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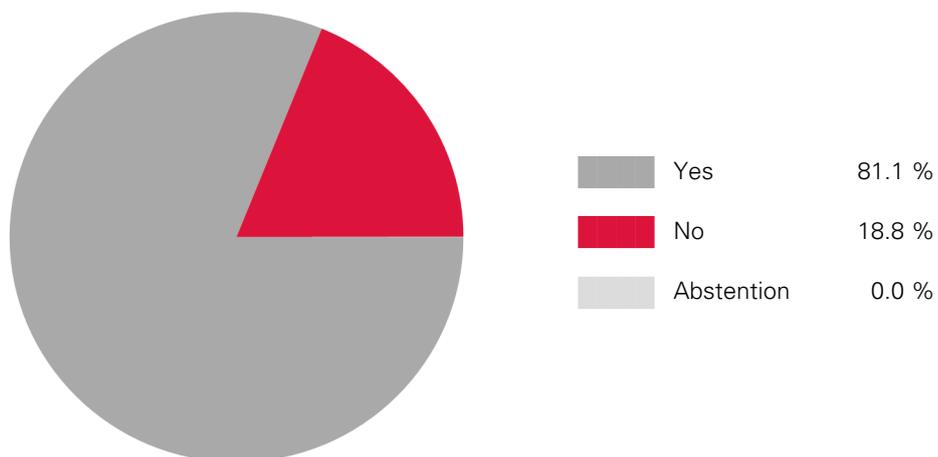
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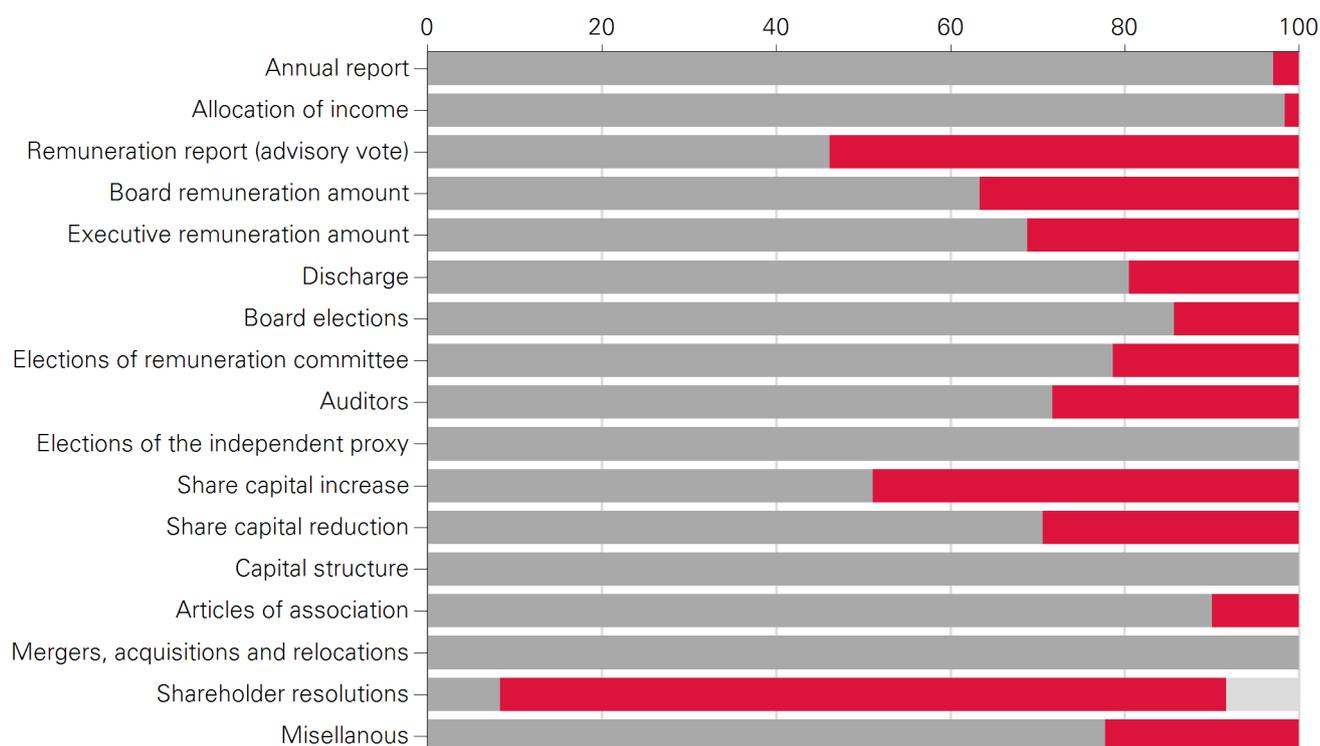
## 1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	158	2924	2373	550	1
Extraordinary general meetings	3	8	6	2	0
<b>Total</b>	<b>161</b>	<b>2932</b>	<b>2379</b>	<b>552</b>	<b>1</b>

### 1.1 Ethos voting positions



## 1.2 Ethos voting positions per category of proposal



	Proposals approved	Proposals refused	Abstain	Number of proposals
Annual report	164 97.0%	5 3.0%	0 0.0%	169
Allocation of income	182 98.4%	3 1.6%	0 0.0%	185
Remuneration report (advisory vote)	42 46.2%	49 53.8%	0 0.0%	91
Board remuneration amount	102 63.4%	59 36.6%	0 0.0%	161
Executive remuneration amount	150 68.8%	68 31.2%	0 0.0%	218
Discharge	157 80.5%	38 19.5%	0 0.0%	195
Board elections	914 85.7%	153 14.3%	0 0.0%	1067
Elections of remuneration committee	324 78.6%	88 21.4%	0 0.0%	412
Auditors	114 71.7%	45 28.3%	0 0.0%	159
Elections of the independent proxy	146 100.0%	0 0.0%	0 0.0%	146
Share capital increase	24 51.1%	23 48.9%	0 0.0%	47
Share capital reduction	12 70.6%	5 29.4%	0 0.0%	17
Capital structure	3 100.0%	0 0.0%	0 0.0%	3
Articles of association	36 90.0%	4 10.0%	0 0.0%	40
Mergers, acquisitions and relocations	1 100.0%	0 0.0%	0 0.0%	1
Shareholder resolutions	1 8.3%	10 83.3%	1 8.3%	12
Misellaneous	7 77.8%	2 22.2%	0 0.0%	9

## 2 Overview of the voting recommendations

### Type of General Meeting (Type)

AGM Annual general meetings  
EGM Extraordinary general meetings

### Votings

✓ For  
◐ Partly for  
✗ Oppose  
✕ Abstain

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
ABB	13.04.2017	AGM	✓	✓	✗	✓	✗	✗	◐	◐	✓	✓	✓	✓					
Actelion	05.04.2017	AGM	✓	✓	✗			✓	✓	✓	✓	✓		✓			✓		
Addex Therapeutics	22.06.2017	AGM	✓	✓	✗	✗	✗	✗	◐	✓	✓	✓	✗						
Adecco	20.04.2017	AGM	✓	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓	✓		✓			
Adval Tech	18.05.2017	AGM	✓	✓		✓	✓	✓	◐	✓	✗	✓							
Aevis Victoria	13.06.2017	AGM	✗	✗	✗	✓	✗	✗	◐	✗	✓	✓	✗						
Airesis	12.06.2017	AGM	✓	✓	✓	✓	✗	✗	◐	✓	✓	✓	✓			✓			
Airopack Technology Group	10.05.2017	AGM	✓	✓		✗	✗	✓	◐	✗	✓	✓	◐						
Allreal	21.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓			
AMS	09.06.2017	AGM		✓		✓		✓			✓		✓	✗		✓			
APG SGA	23.05.2017	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓							
Arbonia	28.04.2017	AGM	✓	✓	✓			✓	◐		✓	✓							
Ascom	19.04.2017	AGM	◐	✗	✓	✓	✓	✓	◐	✓	✗	✓							
Bachem	24.04.2017	AGM	✓	✓		✓	✓	✓	◐	✓	✗	✓							
Bâloise	28.04.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓					
Bank Cler	20.04.2017	AGM	✓	✓		✓	✓	✓	✓	◐	✓	✓				✓			✓
Bank Linth	20.04.2017	AGM	✓	✓		✓	✓	✓	◐		✗	✓							
Banque Cantonale de Genève	25.04.2017	AGM	✓	✓				✓	✓		✓							✓	
Banque Cantonale du Jura	27.04.2017	AGM	✓	✓				✓			✗			✓					
Banque Cantonale du Valais	26.04.2017	AGM	✓	✓				✓	◐		✓								
Banque Cantonale Vaudoise	27.04.2017	AGM	✓	✓		✓	✓	✓			✓	✓							
Banque Profil de Gestion	26.04.2017	AGM	✓	✓		✓	✓	✗	✓	✗	✓	✓							

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
Basilea	27.04.2017	AGM	✓	✓	✗	✗	🟡	✓	✓	✓	✓	✓	✓						
Belimo	03.04.2017	AGM	✓	✓	✓	✓	✓	✓	🟡	✓	✓	✓							
Bell Food Group	11.04.2017	AGM	✓	✓	✓	✓	✓	✓	🟡	✓	✓	✓				✓			
Bergbahnen Engelberg-Trübsee-Titlis	07.04.2017	AGM	✓	✓		✓	✓	✓	🟡	🟡	✓	✓							
Berner Kantonalbank	16.05.2017	AGM	✓	✓		✗	✓	✓	✓	✓	✓	✓							
BFW Liegenschaften	26.04.2017	AGM	✓	✓		✗	✓	✓	🟡	✓	✓	✓				✓			
BKW	12.05.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
BNS	28.04.2017	AGM	✓	✓				✓			✓							✗	
Bobst	06.04.2017	AGM	✓	✓		✓	✓	✓	🟡	✓	✓	✓							
Bossard	10.04.2017	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✗	✓				✓			
Bucher Industries	19.04.2017	AGM	✓	✓	✓	✓	✓	✓	🟡	🟡	✗	✓							
Burkhalter Holding	19.05.2017	AGM	✓	✓		✓	✓	✓	🟡	✓	✓	✓							
BVZ Holding	13.04.2017	AGM	✓	✓		✓	✓	✓	🟡	🟡	✓	✓							
Calida	09.05.2017	AGM	✓	✓	✗	✓	🟡	✓	✓	✓	✓	✓				✓			
Cassiopea	05.04.2017	AGM	✓																
Cembra Money Bank	26.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓			
Cham Paper Group Hldg	03.05.2017	AGM	✓	✓	✓	✗	✓	✓	🟡	✓	✓	✓							
CI Com	16.06.2017	AGM	✗	✓		✗		✗	✗	✗	✓	✓							
Cicor Technologies	19.04.2017	AGM	✓	✓	✗	✓	🟡	✓	✓	✓	✓	✓							
Comet Holding	20.04.2017	AGM	✓	✓	✓	✓	✓	✓	🟡	✓	✓	✓			✓	✓			
Compagnie Financière Tradition	18.05.2017	AGM	✓	✓		✓	✗	✓	✗	✗	✗	✓	✗						
Conzzeta	25.04.2017	AGM	✓	✓	✓	✓	✓	✓	🟡	🟡	✗	✓							
Cosmo Pharmaceuticals	24.05.2017	AGM	✓	✓				✓	✓		✓		✗	✗					✗
Credit Suisse Group	28.04.2017	AGM	✓	🟡	✗	✗	✗	✗	🟡	✓	🟡	✓	✗						
	18.05.2017	EGM											✓						
Dufry	27.04.2017	AGM	✓	✓	✗	✗	✗	✓	🟡	✗	✓	✓							
Edisun Power Europe	12.05.2017	AGM	✓	✓		✓	✓	✓	🟡	🟡	✓	✓	✗	✓					
EFG International	28.04.2017	AGM	✓	✓		✗	✗	✓	🟡	🟡	✓	✓	✗			🟡			
Elma Electronic	27.04.2017	AGM	✓	✓		✓	✓	✓	🟡	✓	✗	✓							
Emmi	20.04.2017	AGM	✓	✓		✓	✓	✓	🟡	✓	✓	✓							✓
Evolve	16.05.2017	AGM	✓	✓	✓	✓	✓	✓	🟡	✓	✓	✓	🟡						
Feintool International	25.04.2017	AGM	✓	✓		✗	✓	✓	🟡	🟡	✓	✓							

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Flughafen Zürich	20.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
Forbo	06.04.2017	AGM	✓	✓	✗	✗	✓	✓	✓	○	✓	✓		✗		✓			
GAM Holding	27.04.2017	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓	✓		✓			✗	
Geberit	05.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
Georg Fischer	19.04.2017	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							
Glärner Kantonalbank (GLKB)	28.04.2017	AGM	✓	✓		✓		✓	✓		✓								✓
Goldbach Group	06.04.2017	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							
Groupe Minoteries	08.06.2017	AGM	✓	✓	✓	✗	✗	✓	○	○	○	✓							✓
Gurit	12.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
Helvetia	28.04.2017	AGM	✓	✓		✗	✓	✓	○	✓	✓	✓							
Hiag Immobilien	20.04.2017	AGM	✓	✓	✗	✗	✓	✓	○	✓	✗	✓							
Highlight Event and Entertainment	02.05.2017	EGM											✗						
Hochdorf	05.05.2017	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓							
Huber+Suhner	05.04.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓							
Hügli	17.05.2017	AGM	✓	✓	✗	✓	✓	✓	○	○	✗	✓							
Inficon	11.04.2017	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							
Interroll	12.05.2017	AGM	✓	✓		✓	✗	✓	○	○	✓	✓							
Investis	27.04.2017	AGM	✓	✓	✗	✓	✗	✓	○	✓	✓	✓							
IVF Hartmann	25.04.2017	AGM	✓	✓	✓	✓	✓	✓	○	○	✓	✓							
Julius Bär	12.04.2017	AGM	✓	✓	✗	✓	○	✓	○	○	✓	✓							
Jungfraubahn	22.05.2017	AGM	✓	✓		✗	✓	✓	○	○	✓	✓							
Kardex	20.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓					
Komax	12.05.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
KTM Industries	27.04.2017	AGM		✓		✓		○			✓		✓	✗		✓			
Kühne + Nagel	09.05.2017	AGM	✓	✓	✗	✗	✗	✓	○	○	✓	✓							
Kuros Biosciences	22.05.2017	AGM	✓	✓		○	○	✗	○	✗	✓	✓	✗						
LafargeHolcim	03.05.2017	AGM	✓	✓	✗	✓	✗	✗	○	○	✗	✓							
lastminute.com	28.04.2017	AGM	✓			✗		✓	○		✗			✗					
Lem	29.06.2017	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓							
Liechtensteinische Landesbank	12.05.2017	AGM	✓	✓				✓	✓		✓		✓		✓				
LifeWatch	26.04.2017	AGM	✓	✓		✓	○	✗	○	✓	✓	✓	✗						
Lindt & Sprüngli	20.04.2017	AGM	✓	✓	✗	✗	✗	✓	○	○	✓	✓							

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Miscellaneous
Lonza	25.04.2017	AGM	✓	✓	✓	✓	⊕	✓	✓	✓	✓	✓	✓						
LumX Group	31.05.2017	AGM	✗						⊕		✗								✓
Luzerner Kantonalbank	12.04.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
MCH Group AG	26.04.2017	AGM	✓	✓		✓	✓	✓	⊕	⊕	✗	✓							
Metall Zug	05.05.2017	AGM	✓	✓	✗	✗	⊕	✓	✓	✓	✓	✓				⊕			
Meyer Burger	27.04.2017	AGM	✓	✓	✗	✓	✓	✓	✓	⊕	✓	✓				✓		✗	
Mikron	25.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Mobilezone	06.04.2017	AGM	✓	✓		✓	✓	✗	✓	✓	✓	✓							
Molecular Partners	11.05.2017	AGM	✓	✓	✗	✓	⊕	✓	⊕	✓	✓	✓							
Myriad Group	24.05.2017	AGM	✓	✓	✗	✗	✗	✗	⊕	✗	✓	✓							
Nestlé	06.04.2017	AGM	✓	✓	✗	✗	✗	✓	⊕	✓	✗	✓							
OC Oerlikon Corporation	11.04.2017	AGM	✓	✓		✗	✗	✓	⊕	⊕	✓	✓							
Orascom Development	09.05.2017	AGM	✗	✓	✗	✓	✗	✗	✓	✗	✓	✓							
Orell Füssli	12.05.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Panalpina	03.05.2017	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓						
Pargesa	04.05.2017	AGM	✓	✓		✗	✗	✓	⊕	⊕	✓	✓							
Partners Group	10.05.2017	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✓	✓							
Pax Anlage	26.04.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Peach Property Group	11.05.2017	AGM	✓	✓	✗	✓	⊕	✗	✓	✓	✗	✓	✗			✓			
Perfect Holding	19.05.2017	AGM	✓	✓		✓	✓	✗	✓	✓	✓	✓							
Phoenix Mecano	19.05.2017	AGM	✓	✓	✗	✗	✓	✓	✗	✗	✗	✓							
Plazza	03.05.2017	AGM	✓	✓		✓	✓	✓	⊕	⊕	✓	✓							
PSP Swiss Property	05.04.2017	AGM	✓	✓	✓	✓	✓	✓	⊕	✓	✓	✓							
Rieter	05.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓							
Romande Energie	30.05.2017	AGM	✓	✓	✓	✓	✓	✓	⊕	✓	✓	✓							
Santhera Pharmaceuticals	04.04.2017	AGM	✓	✓	✗	✗	✗	⊕	⊕	✓	✓	✓	⊕						
Schlatter	04.05.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓							
Schmolz + Bickenbach	08.05.2017	AGM	✓	✓	✗	✗	✗	✓	⊕	⊕	✓	✓							
Schweiter Technologies	25.04.2017	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✗	✓							
SFS Group	26.04.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓							
SHL Telemedicine	11.05.2017	AGM				✗			⊕		✓								✗
	28.06.2017	EGM							✓										

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Siegfried	20.04.2017	AGM	✓	✓		✗	⦿	✓	✓	✓	✗	✓							
Sika	11.04.2017	AGM	✓	✓	✓	✓	✓	⦿	⦿	⦿	✓	✓						✗	
Sonova	13.06.2017	AGM	✓	✓	✓	✗	✗	✓	✓	✓	✓	✓		✓					
Spice Private Equity	19.05.2017	AGM	✓	✓		✓		✓	⦿	⦿	✓	✓							
St.Galler Kantonalbank	03.05.2017	AGM	✓	✓		✓	✓	✓	✓		✗	✓							
Starrag Group	28.04.2017	AGM	✓	✓	✗	✗	✗	✓	⦿	⦿	✗	✓							
Straumann	07.04.2017	AGM	✓	✓	✗	✗	⦿	✓	✓	✓	✓	✓							
Sulzer	06.04.2017	AGM	✓	✓	✗	✓	✗	✓	⦿	✓	✓	✓							
Sunrise	11.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			
Swatch Group	23.05.2017	AGM	✓	✓		⦿	⦿	✓	⦿	⦿	✗	✓							
Swiss Finance & Property Investment	12.04.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓					✓
Swiss Life	25.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Swiss Prime Site	11.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Swiss Re	21.04.2017	AGM	✓	✓	✗	✗	✗	✓	⦿	✓	✗	✓	✓	✓		✓			
Swisscom	03.04.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Swissquote	12.05.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Syngenta	26.06.2017	AGM	✓	✓	✗	✗	✗	✗	✓	✓	✓	✓							
Tamedia	07.04.2017	AGM	✓	✓		✗	✗	✓	⦿	✗	✓	✓							✓
Tecan	11.04.2017	AGM	✓	✓	✗	✓	✗	✓	⦿	⦿	✓	✓							
Temenos	10.05.2017	AGM	✓	✓		✗	✗	✓	✓	⦿	✗	✓	✗						
Tornos	12.04.2017	AGM	✓	✓		✗	✗	✓	⦿	⦿	✓	✓							
U-blox	25.04.2017	AGM	✓	✓	✓	✓	✓	✓	⦿	✓	✓	✓	⦿						
UBS	04.05.2017	AGM	✓	✓	✗	✗	✗	✗	⦿	⦿	✗	✓							
Valartis Group	16.05.2017	AGM	✓	✓	✗	✗	⦿	✗	⦿	⦿	✓	✓				✓			
Valiant	18.05.2017	AGM	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓							
Varia US Properties	23.05.2017	AGM	✓	✓	✗	✓	✓	✓	⦿	✓	✓	✓							
VAT Group	17.05.2017	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓			
Vaudoise Assurances	08.05.2017	AGM	✓	✓		✓	✓	✓	⦿	✓	✗	✓							
Vetropack	10.05.2017	AGM	✓	✓	✓	✓	✓	✓	⦿	⦿	✓	✓							
Vifor Pharma	11.05.2017	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✗	✓				✗			
Villars Holding	11.05.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Von Roll	24.04.2017	AGM	✓			✗	⦿	✗	⦿	⦿	✓	✓							

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Shareholder resolutions	Misellaneous
Vontobel	04.04.2017	AGM	✓	✓	✗	✗	⦿	✓	✓		✗	✓							
VP Bank	28.04.2017	AGM	✓	✓				✓	✓		✗								
VZ Holding	06.04.2017	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Warteck Invest	24.05.2017	AGM	✓	✓		✓	✓	✗	✓	✓	✗	✓							
WISeKey	31.05.2017	AGM	✓	✓	✗	✗	✗	✓	⦿	⦿	✓	✓	✗			✗			
Ypsomed	28.06.2017	AGM	✓	✓		⦿	✓	✓	✓	✓	✓	✓							
Zehnder Group	06.04.2017	AGM	✓	✓	✗	✗	✓	✓	⦿	⦿	✗	✓							
Züblin Immobilien	20.06.2017	AGM	✓	✓	✗	✗	✗	✓	⦿	⦿	✓	✓	✗						
Zug Estates	11.04.2017	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓							
Zuger Kantonalbank	29.04.2017	AGM	✓	✓			✓	✓		✓	✗	✓							
Zwahlen & Mayr	27.04.2017	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	169	130	99.1 %
Allocation of income	185	147	99.1 %
Remuneration report (advisory vote)	91	77	86.7 %
Board remuneration amount	161	125	92.6 %
Executive remuneration amount	218	168	93.0 %
Discharge	195	152	93.7 %
Board elections	1067	832	95.5 %
Elections of remuneration committee	412	323	94.3 %
Auditors	159	123	97.0 %
Elections of the independent proxy	146	112	99.3 %
Share capital increase	47	27	89.8 %
Share capital reduction	17	15	97.9 %
Capital structure	3	3	99.1 %
Articles of association	40	33	96.9 %
Mergers, acquisitions and relocations	1	1	100.0 %
Shareholder resolutions	12	8	26.9 %
Misellaneous	9	6	98.3 %
<b>All topics</b>	<b>2932</b>	<b>2282</b>	<b>95.0 %</b>

## 3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
SHL Telemedicine	28.06.2017	1.b	Elect Ms. Devorah Kimhi as independent external director	FOR	
SHL Telemedicine	28.06.2017	1.c	Elect Ms. Noga Knaz as independent external director	FOR	
SHL Telemedicine	28.06.2017	1.d	Elect Ms. Hava Shechter as independent external director	FOR	
GAM Holding	27.04.2017	8.3	Binding prospective vote on the variable remuneration of the executive management	OPPOSE	7.1 %
GAM Holding	27.04.2017	1.2	Advisory vote on the remuneration report	OPPOSE	17.6 %
SHL Telemedicine	11.05.2017	4.a	Elect Mr. Yehoshua Abramovich as independent external director	FOR	20.1 %
EFG International	28.04.2017	4	Discharge board members and executive management	FOR	27.7 %
SHL Telemedicine	11.05.2017	4.c	Elect Mr. Gil Sharon as independent external director	FOR	31.3 %
Sika	11.04.2017	5.3	Advisory vote on the remuneration report	FOR	32.5 %
SHL Telemedicine	11.05.2017	4.b	Elect Ms. Devorah Kimhi as independent external director	FOR	32.6 %
SHL Telemedicine	11.05.2017	3.a	Elect Mr. Ziv Carthy	FOR	32.6 %
Sika	11.04.2017	3.1.7	Discharge Prof. Dr. Ulrich W. Suter	FOR	33.6 %
Sika	11.04.2017	3.1.6	Discharge Mr. Daniel J. Sauter	FOR	33.8 %
Sika	11.04.2017	3.1.9	Discharge Mr. Christoph Tobler	FOR	33.9 %
Sika	11.04.2017	3.1.5	Discharge Ms. Monika Ribar	FOR	33.9 %
Sika	11.04.2017	3.1.2	Discharge Mr. Frits van Dijk	FOR	33.9 %
Sika	11.04.2017	3.1.3	Discharge Dr. Paul J. Halg	FOR	34.0 %
Sika	11.04.2017	5.4	Approval of the total remuneration of the board of directors for the term of office 2017/18	FOR	34.1 %
Sika	11.04.2017	5.2	Approval of the total remuneration of the board of directors for the term of office 2016/17	FOR	34.2 %
Sika	11.04.2017	5.1	Approval of the total remuneration of the board of directors for the term of office 2015/16	FOR	34.2 %
LifeWatch	26.04.2017	8.	Create a pool of conditional capital for the employees	OPPOSE	36.6 %
LifeWatch	26.04.2017		Elect Ms. Xu Shenlu	OPPOSE	36.8 %
Georg Fischer	19.04.2017	1.2	Advisory vote on the remuneration report	FOR	44.8 %
GAM Holding	27.04.2017	7.1	Re-elect Mr. Diego du Monceau de Bergendal to the Remuneration Committee	FOR	46.1 %
LifeWatch	26.04.2017	10.1	Binding prospective vote on the fixed remuneration of the executive management	OPPOSE	49.6 %
SHL Telemedicine	11.05.2017	4.d	Elect Mr. Xuequn Qian as independent external director	FOR	67.4 %

### 3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos	Result
AMS	09.06.2017	8	Create authorised capital	WITHDRAWN	--
Evolva	16.05.2017	5.1	Increase conditional capital for financing purposes	FOR	--
Evolva	16.05.2017	5.2	Increase and extend authorised capital	FOR	--
Evolva	16.05.2017	5.3	Increase conditional capital for the employees	OPPOSE	--
LifeWatch	26.04.2017	5.3	Re-elect Mr. Jinsheng Dong	FOR	--
LifeWatch	26.04.2017	7.2	Elect Mr. Jinsheng Dong to the Remuneration Committee	FOR	--
Sika	11.04.2017	2	Approve allocation of income and dividend	FOR	--
U-blox	25.04.2017	4.1	Increase of the conditional capital for the employees	OPPOSE	--

### 3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
LifeWatch	26.04.2017	9.	Binding prospective vote on the total remuneration of the board of directors	FOR	51.7 %
SHL Telemedicine	11.05.2017	3.b	Elect Mr. Yi He	FOR	53.4 %
Meyer Burger	27.04.2017	1.2	Advisory vote on the remuneration report	OPPOSE	54.8 %
GAM Holding	27.04.2017	8.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	55.8 %
ABB	13.04.2017	3	Discharge board members and executive management	OPPOSE	57.3 %
Adecco	20.04.2017	7	Amend articles of association: Maximum board size	FOR	57.7 %
Credit Suisse Group	28.04.2017	1.2	Advisory vote on the remuneration report	OPPOSE	58.0 %
Meyer Burger	27.04.2017	4.2.2	Re-elect Dr. Franz Richter to the nomination and remuneration committee	FOR	58.6 %
ABB	13.04.2017	2	Advisory vote on the remuneration report	OPPOSE	58.8 %
Interroll	12.05.2017	5.6	Re-elect Prof. Dr. h. c. Horst Wildemann	OPPOSE	59.3 %

## 4 Detailed voting recommendations

ABB

13.04.2017

AGM

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 58.8 %
3	Discharge board members and executive management	FOR	● OPPOSE	On 22 February 2017, ABB announced that it has uncovered a fraud in a South Korean subsidiary which allowed an employee of the company to steal USD 103 million. This fraud highlights material weaknesses in ABB's internal controls as confirmed by the 2016 auditors' report. ABB launched an investigation in cooperation with South Korean authorities and Interpol. At this stage, Ethos considers it is too early to grant the discharge.	✓ 57.3 %
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.7 %
5	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.8 %
6	Approve renewal of authorised capital	FOR	FOR		✓ 99.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.8 %
7.2	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.	✓ 62.0 %
8	Elections to the board of directors				
8.1	Re-elect Dr. Matti Alahuhta	FOR	FOR		✓ 98.7 %
8.2	Re-elect Mr. David E. Constable	FOR	FOR		✓ 99.5 %
8.3	Re-elect Mr. Frederico F. Curado	FOR	● OPPOSE	He was CEO of Embraer from 2007 to 2016, when serious bribery cases occurred. While Mr. Curado has not yet been accused of any wrongdoing in legal proceedings, several class actions are still pending.	✓ 96.8 %

Item	Agenda	Board	Ethos	Result
8.4	Elect Mr. Lars Förberg	FOR	FOR	✓ 99.2 %
8.5	Re-elect Mr. Louis R. Hughes	FOR	● OPPOSE	✓ 87.3 % He is the chairman of the audit committee and the company is facing serious problems related to the internal control system.
8.6	Re-elect Mr. David Meline	FOR	FOR	✓ 99.7 %
8.7	Re-elect Mr. Satish Pai	FOR	FOR	✓ 99.6 %
8.8	Re-elect Mr. Jacob Wallenberg	FOR	FOR	✓ 97.6 %
8.9	Re-elect Ms. Ying Yeh	FOR	FOR	✓ 99.6 %
8.10	Re-elect Mr. Peter R. Voser as board member and chairman of the board	FOR	FOR	✓ 99.0 %
9	Elections to the remuneration committee			
9.1	Re-elect Mr. David E. Constable to the remuneration committee	FOR	FOR	✓ 94.6 %
9.2	Re-elect Mr. Frederico F. Curado to the remuneration committee	FOR	● OPPOSE	✓ 91.6 % As Ethos did not support the election of Mr. Curado to the board of directors, he cannot be elected to the committee.
9.3	Re-elect Ms. Ying Yeh to the remuneration committee	FOR	FOR	✓ 94.5 %
10	Election of the independent proxy	FOR	FOR	✓ 99.9 %
11	Election of the auditors	FOR	FOR	✓ 99.0 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE The structure of the remuneration is not in line with Ethos' guidelines.	✓ 94.1 %
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
4	Re-election of the current board of directors			
4.1.1	Re-elect Dr. pharm. Jean-Pierre Garnier	FOR	FOR	✓ 99.7 %
4.1.2	Re-elect Dr. med. Jean-Paul Clozel	FOR	FOR	✓ 99.9 %
4.1.3	Re-elect Mr. Juhani Anttila	FOR	FOR	✓ 98.4 %
4.1.4	Re-elect Mr. Robert Bertolini	FOR	FOR	✓ 99.7 %
4.1.5	Re-elect Mr. John J. Greisch	FOR	FOR	✓ 99.4 %
4.1.6	Re-elect Prof. Dr. rer. nat. Peter Gruss	FOR	FOR	✓ 99.9 %
4.1.7	Re-elect Dr. oec. Michael Jacobi	FOR	FOR	✓ 99.4 %
4.1.8	Re-elect Mr. Jean Malo	FOR	FOR	✓ 98.2 %
4.1.9	Re-elect Mr. David Stout	FOR	FOR	✓ 99.9 %
4.1.10	Re-elect Ms. Herna Verhagen	FOR	FOR	✓ 99.3 %
4.2	Re-elect Dr. pharm. Jean-Pierre Garnier as chairman of the board	FOR	FOR	✓ 99.7 %
4.3	Re-election of the remuneration committee			
4.3.1	Re-elect Ms. Herna Verhagen to the remuneration committee	FOR	FOR	✓ 99.1 %
4.3.2	Re-elect Dr. pharm. Jean-Pierre Garnier to the remuneration committee	FOR	FOR	✓ 99.1 %
4.3.3	Re-elect Mr. John J. Greisch to the remuneration committee	FOR	FOR	✓ 98.9 %
5	Election of the new board of directors			
5.1.1	Elect Mr. Ludo Ooms	FOR	FOR	✓ 99.9 %
5.1.2	Elect Dr. Claudio Cescato	FOR	FOR	✓ 99.6 %
5.1.3	Elect Mr. Andrea Ostinelli	FOR	FOR	✓ 99.6 %
5.1.4	Elect Mr. Pascal Hoorn	FOR	FOR	✓ 99.9 %
5.1.5	Elect Dr. Julian Bertschinger	FOR	FOR	✓ 99.9 %
5.2	Elect Mr. Ludo Ooms as chairman of the board	FOR	FOR	✓ 99.8 %
5.3	Election of the remuneration committee			

