RULES GOVERNING THE ETHOS SWISS CORPORATE GOVERNANCE INDEX

SUMMARY VERSION

ethos

The Ethos Foundation is composed of more than 250 tax-exempt Swiss pension funds and institutions. Founded in 1997, its aim is to promote socially responsible investment and to foster a stable and prosperous socio-economic environment.

Signatory of:

PRI Principles for Responsible Investment

Ethos Services provides advisory services in the field of socially responsible investments. Ethos Services offers socially responsible investments funds, analyses of shareholders' general meetings with voting recommendations, a program of dialogue with companies as well as environmental, social and corporate governance ratings and analyses. Ethos Services is owned by the Ethos Foundation and several members of the Foundation.

Certified B Corporation

Version 3.00 / 18.09.2026

C1 Public

Table of Contents

1.	**INDEX OVERVIEW**	**4**
1.1	INTRODUCTION	4
1.2	INDEX OBJECTIVE AND CLASSIFICATION	4
1.3	INDEX UNIVERSE	4
1.4	INDEX CONSTRUCTION METHODOLOGY	4
1.5	REFERENCE FRAMEWORK	5
1.6	STANDARDIZATION	5
1.7	REVIEW OF INDEX CONCEPT AND RULES	5
1.8	TERMINATION OF THE INDEX CALCULATION	5
2.	**INDEX CALCULATION**	**6**
3.	**INDEX ADJUSTMENTS**	**7**
3.1	ORDINARY ADJUSTMENTS	7
3.2	EXTRAORDINARY ADJUSTMENTS OF THE EFF	7
4.	**ORGANISATION**	**8**
4.1	INDEX ADMINISTRATOR	8
4.2	CALCULATION AGENT	8
5.	**STATIC DATA**	**9**
6.	**ADDITIONAL INFORMATION**	**10**
6.1	SIX WEBSITE	10
6.2	ETHOS WEBSITE	10
7.	**REVISION HISTORY**	**11**

ethos

1. Index overview

1.1 INTRODUCTION

The Ethos Swiss Corporate Governance Index (ESCGI) and its sub index, the ESCGI Large, are sustainable equity indices composed of Swiss companies listed on the SIX Swiss Exchange. The indices are administered by Ethos Services SA (“Ethos”), which determines selection criteria, and calculated by SIX Index AG (“SIX”) in accordance with market standards.

Both indices follow the same rules, with the only exception of the index universe defined below. Therefore, the rules described in this document apply to both the ESCGI and ESCGI Large, each with its corresponding base universe: Swiss Performance Index (SPI) and Swiss Performance Index 20 (SPI 20).

1.2 INDEX OBJECTIVE AND CLASSIFICATION

The objective of the indices is to promote investment in and financing for companies that demonstrate corporate governance best practices. Ethos corporate governance factors serve as the basis for adjusting the weightings of companies included in the SPI, resp. SPI 20.

Pursuant to the AMAS Self-Regulation on transparency and disclosure for collective assets referring to sustainability (Version 2.2), the indices are classified as sustainable indices. They pursue an alignment objective achieved through "Exclusions" and "Best-in-Class" investment approaches. 100% of the indices’ constituents are considered sustainable according to the methodology described herein.

1.3 INDEX UNIVERSE

1.3.1 ETHOS SWISS CORPORATE GOVERNANCE INDEX (ESCGI)

The Ethos Swiss Corporate Governance Index (ESCGI) is based on the SPI. Therefore, the ESCGI follows the SPI Rulebook for all matters not described in this document. Stocks in the ESCGI are weighted by free-float market capitalization. The Index Rules apply additional inclusion, exclusion or capping procedures as defined in section 2.2.

1.3.2 ETHOS SWISS CORPORATE GOVERNANCE INDEX LARGE

The Ethos Swiss Corporate Governance Index Large (ESCGI Large) is based on the SPI 20. Therefore, the ESCGI Large follows the SPI 20 Rulebook for all matters not described in this document. Stocks in the ESCGI Large are weighted by free-float market capitalization. The Index Rules apply additional inclusion, exclusion or capping procedures as defined in section 2.2.

