	Elections to the remuneration committee				
7.4.1	Elect Mr. Marco Sieber 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.	✓
7.4.2	Elect Dr. Franz Egle 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.	✓
7.5	Election of the independent proxy	FOR	FOR		✓
7.6	Election of the auditors	FOR	● OPPOSE	The level of audit fees is restated for several years without explanations.	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.8 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 98.8 %
3	Discharge board members	FOR	FOR	✓ 98.8 %
4.1.1	Elections to the board of directors			
4.1.1.a	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 98.7 %
4.1.1.b	Re-elect Mr. Dieter Widmer	FOR	FOR	✓ 98.7 %
4.1.1.c	Re-elect Dr. Anton Bleikolm	FOR	FOR	✓ 98.7 %
4.1.1.d	Re-elect Dr. Thomas Moser	FOR	FOR	✓ 98.7 %
4.1.1.e	Re-elect Mr. Peter Stiefenhofer	FOR	FOR	✓ 98.7 %
4.1.2.f	Elect Dr. Caren Genthner-Kappesz	FOR	FOR	✓ 98.5 %
4.2	Election of the chairman of the board	FOR	FOR	✓ 98.7 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR	✓ 97.0 %
4.3.b	Elect Mr. Heinrich Fischer to the remuneration committee	FOR	FOR	✓ 98.6 %
4.4	Election of the independent proxy	FOR	FOR	✓ 98.8 %
4.5	Election of the auditors	FOR	FOR	✓ 98.7 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 98.5 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5 %
5.3	Introduction of a share acquisition program	FOR	FOR	✓ 97.8 %
5.4.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.5 %
5.4.b	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 98.1 %
6	Amend the articles of association	FOR	FOR	✓ 97.7 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.a	Approve allocation of income	FOR	FOR	✓
2.b	Approve dividend out of capital contribution reserves	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Rolf U. Sutter as member and chairman of the board (single vote)	FOR	FOR	✓
4.1.b	Re-elect Mr. Christoph Clavadetscher	FOR	FOR	✓
4.1.c	Re-elect Prof. Dr. Edgar Fluri	FOR	FOR	✓
4.1.d	Re-elect Mr. Dominik Sauter	FOR	FOR	✓
4.1.e	Re-elect Ms. Monika Walser	FOR	FOR	✓
4.2	Elect Mr. Walter Lüthi	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Christoph Clavadetscher to the remuneration committee	FOR	FOR	✓
4.3.b	Re-elect Mr. Rolf U. Sutter to the remuneration committee	FOR	FOR	✓
4.3.c	Elect Ms. Monika Walser to the remuneration committee	FOR	FOR	✓
4.4	Election of the auditors	FOR	FOR	✓
4.5	Election of the independent proxy	FOR	FOR	✓
5	Approve renewal of authorised capital	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 short-term variable remuneration of the executive management	FOR	FOR	✓
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position 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 and dividend	FOR	FOR		✓
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided by the company is insufficient. The proposed increase relative to the previous year is excessive.	✓
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓
5	Elections to the board of directors				
5.1	Elect Mr. Peter Ulber as board member and chairman	FOR	FOR		✓
5.2	Re-elect Dr. iur. Beat Walti	FOR	FOR		✓
5.3	Re-elect Mr. Thomas E. Kern	FOR	FOR		✓
5.4	Re-elect Ms. Pamela Knapp	FOR	FOR		✓
5.5	Re-elect Dr. oec. Ilias Läber	FOR	FOR		✓
5.6	Re-elect Mr. Chris E. Muntwyler	FOR	FOR		✓
5.7	Re-elect Dr. iur. Roger Schmid	FOR	FOR		✓
5.8	Re-elect Mr. Knud Elmholdt Stubkjaer	FOR	FOR		✓
6	Elections to the remuneration committee				
6.1	Elect Mr. Peter Ulber to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓
6.2	Re-elect Mr. Thomas E. Kern to the remuneration committee	FOR	FOR		✓
6.3	Re-elect Mr. Chris E. Muntwyler to the remuneration committee	FOR	FOR		✓
6.4	Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee	FOR	FOR		✓
7	Election of the independent proxy	FOR	FOR		✓
8	Election of the auditors	FOR	FOR		✓

Item	Agenda	Position VR	Position 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	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Bernard Daniel	FOR	FOR	✓ 99.9 %
4.1.2	Re-elect Mr. Amaury-Daniel de Sèze	FOR	● OPPOSE	<p>✓ 97.5 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 15 years) 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>
4.1.3	Re-elect Mr. Victor Delloye	FOR	● OPPOSE	<p>✓ 97.6 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 12 years) 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>
4.1.4	Re-elect Mr. André Desmarais	FOR	FOR	✓ 97.7 %
4.1.5	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	✓ 97.4 %
4.1.6	Re-elect Mr. Paul Desmarais III	FOR	FOR	✓ 97.8 %
4.1.7	Re-elect Mr. Cedric Frère	FOR	FOR	✓ 97.8 %
4.1.8	Re-elect Mr. Gérald A. Frère	FOR	FOR	✓ 97.8 %
4.1.9	Re-elect Ms. Ségolène Gallienne	FOR	FOR	✓ 97.8 %
4.1.10	Re-elect Ms. Barbara Kux	FOR	FOR	✓ 99.9 %
4.1.11	Re-elect Mr. Michel Pébereau	FOR	FOR	✓ 99.9 %
4.1.12	Re-elect Mr. Michel Plessis-Bélair	FOR	● OPPOSE	<p>✓ 97.5 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 17 years) 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>

Item	Agenda	Position VR	Position Ethos		Result
4.1.13	Re-elect Mr. Gilles Samyn	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 24 years) 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>	✓ 97.5 %
4.1.14	Re-elect Mr. Arnaud Vial	FOR	● OPPOSE	<p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (20.0 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓ 99.6 %
4.1.15	Elect Mr. Jean-Luc Herbez	FOR	FOR		✓ 100.0 %
4.2	Election of the chairman of the board	FOR	FOR		✓ 97.3 %
4.3	Elections to the remuneration committee				
4.3.1	Elect Mr. Bernard Daniel to the Remuneration Committee	FOR	FOR		✓ 99.9 %
4.3.2	Elect Ms. Barbara Kux to the Remuneration Committee	FOR	FOR		✓ 99.9 %
4.3.3	Elect Mr. Amaury-Daniel de Sèze to the Remuneration Committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. de Sèze to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder, board tenure of 15 years) and the majority of the committee members are not independent.</p>	✓ 97.5 %
4.3.4	Elect Mr. Michel Plessis-Bélair to the Remuneration Committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Plessis-Bélair to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder, board tenure of 17 years) and the majority of the committee members are not independent.</p>	✓ 97.5 %

Item	Agenda	Position VR	Position Ethos		Result
4.3.5	Elect Mr. Gilles Samyn to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Samyn to the board of directors, he cannot be elected to the committee. He is not independent (representative of an important shareholder, board tenure of 24 years) and the majority of the committee members are not independent.	✓ 97.5 %
4.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.5	Election of the auditors	FOR	FOR		✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided by the company is insufficient. The remuneration requested and paid out to one or several members is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive and not justified.	✓ 91.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.8 %
6.	Approve renewal of authorised capital	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 25% of the issued share capital.	✓ 99.6 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 87.1 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 67.6 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
5	Amend articles of association: Composition of board committees	FOR	FOR		✓ 68.7 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration and options. The remuneration of the executive directors (who are not members of the executive management) is not in line with Ethos' guidelines.	✓ 71.9 %
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.	✓ 74.5 %
7.1	Elections to the board of directors				
7.1.1	Re-elect Dr. Peter A. Wuffli as board member and chairman	FOR	FOR		✓ 99.3 %
7.1.2	Re-elect Dr. Charles Dallara (executive)	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland. The board independence is not sufficient (30.0%).	✓ 93.3 %
7.1.3	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 98.6 %
7.1.4	Elect Ms. Michelle Felman	FOR	FOR		✓ 100.0 %
7.1.5	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 96.9 %
7.1.6	Re-elect Mr. Steffen Meister (executive)	FOR	FOR		✓ 94.2 %
7.1.7	Re-elect Ms. Grace del Rosario-Castaño	FOR	FOR		✓ 100.0 %
7.1.8	Re-elect Dr. Eric Strutz	FOR	FOR		✓ 99.8 %
7.1.9	Re-elect Mr. Patrick Ward	FOR	FOR		✓ 99.9 %
7.1.10	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 99.5 %
7.2	Elections to the nomination and remuneration committee				

Item	Agenda	Position VR	Position Ethos		Result
7.2.1	Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR		✓ 94.6 %
7.2.2	Re-elect Mr. Steffen Meister to the nomination and remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓ 68.6 %
7.2.3	Re-elect Dr. Peter A. Wuffli to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent and the majority of the committee members are not independent.	✓ 96.7 %
7.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
7.4	Election of the auditors	FOR	FOR		✓ 99.8 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Dr. oec. Martha Scheiber as board member and chairman	FOR	FOR		✓ 99.9 %
4.1.b	Re-elect Mr. Peter Kappeler	FOR	FOR		✓ 100.0 %
4.1.c	Elect Mr. Thomas Dressendörfer	FOR	FOR		✓ 99.7 %
4.2	Elections to the remuneration committee				
4.2.a	Re-elect Mr. Peter Kappeler to the remuneration committee	FOR	FOR		✓ 99.7 %
4.2.b	Elect Mr. Thomas Dressendörfer to the remuneration committee	FOR	FOR		✓ 99.6 %
4.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.4	Election of the auditors	FOR	FOR		✓ 99.8 %
5	Remuneration report	NON-VOTING	NON-VOTING		
6.1	Binding vote on the total remuneration of the board of directors for the financial year 2016	FOR	FOR		✓ 99.2 %
6.2	Binding vote on the total remuneration of the board of directors for the financial year 2017	FOR	FOR		✓ 99.0 %
6.3	Binding vote on the fixed remuneration of the executive management for the financial year 2017	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 96.5 %
6.4	Binding vote on the variable remuneration of the executive management for the financial year 2017	FOR	FOR		✓ 98.8 %
7	Technical amendment to the articles of association	FOR	FOR		✓ 99.5 %
8	Amendment to the articles of association: Corporate purpose	FOR	FOR		✓ 98.2 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	The size of the board of directors has persistently remained below 4 members.	✓
5	Elections to the board of directors				
5.1	Re-elect Mr. Reto A. Garzetti	FOR	FOR		✓
5.2	Re-elect Mr. Peter Bodmer	FOR	FOR		✓
5.3	Re-elect Dr. Christian De Prati	FOR	FOR		✓
5.4	Election of the chairman of the board	FOR	FOR		✓
6	Elections to the remuneration committee				
6.1	Re-elect Dr. Christian De Prati to the remuneration committee	FOR	FOR		✓
6.2	Re-elect Mr. Peter Bodmer to the remuneration committee	FOR	FOR		✓
7	Election of the auditors	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
9.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
9.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
10	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Position VR	Position Ethos	Result
1	Welcome speech	NON-VOTING	NON-VOTING	
2	Presentation of the annual report	NON-VOTING	NON-VOTING	
3	Auditors' reports	NON-VOTING	NON-VOTING	
4.1	Approval of the annual report	FOR	FOR	✓
4.2	Approval of the statutory and consolidated financial statements	FOR	FOR	✓
4.3	Allocation of balance sheet result	FOR	FOR	✓
4.4	Discharge board members	FOR	● OPPOSE	<p>✓</p> <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>
5.1	Capital reduction	FOR	FOR	✓
5.2	Reduction of conditional capital	FOR	FOR	✓
5.3	Renewal of authorised capital	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.1	Re-elect Mr. Jean-Claude Roch	FOR	FOR	✓
6.1.2	Re-elect Mr. Stephen Grey	FOR	FOR	✓
6.1.3	Re-elect Ms. Anouck Ansermoz	FOR	FOR	✓
6.2	Re-elect Mr. Jean-Claude Roch as board chairman	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.1	Re-elect Mr. Jean-Claude Roch to the remuneration committee	FOR	FOR	✓
6.3.2	Elect Mr. Stephen Grey to the remuneration committee	FOR	FOR	✓
6.3.3	Re-elect Ms. Anouck Ansermoz to the remuneration committee	FOR	FOR	✓
6.4	Election of the independent proxy	FOR	FOR	✓
6.5	Election of the auditors	FOR	FOR	✓
7.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓
7.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR	✓
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
7.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result	
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %	
2	Discharge board members and executive management	FOR	FOR	✓ 100.0 %	
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %	
4.1	Elections to the board of directors				
4.1.1	Re-elect Mr. Benedikt A. Goldkamp as board member and chairman	FOR	FOR	✓ 98.5 %	
4.1.2	Re-elect Dr. oec. Florian Ernst	FOR	FOR	✓ 99.6 %	
4.1.3	Re-elect Dr. iur. Martin Furrer	FOR	FOR	✓ 99.6 %	
4.1.4	Re-elect Mr. Ulrich Hocker	FOR	● OPPOSE	<p>He has been a member of the board for 28 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 28 years) and the board independence is insufficient (0.0 %).</p>	✓ 96.8 %
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 99.6 %	
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. iur. Martin Furrer to the remuneration committee	FOR	FOR	✓ 99.6 %	
4.2.2	Re-elect Mr. Ulrich Hocker to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. Hocker to the board of directors, he cannot be elected to the committee.</p>	✓ 98.3 %
4.2.3	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	FOR	✓ 99.6 %	
4.3	Election of the independent proxy	FOR	FOR	✓ 100.0 %	
4.4	Election of the auditors	FOR	● OPPOSE	<p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 95.3 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 99.6 %	
5.2	Increase of the maximum total remuneration of the board of directors for 2016	FOR	● OPPOSE	<p>The information provided by the company is insufficient.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p>	✓ 93.9 %