Item	Agenda	Board	Ethos	Result
5.3.1	Elect Dr. Claudio Cescato to the remuneration committee	FOR	FOR	✓ 99.4 %
5.3.2	Elect Mr. Andrea Ostinelli to the remuneration committee	FOR	FOR	✓ 99.5 %
5.3.3	Elect Mr. Pascal Hoorn to the remuneration committee	FOR	FOR	✓ 99.1 %
6	Distribution of all shares in Idorsia Ltd to the shareholders of Actelion by way of a dividend in kind for the purpose of implementing the demerger	FOR	FOR	✓ 100.0 %
7	Election of the independent proxy	FOR	FOR	✓ 100.0 %
8	Election of the auditors	FOR	FOR	✓ 98.3 %
9	Reduce share capital via cancellation of shares	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.  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 company is in a situation of capital loss.	✓
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. pharm. Raymond Hill	FOR	FOR		✓
5.3	Re-elect Mr. Tim Dyer	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5.4	Elect Dr. med. Roger G. Mills	FOR	● OPPOSE	He is also a permanent member of the executive management (Chief Medical Officer).	✓
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. pharm. 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 15% of the issued capital.	✓

Item	Agenda	Board	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 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p> <p>The transparency of the share-based plan for which the requested capital is intended is insufficient.</p>	✓
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The proposed increase relative to the previous year is excessive and not justified.</p> <p>The non-executive directors receive options.</p>	✓
10.2.1	Binding prospective vote on the total remuneration of the executive management for the financial year 2017	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The board of directors has excessive discretion with regard to awards.</p>	✓
10.2.2	Binding prospective vote on the total remuneration of the executive management for the financial year 2018	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards.</p>	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 96.3 %
2	Allocation of income, distribution of dividend and repayment of nominal value				
2.1	Allocation of income and dividend	FOR	FOR		✓ 94.0 %
2.2	Capital reduction via repayment of nominal value	FOR	FOR		✓ 93.9 %
2.3	Amend articles of association: Agenda items	FOR	FOR		✓ 93.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.8 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 92.7 %
4.2	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.	✓ 94.2 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Rolf Dörig as board member and chairman	FOR	FOR		✓ 95.3 %
5.1.2	Re-elect Mr. Jean-Christophe Deslarzes	FOR	FOR		✓ 96.3 %
5.1.3	Re-elect Dr. Rainer Alexander Gut	FOR	FOR		✓ 95.0 %
5.1.4	Re-elect Dr. Didier Lamouche	FOR	FOR		✓ 82.1 %
5.1.5	Re-elect Mr. David Prince	FOR	FOR		✓ 93.3 %
5.1.6	Re-elect Dr. Wanda Rapaczynski	FOR	FOR		✓ 96.3 %
5.1.7	Re-elect Ms. Kathleen P. Taylor	FOR	FOR		✓ 95.1 %
5.1.8	Elect Ms. Ariane Gorin	FOR	FOR		✓ 96.6 %
5.2	Elections to the remuneration committee				
5.2.1	Re-elect Dr. Rainer Alexander Gut to the remuneration committee	FOR	FOR		✓ 98.1 %
5.2.2	Re-elect Mr. Jean-Christophe Deslarzes to the remuneration committee	FOR	FOR		✓ 99.3 %
5.2.3	Re-elect Dr. Wanda Rapaczynski to the remuneration committee	FOR	FOR		✓ 99.2 %

Item	Agenda	Board	Ethos	Result
5.2.4	Elect Ms. Kathleen P. Taylor to the remuneration committee	FOR	FOR	✓ 97.8 %
5.3	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.4	Election of the auditors	FOR	FOR	✓ 99.0 %
6.1	Partial cancellation of conditional capital	FOR	FOR	✓ 99.9 %
6.2	Creation of authorised capital	FOR	FOR	✓ 90.5 %
7	Amend articles of association: Maximum board size	FOR	FOR	✓ 57.7 %
8	Amend articles of association: Change of registered office	FOR	FOR	✓ 93.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Approve allocation of income and dividend	FOR	FOR	✓
3	Discharge board members 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 short-term 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. Hans Dreier	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of IT/Logistics/Legal). ✓
5.1.3	Re-elect Dr. Roland Waibel	FOR	FOR	✓
5.1.4	Elect Mr. Christian Mäder	FOR	FOR	✓
5.2	Election of the chairman of the board	FOR	FOR	✓
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Willy Michel to the remuneration committee	FOR	FOR	✓
5.3.2	Elect Mr. Christian Mäder to the remuneration committee	FOR	FOR	✓
5.3.3	Re-elect Dr. Roland Waibel to the remuneration committee	FOR	FOR	✓
5.4	Election of the independent proxy	FOR	FOR	✓
5.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓

Item	Agenda	Board	Ethos		Result
1	Present annual report, financial statements and accounts	NON-VOTING	NON-VOTING		
2	Present auditors report	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	● OPPOSE	<p>The information presented to the shareholders is insufficient.</p> <p>Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.</p>	✓
4	Approve allocation of income and dividend	FOR	● OPPOSE	<p>The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.</p>	✓
5	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>	✓
6	Discharge board members and executive management	FOR	● OPPOSE	<p>Ethos strongly disagrees with the board's decisions.</p> <p>The company is in a situation of capital loss, of over indebtedness, in a definitive moratorium, or there is a material uncertainty on the ability of the company to continue as a going concern.</p>	✓
7	Elections to the board of directors				
7.1	Re-elect Dr. iur. Christian C. Wenger	FOR	FOR		✓
7.2	Re-elect Mr. Raymond Loretan	FOR	● OPPOSE	<p>The board includes too many executive directors compared to market practice in Switzerland.</p> <p>The board independence is not sufficient (16.7%).</p>	✓
7.3	Re-elect Mr. Antoine Hubert	FOR	● OPPOSE	<p>He is also a permanent member of the executive management (CEO).</p>	✓
7.4	Re-elect Mr. Michel Reybier	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
7.5	Re-elect Mr. Antoine Kohler	FOR	FOR		✓
7.6	Re-elect Dr. med. Cédric A. George	FOR	FOR		✓
8	Election of the chairman of the board	FOR	FOR		✓
9	Elections to the remuneration committee				
9.1	Re-elect Dr. med. Cédric A. George to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient.	✓
9.2	Re-elect Mr. Antoine Kohler to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee during the past financial year and the transparency of the remuneration report is deemed very insufficient.	✓
10	Election of the auditors	FOR	FOR		✓
11	Election of the independent proxy	FOR	FOR		✓
12	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
13	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
14	Binding retrospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4.1	Create a pool of conditional capital for the conversion of convertible bonds	FOR	FOR		✓
4.2	Remove both authorised capitals	FOR	FOR		✓
4.3	Remove articles 5a and 5b (contributions in kind)	FOR	FOR		✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.	✓
5.3	Advisory vote on the remuneration report	FOR	FOR		✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Marc-Henri Beausire (CEO)	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
6.1.2	Re-elect Mr. Pierre Duboux	FOR	FOR		✓
6.1.3	Re-elect Dr. Urs Linsi	FOR	FOR		✓
6.1.4	Elect Mr. Laurent Jaquenoud	FOR	FOR		✓
6.2	Re-elect Mr. Marc-Henri Beausire (CEO) as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Beausire to the board of directors, he cannot be elected as chairman.	✓
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Mr. Pierre Duboux to the remuneration committee	FOR	FOR		✓
6.3.2	Re-elect Dr. Urs Linsi to the remuneration committee	FOR	FOR		✓
7	Re-election of the auditors	FOR	FOR		✓
8	Re-election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	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		✓
4.1	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	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
4.1.3	Re-elect Dr. Attila A. Tamer	FOR	FOR		✓
4.1.4	Re-elect Mr. Okko Filius	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (14.3%).  He has a major conflict of interest that is incompatible with his role as board member.	✓
4.1.5	Re-elect Mr. Robert Seminara	FOR	FOR		✓
4.1.6	Re-elect Mr. Ralf Ackermann	FOR	FOR		✓
4.2	Elect Mr. Christophe Villemin	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
4.3	Election of the 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	● OPPOSE	He is not independent (various reasons) 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.	✓
4.4.2	Re-elect Mr. Okko Filius to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Filius to the board of directors, he cannot be elected to the committee.	✓

Item	Agenda	Board	Ethos		Result
4.5	Elect Mr. Christophe Villemin to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Villemin to the board of directors, he cannot be elected to the committee.	✓
5	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
6	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The remuneration structure is not in line with Ethos' guidelines.	✓
7	Election of the auditors	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9.1	Approve renewal of authorised capital	FOR	FOR		✓
9.2	Increase the pool of conditional capital for the employees, the board of directors and the members of the management	FOR	● OPPOSE	The structure of the share-based plan that will be covered by the requested capital is not in line with Ethos' guidelines.	✓
9.3	Creation of conditional capital for option rights of the Apollo Funds	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓

Item	Agenda	Board	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 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Bruno Bettoni	FOR	FOR	✓ 94.3 %
5.1.b	Re-elect Dr. rer. pol. Ralph-Thomas Honegger	FOR	FOR	✓ 94.2 %
5.1.c	Re-elect Mr. Albert Leiser	FOR	FOR	✓ 95.4 %
5.1.d	Re-elect Ms. Andrea Sieber	FOR	FOR	✓ 91.7 %
5.1.e	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 98.2 %
5.1.f	Re-elect Mr. Olivier Steimer	FOR	FOR	✓ 90.7 %
5.1.g	Re-elect Mr. Thomas Stenz	FOR	FOR	✓ 96.3 %
5.2	Re-elect Mr. Bruno Bettoni as chairman of the board	FOR	FOR	✓ 94.3 %
5.3	Elections to the nomination and remuneration committee			
5.3.a	Re-elect Dr. rer. pol. Ralph-Thomas Honegger to the nomination and remuneration committee	FOR	FOR	✓ 93.5 %
5.3.b	Elect Ms. Andrea Sieber to the nomination and remuneration committee	FOR	FOR	✓ 90.4 %
5.3.c	Elect Mr. Peter Spuhler to the nomination and remuneration committee	FOR	FOR	✓ 97.8 %
5.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Election of the auditors	FOR	FOR	✓ 99.9 %
6.1	Advisory vote on the remuneration report	FOR	FOR	✓ 90.6 %
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.4 %
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.3 %
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.9 %
7.1	Amend article 6 of the articles of association	FOR	FOR	✓ 87.3 %
7.2	Deletion of article 7 of the articles of association	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Approve allocation of income and dividend	FOR	FOR		✓ 71.1 %
3	Discharge members of the management board	FOR	FOR		✓ 100.0 %
4	Discharge members of the supervisory board	FOR	FOR		✓ 100.0 %
5	Approve remuneration of the members of the supervisory board	FOR	FOR		✓ 99.9 %
6	Election of the auditors	FOR	FOR		✓ 96.7 %
7	Cancel conditional capital	FOR	FOR		✓ 100.0 %
8	Create authorised capital	WITH-DRAWN	WITH-DRAWN	This item was withdrawn from the agenda.	–
9	Authorise the board to issue convertible bonds	FOR	FOR		✓ 81.9 %
10	Create conditional capital for convertible bonds	FOR	FOR		✓ 82.4 %
11	Approve share buyback programme	FOR	● OPPOSE	The repurchase price can include a significant premium on the market value (30%).  The length of the authorisation exceeds 24 months.	✓ 89.1 %
12	Report on the share buyback programme and presentation of the new option plan	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Auditors report	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Discharge board members and executive management	FOR	FOR	✓
5	Elections to the board of directors			
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR	✓
5.2	Re-elect Mr. Robert Schmidli	FOR	FOR	✓
5.3	Re-elect Mr. Markus Scheidegger	FOR	FOR	✓
5.4	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓
5.5	Re-elect Mr. Stéphane Prigent	FOR	● OPPOSE He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
6	Re-elect Dr. Daniel Hofer as chairman of the board	FOR	FOR	✓
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Robert Schmidli to the remuneration committee	FOR	FOR	✓
7.2	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	FOR	✓
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓
11	Election of the auditors	FOR	FOR	✓
12	Election of the independent proxy	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts			
1.1	Approve annual report	FOR	FOR	✓ 100.0 %
1.2	Approve statutory financial statements	FOR	FOR	✓ 99.9 %
1.3	Approve consolidated financial statements	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of balance sheet result	FOR	FOR	✓ 98.8 %
4.1	Elections to the board of directors and 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 "ad interim" CEO since July 2015 and the functions will remain combined at least until the end of 2018.  He serves on the audit committee and the remuneration committee.
4.1.2	Re-elect Mr. Peter Barandun as board member and member of the remuneration committee	FOR	FOR	✓ 99.3 %
4.1.3	Re-elect Mr. Peter Bodmer as board member	FOR	FOR	✓ 98.0 %
4.1.4	Re-elect Mr. Heinz Haller as board member and member of the remuneration committee	FOR	FOR	✓ 97.8 %
4.1.5	Re-elect Mr. Markus Oppliger as board member	FOR	FOR	✓ 99.8 %
4.1.6	Re-elect Mr. Michael Pieper as board member	FOR	FOR	✓ 98.9 %
4.1.7	Re-elect Dr. Rudolf Huber as board member	FOR	FOR	✓ 99.2 %
4.1.8	Re-elect Mr. Thomas Lozser as board member	FOR	FOR	✓ 97.4 %
4.2	Election of the independent proxy	FOR	FOR	✓ 100.0 %
4.3	Election of the auditors	FOR	FOR	✓ 95.7 %
5	Advisory vote on the remuneration report	FOR	FOR	✓ 96.6 %

Item	Agenda	Board	Ethos		Result
1.	Approve 2016 annual report, statutory financial statements and accounts	FOR	● OPPOSE	Serious doubts are raised concerning the quality and truthfulness of the information provided.	✓ 96.9 %
2.	Approve 2016 consolidated financial statements	FOR	FOR		✓ 100.0 %
3.	Advisory vote on the remuneration report	FOR	FOR		✓ 68.7 %
4.	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 96.8 %
5.	Discharge board members	FOR	FOR		✓ 99.9 %
6.1	Elections to the board of directors				
6.1.a	Re-elect Dr. rer. nat. Valentin Chapero Rueda	FOR	FOR		✓ 98.8 %
6.1.b	Re-elect Dr. Harald Deutsch	FOR	FOR		✓ 99.8 %
6.1.c	Re-elect Ms. Christina Stercken	FOR	FOR		✓ 99.9 %
6.1.d	Re-elect Mr. Andreas Umbach	FOR	FOR		✓ 100.0 %
6.1.e	Elect Mr. Jürg Fedier	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 96.0 %
6.2	Election of the chairman of the board	FOR	FOR		✓ 99.1 %
6.3	Elections to the remuneration committee				
6.3.a	Elect Dr. Harald Deutsch to the Remuneration Committee	FOR	FOR		✓ 97.6 %
6.3.b	Elect Dr. rer. nat. Valentin Chapero Rueda to the Remuneration Committee	FOR	FOR		✓ 96.1 %
6.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 96.9 %
6.5	Election of the independent proxy	FOR	FOR		✓ 100.0 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.6 %
7.2.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 97.2 %
7.2.b	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 97.0 %

Item	Agenda	Board	Ethos	Result
7.2.c	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 93.6 %

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
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	✓ 99.8 %
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 Dr. Kuno Sommer as member and chairman	FOR	FOR	✓ 100.0 %
5.2	Re-elect Ms. Nicole Grogg Hötzer	FOR	FOR	✓ 100.0 %
5.3	Re-elect Prof. Dr. Helma Wennemers	FOR	FOR	✓ 99.9 %
5.4	Re-elect Dr. iur. Thomas Burckhardt	FOR	● OPPOSE	✓ 99.3 % He has been a member of the board for 20 years, which exceeds Ethos' guidelines.
5.5	Re-elect Dr. rer. nat. Juergen Brokatzky-Geiger	FOR	FOR	✓ 99.9 %
5.6	Re-elect Dr. phil. Rolf Nyfeler	FOR	FOR	✓ 99.9 %
6.	Elections to the remuneration committee			
6.1	Elect Dr. Kuno Sommer to the Remuneration Committee	FOR	FOR	✓ 99.8 %
6.2	Elect Dr. rer. nat. Juergen Brokatzky-Geiger to the Remuneration Committee	FOR	FOR	✓ 99.9 %
6.3	Elect Dr. phil. Rolf Nyfeler to the Remuneration Committee	FOR	FOR	✓ 99.8 %
7.	Election of the auditors	FOR	● OPPOSE	✓ 93.9 % The term of office of the audit firm exceeds 20 years.  During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
8.	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4.1	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9 %
4.2	Approve renewal of authorised capital	FOR	FOR	✓ 94.3 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. iur. Andreas Burckhardt as board member and chairman	FOR	FOR	✓ 94.8 %
5.1.2	Re-elect Dr. iur. Andreas Beerli	FOR	FOR	✓ 98.0 %
5.1.3	Re-elect Dr. med. Georges-Antoine de Boccard	FOR	FOR	✓ 99.6 %
5.1.4	Re-elect Mr. Christoph B. Gloor	FOR	FOR	✓ 99.4 %
5.1.5	Re-elect Ms. Karin Keller-Sutter	FOR	FOR	✓ 99.3 %
5.1.6	Re-elect Mr. Werner Kummer	FOR	FOR	✓ 92.2 %
5.1.7	Re-elect Mr. Hugo Lasat	FOR	FOR	✓ 99.5 %
5.1.8	Re-elect Mr. Thomas Pleines	FOR	FOR	✓ 99.4 %
5.1.9	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen	FOR	FOR	✓ 99.7 %
5.1.10	Elect Dr. iur. Thomas von Planta	FOR	FOR	✓ 99.3 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Dr. med. Georges-Antoine de Boccard to the remuneration committee	FOR	FOR	✓ 98.9 %
5.2.2	Re-elect Ms. Karin Keller-Sutter to the remuneration committee	FOR	FOR	✓ 98.9 %
5.2.3	Re-elect Mr. Thomas Pleines to the remuneration committee	FOR	FOR	✓ 98.7 %
5.2.4	Re-elect Prof. Dr. Marie-Noëlle Venturi-Zen-Ruffinen to the remuneration committee	FOR	FOR	✓ 98.9 %
5.3	Election of the independent proxy	FOR	FOR	✓ 99.9 %
5.4	Election of the auditors	FOR	FOR	✓ 99.7 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.0 %
6.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.2 %

Item	Agenda	Board	Ethos	Result
6.2.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 93.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
3	Discharge board members	FOR	FOR	✓ 94.6 %
4.1.1	Number of board members	FOR	FOR	✓ 100.0 %
4.1.2.a	Re-elect Dr. iur. Sebastian Frehner	FOR	FOR	✓ 99.5 %
4.1.2.b	Re-elect Mr. Jan Goepfert	FOR	FOR	✓ 99.6 %
4.1.2.c	Elect Ms. Barbara Heller	FOR	FOR	✓ 99.8 %
4.1.2.d	Re-elect Ms. Christine Keller	FOR	FOR	✓ 99.5 %
4.1.2.e	Re-elect Dr. rer. pol. Ralph Lewin	FOR	FOR	✓ 99.8 %
4.1.2.f	Re-elect Dr. rer. pol. Andreas Sturm	FOR	FOR	✓ 99.5 %
4.1.2.g	Re-elect Prof. Dr. oec. Christian Wunderlin	FOR	FOR	✓ 99.7 %
4.2	Election of the chairman of the board	FOR	FOR	✓ 99.5 %
4.3.1	Number of members of the nomination and remuneration committee	FOR	FOR	✓ 99.9 %
4.3.1.a	Elect Ms. Christine Keller to the nomination and remuneration committee	FOR	FOR	✓ 99.6 %
4.3.1.b	Re-elect Dr. rer. pol. Ralph Lewin 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. ✓ 99.6 %
4.3.1.c	Re-elect Dr. rer. pol. Andreas Sturm to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.7 %
4.5	Election of the auditors	FOR	FOR	✓ 99.8 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.5 %
6.1	Amend Article 1 of the Articles of Association: Change the company name	FOR	FOR	✓ 99.5 %
6.2	Amend Article 5 of the Articles of Association: Wording	FOR	FOR	✓ 99.8 %
6.3	Amend Article 26 of the Articles of Association: Board decision	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos	Result
6.4	Enter in force of the change to the Articles of Association	FOR	FOR	✓ 99.9 %

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

Item	Agenda	Board	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	✓
4	Approve allocation of income and dividend	FOR	FOR	✓
5	Discharge board members and executive management	FOR	FOR	✓
6	Renewal of part of the board of directors			
6.1	Elect Mr. Jean-Olivier Kerr	FOR	FOR	✓
6.2	Elect Ms. Michèle Costafrolaz	FOR	FOR	✓
7	Election of the auditors	FOR	FOR	✓
8	Principle for a binding vote on the remuneration by the General Assembly	OPPOSE	● FOR	✗
				This proposal would allow shareholders to give their view on the board and executive remuneration.

Item	Agenda	Board	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	✓ 100.0 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
6	Discharge board members	FOR	FOR	✓ 100.0 %
7	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 99.9 %
8	Amend articles of association: Convert bearer shares into registered shares	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	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	✓100.0 %
6.1	Approve allocation of income	FOR	FOR	✓100.0 %
6.2	Distribution out of capital contributions reserves	FOR	FOR	✓100.0 %
7	Discharge board members and executive management	FOR	FOR	✓100.0 %
8	Elections to the board of directors			
8.1	Grouped election to the board of directors for a 4-year term	FOR	● OPPOSE	Insufficient information is provided concerning the nominees. ✓100.0 %
8.2	Re-elect Mr. Jean-Pierre Papilloud as chairman of the board and appoint the vice-chairman	FOR	FOR	✓100.0 %
9	Election of the auditors	FOR	FOR	✓100.0 %

Item	Agenda	Board	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	✓ 99.9 %
4	Approve allocation of income and dividend			
4.1	Approve allocation of income and ordinary dividend	FOR	FOR	✓ 99.9 %
4.2	Approve dividend from capital contribution reserves	FOR	FOR	✓ 99.9 %
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.8 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.4 %
5.4	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR	✓ 98.4 %
6	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
7	Election of the independent proxy	FOR	FOR	✓ 99.8 %
8	Election of the auditors	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Discharge board members	FOR	● OPPOSE	✓ Ethos strongly disagrees with the board's decisions to grant 12.5% of the capital to Mr. Gaultier (newly-hired Head of Private Banking and Global Business Development Officer outside the executive management) as remuneration in the form of options.
3	Approve allocation of balance sheet result	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Nicolò Angileri	FOR	FOR	✓
4.1.2	Re-elect Ms. Geneviève Berclaz	FOR	FOR	✓
4.1.3	Re-elect Mr. Fabio Candeli	FOR	FOR	✓
4.1.4	Re-elect Mr. Ivan Mazuranic	FOR	FOR	✓
4.2	Re-elect Mr. Ivan Mazuranic as board chairman	FOR	FOR	✓
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Fabio Candeli to the remuneration committee	FOR	● OPPOSE	✓ He was member of the remuneration committee in 2016, when Mr. Gaultier received 12.5% of the capital in the form of options, which is fundamentally in breach with best practice.
4.3.2	Re-elect Mr. Ivan Mazuranic to the remuneration committee	FOR	● OPPOSE	✓ He was member of the remuneration committee in 2016, when Mr. Gaultier received 12.5% of the capital in the form of options, which is fundamentally in breach with best practice.
5	Election of the independent proxy	FOR	FOR	✓
6	Election of the auditors	FOR	FOR	✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1.a	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2 %
1.b	Advisory retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 81.4 %
2	Carry forward the accumulated deficit	FOR	FOR		✓ 99.1 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.6 %
4	Elections to the board of directors				
4a	Re-elect Prof. Dr. med. Daniel Lew	FOR	FOR		✓ 98.7 %
4b	Re-elect Dr. pharm. Martin Nicklasson	FOR	FOR		✓ 93.7 %
4c	Re-elect Dr. iur. Thomas Rinderknecht	FOR	FOR		✓ 98.4 %
4d	Re-elect Mr. Domenico Scala as board member and chairman	FOR	FOR		✓ 94.2 %
4e	Re-elect Mr. Steven D. Skolsky	FOR	FOR		✓ 98.6 %
4f	Re-elect Dr. chem. Thomas Werner	FOR	FOR		✓ 98.7 %
4g	Elect Dr. Nicole Onetto	FOR	FOR		✓ 98.9 %
5	Elections to the remuneration committee				
5a	Re-elect Dr. pharm. Martin Nicklasson to the remuneration committee	FOR	FOR		✓ 93.2 %
5b	Re-elect Mr. Steven D. Skolsky to the remuneration committee	FOR	FOR		✓ 97.8 %
5c	Re-elect Dr. chem. Thomas Werner to the remuneration committee	FOR	FOR		✓ 97.7 %
6a	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.	✓ 87.3 %
6b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.4 %

Item	Agenda	Board	Ethos		Result
6c	Binding prospective 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>Past awards and the amounts released after the performance period do not allow confirmation of the link between pay and performance.</p> <p>The remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>	✓ 81.9 %
7	Election of the independent proxy	FOR	FOR		✓ 98.8 %
8	Election of the auditors	FOR	FOR		✓ 98.4 %
9	Amendment of article 3b para. 1 of the articles of association	FOR	FOR		✓ 71.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Advisory vote on the remuneration report	FOR	FOR	✓ 92.7 %
4	Discharge board members and executive management	FOR	FOR	✓ 94.9 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Adrian Altenburger	FOR	FOR	✓ 98.2 %
5.1.2	Re-elect Mr. Patrick Burkhalter	FOR	FOR	✓ 96.2 %
5.1.3	Re-elect Mr. Martin Hess	FOR	FOR	✓ 93.5 %
5.1.4	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	● OPPOSE	He has been a member of the board for 22 years, which exceeds Ethos' guidelines. ✓ 90.1 %
5.1.5	Re-elect Dr. oec. Martin Zwyszig	FOR	FOR	✓ 97.8 %
5.2.1	Election of the chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Prof. Dr. oec. publ. Wehrli to the board of directors, he cannot be elected as chairman. ✓ 89.5 %
5.2.2	Election of the deputy chairman of the board	FOR	FOR	✓ 97.9 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Adrian Altenburger to the Remuneration Committee	FOR	FOR	✓ 99.4 %
5.3.2	Re-elect Mr. Patrick Burkhalter to the Remuneration Committee	FOR	FOR	✓ 99.4 %
5.3.3	Re-elect Mr. Martin Hess to the Remuneration Committee	FOR	FOR	✓ 98.3 %
5.4	Election of the independent proxy	FOR	FOR	✓ 99.8 %
5.5	Election of the auditors	FOR	FOR	✓ 95.2 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 93.2 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 90.9 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 99.7 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3	Discharge board members	FOR	FOR	✓ 99.9 %
4	Amendment of the articles of association (change of company name)	FOR	FOR	✓ 99.6 %
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	✓ 99.4 %
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 17 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	Elect Mr. Reto Conrad	FOR	FOR	✓ 99.9 %
6.3	Re-elect Dr. oec. publ. Irene Kaufmann-Brändli	FOR	FOR	✓ 99.8 %
6.4	Re-elect Mr. Andreas Land	FOR	FOR	✓ 99.9 %
6.5	Re-elect Mr. Werner Marti	FOR	FOR	✓ 99.6 %
6.6	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 99.8 %
6.7	Re-elect Mr. Hansueli Loosli as chairman of the board	FOR	FOR	✓ 99.8 %
7	Elections to the remuneration committee			
7.1	Elect Dr. oec. publ. Irene Kaufmann-Brändli to the remuneration committee	FOR	FOR	✓ 99.7 %
7.2	Re-elect Mr. Andreas Land to the remuneration committee	FOR	FOR	✓ 99.8 %
8	Election of the independent proxy	FOR	FOR	✓ 99.9 %
9	Election of the auditors	FOR	FOR	✓ 99.5 %

Item	Agenda	Board	Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓ 97.0 %
2.	Discharge board members and executive management	FOR	FOR		✓ 90.8 %
3.	Approve allocation of income and dividend	FOR	FOR		✓ 81.7 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Ms. Marianne Fassbind	FOR	● OPPOSE	She has been a member of the board for 23 years, which exceeds Ethos' guidelines.	✓ 83.0 %
4.1.b	Re-elect Mr. Konrad Niederberger	FOR	FOR		✓ 78.8 %
4.1.c	Re-elect Mr. Martin Odermatt	FOR	● OPPOSE	He is not independent (representative of an important shareholder, business connections) and the board independence is insufficient (28.6%).	✓ 79.9 %
4.1.d	Re-elect Mr. Michel Péclard	FOR	FOR		✓ 73.4 %
4.1.e	Re-elect Mr. Markus Thumiger	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 80.9 %
4.1.f	Re-elect Mr. Hans Wicki	FOR	FOR		✓ 74.0 %
4.1.g	Re-elect Mr. Guido Zumbühl	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (28.6%).	✓ 71.4 %
4.2	Re-elect Mr. Hans Wicki as board chairman	FOR	FOR		✓ 76.7 %
4.3	Elections to the remuneration committee				
4.3.a	Re-elect Mr. Markus Thumiger to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Thumiger to the board of directors, he cannot be elected to the committee.	✓ 88.2 %
4.3.b	Re-elect Mr. Hans Wicki to the remuneration committee	FOR	FOR		✓ 82.7 %
4.3.c	Re-elect Mr. Guido Zumbühl to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Zumbühl to the board of directors, he cannot be elected to the committee.	✓ 82.7 %
4.4	Election of the auditors	FOR	FOR		✓ 90.2 %
4.5	Election of the independent proxy	FOR	FOR		✓ 91.5 %

Item	Agenda	Board	Ethos	Result
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 83.2 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 87.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 99.8 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Daniel Charles Bloch	FOR	FOR	✓ 99.7 %
4.1.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter	FOR	FOR	✓ 99.8 %
4.1.3	Re-elect Dr. Eva Jaisli	FOR	FOR	✓ 99.8 %
4.1.4	Re-elect Prof. Christoph Lengwiler	FOR	FOR	✓ 99.8 %
4.1.5	Re-elect Dr. Jürg Rebsamen	FOR	FOR	✓ 99.8 %
4.1.6	Re-elect Mr. Peter Siegenthaler	FOR	FOR	✓ 99.6 %
4.1.7	Re-elect Dr. Rudolf Stämpfli	FOR	FOR	✓ 99.4 %
4.1.8	Re-elect Mr. Peter Wittwer	FOR	FOR	✓ 99.7 %
4.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter as chairwoman of the board	FOR	FOR	✓ 99.8 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Daniel Charles Bloch to the remuneration committee	FOR	FOR	✓ 99.4 %
4.3.2	Re-elect Ms. Antoinette C. Hunziker-Ebnetter to the remuneration committee	FOR	FOR	✓ 99.5 %
4.3.3	Re-elect Mr. Peter Wittwer to the remuneration committee	FOR	FOR	✓ 99.5 %
4.4	Re-election of the independent proxy	FOR	FOR	✓ 99.9 %
4.5	Re-election of the auditors	FOR	FOR	✓ 99.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	✓ 94.7 %  The information provided is insufficient.  The remuneration of the chairwoman is significantly higher than that of the peer group.  The non-executive directors receive variable remuneration.
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 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			
3.a	Discharge Mr. Hans Jörg Brun	FOR	FOR	✓ 99.8 %
3.b	Discharge Mr. Beat Frischknecht	FOR	FOR	✓ 99.7 %
3.c	Discharge Mr. André Robert Spathelf	FOR	FOR	✓ 99.8 %
4	Amend articles of association	FOR	FOR	✓ 97.4 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Hans Jörg Brun	FOR	FOR	✓ 99.7 %
5.1.b	Re-elect Mr. Beat Frischknecht	FOR	FOR	✓ 97.4 %
5.1.c	Re-elect Mr. André Robert Spathelf	FOR	FOR	✓ 100.0 %
5.1.d	Elect Mr. Serge Aerne	FOR	● OPPOSE	He is also a permanent member of the executive management (Chief Marketing Officer). ✓ 97.6 %
5.2	Elect Mr. Beat Frischknecht as chairman of the board	FOR	FOR	✓ 97.4 %
5.3	Elections to the remuneration committee			
5.3.a	Re-elect Mr. Hans Jörg Brun to the remuneration committee	FOR	FOR	✓ 100.0 %
5.3.b	Re-elect Mr. André Robert Spathelf to the remuneration committee	FOR	FOR	✓ 99.7 %
5.4	Re-elect the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Re-elect the auditors	FOR	FOR	✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration of the chairman is significantly higher than that of the peer group.  The proposed increase relative to the previous year is excessive and not justified. ✓ 94.1 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.6 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 95.0 %
3	Discharge board members	FOR	FOR	✓ 99.9 %
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	✓ 99.0 %
5.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 95.0 %
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	✓ 98.6 %
6.a.3	Re-elect Mr. Marc-Alain Affolter	FOR	FOR	✓ 98.8 %
6.a.4	Re-elect Dr. Georges Bindschedler	FOR	FOR	✓ 98.6 %
6.a.5	Re-elect Mr. Kurt Schär	FOR	FOR	✓ 98.7 %
6.a.6	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 99.8 %
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	✓ 94.8 %
6.c.2	Re-elect Ms. Barbara Egger-Jenzer to the nomination and remuneration committee	FOR	FOR	✓ 95.5 %
6.c.3	Re-elect Dr. Georges Bindschedler to the nomination and remuneration committee	FOR	FOR	✓ 98.0 %
6.d	Election of the independent proxy	FOR	FOR	✓ 99.9 %
6.e	Election of the auditors	FOR	● OPPOSE	✓ 98.4 % The term of office of the audit firm exceeds 20 years.

