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## Report on the exercise of voting rights Vontobel Fund (CH) – Ethos Equities Swiss Mid & Small

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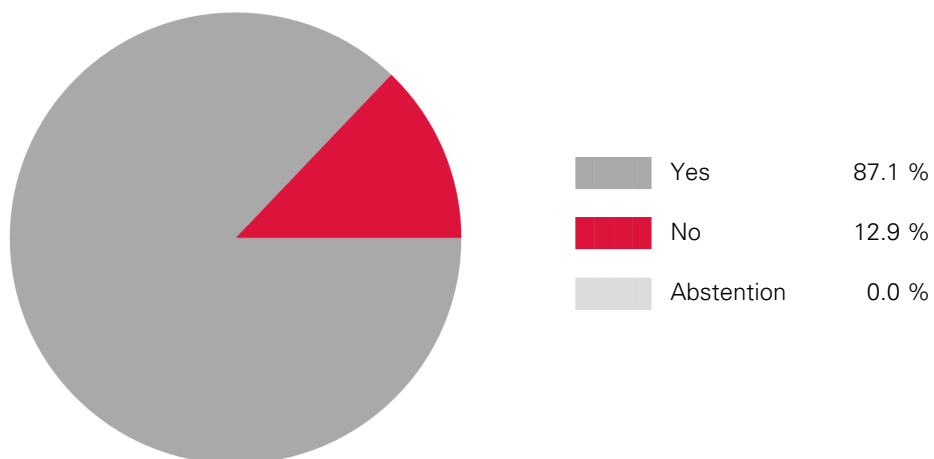
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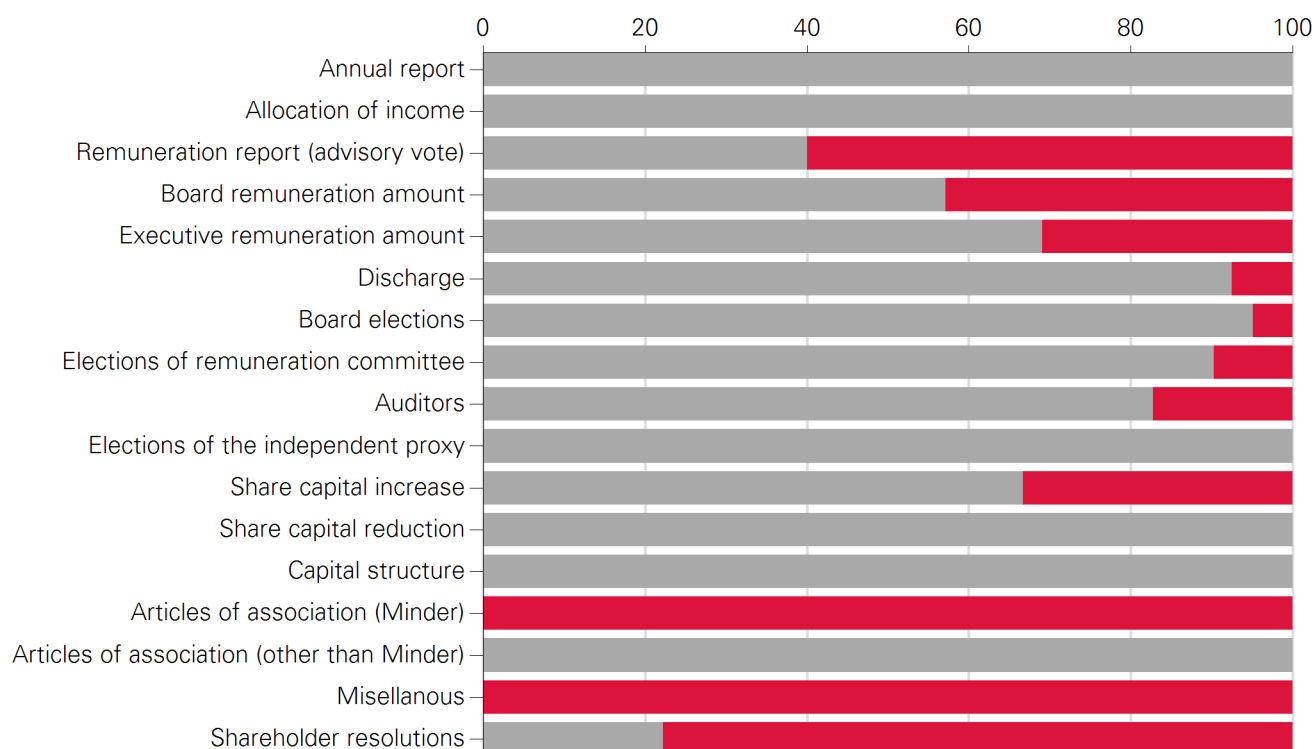
## 1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	29	605	526	79	0
Extraordinary general meetings	2	8	8	0	0
<b>Total</b>	<b>31</b>	<b>613</b>	<b>534</b>	<b>79</b>	<b>0</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	29	100.0 %	0	0.0 %	0	0.0 %	29
Allocation of income	37	100.0 %	0	0.0 %	0	0.0 %	37
Remuneration report (advisory vote)	8	40.0 %	12	60.0 %	0	0.0 %	20
Board remuneration amount	20	57.1 %	15	42.9 %	0	0.0 %	35
Executive remuneration amount	29	69.0 %	13	31.0 %	0	0.0 %	42
Discharge	37	92.5 %	3	7.5 %	0	0.0 %	40
Board elections	231	95.1 %	12	4.9 %	0	0.0 %	243
Elections of remuneration committee	74	90.2 %	8	9.8 %	0	0.0 %	82
Auditors	24	82.8 %	5	17.2 %	0	0.0 %	29
Elections of the independent proxy	28	100.0 %	0	0.0 %	0	0.0 %	28
Share capital increase	4	66.7 %	2	33.3 %	0	0.0 %	6
Share capital reduction	5	100.0 %	0	0.0 %	0	0.0 %	5
Capital structure	1	100.0 %	0	0.0 %	0	0.0 %	1
Articles of association (Minder)	0	0.0 %	1	100.0 %	0	0.0 %	1
Articles of association (other than Minder)	5	100.0 %	0	0.0 %	0	0.0 %	5
Misellaneous	0	0.0 %	1	100.0 %	0	0.0 %	1