Item	Agenda	Position VR	Position Ethos	Result
5.3	Decrease the total remuneration of the executive management for 2016	FOR	FOR	✓ 99.6 %
5.4	Binding prospective vote on the total remuneration of the board of directors for 2017	FOR	● OPPOSE	<p>✓ 94.0 %</p> <p>The information provided by the company is insufficient.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The remuneration of the executive chairman (who is not member of the executive management) is excessive.</p>
5.5	Binding prospective vote on the total remuneration of the executive management for 2017	FOR	FOR	✓ 99.6 %
6	Amend articles of association: Reduce the threshold of share capital required to add an item to the agenda of general meetings	FOR	FOR	✓ 100.0 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 88.5 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 88.4 %
3	Discharge board members and executive management	FOR	FOR		✓ 74.8 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Markus Kellenberger as member and chairman of the board (single vote)	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (40.0 %).	✓ 86.5 %
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR		✓ 88.7 %
4.3	Re-elect Mr. Martin Byland	FOR	FOR		✓ 86.8 %
4.4	Re-elect Mr. Jacob Schmidheiny	FOR	FOR		✓ 85.7 %
4.5	Re-elect Mr. Dominik Weber	FOR	FOR		✓ 88.7 %
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Martin Byland to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.	✓ 84.7 %
5.2	Re-elect Mr. Jacob Schmidheiny to the remuneration committee	FOR	FOR		✓ 84.2 %
6	Election of the auditors	FOR	FOR		✓ 88.5 %
7	Election of the independent proxy	FOR	FOR		✓ 88.7 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 83.9 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 81.9 %

Item	Agenda	Position VR	Position Ethos	Result
1	Amend articles of association	FOR	FOR	✓
2	Approve annual report, financial statements and accounts	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Discharge board members	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.a	Re-elect Dr. Eduard Rikli	FOR	FOR	✓
5.1.b	Re-elect Dr. Manfred Thumann	FOR	FOR	✓
5.1.c	Re-elect Dr. Martin Schmid	FOR	FOR	✓
5.1.d	Re-elect Dr. Rudolf Huber	FOR	FOR	✓
5.1.e	Re-elect Mr. Placi Berther	FOR	FOR	✓
5.1.f	Re-elect Mr. Claudio Lardi	FOR	FOR	✓
5.1.g	Re-elect Mr. Rolf W. Mathis	FOR	FOR	✓
5.1.h	Re-elect Mr. Gerhard Jochum	FOR	FOR	✓
5.2	Election of the auditors	FOR	FOR	✓
6	Advisory vote on the remuneration report	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.8 %
2	Discharge board members and executive management	FOR	FOR	✓ 97.1 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 98.6 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.7 %
5	Elections to the board of directors			
5.1	Re-elect Mr. Erwin Stoller	FOR	FOR	✓ 95.4 %
5.2	Re-elect Mr. This Ernst Schneider	FOR	FOR	✓ 79.7 %
5.3	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 95.8 %
5.4	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 96.2 %
5.5	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 98.5 %
5.6	Elect Mr. Roger Baillod	FOR	FOR	✓ 96.7 %
5.7	Elect Mr. Bernhard Jucker	FOR	FOR	✓ 96.8 %
6	Election of the chairman of the board	FOR	FOR	✓ 96.0 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. This Ernst Schneider to the remuneration committee	FOR	FOR	✓ 78.5 %
7.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 96.5 %
7.3	Re-elect Mr. Erwin Stoller to the remuneration committee	FOR	FOR	✓ 95.8 %
8	Election of the independent proxy	FOR	FOR	✓ 99.0 %
9	Election of the auditors	FOR	FOR	✓ 98.8 %
10	Approve renewal of authorised capital	FOR	FOR	✓ 98.6 %

Item	Agenda	Position VR	Position 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		✓ 99.8 %
2.	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
3.	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4.	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.	✓ 94.8 %
Elections to the board of directors					
5.1	Elect Ms. Anne Bobillier	FOR	FOR		✓ 99.9 %
5.2.1	Re-elect Mr. Wolfgang Martz	FOR	FOR		✓ 99.8 %
5.2.2	Re-elect Mr. Christian Budry	FOR	FOR		✓ 99.8 %
5.2.3	Re-elect Mr. Bernard Grobéty	FOR	FOR		✓ 99.8 %
5.2.4	Re-elect Mr. Jean-Jacques Miauton	FOR	● OPPOSE	He is not independent (board tenure of 19 years) and the board independence is insufficient (9.1 %).	✓ 98.0 %
5.3	Re-appointment by the Canton of Vaud	NON-VOTING	NON-VOTING		
5.4	Election of the chairman of the board	FOR	FOR		✓ 99.9 %
5.5	Elections to the remuneration committee				
5.5.1	Elect Mr. Wolfgang Martz to the Remuneration Committee	FOR	FOR		✓ 99.9 %
5.5.2	Elect Mr. Laurent Ballif to the Remuneration Committee	FOR	FOR		✓ 99.3 %
5.5.3	Elect Prof. Dr. Jean-Yves Pidoux to the Remuneration Committee	FOR	FOR		✓ 99.2 %
5.5.4	Elect Mr. Laurent Balsiger to the Remuneration Committee	FOR	FOR		✓ 99.8 %
5.6	Election of the auditors	FOR	FOR		✓ 99.9 %
5.7	Election of the independent proxy	FOR	FOR		✓ 99.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.6 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.6 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.a	Allocation of loss	FOR	FOR		✓
2.b	Reallocation of capital contribution reserves	FOR	FOR		✓
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
4.a	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.	✓
4.b	Discharge executive management	FOR	FOR		✓
5.a	Increase of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.	✓ 84.7 %
5.b	Increase of 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. The potential dilution is excessive.	✓ 84.7 %
6	Amend articles of association	FOR	FOR		✓
7	Elections to the board of directors				
7.a	Re-elect Mr. Martin Gertsch as board member and chairman of the board	FOR	FOR		✓
7.b	Re-elect Dr. chem. Jürg Ambühl	FOR	FOR		✓
8	Elections to the remuneration committee				
8.a	Re-elect Mr. Martin Gertsch to the remuneration committee	FOR	FOR		✓
8.b	Re-elect Dr. chem. Jürg Ambühl to the remuneration committee	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result	
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.</p> <p>The non-executive directors receive options</p>	✓
10	Binding prospective vote on the fixed remuneration of the executive management				
10.a	Binding prospective vote on the fixed remuneration of the executive management for 2016	FOR	FOR		✓
10.b	Binding prospective vote on the fixed remuneration of the executive management for 2017	FOR	FOR		✓
11	Election of the auditors	FOR	FOR		✓
12	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Position VR	Position 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 and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Ruedi Huber	FOR	FOR	✓
4.1.b	Re-elect Mr. Paul Zumbühl	FOR	FOR	✓
4.1.c	Elect Mr. Michael Hauser	FOR	FOR	✓
4.1.d	Elect Mr. Nicolas Mathys	FOR	FOR	✓
4.2	Election of the chairman of the board	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Paul Zumbühl to the remuneration committee	FOR	FOR	✓
4.3.b	Elect Mr. Michael Hauser to the remuneration committee	FOR	FOR	✓
4.4	Election of the auditors	FOR	FOR	✓
4.5	Election of the independent proxy	FOR	FOR	✓
5.1.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.1.b	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.2.a	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. ✓
5.2.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos		Result
1.1	Amend articles of association: Corporate seat	FOR	FOR		✓ 99.5 %
1.2	Amend articles of association: General majority requirement at general meetings and contributions in kind	FOR	FOR		✓ 98.1 %
2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 90.4 %
4	Approve allocation of balance sheet result	FOR	FOR		✓ 99.6 %
5	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the board's decisions. There is a strong deterioration of the company's financial situation due to successive poor financial results and large impairments.	✓ 98.7 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Mr. Edwin Eichler as board member and chairman	FOR	FOR		✓ 93.6 %
6.1.b	Re-elect Mr. Michael Büchter	FOR	FOR		✓ 99.6 %
6.1.c	Re-elect Mr. Marco Musetti	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (37.5%).	✓ 93.0 %
6.1.d	Re-elect Dr. iur Heinz Schumacher	FOR	FOR		✓ 99.1 %
6.1.e	Re-elect Dr. oec. Oliver Thum	FOR	FOR		✓ 93.0 %
6.1.f	Re-elect Mr. Hans Ziegler	FOR	● OPPOSE	He is the chairman of the audit committee and the company is facing serious problems related to the accounts.	✓ 99.0 %
6.1.g	Elect Mr. Martin Haefner	FOR	FOR		✓ 93.7 %
6.1.h	Elect Mr. Vladimir Polienko	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (37.5%).	✓ 93.7 %
6.2	Elections to the remuneration committee				

Item	Agenda	Position VR	Position Ethos		Result
6.2.a	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Musetti to the board of directors, he cannot be elected to the committee.	✓ 91.1 %
6.2.b	Re-elect Dr. iur Heinz Schumacher to the remuneration committee	FOR	FOR		✓ 97.6 %
6.2.c	Elect Mr. Edwin Eichler to the remuneration committee	FOR	FOR		✓ 93.4 %
6.3	Election of the auditors	FOR	● OPPOSE	<p>During the year under review, the fees paid to the audit firm for non-audit services exceed those for audit services.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 98.9 %
6.4	Election of the independent proxy	FOR	FOR		✓ 98.6 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 97.8 %
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 remunerations than those of a peer group.</p>	✓ 97.5 %
8	Approve renewal of authorised capital	FOR	● OPPOSE	The potential dilution is excessive (50%).	✓ 91.4 %