1.4 INDEX CONSTRUCTION METHODOLOGY

The indices are constructed in three successive steps:

1. **Product-Based Exclusion:** Companies generating revenues above defined thresholds in sectors incompatible with the values of the Ethos Foundation are excluded. These sectors include conventional and non-conventional weapons, tobacco, gambling, pornography, GMOs, nuclear energy, coal and conventional and unconventional fossil fuels. Ethos’ exclusions take into account, among others, the exclusions required by the European Regulation on Paris-Aligned Benchmarks (EU PAB) or flagged by the Swiss Association for Responsible Investments (SVVK-ASIR). For more information, please refer to Chapter 2 in Ethos Principles for Socially Responsible Investment.
2. **Conduct-Based Exclusion:** Companies involved in major controversies regarding corporate governance, human rights, or environmental responsibility, or those systematically violating the United Nations Global Compact (UNGC) principles, are excluded. For more information, please refer to Chapter 3 in Ethos Principles for Socially Responsible Investment.
3. **Best-in-Class:** Company weightings are adjusted according to Ethos corporate governance factors as described in section 2.2. The general principles are as follows:

- companies that do not apply best governance practices according to Ethos' guidelines are underweighted or excluded;
- companies with significant carbon emissions are underweighted;

- companies with a severe controversy are underweighted and companies with a serious controversy are not overweighted;
- companies whose weight exceeds 10% in the base universe at the time of the annual review are not overweighted;
- companies that do not fall into any of the above categories are overweighted.

Overweighting and underweighting are understood relative to the base universe (SPI or SPI 20) and assessed at the annual review in September, simultaneously with the annual SPI and SPI 20 Index review.

1.5 REFERENCE FRAMEWORK

The index construction methodology is grounded in the following binding documents:

- Ethos Foundation Charter ;
- Ethos Principles for Socially Responsible Investment (Ethos Principles);
- Ethos ESG Rating Methodology;
- United Nations Global Compact (UNGC) Principles;
- SVVK-ASIR Exclusion List;
- Article 12 of the European Regulation on Paris-Aligned Benchmarks (EU PAB).

1.6 STANDARDIZATION

The ESCGI is standardized on close of 27 January 2017 with an initial value of 100.

The ESCGI Large is standardized on close of 29 November 2019 with an initial value of 1000.

1.7 REVIEW OF INDEX CONCEPT AND RULES

The validity of the index concepts and rules is reviewed on a regular basis. In exceptional cases a broad market consultation can be conducted by Ethos. Material changes to the index rules are announced with appropriate lead time (usually 3 months).

1.8 TERMINATION OF THE INDEX CALCULATION

A decision to discontinue will be publicly announced by Ethos with appropriate lead time.

If Ethos is aware of existing financial products linked to the index, a market consultation is conducted in advance and a transition period is introduced before the definitive termination.

2. Index calculation

This section is reserved for customers. Please contact Ethos for more information:

Ethos

1, Place de Pont-Rouge

Case Postale 1051

CH-1211 Genève 26

Email: gestion@ethosfund.ch

Phone: +41 (0)58 201 89 89

3. Index adjustments

3.1 ORDINARY ADJUSTMENTS

3.1.1 INDEX REVIEW

The review of the EFFs is implemented annually on the third Friday in September (after close of trading), simultaneously to the official implementation of the annual SPI Index review.

The announcement of the new components and capping factors occurs before market opening five trading days before the mentioned Friday - usually Monday.

3.1.2 CORPORATE ACTIONS AND DIVIDENDS

Corporate Actions and Dividends are adjusted as described in the SPI Rulebook.

3.2 EXTRAORDINARY ADJUSTMENTS OF THE EFF

In order to meet the index objectives defined in section 1, Ethos reserves the right in exceptional situation to amend the EFF of one or several constituents of the Index or of the base universe. Exceptional situation may include, among others but not limited to, mergers, spin offs, important change or announcement that may impact the EFF under the rules defined in section 2.2.1.