Item	Agenda	Board	Ethos	Result
1	Chairman's speech	NON-VOTING	NON-VOTING	
2	Presentation of Mr. Thomas J. Jordan, CEO	NON-VOTING	NON-VOTING	
3	Auditors' report	NON-VOTING	NON-VOTING	
4	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.2 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 96.2 %
6	Discharge board members	FOR	FOR	✓ 93.5 %
7	Election of the auditors	FOR	FOR	✓ 96.3 %
8.1	Proposal by the shareholder group Collectif AAA+: Allocation of income	OPPOSE	OPPOSE	✗ 6.0 %
8.2	Proposal by the shareholder group Collectif AAA+: Auditors	OPPOSE	OPPOSE	✗ 4.5 %

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.	Discharge board members	FOR	FOR	✓
3.	Approve allocation of income and dividend	FOR	FOR	✓
4.	Elections to the board of directors			
4.1	Re-elect Mr. Alain Guttmann	FOR	FOR	✓
4.2	Re-elect Mr. Thierry de Kalbermatten	FOR	FOR	✓
4.3	Re-elect Prof. Dr. Gian-Luca Bona	FOR	FOR	✓
4.4	Re-elect Mr. Jürgen Brandt	FOR	FOR	✓
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓
4.6	Elect Mr. Patrice Bula	FOR	● OPPOSE	✓ He is already a member of the executive management at Nestlé and is also a non-executive board member at Schindler. He holds an excessive number of mandates.
4.7	Re-elect Mr. Alain Guttmann as board chairman	FOR	FOR	✓
5.	Elections to the remuneration committee			
5.1	Re-elect Prof. Dr. Gian-Luca Bona to the remuneration committee	FOR	FOR	✓
5.2	Re-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	FOR	✓
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	Board	Ethos		Result
1	Report on the 2016 fiscal year	NON-VOTING	NON-VOTING		
2.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 89.4 %
2.3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
2.4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Amend articles of association	FOR	FOR		✓ 100.0 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Thomas Schmuckli as chairman of the board	FOR	FOR		✓ 99.9 %
4.1.2	Re-elect Mr. Anton Lauber	FOR	FOR		✓ 99.3 %
4.1.3	Re-elect Ms. Helen Wetter-Bossard	FOR	FOR		✓ 99.9 %
4.1.4	Re-elect Prof. Dr. Stefan Michel	FOR	FOR		✓ 99.6 %
4.1.5	Re-elect Ms. Mariateresa Vacalli	FOR	FOR		✓ 99.9 %
4.1.6	Re-elect Dr. phil. René Cotting	FOR	FOR		✓ 98.6 %
4.1.7	Re-elect Mr. Daniel Lippuner	FOR	FOR		✓ 99.8 %
4.2	Re-elect Prof. Dr. Stefan Michel as representative of the registered A shares	FOR	FOR		✓ 98.9 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Prof. Dr. Stefan Michel to the remuneration committee	FOR	FOR		✓ 98.2 %
4.3.2	Re-elect Ms. Helen Wetter-Bossard to the remuneration committee	FOR	FOR		✓ 98.5 %
4.3.3	Re-elect Ms. Mariateresa Vacalli to the remuneration committee	FOR	FOR		✓ 98.4 %
4.4	Election of the independent proxy	FOR	FOR		✓ 99.9 %
4.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 94.3 %
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 receive variable remuneration.	✓ 96.0 %

Item	Agenda	Board	Ethos	Result
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 96.3 %
2	Discharge board members and executive management	FOR	FOR		✓ 95.6 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 96.3 %
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Claude R. Cornaz	FOR	● OPPOSE	He is not independent (board tenure of 15 years) and the board independence is insufficient (33.3%).	✓ 78.0 %
4.1.b	Re-elect Ms. Anita Hauser	FOR	FOR		✓ 83.4 %
4.1.c	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 83.4 %
4.1.d	Re-elect Mr. Philip Mosimann as board member and chairman	FOR	FOR		✓ 82.2 %
4.1.e	Re-elect Mr. Heinrich C. Spoerry	FOR	FOR		✓ 95.7 %
4.1.f	Re-elect Mr. Valentin Vogt	FOR	FOR		✓ 95.8 %
4.2	Elections to the remuneration committee				
4.2.a	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Cornaz to the board of directors, he cannot be elected to the committee.	✓ 77.8 %
4.2.b	Re-elect Ms. Anita Hauser to the remuneration committee	FOR	FOR		✓ 82.3 %
4.2.c	Re-elect Mr. Valentin Vogt to the remuneration committee	FOR	FOR		✓ 95.8 %
4.3	Election of the independent proxy	FOR	FOR		✓ 96.4 %
4.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 93.4 %
5.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 94.4 %
5.2	Advisory vote on the remuneration report	FOR	FOR		✓ 93.5 %
5.3	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 93.4 %
5.4	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.4 %

Item	Agenda	Board	Ethos	Result
1	Opening of the general meeting	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts			
2.1	Approve annual report	FOR	FOR	✓
2.2	Approve the statutory accounts	FOR	FOR	✓
2.3	Approve the consolidated accounts	FOR	FOR	✓
2.4	Receive the auditor's report	NON-VOTING	NON-VOTING	
3	Discharge board members			
3.1	Discharge Mr. Gaudenz F. Domenig	FOR	FOR	✓
3.2	Discharge Mr. Marco Syfrig (CEO)	FOR	FOR	✓
3.3	Discharge Mr. Willy Hüppi	FOR	FOR	✓
3.4	Discharge Mr. Peter Weigelt	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	He is also a permanent member of the executive management. ✓
5.3	Re-elect Mr. Willy Hüppi	FOR	FOR	✓
5.4	Re-elect Mr. Peter Weigelt	FOR	FOR	✓
6	Election of the chairman of the board	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	Election of the independent proxy	FOR	FOR	✓
9	Election of the auditors	FOR	FOR	✓
10.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓
10.2	Binding retrospective vote on the fixed remuneration of the executive management	FOR	FOR	✓
10.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Present annual report	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	✓ 99.9 %
4	Approve allocation of income and dividend out of capital contributions reserves	FOR	FOR	✓ 100.0 %
5.A	Elections to the board of directors			
5.A.1	Re-elect Mr. Balthasar Meier	FOR	FOR	✓ 99.9 %
5.A.2	Re-elect Mr. Hans-Rudolf Mooser	FOR	FOR	✓ 99.9 %
5.A.3	Re-elect Mr. Christoph Ott	FOR	FOR	✓ 99.8 %
5.A.4	Re-elect Mr. Jean-Pierre Schmid	FOR	● OPPOSE	He has been a member of the board for 27 years, which exceeds Ethos' guidelines. ✓ 96.8 %
5.A.5	Re-elect Mr. Roberto Seiler	FOR	● OPPOSE	He has been a member of the board for 23 years, which exceeds Ethos' guidelines. ✓ 96.8 %
5.A.6	Re-elect Mr. Patrick Z'Brun	FOR	FOR	✓ 99.9 %
5.B	Re-elect Mr. Jean-Pierre Schmid as 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. ✓ 96.8 %
5.C	Elections to the nomination and remuneration committee			
5.C.1	Re-elect Mr. Jean-Pierre Schmid as chairman of the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Schmid to the board of directors, he cannot be elected to the committee. ✓ 96.6 %  He is not independent (board tenure of 27 years) and the majority of the committee members are not independent.
5.C.2	Re-elect Mr. Balthasar Meier to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
5.C.3	Re-elect Mr. Hans-Rudolf Mooser to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former executive) and the majority of the committee members are not independent. ✓ 96.5 %

Item	Agenda	Board	Ethos	Result
5.D	Re-elect the external auditors	FOR	FOR	✓ 99.9 %
5.E	Re-elect the independent proxy	FOR	FOR	✓ 99.9 %
6	Binding votes on the remuneration of the board of directors and the executive management			
6.A	Binding prospective vote on the remuneration of the board of directors (FY 2017)	FOR	FOR	✓ 98.7 %
6.B	Binding prospective vote on the total remuneration of the executive management (FY 2017)	FOR	FOR	✓ 98.8 %
6.C	Binding prospective vote on the remuneration of the board of directors (Q1 2018)	FOR	FOR	✓ 98.7 %
6.D	Binding prospective vote on the total remuneration of the executive management (Q1 2018)	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	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	✓ 99.8 %
3.3	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 79.0 % The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.
3.4	Approve allocation of the general legal reserves	FOR	FOR	✓ 99.8 %
3.5	Approve allocation of income	FOR	FOR	✓ 99.8 %
3.6	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 99.8 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
5	Elections to the board of directors			
5.1	Re-elect Dr. Thomas Lustenberger as member and chairman of the board (single vote)	FOR	FOR	✓ 99.7 %
5.2.1	Re-elect Mr. Erich Kellenberger	FOR	FOR	✓ 99.6 %
5.2.2	Re-elect Mr. Beat Grüring	FOR	FOR	✓ 99.7 %
5.2.3	Re-elect Mr. Marco Gadola	FOR	FOR	✓ 99.7 %
5.2.4	Re-elect Mr. Hans-Kristian Hoejsgaard	FOR	FOR	✓ 99.6 %
5.2.5	Re-elect Mr. Stefan Portmann	FOR	FOR	✓ 99.7 %
5.2.6	Re-elect Mr. Jean-Paul Rigaudeau	FOR	FOR	✓ 99.8 %
5.3	Elect Dr. Valentin Chapero Rueda	FOR	FOR	✓ 99.5 %
5.4	Elections to the remuneration committee			
5.4.1	Re-elect Mr. Hans-Kristian Hoejsgaard to the remuneration committee	FOR	FOR	✓ 99.5 %
5.4.2	Re-elect Mr. Beat Grüring to the remuneration committee	FOR	FOR	✓ 99.5 %
5.4.3	Elect Mr. Erich Kellenberger to the remuneration committee	FOR	FOR	✓ 99.5 %
6	Re-elect the auditors	FOR	FOR	✓ 99.3 %
7	Re-elect the independent proxy	FOR	FOR	✓ 99.3 %
8	Binding votes on the remuneration of the board of directors and the executive management			

Item	Agenda	Board	Ethos		Result
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.8 %
8.2	Binding prospective vote on the fixed and short-term variable remuneration of the executive management	FOR	FOR		✓ 98.7 %
8.3	Binding prospective vote on the long-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 remuneration committee or the board of directors have excessive discretion with regard to awards and administration of the plan.</p>	✓ 88.9 %
9.1	Amend articles of association: threshold to file a shareholder resolution	FOR	FOR		✓ 99.7 %
9.2.1	Amend articles of association: employment contracts and mandate agreements	FOR	FOR		✓ 99.6 %
9.2.2	Amend articles of association: forms and criteria of remuneration	FOR	FOR		✓ 99.5 %

Item	Agenda	Board	Ethos	Result
1	Approve financial statements	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 92.2 %
3.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
3.2	Distribution out of capital contribution reserves	FOR	FOR	✓ 100.0 %
3.3	Distribution out of distributable profit	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
5.1	Elections to the board of directors			
5.1.1	Re-elect Dr. oec. Felix A. Weber	FOR	FOR	✓ 99.8 %
5.1.2	Re-elect Prof. Dr. Peter Athanas	FOR	FOR	✓ 99.7 %
5.1.3	Re-elect Mr. Urs Baumann	FOR	FOR	✓ 97.6 %
5.1.4	Re-elect Mr. Denis Hall	FOR	FOR	✓ 99.6 %
5.1.5	Re-elect Ms. Katrina Machin	FOR	FOR	✓ 99.6 %
5.1.6	Re-elect Dr. Monica Mächler	FOR	FOR	✓ 99.8 %
5.1.7	Re-elect Mr. Ben Tellings	FOR	FOR	✓ 99.6 %
5.2	Re-elect Dr. oec. Felix A. Weber as chairman of the board	FOR	FOR	✓ 99.8 %
5.3	Elections to the nomination and remuneration committee			
5.3.1	Re-elect Mr. Urs Baumann to the nomination and remuneration committee	FOR	FOR	✓ 94.0 %
5.3.2	Re-elect Ms. Katrina Machin to the nomination and remuneration committee	FOR	FOR	✓ 95.9 %
5.3.3	Re-elect Mr. Ben Tellings to the nomination and remuneration committee	FOR	FOR	✓ 95.9 %
5.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Election of the auditors	FOR	FOR	✓ 98.5 %
6.1	Approve renewal of authorised capital	FOR	FOR	✓ 94.3 %
6.2	Amend articles of association (ordinary and extraordinary general meetings of shareholders)	FOR	FOR	✓ 99.9 %
6.3	Amend articles of association (calling of general meetings, resolutions, minutes)	FOR	FOR	✓ 99.9 %
6.4	Amend articles of association (Powers)	FOR	FOR	✓ 99.9 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %

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

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.9 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The non-executive directors receive consulting fees.	✓ 97.4 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.6 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Philipp Buhofer as board member and chairman	FOR	FOR		✓ 99.8 %
5.1.2	Re-elect Dr. oec. Felix A. Thöni	FOR	FOR		✓ 99.6 %
5.1.3	Re-elect Ms. Susanne Oste (CEO)	FOR	● OPPOSE	She is also a permanent member of the executive management.	✓ 97.5 %
5.1.4	Re-elect Mr. Niklaus Peter Nüesch	FOR	FOR		✓ 99.9 %
5.1.5	Re-elect Mr. Urs Ziegler	FOR	FOR		✓ 99.9 %
5.2	Elections to the nomination and remuneration committee				
5.2.1	Re-elect Mr. Philipp Buhofer to the nomination and remuneration committee	FOR	FOR		✓ 99.6 %
5.2.2	Re-elect Dr. oec. Felix A. Thöni to the nomination and remuneration committee	FOR	FOR		✓ 99.7 %
5.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
5.4	Election of the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Present annual report	NON-VOTING	NON-VOTING		
2	Approve annual report, financial statements and accounts	FOR	● OPPOSE	The information presented to the shareholders is insufficient.	✓
3	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.  The company is in a situation of over indebtedness.	✓
4	Approve allocation of income	FOR	FOR		✓
	Elections to the board of directors				
5	Re-elect Mr. Patrick Engler as board member and chairman	FOR	● OPPOSE	He is also CFO and the combination of functions is permanent.  The corporate governance of the company is unsatisfactory and the dialogue with the shareholders does not lead to the desired outcomes.  The board has not established a nomination committee and the composition of the board is unsatisfactory.  The company's financial performance has been unsatisfactory for several years.	✓
6	Re-elect Mr. Michel Réthoret	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7	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%).	✓

Item	Agenda	Board	Ethos		Result
8	Re-elect Ms. Valérie Dumenil	FOR	● OPPOSE	<p>She is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).</p> <p>She is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓
10	Elections to the remuneration committee				
10.1	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.	✓
10.2	Re-elect Mr. Patrick Engler 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.	✓
11	Election of the auditors	FOR	FOR		✓
12	Election of the independent proxy	FOR	FOR		✓
	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 85.5 %
2	Approve allocation of income	FOR	FOR		✓ 85.3 %
3	Discharge board members and executive management	FOR	FOR		✓ 77.1 %
4	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 76.0 %
5.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The fixed remuneration is significantly higher than that of the peer group.	✓ 73.6 %
5.2	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR		✓ 75.6 %
6	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.	✓ 73.7 %
7	Elections to the board of directors				
7.1	Re-elect Mr. Heinrich J. Essing as board member and chairman	FOR	FOR		✓ 76.6 %
7.2	Re-elect Mr. Robert Demuth	FOR	FOR		✓ 76.6 %
7.3	Re-elect Mr. Andreas Dill	FOR	FOR		✓ 76.4 %
7.4	Re-elect Mr. Erich Haefeli	FOR	FOR		✓ 76.5 %
8	Elections to the remuneration committee				
8.1	Re-elect Mr. Heinrich J. Essing to the remuneration committee	FOR	FOR		✓ 76.1 %
8.2	Re-elect Mr. Robert Demuth to the remuneration committee	FOR	FOR		✓ 76.1 %
8.3	Re-elect Mr. Andreas Dill to the remuneration committee	FOR	FOR		✓ 75.9 %
9	Election of the auditors	FOR	FOR		✓ 76.7 %
10	Election of the independent proxy	FOR	FOR		✓ 77.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR	✓ 100.0 %
2.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 97.6 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Hans Hess	FOR	FOR	✓ 97.1 %
4.2	Re-elect Mr. Hans Hess as chairman of the board	FOR	FOR	✓ 97.1 %
4.3	Re-elect Prof. Gian-Luca Bona	FOR	FOR	✓ 97.4 %
4.4	Re-elect Mr. Lucas A. Grolimund	FOR	FOR	✓ 97.1 %
4.5	Re-elect Dr. Mariel Hoch	FOR	FOR	✓ 97.5 %
4.6	Re-elect Mr. Rolf Huber	FOR	FOR	✓ 97.2 %
4.7	Re-elect Dr. Franz Richter	FOR	● OPPOSE He holds an excessive number of mandates.	✓ 76.8 %
4.8	Elections to the nomination and remuneration committee			
4.8.1	Re-elect Dr. Mariel Hoch to the nomination and remuneration committee	FOR	FOR	✓ 94.2 %
4.8.2	Re-elect Mr. Rolf Huber to the nomination and remuneration committee	FOR	FOR	✓ 93.9 %
5	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Re-election of the auditors	FOR	FOR	✓ 96.1 %
7.1	Amend articles of association: Share split	FOR	FOR	✓ 99.4 %
7.2	Amend articles of association: Remuneration system	FOR	FOR	✓ 99.7 %
7.3	Time of implementation of the amendments to the articles of association	FOR	FOR	✓ 99.4 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.2 %
8.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 97.1 %
8.4	Advisory vote on the remuneration report	FOR	FOR	✓ 77.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4	Approve renewal of authorised capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
6	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
7	Elections to the board of directors				
7.1	Re-elect Mr. Patrick Combes	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
7.2	Re-elect Dr. iur. François Carrard	FOR	● OPPOSE	He is 79 years old, which exceeds Ethos' guidelines.  He is not independent (board tenure of 20 years, business connections) and the board independence is insufficient (0.0%).	✓
7.3	Re-elect Mr. Hervé de Carmoy	FOR	● OPPOSE	He is 79 years old, which exceeds Ethos' guidelines.  He is not independent (board tenure of 20 years) and the board independence is insufficient (0.0%).	✓
7.4	Re-elect Mr. Jean-Marie Descarpentries	FOR	● OPPOSE	He is 80 years old, which exceeds Ethos' guidelines.  He is not independent (representative of an important shareholder, board tenure of 20 years) and the board independence is insufficient (0.0%).	✓
7.5	Re-elect Mr. Christian Goecking	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓

Item	Agenda	Board	Ethos		Result
7.6	Re-elect Dr. h.c. oec. Pierre Languetin	FOR	● OPPOSE	He is 94 years old, which exceeds Ethos' guidelines.  He is not independent (board tenure of 22 years) and the board independence is insufficient (0.0%).	✓
7.7	Re-elect Mr. Robert Pennone	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓
7.8	Re-elect Mr. Urs Schneider	FOR	● OPPOSE	He has been a member of the board for 20 years, which exceeds Ethos' guidelines.	✓
8	Re-elect Mr. Patrick Combes as chairman of the board	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓
9	Elections to the remuneration committee				
9.1	Re-elect Dr. iur. François Carrard to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Carrard to the board of directors, he cannot be elected to the committee.	✓
9.2	Re-elect Mr. Christian Goecking to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Goecking to the board of directors, he cannot be elected to the committee.	✓
10	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
11	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.7 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.0 %
3	Discharge board members	FOR	FOR	✓ 79.2 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Ernst Bärtschi	FOR	FOR	✓ 94.9 %
4.2	Re-elect Dr. oec. Roland Abt	FOR	FOR	✓ 99.0 %
4.3	Re-elect Dr. iur. Matthias Auer	FOR	FOR	✓ 94.6 %
4.4	Re-elect Mr. Werner Dubach	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines. ✓ 86.2 %
4.5	Re-elect Mr. Philip Mosimann	FOR	FOR	✓ 97.7 %
4.6	Re-elect Mr. Urs Riedener	FOR	FOR	✓ 99.0 %
4.7	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 93.7 %
4.8	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 93.4 %
5	Re-elect Mr. Ernst Bärtschi as chairman of the board	FOR	FOR	✓ 94.7 %
6	Elections to the remuneration committee			
6.1	Re-elect Mr. Werner Dubach to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Dubach to the board of directors, he cannot be elected to the committee. ✓ 90.0 %
6.2	Re-elect Mr. Philip Mosimann to the remuneration committee	FOR	FOR	✓ 98.8 %
6.3	Re-elect Mr. Robert F. Spoerry to the remuneration committee	FOR	FOR	✓ 93.4 %
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 98.4 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.9 %
8	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 97.9 %
9	Election of the independent proxy	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos		Result
1	Opening of the AGM	NON-VOTING	NON-VOTING		
2	Presentation of the financial year 2016	NON-VOTING	NON-VOTING		
3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
4	Allocation of income and dividend	NON-VOTING	NON-VOTING		
5	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
6	Discharge board members	FOR	FOR		✓ 99.3 %
7	Elect Ms. Eimear Cowhey to the board of directors	FOR	FOR		✓ 96.8 %
8	Approve remuneration policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 93.8 %
9	Approve renewal of authorisations to issue shares	FOR	● OPPOSE	The potential dilution for financing purposes and for employee participation is excessive.  The company does not provide an explanation that the anti-takeover provision is necessary to preserve the long-term survival of the company	✓ 96.1 %
10	Approve authorisation to buyback shares	FOR	● OPPOSE	The number of shares that can be repurchased exceeds 10% of the share capital.	✓ 99.8 %
11	Election of the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1.1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 58.0 %
1.3	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7 %
2	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the management of the company's affairs and the board's decisions.	✓ 88.5 %
3.1	Approve allocation of income	FOR	FOR		✓ 98.9 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	● OPPOSE	The proposed allocation of income seems inappropriate, given the financial situation and the long-term interests of the company, its shareholders and its other stakeholders.	✓ 95.0 %
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 of the chairman is significantly higher than that of the peer group.	✓ 73.1 %
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  The remuneration is excessive in view of the performance achieved.	✓ 59.6 %
4.2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 81.7 %
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.	✓ 73.5 %

Item	Agenda	Board	Ethos		Result
5	Increase and extension of authorized capital for stock or scrip dividend	FOR	● OPPOSE	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.	✓ 92.9 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Urs Rohner as chairman and board member	FOR	● OPPOSE	The company's financial performance has been unsatisfactory for several years.	✓ 90.6 %
6.1.2	Re-elect Dr. oec. Iris Bohnet	FOR	FOR		✓ 96.5 %
6.1.3	Re-elect Dr. oec. publ. Rainer Alexander Gut	FOR	FOR		✓ 98.1 %
6.1.4	Re-elect Mr. Andreas N. Koopmann	FOR	FOR		✓ 96.0 %
6.1.5	Re-elect Ms. Seraina Maag	FOR	FOR		✓ 98.9 %
6.1.6	Re-elect Mr. Kaikhushru S. Nargolwala	FOR	FOR		✓ 96.1 %
6.1.7	Re-elect Mr. Joaquin J. Ribeiro	FOR	FOR		✓ 98.6 %
6.1.8	Re-elect Dr. iur. Severin Schwan	FOR	FOR		✓ 98.5 %
6.1.9	Re-elect Mr. Richard E. Thornburgh	FOR	● OPPOSE	He was implicated in a serious controversy in the past.	✓ 94.0 %
6.1.10	Re-elect Mr. John Tiner	FOR	FOR		✓ 98.0 %
6.1.11	Elect Mr. Andreas Gottschling	FOR	FOR		✓ 98.6 %
6.1.12	Elect Mr. Alexandre Zeller	FOR	FOR		✓ 97.2 %
6.2	Elections to the remuneration committee				
6.2.1	Re-elect Dr. oec. Iris Bohnet to the remuneration committee	FOR	FOR		✓ 90.7 %
6.2.2	Re-elect Mr. Andreas N. Koopmann to the remuneration committee	FOR	FOR		✓ 90.7 %
6.2.3	Re-elect Mr. Kaikhushru S. Nargolwala to the remuneration committee	FOR	FOR		✓ 90.5 %
6.2.4	Elect Mr. Alexandre Zeller to the remuneration committee	FOR	FOR		✓ 96.7 %
6.3	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 94.4 %
6.4	Election of the special auditors	FOR	FOR		✓ 98.9 %
6.5	Election of the independent proxy	FOR	FOR		✓ 99.4 %

Item	Agenda	Board	Ethos	Result
1	Ordinary share capital increase with preemptive rights	FOR	FOR	✓ 99.4 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.	✓ 90.7 %
2	Approve allocation of income	FOR	FOR		✓ 99.8 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.4 %
4	Elections to the board of directors				
4.1	Re-elect Mr. Juan Carlos Torres Carretero as board member and chairman	FOR	FOR		✓ 85.6 %
4.2.1	Re-elect Mr. Luis Andrés Holzer Neumann	FOR	FOR		✓ 88.3 %
4.2.2	Re-elect Mr. Jorge Born	FOR	FOR		✓ 99.8 %
4.2.3	Re-elect Dr. oec. Xavier Bouton	FOR	FOR		✓ 86.4 %
4.2.4	Re-elect Ms. See Ngho (Claire) Chiang	FOR	FOR		✓ 99.9 %
4.2.5	Re-elect Mr. Julián Diaz González	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 93.6 %
4.2.6	Re-elect Mr. George Koutsolioutsos	FOR	● OPPOSE	He is not independent (representative of an important shareholder, business connections) and the board independence is insufficient (33.3%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 83.8 %
4.2.7	Re-elect Ms. Heekyung (Jo) Min	FOR	FOR		✓ 99.9 %
4.2.8	Re-elect Mr. Joaquin Moya-Angeler Cabrera	FOR	FOR		✓ 86.7 %
5	Elections to the remuneration committee				
5.1	Re-elect Mr. Jorge Born to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 97.1 %

Item	Agenda	Board	Ethos		Result
5.2	Re-elect Dr. oec. Xavier Bouton to the remuneration committee	FOR	● OPPOSE	He was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 86.6 %
5.3	Re-elect Ms. Heekyung (Jo) Min to the remuneration committee	FOR	● OPPOSE	She was member of the remuneration committee in the past when this committee made decisions fundamentally in breach with best practice.	✓ 98.0 %
6	Election of the auditors	FOR	FOR		✓ 99.4 %
7	Election of the independent proxy	FOR	FOR		✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 89.2 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines.	✓ 88.2 %

Item	Agenda	Board	Ethos	Result
1	Welcome	NON-VOTING	NON-VOTING	
2	Reporting on the 2016 financial year	NON-VOTING	NON-VOTING	
3	Approve annual report, financial statements and accounts	FOR	FOR	✓
4	Approve allocation of income	FOR	FOR	✓
5	Discharge board members and executive management	FOR	FOR	✓
6	Elections to the board of directors			
6.1	Re-elect Mr. Rainer Isenrich (CEO) as member and chairman of the board (single vote)	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent. ✓
6.2.a	Re-elect Mr. Hans Nef	FOR	FOR	✓
6.2.b	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 (CEO) to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Isenrich to the board of directors, he cannot be elected to the committee. ✓  He is CEO of the company.
8	Election of the auditors	FOR	FOR	✓
9	Re-election of the independent proxy	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	FOR	✓
11	Reduce share capital via repayment of nominal value	FOR	FOR	✓
12	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 15% of the issued capital. ✓ 79.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 65.3 %
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		✗ 27.7 %
5.1	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.	✓ 94.6 %
5.2	Amendments to the articles of association: remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.	✓ 91.4 %
5.3	Further amendments to the articles of association	FOR	FOR		✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration of the chairman is significantly higher than that of the peer group.	✓ 99.6 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 91.0 %
6.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The structure and conditions of the plans do not respect Ethos' guidelines.  Past awards and the amounts released after the performance/blocking period do not allow confirmation of the link between pay and performance.	✓ 91.1 %
7	Elections to the board of directors				
7.1.1	Re-elect Dr. Susanne Brandenberger	FOR	FOR		✓ 100.0 %
7.1.2	Re-elect Dr. iur. Niccolò H. Burki	FOR	FOR		✓ 100.0 %
7.1.3	Re-elect Mr. Emmanuel L. Bussetil	FOR	FOR		✓ 95.4 %