Item	Agenda	Position VR	Position Ethos	Result
1.	Chairman's speech	NON-VOTING	NON-VOTING	
2.	Review of the 2015 financial year	NON-VOTING	NON-VOTING	
3.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
4.	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
5.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
6.1	Elections to the board of directors			
6.1.a	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 94.1 %
6.1.b	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 99.9 %
6.1.c	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 99.9 %
6.1.d	Re-elect Mr. Jan Jenisch	FOR	FOR	✓ 99.9 %
6.1.e	Re-elect Dr. oec. Jacques Sanche	FOR	FOR	✓ 99.9 %
6.2	Election of the chairman of the board	FOR	FOR	✓ 94.1 %
6.3	Elections to the remuneration committee			
6.3.a	Elect Dr. oec. Jacques Sanche to the Remuneration Committee	FOR	FOR	✓ 99.9 %
6.3.b	Elect Ms. Vanessa Frey to the Remuneration Committee	FOR	FOR	✓ 99.9 %
6.3.c	Elect Mr. Jan Jenisch to the Remuneration Committee	FOR	FOR	✓ 99.9 %
6.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6.5	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 94.8 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.8 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient. ✓ 93.6 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approval of an additional remuneration for the board of directors for the term of office 2015/16	FOR	FOR	✓ 90.6 %
2.2	Approval of the total remuneration of the board of directors for the term of office 2016/17	FOR	FOR	✓ 90.7 %
2.3	Approval of the fixed remuneration of the executive management for the next financial year (2017)	FOR	FOR	✓ 98.7 %
2.4	Approval of the variable remuneration of the executive management for the past financial year (2015)	FOR	FOR	✓ 98.7 %
2.5	Advisory vote on the remuneration report	FOR	FOR	✓ 94.2 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Ruedi Huber	FOR	FOR	✓ 100.0 %
5.1.b	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 99.9 %
5.1.c	Re-elect Mr. Thomas Oetterli	FOR	FOR	✓ 100.0 %
5.1.d	Re-elect Mr. Heinrich C. Spoerry as board member and chairman	FOR	FOR	✓ 99.7 %
5.1.e	Re-elect Mr. Karl Stadler	FOR	FOR	✓ 99.7 %
5.1.f	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 100.0 %
5.2	Elections to the nomination and remuneration committee			
5.2.a	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 99.9 %
5.2.b	Re-elect Mr. Karl Stadler to the nomination and remuneration committee	FOR	FOR	✓ 93.4 %
5.2.c	Elect Mr. Heinrich C. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 89.0 %
5.3	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.4	Election of the auditors	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %
4.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.8 %
4.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.7 %
4.2.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 96.4 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Colin Bond	FOR	FOR	✓ 94.6 %
5.1.2	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR	✓ 99.7 %
5.1.3	Re-elect Dr. iur. Andreas Casutt	FOR	FOR	✓ 99.8 %
5.1.4	Re-elect Mr. Reto A. Garzetti	FOR	FOR	✓ 99.0 %
5.1.5	Re-elect Dr. chem. Thomas Villiger	FOR	FOR	✓ 95.9 %
5.1.6	Elect Ms. Ulla Schmidt	FOR	FOR	✓ 97.5 %
5.1.7	Elect Dr. iur. Martin Schmid	FOR	FOR	✓ 92.3 %
5.2	Re-elect Dr. iur. Andreas Casutt as chairman of the board	FOR	FOR	✓ 99.5 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Reto A. Garzetti to the remuneration committee	FOR	FOR	✓ 98.8 %
5.3.2	Re-elect Dr. chem. Thomas Villiger to the remuneration committee	FOR	FOR	✓ 94.3 %
5.3.3	Elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR	✓ 98.9 %
6	Election of the independent proxy	FOR	FOR	✓ 99.8 %
7	Election of the auditors	FOR	FOR	✓ 96.9 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR	In the meeting agenda, the discharge was requested in globo for the board and the executive management. At the AGM, the discharge was requested for each board member individually, and in globo for the executive management.	–
3.1	Discharge Mr. Urs F. Burkard	FOR	● OPPOSE	Ethos has serious doubts that his attitude and actions at the time of the transaction with Saint-Gobain were in line with his duty of loyalty to Sika and its shareholders.	✓ 78.0 %
3.2	Discharge Mr. Frits van Dijk	FOR	FOR		✗ 20.6 %
3.3	Discharge Dr. sc. techn. Paul J. Hälg	FOR	FOR		✗ 20.8 %
3.4	Discharge Dr. oec. Willi K. Leimer	FOR	● OPPOSE	Ethos has serious doubts that his attitude and actions were in line with his duty of loyalty to Sika and its shareholders.	✓ 78.1 %
3.5	Discharge Ms. Monika Ribar	FOR	FOR		✗ 18.7 %
3.6	Discharge Mr. Daniel J. Sauter	FOR	FOR		✗ 20.5 %
3.7	Discharge Prof. Dr. sc. techn. Ulrich W. Suter	FOR	FOR		✗ 20.7 %
3.8	Discharge Mr. Jürgen Tinggren	FOR	● OPPOSE	Ethos has serious doubts that his attitude and actions were in line with his duty of loyalty to Sika and its shareholders.	✓ 78.1 %
3.9	Discharge Mr. Christoph Tobler	FOR	FOR		✗ 20.4 %
3.10	Discharge executive management	FOR	FOR		✓ 87.0 %
4	Elections to the board of directors				
4.1.1	Re-elect Dr. sc. techn. Paul J. Hälg	FOR	FOR		✓ 87.1 %
4.1.2	Re-elect Mr. Urs F. Burkard	FOR	● OPPOSE	Ethos considers that he did not act in the interests of the company and its minority shareholders.	✓ 80.8 %
4.1.3	Re-elect Mr. Frits van Dijk	FOR	FOR		✓ 98.2 %
4.1.4	Re-elect Dr. oec. Willi K. Leimer	FOR	● OPPOSE	Ethos considers that he did not act in the interests of the company and its minority shareholders.	✓ 81.2 %
4.1.5	Re-elect Ms. Monika Ribar	FOR	FOR		✓ 87.5 %
4.1.6	Re-elect Mr. Daniel J. Sauter	FOR	FOR		✓ 85.7 %
4.1.7	Re-elect Prof. Dr. sc. techn. Ulrich W. Suter	FOR	FOR		✓ 87.2 %
4.1.8	Re-elect Mr. Jürgen Tinggren	FOR	● OPPOSE	Ethos considers that he did not act in the interests of the company and its minority shareholders.	✓ 81.1 %

Item	Agenda	Position VR	Position Ethos	Result
4.1.9	Re-elect Mr. Christoph Tobler	FOR	FOR	✓ 85.3 %
4.2	Schenker-Winkler Holding's proposal: Elect Prof. Dr. iur. Jacques Bischoff to the board of directors	OPPOSE	OPPOSE	✗ 14.9 %
4.3	Re-elect Dr. sc. techn. Paul J. Hälg as board chairman	FOR	FOR	✓ 87.6 %
4.4	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Mr. Frits van Dijk to the nomination and remuneration committee	FOR	FOR	✓ 86.7 %
4.4.2	Re-elect Mr. Urs F. Burkard to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Burkard to the board of directors, he cannot be elected to the committee. ✓ 78.1 %
4.4.3	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	FOR	✓ 79.9 %
4.5	Election of the auditors	FOR	FOR	✓ 99.0 %
4.6	Re-elect Dr. Max Brändli as the independent proxy	FOR	FOR	✗ 33.8 %
4.6.1	Proposal made during the AGM by Schenker-Winkler Holding: Elect Mr. Jost Windlin as independent proxy	OPPOSE	OPPOSE	✓ 67.6 %
5.1	Binding vote on the total remuneration of the board of directors for the period from the 2015 AGM to the 2016 AGM	FOR	FOR	✗ 33.5 %
5.2	Advisory vote on the remuneration report	FOR	FOR	✗ 33.1 %
5.3	Binding vote on the total remuneration of the board of directors for the period from the 2016 AGM to the 2017 AGM	FOR	FOR	✗ 33.5 %
5.4	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %
6	Proposal of the shareholder group formed by Cascade, Bill & Melinda Gates Foundation Trust, Fidelity, and Threadneedle: Extend the term of office of the special experts to the 2020 AGM	FOR	FOR	✓ 96.8 %
7	Proposal made during the AGM by Schenker-Winkler Holding: Special audit	OPPOSE	OPPOSE	✗ 28.2 %

Item	Agenda	Position VR	Position 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	✓ 87.5 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.4 %
4	Elections to the board of directors			
4.1.1	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 99.1 %
4.1.2	Re-elect Dr. Beat W. Hess	FOR	FOR	✓ 99.9 %
4.1.3	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 99.9 %
4.1.4	Re-elect Dr. Michael Jacobi	FOR	FOR	✓ 98.6 %
4.1.5	Re-elect Prof. Dr. Anssi Vanjoki	FOR	FOR	✓ 99.1 %
4.1.6	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 99.9 %
4.1.7	Re-elect Dr. Jinlong Wang	FOR	FOR	✓ 99.9 %
4.2	Elect Ms. Lynn D. Bleil	FOR	FOR	✓ 90.4 %
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 98.5 %
4.3.2	Re-elect Dr. Beat W. Hess to the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
4.3.3	Elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
4.4	Election of the auditors	FOR	FOR	✓ 98.9 %
4.5	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	The remuneration requested for one or several members is significantly higher than that of the peer group. ✓ 91.9 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 96.3 %
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of balance sheet result	FOR	FOR	✓
3	Discharge board members	FOR	FOR	✓
4	Amendment to the articles of association: Investment objective	FOR	FOR	✓
5	Approve renewal of authorised capital	FOR	● OPPOSE	✓ The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.
6	Amend Articles of association: Formal amendments	FOR	FOR	✓
7	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
8.1	Elections to the board of directors			
8.1.1	Re-elect Mr. David Justinus Emery	FOR	FOR	✓
8.1.2	Re-elect Mr. Fersen Lamas Lambranh	FOR	FOR	✓
8.1.3	Elect Mr. Alvaro Lopes da Silva Neto	FOR	FOR	✓
8.1.4	Elect Mr. Stephan Müller	FOR	FOR	✓
8.1.5	Elect Mr. Christopher Wright	FOR	FOR	✓
8.2	Elect Mr. Stephan Müller as board chairman	FOR	FOR	✓
8.3	Elections to the remuneration committee			
8.3.1	Re-elect Mr. David Justinus Emery to the remuneration committee	FOR	FOR	✓
8.3.2	Re-elect Mr. Fersen Lamas Lambranh to the remuneration committee	FOR	● OPPOSE	✓ He is not independent (representative of an important shareholder) and the committee includes all board members.
8.3.3	Elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee	FOR	● OPPOSE	✓ He is not independent (representative of an important shareholder) and the committee includes all board members.
8.3.4	Elect Mr. Stephan Müller to the remuneration committee	FOR	FOR	✓
8.3.5	Elect Mr. Christopher Wright to the remuneration committee	FOR	FOR	✓
8.4	Election of the independent proxy	FOR	FOR	✓
8.5	Election of the auditors	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Explanations on annual report, consolidated accounts and financial statements	NON-VOTING	NON-VOTING	
2	Report of the auditors on the financial statements and consolidated accounts	NON-VOTING	NON-VOTING	
3	Approve annual report and consolidated accounts	FOR	FOR	✓ 99.8 %
4	Approve financial statements of St. Galler Kantonalbank AG	FOR	FOR	✓ 99.9 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 98.8 %
6	Discharge board members	FOR	FOR	✓ 99.8 %
7	Elections to the board of directors			
7.1	Re-elect Prof. Thomas A. Gutzwiller as chairman and member of the board and as member of the remuneration committee	FOR	FOR	✓ 99.6 %
7.2	Re-elect Prof. Manuel Ammann as member of the board	FOR	FOR	✓ 98.5 %
7.3	Re-elect Dr. Hans-Jürg Bernet as member of the board and of the remuneration committee	FOR	FOR	✓ 98.5 %
7.4	Re-elect Ms. Claudia Gietz Viehweger as member of the board	FOR	FOR	✓ 98.8 %
7.5	Re-elect Mr. Kurt Rüegg as member of the board	FOR	FOR	✓ 99.6 %
7.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee	FOR	FOR	✓ 98.7 %
7.7	Re-elect Mr. Hans Wey as member of the board	FOR	FOR	✓ 98.7 %
7.8	Election of the independent proxy	FOR	FOR	✓ 99.8 %
7.9	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 98.1 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.4 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.0 %