Shareholder resolutions	2	22.2 %	7	77.8 %	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 (Minder)	Articles of association (other than Minder)	Miscellaneous	Shareholder resolutions
AMS	02.06.2016	AGM	✓	✓		✓		✓	✓		✓		✓						
APG SGA	24.05.2016	AGM	✓	✓		✓	✓	✓	◐	✓	✓	✓							
Aryzta	13.12.2016	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✗	✓							
Bâloise	29.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✓	✓							
Belimo	25.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
Calida	21.04.2016	AGM	✓	✓	✗	✓	✗	✓	◐	✓	✓	✓		✓					✓
Clariant	21.04.2016	AGM	✓	✓	✗	✓	✗	✓	✓	✓	✗	✓							
Dätwyler	05.04.2016	AGM	✓	✓	✗	✗	✓	✓	◐	◐	✓	✓							
	10.08.2016	EGM											✓						
Ems-Chemie	13.08.2016	AGM	✓	✓		✓	✓	✓	✓		✗	✓							
Flughafen Zürich	28.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓			✓				
Forbo	29.04.2016	AGM	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓		✓					
Helvetia	22.04.2016	AGM	✓	✓		◐	✓	✓	✓	✓	✓	✓							
Huber+Suhner	06.04.2016	AGM	✓	✓		✓	✓	✓	✓	✓	✗	✓							
Komax	12.05.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓		✗
Kühne + Nagel	03.05.2016	AGM	✓	✓	✗	✗	✗	✓	◐	◐	✓	✓	✗						
Kuoni	02.05.2016	EGM							✓	✓							✓		
Lindt & Sprüngli	21.04.2016	AGM	✓	✓	✗	✓	✗	✓	◐	◐	✓	✓							
Logitech	07.09.2016	AGM	✓	✓	✗	✗	✗	✓	✓	✓	✓	✓						✗	
Lonza	22.04.2016	AGM	✓	✓	✓	✓	◐	✓	✓	✓	✓	✓							
Panalpina	10.05.2016	AGM	✓	✓	✗	✗	✗	✓	✓	◐	✓	✓							
Partners Group	11.05.2016	AGM	✓	✓	✗	✗	✗	✓	◐	◐	✓	✓					✓		
Schindler	22.03.2016	AGM	✓	✓		✗	◐	✓	◐		✓	✓		✓			✓		