Item	Agenda	Board	Ethos		Result
7.1.4	Re-elect Mr. Michael N. Higgin	FOR	FOR		✓ 100.0 %
7.1.5	Re-elect Mr. Roberto Isolani	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 98.5 %
7.1.6	Re-elect Mr. Steven M. Jacobs	FOR	FOR		✓ 98.7 %
7.1.7	Re-elect Dr. Spiro J. Latsis	FOR	FOR		✓ 98.8 %
7.1.8	Re-elect Dr. rer. pol. Bernd-A. von Maltzan	FOR	FOR		✓ 100.0 %
7.1.9	Re-elect Dr. Périclès-Paul Petalas	FOR	FOR		✓ 98.6 %
7.1.10	Re-elect Mr. John Williamson	FOR	FOR		✓ 95.3 %
7.1.11	Re-elect Mr. Daniel K. Zuberbühler	FOR	FOR		✓ 100.0 %
7.2	Re-elect Mr. John Williamson as chairman of the board	FOR	FOR		✓ 95.5 %
8	Elections to the nomination and remuneration committee				
8.1	Re-elect Dr. iur. Niccolò H. Burki to the nomination and remuneration committee	FOR	FOR		✓ 99.7 %
8.2	Re-elect Mr. Emmanuel L. Bussetil to the nomination and remuneration committee	FOR	FOR		✓ 95.1 %
8.3	Re-elect Dr. Périclès-Paul Petalas to the nomination and 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.	✓ 98.0 %
8.4	Re-elect Mr. John Williamson to the nomination and remuneration committee	FOR	● OPPOSE	He is not independent (former executive) and the majority of the committee members are not independent.	✓ 95.0 %
8.5	Elect Mr. Steven M. Jacobs to the nomination and remuneration committee	FOR	FOR		✓ 98.3 %
8.6	Elect Dr. rer. pol. Bernd-A. von Maltzan to the nomination and remuneration committee	FOR	FOR		✓ 99.7 %
9	Election of the independent proxy	FOR	FOR		✓ 100.0 %
10	Election of the auditors	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Appropriation of the 2016 net loss	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
4.1	Additional amount for the total remuneration of the board of directors (retrospective)	FOR	FOR	✓ 99.7 %
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.7 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.6 %
5	Elections to the board of directors			
5.1	Re-elect Mr. Martin Wipfli	FOR	FOR	✓ 99.6 %
5.2	Re-elect Mr. Walter Häusermann	FOR	FOR	✓ 99.6 %
5.3	Re-elect Mr. David J. Schnell	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the board independence is insufficient (0%). ✓ 99.5 %
5.4	Re-elect Mr. Rudolf W. Weber	FOR	FOR	✓ 99.6 %
5.5	Re-elect Mr. Peter Hotz	FOR	FOR	✓ 99.8 %
5.6	Re-elect Mr. Martin Wipfli as chairman of the board	FOR	FOR	✓ 99.8 %
6	Elections to the nomination and remuneration committee			
6.1	Re-elect Mr. Rudolf W. Weber to the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
6.2	Re-elect Mr. Martin Wipfli to the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
7	Re-elect the independent proxy	FOR	FOR	✓ 99.9 %
8	Re-elect the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓
2.	Discharge board members	FOR	FOR	✓
3.	Approve allocation of income and dividend	FOR	FOR	✓
4.1	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 short-term variable remuneration of the executive management	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Konrad Graber	FOR	FOR	✓
5.1.2	Re-elect Mr. Thomas Oehen-Bühlmann	FOR	FOR	✓
5.1.3	Re-elect Mr. Christian Arnold-Fässler	FOR	FOR	✓
4.1.4	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 14 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	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.7 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 68.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 97.1 %
4	Approve allocation of balance sheet result	FOR	FOR		✓ 98.7 %
5	Amend articles of association: Authorised and conditional capital				
5.1	Increase conditional capital for financing purposes	WITH-DRAWN	● FOR	This item was withdrawn from the agenda.	–
5.2	Increase and extend authorised capital	WITH-DRAWN	● FOR	This item was withdrawn from the agenda.	–
5.3	Increase conditional capital for the employees	WITH-DRAWN	● OPPOSE	The potential dilution is excessive.	–
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Martin Gertsch	FOR	FOR		✓ 98.6 %
6.1.2	Re-elect Mr. Neil Goldsmith	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 90.3 %
6.1.3	Re-elect Dr. Jutta Heim	FOR	FOR		✓ 91.8 %
6.1.4	Re-elect Dr. Ganesh Kishore	FOR	FOR		✓ 96.6 %
6.1.5	Re-elect Dr. Stuart Strathdee	FOR	FOR		✓ 97.7 %
6.1.6	Re-elect Dr. Thomas Videbaek	FOR	FOR		✓ 97.7 %
6.1.7	Re-elect Mr. Gerard Hoetmer	FOR	FOR		✓ 98.1 %
6.2	Elect Mr. Gerard Hoetmer as board chairman	FOR	FOR		✓ 98.6 %
7	Elections to the remuneration committee				
7.1	Elect Dr. Stuart Strathdee to the remuneration committee	FOR	FOR		✓ 96.5 %
7.2	Re-elect Dr. Thomas Videbaek to the remuneration committee	FOR	FOR		✓ 96.7 %
8	Election of the auditors	FOR	FOR		✓ 97.3 %
9	Election of the independent proxy	FOR	FOR		✓ 98.8 %
10	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 88.4 %
11	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 90.9 %

Item	Agenda	Board	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	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The non-executive chairman receives variable remuneration.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓
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	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
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 Dr. Thomas Muhr	FOR	FOR		✓
5.a.5	Re-elect Dr. Rolf-Dieter Kempis	FOR	● OPPOSE	<p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
5.a.6	Elect Mr. Heinz Loosli	FOR	● OPPOSE	<p>He is not independent (former executive) and the board independence is insufficient (0.0%).</p>	✓
5.b	Re-elect Mr. Alexander von Witzleben as the chairman of the board	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected as chairman.</p>	✓

Item	Agenda	Board	Ethos	Result
5.c	Elections to the nomination and remuneration committee			
5.c.1	Re-elect Mr. Alexander von Witzleben to the nomination and remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Mr. von Witzleben to the board of directors, he cannot be elected to the committee.</p> <p>He is not independent (representative of an important shareholder and board tenure of 19 years) and the majority of the committee members are not independent.</p>
5.c.2	Re-elect Dr. Michael Soormann to the nomination and remuneration committee	FOR	FOR	✓
5.d	Re-elect the independent proxy	FOR	FOR	✓
5.e	Re-elect the auditors	FOR	FOR	✓

Item	Agenda	Board	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	✓ 94.7 %
5.	Discharge board members	FOR	FOR	✓ 99.1 %
6.a	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
6.b	Approve distribution of reserves from capital contributions	FOR	FOR	✓ 93.3 %
7.a	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.7 %
7.b	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.6 %
8.a	Elections to the board of directors			
8.a.1	Re-elect Mr. Guglielmo L. Brentel	FOR	FOR	✓ 99.6 %
8.a.2	Re-elect Ms. Corine Mauch	FOR	FOR	✓ 84.4 %
8.a.3	Re-elect Mr. Andreas G. Schmid	FOR	FOR	✓ 83.6 %
8.a.4	Elect Mr. Josef Felder	FOR	FOR	✓ 99.5 %
8.a.5	Elect Mr. Stephan Gemkow	FOR	FOR	✓ 98.3 %
8.b	Election of the chairman of the board	FOR	FOR	✓ 84.6 %
8.c	Elections to the remuneration committee			
8.c.1	Elect Mr. Vincent Albers to the Remuneration Committee	FOR	FOR	✓ 79.8 %
8.c.2	Elect Mr. Guglielmo L. Brentel to the Remuneration Committee	FOR	FOR	✓ 96.0 %
8.c.3	Elect Dr. iur. Eveline Saupper to the Remuneration Committee	FOR	FOR	✓ 80.1 %
8.c.4	Elect Mr. Andreas G. Schmid to the Remuneration Committee	FOR	FOR	✓ 83.6 %
8.d	Election of the independent proxy	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos		Result
8.e	Election of the auditors	FOR	● OPPOSE	<p>The term of office of the audit firm exceeds 20 years.</p> <p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	<p>✓ 96.1 %</p>

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of income and dividend	FOR	FOR		✓
4	Approve share buyback programme	FOR	● OPPOSE	The ability of the company to pay an attractive dividend is undermined by the repurchase of the shares.	✓
5	Amend articles of association: Remuneration of the executive management	FOR	FOR		✓
6.1	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.	✓
6.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration of the executive chairman of the board (who is not a member of the executive management) is excessive.	✓
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓
6.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓
6.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓
7	Elections to the board of directors				
7.1	Re-elect Mr. This Ernst Schneider as board member and chairman	FOR	FOR		✓
7.2	Re-elect Dr. Peter Altorfer	FOR	FOR		✓
7.3	Re-elect Mr. Michael Pieper	FOR	FOR		✓
7.4	Re-elect Ms. Claudia Coninx-Kaczynski	FOR	FOR		✓
7.5	Re-elect Dr. Reto Müller	FOR	FOR		✓
7.6	Re-elect Mr. Vincent Studer	FOR	FOR		✓
8	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
8.1	Re-elect Dr. Peter Altorfer to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 12 years) and the majority of the committee members are not independent.	✓
8.2	Re-elect Ms. Claudia Coninx-Kaczynski to the remuneration committee	FOR	FOR		✓
8.3	Re-elect Mr. Michael Pieper to the remuneration committee	FOR	● OPPOSE	He is not independent (important shareholder, board tenure of 17 years) and the majority of the committee members are not independent.	✓
9	Election of the auditors	FOR	FOR		✓
10	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 91.4 %
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.	✗ 17.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 93.6 %
3	Discharge board members and executive management	FOR	FOR		✓ 92.1 %
4	Reduce share capital via cancellation of shares	FOR	FOR		✓ 93.7 %
5	Cancellation of Conditional Capital	FOR	FOR		✓ 99.6 %
6	A) Elections to the board of directors: Board proposals				
6.1	Re-elect Mr. Hugh Scott-Barrett as board member and chairman of the board	FOR	FOR		✓ 87.2 %
6.2	Re-elect Mr. Diego du Monceau de Bergendal	FOR	FOR		✓ 70.1 %
6.3	Re-elect Ms. Nancy Mistretta	FOR	FOR		✓ 92.1 %
6.4	Re-elect Mr. Ezra S. Field	FOR	FOR		✓ 92.1 %
6.5	Re-elect Mr. Benjamin Meuli	FOR	FOR		✓ 98.2 %
6.6	Elect Mr. David J. Jacob	FOR	FOR		✓ 98.3 %
	B) Elections to the board of directors: Proposals of RBR Strategic Value				
6.7	Elect Ms. Kasia Robinski as board member	OPPOSE	OPPOSE		✗ 43.0 %
6.8	Elect Ms. Kasia Robinski as chairman of the board	OPPOSE	OPPOSE	Ms. Kasia Robinski was not elected to the board of directors under ITEM 6.7. Since only a member of the board can be elected as chairman, ITEM 6.8 was not submitted to shareholder vote.	–
6.9	Elect Mr. William Raynar	OPPOSE	OPPOSE		✗ 15.2 %
6.10	Elect Mr. Rudolf Bohli	OPPOSE	OPPOSE		✗ 23.8 %
7	A) Elections to the remuneration committee : Board proposals				
7.1	Re-elect Mr. Diego du Monceau de Bergendal to the Remuneration Committee	FOR	FOR		✗ 46.1 %
7.2	Re-elect Ms. Nancy Mistretta to the Remuneration Committee	FOR	FOR		✓ 87.0 %
7.3	Re-elect Mr. Benjamin Meuli to the Remuneration Committee	FOR	FOR		✓ 86.0 %

Item	Agenda	Board	Ethos		Result
	B) Elections to the remuneration committee : Proposals of RBR Strategic Value				
7.4	Elect Ms Kasia Robinski to the Remuneration Committee	OPPOSE	OPPOSE	Ms. Kasia Robinski was not elected to the board of directors under ITEM 6.7. Since only a member of the board can be elected to the remuneration committee, ITEM 7.4 was not submitted to shareholder vote.	–
7.5	Elect Mr. William Raynar to the Remuneration Committee	OPPOSE	OPPOSE	Mr. William Raynar was not elected to the board of directors under ITEM 6.9. Since only a member of the board can be elected to the remuneration committee, ITEM 7.5 was not submitted to shareholder vote.	–
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 55.8 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 81.2 %
8.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>Past awards do not allow confirmation of the link between pay and performance.</p>	✗ 7.1 %
9	Election of the auditors	FOR	FOR		✓ 99.1 %
10	Election of the independent proxy	FOR	FOR		✓ 93.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members	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	✓ 98.0 %
4.1.2	Re-elect Dr. Felix R. Ehrat	FOR	FOR	✓ 99.3 %
4.1.3	Re-elect Mr. Thomas M. Hübner	FOR	FOR	✓ 98.5 %
4.1.4	Re-elect Mr. Hartmut Reuter	FOR	FOR	✓ 99.6 %
4.1.5	Re-elect Mr. Jorgen Tang-Jensen	FOR	FOR	✓ 99.4 %
4.1.6	Elect Ms. Eunice Zehnder-Lai	FOR	FOR	✓ 99.5 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Hartmut Reuter to the remuneration committee	FOR	FOR	✓ 99.1 %
4.2.2	Re-elect Mr. Jorgen Tang-Jensen to the remuneration committee	FOR	FOR	✓ 98.8 %
4.2.3	Elect Ms. Eunice Zehnder-Lai to the remuneration committee	FOR	FOR	✓ 99.1 %
5	Election of the independent proxy	FOR	FOR	✓ 99.9 %
6	Election of the auditors	FOR	● OPPOSE	✓ 90.4 % The term of office of the audit firm exceeds 20 years.
7.1	Advisory vote on the remuneration report	FOR	FOR	✓ 95.7 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 96.8 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR		✗ 44.8 %
2.	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3.	Discharge board members and executive management	FOR	FOR		✓ 98.9 %
4.	Elections to the board of directors				
4.1	Re-elect Dr. Hubert Achermann	FOR	FOR		✓ 98.0 %
4.2	Re-elect Prof. Roman Boutellier	FOR	FOR		✓ 96.9 %
4.3	Re-elect Mr. Gerold Bühler	FOR	FOR		✓ 93.2 %
4.4	Re-elect Mr. Riet Cadonau	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.5 %
4.5	Re-elect Mr. Andreas N. Koopmann	FOR	FOR		✓ 99.3 %
4.6	Re-elect Mr. Roger Michaelis	FOR	FOR		✓ 99.2 %
4.7	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 95.1 %
4.8	Re-elect Ms. Jasmin Staiblin	FOR	FOR		✓ 95.3 %
4.9	Re-elect Mr. Zhiqiang Zhang	FOR	FOR		✓ 96.0 %
5.1	Re-election of Mr. Koopmann as chairman of the board	FOR	FOR		✓ 99.3 %
5.2	Elections to the remuneration committee				
5.2.a	Elect Mr. Riet Cadonau to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Cadonau to the board of directors, he cannot be elected to the committee.  He holds an excessive number of mandates.	✓ 85.9 %
5.2.b	Re-elect Dr. Eveline Saupper as chairwoman of the remuneration committee	FOR	FOR		✓ 84.3 %
5.2.c	Re-elect Ms. Jasmin Staiblin to the remuneration committee	FOR	FOR		✓ 84.0 %
6	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.8 %
7	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 96.5 %
8	Re-election of the auditors	FOR	FOR		✓ 99.3 %
9	Re-election of the independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.7 %
2	Binding retrospective vote on the remuneration of the board of directors	FOR	FOR	✓ 99.2 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
4	Discharge board members, executive management and external auditors	FOR	FOR	✓ 99.7 %
5	Amendments to the regulations regarding the compensation of the board of directors and of the executive management	FOR	FOR	✓ 98.2 %
6	Elections to the board of directors			
6.1	Re-elect Mr. Martin Leutenegger as member and chairman of the board (single vote)	FOR	FOR	✓ 99.6 %
6.2	Re-elect Dr. Rolf Widmer	FOR	FOR	✓ 99.7 %
6.3	Re-elect Mr. Peter Rufibach	FOR	FOR	✓ 98.9 %
6.4	Re-elect Mr. Jürg Zimmermann	FOR	FOR	✓ 99.3 %
6.5	Re-elect Mr. Rudolf Stäger	FOR	FOR	✓ 99.3 %
6.6	Re-elect Dr. Urs P. Gnos	FOR	FOR	✓ 99.6 %
6.7	Elect Prof. Markus Heusler	FOR	FOR	✓ 97.7 %
7	Re-elect the auditors	FOR	FOR	✓ 98.5 %

Item	Agenda	Board	Ethos	Result	
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %	
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 94.9 %	
2.1	Approve allocation of income and dividend out of capital contribution reserves	FOR	FOR	✓ 99.8 %	
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %	
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Jens Alder as member and chairman of the board (single vote)	FOR	FOR	✓ 99.9 %	
4.1.b	Re-elect Dr. Beat Curti	FOR	● OPPOSE	<p>He has been a member of the board for 32 years, which exceeds Ethos' guidelines.</p> <p>He is 80 years old, which exceeds Ethos' guidelines.</p>	✓ 93.1 %
4.1.c	Re-elect Dr. Valentin Chapero Rueda	FOR	FOR	✓ 99.4 %	
4.1.d	Re-elect Dr. Erica Dubach Spiegler	FOR	FOR	✓ 99.9 %	
4.1.e	Re-elect Mr. Arndt Groth	FOR	FOR	✓ 99.9 %	
4.2	Elections to the remuneration committee				
4.2.a	Re-elect Mr. Jens Alder to the remuneration committee	FOR	FOR	✓ 99.8 %	
4.2.b	Re-elect Dr. Beat Curti to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Curti to the board of directors, he cannot be elected to the committee.</p>	✓ 93.6 %
4.3	Re-election of the auditors	FOR	FOR	✓ 99.9 %	
4.4	Re-election of the independent proxy	FOR	FOR	✓ 99.8 %	
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %	
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.5 %	
6.2	Binding prospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 94.8 %	
7	Miscellaneous	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Attendance announcement of the annual meeting	NON-VOTING	NON-VOTING		
2	Approve minutes of the 2016 annual meeting	FOR	FOR		✓
3	Present financial statements and accounts 2016	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 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 17 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 22 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 22 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	Board	Ethos		Result
9	Elections to the remuneration committee				
9.1	Re-elect Dr. iur. Michel Amaudruz to the remuneration committee	FOR	FOR		✓
9.2	Re-elect Mr. Pierre-Marcel Revaz to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Revaz to the board of directors, he cannot be elected to the committee.	✓
10	Election of the independent proxy	FOR	FOR		✓
11	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
2.	Approve allocation of income	FOR	FOR	✓ 100.0 %
3.	Approve distribution of dividend from capital contribution reserves	FOR	FOR	✓ 100.0 %
4.	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
	Elections to the board of directors			
5.1	Re-elect Mr. Peter Leupp as member and chairman	FOR	FOR	✓ 100.0 %
5.2.1	Re-elect Dr. iur. Stefan Breitenstein	FOR	FOR	✓ 100.0 %
5.2.2	Re-elect Mr. Niklaus Huber	FOR	FOR	✓ 99.4 %
5.2.3	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 87.0 %
5.2.4	Re-elect Mr. Peter Pauli	FOR	FOR	✓ 100.0 %
5.3	Elections to the remuneration committee			
5.3.1	Elect Mr. Niklaus Huber to the Remuneration Committee	FOR	FOR	✓ 99.7 %
5.3.2	Elect Mr. Urs Kaufmann to the Remuneration Committee	FOR	FOR	✓ 87.0 %
5.3.3	Elect Mr. Peter Leupp 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	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 96.8 %
6.	Advisory vote on the remuneration report	FOR	FOR	✓ 83.0 %
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 short-term variable remuneration of the executive management	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
	Elections to the board of directors			
4.1	Re-elect Dr. oec. Pierin Vincenz as board member and chairman	FOR	FOR	✓ 96.2 %
4.2.1	Re-elect Dr. oec. Hans-Jürg Bernet	FOR	FOR	✓ 99.2 %
4.2.2	Re-elect Mr. Jean-René Fournier	FOR	FOR	✓ 98.5 %
4.2.3	Elect Dr. iur. Ivo Furrer	FOR	FOR	✓ 99.7 %
4.2.4	Re-elect Dr. oec. Patrik Gisel	FOR	FOR	✓ 98.0 %
4.2.5	Re-elect Dr. Hans Künzle	FOR	FOR	✓ 98.8 %
4.2.6	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	● OPPOSE	He is not independent (consultancy fees) and the board independence is insufficient (40.0%). ✓ 96.4 %
4.2.7	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 99.6 %
4.2.8	Re-elect Ms. Doris Russi Schurter	FOR	FOR	✓ 98.7 %
4.2.9	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	✓ 99.4 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. oec. Hans-Jürg Bernet to the remuneration committee	FOR	FOR	✓ 95.6 %
4.3.2	Re-elect Dr. Gabriela Payer to the remuneration committee	FOR	FOR	✓ 96.2 %
4.3.3	Re-elect Ms. Doris Russi Schurter to the remuneration committee	FOR	FOR	✓ 94.9 %
4.3.4	Re-elect Dr. iur. Andreas von Planta to the remuneration committee	FOR	FOR	✓ 95.9 %
5.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive consulting fees. ✓ 92.8 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.2 %
5.3	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration. ✓ 71.6 %
5.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 97.8 %

Item	Agenda	Board	Ethos	Result
6	Election of the independent proxy	FOR	FOR	✓ 99.8 %
7	Election of the auditors	FOR	FOR	✓ 99.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2.1	Approve allocation of income	FOR	FOR		✓ 100.0 %
2.2	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		✓ 99.8 %
4.3	Re-elect Mr. John Martin Manser	FOR	FOR		✓ 99.9 %
4.4	Re-elect Dr. Walter Jakob	FOR	FOR		✓ 100.0 %
4.5	Elect Dr. Jvo Grundler	FOR	● OPPOSE	He is also a permanent member of the executive management (General Counsel).	✓ 93.0 %
4.6	Re-elect Dr. Felix Grisard as 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		✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration of the chairman is significantly higher than that of the peer group.	✓ 91.3 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.8 %
6.3	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.	✓ 95.4 %
7	Re-elect the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
8	Re-elect the auditors	FOR	● OPPOSE	<p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 93.5 %

## Highlight Event and Entertainment

02.05.2017

EGM

Item	Agenda	Board	Ethos		Result
1	Ordinary capital increase	FOR	● OPPOSE	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.	✓
2	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 15% of the issued capital.	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.8 %
2.1	Approve allocation of income	FOR	FOR	✓ 98.8 %
2.2	Approve dividend out of the capital contribution reserves	FOR	FOR	✓ 98.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.4 %
4.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 92.1 % The structure of the remuneration is not in line with Ethos' guidelines.
4.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 84.7 %
4.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 90.9 % The total amount allows for the payment of significantly higher remuneration than that of a peer group.
5	Elections to the board of directors			
5.1	Re-elect Mr. Michiel de Ruiter	FOR	FOR	✓
5.2	Re-elect Dr. iur. Walter Locher	FOR	FOR	✓
5.3	Re-elect Mr. Niklaus Sauter	FOR	FOR	✓
5.4	Re-elect Dr. oec. Daniel Suter	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 Ms. Ulrike Sailer	FOR	FOR	✓
5.8	Election of the chairman of the board	FOR	FOR	✓
	Elections to the remuneration committee			
5.9	Re-elect Dr. sc. techn. Anton von Weissenfluh to the remuneration committee	FOR	FOR	✓
5.10	Re-elect Mr. Niklaus Sauter to the remuneration committee	FOR	FOR	✓
5.11	Elect Dr. iur. Walter Locher to the remuneration committee	FOR	FOR	✓
6	Election of the independent proxy	FOR	FOR	✓ 98.8 %
7	Election of the auditors	FOR	FOR	✓ 97.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Mr. Urs Kaufmann as board member and elect him as board chairman	FOR	FOR	✓ 90.7 %
4.2	Re-elect Dr. Beat Kälin	FOR	FOR	✓ 99.5 %
4.3	Re-elect Prof. Dr. Monika Bütler	FOR	FOR	✓ 99.4 %
4.4	Re-elect Dr. Christoph Fässler	FOR	FOR	✓ 99.6 %
4.5	Re-elect Mr. George H. Müller	FOR	FOR	✓ 99.3 %
4.6	Re-elect Mr. Rolf Seiffert	FOR	FOR	✓ 99.8 %
4.7	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.1 %
5	Elections to the nomination and remuneration committee			
5.1	Elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 89.6 %
5.2	Re-elect Dr. Beat Kälin to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
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	✓ 98.2 %
6.3	Binding retrospective vote on the share-based remuneration of the board of directors	FOR	FOR	✓ 98.3 %
6.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 92.0 %
7	Election of the auditors	FOR	● OPPOSE The term of office of the audit firm exceeds 20 years.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 93.5 %
8	Election of the independent proxy	FOR	FOR	✓ 98.0 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.	✓ 98.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.1 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4	Elections to the board of directors				
4.1	Re-elect Dr. Ernst Lienhard as representative of the bearer shareholders	FOR	FOR		✓ 99.2 %
4.2.1	Re-elect Dr. Andreas Binder	FOR	FOR		✓ 100.0 %
4.2.2	Re-elect Dr. Ida Hardegger	FOR	FOR		✓ 100.0 %
4.2.3	Re-elect Prof. Dr. Christoph Lechner	FOR	FOR		✓ 100.0 %
4.2.4	Re-elect Dr. 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 51 years and is 89 years old, which exceeds Ethos' guidelines.	✓ 99.6 %
4.2.6	Re-elect Dr. Jean Gérard Villot	FOR	FOR		✓ 99.0 %
4.3	Re-elect Dr. Jean Gérard Villot as board chairman	FOR	FOR		✓ 99.0 %
5	Elections to the remuneration committee				
5.1	Re-elect Dr. Andreas Binder to the remuneration committee	FOR	FOR		✓ 100.0 %
5.2	Re-elect Dr. Ida Hardegger to the remuneration committee	FOR	FOR		✓ 100.0 %
5.3	Re-elect Prof. Dr. Christoph Lechner to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the committee includes all board members.	✓ 99.7 %
5.4	Re-elect Dr. Ernst Lienhard to the remuneration committee	FOR	● OPPOSE	He is not independent (board tenure of 16 years) and the committee includes all board members.	✓ 99.5 %

Item	Agenda	Board	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.  He is not independent (controlling shareholder, board tenure of 51 years) and the committee includes all board members.	✓ 99.6 %
5.6	Re-elect Dr. Jean Gérard Villot to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓ 98.3 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.8 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 98.6 %
7	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 99.4 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members	FOR	FOR	✓ 98.9 %
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	✓ 99.2 %
4.2	Re-elect Dr. Richard Fischer	FOR	FOR	✓ 80.8 %
4.3	Re-elect Dr. Richard Fischer to the nomination and remuneration committee	FOR	FOR	✓ 81.1 %
4.4	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 83.6 %
4.5	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 99.1 %
4.6	Re-elect Mr. Beat M. Siegrist to the nomination and remuneration committee	FOR	FOR	✓ 99.1 %
4.7	Re-elect Dr. Thomas Staehelin	FOR	● OPPOSE	✓ 79.1 % He is not independent (board tenure of 16 years) and the board independence is insufficient (40.0%).
4.8	Re-elect Dr. Thomas Staehelin to the nomination and remuneration committee	FOR	● OPPOSE	✓ 79.1 % As Ethos did not support the election of Dr. iur. Staehelin to the board of directors, he cannot be elected to the committee.  He is not independent (board tenure of 16 years) and the majority of the committee members are not independent.
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 100.0 %
7	Advisory vote on the remuneration report	FOR	FOR	✓ 81.0 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
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		✓ 99.6 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The 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>	✓ 62.0 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Urs Tanner as board member and chairman	FOR	FOR		✓ 99.3 %
5.2	Re-elect Mr. Paolo Bottini	FOR	FOR		✓ 70.3 %
5.3	Re-elect Mr. Philippe Dubois	FOR	FOR		✓ 70.6 %
5.4	Re-elect Mr. Stefano Mercorio	FOR	FOR		✓ 77.4 %
5.5	Re-elect Mr. Ingo Specht	FOR	FOR		✓ 71.7 %
5.6	Re-elect Prof. Dr. h. c. Horst Wildemann	FOR	● OPPOSE	<p>He is 75 years old, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 18 years) and the board independence is insufficient (16.7%).</p>	✓ 59.3 %
6	Elections to the remuneration committee				
6.1	Re-elect Mr. Urs Tanner to the remuneration committee	FOR	FOR		✓ 95.2 %
6.2	Re-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.	✓ 60.6 %
7	Election of the auditors	FOR	FOR		✓ 99.9 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 92.4 % The information provided is insufficient.
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 100.0 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.0 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Albert M. Baehny	FOR	FOR	✓ 100.0 %
4.1.2	Re-elect Mr. Stéphane Bonvin	FOR	● OPPOSE	✓ 95.8 % He is also a permanent member of the executive management (CEO).
4.1.3	Re-elect Dr. Riccardo Boscardin	FOR	FOR	✓ 100.0 %
4.1.4	Re-elect Dr. Thomas Vettiger	FOR	FOR	✓ 100.0 %
4.2	Re-elect Dr. Riccardo Boscardin as board chairman	FOR	FOR	✓ 100.0 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Mr. Albert M. Baehny to the remuneration committee	FOR	FOR	✓ 100.0 %
4.3.2	Re-elect Dr. Riccardo Boscardin 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	✓ 99.7 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 100.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	✓ 97.6 % The information provided is insufficient.  The total amount allows for the payment of significantly higher remuneration than that of a peer group.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.2 %
2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.8 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 97.5 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.3 %
5.1	Elections to the board of directors				
5.1.a	Re-elect Dr. Rinaldo Riguzzi	FOR	FOR		✓ 99.6 %
5.1.b	Re-elect Dr. med. Walter Schweizer	FOR	● OPPOSE	<p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (28.6%).</p>	✓ 97.7 %
5.1.c	Re-elect Mr. Andreas Joehle	FOR	FOR		✓ 99.3 %
5.1.d	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR		✓ 99.2 %
5.1.e	Re-elect Mr. Michel Kuehn	FOR	FOR		✓ 99.4 %
5.1.f	Re-elect Ms. Rita Ziegler	FOR	FOR		✓ 98.8 %
5.2	Elect Ms. Andrea Rytz	FOR	FOR		✓ 99.3 %
5.3	Re-elect Dr. Rinaldo Riguzzi as chairman of the board	FOR	FOR		✓ 99.6 %
5.4	Elections to the nomination and remuneration committee				
5.4.a	Re-elect Dr. Rinaldo Riguzzi to the nomination and remuneration committee	FOR	FOR		✓ 99.3 %
5.4.b	Re-elect Dr. med. Walter Schweizer to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. med. Schweizer to the board of directors, he cannot be elected to the committee.	✓ 99.1 %
5.4.c	Re-elect Mr. Fritz Hirsbrunner to the nomination and remuneration committee	FOR	FOR		✓ 99.3 %
5.5	Election of the independent proxy	FOR	FOR		✓ 99.5 %
5.6	Election of the auditors	FOR	FOR		✓ 98.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.4 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.4 %

Item	Agenda	Board	Ethos	Result
6.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.6 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 98.0 %
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.	✓ 88.4 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 98.1 %
3	Discharge board members and executive management	FOR	FOR		✓ 94.8 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 96.6 %
4.2.1	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 94.2 %
4.2.2	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 90.1 %
4.2.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.2 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Daniel J. Sauter	FOR	FOR		✓ 95.4 %
5.1.2	Re-elect Mr. Gilbert Achermann	FOR	FOR		✓ 96.3 %
5.1.3	Re-elect Ms. Ann Almeida	FOR	FOR		✓ 97.3 %
5.1.4	Re-elect Mr. Andreas Amschwand	FOR	FOR		✓ 95.7 %
5.1.5	Re-elect Dr. Heinrich Baumann	FOR	FOR		✓ 95.7 %
5.1.6	Re-elect Mr. Paul Man-Yiu Chow	FOR	FOR		✓ 97.0 %
5.1.7	Re-elect Ms. Claire Giraut	FOR	FOR		✓ 97.4 %
5.1.8	Re-elect Mr. Gareth Penny	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 91.8 %
5.1.9	Re-elect Mr. Charles Stonehill	FOR	FOR		✓ 96.7 %
5.2	Elect Mr. Ivo Furrer	FOR	FOR		✓ 96.4 %
5.3	Election of the chairman of the board	FOR	FOR		✓ 95.9 %
5.4	Elections to the remuneration committee				
5.4.1	Re-elect Ms. Ann Almeida to the remuneration committee	FOR	FOR		✓ 97.3 %
5.4.2	Re-elect Mr. Gilbert Achermann to the remuneration committee	FOR	FOR		✓ 96.6 %