Item	Agenda	Position VR	Position Ethos		Result
8.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	✓ 96.8 %

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
2.1	Approve allocation of income	FOR	FOR		✓
2.2	Distribution out of capital contribution reserves	FOR	FOR		✓
3	Discharge board members	FOR	FOR		✓
4	Approve renewal of authorised capital	FOR	FOR		✓
5	Amend the articles of association	FOR	FOR		✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified. The non-executive directors receive variable remuneration.	✓
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Walter Fust	FOR	FOR		✓
7.1.2	Re-elect Prof. Dr. Christian Belz	FOR	FOR		✓
7.1.3	Re-elect Mr. Adrian Stürm	FOR	FOR		✓
7.1.4	Re-elect Prof. Dr. Frank Brinken	FOR	FOR		✓
7.1.5	Re-elect Mr. Daniel Frutig	FOR	FOR		✓
7.2	Election of the chairman of the board	FOR	FOR		✓
7.3	Elections to the remuneration committee				
7.3.1	Elect Mr. Walter Fust to the remuneration committee	FOR	FOR		✓
7.3.2	Elect Prof. Dr. Frank Brinken to the remuneration committee	FOR	FOR		✓
7.4	Election of the auditors	FOR	FOR		✓
7.5	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Position VR	Position 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 structure of the remuneration is not in line with Ethos' guidelines.	✓ 85.2 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
	Binding votes on the remuneration of the board of directors and the executive management				
4	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group.	✓ 96.6 %
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.5 %
5.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 96.9 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.5 %
6	Increase of the pool of conditional capital for the employees	FOR	FOR		✓ 99.2 %
7	Amend articles of association: change the number of permitted mandates outside the group	FOR	● OPPOSE	The proposed maximum number of mandates is considered excessive, i.e. it does not guarantee a sufficient availability for the demands of the mandate.	✓ 96.1 %
8	Elections to the board of directors				
8.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR		✓ 99.9 %
8.2	Re-elect Dr. iur. Sebastian Burckhardt	FOR	FOR		✓ 99.6 %
8.3	Re-elect Mr. Roland W. Hess	FOR	FOR		✓ 100.0 %
8.4	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 99.8 %
8.5	Re-elect Dr. Beat E. Lüthi	FOR	FOR		✓ 99.8 %
8.6	Re-elect Mr. Stefan Meister	FOR	FOR		✓ 99.2 %
8.7	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR		✓ 99.9 %
9	Elections to the remuneration committee				

Item	Agenda	Position VR	Position Ethos	Result
9.1	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	✓ 99.7 %
9.2	Re-elect Dr. Beat E. Lüthi to the remuneration committee	FOR	FOR	✓ 99.7 %
9.3	Re-elect Mr. Stefan Meister to the remuneration committee	FOR	FOR	✓ 99.7 %
10	Election of the independent proxy	FOR	FOR	✓ 100.0 %
11	Election of the auditors	FOR	FOR	✓ 99.9 %

Item	Agenda	Position VR	Position Ethos		Result
III	Specific instructions for announced proposals				
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 89.8 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.5 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.7 %
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	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 98.1 %
5	Elections to the board of directors				
5.1.1	Re-elect Mr. Peter Löscher as board member and chairman	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 98.4 %
5.2.1	Re-elect Mr. Matthias Bichsel	FOR	FOR		✓ 99.6 %
5.2.2	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR		✓ 99.6 %
5.2.3	Re-elect Ms. Jill Lee	FOR	FOR		✓ 99.6 %
5.2.4	Re-elect Mr. Marco Musetti	FOR	FOR		✓ 99.2 %
5.2.5	Re-elect Dr. oec. Gerhard Roiss	FOR	FOR		✓ 99.6 %
5.3.1	Elect Mr. Axel Heitmann	FOR	FOR		✓ 99.5 %
5.3.2	Elect Mr. Mikhail Lifshitz	FOR	FOR		✓ 99.2 %
6.1	Elections to the remuneration committee				
6.1.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR		✓ 99.5 %
6.1.2	Re-elect Ms. Jill Lee to the remuneration committee	FOR	FOR		✓ 99.5 %
6.1.3	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	FOR		✓ 99.1 %
7	Election of the auditors	FOR	FOR		✓ 99.7 %
8	Election of the independent proxy	FOR	FOR		✓ 99.7 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.1	Approve allocation of balance sheet result	FOR	FOR	✓
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Lorne Somerville	FOR	FOR	✓
4.1.2	Re-elect Mr. Peter Schöpfer	FOR	FOR	✓
4.1.3	Re-elect Mr. Jesper Ovesen	FOR	FOR	✓
4.1.4	Elect Dr. iur. Peter Kurer	FOR	FOR	✓
4.1.5	Elect Ms. Robin Bienenstock	FOR	FOR	✓
4.1.6	Elect Mr. Michael Krammer	FOR	FOR	✓
4.1.7	Elect Mr. Christoph Vilanek	FOR	FOR	✓
4.1.8	Elect Mr. Joachim Preisig	FOR	FOR	✓
4.1.9	Elect Dr. iur. Peter Kurer as board chairman	FOR	FOR	✓
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Peter Schöpfer to the remuneration committee	FOR	FOR	✓
4.2.2	Re-elect Mr. Lorne Somerville to the remuneration committee	FOR	FOR	✓
4.2.3	Elect Dr. iur. Peter Kurer to the remuneration committee	FOR	FOR	✓
4.2.4	Elect Mr. Christoph Vilanek to the remuneration committee	FOR	FOR	✓
4.2.5	Re-elect Mr. Peter Schöpfer as chairman of the remuneration committee	FOR	FOR	✓
5	Election of the independent proxy	FOR	FOR	✓
6	Election of the auditors	FOR	FOR	✓
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ Ethos considers that the one-off long-term award related to the IPO led to excessive remuneration granted in 2015.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓
8.1	Approve renewal of authorised capital	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
8.2	Amend articles of association: Deletion of the limited opting-out in connection with the IPO	FOR	FOR	✓

Item	Agenda	Position VR	Position 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 and dividend	FOR	FOR		✓
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1.1	Prospective vote on the fixed remuneration of the board of directors (for board functions)	FOR	FOR		✓
4.1.2	Prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	FOR		✓
4.2	Prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
4.3	Retrospective vote on the total variable remuneration of the executive members of the board of directors	FOR	● OPPOSE	The remuneration is excessive in view of the performance achieved. The requested amount does not allow to respect Ethos' guidelines.	✓
4.4	Retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The remuneration is excessive in view of the performance achieved. The requested amount does not allow to respect Ethos' guidelines.	✓
5	Elections to the board of directors				
5.1	Re-elect Ms. Nayla Hayek as board member and chairman	FOR	FOR		✓
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓
5.3	Re-elect Mr. Nick Hayek Jr. (CEO)	FOR	● OPPOSE	The board independence is not sufficient (16.7%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
5.4	Re-elect Prof. Dr. h.c. Claude Nicollier	FOR	FOR		✓
5.5	Re-elect Dr. oec. Jean-Pierre Roth	FOR	FOR		✓
5.6	Elect Ms. Daniela Aeschlimann	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
6.	Elections to the remuneration committee				
6.1	Re-elect Ms. Nayla Hayek to the remuneration committee	FOR	● OPPOSE	She holds an executive function in the company.	✓
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, he cannot be elected to the committee.	✓
6.3	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, he cannot be elected to the committee. He holds an executive function in the company.	✓
6.4	Re-elect Prof. Dr. h.c. Claude Nicollier to the remuneration committee	FOR	FOR		✓
6.5	Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee	FOR	FOR		✓
6.6	Elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓
7	Election of the independent proxy	FOR	FOR		✓
8	Election of the auditors	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
3	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
5	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 100.0 %
6.1	Elections to the board of directors			
6.1.a	Re-elect Dr. sc. math. Hans-Peter Bauer as board member and chairman	FOR	FOR	✓ 100.0 %
6.1.b	Re-elect Mr. Laurent Staffelbach	FOR	FOR	✓ 100.0 %
6.1.c	Re-elect Mr. Christian Perschak	FOR	FOR	✓ 100.0 %
6.1.d	Re-elect Ms. Carolin Schmäuser	FOR	FOR	✓ 100.0 %
6.1.e	Re-elect Mr. Michael Schiltknecht	FOR	FOR	✓ 100.0 %
6.1.f	Re-elect Mr. Alexander Vögele	FOR	FOR	✓ 100.0 %
6.2	Elections to the remuneration committee			
6.2.a	Re-elect Mr. Christian Perschak to the remuneration committee	FOR	FOR	✓ 100.0 %
6.2.b	Re-elect Mr. Michael Schiltknecht to the remuneration committee	FOR	FOR	✓ 100.0 %
6.2.c	Re-elect Mr. Alexander Vögele to the remuneration committee	FOR	FOR	✓ 100.0 %
6.3	Election of the auditors	FOR	FOR	✓ 100.0 %
6.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6.5	Information on the constitution of an audit committee	NON-VOTING	NON-VOTING	
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.7 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.7 %
7.3	Binding prospective vote on the total remuneration of Swiss Finance & Property AG as asset manager	FOR	FOR	✓ 99.9 %

Item	Agenda	Position VR	Position Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.2 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 96.0 %
2.1	Approve allocation of income	FOR	FOR	✓ 99.7 %
2.2	Approve dividend from capital contribution reserves	FOR	FOR	✓ 99.7 %
3	Discharge board members	FOR	FOR	✓ 98.3 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.5 %
4.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.7 %
4.3	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	FOR	✓ 97.5 %
5	Elections to the board of directors			
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	✓ 97.6 %
5.2	Re-elect Dr. rer. nat. Wolf Becke	FOR	FOR	✓ 99.0 %
5.3	Re-elect Mr. Gerold Bühler	FOR	FOR	✓ 97.6 %
5.4	Re-elect Ms. Adrienne Corboud Fumagalli	FOR	FOR	✓ 99.5 %
5.5	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 99.3 %
5.6	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	✓ 99.4 %
5.7	Re-elect Dr. oec. Frank Keuper	FOR	FOR	✓ 99.0 %
5.8	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	FOR	✓ 99.2 %
5.9	Re-elect Dr. oec. Frank Schnewlin	FOR	FOR	✓ 99.2 %
5.10	Re-elect Ms. Franziska A. Tschudi Sauber	FOR	FOR	✓ 97.7 %
5.11	Re-elect Dr. iur. Klaus Tschüscher	FOR	FOR	✓ 99.4 %
	Elections to the remuneration committee			
5.12	Elect Prof. Dr. iur. Henry M. Peter to the remuneration committee	FOR	FOR	✓ 98.8 %
5.13	Re-elect Dr. oec. Frank Schnewlin to the remuneration committee	FOR	FOR	✓ 95.8 %
5.14	Re-elect Ms. Franziska A. Tschudi Sauber to the remuneration committee	FOR	FOR	✓ 97.4 %
6	Election of the independent proxy	FOR	FOR	✓ 99.7 %
7	Election of the auditors	FOR	FOR	✓ 97.5 %