Company	Date	Type	Annual report	Allocation of income	Remuneration report (advisory vote)	Board remuneration amount	Executive remuneration amount	Discharge	Board elections	Elections of remuneration committee	Auditors	Elections of the independent proxy	Share capital increase	Share capital reduction	Capital structure	Articles of association (Minder)	Articles of association (other than Minder)	Miscellaneous	Shareholder resolutions
Sika	12.04.2016	AGM	✓	✓	✓	✓	✓	⚠	⚠	⚠	✓	✓							⚠
Sonova	14.06.2016	AGM	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓		✓					
Straumann	08.04.2016	AGM	✓	✓	✗	✗	⚠	✓	✓	✓	✓	✓	✓			✗			
Sunrise	15.04.2016	AGM	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓				✓		
Swiss Life	26.04.2016	AGM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓							
U-blox	26.04.2016	AGM	✓	✓		✓	✗	✓	✓	✓	✓	✓	✗						
Valiant	18.05.2016	AGM	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓							
Vontobel	19.04.2016	AGM	✓	✓		✗	⚠	✓	✓		✓	✓							

## 3 Voting results

### 3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals	Available results	Average approval rate
Annual report	29	28	99.2 %
Allocation of income	37	36	99.6 %
Remuneration report (advisory vote)	20	19	84.4 %
Board remuneration amount	35	34	89.5 %
Executive remuneration amount	42	40	93.5 %
Discharge	40	35	83.4 %
Board elections	243	237	96.1 %
Elections of remuneration committee	82	79	94.0 %
Auditors	29	28	97.2 %
Elections of the independent proxy	28	27	97.1 %
Share capital increase	6	6	94.5 %
Share capital reduction	5	4	99.1 %
Capital structure	1	1	99.7 %
Articles of association (Minder)	1	1	96.1 %
Articles of association (other than Minder)	5	5	92.8 %
Misellaneous	1	1	85.5 %
Shareholder resolutions	9	6	45.0 %
<b>All topics</b>	<b>613</b>	<b>587</b>	<b>94.0 %</b>

### 3.2 Rejected board resolutions

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

### 3.3 Withdrawn resolutions

Company	GM date	Item	Item title	Ethos	Result
Komax	12.05.2016	4.2.2	Shareholder proposal: Elect Mr. Gerard van Kesteren	OPPOSE	--
Komax	12.05.2016	4.4.1	Shareholder proposal: Elect Mr. Andreas R. Herzog to the Remuneration Committee	OPPOSE	--
Komax	12.05.2016	4.4.2	Shareholder proposal: Elect Mr. Gerard van Kesteren to the Remuneration Committee	OPPOSE	--

### 3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
U-blox	26.04.2016	7.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	53.5 %
Calida	21.04.2016	3.3	Advisory vote on the remuneration report	OPPOSE	57.6 %
Bâloise	29.04.2016	5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	65.0 %
Calida	21.04.2016	8.2	Binding prospective vote on the total remuneration of the executive management	OPPOSE	66.7 %
Partners Group	11.05.2016	3	Advisory vote on the remuneration report	OPPOSE	67.6 %
Sika	12.04.2016	4.6.1	Proposal made during the AGM by Schenker-Winkler Holding: Elect Mr. Jost Windlin as independent proxy	OPPOSE	67.6 %
Calida	21.04.2016	5.3.a	Elect Mr. Jean-Paul Rigau deau	OPPOSE	68.2 %
Partners Group	11.05.2016	7.2.2	Re-elect Mr. Steffen Meister to the nomination and remuneration committee	OPPOSE	68.6 %
Partners Group	11.05.2016	5	Amend articles of association: Composition of board committees	FOR	68.7 %
Partners Group	11.05.2016	6.1	Binding prospective vote on the total remuneration of the board of directors	OPPOSE	71.9 %



## 4 Detailed voting recommendations

AMS

02.06.2016

AGM

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 members of the management board	FOR	FOR	✓ 99.9 %
4.	Discharge members of the supervisory board	FOR	FOR	✓ 99.7 %
5.	Approve remuneration of the members of the supervisory board	FOR	FOR	✓ 99.8 %
6.	Election of the auditors	FOR	FOR	✓ 96.9 %
7.	Elections to the supervisory board			
7.a	Elect Mr. Loh Kin Wah	FOR	FOR	✓ 98.7 %
7.b	Re-elect Mr. Jacob Jacobsson	FOR	FOR	✓ 99.9 %
8.	Cancellation of existing and creation of a new authorised capital	FOR	FOR	✓ 92.0 %
9.	Report concerning volume, purchase and sale of own stocks	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Auditors report	NON-VOTING	NON-VOTING	
2	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.9 %
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
4	Discharge board members and executive management	FOR	FOR	✓ 99.9 %
5	Elections to the board of directors			
5.1	Re-elect Dr. Daniel Hofer	FOR	FOR	✓ 96.5 %
5.2	Re-elect Mr. Robert Schmidli	FOR	FOR	✓ 99.2 %
5.3	Re-elect Mr. Markus Scheidegger	FOR	FOR	✓ 96.7 %
5.4	Re-elect Mr. Xavier Le Clef	FOR	FOR	✓ 95.6 %
5.5	Re-elect Mr. Stéphane Prigent	FOR	● OPPOSE	✓ 92.4 % He is not independent and the board independence is insufficient (20.0 %).  He is a representative of a significant shareholder who is sufficiently represented on the board.
6	Re-elect Dr. Daniel Hofer as chairman of the board	FOR	FOR	✓ 96.2 %
7	Elections to the remuneration committee			
7.1	Re-elect Mr. Robert Schmidli to the remuneration committee	FOR	FOR	✓ 99.0 %
7.2	Re-elect Mr. Markus Scheidegger to the remuneration committee	FOR	FOR	✓ 95.4 %
8	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 98.7 %
9	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.5 %
10	Binding retrospective vote on the total variable remuneration of the executive management	FOR	FOR	✓ 98.7 %
11	Election of the auditors	FOR	FOR	✓ 98.9 %
12	Election of the independent proxy	FOR	FOR	✓ 99.9 %

