

## DocMorris

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| Country          | Switzerland   |
| Meeting date     | 12 May 2026 17:00                                   |
| Meeting location | Zurich Marriott Hotel, Neumühlequai 42, 8006 Zurich |
| Meeting type     | Annual General Meeting                              |
| Securities       | ISIN CH0042615283, Valor number 4261528             |

## Meeting Agenda

| Item | Proposal   | Ethos voting position |
|------|--|-----------------------|
| 1    | Approve annual report, financial statements and accounts   | FOR                   |
| 2    | Approve allocation of balance sheet result   | FOR                   |
| 3    | Approve sustainability report  | OPPOSE                |
| 4    | Discharge board members and executive management   | FOR                   |
| 5    | Elections to the board of directors  |                       |
| 5.1  | Re-elect Mr. Walter Oberhänsli   | OPPOSE                |
| 5.2  | Re-elect Prof. Dr. Andréa Belliger   | FOR                   |
| 5.3  | Re-elect Mr. Florian Seubert   | FOR                   |
| 5.4  | Elect Mr. Thomas Bucher  | FOR                   |
| 5.5  | Elect Ms. Nicole Formica-Schiller  | FOR                   |
| 5.6  | Elect Dr. Thomas U. Reutter  | FOR                   |
| 5.7  | Shareholder proposal: elect Ms. Mariola Belina-Prazmowska  | FOR                   |
| 5.8  | Shareholder proposal: elect Dr. Fritz Oesterle   | OPPOSE                |
| 5.9  | Shareholder proposal: elect Mr. Jacek Poswiata   | OPPOSE                |
| 6.1  | Re-elect Mr. Walter Oberhänsli as board chair  | OPPOSE                |
| 6.2  | Shareholder proposal: elect Dr. Fritz Oesterle as board chair                                      | OPPOSE                |
| 7    | Elections to the nomination and remuneration committee   |                       |
| 7.1  | Re-elect Mr. Florian Seubert to the nomination and remuneration committee                          | OPPOSE                |
| 7.2  | Re-elect Mr. Walter Oberhänsli to the nomination and remuneration committee                        | OPPOSE                |
| 7.3  | Elect Ms. Nicole Formica-Schiller to the nomination and remuneration committee                     | FOR                   |
| 7.4  | Shareholder proposal: elect Dr. Fritz Oesterle to the nomination and remuneration committee        | OPPOSE                |
| 7.5  | Shareholder proposal: elect Mr. Jacek Poswiata to the nomination and remuneration committee        | OPPOSE                |
| 7.6  | Shareholder proposal: elect Prof. Dr. Andréa Belliger to the nomination and remuneration committee | FOR                   |
| 8    | Re-elect Buis Bürgi AG as independent proxy  | FOR                   |
| 9    | Re-elect Ernst & Young as auditors   | OPPOSE                |
| 10.1 | Advisory vote on the remuneration report   | OPPOSE                |
| 10.2 | Binding prospective vote on the total remuneration of the board of directors                       | FOR                   |
| 10.3 | Binding retrospective vote on the short-term variable remuneration of the executive management     | OPPOSE                |
| 10.4 | Binding prospective vote on the fixed remuneration of the executive management                     | FOR                   |
| 10.5 | Binding prospective vote on the long-term variable remuneration of the executive management        | OPPOSE                |
|      | Transact any other business  | OPPOSE                |

## Report issued:

30.04.2026

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