Item	Agenda	Position VR	Position Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✗ 48.7 %
3.	Discharge board members and executive management	FOR	FOR		✓ 99.6 %
4.	Approve allocation of income	FOR	FOR		✓ 100.0 %
5.	Approve dividend	FOR	FOR		✓ 100.0 %
6.	Approve increase and renewal of authorised capital	FOR	FOR		✓ 96.0 %
7.	Increase conditional capital	FOR	FOR		✓ 96.2 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.4 %
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.	✓ 86.8 %
9.1	Elections to the board of directors				
9.1.1	Re-elect Mr. Christopher M. Chambers	FOR	FOR		✓ 99.2 %
9.1.2	Re-elect Dr. iur. Bernhard M. Hammer	FOR	FOR		✓ 65.0 %
9.1.3	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR		✓ 67.1 %
9.1.4	Re-elect Mr. Mario F. Seris	FOR	FOR		✓ 98.9 %
9.1.5	Re-elect Mr. Klaus Rudolf Wecken	FOR	FOR		✓ 68.1 %
9.1.6	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	FOR		✓ 82.4 %
9.1.7	Elect Dr. Elisabeth Bourqui	FOR	FOR		✓ 99.8 %
9.1.8	Elect Mr. Markus Graf	FOR	FOR		✓ 82.9 %
9.2	Election of the chairman of the board	FOR	FOR		✓ 68.5 %
9.3	Elections to the remuneration committee				
9.3.1	Elect Mr. Christopher M. Chambers to the Remuneration Committee	FOR	FOR		✓ 99.2 %
9.3.2	Elect Mr. Mario F. Seris to the Remuneration Committee	FOR	FOR		✓ 98.0 %
9.3.3	Elect Dr. Elisabeth Bourqui to the Remuneration Committee	FOR	FOR		✓ 99.8 %
9.4	Election of the independent proxy	FOR	FOR		✓ 99.8 %

Item	Agenda	Position VR	Position Ethos	Result
9.5	Election of the auditors	FOR	FOR	✓ 98.8 %

Item	Agenda	Position VR	Position Ethos		Result
1.1	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 89.5 %
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.7 %
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	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.	✓ 90.3 %
4	Discharge board members and executive management	FOR	FOR		✓ 98.6 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter B. Kielholz as member of the board and chairman of the board	FOR	FOR		✓ 93.6 %
5.1.2	Re-elect Dr. oec. Raymond K. F. Ch'ien	FOR	FOR		✓ 98.4 %
5.1.3	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 98.6 %
5.1.4	Re-elect Ms. Mary Francis	FOR	FOR		✓ 99.3 %
5.1.5	Re-elect Prof. Dr. oec. Rajna Gibson Brandon	FOR	FOR		✓ 98.2 %
5.1.6	Re-elect Mr. C. Robert Henrikson	FOR	FOR		✓ 98.4 %
5.1.7	Re-elect Mr. Trevor Manuel	FOR	FOR		✓ 98.7 %
5.1.8	Re-elect Mr. Carlos E. Represas	FOR	FOR		✓ 97.9 %
5.1.9	Re-elect Mr. Philip K. Ryan	FOR	FOR		✓ 98.7 %
5.1.10	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	She has a major conflict of interest that is incompatible with his role as board member.	✓ 93.8 %
5.1.11	Elect Mr. Sir Paul Tucker	FOR	FOR		✓ 98.8 %
5.2	Elections to the remuneration committee				
5.2.1	Elect Dr. oec. Renato Fassbind to the Remuneration Committee	FOR	FOR		✓ 98.1 %
5.2.2	Elect Mr. C. Robert Henrikson to the Remuneration Committee	FOR	FOR		✓ 98.2 %
5.2.3	Elect Mr. Carlos E. Represas to the Remuneration Committee	FOR	FOR		✓ 97.5 %

Item	Agenda	Position VR	Position Ethos		Result
5.2.4	Elect Dr. oec. Raymond K. F. Ch'ien to the Remuneration Committee	FOR	FOR		✓ 95.6 %
5.3	Election of the independent proxy	FOR	FOR		✓ 99.7 %
5.4	Election of the auditors	FOR	FOR		✓ 97.5 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.	✓ 88.3 %
6.2	Binding prospective vote on the fixed and long-term variable remuneration of the executive management	FOR	● OPPOSE	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.	✓ 89.5 %
7	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.3 %
8	Approve share buyback programme	FOR	FOR		✓ 98.4 %
9	Formal amendment of the articles of association	FOR	FOR		✓ 99.4 %

Item	Agenda	Position VR	Position 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	✓ 96.5 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Franck Esser	FOR	FOR	✓ 99.8 %
4.2	Re-elect Dr. Barbara Frei	FOR	FOR	✓ 99.6 %
4.3	Re-elect Ms. Catherine Mühlemann	FOR	FOR	✓ 99.9 %
4.4	Re-elect Mr. Theophil Schlatter	FOR	FOR	✓ 99.7 %
4.5	Elect Dr. Roland Abt	FOR	FOR	✓ 99.9 %
4.6	Elect Dr. Valérie Berset Bircher	FOR	FOR	✓ 99.9 %
4.7	Elect Mr. Alain Carrupt	FOR	FOR	✓ 99.8 %
4.8	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 99.6 %
4.9	Re-elect Mr. Hansueli Loosli as board chairman	FOR	FOR	✓ 99.6 %
5	Elections to the remuneration committee			
5.1	Elect Dr. Franck Esser to the remuneration committee	FOR	FOR	✓ 99.5 %
5.2	Re-elect Dr. Barbara Frei to the remuneration committee	FOR	FOR	✓ 99.3 %
5.3	Re-elect Mr. Hansueli Loosli to the remuneration committee	FOR	FOR	✓ 99.3 %
5.4	Re-elect Mr. Theophil Schlatter to the remuneration committee	FOR	FOR	✓ 99.4 %
5.5	Re-elect Dr. Hans Werder to the remuneration committee	FOR	FOR	✓ 99.2 %
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	✓ 99.3 %
7	Election of the independent proxy	FOR	FOR	✓ 100.0 %
8	Election of the auditors	FOR	FOR	✓ 99.3 %

Item	Agenda	Position VR	Position Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Auditors' report	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓
4	Discharge board members	FOR	FOR	✓
5.a	Elections to the board of directors			
5.a.1	Re-elect Mr. Jean-Paul Periat as board member	FOR	FOR	✓
5.a.2	Re-elect Mr. Viktor Huser as board member	FOR	FOR	✓
5.b	Re-elect Mr. Jean-Paul Periat as board chairman	FOR	FOR	✓
5.c	Election of the liquidators	FOR	FOR	✓
5.d	Elections to the remuneration committee			
5.d.1	Re-elect Mr. Jean-Paul Periat to the remuneration committee	FOR	FOR	✓
5.d.2	Re-elect Mr. Viktor Huser to the remuneration committee	FOR	FOR	✓
5.e	Election of the independent proxy	FOR	FOR	✓
5.f	Election of the auditors	FOR	FOR	✓

Item	Agenda	Position VR	Position 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	✓ 87.3 %
2.1	Approve allocation of income	FOR	FOR	✓ 99.9 %
2.2	Dividend from capital contribution reserves	FOR	FOR	✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.3 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Mario M. Fontana as board member and chairman	FOR	FOR	✓ 99.7 %
4.1.2	Re-elect Dr. iur. Markus Dennler	FOR	FOR	✓ 99.7 %
4.1.3	Re-elect Mr. Martin M. Naville	FOR	FOR	✓ 99.5 %
4.1.4	Re-elect Mr. Adrian Bult	FOR	FOR	✓ 99.7 %
4.1.5	Re-elect Mr. Jean-Christophe Pernollet	FOR	FOR	✓ 99.7 %
4.1.6	Elect Dr. Beat Oberlin	FOR	FOR	✓ 99.6 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. iur. Markus Dennler to the remuneration committee	FOR	FOR	✓ 99.6 %
4.2.2	Re-elect Mr. Mario M. Fontana to the remuneration committee	FOR	FOR	✓ 87.9 %
4.2.3	Elect Dr. Beat Oberlin to the remuneration committee	FOR	FOR	✓ 87.9 %
4.3	Election of the auditors	FOR	FOR	✓ 99.5 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.6 %
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 total remuneration of the executive management	FOR	FOR	✓ 98.7 %
6	Approve renewal of authorised capital	FOR	FOR	✓ 97.7 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.5 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 89.3 %
3	Discharge board members and executive management	FOR	● OPPOSE	The company refuses to recognise the negative impact of some of its products on humans and the natural environment.	✓ 93.2 %
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.2 %
5	Allocation of income and dividend				
5.1	Approve ordinary dividend	FOR	FOR		✓ 99.8 %
5.2	Approve special dividend	FOR	FOR		✓ 99.7 %
6	Elections to the board of directors				
6.1	Re-elect Ms. Vinita Bali	FOR	FOR		✓ 98.4 %
6.2	Re-elect Mr. Stefan Borgas	FOR	FOR		✓ 98.1 %
6.3	Re-elect Mr. Gunnar Brock	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 94.1 %
6.4	Re-elect Mr. Michel Demaré	FOR	FOR		✓ 98.2 %
6.5	Re-elect Dr. Eleni Gabre-Madhin	FOR	FOR		✓ 99.1 %
6.6	Re-elect Dr. chem. David Lawrence	FOR	FOR		✓ 98.7 %
6.7	Re-elect Dr. iur. Eveline Saupper	FOR	FOR		✓ 98.8 %
6.8	Re-elect Dr. iur. Jürg Witmer	FOR	FOR		✓ 98.1 %
7	Re-elect Mr. Michel Demaré as board chairman	FOR	FOR		✓ 98.3 %
8	Elections to the remuneration committee				
8.1	Re-elect Dr. iur. Eveline Saupper to the remuneration committee	FOR	FOR		✓ 97.7 %
8.2	Re-elect Dr. iur. Jürg Witmer to the remuneration committee	FOR	FOR		✓ 97.6 %
8.3	Elect Mr. Stefan Borgas to the remuneration committee	FOR	FOR		✓ 97.8 %
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested for the chairman is significantly higher than that of the peer group.	✓ 93.9 %
10	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 92.3 %