Item	Agenda	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.	✓ 90.5 %
2.1	Approve allocation of income	FOR	FOR		✓ 99.9 %
2.2	Approve dividend	FOR	FOR		✓ 99.9 %
3	Discharge board members and executive management	FOR	FOR		✓ 96.5 %
4.1	Elections to the board of directors				
4.1.1	Elect Mr. Gary McGann as chairman and member of the board	FOR	● OPPOSE	He holds an excessive number of mandates.	✓ 80.5 %
4.1.2	Re-elect Mr. Charles Adair	FOR	FOR		✓ 99.0 %
4.1.3	Re-elect Mr. Dan Flinter	FOR	FOR		✓ 99.5 %
4.1.4	Re-elect Ms. Annette Flynn	FOR	FOR		✓ 99.6 %
4.1.5	Re-elect Mr. Owen Killian	FOR	FOR		✓ 97.6 %
4.1.6	Re-elect Mr. Andrew Morgan	FOR	FOR		✓ 99.1 %
4.1.7	Re-elect Mr. Wolfgang H. Werlé	FOR	FOR		✓ 99.7 %
4.1.8	Elect Prof. Rolf Watter	FOR	FOR		✓ 99.5 %
4.2	Elections to the remuneration committee				
4.2.1	Re-elect Mr. Charles Adair to the remuneration committee	FOR	FOR		✓ 98.9 %
4.2.2	Elect Mr. Gary McGann to the remuneration committee	FOR	● OPPOSE	As Ethos did not support the election of Mr. McGann to the board of directors, he cannot be elected to the committee.	✓ 78.1 %
4.2.3	Elect Prof. Rolf Watter to the remuneration committee	FOR	FOR		✓ 99.6 %
4.3	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.	✓ 90.4 %
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		✓ 99.2 %

Item	Agenda	Board	Ethos		Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 93.5 %</p>

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

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

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

Item	Agenda	Board	Ethos		Result
8	Binding votes on the remuneration of the board of directors and the executive management				
8.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 76.6 %
8.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The remuneration structure is not in line with Ethos' guidelines.	✓ 66.7 %



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

Item	Agenda	Board	Ethos	Result
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	<p>● OPPOSE</p> <p>The information provided is insufficient.</p> <p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	<p>✓ 90.2 %</p>

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	✓ 96.6 % The structure of the remuneration is not in line with Ethos' guidelines.
2.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0 %
3.	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.1	Special meeting for holders of bearer shares			
4.1.1.a	Nominate Dr. Ernst Lienhard as representative of bearer shareholders	FOR	FOR	✓ 98.8 %
4.1.1.b	Nominate Mr. Jürg Fedier as representative of bearer shareholders	FOR	FOR	✓ 98.8 %
4.1.2	Re-elect Mr. Ulrich Graf as chairman	FOR	FOR	✓ 97.4 %
4.1.3	Re-elect Mr. Hans R. Rüegg	FOR	FOR	✓ 97.2 %
4.1.4	Re-elect Dr. sc. techn. Hanspeter Fässler	FOR	FOR	✓ 97.1 %
4.1.5	Re-elect Mr. Ernst F. Odermatt	FOR	FOR	✓ 97.1 %
4.1.6	Re-elect Dr. iur. Gabi Huber	FOR	FOR	✓ 97.0 %
4.1.7	Re-elect Mr. Hanno Ulmer	FOR	FOR	✓ 96.8 %
4.1.8	Elect Mr. Zhiqiang Zhang	FOR	● OPPOSE	✓ 97.0 % He holds an excessive number of mandates.
4.1.9	Re-elect the candidates nominated by the special meeting (agenda ITEM 4.1.1)			
4.1.9.a	Re-elect Dr. Ernst Lienhard	FOR	FOR	✓ 99.5 %
4.1.9.b	Re-elect Mr. Jürg Fedier	FOR	FOR	✓ 99.5 %
4.2	Elections to the remuneration committee			
4.2.1	Elect Dr. sc. techn. Hanspeter Fässler to the Remuneration Committee	FOR	● OPPOSE	✓ 95.1 % He is not independent (representative of an important shareholder, board tenure of 12 years) and the majority of the committee members are not independent.
4.2.2	Elect Dr. iur. Gabi Huber to the Remuneration Committee	FOR	FOR	✓ 95.6 %
4.2.3	Elect Mr. Hanno Ulmer to the Remuneration Committee	FOR	FOR	✓ 95.8 %