The calculation and announcement of the new EFFs will generally take place five trading days, but no less than one trading day, prior to the implementation in the index.

When a new company added to the SPI is the result of a spin off from an existing ESCGI constituent, Ethos triggers an extraordinary adjustment and calculates a new EFF for the new component which reflects either a new assessment including a new initial Ethos Factor and the derived EFF or a neutral approach, that is the same EFF as the one of the mother company. As a general rule, if a corporate action does not materially affect the corporate governance of the securities involved in the event, the required extraordinary adjustment targets a neutral impact on the EFFs of the involved companies applied to all involved components to minimize the turnover of the ESCGI.

ethos

4. Organisation

4.1 INDEX ADMINISTRATOR

The indices are administered by Ethos. Ethos is responsible for the data sourcing and calculation of the EFFs.

Any requests with respect to the index administration may be directed to the following address:

Ethos
1, Place de Pont-Rouge
Case Postale 1051
CH-1211 Genève 26

Email: gestion@ethosfund.ch
Phone: +41 (0)58 201 89 89

4.2 CALCULATION AGENT

SIX is the Calculation Agent of the Ethos indices described in this rulebook. SIX ensures the correct calculation on its systems according to market standards.

Any requests with respect to calculation of the indices may be directed to the following address:

SIX
Pfingstweidstrasse 110
CH-8021 Zurich

Email: indexsupport@six-group.com
Phone: +41 (0)58 399 21 11

5. Static data

NAME	SYMBOL	SECURITY NAME	ISIN
Ethos Swiss Corporate Governance Index (Price)	ESCGIP	34238795	CH0342387955
Ethos Swiss Corporate Governance Index (Total Return)	ESCGIT	34238796	CH0342387963
Ethos Swiss Corporate Governance Index Large (Price)	ESCGLP	50718569	CH0507185699
Ethos Swiss Corporate Governance Index Large (Total Return)	ESCGLT	50718587	CH0507185871

6. Additional information

6.1 SIX WEBSITE

SIX Methodology Rulebook Governing Equity and Real Estate Indices:

https://www.six-group.com/dam/download/market-data/indices/equity-indices/six-methodology-smi-equity-and-re-en.pdf

SIX webpage on the Ethos Swiss Corporate Governance Index:

https://www.six-group.com/en/products-services/the-swiss-stock-exchange/market-data/indices/customized-indices/ethos-swiss-corporate-governance-index.html

SIX Index Data Center (login required to download current and historical composition data):

https://indexdata.six-group.com/custom/ethos_ch_corp_gov.html

SIX index adjustments and announcements:

https://indexdata.six-group.com/adjustments_equity.html

6.2 ETHOS WEBSITE

Ethos webpage on the Ethos Swiss Corporate Governance Index:

https://www.ethosfund.ch/en/ethos-indices

Ethos general publications:

https://www.ethosfund.ch/en/publications

7. Revision history

VERSION / DATE	DESCRIPTION
2.00 / 27.11.2019	Addition of the ESCGI Large as a Sub Index
2.10 / 06.09.2023	Downgrade of companies with a severe controversy (section 2.2.1) Threshold adjustment from 15% to 10% to avoid overweighting of already large issuers (section 2.2.2) Ethos address change (section 4.1)
2.11 / 11.01.2024	Update of SIX index data center links and regrouping of all website links in new section “Additional information”
3.00 / 18.09.2026	Modification of the base universe for the ESCGI Large from SPI Large (old) to SPI 20 (new) Classification of the indices according to AMAS self-regulation in section 1 and integration of new exclusions criteria in section 1 and 2

Headquarter
Place de Pont-Rouge 1
Case postale 1051
1211 Geneva 26

Zurich Office
Glockengasse 18
8001 Zurich

T +41 (0)58 201 89 89
info@ethosfund.ch
www.ethosfund.ch