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Item	Agenda	Position VR	Position Ethos	Result
11	Election of the independent proxy	FOR	FOR	✓ 99.7 %
12	Election of the auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 95.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.7 %
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. iur. Pietro P. Supino-Coninx as board member and chairman	FOR	FOR		✓ 99.6 %
4.1.2	Re-elect Ms. Marina de Planta	FOR	FOR		✓ 99.8 %
4.1.3	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (former executive, business connections) and the board independence is insufficient (14.3 %).	✓ 98.7 %
4.1.4	Re-elect Mr. Pierre Lamunière	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (14.3 %).	✓ 98.1 %
4.1.5	Re-elect Mr. Konstantin Richter	FOR	FOR		✓ 99.4 %
4.1.6	Re-elect Prof. h.c. Dr. Iwan Rickenbacher	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓ 99.4 %
4.1.7	Elect Mr. Martin Coninx	FOR	FOR		✓ 99.4 %
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Dr. iur. Pietro P. Supino-Coninx to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓ 98.3 %
4.2.2	Re-elect Mr. Martin Kall to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former executive, business connections) and the majority of the committee members are not independent. He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓ 98.6 %

Item	Agenda	Position VR	Position Ethos		Result
4.2.3	Elect Mr. Martin Coninx to the nomination and remuneration committee	FOR	FOR		✓ 99.3 %
4.3.1	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.3.2	Election of the substitute independent proxy	FOR	FOR		✓ 100.0 %
4.4	Election of the auditors	FOR	FOR		✓ 99.9 %
5	Binding votes on the remuneration of the board of directors, the advisory board and the executive management				
5.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the full-time chairman is excessive.	✓ 99.4 %
5.2	Binding retrospective vote on the total remuneration of the advisory board	FOR	FOR		✓ 99.7 %
5.3	Binding retrospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The CEO's fixed remuneration is significantly higher than that of a peer group. The proposed increase relative to the previous year is excessive and not justified.	✓ 99.2 %
5.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The proposed amount is not in line with the operational performance of the company. The requested amount does not allow to respect Ethos' guidelines.	✓ 91.7 %

Item	Agenda	Position VR	Position 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	✓ 99.7 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 99.3 %
4.1.b	Re-elect Dr. pharm. Oliver Fetzer	FOR	FOR	✓ 99.3 %
4.1.c	Re-elect Mr. Lars Holmqvist	FOR	FOR	✓ 99.3 %
4.1.d	Re-elect Dr. Karen J. Hübscher	FOR	FOR	✓ 99.3 %
4.1.e	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 99.5 %
4.1.f	Re-elect Mr. Gérard Vaillant	FOR	FOR	✓ 98.7 %
4.1.g	Re-elect Mr. Rolf A. Classon	FOR	FOR	✓ 96.4 %
4.2	Re-elect Mr. Rolf A. Classon as chairman of the board	FOR	FOR	✓ 95.8 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. pharm. Oliver Fetzer to the remuneration committee	FOR	FOR	✓ 100.0 %
4.3.b	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	✓ 100.0 %
4.3.c	Elect Mr. Gérard Vaillant to the remuneration committee	FOR	FOR	✓ 98.8 %
4.4	Election of the auditors	FOR	FOR	✓ 99.5 %
4.5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 96.0 % The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.8 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 96.0 % The information provided is insufficient. The remuneration structure is not in line with Ethos' guidelines.
6	Approve renewal of authorised capital	FOR	FOR	✓ 80.2 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.1 %
2	Approve allocation of income	FOR	FOR		✓ 100.0 %
3	Dividend from capital contribution reserves	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.2 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The proposed increase relative to the previous year is excessive.</p> <p>The remuneration of the executive chairman is excessive.</p>	✓ 58.3 %
5.2	Binding prospective vote on the total 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>	✓ 59.1 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Andreas Andreades as board member and chairman of the board	FOR	FOR		✓ 98.2 %
6.2	Re-elect Mr. Sergio Giacoletto	FOR	FOR		✓ 99.7 %
6.3	Re-elect Mr. George Koukis	FOR	FOR		✓ 69.6 %
6.4	Re-elect Mr. Ian Robert Cookson	FOR	FOR		✓ 99.9 %
6.5	Re-elect Mr. Thibault de Tersant	FOR	FOR		✓ 100.0 %
6.6	Re-elect Mr. Erik Hansen	FOR	FOR		✓ 100.0 %
6.7	Re-elect Ms. Amy Yok Tak Yip	FOR	FOR		✓ 99.6 %
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Sergio Giacoletto to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p>	✓ 96.1 %

Item	Agenda	Position VR	Position Ethos		Result
7.2	Re-elect Mr. Ian Robert Cookson to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p>	✓ 96.1 %
7.3	Re-elect Mr. Erik Hansen to the remuneration committee	FOR	● OPPOSE	<p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p> <p>He was member of the remuneration committee in the past when this committee had made decisions fundamentally in breach with generally accepted best practice standards.</p>	✓ 96.2 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %
9	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 95.0 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Ordinary capital increase for the combination with Relief Therapeutics SA	FOR	FOR		✓ 99.1 %
5	Creation of a new authorised share capital and deletion of existing authorised share capital	FOR	FOR		✓ 98.8 %
6	Increase the conditional capital for the employees	FOR	● OPPOSE	<p>The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.</p> <p>The potential dilution is excessive.</p>	✓ 98.1 %
7	Increase the 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 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 25% of the issued share capital.</p>	✓ 99.1 %
8	Change of company name and of headquarters as of result of the Relief business combination	FOR	FOR		✓ 99.1 %
9	Further amendments to the articles of association	FOR	FOR		✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
10.2	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> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards</p>	✓
10.3	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The structure of the remuneration is not in line with Ethos' guidelines.</p>	✓

Item	Agenda	Position VR	Position Ethos		Result
11.1	Elections to the board of directors				
11.1.a	Re-elect Dr. pharma. Raffaele Petrone	FOR	FOR		✓
11.1.b	Elect Mr. Antonino Amato	FOR	FOR		✓
11.1.c	Elect Dr. Raghuram Selvaraju	FOR	FOR		✓
11.1.d	Elect Dr. Michel Dreano	FOR	FOR		✓
11.1.e	Elect Mr. Peter de Svastich	FOR	FOR		✓
11.2	Elect Dr. Raghuram Selvaraju as chairman of the board	FOR	FOR		✓
11.3	Elections to the remuneration committee				
11.3.a	Elect Dr. pharma. Raffaele Petrone to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓
11.3.b	Elect Dr. Michel Dreano to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓
11.4	Election of the independent proxy	FOR	FOR		✓
11.5	Election of the auditors	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result	
1	Chairman's speech	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts				
2.1	Approve annual report	FOR	FOR	✓	
2.2	Approve consolidated financial statements	FOR	FOR	✓	
2.3	Approve annual financial statements of Tornos Holding Ltd	FOR	FOR	✓	
3	Approve allocation of income and dividend	FOR	FOR	✓	
4.1	Discharge board members	FOR	FOR	✓	
4.2	Discharge the executive management	FOR	FOR	✓	
5	Elections to the board of directors				
5.1	Re-elect Mr. François Frôté	FOR	● OPPOSE	<p>He is not independent (representative of an important shareholder, board tenure of 14 years) and the board independence is insufficient (0.0 %).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.2	Re-elect Mr. Michel Rollier	FOR	FOR	✓	
5.3	Re-elect Prof. Dr. Frank Brinken	FOR	FOR	✓	
5.4	Re-elect Mr. Walter Fust	FOR	FOR	✓	
6	Election of the chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected as chairman.	✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. François Frôté to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Frôté to the board of directors, he cannot be elected to the committee.	✓
7.2	Re-elect Mr. Michel Rollier to the remuneration committee	FOR	FOR	✓	
7.3	Re-elect Prof. Dr. Frank Brinken to the remuneration committee	FOR	FOR	✓	
7.4	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR	✓	
8	Election of the independent proxy	FOR	FOR	✓	
9	Election of the auditors	FOR	FOR	✓	

Item	Agenda	Position VR	Position Ethos		Result
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group.</p> <p>The non-executive directors receive options.</p>	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The fixed remuneration planned for and paid out to one or several members is significantly higher than that of a peer group.</p> <p>The remuneration committee have excessive discretion with regard to awards.</p>	✓

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.8 %
2	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 and large impairments.	✓ 96.4 %
3	Approve allocation of income	FOR	FOR		✓ 97.1 %
4	Approve renewal of authorised capital	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 25% of the issued share capital.	✓ 95.1 %
5	Elections to the board of directors				
5A	Re-elect Mr. Glyn Barker	FOR	FOR		✓ 96.1 %
5B	Re-elect Ms. Vanessa C.L. Chang	FOR	FOR		✓ 98.1 %
5C	Re-elect Mr. Frederico F. Curado	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 95.7 %
5D	Re-elect Mr. Chadwick C. Deaton	FOR	FOR		✓ 98.2 %
5E	Re-elect Mr. Vincent Intriери	FOR	FOR		✓ 92.9 %
5F	Re-elect Mr. Martin B. McNamara	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines.	✓ 97.4 %
5G	Re-elect Mr. Samuel Merksamer	FOR	FOR		✓ 92.1 %
5H	Re-elect Mr. Merrill A. Miller Jr.	FOR	FOR		✓ 97.6 %
5I	Re-elect Mr. Edward R. Muller	FOR	FOR		✓ 98.2 %
5J	Re-elect Mr. Tan Ek Kia	FOR	FOR		✓ 97.0 %
5K	Re-elect Mr. Jeremy Thigpen	FOR	FOR		✓ 98.6 %
6	Election of the chairman of the board	FOR	FOR		✓ 97.9 %
7	Elections to the remuneration committee				
7A	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. He holds an excessive number of mandates.	✓ 91.5 %
7B	Re-elect Mr. Vincent Intriери to the remuneration committee	FOR	FOR		✓ 92.9 %

Item	Agenda	Position VR	Position Ethos		Result
7C	Re-elect Mr. Martin B. McNamara to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. McNamara to the board of directors, he cannot be elected to the committee.	✓ 92.5 %
7D	Re-elect Mr. Tan Ek Kia to the remuneration committee	FOR	FOR		✓ 92.6 %
8	Election of the independent proxy	FOR	FOR		✓ 99.0 %
9	Election of the auditors	FOR	FOR		✓ 98.6 %
10	Advisory vote on the Named Executive Officers remuneration	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 88.0 %
11A	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested and paid out to one or several members is significantly higher than that of the peer group.	✓ 97.1 %
11B	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	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.	✓ 91.2 %

Item	Agenda	Position VR	Position 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	Approve dividend from capital contributions reserves	FOR	FOR	✓ 98.3 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.2 %
4	Increase of the conditional capital for the employees	FOR	● OPPOSE	<p>✓ 88.2 %</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> <p>The potential dilution is excessive.</p>
5	Elections to the board of directors			
5.1	Re-elect Prof. Dr. Fritz Fahrni as board member and chairman	FOR	FOR	✓ 90.1 %
5.2	Re-elect Dr. Paul Van Iseghem	FOR	FOR	✓ 94.6 %
5.3	Re-elect Prof. Dr. Gerhard E. Tröster	FOR	FOR	✓ 94.3 %
5.4	Re-elect Mr. André Müller	FOR	FOR	✓ 94.6 %
5.5	Re-elect Mr. Thomas Seiler	FOR	FOR	✓ 97.1 %
5.6	Re-elect Mr. Jean-Pierre Wyss	FOR	FOR	✓ 93.9 %
5.7	Elect Ms. Gina Domanig	FOR	FOR	✓ 96.5 %
6	Elections to the nomination and remuneration committee			
6.1	Re-elect Prof. Dr. Gerhard E. Tröster to the nomination and remuneration committee	FOR	FOR	✓ 93.7 %
6.2	Re-elect Prof. Dr. Fritz Fahrni to the nomination and remuneration committee	FOR	FOR	✓ 90.1 %
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	✓ 93.7 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓ 53.5 %</p> <p>The structure of the option plan is not in line with Ethos' guidelines.</p>
8	Election of the independent proxy	FOR	FOR	✓ 98.8 %
9	Election of the auditors	FOR	FOR	✓ 94.0 %