Item	Agenda	Board	Ethos	Result
4.3	Election of the auditors	FOR	FOR	✓ 99.7 %
4.4	Election of the independent proxy	FOR	FOR	✓ 100.0 %
5.1	Binding prospective vote on the total remuneration of the board of directors	FOR	<p>● OPPOSE</p> <p>The remuneration planned for and paid out to one or several members is significantly higher than that of the peer group.</p>	✓ 98.7 %
5.2	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.7 %

Item	Agenda	Board	Ethos	Result
	Background to the EGM			
1	Creation of an authorised capital	FOR	FOR	✓ 99.8 %

Item	Agenda	Board	Ethos	Result
1.	Welcome and presentation of the business evolution	NON-VOTING	NON-VOTING	
2.	Constatations related to the general meeting	NON-VOTING	NON-VOTING	
3.1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.7 %
3.2.a	Binding retrospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.6 %
3.2.b	Binding retrospective vote on the total remuneration of the executive management	FOR	FOR	✓ 94.6 %
4.	Approve allocation of income and dividend	FOR	FOR	✓ 99.7 %
5.	Discharge board members and executive management	FOR	FOR	✓
6.1	Elections to the board of directors			
6.1.a	Re-elect Dr. ing. Ulf Berg as board chairman and as member of the remuneration committee	FOR	FOR	✓ 99.5 %
6.1.b	Re-elect Ms. Magdalena Martullo-Blocher	FOR	FOR	✓ 99.1 %
6.1.c	Re-elect Dr. Joachim Streu as board member and member of the remuneration committee	FOR	FOR	✓ 99.6 %
6.1.d	Re-elect Mr. Bernhard Merki as board member and member of the remuneration committee	FOR	FOR	✓ 99.6 %
6.2	Election of the auditors	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 98.3 %
6.3	Election of the independent proxy	FOR	FOR	✓ 99.8 %

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

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



Item	Agenda	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	✓ 100.0 %
4	Elections to the board of directors			
4.1	Re-elect Dr. oec. Pierin Vincenz as chairman	FOR	FOR	✓ 80.9 %
4.2.1	Re-elect Dr. oec. Hans-Jürg Bernet	FOR	FOR	✓ 99.7 %
4.2.2	Re-elect Mr. Jean-René Fournier	FOR	FOR	✓ 82.7 %
4.2.3	Re-elect Dr. oec. Patrik Gisel	FOR	FOR	✓ 81.2 %
4.2.4	Re-elect Dr. Hans Künzle	FOR	FOR	✓ 82.7 %
4.2.5	Re-elect Prof. Dr. oec. Christoph Lechner	FOR	FOR	✓ 99.8 %
4.2.6	Re-elect Dr. Gabriela Payer	FOR	FOR	✓ 99.7 %
4.2.7	Re-elect Ms. Doris Russi Schurter	FOR	FOR	✓ 82.7 %
4.2.8	Re-elect Mr. Herbert J. Scheidt	FOR	FOR	✓ 83.9 %
4.2.9	Re-elect Dr. iur. Andreas von Planta	FOR	FOR	✓ 99.3 %
4.3	Elections to the remuneration committee			
4.3.1	Re-elect Dr. oec. Hans-Jürg Bernet to the remuneration committee	FOR	FOR	✓ 99.3 %
4.3.2	Re-elect ct Dr. Gabriela Payer to the remuneration committee	FOR	FOR	✓ 99.4 %
4.3.3	Re-elect Ms. Doris Russi Schurter to the remuneration committee	FOR	FOR	✓ 81.5 %
4.3.4	Elect Dr. iur. Andreas von Planta to the remuneration committee	FOR	FOR	✓ 99.0 %
5	Binding votes on the remuneration of the board of directors and the executive management			
5.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	FOR	✓ 98.6 %
5.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR	✓ 98.6 %
5.3	Binding retrospective vote on the short-term variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive variable remuneration. ✓ 90.8 %
5.4	Binding retrospective vote on the short-term variable remuneration of the executive management	FOR	FOR	✓ 98.0 %
6	Election of the independent proxy	FOR	FOR	✓ 99.9 %