Item	Agenda	Board	Ethos	Result
5.4.3	Re-elect Dr. Heinrich Baumann to the remuneration committee	FOR	FOR	✓ 96.2 %
5.4.4	Re-elect Mr. Gareth Penny to the remuneration committee	FOR	● OPPOSE As Ethos did not support the election of Mr. Penny to the board of directors, he cannot be elected to the committee.	✓ 92.1 %
6	Election of the auditors	FOR	FOR	✓ 97.2 %
7	Election of the independent proxy	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
4	Elections to the board of directors				
4.1	Re-elect Prof. Thomas Bieger as member and chairman of the board (single vote)	FOR	FOR		✓ 96.8 %
4.2	Re-elect Mr. Peter Baumann	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7%).	✓ 97.0 %
4.3	Re-elect Mr. Nils Graf	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (16.7%).	✓ 97.0 %
4.4	Re-elect Mr. Bruno Hofweber	FOR	FOR		✓ 98.4 %
4.5	Elect Mr. Hanspeter Rüfenacht	FOR	FOR		✓ 98.5 %
4.6	Re-elect Mr. Ueli Winzenried	FOR	FOR		✓ 96.6 %
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.  He is not independent (business connections) and the majority of the committee members are not independent.	✓ 96.9 %
5.2	Re-elect Prof. Thomas Bieger to the remuneration committee	FOR	FOR		✓ 96.6 %
5.3	Elect Mr. Hanspeter Rüfenacht to the remuneration committee	FOR	FOR		✓ 98.2 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration.	✓ 91.7 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.1 %
7.1	Election of the independent proxy	FOR	FOR		✓ 99.9 %
7.2	Election of the deputy independent proxy	FOR	FOR		✓ 99.8 %
8	Election of the auditors	FOR	FOR		✓ 99.5 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.9 %
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Reduce share capital via repayment of nominal value	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Mr. Philipp Buhofer	FOR	FOR	✓ 70.5 %
5.1.b	Re-elect Mr. Jakob Bleiker	FOR	FOR	✓ 99.8 %
5.1.c	Re-elect Mr. Ulrich Looser	FOR	FOR	✓ 98.3 %
5.1.d	Re-elect Dr. Felix A. Thöni	FOR	FOR	✓ 69.8 %
5.1.e	Re-elect Mr. Walter T. Vogel	FOR	FOR	✓ 98.4 %
5.2	Re-elect Mr. Philipp Buhofer as chairman of the board	FOR	FOR	✓ 72.1 %
5.3	Elections to the nomination and remuneration committee			
5.3.a	Re-elect Mr. Philipp Buhofer to the nomination and remuneration committee	FOR	FOR	✓ 70.3 %
5.3.b	Re-elect Mr. Ulrich Looser to the nomination and remuneration committee	FOR	FOR	✓ 99.8 %
5.3.c	Re-elect Dr. Felix A. Thöni to the nomination and remuneration committee	FOR	FOR	✓ 69.7 %
5.3.d	Re-elect Mr. Walter T. Vogel to the nomination and remuneration committee	FOR	FOR	✓ 99.9 %
5.4	Re-elect the independent proxy	FOR	FOR	✓ 100.0 %
5.5	Re-elect the auditors	FOR	FOR	✓ 98.9 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 67.0 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	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 to the board of directors			
4.1	Elect Dr. Andreas Häberli	FOR	FOR	✓ 99.8 %
4.2.1	Re-elect Dr. sc. techn. Beat Kälin as chairman	FOR	FOR	✓ 90.9 %
4.2.2	Re-elect Mr. David Dean	FOR	FOR	✓ 99.3 %
4.2.3	Re-elect Mr. Kurt Härrli	FOR	FOR	✓ 99.4 %
4.2.4	Re-elect Mr. Daniel Hirschi	FOR	FOR	✓ 83.5 %
4.2.5	Re-elect Prof. Dr. Roland Siegwart	FOR	FOR	✓ 96.3 %
4.3	Elections to the remuneration committee			
4.3.1	Elect Mr. Daniel Hirschi to the Remuneration Committee	FOR	FOR	✓ 66.0 %
4.3.2	Elect Dr. sc. techn. Beat Kälin to the Remuneration Committee	FOR	FOR	✓ 79.3 %
4.3.3	Elect Prof. Dr. Roland Siegwart to the Remuneration Committee	FOR	FOR	✓ 96.9 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.8 %
4.5	Election of the auditors	FOR	● OPPOSE	✓ 86.1 %
			The term of office of the audit firm exceeds 20 years.	
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 78.3 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.3 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 98.0 %

Item	Agenda	Board	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 executive management	FOR	FOR		✓ 100.0 %
4.	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 100.0 %
5.	Retrospective vote on the remuneration of the board of directors	FOR	FOR		✓ 100.0 %
6.	Election of the auditors	FOR	FOR		✓ 100.0 %
7.	Authorise exclusion of subscription rights in case of financial instruments issue	FOR	FOR		✓ 100.0 %
8.	Create a pool of conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 100.0 %
9.	Approve share buyback programme	FOR	● OPPOSE	The length of the authorisation exceeds 24 months.	✓ 100.0 %
10.	Amend articles of association	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.1 %
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	✓ 99.4 %
4.1.c	Re-elect Mr. Karl Gernandt	FOR	FOR	✓ 93.2 %
4.1.d	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR	✓ 96.9 %
4.1.e	Re-elect Mr. Hans U. Lerch	FOR	FOR	✓ 97.9 %
4.1.f	Re-elect Dr. Thomas Staehelin	FOR	● OPPOSE	He has been a member of the board for 39 years, which exceeds Ethos' guidelines. ✓ 92.8 %
4.1.g	Re-elect Ms. Hauke Stars	FOR	FOR	✓ 99.1 %
4.1.h	Re-elect Dr. Martin Wittig	FOR	FOR	✓ 99.5 %
4.1.i	Re-elect Dr. Jörg Wolle	FOR	FOR	✓ 99.3 %
4.2	Re-elect Dr. Jörg Wolle as chairman of the board	FOR	FOR	✓ 99.3 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, various reasons) and the majority of the committee members are not independent. ✓ 83.9 %
4.3.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	FOR	✓ 86.6 %
4.3.c	Re-elect Mr. Hans U. Lerch to the remuneration committee	FOR	FOR	✓ 88.3 %
4.4	Re-elect the independent proxy	FOR	FOR	✓ 99.6 %
4.5	Re-elect the auditors	FOR	FOR	✓ 99.6 %
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. ✓ 84.0 %

Item	Agenda	Board	Ethos		Result
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration is significantly higher than that of the peer group.	✓ 96.8 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 89.2 %

Item	Agenda	Board	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	● OPPOSE	The company is in a situation of capital loss.	✓
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.	✓
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 Ms. Leanna Caron	FOR	FOR		✓
5.c	Re-elect Mr. Didier Cowling	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
5.d	Re-elect Dr. Gerhard Ries	FOR	FOR		✓
5.e	Re-elect Mr. Harry Welten	FOR	● OPPOSE	He is also a permanent member of the executive management (CFO).	✓
5.f	Elect Dr. Clemens van Blitterswijk	FOR	FOR		✓
5.g	Elect Mr. Frank-Jan van der Velden	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
5.h	Elect Mr. Giacomo Di Nepi	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
5.i	Elect Dr. Ivan Cohen-Tanugi	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
6	Elections to the remuneration committee				
6.a	Re-elect Dr. Gerhard Ries to the remuneration committee	FOR	● OPPOSE	<p>He is not independent (he receives part of his remuneration in options) 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>	✓
6.b	Elect Ms. Leanna Caron to the remuneration committee	FOR	● OPPOSE	She is not independent (she receives part of his remuneration in options) and the majority of the committee members are not independent.	✓
7	Election of the independent proxy	FOR	FOR		✓
8	Election of the auditors	FOR	FOR		✓
9	Increase and adjustment of 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>	✓
10	Increase and adjustment of authorised capital	FOR	● OPPOSE	<p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.	✓ 84.5 %
2	Discharge board members and executive management	FOR	● OPPOSE	Legal proceedings have been instituted or a criminal conviction is brought against the board of directors concerning the conduct of the company's affairs.	✓ 60.8 %
3.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
3.2	Approve dividend distribution out of capital contribution reserves	FOR	FOR		✓ 99.5 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Beat W. Hess as member and chairman of the board (single vote)	FOR	FOR		✓ 99.0 %
4.1.2	Re-elect Mr. Bertrand Collomb	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines.	✓ 95.7 %
4.1.3	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR		✓ 88.7 %
4.1.4	Re-elect Dr. Oscar Fanjul Martin	FOR	FOR		✓ 94.9 %
4.1.5	Re-elect Mr. Gérard Lamarche	FOR	FOR		✓ 93.3 %
4.1.6	Re-elect Mr. Adrian Loader	FOR	FOR		✓ 99.1 %
4.1.7	Re-elect Mr. Jürg Oleas	FOR	FOR		✓ 99.2 %
4.1.8	Re-elect Mr. Nassef Sawiris	FOR	FOR		✓ 93.6 %
4.1.9	Re-elect Dr. Thomas Schmidheiny	FOR	FOR		✓ 98.9 %
4.1.10	Re-elect Ms. Hanne Birgitte Breinbjerg Sorensen	FOR	FOR		✓ 99.5 %
4.1.11	Re-elect Dr. Dieter Spälti	FOR	FOR		✓ 97.3 %
4.2.1	Elect Mr. Patrick Kron	FOR	FOR		✓ 99.0 %
4.3	Elections to the nomination and remuneration committee				
4.3.1	Re-elect Mr. Paul Desmarais Jr. to the nomination and remuneration committee	FOR	FOR		✓ 89.9 %
4.3.2	Re-elect Dr. Oscar Fanjul Martin to the nomination and remuneration committee	FOR	FOR		✓ 94.7 %
4.3.3	Re-elect Mr. Adrian Loader to the nomination and remuneration committee	FOR	FOR		✓ 94.8 %

Item	Agenda	Board	Ethos		Result
4.3.4	Re-elect Mr. Nassef Sawiris to the nomination and remuneration committee	FOR	● OPPOSE	<p>He holds an excessive number of mandates.</p> <p>He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.</p>	✓ 90.1 %
4.3.5	Re-elect Ms. Hanne Birgitte Breinbjerg Sorensen to the nomination and remuneration committee	FOR	FOR		✓ 95.1 %
4.4.1	Election of the auditors	FOR	● OPPOSE	<p>The term of office of the audit firm exceeds 20 years.</p> <p>The independence of the audit firm is compromised by links between partners of the auditing firm and the auditors in charge of the audit of the accounts and the company.</p>	✓ 96.3 %
4.4.2	Re-elect the independent proxy	FOR	FOR		✓ 99.9 %
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>	✓ 94.6 %

Item	Agenda	Board	Ethos		Result
1	Opening and announcements	NON-VOTING	NON-VOTING		
2	Discussion of board compensation during the 2016 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 share buyback programme	FOR	● OPPOSE	<p>The company can proceed to selective share repurchases.</p> <p>The purpose of the repurchase is incompatible with the long-term interests of minority shareholders or with those of the majority of the company's stakeholders.</p>	✓ 99.9 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Ottonel Popesco as member and chairman of the board (single vote)	FOR	FOR		✓ 99.9 %
6.2	Re-elect Mr. Fabio Cannavale (CEO)	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓ 99.9 %
6.3	Re-elect Mr. Marco Corradino (COO)	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓ 99.9 %
6.4	Re-elect Mr. Roberto Italia	FOR	FOR		✓ 99.9 %
6.5	Re-elect Ms. Julia Bron	FOR	FOR		✓ 100.0 %
6.6	Elect Ms. Anna Gatti	FOR	FOR		✓ 100.0 %
6.7	Elect Ms. Anna Zanardi Cappon	FOR	FOR		✓ 100.0 %
7	Prospective vote on the remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.	✓ 93.3 %
8	Elect the auditors	FOR	● OPPOSE	The name of the audit firm is not disclosed before the annual general meeting.	✓ 93.0 %
9	Discussion of dividend policy	NON-VOTING	NON-VOTING		
10	Discussion of Dutch Corporate Governance Code	NON-VOTING	NON-VOTING		
11	Closing	NON-VOTING	NON-VOTING		

Item	Agenda	Board	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	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 remuneration is significantly higher than that of the peer group.	✓
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		✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. ing. Ilan Cohen	FOR	FOR		✓
6.1.2	Re-elect Dr. ing. Norbert Hess	FOR	FOR		✓
6.1.3	Re-elect Mr. Ulrich Looser	FOR	FOR		✓
6.1.4	Re-elect Mr. Ueli Wampfler	FOR	FOR		✓
6.1.5	Re-elect Mr. Andreas Hürlimann as board member and chairman	FOR	FOR		✓
6.2	Elect Dr. iur. Werner C. Weber	FOR	FOR		✓
7	Elections to the remuneration committee				
7.1	Re-elect Dr. ing. Norbert Hess to the remuneration committee	FOR	FOR		✓
7.2	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR		✓
7.3	Elect Mr. Andreas Hürlimann to the remuneration committee	FOR	FOR		✓
8	Election of the independent proxy	FOR	FOR		✓
9	Election of the auditors	FOR	FOR		✓

Item	Agenda	Board	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.	Elections to the board of directors			
6.1	Elect Mr. Georg Wohlwend as chairman	FOR	FOR	✓ 99.7 %
6.2	Re-elect Prof. Dr. Gabriela Nagel-Jungo	FOR	FOR	✓ 99.7 %
6.3	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 99.6 %
7.	Election of the auditors	FOR	FOR	✓ 98.8 %
8.	Amend articles of association: Conversion of bearer shares into registered shares	FOR	FOR	✓ 98.0 %
9.	Approve share buyback programme	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos		Result
1.	Approve annual report, statutory accounts and auditor's report	FOR	FOR		✓ 99.7 %
2.	Approve consolidated financial statements	FOR	FOR		✓ 99.8 %
3.	Decision on the allocation of the balance sheet result	FOR	FOR		✓ 99.7 %
4.	Discharge board members and executive management				
4.1	Discharge Dr. Robert Bider	FOR	● OPPOSE	The company is in a situation of capital loss.  Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 88.4 %
4.2	Discharge Mr. Antoine Koller	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 88.0 %
4.3	Discharge Mr. Raymond Cohen	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 96.6 %
4.4	Discharge Mr. Jinsheng Dong	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 94.2 %
4.5	Discharge Mr. Antoine Hubert	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 88.4 %
4.6	Discharge Mr. Thomas Rühle	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 96.4 %
4.7	Discharge Mr. Patrick Schildknecht	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 98.3 %
4.8	Discharge Dr. Stephan Rietiker	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 91.1 %
4.9	Discharge Mr. Christoph Heinzen	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 98.9 %
4.10	Discharge Ms. Stephanie Kravetz	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 91.1 %
4.11	Discharge Mr. Andrew Moore	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 98.8 %
4.12	Discharge Mr. Mike Turchi	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 98.7 %
4.13	Discharge Mr. Stefan Vogt	FOR	● OPPOSE	See justification under ITEM 4.1.	✓ 98.7 %
5.	Elections to the board of directors				
5.1	Re-elect Dr. Robert Bider	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (40.0%).	✓ 86.0 %
5.2	Re-elect Mr. Raymond W. Cohen	FOR	FOR		✓ 79.3 %
5.3	Re-elect Mr. Jinsheng Dong	WITH-DRAWN	● FOR	This item was withdrawn from the agenda.	–
5.4	Re-elect Mr. Thomas Rühle	FOR	FOR		✓ 79.9 %
5.5	Re-elect Mr. Patrick Schildknecht	FOR	FOR		✓ 73.0 %
	Elect Mr. Markus Breitenmoser		● OPPOSE	This proposal was not disclosed in the agenda before the annual general meeting.	✓ 90.5 %

Item	Agenda	Board	Ethos		Result
	Elect Ms. Xu Shenlu		● OPPOSE	This proposal was not disclosed in the agenda before the annual general meeting.	✗ 36.8 %
6.	Re-elect Dr. Robert Bider as board chairman	FOR	● OPPOSE	As Ethos did not support the election of Dr. Bider to the board of directors, he cannot be elected as chairman.	✓ 60.7 %
7.	Elections to the remuneration committee				
7.1	Elect Mr. Thomas Rühle to the Remuneration Committee	FOR	FOR		✓ 96.7 %
7.2	Elect Mr. Jinsheng Dong to the Remuneration Committee	WITH-DRAWN	● FOR	This item was withdrawn from the agenda.	–
7.3	Elect Mr. Raymond W. Cohen to the Remuneration Committee	FOR	FOR		✓ 77.8 %
8.	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.	✗ 36.6 %
9.	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 51.7 %
10.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✗ 49.6 %
	Binding prospective vote on the fixed remuneration of the executive management (second vote)	FOR	● OPPOSE	This proposal was not disclosed in the agenda before the annual general meeting.	✓ 91.9 %
10.2	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR		✓ 95.9 %
11.	Election of the independent proxy	FOR	FOR		✓ 100.0 %
12.	Election of the auditors	FOR	FOR		✓ 96.7 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.	✓ 88.7 %
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		✓ 99.7 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Ernst Tanner as board member and chairman	FOR	FOR		✓ 93.9 %
5.2	Re-elect Mr. Antonio Bulgheroni	FOR	● OPPOSE	He has been a member of the board for 21 years, which exceeds Ethos' guidelines.	✓ 85.6 %
5.3	Re-elect Dr. Rudolf K. Sprüngli	FOR	FOR		✓ 86.9 %
5.4	Re-elect Ms. Elisabeth Gürtler	FOR	FOR		✓ 99.5 %
5.5	Re-elect Ms. Petra Schadeberg-Herrmann	FOR	FOR		✓ 92.8 %
5.6	Re-elect Dr. Thomas Rinderknecht	FOR	FOR		✓ 99.2 %
6	Elections to the nomination and remuneration committee				
6.1	Re-elect Dr. Rudolf K. Sprüngli to the nomination and remuneration committee	FOR	FOR		✓ 85.8 %
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.	✓ 84.7 %
6.3	Re-elect Ms. Elisabeth Gürtler to the nomination and remuneration committee	FOR	FOR		✓ 93.4 %
7	Election of the independent proxy	FOR	FOR		✓ 99.8 %
8	Election of the auditors	FOR	FOR		✓ 99.1 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration proposed for the executive chairman (who is not a member of the executive management) is excessive.	✓ 92.4 %

Item	Agenda	Board	Ethos	Result
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 95.6 %</p>

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 93.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.9 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
5.1	Elections to the board of directors			
5.1.a	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR	✓ 99.4 %
5.1.b	Re-elect Prof. Dr.-Ing. Werner J. Bauer	FOR	FOR	✓ 98.9 %
5.1.c	Re-elect Mr. Jean-Daniel Gerber	FOR	FOR	✓ 99.7 %
5.1.d	Re-elect Mr. Christoph Mäder	FOR	FOR	✓ 99.7 %
5.1.e	Re-elect Ms. Barbara Richmond	FOR	FOR	✓ 99.8 %
5.1.f	Re-elect Ms. Margot Scheltema	FOR	FOR	✓ 99.6 %
5.1.g	Re-elect Dr. phil. Rolf Soiron	FOR	FOR	✓ 96.5 %
5.1.h	Re-elect Mr. Jürgen B. Steinemann	FOR	FOR	✓ 99.2 %
5.1.i	Re-elect Dr. chem. Antonio Trius	FOR	FOR	✓ 99.3 %
5.2	Elect Mr. Albert M. Baehny	FOR	FOR	✓ 99.5 %
5.3	Re-elect Dr. phil. Rolf Soiron as chairman of the board	FOR	FOR	✓ 96.6 %
5.4	Elections to the nomination and remuneration committee			
5.4.a	Re-elect Mr. Jean-Daniel Gerber to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
5.4.b	Re-elect Mr. Christoph Mäder to the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
5.4.c	Re-elect Mr. Jürgen B. Steinemann to the nomination and remuneration committee	FOR	FOR	✓ 99.2 %
6	Election of the auditors	FOR	FOR	✓ 98.7 %
7	Election of the independent proxy	FOR	FOR	✓ 99.9 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.5 %
9.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 95.7 %
9.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 93.5 %

Item	Agenda	Board	Ethos	Result
9.3	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	<p>✓ 89.2 %</p>
10	Ordinary capital increase	FOR	FOR	<p>✓ 98.6 %</p>
11	Creation of authorised capital	FOR	FOR	<p>✓ 95.6 %</p>
12	Amendment of conditional capital	FOR	FOR	<p>✓ 94.5 %</p>

Item	Agenda	Board	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 failed to identify fraud or proven weaknesses in the internal control system that have had a significant negative impact on the company's financial results.	✓
Elections to the board of directors					
4	Re-elect Mr. Arpad Busson	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓
5	Re-elect Mr. Edgar Brandt	FOR	FOR		✓
6	Re-elect Mr. Tiberto Ruy Brandolini d'Adda	FOR	FOR		✓
7	Re-elect Dr. Kevin Maloney	FOR	FOR		✓
8	Re-elect Mr. Chris Preston	FOR	FOR		✓
9	Elect Mr. Philippe Jacquemoud	FOR	FOR		✓

Item	Agenda	Board	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 short-term 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	Approve allocation of income and dividend	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.1	Re-elect Prof. Andreas Dietrich	FOR	FOR	✓
6.1.2	Re-elect Mr. Andreas Emmenegger	FOR	FOR	✓
6.1.3	Re-elect Mr. Josef Felder	FOR	FOR	✓
6.1.4	Re-elect Mr. Adrian Gut	FOR	FOR	✓
6.1.5	Re-elect Mr. Max Pfister	FOR	FOR	✓
6.1.6	Re-elect Ms. Doris Russi Schurter	FOR	FOR	✓
6.1.7	Re-elect Dr. Martha Scheiber	FOR	FOR	✓
6.2	Elect Mr. Stefan Portmann	FOR	FOR	✓
6.3	Election of Ms. Doris Russi Schurter as chairwoman of the board	FOR	FOR	✓
6.4	Elections to the nomination and remuneration committee			
6.4.1	Re-elect Mr. Josef Felder to the nomination and remuneration committee	FOR	FOR	✓
6.4.2	Re-elect Mr. Max Pfister to the nomination and remuneration committee	FOR	FOR	✓
6.4.3	Elect Ms. Doris Russi Schurter to the nomination and remuneration committee	FOR	FOR	✓
7	Re-election of the auditors	FOR	FOR	✓
8	Re-election of the independent proxy	FOR	FOR	✓
9	Information regarding financial year 2017	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.1	Elect Mr. Jean-Philippe Rochat	FOR	FOR		✓
4.1.2	Re-elect Mr. Marco Gadola	FOR	● OPPOSE	He holds an excessive number of mandates.	✓
4.1.3	Re-elect Dr. Karin Lenzlinger Diedenhofen	FOR	FOR		✓
4.1.4	Re-elect Mr. Andreas Widmer	FOR	FOR		✓
4.1.5	Re-elect Dr. Ulrich Vischer	FOR	● OPPOSE	He has been a member of the board for 25 years, which exceeds Ethos' guidelines.	✓
4.2	Re-elect Dr. Ulrich Vischer as 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 nomination and remuneration committee				
4.3.1	Re-elect Dr. Ulrich Vischer to the nomination and 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 Ms. Carmen Walker Späh to the nomination and remuneration committee	FOR	FOR		✓
4.3.3	Re-elect Mr. Thomas Weber to the nomination and remuneration committee	FOR	FOR		✓
4.3.4	Elect Mr. Jean-Philippe Rochat to the nomination and remuneration committee	FOR	FOR		✓
4.4	Re-elect the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓
4.5	Re-elect the independent proxy	FOR	FOR		✓
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
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	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.	✓ 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		✓ 99.4 %
4.2	Election of the chairman of the board	FOR	FOR		✓ 100.0 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Heinz M. Buhofer to the remuneration committee	FOR	FOR		✓ 99.9 %
4.3.2	Re-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		✓ 99.9 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration of the chairman is significantly higher than that of the peer group.  The proposed increase relative to the previous year is not justified.	✓ 99.5 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.5 %
5.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 99.5 %
6	Amend articles of association: Adaptation to the revised recommendations of the GAFI	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
7	Amend articles of association: Other formal amendments	FOR	● OPPOSE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 98.5 %

Item	Agenda	Board	Ethos	Result
1.2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.6 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE The structure of the remuneration is not in line with Ethos' guidelines.	✓ 54.8 %
2	Approve allocation of balance sheet result	FOR	FOR	✓ 98.6 %
3	Discharge board members and executive management	FOR	FOR	✓ 67.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Dr. Alexander Vogel as board member and elect him as chairman	FOR	FOR	✓ 70.6 %
4.1.2	Re-elect Mr. Heinz Roth	FOR	FOR	✓ 70.7 %
4.1.3	Re-elect Ms. Wanda Eriksen-Grundbacher	FOR	FOR	✓ 70.7 %
4.1.4	Re-elect Dr. Franz Richter	FOR	FOR	✓ 59.6 %
4.1.5	Re-elect Prof. Dr. Konrad Wegener	FOR	FOR	✓ 63.8 %
4.1.6	Elect Mr. Hans-Michael Hauser	FOR	FOR	✓ 91.3 %
4.1.7	Elect Mr. Michael Splinter	FOR	FOR	✓ 95.2 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Ms. Wanda Eriksen-Grundbacher to the nomination and remuneration committee	FOR	FOR	✓ 69.7 %
4.2.2	Re-elect Dr. Franz Richter to the nomination and remuneration committee	FOR	FOR	✓ 58.6 %
4.2.3	Elect Mr. Michael Splinter to the nomination and remuneration committee	FOR	● OPPOSE He holds an operational function in the company (delegate of the board of directors).	✓ 82.7 %
5	Election of the auditors	FOR	FOR	✓ 98.1 %
6	Election of the independent proxy	FOR	FOR	✓ 99.1 %
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 64.7 %
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 91.8 %
8	Amend articles of association: Reduction of the conditional capital	FOR	FOR	✓ 97.1 %

Item	Agenda	Board	Ethos	Result
	Shareholder proposal made during the AGM: Convene an EGM to dismiss several board members	OPPOSE	● ABSTAIN	This proposal was not disclosed in the agenda before the annual general meeting. ✘ 41.4 %

Item	Agenda	Board	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	Re-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	Re-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 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	✓

Item	Agenda	Board	Ethos	Result
1.1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
1.2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3 %
1.3	Approve financial statements and accounts of Mobilezone AG	FOR	FOR	✓ 99.3 %
1.4	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
2	Discharge board members and executive management	FOR	● OPPOSE	✓ 97.2 % 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	✓ 98.1 %
3.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 67.9 %
3.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 66.0 %
4.1	Elections to the board of directors			
4.1.a	Re-elect Mr. Urs T. Fischer	FOR	FOR	✓ 99.2 %
4.1.b	Re-elect Mr. Cyrill Schneuwly	FOR	FOR	✓ 99.3 %
4.1.c	Re-elect Mr. Andreas M. Blaser	FOR	FOR	✓ 98.8 %
4.2	Re-elect Mr. Urs T. Fischer as chairman of the board	FOR	FOR	✓ 99.3 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Mr. Urs Theo Fischer to the remuneration committee	FOR	FOR	✓ 94.8 %
4.3.b	Re-elect Mr. Cyrill Schneuwly to the remuneration committee	FOR	FOR	✓ 94.8 %
4.3.c	Re-elect Mr. Andreas M. Blaser to the remuneration committee	FOR	FOR	✓ 94.3 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
4.5	Election of the auditors	FOR	FOR	✓ 96.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.	✓ 77.5 %
3	Approve appropriation of results	FOR	FOR		✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
	Elections to the board of directors				
5.1.1	Re-elect Mr. Jörn Aldag as board member and chairman	FOR	FOR		✓ 95.2 %
5.1.2	Re-elect Dr. med. Göran A. Ando	FOR	● OPPOSE	He is not independent (representative of an important shareholder, he holds 70'000 options) and the board independence is insufficient (25.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 92.5 %
5.1.3	Re-elect Mr. Jeffrey H. Buchalter	FOR	FOR		✓ 95.2 %
5.1.4	Re-elect Mr. Steven H. Holtzman	FOR	FOR		✓ 95.2 %
5.1.5	Re-elect Dr. William A. Lee	FOR	FOR		✓ 99.9 %
5.1.6	Re-elect Prof. Dr. Andreas Plückthun	FOR	FOR		✓ 95.2 %
5.1.7	Re-elect Dr. Petri Vainio	FOR	FOR		✓ 99.9 %
5.2	Elect Dr. Gwen Fyfe	FOR	FOR		✓ 95.2 %
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Jörn Aldag to the remuneration committee	FOR	FOR		✓ 94.5 %
5.3.2	Re-elect Dr. William A. Lee to the remuneration committee	FOR	FOR		✓ 94.5 %
5.3.3	Re-elect Dr. Petri Vainio to the remuneration committee	FOR	FOR		✓ 99.1 %
6	Election of the auditors	FOR	FOR		✓ 100.0 %
7	Election of the independent proxy	FOR	FOR		✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 91.0 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 95.8 %
8.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 87.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 94.7 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.4 %
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.  The company is in a situation of capital loss.	✓ 97.6 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Erik Hansen as board member and chairman	FOR	● OPPOSE	He is also CEO and the combination of functions is permanent.	✓ 97.5 %
5.1.2	Re-elect Mr. David Galbraith	FOR	FOR		✓ 99.2 %
5.2	Elect Mr. Michel Tombroff to the board of directors	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓ 95.0 %
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Erik Hansen to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hansen to the board of directors, he cannot be elected to the committee.  He holds an executive function in the company.	✓ 96.1 %
5.3.2	Elect Mr. Michel Tombroff to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Tombroff to the board of directors, he cannot be elected to the committee.	✓ 95.0 %
5.4	Election of the auditors	FOR	FOR		✓ 99.8 %
5.5	Election of the independent proxy	FOR	FOR		✓ 99.9 %

Item	Agenda	Board	Ethos		Result
6	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.  The non-executive directors receive options.	✓ 97.1 %
7	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 97.2 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE The structure of the remuneration is not in line with Ethos' guidelines.	✓ 84.4 %
2	Discharge board members and executive management	FOR	FOR	✓ 98.5 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.4 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Paul Bulcke	FOR	FOR	✓ 96.0 %
4.1.2	Re-elect Mr. Andreas N. Koopmann	FOR	FOR	✓ 94.5 %
4.1.3	Re-elect Mr. Count Henri de La Croix de Castries	FOR	FOR	✓ 99.1 %
4.1.4	Re-elect Dr. iur. Beat W. Hess	FOR	FOR	✓ 98.8 %
4.1.5	Re-elect Dr. oec. Renato Fassbind	FOR	FOR	✓ 99.0 %
4.1.6	Re-elect Mr. Steven George Hoch	FOR	FOR	✓ 99.3 %
4.1.7	Re-elect Ms. Naina Lal Kidwai	FOR	FOR	✓ 98.5 %
4.1.8	Re-elect Dr. oec. Jean-Pierre Roth	FOR	FOR	✓ 98.3 %
4.1.9	Re-elect Ms. Ann Veneman	FOR	FOR	✓ 99.1 %
4.1.10	Re-elect Ms. Eva Cheng	FOR	FOR	✓ 99.0 %
4.1.11	Re-elect Dr. Ruth K. Oniang'o	FOR	FOR	✓ 98.8 %
4.1.12	Re-elect Prof. Dr. Patrick Aebischer	FOR	FOR	✓ 98.8 %
4.2.1	Elect Dr. oec. Ulf Mark Schneider (CEO)	FOR	● OPPOSE He is also a permanent member of the executive management.	✓ 92.0 %
4.2.2	Elect Ms. Ursula M. Burns	FOR	FOR	✓ 98.6 %
4.3	Elect Mr. Paul Bulcke as chairman of the board	FOR	FOR	✓ 95.7 %
4.4	Elections to the remuneration committee			
4.4.1	Re-elect Dr. iur. Beat W. Hess to the remuneration committee	FOR	FOR	✓ 97.1 %
4.4.2	Re-elect Mr. Andreas N. Koopmann to the remuneration committee	FOR	FOR	✓ 93.8 %
4.4.3	Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee	FOR	FOR	✓ 96.9 %
4.4.4	Re-elect Prof. Dr. Patrick Aebischer to the remuneration committee	FOR	FOR	✓ 96.9 %

Item	Agenda	Board	Ethos		Result
4.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 93.7 %
4.6	Election of the independent proxy	FOR	FOR		✓ 99.4 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓ 89.9 %
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>	✓ 87.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
2.2	Distribution of dividend from reserves from capital contributions	FOR	FOR		✓ 99.9 %
3	Discharge board members (except for Mr. Hans Ziegler) and executive management	FOR	FOR		✓ 99.2 %
4	Elections to the board of directors				
4.1.1	Re-elect Prof. Dr. Michael Süss as board member and chairman	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 93.1 %
4.1.2	Re-elect Dr. Jean Botti	FOR	FOR		✓ 99.7 %
4.1.3	Re-elect Mr. David Metzger	FOR	FOR		✓ 82.0 %
4.1.4	Re-elect Mr. Alexey V. Moskov	FOR	FOR		✓ 80.9 %
4.1.5	Re-elect Mr. Gerhard Pegam	FOR	FOR		✓ 97.7 %
4.2.1	Elect Mr. Geoffery Merszei	FOR	FOR		✓ 99.2 %
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.	✓ 76.8 %
5.1.2	Re-elect Mr. Alexey V. Moskov to the nomination and remuneration committee	FOR	FOR		✓ 77.9 %
5.2.1	Elect Mr. Gerhard Pegam to the nomination and remuneration committee	FOR	FOR		✓ 97.3 %
6	Election of the auditors	FOR	FOR		✓ 99.6 %
7	Election of the independent proxy	FOR	FOR		✓ 99.9 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 95.2 %
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The fixed remuneration is significantly higher than that of the peer group.	✓ 77.8 %

Item	Agenda	Board	Ethos	Result
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The structure and conditions of the plans do not respect Ethos' guidelines.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>	<p>✓ 72.2 %</p>