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. The structure of the remuneration is not in line with Ethos' guidelines.	✓ 84.8 %
2.1	Appropriation of retained earnings and distribution of ordinary dividend out of capital contribution reserve	FOR	FOR		✓ 99.8 %
2.2	Special dividend distribution out of capital contribution reserve	FOR	FOR		✓ 99.8 %
3.	Discharge board members and executive management	FOR	FOR		✓ 94.5 %
4.	Binding retrospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines. The requested amount does not allow to respect Ethos' guidelines.	✓ 85.9 %
5.	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.1 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. oec. Axel Weber as board chairman	FOR	FOR		✓ 96.0 %
6.1.2	Re-elect Mr. Michel Demaré	FOR	FOR		✓ 96.9 %
6.1.3	Re-elect Mr. David Sidwell	FOR	FOR		✓ 97.1 %
6.1.4	Re-elect Prof. Dr. iur. Reto Francioni	FOR	FOR		✓ 97.2 %
6.1.5	Re-elect Ms. Ann F. Godbehere	FOR	FOR		✓ 97.2 %
6.1.6	Re-elect Mr. William G. Parrett	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 93.9 %
6.1.7	Re-elect Prof. Dr. iur. Isabelle Romy	FOR	FOR		✓ 97.6 %
6.1.8	Re-elect Prof. Dr. oec. Beatrice Weder di Mauro	FOR	FOR		✓ 97.5 %
6.1.9	Re-elect Mr. Joseph Yam	FOR	FOR		✓ 97.2 %
6.2.1	Elect Mr. Robert Scully	FOR	FOR		✓ 97.3 %
6.2.2	Elect Dr. Dieter Wemmer	FOR	FOR		✓ 97.4 %
6.3	Elections to the remuneration committee				

Item	Agenda	Position VR	Position Ethos		Result
6.3.1	Elect Ms. Ann F. Godbehere to the Remuneration Committee	FOR	FOR		✓ 96.7 %
6.3.2	Elect Mr. Michel Demaré to the Remuneration Committee	FOR	FOR		✓ 96.8 %
6.3.3	Elect Prof. Dr. iur. Reto Francioni to the Remuneration Committee	FOR	FOR		✓ 96.9 %
6.3.4	Elect Mr. William G. Parrett to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Parrett to the board of directors, he cannot be elected to the committee. He holds an excessive number of mandates.	✓ 93.7 %
7.	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested and paid out to several members is significantly higher than that of the peer group.	✓ 91.8 %
8.1	Election of the independent proxy	FOR	FOR		✓ 98.2 %
8.2	Election of the auditors	FOR	● OPPOSE	The auditor had not identified fraud or proven weaknesses in the internal control system that have had a significant negative impact on the company's result.	✓ 93.4 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
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>	✓
3	Approve allocation of balance sheet result	FOR	FOR		✓
4	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p>	✓
5.1	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.	✓
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
5.3	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR		✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Gustav Stenbolt as board member and chairman	FOR	FOR		✓
6.2	Re-elect Mr. Christoph N. Meister	FOR	FOR		✓
6.3	Elect Mr. Philipp LeibundGut	FOR	FOR		✓
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Christoph N. Meister to the remuneration committee	FOR	FOR		✓
7.2	Re-elect Mr. Gustav Stenbolt to the remuneration committee	FOR	FOR		✓
7.3	Elect Mr. Philipp LeibundGut to the remuneration committee	FOR	FOR		✓
8	Election of the auditors	FOR	FOR		✓
9	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 88.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.2 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.1 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration requested and paid out is significantly higher than that of the peer group.	✓ 88.4 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 92.1 %
5.3	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 92.0 %
6	Elections to the board of directors				
6.1.1	Re-elect Mr. Jürg Bucher as board member and chairman	FOR	FOR		✓ 98.5 %
6.1.2	Re-elect Dr. iur. Ivo Furrer	FOR	FOR		✓ 98.4 %
6.1.3	Re-elect Ms. Barbara Artmann	FOR	FOR		✓ 98.3 %
6.1.4	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR		✓ 97.7 %
6.1.5	Re-elect Prof. Dr. iur. Christoph B. Bühler	FOR	FOR		✓ 97.9 %
6.1.6	Re-elect Mr. Andreas Huber	FOR	FOR		✓ 97.2 %
6.1.7	Re-elect Ms. Franziska von Weissenfluh	FOR	FOR		✓ 97.7 %
6.2	Elect Mr. Othmar Stöckli	FOR	FOR		✓ 98.0 %
7	Elections to the nomination and remuneration committee				
7.1	Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee	FOR	FOR		✓ 97.7 %
7.2	Re-elect Mr. Jürg Bucher to the nomination and remuneration committee	FOR	FOR		✓ 97.8 %
7.3	Re-elect Dr. iur. Ivo Furrer to the nomination and remuneration committee	FOR	FOR		✓ 97.9 %
8	Election of the auditors	FOR	FOR		✓ 98.5 %
9	Election of the independent proxy	FOR	FOR		✓ 98.5 %

Item	Agenda	Position VR	Position Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 79.1 %
3	Approve allocation of income and dividend				
3.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.2	Approve dividend out of capital contribution reserves	FOR	FOR		✓ 99.8 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
5	Approve creation of authorised capital	FOR	FOR		✓ 98.1 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group.	✓ 94.6 %
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.	✓ 74.7 %
7.1	Elections to the board of directors				
7.1.1	Re-elect Mr. Rolando Benedick	FOR	FOR		✓ 98.0 %
7.1.2	Re-elect Mr. Markus Fiechter	FOR	FOR		✓ 99.7 %
7.1.3	Re-elect Mr. Franz Julen	FOR	FOR		✓ 99.4 %
7.1.4	Re-elect Dr. iur. Bernhard Heusler	FOR	FOR		✓ 98.5 %
7.1.5	Re-elect Mr. Ernst Peter Ditsch	FOR	FOR		✓ 99.2 %
7.1.6	Re-elect Ms. Cornelia Ritz Bossicard	FOR	FOR		✓ 99.6 %
7.2	Re-elect Mr. Rolando Benedick as chairman of the board	FOR	FOR		✓ 99.1 %
7.3	Elections to the remuneration committee				
7.3.1	Re-elect Mr. Franz Julen to the remuneration committee	FOR	FOR		✓ 99.2 %
7.3.2	Re-elect Mr. Markus Fiechter to the remuneration committee	FOR	FOR		✓ 99.3 %
7.3.3	Re-elect Mr. Ernst Peter Ditsch to the remuneration committee	FOR	FOR		✓ 99.2 %
7.4	Election of the independent proxy	FOR	FOR		✓ 99.9 %
7.5	Election of the auditors	FOR	FOR		✓ 99.5 %

Item	Agenda	Position VR	Position Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Auditors' reports	NON-VOTING	NON-VOTING		
3	Approve annual report and statutory financial statements	FOR	FOR		✓
4	Approve consolidated financial statements	FOR	FOR		✓
5	Approve allocation of income and dividend	FOR	FOR		✓
6	Discharge board members	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Dr. oec. Paul-André Sanglard as board member and chairman	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines.	✓
7.2	Re-elect Ms. Chantal Balet Emery	FOR	FOR		✓
7.3	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR		✓
7.4	Re-elect Mr. Etienne Jornod	FOR	FOR		✓
7.5	Re-elect Mr. Peter Kofmel	FOR	FOR		✓
7.6	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR		✓
7.7	Elect Ms. Eftychia Fischer	FOR	FOR		✓
7.8	Elect Mr. Martin Albers	FOR	FOR		✓
8	Elections to the remuneration committee				
8.1	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	FOR		✓
8.2	Re-elect Mr. Etienne Jornod to the remuneration committee	FOR	FOR		✓
8.3	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR		✓
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓
10	Election of the independent proxy	FOR	FOR		✓
11	Election of the auditors	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
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	✓ 99.9 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.9 %
4.3	Advisory vote on the remuneration report	FOR	FOR	✓ 99.9 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Sönke Bandixen	FOR	FOR	✓ 100.0 %
5.1.2	Re-elect Mr. Claude R. Cornaz (CEO)	FOR	FOR	✓ 99.6 %
5.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR	✓ 98.4 %
5.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	FOR	✓ 98.2 %
5.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR	✓ 99.9 %
5.1.6	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 100.0 %
5.1.7	Re-elect Mr. Hans R. Rüegg as board chairman	FOR	● OPPOSE	<p>✓ 97.9 %</p> <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 (28.6 %).</p>
5.2	Elections to the remuneration committee			
5.2.1	Elect Mr. Claude R. Cornaz (CEO) to the Remuneration Committee	FOR	● OPPOSE	<p>✓ 97.9 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 18 years) and the majority of the committee members are not independent.</p> <p>He holds an executive function in the company.</p>
5.2.2	Elect Dr. oec. publ. Rudolf W. Fischer to the Remuneration Committee	FOR	FOR	✓ 99.1 %
5.2.3	Elect Mr. Richard Fritschi to the Remuneration Committee	FOR	FOR	✓ 100.0 %
5.3	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.4	Election of the auditors	FOR	FOR	✓ 99.8 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	✓
3	Discharge board members	FOR	FOR	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Elections to the board of directors			
5.a	Re-elect Dr. oec. Andreas Giesbrecht as board member and chairman	FOR	FOR	✓
5.b	Re-elect Mr. Nicolas Rouge	FOR	FOR	✓
5.c	Re-elect Mr. Jacques Stephan	FOR	FOR	✓
5.d	Re-elect Mr. Pascal Blanquet	FOR	FOR	✓
6	Elections to the remuneration committee			
6.a	Re-elect Mr. Nicolas Rouge to the Remuneration Committee	FOR	FOR	✓
6.b	Re-elect Mr. Pascal Blanquet to the remuneration committee	FOR	FOR	✓
7	Election of the independent proxy	FOR	FOR	✓
8	Election of the auditors	FOR	FOR	✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members and executive management	FOR	● OPPOSE	<p>✓</p> <p>Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.</p> <p>There is a strong deterioration of the company's financial situation due to successive poor financial results.</p>
3.1	Elections to the board of directors			
3.1.1	Re-elect Dr. Peter Kalantzis as member and chairman of the board (single vote)	FOR	FOR	✓
3.1.2	Re-elect Mr. Gerd Amtstätter	FOR	● OPPOSE	<p>✓</p> <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>
3.1.3	Re-elect Mr. Guido Egli	FOR	● OPPOSE	<p>✓</p> <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>
3.1.4	Re-elect Mr. August François von Finck Jr.	FOR	FOR	✓
3.1.5	Re-elect Mr. Gerd Peskes	FOR	● OPPOSE	<p>✓</p> <p>He is not independent (representative of an important shareholder, board tenure of 16 years) 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>
3.2	Elect Dr. Christian Hennerkes	FOR	FOR	✓
4	Elections to the remuneration committee			