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

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

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	FOR	FOR	✓ 99.0 %
2	Approve allocation of income and dividend	FOR	FOR	✓ 99.6 %
3	Discharge board members and executive management	FOR	FOR	✓
4.1	Elections to the board of directors			
4.1.a	Re-elect Dr. Renato Fassbind	FOR	FOR	✓ 99.5 %
4.1.b	Re-elect Mr. Jürgen Fitschen	FOR	FOR	✓ 99.3 %
4.1.c	Re-elect Mr. Karl Gernandt	FOR	FOR	✓ 87.3 %
4.1.d	Re-elect Mr. Klaus-Michael Kühne	FOR	FOR	✓ 97.0 %
4.1.e	Re-elect Mr. Hans U. Lerch	FOR	FOR	✓ 99.0 %
4.1.f	Re-elect Dr. Thomas Staehelin	FOR	● OPPOSE	He has been a member of the board for 38 years, which exceeds Ethos' guidelines. ✓ 87.1 %
4.1.g	Re-elect Dr. Martin Wittig	FOR	FOR	✓ 99.6 %
4.1.h	Re-elect Dr. Jörg Wolle	FOR	FOR	✓ 99.0 %
4.2	Elect Ms. Hauke Stars	FOR	FOR	✓ 93.4 %
4.3	Election of the chairman of the board	FOR	FOR	✓ 90.8 %
4.4	Elections to the remuneration committee			
4.4.a	Re-elect Mr. Karl Gernandt to the remuneration committee	FOR	● OPPOSE	He is not independent (representative of an important shareholder) and the majority of the committee members are not independent. ✓ 82.0 %
4.4.b	Re-elect Mr. Klaus-Michael Kühne to the remuneration committee	FOR	FOR	✓ 86.6 %
4.4.c	Re-elect Mr. Hans U. Lerch to the remuneration committee	FOR	FOR	✓ 98.9 %
4.5	Election of the independent proxy	FOR	FOR	✓ 99.6 %
4.6	Election of the auditors	FOR	FOR	✓ 99.3 %
5	Approve renewal of authorised capital	FOR	● OPPOSE	In case of approval of the request, the aggregate of all authorities to issue shares without tradable pre-emptive rights for general financing purposes would exceed 25% of the issued share capital. ✓ 89.2 %

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

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

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



Item	Agenda	Board	Ethos		Result
8	Election of the auditors	FOR	FOR		✓ 99.3 %
9.1	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR		✓ 97.3 %
9.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The information provided is insufficient.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 94.0 %

Item	Agenda	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.	✓ 85.0 %
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9 %
4	Amendment and restatement of the 2006 Stock Incentive Plan	FOR	● OPPOSE	The share-based plan is not in line with Ethos' guidelines.	✓ 85.5 %
5	Discharge board members and executive management	FOR	FOR		✓ 99.8 %
6	Elections to the board of directors				
6.A	Re-elect Dr. Edouard Bugnion	FOR	FOR		✓ 99.2 %
6.B	Re-elect Mr. Bracken Darrell (CEO)	FOR	FOR		✓ 95.5 %
6.C	Re-elect Ms. Sally M. Davis	FOR	FOR		✓ 99.1 %
6.D	Re-elect Mr. Guerrino De Luca	FOR	FOR		✓ 95.2 %
6.E	Re-elect Ms. Sue Gove	FOR	FOR		✓ 99.1 %
6.F	Re-elect Mr. Didier Hirsch	FOR	FOR		✓ 99.1 %
6.G	Re-elect Dr. Neil Hunt	FOR	FOR		✓ 99.1 %
6.H	Re-elect Mr. Dimitri Panayotopoulos	FOR	FOR		✓ 99.0 %
6.I	Re-elect Dr. Lung Yeh	FOR	FOR		✓ 99.1 %
6.J	Elect Prof. Dr. Patrick Aebischer	FOR	FOR		✓ 97.7 %
7	Re-elect Mr. Guerrino De Luca as board chairman	FOR	FOR		✓ 98.7 %
8	Elections to the remuneration committee				
8.A	Re-elect Ms. Sally M. Davis to the remuneration committee	FOR	FOR		✓ 95.9 %
8.B	Re-elect Dr. Neil Hunt to the remuneration committee	FOR	FOR		✓ 99.4 %
8.C	Re-elect Mr. Dimitri Panayotopoulos to the remuneration committee	FOR	FOR		✓ 99.4 %
8.D	Elect Dr. Edouard Bugnion to the remuneration committee	FOR	FOR		✓ 99.5 %
9	Binding prospective vote on the total remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive chairman (who is not a member of the executive management) is not in line with Ethos' guidelines.	✓ 93.0 %