Item	Agenda	Board	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.	Appropriation of results	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	The company is in a situation of capital loss.	✓
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The fixed remuneration is significantly higher than that of the peer group.	✓
6.1	Elections to the board of directors				
6.1.1	Re-elect Mr. Samih Sawiris	FOR	FOR		✓
6.1.2	Re-elect Mr. Adil Douiri	FOR	FOR		✓
6.1.3	Re-elect Dr. Franz Egle	FOR	FOR		✓
6.1.4	Re-elect Mr. Jürgen Fischer	FOR	FOR		✓
6.1.5	Re-elect Ms. Carolina Müller-Möhl	FOR	FOR		✓
6.1.6	Re-elect Mr. Naguib S. Sawiris	FOR	FOR		✓
6.1.7	Re-elect Mr. Marco Sieber	FOR	FOR		✓
6.1.8	Re-elect Mr. Jürg Weber	FOR	FOR		✓
6.2	Election of the chairman of the board	FOR	FOR		✓
6.3	Elections to the remuneration committee				
6.3.1	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.	✓

Item	Agenda	Board	Ethos		Result
6.3.2	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.	✓
6.4	Election of the independent proxy	FOR	FOR		✓
6.5	Election of the auditors	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 96.4 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 96.4 %
3	Discharge board members	FOR	FOR	✓ 96.4 %
4.1	Elections to the board of directors			
4.1.1.a	Re-elect Dr. Anton Bleikolm	FOR	FOR	✓ 96.2 %
4.1.1.b	Re-elect Dr. Caren Genthner-Kappesz	FOR	FOR	✓ 96.2 %
4.1.1.c	Re-elect Mr. Dieter Widmer	FOR	FOR	✓ 96.2 %
4.1.1.d	Re-elect Dr. Thomas Moser	FOR	FOR	✓ 96.2 %
4.1.1.e	Re-elect Mr. Peter Stiefenhofer	FOR	FOR	✓ 96.1 %
4.1.2	Elect Dr. Beat E. Lüthi	FOR	FOR	✓ 96.2 %
4.2	Elect Dr. Anton Bleikolm as chairman of the board	FOR	FOR	✓ 96.3 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. Thomas Moser to the remuneration committee	FOR	FOR	✓ 94.5 %
4.3.b	Elect Dr. Beat E. Lüthi to the remuneration committee	FOR	FOR	✓ 95.9 %
4.4	Re-elect the independent proxy	FOR	FOR	✓ 96.4 %
4.5	Re-elect the auditors	FOR	FOR	✓ 96.4 %
5.1	Advisory vote on the remuneration report	FOR	FOR	✓ 95.4 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.4 %
5.3.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 94.9 %
5.3.b	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 95.4 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4	Approve renewal of authorised capital	FOR	FOR		✓ 98.6 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 98.3 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 96.5 %
5.3	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.	✓ 95.8 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Peter Ulber as board member and chairman	FOR	FOR		✓ 99.5 %
6.2	Re-elect Dr. Beat Walti	FOR	FOR		✓ 99.9 %
6.3	Re-elect Mr. Thomas E. Kern	FOR	FOR		✓ 99.8 %
6.4	Re-elect Ms. Pamela Knapp	FOR	FOR		✓ 99.9 %
6.5	Re-elect Dr. Ilias Läber	FOR	FOR		✓ 99.9 %
6.6	Re-elect Mr. Chris E. Muntwyler	FOR	FOR		✓ 99.9 %
6.7	Re-elect Mr. Knud Elmholdt Stubkjaer	FOR	FOR		✓ 99.9 %
6.8	Elect Mr. Dirk Reich	FOR	FOR		✓ 99.9 %
7	Elections to the remuneration committee				
7.1	Re-elect Mr. Peter Ulber to the remuneration committee	FOR	FOR		✓ 98.2 %
7.2	Re-elect Mr. Thomas E. Kern to the remuneration committee	FOR	FOR		✓ 99.0 %
7.3	Re-elect Mr. Chris E. Muntwyler to the remuneration committee	FOR	FOR		✓ 99.0 %
7.4	Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee	FOR	FOR		✓ 99.0 %
8	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
9	Election of the auditors			At the time of issue of the invitation to the AGM, the tendering process for the audit mandate had not yet been completed. Panalpina gave the possibility to shareholders voting by proxy to vote on the election of 4 audit firms (KPMG, Deloitte, Ernst & Young and PricewaterhouseCoopers). At the AGM, the board proposed the election of Deloitte.
9.1	KPMG			
9.2	Deloitte	FOR	FOR	✓ 93.0 %
9.3	Ernst & Young			
9.4	PricewaterhouseCoopers			

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Bernard Daniel	FOR	FOR	✓ 100.0 %
4.1.2	Re-elect Mr. Amaury-Daniel de Sèze	FOR	● OPPOSE	<p>✓ 97.0 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 16 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>✓ 97.0 %</p> <p>He is not independent (representative of an important shareholder, board tenure of 13 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	✓ 97.3 %
4.1.5	Re-elect Mr. Paul Desmarais Jr.	FOR	FOR	✓ 97.3 %
4.1.6	Re-elect Mr. Paul Desmarais III	FOR	FOR	✓ 97.3 %
4.1.7	Re-elect Mr. Cedric Frère	FOR	FOR	✓ 97.3 %
4.1.8	Re-elect Mr. Gérald A. Frère	FOR	FOR	✓ 97.3 %
4.1.9	Re-elect Ms. Ségolène Gallienne	FOR	FOR	✓ 97.3 %
4.1.10	Re-elect Mr. Jean-Luc Herbez	FOR	FOR	✓ 100.0 %
4.1.11	Re-elect Ms. Barbara Kux	FOR	FOR	✓ 100.0 %
4.1.12	Re-elect Mr. Michel Pébereau	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>

Item	Agenda	Board	Ethos		Result
4.1.13	Re-elect Mr. Gilles Samyn	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 25 years) and the board independence is insufficient (20.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 97.0 %
4.1.14	Re-elect Mr. Arnaud Vial	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 99.3 %
4.1.15	Elect Mr. Jocelyn Lefebvre	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (20.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓ 97.0 %
4.2	Election of the chairman of the board	FOR	FOR		✓ 97.2 %
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Mr. Bernard Daniel to the remuneration committee	FOR	FOR		✓ 99.9 %
4.3.2	Re-elect Ms. Barbara Kux to the remuneration committee	FOR	FOR		✓ 99.9 %
4.3.3	Re-elect Mr. Amaury-Daniel de Sèze to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. de Sèze to the board of directors, he cannot be elected to the committee.	✓ 96.9 %
4.3.4	Re-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.	✓ 97.0 %
4.3.5	Elect Mr. Jean-Luc Herbez 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	FOR	● OPPOSE	The remuneration is significantly higher than that of the peer group.	✓ 91.4 %

Item	Agenda	Board	Ethos		Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 91.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.6 %
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 69.7 %
4	Discharge board members and executive management	FOR	FOR		✓ 99.5 %
5.1	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 members of the board (who are not members of the executive management) is excessive and not in line with Ethos' guidelines.	✓ 71.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The remuneration structure is not in line with Ethos' guidelines.	✓ 74.0 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. Peter A. Wuffli as board member and chairman	FOR	FOR		✓ 99.7 %
6.1.2	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%).	✓ 94.8 %
6.1.3	Re-elect Ms. Grace del Rosario-Castaño	FOR	FOR		✓ 98.9 %
6.1.4	Re-elect Dr. Marcel Erni (executive)	FOR	FOR		✓ 97.7 %
6.1.5	Re-elect Ms. Michelle Felman	FOR	FOR		✓ 99.0 %
6.1.6	Re-elect Mr. Alfred Gantner (executive)	FOR	FOR		✓ 78.3 %

Item	Agenda	Board	Ethos		Result
6.1.7	Re-elect Mr. Steffen Meister (executive)	FOR	● OPPOSE	The board includes too many executive directors compared to market practice in Switzerland.  The board independence is not sufficient (30.0%).	✓ 90.3 %
6.1.8	Re-elect Dr. Eric Strutz	FOR	FOR		✓ 99.7 %
6.1.9	Re-elect Mr. Patrick Ward	FOR	FOR		✓ 97.4 %
6.1.10	Re-elect Mr. Urs Wietlisbach (executive)	FOR	FOR		✓ 97.7 %
6.2	Elections to the nomination and remuneration committee				
6.2.1	Re-elect Ms. Grace del Rosario-Castaño to the nomination and remuneration committee	FOR	FOR		✓ 93.2 %
6.2.2	Re-elect Mr. Steffen Meister to the nomination and remuneration committee	FOR	● OPPOSE	He holds an executive function in the company (Partner and Delegate of the board).	✓ 65.5 %
6.2.3	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.	✓ 91.1 %
6.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
6.4	Election of the auditors	FOR	FOR		✓ 98.3 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management			
2.1.1	Discharge Dr. Martha Scheiber	FOR	FOR	✓ 99.9 %
2.1.2	Discharge Mr. Peter Kappeler	FOR	FOR	✓ 99.9 %
2.1.3	Discharge Mr. Thomas Dressendörfer	FOR	FOR	✓ 100.0 %
2.1.4	Discharge Mr. Michael Jorda	FOR	FOR	✓ 99.9 %
2.1.5	Discharge Mr. Felix Bärlocher	FOR	FOR	✓ 99.9 %
2.1.6	Discharge Mr. Paul Schneider	FOR	FOR	✓ 98.3 %
2.1.7	Discharge Mr. Hans-Rudolf Blöchinger	FOR	FOR	✓ 99.9 %
2.2.1	Discharge Mr. Franz Rutzer	FOR	FOR	✓ 100.0 %
2.2.2	Discharge Ms. Nadine Blättler	FOR	FOR	✓ 100.0 %
2.2.3	Discharge Mr. Thomas Leu	FOR	FOR	✓ 99.9 %
2.2.4	Discharge Mr. Stefan Walter Kuhn	FOR	FOR	✓ 100.0 %
3	Approve allocation of balance sheet result	FOR	FOR	✓ 99.8 %
4.1	Elections to the board of directors			
4.1.1	Elect Dr. Matthias Henny	FOR	FOR	✓ 99.6 %
4.1.2	Elect Mr. Andreas Eugster	FOR	FOR	✓ 99.6 %
4.1.3	Elect Mr. Paul-Henri Guinand	FOR	FOR	✓ 99.6 %
4.2	Elect Dr. Matthias Henny as board chairman	FOR	FOR	✓ 99.6 %
4.3	Elections to the remuneration committee			
4.3.1	Elect Dr. Matthias Henny to the remuneration committee	FOR	FOR	✓ 99.5 %
4.3.2	Elect Mr. Andreas Eugster to the remuneration committee	FOR	FOR	✓ 99.6 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
4.5	Election of the auditors	FOR	FOR	✓ 98.4 %
5	Remuneration report	NON-VOTING	NON-VOTING	
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3 %
6.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.1 %
6.3	Binding prospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 99.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓
3	Approve allocation of income	FOR	FOR		✓
4	Discharge board members and executive management	FOR	● OPPOSE	The size of the board of directors has persistently remained below 4 members.	✓
5.1	Increase the pool of conditional capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
5.2	Approve removal of authorised capital	FOR	FOR		✓
6	Elections to the board of directors				
6.1	Re-elect Mr. Reto A. Garzetti	FOR	FOR		✓
6.2	Re-elect Mr. Peter Bodmer	FOR	FOR		✓
6.3	Re-elect Dr. Christian De Prati	FOR	FOR		✓
6.4	Re-elect Mr. Reto A. Garzetti as chairman of the board	FOR	FOR		✓
7	Elections to the remuneration committee				
7.1	Re-elect Dr. Christian De Prati to the remuneration committee	FOR	FOR		✓
7.2	Re-elect Mr. Peter Bodmer to the remuneration committee	FOR	FOR		✓
8	Re-elect the auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓
9	Election of the independent proxy	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 fixed remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
10.3	Binding prospective vote on the variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines. ✓

Item	Agenda	Board	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	✓ 99.2 %
4.2	Approval of the statutory and consolidated financial statements	FOR	FOR	✓ 99.1 %
4.3	Approve allocation of balance sheet results	FOR	FOR	✓ 99.0 %
4.4	Discharge board members	FOR	● OPPOSE	✓ 98.2 % 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.  There is a material uncertainty on the ability of the company to continue as a going concern.
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Jean-Claude Roch	FOR	FOR	✓ 98.8 %
5.1.2	Re-elect Mr. Stephen Grey	FOR	FOR	✓ 98.8 %
5.1.3	Re-elect Ms. Anouck Ansermoz	FOR	FOR	✓ 98.8 %
5.2	Re-elect Mr. Jean-Claude Roch as board chairman	FOR	FOR	✓ 98.8 %
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Jean-Claude Roch to the remuneration committee	FOR	FOR	✓ 98.7 %
5.3.2	Re-elect Mr. Stephen Grey to the remuneration committee	FOR	FOR	✓ 98.7 %
5.3.3	Re-elect Ms. Anouck Ansermoz to the remuneration committee	FOR	FOR	✓ 98.7 %
5.4	Election of the independent proxy	FOR	FOR	✓ 99.8 %
5.5	Election of the auditors	FOR	FOR	✓ 99.8 %
6.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓ 98.1 %
6.2	Binding retrospective vote on the variable remuneration of the board of directors	FOR	FOR	✓ 98.6 %
6.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.2 %

Item	Agenda	Board	Ethos	Result
6.4	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 98.3 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 100.0 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4	Re-elections to the board of directors				
4.1.1	Re-elect Mr. Benedikt A. Goldkamp as board member and chairman	FOR	● OPPOSE	The corporate governance of the company is unsatisfactory and the dialogue with the shareholders does not lead to the desired outcomes.	✓ 93.1 %
4.1.2	Re-elect Dr. oec. Florian Ernst	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (0.0%).	✓ 96.1 %
4.1.3	Re-elect Dr. iur. Martin Furrer	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (0.0%).	✓ 96.1 %
4.1.4	Re-elect Mr. Ulrich Hocker	FOR	● OPPOSE	He has been a member of the board for 29 years, which exceeds Ethos' guidelines.  He is not independent (board tenure of 29 years) and the board independence is insufficient (0.0%).	✓ 96.0 %
4.1.5	Re-elect Mr. Beat M. Siegrist	FOR	● OPPOSE	He is not independent (board tenure of 14 years) and the board independence is insufficient (0.0%).	✓ 96.0 %
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Dr. iur. Martin Furrer to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Dr. iur. Furrer to the board of directors, he cannot be elected to the committee.	✓ 96.1 %
4.2.2	Re-elect Mr. Ulrich Hocker to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Hocker to the board of directors, he cannot be elected to the committee.	✓ 94.7 %

Item	Agenda	Board	Ethos		Result
4.2.3	Re-elect Mr. Beat M. Siegrist to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Siegrist to the board of directors, he cannot be elected to the committee.	✓ 96.0 %
4.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %
4.4	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.	✓ 93.3 %
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.	✓ 94.6 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration of the chairman is significantly higher than that of the peer group.	✓ 89.6 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 68.9 %
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%). ✓ 95.8 %
4.2	Re-elect Mr. Lauric Barbier	FOR	FOR	✓ 99.9 %
4.3	Re-elect Mr. Martin Byland	FOR	FOR	✓ 97.4 %
4.4	Re-elect Mr. Jacob Schmidheiny	FOR	FOR	✓ 95.4 %
4.5	Re-elect Mr. Dominik Weber	FOR	FOR	✓ 100.0 %
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. ✓ 94.5 %
5.2	Re-elect Mr. Jacob Schmidheiny to the remuneration committee	FOR	FOR	✓ 94.3 %
6	Re-elect the auditors	FOR	FOR	✓ 99.9 %
7	Re-elect the independent proxy	FOR	FOR	✓ 100.0 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.6 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.5 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 88.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.0 %
5	Elections to the board of directors			
5.1	Re-elect Dr. rer. pol. Luciano Gabriel	FOR	FOR	✓ 97.7 %
5.2	Re-elect Ms. Corinne Denzler	FOR	FOR	✓ 99.3 %
5.3	Re-elect Mr. Adrian Dudle	FOR	FOR	✓ 99.2 %
5.4	Re-elect Prof. Dr. iur. Peter Forstmoser	FOR	FOR	✓ 95.5 %
5.5	Re-elect Mr. Nathan Hetz	FOR	FOR	✓ 91.6 %
5.6	Re-elect Mr. Josef Stadler	FOR	FOR	✓ 99.3 %
5.7	Re-elect Mr. Aviram Wertheim	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓ 75.2 %
6	Election of the chairman of the board	FOR	FOR	✓ 93.4 %
7	Elections to the remuneration committee			
7.1	Re-elect Prof. Dr. iur. Peter Forstmoser to the remuneration committee	FOR	FOR	✓ 95.2 %
7.2	Re-elect Mr. Adrian Dudle to the remuneration committee	FOR	FOR	✓ 95.8 %
7.3	Re-elect Mr. Nathan Hetz to the remuneration committee	FOR	FOR	✓ 88.4 %
7.4	Re-elect Mr. Josef Stadler to the remuneration committee	FOR	FOR	✓ 95.8 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.5 %
9	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 93.7 %
10	Election of the auditors	FOR	FOR	✓ 99.5 %
11	Election of the independent proxy	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.4 %
2	Discharge board members and executive management	FOR	FOR	✓ 97.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4.1	Advisory vote on the remuneration report	FOR	FOR	✓ 98.5 %
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	✓ 99.0 %
5	Elections to the board of directors			
5.1	Re-elect Mr. This Ernst Schneider	FOR	FOR	✓ 74.2 %
5.2	Re-elect Mr. Michael Pieper	FOR	FOR	✓ 92.5 %
5.3	Re-elect Mr. Hans-Peter Schwald	FOR	FOR	✓ 97.3 %
5.4	Re-elect Mr. Peter Spuhler	FOR	FOR	✓ 99.3 %
5.5	Re-elect Mr. Roger Baillod	FOR	FOR	✓ 97.5 %
5.6	Re-elect Mr. Bernhard Jucker	FOR	FOR	✓ 99.6 %
5.7	Elect Mr. Carl Illi	FOR	FOR	✓ 97.7 %
5.8	Elect Mr. Luc Tack	FOR	FOR	✓ 81.9 %
6	Election of Mr. Bernhard Jucker as chairman of the board	FOR	FOR	✓ 99.6 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. This Ernst Schneider to the remuneration committee	FOR	FOR	✓ 77.6 %
7.2	Re-elect Mr. Hans-Peter Schwald to the remuneration committee	FOR	FOR	✓ 97.3 %
7.3	Elect Mr. Bernhard Jucker to the remuneration committee	FOR	FOR	✓ 99.0 %
8	Re-elect the independent proxy	FOR	FOR	✓ 99.8 %
9	Re-elect the auditors	FOR	● OPPOSE	✓ 79.8 % The term of office of the audit firm exceeds 20 years.

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.8 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 97.7 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Wolfgang Martz	FOR	FOR	✓ 98.1 %
4.1.2	Re-elect Mr. Christian Budry	FOR	FOR	✓ 99.8 %
4.1.3	Re-elect Ms. Anne Bobillier	FOR	FOR	✓ 99.6 %
4.1.4	Re-elect Mr. Bernard Grobéty	FOR	FOR	✓ 98.1 %
4.1.5	Re-elect Mr. Jean-Jacques Miauton	FOR	<p>● OPPOSE</p> <p>He has been a member of the board for 20 years, which exceeds Ethos' guidelines.</p> <p>He is not independent (board tenure of 20 years) and the board independence is insufficient (9.1%).</p>	✓ 96.2 %
4.2	Appointment of Ms Elina Leimgruber to the board of directors by the Vaud cantonal government	NON-VOTING	NON-VOTING	
4.3	Election of the chairman of the board	FOR	FOR	✓ 98.3 %
4.4	Elections to the nomination and remuneration committee			
4.4.1	Re-elect Mr. Wolfgang Martz to the nomination and remuneration committee	FOR	FOR	✓ 98.0 %
4.4.2	Re-elect Prof. Dr. Jean-Yves Pidoux to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
4.4.3	Re-elect Mr. Laurent Balsiger to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
4.5	Elect Ms. Elina Leimgruber to the nomination and remuneration committee	FOR	FOR	✓ 97.7 %
4.6	Election of the auditors	FOR	FOR	✓ 98.1 %
4.7	Election of the independent proxy	FOR	FOR	✓ 99.8 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.0 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.5 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.0 %
2	Approve allocation of loss	FOR	FOR		✓ 99.0 %
3	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 85.0 %
4.a	Discharge board members	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓ 97.0 %
4.b	Discharge executive management	FOR	FOR		✓ 99.0 %
5.a	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.	✓ 84.0 %
5.b	Increase of conditional capital for the conversion of convertible bonds	FOR	FOR		✓ 94.0 %
6	Elections to the board of directors				
6.a	Re-elect Mr. Martin Gertsch	FOR	FOR		✓
6.b	Elect Mr. Philipp Gutzwiller	FOR	FOR		✓
6.c	Elect Dr. bio. Thomas Meier (CEO)	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
6.d	Elect Mr. Elmar Schnee	FOR	FOR		✓
6.e	Elect Dr. Patrick Vink	FOR	FOR		✓
6.f	Elect Mr. Elmar Schnee as board chairman	FOR	FOR		✓
7	Elections to the remuneration committee				
7.a	Elect Mr. Elmar Schnee to the remuneration committee	FOR	FOR		✓
7.b	Elect Dr. Patrick Vink to the remuneration committee	FOR	FOR		✓
8	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 receive options.	✓ 96.0 %

Item	Agenda	Board	Ethos		Result
9.a	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓ 96.0 %
9.b	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.	✓ 96.0 %
10	Election of the auditors	FOR	FOR		✓ 98.0 %
11	Election of the independent proxy	FOR	FOR		✓ 99.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2	Approve allocation of result	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓
4.1	Elections to the board of directors				
4.1.a	Re-elect Mr. Michael Hauser	FOR	FOR		✓ 99.8 %
4.1.b	Re-elect Mr. Ruedi Huber	FOR	FOR		✓ 99.9 %
4.1.c	Re-elect Mr. Nicolas Mathys	FOR	FOR		✓ 99.9 %
4.1.d	Re-elect Mr. Paul Zumbühl	FOR	FOR		✓ 99.8 %
4.2	Re-elect Mr. Paul Zumbühl as chairman of the board	FOR	FOR		✓ 99.9 %
4.3	Elections to the nomination and remuneration committee				
4.3.a	Re-elect Mr. Michael Hauser to the nomination and remuneration committee	FOR	FOR		✓ 99.9 %
4.3.b	Re-elect Mr. Paul Zumbühl to the nomination and remuneration committee	FOR	FOR		✓ 99.8 %
4.4	Re-elect the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 99.6 %
4.5	Re-elect the independent proxy	FOR	FOR		✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 99.8 %
5.2.a	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.7 %
5.2.b	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.7 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 93.2 %
3	Approve allocation of balance sheet result	FOR	FOR		✓ 99.7 %
4	Discharge board members (except Mr. Hans Ziegler) and executive management	FOR	FOR		✓ 97.3 %
5.1	Elections to the board of directors				
5.1.a	Re-elect Mr. Edwin Eichler as board member and chairman	FOR	FOR		✓ 91.9 %
5.1.b	Re-elect Mr. Michael Büchter	FOR	FOR		✓ 99.5 %
5.1.c	Re-elect Mr. Martin Haefner	FOR	FOR		✓ 92.2 %
5.1.d	Re-elect Mr. Marco Musetti	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6%).	✓ 91.0 %
5.1.e	Re-elect Mr. Vladimir Polienko	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (28.6%).	✓ 90.8 %
5.1.f	Re-elect Dr. Heinz Schumacher	FOR	FOR		✓ 99.4 %
5.1.g	Re-elect Dr. Oliver Thum	FOR	FOR		✓ 91.6 %
5.2	Elections to the remuneration committee				
5.2.a	Re-elect Mr. Edwin Eichler to the remuneration committee	FOR	FOR		✓ 91.1 %
5.2.b	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.	✓ 90.7 %
5.2.c	Re-elect Dr. Heinz Schumacher to the remuneration committee	FOR	FOR		✓ 98.1 %
5.3	Election of the auditors	FOR	FOR		✓ 99.3 %
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	● OPPOSE	The potential increase relative to the previous year is excessive and not justified.	✓ 98.0 %

Item	Agenda	Board	Ethos		Result
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p>	✓ 97.3 %

Item	Agenda	Board	Ethos	Result
1.	Chairman's speech	NON-VOTING	NON-VOTING	
2.	Review of the 2016 financial year	NON-VOTING	NON-VOTING	
3.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
4.	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. ✓ 86.0 %
5.	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
6.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
7.1	Elections to the board of directors			
7.1.a	Re-elect Dr. sc. nat. Lukas Braunschweiler	FOR	FOR	✓ 100.0 %
7.1.b	Re-elect Ms. Vanessa Frey	FOR	FOR	✓ 99.9 %
7.1.c	Re-elect Mr. Jan Jenisch	FOR	FOR	✓ 100.0 %
7.1.d	Re-elect Dr. oec. Jacques Sanche	FOR	FOR	✓ 100.0 %
7.1.e	Re-elect Mr. Beat M. Siegrist	FOR	FOR	✓ 100.0 %
7.2	Election of the chairman of the board	FOR	FOR	✓ 100.0 %
7.3	Elections to the remuneration committee			
7.3.a	Elect Dr. oec. Jacques Sanche to the Remuneration Committee	FOR	FOR	✓ 100.0 %
7.3.b	Elect Ms. Vanessa Frey to the Remuneration Committee	FOR	FOR	✓ 99.9 %
7.3.c	Elect Mr. Jan Jenisch to the Remuneration Committee	FOR	FOR	✓ 100.0 %
7.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
7.5	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 90.9 %  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 100.0 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Binding votes on the remuneration of the board of directors and the executive management			
2.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 95.3 %
2.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 99.6 %
2.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 91.1 %
3	Discharge board members and executive management	FOR	FOR	✓ 100.0 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.8 %
5	Elections to the board of directors			
5.a	Re-elect Mr. Urs Kaufmann	FOR	FOR	✓ 92.9 %
5.b	Re-elect Mr. Thomas Oetterli	FOR	FOR	✓ 99.8 %
5.c	Re-elect Mr. Heinrich C. Spoerry as board member and chairman	FOR	FOR	✓ 98.2 %
5.d	Re-elect Mr. Jörg Walther	FOR	FOR	✓ 99.8 %
5.e	Elect Mr. Niklaus Huber	FOR	FOR	✓ 98.6 %
5.f	Elect Ms. Bettina Stadler	FOR	FOR	✓ 82.4 %
6	Elections to the nomination and remuneration committee			
6.a	Re-elect Mr. Urs Kaufmann to the nomination and remuneration committee	FOR	FOR	✓ 71.4 %
6.b	Re-elect Mr. Heinrich C. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 71.7 %
6.c	Elect Mr. Niklaus Huber to the nomination and remuneration committee	FOR	FOR	✓ 92.4 %
7	Election of the independent proxy	FOR	FOR	✓ 99.8 %
8	Election of the auditors	FOR	● OPPOSE	✓ 95.7 %
				The term of office of the audit firm exceeds 20 years.

Item	Agenda	Board	Ethos	Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING	
2	Election of the auditors	FOR	FOR	✓ 100.0 %
3	Elections to the board of directors			
3.a	Elect Mr. Ziv Carthy	FOR	FOR	✗ 32.6 %
3.b	Elect Mr. Yi He	FOR	FOR	✓ 53.4 %
3.c	Re-elect Dr. Amir Lerman	FOR	FOR	✓ 98.7 %
3.d	Re-elect Mr. Elon Shalev	FOR	FOR	✓ 100.0 %
3.e	Elect Mr. Cailong Su	FOR	FOR	✓ 85.0 %
3.f	Elect Mr. Xuewen Wu	FOR	FOR	✓ 85.0 %
3.g	Elect Ms. Shenlu Xu	FOR	● OPPOSE	Insufficient information is provided concerning the nominee. ✓ 97.4 %
4	Elections of the two independent external directors			
4.a	Elect Mr. Yehoshua Abramovich as independent external director	FOR	FOR	✗ 20.1 %
4.b	Elect Ms. Devorah Kimhi as independent external director	FOR	FOR	✗ 32.6 %
4.c	Elect Mr. Gil Sharon as independent external director	FOR	FOR	✗ 31.3 %
4.d	Elect Mr. Xuequn Qian as independent external director	FOR	FOR	✗ 67.4 %
5	Approve the 2017 Compensation Policy	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines. ✓ 98.6 %
6	Option grant to newly elected independent external directors	FOR	● OPPOSE	The information provided is insufficient. The non-executive directors receive options. ✓ 98.8 %

Item	Agenda	Board	Ethos	Result
1	Elections to the board of directors			
1.a	Elect Mr. Yehoshua Abramovich as independent external director	FOR	FOR	✓
1.b	Elect Ms. Devorah Kimhi as independent external director	FOR	FOR	✗
1.c	Elect Ms. Noga Knaz as independent external director	FOR	FOR	✗
1.d	Elect Ms. Hava Shechter as independent external director	FOR	FOR	✗
1.e	Elect Mr. Xuequn Qian as independent external director	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.8 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.8 %
3	Discharge board members	FOR	FOR		✓ 99.7 %
4.1	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.	✓ 96.3 %
4.2.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 83.0 %
4.2.2	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 98.4 %
4.2.3	Binding prospective vote on the 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.  The requested amount does not allow to respect Ethos' guidelines.	✓ 93.0 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Colin Bond	FOR	FOR		✓ 99.5 %
5.1.2	Re-elect Prof. Dr. Wolfram Carius	FOR	FOR		✓ 99.6 %
5.1.3	Re-elect Dr. iur. Andreas Casutt	FOR	FOR		✓ 99.6 %
5.1.4	Re-elect Mr. Reto A. Garzetti	FOR	FOR		✓ 95.9 %
5.1.5	Re-elect Dr. iur. Martin Schmid	FOR	FOR		✓ 99.6 %
5.1.6	Re-elect Ms. Ulla Schmidt	FOR	FOR		✓ 99.4 %
5.2	Re-elect Dr. iur. Andreas Casutt as chairman of the board	FOR	FOR		✓ 99.7 %
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Reto A. Garzetti to the remuneration committee	FOR	FOR		✓ 95.7 %
5.3.2	Re-elect Dr. iur. Martin Schmid to the remuneration committee	FOR	FOR		✓ 99.4 %
5.3.3	Elect Ms. Ulla Schmidt to the remuneration committee	FOR	FOR		✓ 99.2 %
6	Election of the independent proxy	FOR	FOR		✓ 99.8 %
7	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 91.2 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
	Proposal by Schenker-Winkler Holding (not listed in the invitation): Allocation of income and dividend	OPPOSE	OPPOSE		✓ 67.8 %
2	Approve allocation of income and dividend	WITH-DRAWN	● FOR	ITEM 2 was not submitted to shareholder vote, since the SWH's dividend proposal was accepted.	–
3	Discharge board members and executive management				
3.1.1	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.	✓ 75.1 %
3.1.2	Discharge Mr. Frits van Dijk	FOR	FOR		✗ 33.9 %
3.1.3	Discharge Dr. Paul J. Hälg	FOR	FOR		✗ 34.0 %
3.1.4	Discharge Dr. Willi K. Leimer	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.	✓ 75.5 %
3.1.5	Discharge Ms. Monika Ribar	FOR	FOR		✗ 33.9 %
3.1.6	Discharge Mr. Daniel J. Sauter	FOR	FOR		✗ 33.8 %
3.1.7	Discharge Prof. Dr. Ulrich W. Suter	FOR	FOR		✗ 33.6 %
3.1.8	Discharge Mr. Jürgen Tinggren	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.	✓ 75.3 %
3.1.9	Discharge Mr. Christoph Tobler	FOR	FOR		✗ 33.9 %
3.2	Discharge executive management	FOR	FOR		✓ 99.9 %
4.1	Elections to the board of directors				
4.1.1	Re-elect Dr. Paul J. Hälg	FOR	FOR		✓ 88.4 %
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.	✓ 77.0 %
4.1.3	Re-elect Mr. Frits van Dijk	FOR	FOR		✓ 99.3 %
4.1.4	Re-elect Dr. Willi K. Leimer	FOR	● OPPOSE	Ethos considers that he did not act in the interests of the company and its minority shareholders.	✓ 78.0 %
4.1.5	Re-elect Ms. Monika Ribar	FOR	FOR		✓ 88.1 %
4.1.6	Re-elect Mr. Daniel J. Sauter	FOR	FOR		✓ 86.7 %
4.1.7	Re-elect Prof. Dr. Ulrich W. Suter	FOR	FOR		✓ 85.6 %
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.	✓ 78.0 %