Item	Agenda	Position VR	Position Ethos		Result
4.1	Re-elect Mr. Gerd Amtstätter to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Amtstätter to the board of directors, he cannot be elected to the committee.	✓
4.2	Re-elect Mr. Guido Egli to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Egli to the board of directors, he cannot be elected to the committee.	✓
4.3	Re-elect Mr. August François von Finck Jr. to the remuneration committee	FOR	FOR		✓
5	Election of the auditors	FOR	FOR		✓
6	Election of the independent proxy	FOR	FOR		✓
7.1	Increase of the conditional capital for the conversion of convertible bonds	FOR	FOR		✓
7.2	Creation of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 20% of the issued capital.	✓
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration planned for and paid out to one or several members is significantly higher than that of a peer group.	✓
8.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
9	Formal amendment to the articles of association	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors and to the nomination and remuneration committee			
4.1	Re-elect Mr. Herbert J. Scheidt as board member and chairman	FOR	FOR	✓ 99.3 %
4.2	Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 98.7 %
4.3	Re-elect Ms. Elisabeth Bourqui as board member	FOR	FOR	✓ 99.6 %
4.4	Re-elect Mr. Nicolas Oltramare as board member	FOR	FOR	✓ 99.8 %
4.5	Re-elect Dr. oec. Frank Schnewlin as board member	FOR	FOR	✓ 99.9 %
4.6	Re-elect Ms. Clara-Christina Streit as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 99.9 %
4.7	Elect Dr. iur. Maja Baumann as board member	FOR	FOR	✓ 99.9 %
4.8	Elect Mr. David Cole as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
4.9	Elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
5	Election of the independent proxy	FOR	FOR	✓ 99.8 %
6	Election of the auditors	FOR	FOR	✓ 99.4 %
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 paid out to the chairman of the board is significantly higher than that of the peer group. ✓ 89.9 %
7.2	Binding retrospective vote on the annual bonus of the board chairman	FOR	● OPPOSE	The non-executive chairman received variable remuneration until April 2015. ✓ 88.1 %
7.3	Binding prospective vote on the long-term variable remuneration of the board chairman	FOR	● OPPOSE	The non-executive chairman received variable remuneration until April 2015. ✓ 88.1 %

Item	Agenda	Position VR	Position Ethos	Result
7.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.3 %
7.5	Binding retrospective vote on the annual bonus of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines. ✓ 90.0 %
7.6	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.5 %

Item	Agenda	Position VR	Position 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 statutory auditor	FOR	FOR	✓ 99.9 %
4.	Limitation of the ratio of fixed to variable to maximum of 1:2	FOR	● OPPOSE	✓ 99.3 % The structure of the remuneration that this change would allow is not in line with Ethos' guidelines.
5.	Elections to the board of directors			
5.1	Re-elect Mr. Markus Thomas Hilti	FOR	FOR	✓ 99.6 %
5.2.1	Elect Dr. Christian Camenzind	FOR	FOR	✓ 100.0 %
5.2.2	Elect Ms. Ursula Lang	FOR	FOR	✓ 100.0 %
5.2.3	Elect Dr. Gabriela Payer	FOR	FOR	✓ 100.0 %
5.3	Election of the auditors	FOR	FOR	✓ 100.0 %
6.	Conversion of bearer shares into registered shares	FOR	FOR	✓ 100.0 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Fred Kindle	FOR	FOR	✓ 100.0 %
4.1.b	Re-elect Mr. Roland Iff	FOR	FOR	✓ 100.0 %
4.1.c	Re-elect Dr. Albrecht Langhart	FOR	FOR	✓ 100.0 %
4.1.d	Re-elect Mr. Roland Ledergerber	FOR	FOR	✓ 100.0 %
4.1.e	Re-elect Mr. Olivier de Perregaux	FOR	FOR	✓ 100.0 %
4.2	Election of the chairman of the board	FOR	FOR	✓ 100.0 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Fred Kindle to the remuneration committee	FOR	FOR	✓ 99.9 %
4.3.b	Re-elect Mr. Roland Ledergerber to the remuneration committee	FOR	FOR	✓ 100.0 %
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 100.0 %
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	✓ 100.0 %
7.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 99.0 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	● OPPOSE	✓ Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The size of the board of directors has persistently remained below 4 members.
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Christoph M. Müller	FOR	FOR	✓ 100.0 %
4.2	Re-elect Dr. Ulrich Vischer	FOR	FOR	✓ 99.9 %
4.3	Re-elect Dr. Marcel Rohner	FOR	FOR	✓ 99.0 %
	Elections to the remuneration committee			
4.4	Re-elect Dr. Christoph M. Müller to the remuneration committee	FOR	FOR	✓ 99.6 %
4.5	Re-elect Dr. Ulrich Vischer to the remuneration committee	FOR	FOR	✓ 99.8 %
4.6	Re-elect Dr. Marcel Rohner to the remuneration committee	FOR	FOR	✓ 98.9 %
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3 %
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.3 %
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.6 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Election of the auditors	FOR	FOR	✓ 98.5 %

Item	Agenda	Position VR	Position 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 and executive management	FOR	FOR		✓
4.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR		✓
4.b	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓
4.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
4.d	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
5.a	Elections to the board of directors				
5.a.1	Re-elect Mr. Willy Michel	FOR	FOR		✓
5.a.2	Re-elect Prof. Dr. rer. pol. Norbert Thom	FOR	FOR		✓
5.a.3	Re-elect Mr. Anton J. Kräuliger	FOR	FOR		✓
5.a.4	Re-elect Mr. Gerhart Isler	FOR	FOR		✓
5.b	Re-elect Mr. Willy Michel as chairman of the board	FOR	FOR		✓
5.c	Elections to the remuneration committee				
5.c.1	Re-elect Mr. Anton J. Kräuliger to the remuneration committee	FOR	FOR		✓
5.c.2	Re-elect Prof. Dr. rer. pol. Norbert Thom to the remuneration committee	FOR	FOR		✓
5.c.3	Re-elect Mr. Gerhart Isler to the remuneration committee	FOR	FOR		✓
5.d	Election of the independent proxy	FOR	FOR		✓
5.e	Election of the auditors	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
3.	Approve allocation of income	FOR	FOR		✓ 99.6 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group. The proposed increase relative to the previous year is excessive and not justified.	✓ 84.3 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.5 %
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 95.8 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. oec. Hans-Peter Zehnder as chairman	FOR	FOR		✓ 88.8 %
5.1.2	Re-elect Mr. Thomas Benz	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines.	✓ 87.4 %
5.1.3	Re-elect Dr. iur. Urs Buchmann	FOR	FOR		✓ 89.5 %
5.1.4	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 99.9 %
5.1.5	Re-elect Mr. Enrico Tissi	FOR	FOR		✓ 88.3 %
5.2.1	Elect Mr. Jörg Walther	FOR	FOR		✓ 99.8 %
5.2.2	Elect Ms. Milva Zehnder	FOR	FOR		✓ 89.5 %
5.3	Elections to the remuneration committee				
5.3.1	Elect Mr. Thomas Benz to the Remuneration Committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Benz to the board of directors, he cannot be elected to the committee.	✓ 86.6 %
5.3.2	Elect Dr. iur. Urs Buchmann to the Remuneration Committee	FOR	FOR		✓ 89.4 %
5.3.3	Elect Mr. Enrico Tissi to the Remuneration Committee	FOR	FOR		✓ 87.2 %
5.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Election of the auditors	FOR	FOR		✓ 98.9 %

Item	Agenda	Position VR	Position Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
2	Approve allocation of balance sheet result	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Iosif Bakaleynik (CEO)	FOR	● OPPOSE	The board independence is not sufficient (40.0%). He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
4.1.2	Re-elect Mr. Vladislav Osipov	FOR	FOR		✓
4.1.3	Re-elect Mr. Iakov Tesis	FOR	FOR		✓
4.1.4	Re-elect Dr. Markus Wesnitzer	FOR	FOR		✓
4.1.5	Re-elect Dr. Wolfgang Zürcher	FOR	FOR		✓
4.2	Re-elect Dr. Iosif Bakaleynik (CEO) as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Bakaleynik to the board of directors, he cannot be elected as chairman. He is chairman/CEO and there is no indication that the combination of functions is temporary.	✓
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Dr. Iosif Bakaleynik (CEO) to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. Bakaleynik to the board of directors, he cannot be elected to the committee. Executive directors should not sit on the remuneration committee.	✓
4.3.2	Re-elect Dr. Wolfgang Zürcher to the remuneration committee	FOR	FOR		✓
4.3.3	Re-elect Dr. Markus Wesnitzer to the remuneration committee	FOR	FOR		✓
4.4	Election of the independent proxy	FOR	FOR		✓
4.5	Election of the auditors	FOR	FOR		✓

Item	Agenda	Position VR	Position Ethos		Result
5.1	Amend articles of association: Convening general meetings and setting the agenda	FOR	● OPPOSE	The amendment has a negative impact on the rights of the shareholders.	✓
5.2	Amend articles of association: Remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors may receive performance-based remuneration.	✓
6.1	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. The non-executive directors will receive variable remuneration.	✓
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 remunerations than those of a peer group.	✓

Item	Agenda	Position VR	Position 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 structure of the remuneration is not in line with Ethos' guidelines.	✓ 99.2 %
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	● OPPOSE	The remuneration planned for one or several members is significantly higher than that of the peer group. The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.	✓ 99.3 %
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 100.0 %
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. Hannes Wüest	FOR	FOR		✓ 100.0 %
5.1.2	Re-elect Mr. Heinz M. Buhofer	FOR	FOR		✓ 100.0 %
5.1.3	Re-elect Prof. Dr. Annelies Häcki Buhofer	FOR	FOR		✓ 100.0 %
5.1.4	Re-elect Mr. Armin Meier	FOR	FOR		✓ 100.0 %
5.1.5	Re-elect Dr. Beat Schwab	FOR	FOR		✓ 100.0 %
5.1.6	Re-elect Mr. Heinz Stübi	FOR	FOR		✓ 100.0 %
5.1.7	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.9 %
5.2	Election of the chairman of the board	FOR	FOR		✓ 100.0 %
5.3	Elections to the remuneration committee				
5.3.1	Elect Mr. Armin Meier to the remuneration committee	FOR	FOR		✓ 100.0 %
5.3.2	Re-elect Mr. Martin Wipfli to the remuneration committee	FOR	FOR		✓ 99.9 %
5.4	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Election of the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Position VR	Position Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 90.0 %
2	Discharge board members	FOR	FOR	✓ 93.4 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 94.0 %
4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 88.0 %
5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 89.1 %
6	Elections to the remuneration committee			
6.1	Re-elect Ms. Carla Tschümperlin to the remuneration committee	FOR	FOR	✓ 92.4 %
6.2	Re-elect Mr. Bruno Bonati to the remuneration committee	FOR	FOR	✓ 90.9 %
7	Election of the independent proxy	FOR	FOR	✓ 91.5 %
8	Election of the auditors	FOR	FOR	✓ 82.5 %

Item	Agenda	Position VR	Position 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		✓
3.b	Approve statutory and consolidated financial statements	FOR	FOR		✓
3.c	Approve allocation of balance sheet result	FOR	FOR		✓
3.d	Discharge board members	FOR	FOR		✓
4.a	Elections to the board of directors				
4.a1	Re-elect Mr. Luigi Mion as board member and elect him as chairman	FOR	FOR		✓
4.a2	Re-elect Mr. Roberto Raggiotto	FOR	FOR		✓
4.a3	Re-elect Mr. Pierpaolo Rossetto	WITHDRAWN	● FOR	This item was withdrawn from the agenda.	—
4.a4	Elect Mr. Francesco Punzo	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
4.b	Elections to the remuneration committee				
4.b1	Re-elect Mr. Luigi Mion to the remuneration committee	FOR	FOR		✓
4.b2	Elect Mr. Roberto Raggiotto to the remuneration committee	FOR	FOR		✓
4.c	Election of the auditors	FOR	FOR		✓
4.d	Election of the independent proxy	FOR	FOR		✓
5.a1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
5.a2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓

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