Item	Agenda	Board	Ethos		Result
10	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	<p>The total amount allows for the payment of significantly higher remunerations than those of a peer group.</p> <p>The remuneration structure is not in line with Ethos' guidelines.</p>	✓ 90.1 %
11	Election of the auditors	FOR	FOR		✓ 99.9 %
12	Election of the independent proxy	FOR	FOR		✓ 99.9 %

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

Item	Agenda	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 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>✓ 93.3 %</p>

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		✓ 99.8 %
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	The information provided by the company is insufficient.  The proposed increase relative to the previous year is excessive.	✓ 86.3 %
4.2	Binding prospective vote on the total remuneration of the executive management	FOR	● OPPOSE	The information provided is insufficient.	✓ 88.8 %
4.3	Advisory vote on the remuneration report	FOR	● OPPOSE	The information provided is insufficient.  The structure of the remuneration is not in line with Ethos' guidelines.	✓ 88.7 %
5	Elections to the board of directors				
5.1	Elect Mr. Peter Ulber as board member and chairman	FOR	FOR		✓ 97.4 %
5.2	Re-elect Dr. iur. Beat Walti	FOR	FOR		✓ 97.3 %
5.3	Re-elect Mr. Thomas E. Kern	FOR	FOR		✓ 99.9 %
5.4	Re-elect Ms. Pamela Knapp	FOR	FOR		✓ 99.9 %
5.5	Re-elect Dr. oec. Ilias Läber	FOR	FOR		✓ 90.0 %
5.6	Re-elect Mr. Chris E. Muntwyler	FOR	FOR		✓ 99.9 %
5.7	Re-elect Dr. iur. Roger Schmid	FOR	FOR		✓ 87.2 %
5.8	Re-elect Mr. Knud Elmholdt Stubkjaer	FOR	FOR		✓ 99.9 %
6	Elections to the remuneration committee				
6.1	Elect Mr. Peter Ulber to the remuneration committee	FOR	● OPPOSE	He holds an executive function in the company.	✓ 87.4 %
6.2	Re-elect Mr. Thomas E. Kern to the remuneration committee	FOR	FOR		✓ 99.9 %
6.3	Re-elect Mr. Chris E. Muntwyler to the remuneration committee	FOR	FOR		✓ 99.9 %
6.4	Re-elect Mr. Knud Elmholdt Stubkjaer to the remuneration committee	FOR	FOR		✓ 99.9 %
7	Election of the independent proxy	FOR	FOR		✓ 100.0 %
8	Election of the auditors	FOR	FOR		✓ 99.8 %

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

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



Item	Agenda	Board	Ethos		Result
	WARNING: Participation certificates carry no voting rights.				
1	Approve annual report, financial statements and accounts	FOR	FOR		✓ 99.3 %
2	Approve allocation of income and dividend	FOR	FOR		✓ 99.3 %
3	Discharge board members and executive management	FOR	FOR		✓ 98.3 %
4	Binding votes on the remuneration of the board of directors and the executive management				
4.1	Binding prospective vote on the fixed remuneration of the board of directors	FOR	● OPPOSE	The remuneration of the executive directors (who are not members of the executive management) is excessive.	✓ 96.7 %
4.2	Binding prospective vote on the fixed remuneration of the executive management	FOR	FOR		✓ 98.0 %
4.3	Binding retrospective vote on the variable remuneration of the board of directors	FOR	● OPPOSE	The non-executive directors receive significant consulting fees.  The remuneration of the executive directors (who are not members of the executive management) is not in line with Ethos' guidelines.	✓ 89.1 %
4.4	Binding vote on the variable remuneration of the executive management	FOR	● OPPOSE	The requested amount does not allow to respect Ethos' guidelines.	✓ 93.7 %
5	Amend articles of association	FOR	FOR		✓ 97.7 %
	Elections to the board of directors and the remuneration committee				
6.1	Elect Mr. Silvio Napoli (executive) as board member	FOR	FOR		✓ 99.1 %
6.2	Re-elect Mr. Alfred N. Schindler (executive) as board member and chairman	FOR	FOR		✓ 97.3 %
6.3.1	Re-elect Prof. Dr. Pius Baschera as board member and member of the remuneration committee	FOR	FOR		✓ 99.2 %
6.3.2	Re-elect Dr. Rudolf W. Fischer as board member and member of the remuneration committee	FOR	FOR		✓ 90.9 %
6.3.3	Re-elect Mr. Rolf Schweiger as board member and member of the remuneration committee	FOR	FOR		✓ 99.2 %
6.4.1	Re-elect Prof. Dr. Monika Bütler as board member	FOR	FOR		✓ 99.3 %