Item	Agenda	Board	Ethos	Result
4.1.9	Re-elect Mr. Christoph Tobler	FOR	FOR	✓ 87.3 %
	Proposal by Schenker-Winkler Holding (not listed in the invitation): Elect Prof. Dr. Jacques Bischoff to the board of directors	OPPOSE	OPPOSE	✗ 13.3 %
4.2	Re-elect Dr. Paul J. Hälg as board chairman	FOR	FOR	✓ 88.4 %
4.3	Elections to the nomination and remuneration committee			
4.3.1	Re-elect Mr. Frits van Dijk to the nomination and remuneration committee	FOR	FOR	✓ 88.3 %
4.3.2	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. ✓ 74.3 %
4.3.3	Re-elect Mr. Daniel J. Sauter to the nomination and remuneration committee	FOR	FOR	✓ 79.1 %
4.4	Re-elect Ernst & Young as auditors	FOR	FOR	✓ 98.5 %
4.5	Re-elect Mr. Jost Windlin as independent proxy	FOR	FOR	✓ 99.8 %
5.1	Approval of the total remuneration of the board of directors for the term of office 2015/16	FOR	FOR	✗ 34.2 %
5.2	Approval of the total remuneration of the board of directors for the term of office 2016/17	FOR	FOR	✗ 34.2 %
5.3	Advisory vote on the remuneration report	FOR	FOR	✗ 32.5 %
5.4	Approval of the total remuneration of the board of directors for the term of office 2017/18	FOR	FOR	✗ 34.1 %
5.5	Approval of the total remuneration of the executive management for the financial year 2018	FOR	FOR	✓ 99.6 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 94.7 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.5 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Robert F. Spoerry as member and chairman of the board (single vote)	FOR	FOR	✓ 97.9 %
4.1.2	Re-elect Dr. Beat W. Hess	FOR	FOR	✓ 99.6 %
4.1.3	Re-elect Ms. Lynn D. Bleil	FOR	FOR	✓ 90.9 %
4.1.4	Re-elect Dr. Michael Jacobi	FOR	FOR	✓ 98.0 %
4.1.5	Re-elect Ms. Stacy Enxing Seng	FOR	FOR	✓ 99.9 %
4.1.6	Re-elect Prof. Anssi Vanjoki	FOR	FOR	✓ 99.6 %
4.1.7	Re-elect Mr. Ronald van der Vis	FOR	FOR	✓ 99.7 %
4.1.8	Re-elect Dr. Jinlong Wang	FOR	FOR	✓ 99.9 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Re-elect Mr. Robert F. Spoerry to the nomination and remuneration committee	FOR	FOR	✓ 95.5 %
4.2.2	Re-elect Dr. Beat W. Hess to the nomination and remuneration committee	FOR	FOR	✓ 99.5 %
4.2.3	Re-elect Ms. Stacy Enxing Seng to the nomination and remuneration committee	FOR	FOR	✓ 99.6 %
4.3	Re-elect the auditors	FOR	FOR	✓ 98.7 %
4.4	Re-elect 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 is significantly higher than that of the peer group. ✓ 94.3 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The maximum amount that can be 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. ✓ 90.9 %

Item	Agenda	Board	Ethos	Result
6	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	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	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
5.1	Elections to the board of directors			
5.1.1	Re-elect Mr. Christopher Bedford Brotchie	FOR	FOR	✓
5.1.2	Re-elect Mr. Fersen Lamas Lambranh	FOR	FOR	✓
5.1.3	Re-elect Mr. David Emery	FOR	FOR	✓
5.1.4	Re-elect Mr. Christopher Wright	FOR	FOR	✓
5.1.5	Re-elect Mr. Alvaro Lopes da Silva Neto	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board. ✓
5.2	Re-elect Mr. Christopher Bedford Brotchie as board chairman	FOR	FOR	✓
5.3	Elections to the remuneration committee			
5.3.1	Re-elect Mr. Christopher Bedford Brotchie to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the committee includes all board members. ✓
5.3.2	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. ✓
5.3.3	Re-elect Mr. David Emery to the remuneration committee	FOR	FOR	✓
5.3.4	Re-elect Mr. Christopher Wright to the remuneration committee	FOR	FOR	✓
5.3.5	Re-elect Mr. Alvaro Lopes da Silva Neto to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, business connections) and the committee includes all board members. ✓
5.4	Election of the independent proxy	FOR	FOR	✓
5.5	Election of the auditors	FOR	FOR	✓

Item	Agenda	Board	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	✓ 99.9 %
4	Approve financial statements of St. Galler Kantonalbank AG	FOR	FOR	✓ 99.9 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
6	Discharge board members	FOR	FOR	✓ 99.8 %
7	Elections to the board of directors			
7.1	Re-elect Prof. Thomas A. Gutzwiller as member and chairman of the board, as well as member of the remuneration committee (single vote)	FOR	FOR	✓ 99.1 %
7.2	Re-elect Prof. Manuel Ammann	FOR	FOR	✓ 99.8 %
7.3	Re-elect Dr. Hans-Jürg Bernet as member of the board and of the remuneration committee (single vote)	FOR	FOR	✓ 98.5 %
7.4	Re-elect Ms. Claudia Gietz Viehweger	FOR	FOR	✓ 99.5 %
7.5	Re-elect Mr. Kurt Rüegg	FOR	FOR	✓ 99.7 %
7.6	Re-elect Dr. Adrian Rüesch as member of the board and of the remuneration committee (single vote)	FOR	FOR	✓ 98.2 %
7.7	Re-elect Mr. Hans Wey	FOR	FOR	✓ 99.5 %
7.8	Re-elect the independent proxy	FOR	FOR	✓ 99.8 %
7.9	Re-elect the auditors	FOR	● OPPOSE	✓ 98.1 % The term of office of the audit firm exceeds 20 years.
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.4 %
8.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.0 %
8.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 96.8 %

Item	Agenda	Board	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.	✓
2.1	Approve allocation of income	FOR	FOR		✓
2.2	Distribution out of capital contribution reserves	FOR	FOR		✓
3	Discharge board members	FOR	FOR		✓
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.  The non-executive directors receive variable remuneration.	✓
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter Fust	FOR	FOR		✓
5.1.2	Re-elect Prof. Christian Belz	FOR	FOR		✓
5.1.3	Re-elect Mr. Adrian Stürm	FOR	FOR		✓
5.1.4	Re-elect Prof. Frank Brinken	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
5.1.5	Elect Dr. Erich J. Bohli	FOR	FOR		✓
5.1.6	Re-elect Mr. Daniel Frutig	FOR	FOR		✓
5.2	Re-elect Mr. Daniel Frutig as chairman of the board	FOR	FOR		✓
5.3	Elections to the remuneration committee				
5.3.1	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR		✓
5.3.2	Elect Dr. Erich J. Bohli 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.	✓

Item	Agenda	Board	Ethos		Result
5.4	Re-elect the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓
5.5	Re-elect the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 79.0 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members	FOR	FOR		✓ 99.7 %
	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 is significantly higher than that of the peer group.	✓ 96.0 %
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.  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 requested amount does not allow to respect Ethos' guidelines.	✓ 96.4 %
5.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓ 99.1 %
6	Elections to the board of directors				
6.1	Re-elect Mr. Gilbert Achermann as board member and chairman	FOR	FOR		✓ 97.3 %
6.2	Re-elect Dr. iur. Sebastian Burckhardt	FOR	FOR		✓ 97.1 %
6.3	Re-elect Mr. Ulrich Looser	FOR	FOR		✓ 98.8 %
6.4	Re-elect Dr. Beat E. Lüthi	FOR	FOR		✓ 98.8 %
6.5	Re-elect Dr. h.c. Thomas Straumann	FOR	FOR		✓ 98.5 %
6.6	Elect Ms. Monique Bourquin	FOR	FOR		✓ 98.9 %
6.7	Elect Ms. Regula Wallimann	FOR	FOR		✓ 98.8 %
7	Elections to the remuneration committee				
7.1	Elect Ms. Monique Bourquin to the remuneration committee	FOR	FOR		✓ 98.8 %

Item	Agenda	Board	Ethos	Result
7.2	Re-elect Mr. Ulrich Looser to the remuneration committee	FOR	FOR	✓ 98.7 %
7.3	Re-elect Dr. h.c. Thomas Straumann to the remuneration committee	FOR	FOR	✓ 98.5 %
8	Election of the independent proxy	FOR	FOR	✓ 100.0 %
9	Election of the auditors	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
1.2	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.	✓ 88.5 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
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		✓ 99.0 %
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.	✓ 97.1 %
5	Elections to the board of directors				
5.1	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.	✓ 95.9 %
5.2.1	Re-elect Mr. Matthias Bichsel	FOR	FOR		✓ 99.9 %
5.2.2	Re-elect Mr. Thomas H. Glanzmann	FOR	FOR		✓ 99.8 %
5.2.3	Re-elect Mr. Axel Heitmann	FOR	FOR		✓ 99.5 %
5.2.4	Re-elect Ms. Jill Lee	FOR	FOR		✓ 99.8 %
5.2.5	Re-elect Mr. Mikhail Lifshitz	FOR	FOR		✓ 99.5 %
5.2.6	Re-elect Mr. Marco Musetti	FOR	FOR		✓ 99.2 %
5.2.7	Re-elect Dr. Gerhard Roiss	FOR	FOR		✓ 99.8 %
6	Elections to the remuneration committee				
6.1.1	Re-elect Mr. Thomas H. Glanzmann to the remuneration committee	FOR	FOR		✓ 99.7 %
6.1.2	Re-elect Ms. Jill Lee to the remuneration committee	FOR	FOR		✓ 99.7 %
6.1.3	Re-elect Mr. Marco Musetti to the remuneration committee	FOR	FOR		✓ 99.2 %
7	Election of the auditors	FOR	FOR		✓ 99.9 %
8	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of balance sheet result	FOR	FOR	✓ 99.4 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 99.4 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Mr. Peter Schöpfer	FOR	FOR	✓ 98.4 %
4.1.2	Re-elect Mr. Jesper Ovesen	FOR	FOR	✓ 98.3 %
4.1.3	Re-elect Ms. Robin Bienenstock	FOR	FOR	✓ 99.4 %
4.1.4	Re-elect Mr. Michael Krammer	FOR	FOR	✓ 99.4 %
4.1.5	Re-elect Mr. Joachim Preisig	FOR	FOR	✓ 97.5 %
4.1.6	Re-elect Mr. Christoph Vilanek	FOR	FOR	✓ 89.2 %
4.1.7	Re-elect Dr. Peter Kurer	FOR	FOR	✓ 99.3 %
4.1.8	Re-elect Dr. Peter Kurer as board chairman	FOR	FOR	✓ 99.8 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Peter Schöpfer to the remuneration committee	FOR	FOR	✓ 98.9 %
4.2.2	Re-elect Dr. Peter Kurer to the remuneration committee	FOR	FOR	✓ 99.7 %
4.2.3	Re-elect Mr. Christoph Vilanek to the remuneration committee	FOR	FOR	✓ 89.3 %
4.2.4	Elect Mr. Michael Krammer to the remuneration committee	FOR	FOR	✓ 99.9 %
4.2.5	Re-elect Mr. Peter Schöpfer as chairman of the remuneration committee	FOR	FOR	✓ 99.0 %
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	✓ 90.0 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.5 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.5 %
8.1	Approve renewal of authorised capital	FOR	FOR	✓ 81.1 %
8.2	Approve creation of an additional authorised capital	FOR	FOR	✓ 98.8 %
8.3	Amend articles of association: Shareholder resolutions	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
8.4	Amend articles of association: Principles of remuneration for the executive management	FOR	FOR	✓ 94.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.7 %
2	Discharge board members and executive management	FOR	FOR	✓ 95.7 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 98.9 %
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	✓ 90.5 %
4.1.2	Prospective vote on the fixed remuneration of the board of directors (for executive functions)	FOR	FOR	✓ 91.2 %
4.2	Prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.6 %
4.3	Retrospective vote on the total variable remuneration of the executive members of the board of directors	FOR	● OPPOSE	<p>✓ 76.6 %</p> <p>The remuneration is excessive in view of the performance achieved.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>
4.4	Retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	<p>✓ 75.8 %</p> <p>The remuneration is excessive in view of the performance achieved.</p> <p>The requested amount does not allow to respect Ethos' guidelines.</p>
5	Elections to the board of directors			
5.1	Re-elect Ms. Nayla Hayek	FOR	FOR	✓ 88.0 %
5.2	Re-elect Mr. Ernst Tanner	FOR	● OPPOSE	<p>✓ 87.2 %</p> <p>He has been a member of the board for 22 years, which exceeds Ethos' guidelines.</p>
5.3	Re-elect Ms. Daniela Aeschlimann	FOR	FOR	✓ 83.4 %
5.4	Re-elect Mr. Georges N. Hayek (Nick)	FOR	● OPPOSE	<p>✓ 85.0 %</p> <p>He is also a permanent member of the executive management (CEO).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>
5.5	Re-elect Prof. Dr. h.c. Claude Nicollier	FOR	FOR	✓ 84.7 %
5.6	Re-elect Dr. oec. Jean-Pierre Roth	FOR	FOR	✓ 98.5 %
5.7	Re-elect Ms. Nayla Hayek as board chairman	FOR	FOR	✓ 81.4 %
6	Elections to the remuneration committee			

Item	Agenda	Board	Ethos		Result
6.1	Re-elect Ms. Nayla Hayek to the remuneration committee	FOR	● OPPOSE	She holds an executive function in the company.	✓ 76.3 %
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.	✓ 88.3 %
6.3	Re-elect Ms. Daniela Aeschlimann to the remuneration committee	FOR	FOR		✓ 84.9 %
6.4	Re-elect Mr. Georges N. Hayek (Nick) 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.	✓ 75.5 %
6.5	Re-elect Prof. Dr. h.c. Claude Nicollier to the remuneration committee	FOR	FOR		✓ 85.9 %
6.6	Re-elect Dr. oec. Jean-Pierre Roth to the remuneration committee	FOR	FOR		✓ 96.2 %
7	Election of the independent proxy	FOR	FOR		✓ 98.5 %
8	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 93.8 %

Item	Agenda	Board	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	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
5	Approve capital reduction via reduction of nominal value	FOR	FOR	✓ 96.3 %
6	Approve renewal and increase of authorised capital	FOR	FOR	✓ 99.3 %
7	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
8.1	Elections to the board of directors			
8.1.a	Re-elect Dr. Hans-Peter Bauer as board member and chairman	FOR	FOR	✓ 100.0 %
8.1.b	Re-elect Ms. Carolin Schmäuser	FOR	FOR	✓ 100.0 %
8.1.c	Re-elect Mr. Alexander Vögele	FOR	FOR	✓ 100.0 %
8.1.d	Re-elect Mr. Christian Perschak	FOR	FOR	✓ 100.0 %
8.2	Elections to the remuneration committee			
8.2.a	Re-elect Mr. Christian Perschak to the remuneration committee	FOR	FOR	✓ 99.9 %
8.2.b	Re-elect Mr. Alexander Vögele to the remuneration committee	FOR	FOR	✓ 99.9 %
8.3	Election of the auditors	FOR	FOR	✓ 100.0 %
8.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.0 %
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.6 %
9.3	Binding prospective vote on the total remuneration of Swiss Finance & Property AG as asset manager	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.3 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 94.4 %
2.1	Approve allocation of income	FOR	FOR	✓ 99.5 %
2.2	Approve dividend from capital contribution reserves	FOR	FOR	✓ 99.9 %
3	Discharge board members	FOR	FOR	✓ 98.1 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.3 %
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	✓ 97.3 %
5	Elections to the board of directors			
5.1	Re-elect Dr. iur. Rolf Dörig as board member and chairman	FOR	FOR	✓ 92.0 %
5.2	Re-elect Mr. Gerold Bühler	FOR	FOR	✓ 97.2 %
5.3	Re-elect Ms. Adrienne Corboud Fumagalli	FOR	FOR	✓ 99.2 %
5.4	Re-elect Mr. Ueli Dietiker	FOR	FOR	✓ 99.0 %
5.5	Re-elect Prof. Dr. sc. math. Damir Filipovic	FOR	FOR	✓ 99.1 %
5.6	Re-elect Dr. oec. Frank Keuper	FOR	FOR	✓ 98.7 %
5.7	Re-elect Prof. Dr. iur. Henry M. Peter	FOR	FOR	✓ 98.1 %
5.8	Re-elect Dr. oec. Frank Schnewlin	FOR	FOR	✓ 98.2 %
5.9	Re-elect Ms. Franziska Tschudi Sauber	FOR	FOR	✓ 97.4 %
5.10	Re-elect Dr. iur. Klaus Tschüscher	FOR	FOR	✓ 98.9 %
5.11	Elect Mr. Stefan Loacker	FOR	FOR	✓ 98.8 %
	Elections to the remuneration committee			
5.12	Re-elect Prof. Dr. iur. Henry M. Peter to the remuneration committee	FOR	FOR	✓ 97.8 %
5.13	Re-elect Dr. oec. Frank Schnewlin to the remuneration committee	FOR	FOR	✓ 93.8 %
5.14	Re-elect Ms. Franziska Tschudi Sauber to the remuneration committee	FOR	FOR	✓ 96.4 %
6	Election of the independent proxy	FOR	FOR	✓ 99.7 %
7	Election of the auditors	FOR	FOR	✓ 98.1 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 95.5 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.8 %
4	Approve allocation of income	FOR	FOR	✓ 100.0 %
5	Approve dividend	FOR	FOR	✓ 100.0 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.2 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 75.1 %
7.1	Elections to the board of directors			
7.1.1	Re-elect Dr. Elisabeth Bourqui	FOR	FOR	✓ 99.1 %
7.1.2	Re-elect Mr. Christopher M. Chambers	FOR	FOR	✓ 98.3 %
7.1.3	Re-elect Mr. Markus Graf	FOR	FOR	✓ 67.2 %
7.1.4	Re-elect Dr. oec. publ. Rudolf Huber	FOR	FOR	✓ 66.3 %
7.1.5	Re-elect Mr. Mario F. Seris	FOR	FOR	✓ 64.0 %
7.1.6	Re-elect Mr. Klaus Rudolf Wecken	FOR	FOR	✓ 77.8 %
7.1.7	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli	FOR	FOR	✓ 67.9 %
7.2	Re-elect Prof. Dr. oec. publ. Hans Peter Wehrli as board chairman	FOR	FOR	✓ 82.4 %
7.3	Elections to the nomination and remuneration committee			
7.3.1	Re-elect Dr. Elisabeth Bourqui to the nomination and remuneration committee	FOR	FOR	✓ 99.4 %
7.3.2	Re-elect Mr. Christopher M. Chambers the nomination and remuneration committee	FOR	FOR	✓ 99.2 %
7.3.3	Re-elect Mr. Mario F. Seris the nomination and remuneration committee	FOR	FOR	✓ 62.2 %
7.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
7.5	Election of the auditors	FOR	FOR	✓ 97.2 %

Item	Agenda	Board	Ethos	Result	
1.1	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>	✓ 80.6 %
1.2	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.1 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.6 %
3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <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>	✓ 89.0 %
4	Discharge board members and executive management	FOR	FOR		✓ 98.1 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Mr. Walter B. Kielholz as chairman and board member	FOR	FOR		✓ 93.3 %
5.1.2	Re-elect Dr. oec. Raymond K. F. Ch'ien	FOR	FOR		✓ 97.1 %
5.1.3	Re-elect Dr. oec. Renato Fassbind	FOR	FOR		✓ 97.0 %
5.1.4	Re-elect Ms. Mary Francis	FOR	FOR		✓ 97.4 %
5.1.5	Re-elect Prof. Dr. oec. Rajna Gibson Brandon	FOR	FOR		✓ 96.3 %
5.1.6	Re-elect Mr. C. Robert Henrikson	FOR	FOR		✓ 96.6 %
5.1.7	Re-elect Mr. Trevor Manuel	FOR	FOR		✓ 97.2 %
5.1.8	Re-elect Mr. Philip K. Ryan	FOR	FOR		✓ 97.2 %
5.1.9	Re-elect Sir Paul Tucker	FOR	FOR		✓ 97.4 %
5.1.10	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	<p>She has a major conflict of interest that is incompatible with her role as board member.</p>	✓ 90.8 %
5.1.11	Elect Mr. Ralph Jay	FOR	FOR		✓ 97.2 %
5.1.12	Elect Dr. Jörg Reinhardt	FOR	FOR		✓ 96.8 %
5.1.13	Elect Mr. Jacques de Vaucleroy	FOR	FOR		✓ 95.8 %
5.2	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
5.2.1	Re-elect Dr. oec. Raymond K. F. Ch'ien to the remuneration committee	FOR	FOR		✓ 95.0 %
5.2.2	Re-elect Dr. oec. Renato Fassbind to the remuneration committee	FOR	FOR		✓ 97.6 %
5.2.3	Re-elect Mr. C. Robert Henrikson to the remuneration committee	FOR	FOR		✓ 97.2 %
5.2.4	Elect Dr. Jörg Reinhardt to the remuneration committee	FOR	FOR		✓ 97.7 %
5.3	Election of the independent proxy	FOR	FOR		✓ 99.2 %
5.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 90.3 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 88.5 %
6.2	Binding prospective vote on the fixed and long-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.	✓ 87.2 %
7	Reduce share capital via cancellation of shares	FOR	FOR		✓ 98.9 %
8	Approve share buyback programme	FOR	FOR		✓ 98.2 %
9.1	Approve renewal of authorised capital	FOR	FOR		✓ 95.6 %
9.2	Amend Articles of Association: Wording of Article 3a para 5	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 95.1 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.6 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Roland Abt	FOR	FOR	✓ 99.9 %
4.2	Re-elect Dr. Valérie Berset Bircher	FOR	FOR	✓ 98.9 %
4.3	Re-elect Mr. Alain Carrupt	FOR	FOR	✓ 99.9 %
4.4	Re-elect Dr. Franck Esser	FOR	FOR	✓ 99.7 %
4.5	Re-elect Dr. Barbara Frei	FOR	FOR	✓ 99.7 %
4.6	Re-elect Ms. Catherine Mühlemann	FOR	FOR	✓ 99.9 %
4.7	Re-elect Mr. Theophil H. Schlatter	FOR	FOR	✓ 99.8 %
4.8	Re-elect Mr. Hansueli Loosli	FOR	FOR	✓ 99.7 %
4.9	Re-elect Mr. Hansueli Loosli as board chairman	FOR	FOR	✓ 99.8 %
5	Elections to the remuneration committee			
5.1	Re-elect Dr. Franck Esser to the remuneration committee	FOR	FOR	✓ 97.8 %
5.2	Re-elect Dr. Barbara Frei to the remuneration committee	FOR	FOR	✓ 97.8 %
5.3	Re-elect Mr. Hansueli Loosli to the remuneration committee	FOR	FOR	✓ 97.8 %
5.4	Re-elect Mr. Theophil H. Schlatter to the remuneration committee	FOR	FOR	✓ 97.8 %
5.5	Elect Dr. Renzo Simoni to the remuneration committee	FOR	FOR	✓ 97.8 %
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.2 %
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.2 %
7	Election of the independent proxy	FOR	FOR	✓ 100.0 %
8	Election of the auditors	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos	Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.6 %
1.2	Advisory vote on the remuneration report	FOR	FOR	✓ 85.8 %
2.1	Approve allocation of income and dividend	FOR	FOR	✓ 99.9 %
2.2	Dividend from capital contribution reserves	FOR	FOR	✓ 99.2 %
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	✓ 98.8 %
4.1.2	Re-elect Dr. iur. Markus Dennler	FOR	FOR	✓ 99.0 %
4.1.3	Re-elect Mr. Martin M. Naville	FOR	FOR	✓ 99.2 %
4.1.4	Re-elect Mr. Jean-Christophe Pernellet	FOR	FOR	✓ 99.2 %
4.1.5	Re-elect Dr. Beat Oberlin	FOR	FOR	✓ 99.1 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Dr. iur. Markus Dennler to the remuneration committee	FOR	FOR	✓ 97.0 %
4.2.2	Elect Mr. Martin M. Naville to the remuneration committee	FOR	FOR	✓ 97.2 %
4.3	Election of the auditors	FOR	FOR	✓ 98.7 %
4.4	Election of the independent proxy	FOR	FOR	✓ 99.8 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.1 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 100.0 %
3	Discharge board members and executive management	FOR	● OPPOSE	The company refuses to recognise the negative impact of some of its products or its operations on humans or the natural environment.	✓ 100.0 %
4	Approve allocation of balance sheet result	FOR	FOR		✓ 100.0 %
5	Elections to the board of directors				
5.1	Re-elect Mr. Gunnar Brock	FOR	FOR		✓ 100.0 %
5.2	Re-elect Mr. Michel Demaré	FOR	FOR		✓ 100.0 %
5.3	Re-elect Dr. Eveline Saupper	FOR	FOR		✓ 100.0 %
5.4	Re-elect Dr. Jürg Witmer	FOR	FOR		✓ 100.0 %
5.5	Elect Mr. Jianxin Ren as board member and chairman	FOR	FOR		✓ 100.0 %
5.6	Elect Mr. Hongbo Chen	FOR	FOR		✓ 100.0 %
5.7	Elect Mr. Olivier T. de Clermont-Tonnerre	FOR	FOR		✓ 100.0 %
5.8	Elect Mr. Dieter Gericke	FOR	FOR		✓ 100.0 %
6	Elections to the remuneration committee				
6.1	Re-elect Dr. Jürg Witmer to the remuneration committee	FOR	FOR		✓ 100.0 %
6.2	Elect Mr. Olivier T. de Clermont-Tonnerre to the remuneration committee	FOR	FOR		✓ 99.6 %
6.3	Elect Mr. Dieter Gericke to the remuneration committee	FOR	FOR		✓ 99.6 %
7	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓ 100.0 %
8	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.	✓ 99.9 %
9	Election of the independent proxy	FOR	FOR		✓ 100.0 %
10	Election of the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.6 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 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 Dr. Pietro P. Supino-Coninx as board member and chairman	FOR	FOR		✓ 99.2 %
4.1.2	Re-elect Mr. Martin Coninx	FOR	FOR		✓ 99.7 %
4.1.3	Re-elect Ms. Marina de Planta	FOR	FOR		✓ 99.8 %
4.1.4	Re-elect Mr. Martin Kall	FOR	● OPPOSE	He is not independent (former CEO, business connections) and the board independence is insufficient (14.3%).	✓ 97.6 %
4.1.5	Re-elect Mr. Pierre Lamunière	FOR	● OPPOSE	He is not independent (business connections) and the board independence is insufficient (14.3%).	✓ 97.1 %
4.1.6	Re-elect Mr. Konstantin Richter	FOR	FOR		✓ 99.2 %
4.1.7	Re-elect Prof. Dr. Iwan Rickenbacher	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 (14.3%).	✓ 98.1 %
4.2	Elections to the nomination and remuneration committee				
4.2.1	Re-elect Dr. Pietro P. Supino-Coninx to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.  He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓ 97.3 %
4.2.2	Re-elect Mr. Martin Coninx to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.  He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓ 98.0 %

Item	Agenda	Board	Ethos		Result
4.2.3	Re-elect Mr. Martin Kall to the nomination and remuneration committee	FOR	● OPPOSE	There are no independent directors on the committee.  He was member of the remuneration committee during the past financial year and the remuneration system is deemed very unsatisfactory.	✓ 97.5 %
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		✓ 85.9 %
5	Binding votes on the remuneration of the board of directors and the executive management				
5.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is excessive.	✓ 98.5 %
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 fixed remuneration of the CEO is significantly higher than that of the peer group.	✓ 98.8 %
5.4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The total remuneration of the CEO is excessive in view of the size and the performance of the company.	✓ 92.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.4 %
4	Elections to the board of directors			
4.1.a	Re-elect Mr. Heinrich Fischer	FOR	FOR	✓ 99.0 %
4.1.b	Re-elect Dr. pharm. Oliver Fetzter	FOR	FOR	✓ 100.0 %
4.1.c	Re-elect Mr. Lars Holmqvist	FOR	FOR	✓ 99.9 %
4.1.d	Re-elect Dr. Karen J. Hübscher	FOR	FOR	✓ 99.9 %
4.1.e	Re-elect Dr. Christa Kreuzburg	FOR	FOR	✓ 99.9 %
4.1.f	Re-elect Mr. Gérard Vaillant	FOR	● OPPOSE	He is 75 years old, which exceeds Ethos' guidelines. ✓ 93.2 %
4.1.g	Re-elect Mr. Rolf A. Classon	FOR	FOR	✓ 87.6 %
4.2	Re-elect Mr. Rolf A. Classon as chairman of the board	FOR	FOR	✓ 87.6 %
4.3	Elections to the remuneration committee			
4.3.a	Re-elect Dr. pharm. Oliver Fetzter to the remuneration committee	FOR	FOR	✓ 99.2 %
4.3.b	Re-elect Dr. Christa Kreuzburg to the remuneration committee	FOR	FOR	✓ 99.2 %
4.3.c	Re-elect Mr. Gérard Vaillant to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Vaillant to the board of directors, he cannot be elected to the committee. ✓ 92.9 %
4.4	Election of the auditors	FOR	FOR	✓ 98.8 %
4.5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
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. ✓ 92.6 %
5.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3 %
5.3	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.  The remuneration structure is not in line with Ethos' guidelines. ✓ 93.3 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 97.0 %
2	Approve allocation of income	FOR	FOR	✓ 100.0 %
3	Dividend from capital contribution reserves	FOR	FOR	✓ 99.2 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.2 %
5	Approve renewal of authorised capital	FOR	● OPPOSE	<p>✓ 85.4 %</p> <p>The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.</p> <p>In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 20% of the issued share capital.</p>
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>✓ 90.8 %</p> <p>The remuneration of the chairman is significantly higher than that of the peer group.</p>
6.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>✓ 90.1 %</p> <p>The total amount allows for the payment of significantly higher remuneration than that of a peer group.</p> <p>The maximum amount that can be 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>
7	Elections to the board of directors			
7.1	Elect Dr. Peter Spenser	FOR	FOR	✓ 99.9 %
7.2.1	Re-elect Mr. Andreas Andreades as board member and chairman	FOR	FOR	✓ 96.3 %
7.2.2	Re-elect Mr. Sergio Giacoletto	FOR	FOR	✓ 99.1 %
7.2.3	Re-elect Mr. George Koukis	FOR	FOR	✓ 99.9 %
7.2.4	Re-elect Mr. Ian Robert Cookson	FOR	FOR	✓ 99.8 %
7.2.5	Re-elect Mr. Thibault de Tersant	FOR	FOR	✓ 100.0 %
7.2.6	Re-elect Mr. Erik Hansen	FOR	FOR	✓ 99.9 %
7.2.7	Re-elect Ms. Yok Tak Amy Yip	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos		Result
8	Elections to the remuneration committee				
8.1	Elect Ms. Yok Tak Amy Yip to the remuneration committee	FOR	FOR		✓ 99.8 %
8.2.1	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 made decisions fundamentally in breach with best practice.</p>	✓ 95.1 %
8.2.2	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 made decisions fundamentally in breach with best practice.</p>	✓ 95.7 %
8.2.3	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 made decisions fundamentally in breach with best practice.</p>	✓ 95.7 %
9	Election of the independent proxy	FOR	FOR		✓ 100.0 %
10	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.	✓ 90.1 %

Item	Agenda	Board	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 result	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 and board tenure of 15 years) and the board independence is insufficient (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. Frank Brinken	FOR	FOR	✓	
5.4	Re-elect Mr. Walter Fust	FOR	FOR	✓	
6	Re-elect Mr. François Frôté as board chairman	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. Frank Brinken to the remuneration committee	FOR	FOR	✓	
7.4	Re-elect Mr. Walter Fust to the remuneration committee	FOR	FOR	✓	
8	Re-election of the independent proxy	FOR	FOR	✓	
9	Re-election of the auditors	FOR	FOR	✓	