Item	Agenda	Board	Ethos	Result
6.4.2	Re-elect Ms. Carole Vischer as board member	FOR	FOR	✓ 92.1 %
6.4.3	Re-elect Mr. Luc Bonnard as board member	FOR	FOR	✓ 92.9 %
6.4.4	Re-elect Mr. Patrice Bula as board member	FOR	FOR	✓ 98.3 %
6.4.5	Re-elect Prof. Dr. iur. Karl Hofstetter (executive) as board member	FOR	● OPPOSE	✓ 95.5 %
			The board includes too many executive directors compared to market practice in Switzerland.	
6.4.6	Re-elect Mr. Anthony Nightingale as board member	FOR	FOR	✓ 98.1 %
6.4.7	Re-elect Prof. Dr. Klaus W. Wellershoff as board member	FOR	FOR	✓ 97.5 %
6.5	Election of the independent proxy	FOR	FOR	✓ 99.4 %
6.6	Election of the auditors	FOR	FOR	✓ 98.6 %
7	Capital reduction			
7.1	Reduction of the share capital	FOR	FOR	✓ 99.3 %
7.2	Reduction of the participation capital	FOR	FOR	✓ 99.3 %

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

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

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

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

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

Item	Agenda	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	✓ 100.0 %
2.2	Approve dividend from capital contributions reserves	FOR	FOR	✓ 100.0 %
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. Lorne Somerville	FOR	FOR	✓ 98.8 %
4.1.2	Re-elect Mr. Peter Schöpfer	FOR	FOR	✓ 99.9 %
4.1.3	Re-elect Mr. Jesper Ovesen	FOR	FOR	✓ 99.9 %
4.1.4	Elect Dr. iur. Peter Kurer	FOR	FOR	✓ 99.8 %
4.1.5	Elect Ms. Robin Bienenstock	FOR	FOR	✓ 99.9 %
4.1.6	Elect Mr. Michael Krammer	FOR	FOR	✓ 99.9 %
4.1.7	Elect Mr. Christoph Vilanek	FOR	FOR	✓ 98.7 %
4.1.8	Elect Mr. Joachim Preisig	FOR	FOR	✓ 99.9 %
4.1.9	Elect Dr. iur. Peter Kurer as board chairman	FOR	FOR	✓ 99.9 %
4.2	Elections to the remuneration committee			
4.2.1	Re-elect Mr. Peter Schöpfer to the remuneration committee	FOR	FOR	✓ 99.9 %
4.2.2	Re-elect Mr. Lorne Somerville to the remuneration committee	FOR	FOR	✓ 98.8 %
4.2.3	Elect Dr. iur. Peter Kurer to the remuneration committee	FOR	FOR	✓ 99.9 %
4.2.4	Elect Mr. Christoph Vilanek to the remuneration committee	FOR	FOR	✓ 99.6 %
4.2.5	Re-elect Mr. Peter Schöpfer as chairman of the remuneration committee	FOR	FOR	✓ 99.9 %
5	Election of the independent proxy	FOR	FOR	✓ 100.0 %
6	Election of the auditors	FOR	FOR	✓ 96.9 %
7.1	Advisory vote on the remuneration report	FOR	● OPPOSE	✓ 93.7 % Ethos considers that the one-off long-term award related to the IPO led to excessive remuneration granted in 2015.
7.2	Binding prospective vote on the total remuneration of the board of directors	FOR	FOR	✓ 99.7 %
7.3	Binding prospective vote on the total remuneration of the executive management	FOR	FOR	✓ 99.8 %
8.1	Approve renewal of authorised capital	FOR	FOR	✓ 98.7 %



Item	Agenda	Board	Ethos	Result
8.2	Amend articles of association: Deletion of the limited opting-out in connection with the IPO	FOR	FOR	✓ 99.9 %

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

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

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

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

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

**Disclaimer**

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