Item	Agenda	Board	Ethos		Result
10.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive options.	✓
10.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.  The remuneration committee has excessive discretion with regard to awards.	✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.9 %
2.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR		✓ 98.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 96.2 %
4.1	Increase of the conditional capital for the employees	WITH-DRAWN	● OPPOSE	The potential dilution is excessive.	–
4.2	Increase and renewal of the authorised capital	FOR	FOR		✓ 86.6 %
5	Elections to the board of directors				
5.1	Re-elect Prof. Dr. Fritz Fahrni as board member and chairman	FOR	FOR		✓ 94.1 %
5.2	Re-elect Dr. Paul Van Iseghem	FOR	FOR		✓ 96.6 %
5.3	Re-elect Prof. Dr. Gerhard E. Tröster	FOR	FOR		✓ 94.4 %
5.4	Re-elect Mr. André Müller	FOR	FOR		✓ 96.7 %
5.5	Re-elect Ms. Gina Domanig	FOR	FOR		✓ 96.3 %
5.6	Re-elect Mr. Thomas Seiler	FOR	● OPPOSE	He is also a permanent member of the executive management (CEO).	✓ 85.2 %
5.7	Re-elect Mr. Jean-Pierre Wyss	FOR	● OPPOSE	He is also a permanent member of the executive management (Head of Production and Logistics).	✓ 85.4 %
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		✓ 97.7 %
6.2	Elect Ms. Gina Domanig to the nomination and remuneration committee	FOR	FOR		✓ 95.7 %
7.1	Advisory retrospective vote on the remuneration of the board of directors	FOR	FOR		✓ 97.9 %
7.2	Advisory retrospective vote on the remuneration of the executive management	FOR	FOR		✓ 94.8 %
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.8 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 93.2 %
9	Election of the independent proxy	FOR	FOR		✓ 97.7 %

Item	Agenda	Board	Ethos	Result
10	Election of the auditors	FOR	FOR	✓ 94.9 %

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.4 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.	✓ 88.4 %
2	Appropriation of retained earnings and distribution of ordinary dividend out of capital contribution reserve	FOR	FOR		✓ 99.6 %
3	Discharge board members and executive management	FOR	● OPPOSE	Ethos strongly disagrees with the management of the company's affairs and the board's decisions.	✓ 91.6 %
4	Binding retrospective vote on the total variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plans do not respect Ethos' guidelines.  The remuneration is excessive in view of the performance achieved.  The requested amount does not allow to respect Ethos' guidelines.	✓ 88.9 %
5	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 91.4 %
6.1	Elections to the board of directors				
6.1.1	Re-elect Dr. oec. Axel Weber as board member and chairman	FOR	FOR		✓ 97.1 %
6.2.2	Re-elect Mr. Michel Demaré	FOR	FOR		✓ 99.0 %
6.1.3	Re-elect Mr. David Sidwell	FOR	FOR		✓ 99.1 %
6.1.4	Re-elect Prof. Dr. iur. Reto Francioni	FOR	FOR		✓ 99.1 %
6.1.5	Re-elect Ms. Ann F. Godbehere	FOR	FOR		✓ 98.6 %
6.1.6	Re-elect Mr. William G. Parrett	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 93.2 %
6.1.7	Re-elect Prof. Dr. iur. Isabelle Romy	FOR	FOR		✓ 99.3 %
6.1.8	Re-elect Mr. Robert Scully	FOR	FOR		✓ 99.2 %
6.1.9	Re-elect Prof. Dr. oec. Beatrice Weder di Mauro	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos		Result
6.1.10	Re-elect Dr. math. Dieter Wemmer	FOR	FOR		✓ 85.7 %
6.2	Elect Ms. Julie G. Richardson	FOR	FOR		✓ 97.7 %
6.3	Elections to the remuneration committee				
6.3.1	Re-elect Ms. Ann F. Godbehere to the remuneration committee	FOR	FOR		✓ 98.0 %
6.3.2	Re-elect Mr. Michel Demaré to the remuneration committee	FOR	FOR		✓ 98.3 %
6.3.3	Re-elect Prof. Dr. iur. Reto Francioni to the remuneration committee	FOR	FOR		✓ 98.4 %
6.3.4	Re-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.	✓ 92.8 %
7	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.	✓ 89.1 %
8.1	Election of the independent proxy	FOR	FOR		✓ 99.6 %
8.2	Election of the auditors	FOR	● OPPOSE	The company accounts or the auditing procedure determined by the audit firm have been subject to severe criticism.	✓ 94.9 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Approve allocation of income and dividend	FOR	FOR		✓
3	Discharge board members 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>	✓
4	Amend articles of association	FOR	FOR		✓
5	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>	✓
6.1	Approval of the total remuneration of the board of directors for the term of office 2017/18	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration is significantly higher than that of the peer group.</p>	✓
6.2	Approval of the fixed remuneration of the executive management for the next financial year (2018)	FOR	FOR		✓
6.3	Approval of an additional remuneration for the board chairman for the past financial year (2016)	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓
6.4	Approval of the variable remuneration of the executive management for the past financial year (2016)	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The board proposes to pay bonuses despite a significant consolidated loss.</p>	✓
7	Elections to the board of directors				
7.1	Re-elect Mr. Gustav Stenbolt as board member and chairman	FOR	● OPPOSE	He is CEO and there is no indication that the combination of functions is temporary.	✓
7.2	Re-elect Mr. Christoph N. Meister	FOR	FOR		✓
7.3	Re-elect Mr. Philipp LeibundGut	FOR	FOR		✓
8	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
8.1	Re-elect Mr. Christoph N. Meister to the remuneration committee	FOR	FOR		✓
8.2	Re-elect Mr. Gustav Stenbolt to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Stenbolt to the board of directors, he cannot be elected to the committee.	✓
8.3	Re-elect Mr. Philipp LeibundGut to the remuneration committee	FOR	FOR		✓
9	Election of the auditors	FOR	FOR		✓
10	Election of the independent proxy	FOR	FOR		✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.1 %
2	Advisory vote on the remuneration report	FOR	FOR	✓ 88.7 %
3	Discharge board members and executive management	FOR	FOR	✓ 98.8 %
4	Approve allocation of income and dividend	FOR	FOR	✓ 99.5 %
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. ✓ 87.1 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 96.3 %
5.3	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 93.5 %
6	Elections to the board of directors			
6.1.1	Re-elect Mr. Jürg Bucher as board member and chairman	FOR	FOR	✓ 98.7 %
6.1.2	Re-elect Ms. Barbara Artmann	FOR	FOR	✓ 98.6 %
6.1.3	Re-elect Mr. Jean-Baptiste Beuret	FOR	FOR	✓ 98.3 %
6.1.4	Re-elect Prof. Dr. Christoph B. Bühler	FOR	FOR	✓ 98.8 %
6.1.5	Re-elect Mr. Othmar Stöckli	FOR	FOR	✓ 98.6 %
6.1.6	Re-elect Ms. Franziska von Weissenfluh	FOR	FOR	✓ 98.4 %
6.2.1	Elect Dr. Maya Bundt	FOR	FOR	✓ 98.5 %
6.2.2	Elect Ms. Nicole Pauli	FOR	FOR	✓ 98.5 %
7	Elections to the nomination and remuneration committee			
7.1	Re-elect Ms. Franziska von Weissenfluh to the nomination and remuneration committee	FOR	FOR	✓ 95.3 %
7.2	Re-elect Mr. Jürg Bucher to the nomination and remuneration committee	FOR	FOR	✓ 92.9 %
7.3	Elect Mr. Jean-Baptiste Beuret to the nomination and remuneration committee	FOR	FOR	✓ 94.9 %
8	Election of the auditors	FOR	FOR	✓ 99.0 %
9	Election of the independent proxy	FOR	FOR	✓ 99.3 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓
2	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient. ✓
3	Approve allocation of income and dividend	FOR	FOR	✓
4	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓
5	Discharge board members and executive management	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.a	Re-elect Mr. Manuel Leuthold	FOR	FOR	✓
6.1.b	Re-elect Mr. Taner Alicehic	FOR	FOR	✓
6.1.c	Re-elect Mr. Alexander Leviant	FOR	FOR	✓
6.1.d	Re-elect Mr. Patrick Richard (CEO)	FOR	● OPPOSE	He is also a permanent member of the executive management. ✓
6.1.e	Re-elect Mr. Dany Roizman	FOR	FOR	✓
6.1.f	Re-elect Mr. Jaume Sabater Martos	FOR	FOR	✓
6.1.g	Re-elect Dr. Beat Schwab	FOR	FOR	✓
6.1.h	Elect Mr. Stefan Buser	FOR	FOR	✓
6.2	Re-elect Mr. Manuel Leuthold as chairman of the board	FOR	FOR	✓
6.3	Elections to the remuneration committee			
6.3.a	Elect Mr. Stefan Buser to the remuneration committee	FOR	FOR	✓
6.3.b	Re-elect Dr. Beat Schwab to the remuneration committee	FOR	FOR	✓
6.4	Re-election of the auditors	FOR	FOR	✓
6.5	Re-election of the independent proxy	FOR	FOR	✓
7.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓
7.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.1	Approve allocation of result	FOR	FOR	✓ 100.0 %
2.2	Approve dividend distribution out of capital contributions reserves	FOR	FOR	✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR	✓ 99.7 %
4.1	Elections to the board of directors			
4.1.1	Elect Dr. Martin Komischke as member and chairman of the board (single vote)	FOR	FOR	✓ 99.8 %
4.1.2	Re-elect Mr. Alfred Gantner	FOR	FOR	✓ 99.8 %
4.1.3	Re-elect Mr. Ulrich Eckhardt	FOR	FOR	✓ 97.7 %
4.1.4	Re-elect Mr. Urs Leinhäuser	FOR	FOR	✓ 99.4 %
4.1.5	Re-elect Mr. Karl Schlegel	FOR	FOR	✓ 97.7 %
4.1.6	Elect Dr. Hermann Gerlinger	FOR	FOR	✓ 99.8 %
4.2	Elections to the nomination and remuneration committee			
4.2.1	Elect Dr. Martin Komischke to the nomination and remuneration committee	FOR	FOR	✓ 99.7 %
4.2.2	Re-elect Mr. Ulrich Eckhardt to the nomination and remuneration committee	FOR	FOR	✓ 87.7 %
4.2.3	Re-elect Mr. Karl Schlegel to the nomination and remuneration committee	FOR	FOR	✓ 85.4 %
5	Re-election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Re-election of the auditors	FOR	FOR	✓ 86.7 %
7	Amend articles of association	FOR	FOR	✓ 99.9 %
8	Votes on the remuneration of the board of directors and of the members of the executive management			
8.1	Advisory vote on the remuneration report	FOR	FOR	✓ 98.7 %
8.2.1	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.6 %
8.2.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 97.4 %
8.3.1	Binding prospective vote on the fixed remuneration of the executive management (FY 2017)	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos	Result
8.3.2	Binding prospective vote on the fixed remuneration of the executive management (FY 2018)	FOR	FOR	✓ 99.6 %
8.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 99.4 %
8.5.1	Binding prospective vote on the long-term variable remuneration of the executive management (FY 2017)	FOR	FOR	✓ 99.6 %
8.5.2	Binding prospective vote on the long-term variable remuneration of the executive management (FY 2018)	FOR	FOR	✓ 99.5 %

Item	Agenda	Board	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	✓ 99.6 %
4	Approve consolidated financial statements	FOR	FOR	✓ 99.7 %
5	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
6	Discharge board members	FOR	FOR	✓ 99.7 %
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 23 years, which exceeds Ethos' guidelines. ✓ 99.4 %
7.2	Re-elect Ms. Chantal Balet Emery	FOR	FOR	✓ 99.6 %
7.3	Re-elect Mr. Martin Albers	FOR	FOR	✓ 99.6 %
7.4	Re-elect Mr. Javier Fernandez-Cid	FOR	FOR	✓ 99.6 %
7.5	Re-elect Ms. Eftychia Fischer	FOR	FOR	✓ 99.6 %
7.6	Re-elect Mr. Peter Kofmel	FOR	FOR	✓ 99.6 %
7.7	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 99.6 %
8	Elections to the remuneration committee			
8.1	Re-elect Ms. Chantal Balet Emery to the remuneration committee	FOR	FOR	✓ 99.5 %
8.2	Re-elect Mr. Jean-Philippe Rochat to the remuneration committee	FOR	FOR	✓ 99.5 %
8.3	Elect Ms. Eftychia Fischer to the remuneration committee	FOR	FOR	✓ 99.5 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.3 %
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.3 %
10	Election of the independent proxy	FOR	FOR	✓ 99.7 %
11	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years. ✓ 99.4 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.4 %
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	✓ 99.9 %
5.1.2	Re-elect Mr. Claude R. Cornaz	FOR	FOR	✓ 98.1 %
5.1.3	Re-elect Mr. Pascal Cornaz	FOR	FOR	✓ 99.0 %
5.1.4	Re-elect Dr. oec. publ. Rudolf W. Fischer	FOR	FOR	✓ 98.0 %
5.1.5	Re-elect Mr. Richard Fritschi	FOR	FOR	✓ 98.6 %
5.1.6	Re-elect Mr. Jean-Philippe Rochat	FOR	FOR	✓ 99.9 %
5.1.7	Re-elect Mr. Hans R. Rüegg as board member and chairman	FOR	FOR	✓ 98.1 %
5.1.8	Elect Mr. Urs Kaufmann	FOR	● OPPOSE	He holds an excessive number of mandates. ✓ 97.5 %
5.2	Elections to the remuneration committee			
5.2.1	Re-elect Mr. Claude R. Cornaz to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 19 years) and the majority of the committee members are not independent. ✓ 96.5 %  He holds an executive function in the company.
5.2.2	Re-elect Dr. oec. publ. Rudolf W. Fischer to the remuneration committee	FOR	FOR	✓ 97.9 %
5.2.3	Re-elect Mr. Richard Fritschi to the remuneration committee	FOR	FOR	✓ 98.2 %
5.3	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.4	Election of the auditors	FOR	FOR	✓ 99.9 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 98.9 %
2	Discharge board members and executive management	FOR	FOR	✓ 98.7 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 99.1 %
4	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>✓ 83.4 %</p> <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	<p>✓ 82.2 %</p> <p>The remuneration planned for the non-executive board members is significantly higher than that of the peer group.</p> <p>The remuneration of the executive chairman (who is not a member of the executive management) is excessive.</p>
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.7 %
6	Amend articles of association	FOR	● OPPOSE	<p>✓ 90.0 %</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The vote on the maximum amount is prospective and the caps on the variable remuneration are removed.</p> <p>The amount available for new members of the executive management is excessive.</p>
7.1	Elections to the board of directors			
7.1.a	Re-elect Mr. Etienne Jornod as board member and chairman	FOR	FOR	✓ 95.5 %
7.1.b	Re-elect Ms. Daniela Bosshardt-Hengartner	FOR	FOR	✓ 87.0 %
7.1.c	Re-elect Prof. Dr. Michel Burnier	FOR	FOR	✓ 98.7 %
7.1.d	Re-elect Dr. Romeo Cerutti	FOR	FOR	✓ 86.9 %
7.1.e	Re-elect Mr. Marc de Garidel	FOR	FOR	✓ 97.2 %
7.1.f	Re-elect Dr. Sylvie Grégoire	FOR	FOR	✓ 87.0 %
7.1.g	Re-elect Mr. Fritz Hirsbrunner	FOR	FOR	✓ 86.0 %
7.1.h	Elect Mr. Gianni Zampieri	FOR	FOR	✓ 98.5 %

Item	Agenda	Board	Ethos	Result
7.2	Elections to the remuneration committee			
7.2.a	Re-elect Ms. Daniela Bosshardt-Hengartner to the remuneration committee	FOR	FOR	✓ 86.5 %
7.2.b	Re-elect Prof. Dr. Michel Burnier to the remuneration committee	FOR	FOR	✓ 98.0 %
7.2.c	Elect Mr. Fritz Hirsbrunner to the remuneration committee	FOR	FOR	✓ 85.5 %
7.3	Election of the independent proxy	FOR	FOR	✓ 99.4 %
7.4	Election of the auditors	FOR	● OPPOSE	✓ 93.2 % The term of office of the audit firm exceeds 20 years.

Item	Agenda	Board	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. 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	Board	Ethos		Result
1.	Approve annual report, financial statements and accounts	FOR	FOR		✓
2.	Discharge board members and executive management	FOR	● OPPOSE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.	✓
3.	Elections to the board of directors				
3.1	Re-elect Dr. Peter Kalantzis as member and chairman	FOR	FOR		✓
3.2	Re-elect Mr. Gerd Amtstätter	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
3.3	Re-elect Mr. Guido Egli	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
3.4	Re-elect Mr. August François von Finck Jr.	FOR	FOR		✓
3.5	Re-elect Mr. Gerd Peskes	FOR	● OPPOSE	He is not independent (representative of an important shareholder, board tenure of 17 years) and the board independence is insufficient (0.0%).  He is a representative of a significant shareholder who is sufficiently represented on the board.	✓
3.6	Re-elect Dr. Christian Hennerkes (CEO)	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
4.	Elections to the remuneration committee				

Item	Agenda	Board	Ethos		Result
4.1	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.  He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.	✓
4.2	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.  He is not independent (representative of an important shareholder) and the majority of the committee members are not independent.	✓
4.3	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	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the chairman is significantly higher than that of the peer group.	✓
7.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	● OPPOSE	The fixed remuneration is significantly higher than that of the peer group.	✓
7.3	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 99.9 %
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		✓ 98.9 %
4.2	Re-elect Mr. Bruno Basler as board member and member of the nomination and remuneration committee	FOR	FOR		✓ 98.1 %
4.3	Re-elect Dr. Maja Baumann as board member	FOR	FOR		✓ 99.4 %
4.4	Re-elect Dr. Elisabeth Bourqui as board member	FOR	FOR		✓ 99.9 %
4.5	Re-elect Mr. David Cole as board member and member of the nomination and remuneration committee	FOR	FOR		✓ 99.2 %
4.6	Re-elect Mr. Nicolas Oltramare as board member	FOR	FOR		✓ 99.9 %
4.7	Re-elect Dr. Frank Schnewlin as board member	FOR	FOR		✓ 99.6 %
4.8	Re-elect Ms. Clara-Christina Streit as board member and member of the nomination and remuneration committee	FOR	FOR		✓ 98.4 %
4.9	Re-elect Mr. Björn Wettergren as board member and member of the nomination and remuneration committee	FOR	FOR		✓ 98.7 %
5	Election of the independent proxy	FOR	FOR		✓ 99.9 %
6	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 98.3 %
7.1	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.	✓ 87.5 %
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The chairman's remuneration is significantly higher than that of the peer group.	✓ 88.2 %

Item	Agenda	Board	Ethos		Result
7.3	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 99.4 %
7.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	● OPPOSE	The structure and conditions of the plan do not respect Ethos' guidelines.	✓ 97.5 %
7.5	Binding prospective vote on the long-term variable remuneration of the executive management	FOR	FOR		✓ 88.5 %
7.6	Binding retrospective vote on an additional amount for the 2013 long-term variable remuneration of the board chairman	FOR	● OPPOSE	The chairman's remuneration is significantly higher than that of the peer group and largely exceeds the remuneration of the other board members without adequate justification.	✓ 86.9 %
7.7	Binding retrospective vote on an additional amount for the the 2013 long-term variable remuneration of the executive management	FOR	FOR		✓ 88.5 %

Item	Agenda	Board	Ethos	Result
1.	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3.	Discharge board members and statutory auditors	FOR	FOR	✓ 99.9 %
4.1	Elections to the board of directors			
4.1.1	Re-elect Prof. Dr. Teodoro D. Cocca	FOR	FOR	✓ 99.8 %
4.1.2	Re-elect Dr. iur. Beat Graf	FOR	FOR	✓ 99.7 %
4.1.3	Re-elect Mr. Michael Riesen	FOR	FOR	✓ 99.3 %
4.2	Election of the group and statutory auditors	FOR	<p>● OPPOSE</p> <p>The term of office of the audit firm exceeds 20 years.</p>	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
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 as member and chairman of the board (single vote)	FOR	FOR	✓ 99.3 %
4.1.b	Re-elect Mr. Roland Iff	FOR	FOR	✓ 99.9 %
4.1.c	Re-elect Dr. Albrecht Langhart	FOR	FOR	✓ 99.6 %
4.1.d	Re-elect Mr. Roland Ledergerber	FOR	FOR	✓ 99.9 %
4.1.e	Re-elect Mr. Olivier de Perregaux	FOR	FOR	✓ 99.9 %
4.2	Elections to the remuneration committee			
4.2.a	Re-elect Mr. Fred Kindle to the remuneration committee	FOR	FOR	✓ 99.3 %
4.2.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 (FY 2017)	FOR	FOR	✓ 100.0 %
7.3	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 99.1 %

Item	Agenda	Board	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	✓ 99.7 %
4	Elections to the board of directors			
4.1	Re-elect Dr. Christoph M. Müller as member and chairman of the board (single vote)	FOR	FOR	✓ 99.9 %
4.2	Re-elect Dr. Ulrich Vischer	FOR	FOR	✓ 99.6 %
4.3	Re-elect Dr. Marcel Rohner	FOR	FOR	✓ 98.9 %
	Elections to the remuneration committee			
4.4	Re-elect Dr. Christoph M. Müller to the remuneration committee	FOR	FOR	✓ 99.7 %
4.5	Re-elect Dr. Ulrich Vischer to the remuneration committee	FOR	FOR	✓ 99.4 %
4.6	Re-elect Dr. Marcel Rohner to the remuneration committee	FOR	FOR	✓ 99.5 %
5	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.8 %
6.1	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 97.4 %
6.2	Binding prospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.6 %
7	Re-election of the independent proxy	FOR	FOR	✓ 99.7 %
8	Re-election of the auditors	FOR	● OPPOSE	✓ 97.2 % The term of office of the audit firm exceeds 20 years.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓
2	Discharge board members and executive management	FOR	FOR		✓
3	Approve allocation of the loss	FOR	FOR		✓
4	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 15% of the issued capital.	✓
5	Approve increase of the conditional capital	FOR	● OPPOSE	The requested authority to issue shares, without tradable pre-emptive rights, for general financing purposes, exceeds 15% of the issued capital.	✓
6	Amend articles of association: art. 28 §4 and 31	FOR	● OPPOSE	The non-executive directors may receive remuneration other than a fixed amount paid in cash or shares.	✓
7	Elections to the board of directors				
7.1	Re-elect Mr. Carlos Creus Moreira (CEO)	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
7.2	Re-elect Mr. Philippe Doubre	FOR	● OPPOSE	He is 82 years old, which exceeds Ethos' guidelines.	✓
7.3	Re-elect Mr. Juan Hernandez Zayas	FOR	FOR		✓
7.4	Re-elect Mr. Dourgam Kummer	FOR	FOR		✓
7.5	Re-elect Ms. Maryla Shingler-Bobbio	FOR	FOR		✓
7.6	Re-elect Mr. Peter Ward (CFO)	FOR	● OPPOSE	He is also a permanent member of the executive management.	✓
7.7	Elect Mr. Thomas Whayne	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓
7.8	Elect Mr. David Fergusson	FOR	● OPPOSE	Insufficient information is provided concerning the nominee.	✓

Item	Agenda	Board	Ethos		Result
8	Re-elect Mr. Carlos Creus Moreira as chairman of the board	FOR	● OPPOSE	As Ethos did not support the election of Mr. Moreira to the board of directors, he cannot be elected as chairman.  He is also CEO and the combination of functions is permanent.	✓
9	Elections to the nomination and remuneration committee				
9.1	Elect Mr. David Fergusson to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Fergusson to the board of directors, he cannot be elected to the committee.	✓
9.2	Elect Mr. Thomas Whyne to the nomination and remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. Whyne to the board of directors, he cannot be elected to the committee.	✓
9.3	Re-elect Ms. Maryla Shingler-Bobbio to the nomination and remuneration committee	FOR	FOR		✓
10	Re-election of the auditors	FOR	FOR		✓
11	Re-election of the independent proxy	FOR	FOR		✓
12.1	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.	✓
12.2	Binding retrospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The information provided is insufficient.  The remuneration is significantly higher than that of the peer group.  The non-executive directors receive options.	✓
13.1	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 receive options.	✓

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

Item	Agenda	Board	Ethos	Result
1	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.a	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓ 99.8 %
4.b	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration. ✓ 93.9 %
4.c	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 94.6 %
4.d	Binding retrospective vote on the variable remuneration of the executive management	FOR	FOR	✓ 99.6 %
5.a	Elections to the board of directors			
5.a.1	Re-elect Dr. Willy Michel	FOR	FOR	✓ 99.8 %
5.a.2	Re-elect Prof. Dr. Norbert Thom	FOR	FOR	✓ 99.8 %
5.a.3	Re-elect Mr. Anton J. Kräuliger	FOR	FOR	✓ 99.8 %
5.a.4	Re-elect Mr. Gerhart Isler	FOR	FOR	✓ 99.8 %
5.b	Re-elect Dr. Willy Michel as chairman of the board	FOR	FOR	✓ 99.7 %
5.c	Elections to the remuneration committee			
5.c.1	Re-elect Mr. Anton J. Kräuliger to the remuneration committee	FOR	FOR	✓ 99.3 %
5.c.2	Re-elect Prof. Dr. Norbert Thom to the remuneration committee	FOR	FOR	✓ 99.3 %
5.c.3	Re-elect Mr. Gerhart Isler to the remuneration committee	FOR	FOR	✓ 99.3 %
5.d	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.e	Election of the auditors	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos		Result
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
2	Discharge board members and executive management	FOR	FOR		✓ 95.8 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0 %
4.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	<p>The remuneration of the chairman 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>	✓ 78.4 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 97.9 %
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The structure of the remuneration is not in line with Ethos' guidelines.	✓ 93.4 %
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. oec. Hans-Peter Zehnder as member and chairman	FOR	FOR		✓ 87.1 %
5.1.2	Re-elect Mr. Thomas Benz	FOR	● OPPOSE	He has been a member of the board for 24 years, which exceeds Ethos' guidelines.	✓ 90.3 %
5.1.3	Re-elect Dr. iur. Urs Buchmann	FOR	FOR		✓ 90.4 %
5.1.4	Re-elect Mr. Riet Cadonau	FOR	FOR		✓ 100.0 %
5.1.5	Re-elect Mr. Jörg Walther	FOR	FOR		✓ 89.5 %
5.1.6	Re-elect Ms. Milva Zehnder	FOR	FOR		✓ 91.4 %
5.2	Elections to the remuneration committee				
5.2.1	Re-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.	✓ 89.8 %
5.2.2	Re-elect Dr. iur. Urs Buchmann to the remuneration committee	FOR	FOR		✓ 90.4 %
5.2.3	Elect Mr. Riet Cadonau to the remuneration committee	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 98.6 %
5.3	Election of the independent proxy	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos		Result
5.4	Election of the auditors	FOR	● OPPOSE	The term of office of the audit firm exceeds 20 years.	✓ 97.7 %

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Item	Agenda	Board	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	FOR	● OPPOSE	<p>He is also CEO and the combination of functions cannot be considered as temporary.</p> <p>The board independence is not sufficient for a board where the functions of chairman and CEO are combined (50.0%).</p> <p>He is a representative of a significant shareholder who is sufficiently represented on the board.</p>	✓
4.1.2	Re-elect Mr. Vladislav Osipov	FOR	FOR		✓
4.1.3	Re-elect Dr. Markus Wesnitzer	FOR	FOR		✓
4.1.4	Re-elect Dr. Wolfgang Zürcher	FOR	FOR		✓
4.2	Re-elect Dr. Iosif Bakaleynik as board chairman	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Bakaleynik to the board of directors, he cannot be elected as chairman.</p> <p>He is also CEO and the combination of functions cannot be considered as temporary.</p>	✓
4.3	Elections to the remuneration committee				
4.3.1	Re-elect Dr. Iosif Bakaleynik to the remuneration committee	FOR	● OPPOSE	<p>As Ethos did not support the election of Dr. Bakaleynik to the board of directors, he cannot be elected to the committee.</p> <p>He holds an executive function in the company (CEO).</p>	✓
4.3.2	Re-elect Dr. Markus Wesnitzer to the remuneration committee	FOR	FOR		✓
4.3.3	Re-elect Dr. Wolfgang Zürcher to the remuneration committee	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
4.4	Election of the independent proxy	FOR	FOR		✓
4.5	Election of the auditors	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 15% of the issued capital.	✓
6.1	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The total amount allows for the payment of significantly higher remuneration than that of a peer group.  The non-executive directors can 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 remuneration than that of a peer group.	✓

Item	Agenda	Board	Ethos		Result
1.1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 100.0 %
1.2	Advisory vote on the remuneration report	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The structure of the remuneration is not in line with Ethos' guidelines.</p>	✓ 98.7 %
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	<p>The remuneration of the chairman is significantly higher than that of the peer group.</p> <p>The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.</p>	✓ 99.1 %
3.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓ 99.9 %
4	Discharge board members and executive management	FOR	FOR		✓
5.1	Elections to the board of directors				
5.1.1	Re-elect Dr. Beat Schwab	FOR	FOR		✓ 100.0 %
5.1.2	Re-elect Mr. Heinz M. Buhofer	FOR	FOR		✓ 100.0 %
5.1.3	Re-elect Prof. Annelies Häcki Buhofer	FOR	FOR		✓ 100.0 %
5.1.4	Re-elect Mr. Armin Meier	FOR	FOR		✓ 100.0 %
5.1.5	Re-elect Mr. Martin Wipfli	FOR	FOR		✓ 99.5 %
5.2	Elect Dr. Beat Schwab as chairman of the board	FOR	FOR		✓ 100.0 %
5.3	Elections to the nomination and remuneration committee				
5.3.1	Re-elect Mr. Armin Meier to the nomination and remuneration committee	FOR	FOR		✓ 100.0 %
5.3.2	Re-elect Mr. Martin Wipfli to the nomination and remuneration committee	FOR	FOR		✓ 99.4 %
5.4	Re-elect the independent proxy	FOR	FOR		✓ 100.0 %
5.5	Re-elect the auditors	FOR	FOR		✓ 100.0 %

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 94.7 %
2	Discharge board members	FOR	FOR	✓ 95.8 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 96.4 %
4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 90.6 %
5	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 90.6 %
6	Elections to the remuneration committee			
6.1	Re-elect Ms. Carla Tschümperlin to the remuneration committee	FOR	FOR	✓ 95.5 %
6.2	Re-elect Mr. Bruno Bonati to the remuneration committee	FOR	FOR	✓ 94.8 %
7	Election of the independent proxy	FOR	FOR	✓ 95.0 %
8	Re-elect the auditors	FOR	● OPPOSE	✓ 83.8 % The term of office of the audit firm exceeds 20 years.

Item	Agenda	Board	Ethos		Result
1	Present financial statements and accounts	NON-VOTING	NON-VOTING		
2	Present auditors' reports	NON-VOTING	NON-VOTING		
3.a	Approve annual report	FOR	FOR		✓100.0 %
3.b	Approve statutory and consolidated financial statements	FOR	FOR		✓100.0 %
3.c	Approve allocation of balance sheet results	FOR	FOR		✓100.0 %
3.d	Discharge board members	FOR	● OPPOSE	The size of the board of directors remains persistently below 4 members.	✓100.0 %
4.a	Elections to the board of directors				
4.a1	Re-elect Mr. Luigi Mion as board member and chairman	FOR	● OPPOSE	He is a representative of a significant shareholder who is sufficiently represented on the board.	✓100.0 %
4.a3	Re-elect Mr. Francesco Punzo	FOR	FOR		✓100.0 %
4.a2	Re-elect Mr. Roberto Raggiotto	FOR	FOR		✓100.0 %
4.b	Elections to the remuneration committee				
4.b1	Re-elect Mr. Luigi Mion to the remuneration committee	FOR	● OPPOSE	As Ethos did not support his re-election to the board of directors, he cannot be elected to the committee.	✓100.0 %
4.b2	Re-elect Mr. Roberto Raggiotto to the remuneration committee	FOR	FOR		✓100.0 %
4.c	Election of the auditors	FOR	FOR		✓100.0 %
4.d	Election of the independent proxy	FOR	FOR		✓100.0 %
5.a1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓100.0 %
5.a2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR		✓100.0 %

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